



**People With  
Disabilities**

ACT Inc

# Annual Report 2009

## **TABLE OF CONTENTS**

▪ About Disability	2
▪ Electronic Version of this Report Available	3
▪ About PWD ACT	4
▪ President's Report	6
▪ Executive Officer's Report	7
▪ Photo of PWD ACT's office facilities	8
▪ Thanks to those who have helped PWD ACT	8
▪ Volunteers	9
▪ Thanks to PWD ACT's Sponsors	9
▪ 2007 – 2008 Board Members	10
▪ President Profile – Margo Hodge	11
▪ Vice President Profile – Justin Le Couteur	12
▪ Treasurer Profile – Alison Chinn	13
▪ Board Member Profile – Mignonne King	14
▪ Board Member Profile – Justin Ray	15
▪ Board Member Profile – Sarah Ferguson	16
▪ Executive Officer Profile – Kylie Mahar	17
▪ Administration Officer Profile – Maida Kajkic	18
▪ July – December 2008 in highlights	24
▪ January – June 2009 in highlights	26
▪ Submissions	28

## **ABOUT DISABILITY**

Some form of disability affects about one in five Australians. Disability may refer to impairments, activity limitations and participation restriction. The shape of the Australian population is changing due to a greater proportion of older age groups with increasing life expectancies adding to the amount of people with disabilities and the associated increased demand for carers to look after them.

For the first time in 2006, the Australian Bureau of Statistics collected data on Core Activity Need for Assistance in the National Census of Population and Housing. This was developed to measure people with profound or severe disabilities and the help or assistance they need in self-care, mobility and communication. The people who made up this category either had a disability, a long term health condition or old age.

In the ACT, 4,572 men and 5,746 women stated in the 2006 census that they had a profound or severe disability that required help or assistance in the three core activities of self-care, mobility and communication. Of these people, 151 were Indigenous.

In the ACT, 25,937 people stated in the 2006 census that they provided unpaid care, help or assistance to a family member or other person with a disability. Of these people, 318 were Indigenous.

Information from:  
Australian Bureau of Statistics Website  
[www.abs.gov.au](http://www.abs.gov.au)

## **ELECTRONIC VERSION OF THIS REPORT AVAILABLE**

If anyone would like to receive an electronic version of this report please email us on [pwdact@shout.org.au](mailto:pwdact@shout.org.au). Alternatively this report will be uploaded onto our webpage for viewing.

## **ABOUT PWD ACT**

### **Our Vision**

People with disabilities are respected, valued and empowered to reach their full potential both as individuals and as contributing members of society.

### **Our Mission**

PWD ACT represents, promotes and supports the collective interests of people with disabilities. We work to bring about an inclusive society by:

- Advocating for the removal of all attitudinal, physical and social barriers which prevent people with disabilities from participating fully in community life;
- Working to improve policies, programs and practices in our society which support people with disabilities to have the best life possible; and
- Collaborating with other ACT disability advocacy organizations to improve outcomes for people with disabilities.

### **Our Approach**

- We undertake our work proactively and with passion, vigour and focus;
- We are positive and provide practical options as part of our policy advice;
- We empower people with disabilities by promoting the highest standards of inclusiveness in our own organization and in the community; and
- We develop trust and cooperate with our colleagues in the disability sector to maximize the impact of our collective voice.

Our guiding frameworks are:

- The United Nations Convention on the Rights of Persons with Disabilities (2007)
- The ACT Disability Services Act 1991
- The ACT Discrimination Act 1991
- The Disability Discrimination Act 1992
- The National Disability Services Standards, as adapted in the ACT
- The ACT Disability Vision and Values

## **Our Work**

Our advocacy work includes:

- Regular consultation with our members to identify current issues and priorities;
- Projects which
  - Address identified priorities;
  - Strengthen the capacity of people with disabilities for self advocacy on the issues that affect them;
  - Improve the access of people with disabilities to public places, education, training, employment, transport and to all forms of information for people with disabilities
- Policy submissions;
- Representation and lobbying to all levels of government;
- Participation in forums and promotional events;
- Public speaking on disability issues; and
- Media releases and publications.

Our work with other ACT disability advocacy organizations includes:

- Regular meetings to share information, discuss common issues, and promote collaborative action on key issues facing people with disabilities;
- Responding to draft government policies and papers in collaboration with them;
- Contributing to boards and committees; and
- Providing feedback, practical suggestions and input on request to other organizations.

## **Our Objects**

Within the framework of the UN Convention on the Rights of Persons with Disabilities (2007) the objects of PWD ACT are:

- To promote the highest standards of inclusion by raising awareness about and advocating for the removal of all barriers which prevent people with disabilities from participating fully in society;
- To provide an avenue for people with disabilities to express their views to government and to the broader community about collective concerns;
- To provide input to government policies, programs and procedures on behalf of people with disabilities;
- To initiate policy and projects which improve the lives of people with disabilities; and
- To collaborate with other disability organizations to achieve better outcomes for all people with disabilities.

## **PRESIDENT'S REPORT**

I would like to thank all the members of the Board for their consistent and well informed support of and contribution to PWD ACT Inc. for 2009.

Our Executive Officer, Kylie Mahar, and Administration Officer, Maida Kajkic have been outstanding in their organization of our office procedure and they have both upgraded their skills to make our organisation even more productive.

For International Day of Disability, 3<sup>rd</sup> December 2008 PWD ACT Inc worked with the National Art Gallery of Australia to promote a free film night about people with disabilities. The evening was booked out.

Throughout 2008/2009 PWD ACT Inc have provided input into Disability ACT's policy formulation:

1. On 11<sup>th</sup> December 2008 about the Strategic Governance Committee's Plan for Disability ACT from 2009-2014 it was emphasised that people with disabilities' desire for individualised funding and self-directed support services should be uppermost in the planning by the service provider and a funding regulator, Disability ACT.
2. At a meeting with Disability ACT about the development of Quality Standards for Disability Services throughout Australia on 24<sup>th</sup> March, the monitoring of quality standards in disability services by accreditation of disability services was recommended
3. On 4<sup>th</sup> May 2009 the outline of the Information Book that PWD ACT Inc is developing was presented to a meeting of the Strategic Governance Planning Committee of Disability ACT.

Through meetings with Jon Stanhope and Amanda Bresnan, PWD ACT Inc in conjunction with a Wheelchair Accessible Taxi consortium of other community organisations, has secured a Taxi Review for the ACT.

Other meetings about transport have been held with ACTCOSS, ACTION, TAMS, CTIA and the Commonwealth Government and the airline industry.

The results of these meetings have been the production of a paper called a "A path less travelled", the ACT Accessible Public Transport Action Plan 2008-2012, a dedicated complaints line through Canberra Connect for taxi services, a person to contact at ACTION about accessible bus issues and the publication of Disability Access Facilitation Plans by airline companies with the regulators.

Registration fees from a commercial rate to that of a passenger carrying vehicle rate were adjusted through the Motor Vehicle Registry during the year.

The Chronicle newspaper/Canberra Times/ABC 666 radio contacted PWD ACT Inc about the following issues: the ACT Taxi Subsidy Scheme and difficulties with its

provisions of subsidy when crossing the border into Queanbeyan, the changes that The Australian Disability Parking Scheme proposed by FaHCSIA would make to people who had Disability Parking Permits and the delayed release of the ACT Review of Disabled Parking. It is hoped more issues about people with disabilities will be published in the media.

A submission was prepared for the National Disability Strategy by PWD ACT Inc for December 2008 and the report "SHUT OUT" has been forwarded to many Australians. Other submissions developed this year have been for the Disability and Arts Strategy for the Commonwealth Government, the Access to Premises Review by the Commonwealth Parliamentary Review and the National Harmonisation of the Disability Parking Permit Schemes in Australia.

The Launch of the Companion Card in the ACT occurred on 2<sup>nd</sup> September. The Keen Report developed a new framework for the ACT Equipment Scheme. Both these issues have been pursued by PWD ACT Inc over this year.

Although a decision has already been made by ACT Health for the relocation of the Independent Living Centre from its recently renovated premises (at a reported cost of \$2.9 million) in the more central location of Weston Creek to the isolated former Village Creek Primary School building in Kambah, PWD ACT Inc will continue to try to alleviate the problems created by this poor decision.

Access issues for businesses, community organisations and government still requires PWD ACT Inc with Access City Hotline to communicate with individual groups to remind them of their obligations under the ACT and Commonwealth Human Rights Acts. PWD ACT Inc endeavours to also work with the other advocacy agencies of ADACAS and Advocacy For Inclusion.

The major project of Employment of People with Disabilities in the ACT Public Service will be published before the end of 2009.

A message from Australian Human Rights Commissioner and Disability Discrimination Commissioner, Graeme Innes that was given at a celebration of the 2008 International Day of People with Disabilities in Sydney: "To not include us means that our community would not be a rich, diverse and sustainable community. People with disabilities are not heroes, and are not victims. We are agents of our own destiny, seeking an equal place in the Australian community."

Margo Hodge OAM  
2008 ACT Volunteer of the Year  
President.

## **EXECUTIVE OFFICER'S REPORT**

I would like to thank the PWD ACT Board of Management for all of their support and encouragement over the past year.

For most of the past year I have been fortunate to have Administration Officer Maida Kajkic here in the office to help get through the mountain of work that goes into running PWD ACT. Maida started working for PWD ACT in October 2008 and has impressed all with her hard work, dedication to the organization and her ability to recruit new members. Not to mention her wonderful cooking that the board has enjoyed on numerous occasions!

Over the past year I have especially enjoyed the challenges that our investigation into the employment of people with disabilities in the ACT Public Service has presented. It has proved to be a very interesting project and I hope the resulting report will be read by those who have the ability to make our suggested changes that will lead to better outcomes in the recruitment and retention of people with disabilities in our public service.

I have attended a variety of consultations, awards, forums, meetings and festivals in my role as Executive Officer this past year; which have included regular meetings with the Executive Director of Disability ACT, Lois Ford, the Inclusion Awards, Disability Stakeholder Forum, feedback session on the Equipment Scheme Keen Report, ACTCOSS budget consultation, Koomarri showcase and the Human Rights Commission Disability Film Festival to name a few.

This year PWD ACT contracted Michael Mecham to design our new website, which replaced our old, out-of-date one. It has been a major improvement. I encourage all members to take a look at it, especially the discussion page. By simply registering, you can then make your point of view about any disability issue known.

Kylie Mahar  
Executive Officer

**THE PWD ACT OFFICE AT SHOUT,  
BUILDING 1, PEARCE COMMUNITY  
CENTRE, COLLETT PLACE, PEARCE.**



**THANKS TO THOSE WHO HAVE HELPED  
PWD ACT**

We would especially like to thank SHOUT's Amanda Plowright and Deanne Michaels for their continual and unwavering assistance to our Executive Officer and Administration Officer. Their ability to solve any problem, especially computer related, is priceless.

Thank you to the Facilitator of our film/theatre workshops, Jay Sullivan, for putting together such a fantastic program which was enjoyed by all participants.

**VOLUNTEERS**

We would like to thank our office volunteer Sarah Ferguson for giving us her valuable time and effort to assist our work in the office. Sarah has also put a lot of time and

effort into facilitating the Social Group. We are very grateful for all that she did for the Social Group.

We would also like to thank volunteer workers on the Disability Information Book research Ian Trehwella, Ben Harris and Nicole O'Callaghan.

We would like to thank volunteer consultant on our Disability Employment Project in the ACT Public Service, Sue Salhouse.

## **THANKS TO OUR SPONSORS AND FUNDERS**

❖ **Addcolour Digital,**  
76 Wollongong Street,  
Fyshwick ACT 2609,  
phone: 02 6280 4106,  
fax: 02 6280 4773  
mobile: 0430 515 874  
email: Nicola@addcolour.com.au

Addcolour Digital has generously offered us sponsorship rates for many printed items.

❖ **DISABILITY ACT**  
Department of Disability, Housing and Community Services  
Emu Bank Way  
Belconnen ACT

Disability ACT are our major funder and supporter of our systemic advocacy work.

❖ **artsACT**  
Chief Minister's Department  
Level 4  
Canberra Nara Centre  
Civic ACT

artsACT gave us a grant again to put on a series of theatre workshops, 'Getting Into The Arts', for people with disabilities in 2009

## **2008-2009 BOARD MEMBERS**

- President – Margo Hodge OAM
- Vice President – Justin Le Couteur
- Treasurer – Alison Chinn

- Secretary – Mignonne King
- Board Member –Justin Ray
- Board Member – Sarah Ferguson

## **BOARD MEMBER PROFILES FOR 2008-2009**

## **MARGO HODGE - PRESIDENT**



### **Academic Qualifications:**

- ❖ Bachelor of Education

### **Career:**

- ❖ School teacher
- ❖ Factory Worker
- ❖ Shop assistant
- ❖ Mother

### **Awards Received:**

- ❖ Order of Australia Medal
- ❖ NRMA Volunteer of the Year in Education
- ❖ HREOC Merit of Recognition
- ❖ 2008 ACT Volunteer of the Year

### **Committee/Boards Member of:**

- ❖ Disability Council of Australia (DACA)
- ❖ Chair of Disability State Council of Australia (DSAC)
- ❖ ACT Housing
- ❖ Guardianship and Management Board
- ❖ Physical Disability Council of Australia (PDCA)
- ❖ Accessible Public Transport National Advisory Council of Australia (APTNAC)

### **Disability Sector Experience:**

- ❖ Chair of the local advisory council for 5 years
- ❖ Represented people with disabilities in the development of accessible public transport for 15 years
- ❖ Been a board member of sports, employment, advocacy and national disability organizations for 25 years
- ❖ Has given speeches at an International Transport Conference and commonwealth and local departments
- ❖ Have written many submissions in all areas of disability issues

**Own Disability:**

- ❖ Paraplegic

**JUSTIN LE COUTEUR – VICE PRESIDENT****Academic Qualifications:**

- ❖ Bachelor Business (Tourism Management and Marketing)
- ❖ Cert. IV in Government (Project Management)
- ❖ Cert. IV in Workplace Training and Assessment

**Career:**

- ❖ Positions include but are not limited to the following:
- ❖ Office manager in Motel/Hotels including the HYATT
- ❖ Office Manager for the ACT Hepatitis C Council
- ❖ Consumer Representatives Coordinator for Consumers' Health Forum (CHF)
- ❖ Hospitality Teacher at TAFE
- ❖ Business Development Officer and Telephone Counsellor For Lifeline
- ❖ Customer Services Officer for the Student to Industry Program
- ❖ Public Servant - Department of Education Employment and Workplace Relations

**Awards Received:**

- ❖ Branch Manager's Award 2007

**Committee/Boards Member of:**

- ❖ Currently just PWD ACT
- ❖ I was a Board member of the Campbell High School Board for two years, including one year as deputy Chair.

**Disability Sector Experience:**

- ❖ MC at the Post School Options EXPO for disabled students, last three years 2006, 2007, 2008.

**Own Disability:**

- ❖ Cerebral Palsy

## ALISON CHINN - TREASURER



### **Academic Qualifications:**

- ❖ Bachelor of Commerce
- ❖ Certified Practising Accountant (CPA)

### **Career:**

- ❖ Auditor for 20 years at the Australian National Audit Office – now works part time

### **Awards Received:**

- ❖ Life member of Canberra Rowing Club
- ❖ Volunteer Award 2001 – for Excellence in the Sport and Recreation Community
- ❖ Sports Star of the Year Tweed Shire 1984
- ❖ Won a number of Australian and State sculling championships

### **Committee/Boards Member of:**

- ❖ Sports related only

### **Disability Sector Experience:**

- ❖ New to this sector with PWD

### **Own Disability:**

- ❖ Degenerative spinal injury

## **MIGNONNE KING – BOARD MEMBER**



### **Academic Qualifications:**

- ❖ Registered Nurse – Bachelor of Nursing
- ❖ Certificate 1 Business
- ❖ Certificate 2 Hospitality Operations

### **Career:**

- ❖ Registered Nurse
- ❖ Midwife
- ❖ Member of RAAF Service, nursing corps
- ❖ RAAF Administration – organizing VIP international visitors, accommodation, transport and who to meet and greet
- ❖ Laundry Assistant
- ❖ Tupperware demonstrator
- ❖ Rural farm work

### **Committee/Boards Member of:**

- ❖ PWD Board Member
- ❖ Member of Belconnen Community Services
- ❖ Member of Positive Links

### **Disability Sector Experience:**

- ❖ Motivational speaker
- ❖ Media spokesperson
- ❖ Member of Toastmasters
- ❖ Completed course on Living With Chronic Health Condition

### **Own Disability:**

- ❖ Acquired Brain Injury Stroke Survivor

## JUSTIN RAY- BOARD MEMBER



### Academic Qualifications:

- ❖ Certificate in Adult General Education CAGE
- ❖ Currently undertaking Advanced Diploma in Media Production

### Career:

- ❖ Retail employee
- ❖ Cleaner
- ❖ Factory worker
- ❖ Horticultural worker
- ❖ Maintenance worker
- ❖ Administrative officer at Advocacy For Inclusion
- ❖ Executive Officer Assistant at Advocacy for Inclusion
- ❖ Green PC volunteer, computer technician

### Committee/Boards Member of:

- ❖ ACT Disability Advisory Committee
- ❖ Our Voice

### Disability Sector Experience:

- ❖ Advisory Forum AFI

### Own Disability:

- ❖ Mild Intellectual Disability

## **SARAH FERGUSON – BOARD MEMBER**



### **Academic Qualifications:**

- ❖ Bachelor of Applied Science in Health Education
- ❖ CIT Business Administration Certificate

### **Career:**

- ❖ Clerical/Administrative Office Work with Department of Defence
- ❖ Administration Assistant SHOUT office
- ❖ Department of General Practice

### **Disability Sector Experience:**

- ❖ Royal Blind Society/Vision Australia volunteer
- ❖ Epilepsy Association volunteer
- ❖ Women's Centre for Health Matters volunteer
- ❖ Cancer Society/Council volunteer
- ❖ People With Disabilities ACT Office volunteer
- ❖ Citizen's Advice Bureau volunteer

### **Own Disability:**

- ❖ Acquired Brain Injury due to Brain Tumour and treatment resulting in vision impairment, memory difficulties and epilepsy

## **EXECUTIVE OFFICER PROFILE**

### **Kylie Mahar**



- ❖ Completed Bachelor of Arts, major: English at La Trobe University, Bundoora, Victoria, 2003
- ❖ Completed Department of Human Services, Victoria, Induction Training 2004  
Including:
  - Orientation to disability work
  - Legislation, policy and procedures
  - Current model of service
  - Values
  - Disability service standards
  - Duty of care
- ❖ Completed Graduate Certificate of Disability Studies, at Deakin University, Burwood, Victoria, October 2006  
This covered:
  - Disability: Philosophy, Policy and Legislation
  - Disability: A Clinical Perspective
  - Community Development and Disability
  - Disability: Functional Assessment and Planning
  - Person and Family Centred Support
  - Diversity, Disability and Social Exclusion
- ❖ Employed by Department of Human Services, Northern Region, Victoria, as a support worker in community residential units for people with intellectual and physical disabilities, April 2004 - December 2005
- ❖ Employed as a support worker for a quadriplegic man in Canberra ACT, February 2006 – December 2006
- ❖ **Own Disability:** Chronic Fatigue Syndrome

## **ADMINISTRATION OFFICER PROFILE**

### **Maida Kajkic**



#### **Academic Qualifications:**

- ❖ Certificate II & III in Business Administration
- ❖ Certificate in Practical Office Training Skills
- ❖ Completed Web 2.0 at ACU (Vocational Course)
- ❖ Certificate I in Computing, English and Math

#### **Career:**

- ❖ Administration Assistant
- ❖ Support Worker for Children in Foster Care
- ❖ Community Based Program Assistant
- ❖ Promotional Worker

#### **Committee/Boards Member of:**

- ❖ North Belconnen Community Hall Association
- ❖ Volunteer at I Way FM Radio Station
- ❖ Volunteer at Calvary Hospital in Pastoral Care
- ❖ Volunteer at Nations Heart

#### **Disability Sector Experience:**

- ❖ In Aged Care
- ❖ Supported Men with mental health issues at Samaritans House and Ainslie Village

#### **Own Disability:**

- ❖ Arthritis, Speech difficulties.

**‘GETTING INTO THE ARTS’  
FILM/THEATRE WORKSHOPS FOR  
PEOPLE WITH DISABILITIES  
FEBRUARY 2009**

The ‘Getting Into The Arts’ film/theatre workshops were originally conceived to provide an innovative way for participants who have a disability to explore their passions and ideas about theatre, film, acting, directing and various technical aspect of performance without the pressure of performance or deadlines. The workshops aimed to develop critical thinking around the arts and attempted to build the self-esteem and sense of belonging for the participants involved. There was no public outcome from the project as it focused on participation and the transfer of skills. We didn’t charge course fees to make it as accessible as possible to a section of the community who often have to live their lives within the constraints of a very low income.

After the success of our first and second ‘Getting Into The Arts’ film/theatre workshops for people with disabilities in 2007 and 2008, we were keen that the third workshop program in 2009 would continue.

This year ‘Getting Into the Arts’ workshops were held on the 2nd – 19th February 2009 at the ANU Arts Centre. Jay Sullivan was the Facilitator of the workshops. The participants had the opportunity to creatively express their artistic talents, and were also given the chance to engage and learn new skills from members of the Canberra artistic community. Some took their new-found talents further by enrolling into courses at Canberra Institute of Technology (CIT), courses and others have been involved in the *Perfectly Sane* theatrical performance, directed by Robin Davidson. One participant has been attending *Radiance* a creative and imaginative movement /dance for women and will be involved in public performance at the end of 2009. In April this year another participant was involved in the Tempo Theatre’s *Sleeping Beauty*, directed by Myles Leon.

The following workshops ran over the three consecutive weeks:

**WEEK ONE**

<b>Workshop: What Makes Good Theatre? A Critical Approach to Viewing Theatre</b>
--

<b>Workshop: Directing for the Camera - The Basics Workshop: Acting for the Camera - Your Time to Shine Workshop: Performing Stand-Up Comedy</b>
--

**WEEK TWO**

<b>Workshop: Acting in the Theatre Sessions 1 &amp; 2</b>
---

<b>Workshop: Improvisation for People With Disabilities</b>
---

**WEEK THREE****Workshop: Directing for the Stage – working on short scenes****Workshop: Acting for the Stage – working on short scenes****Workshop : Musical Theatre – The Basics  
Musical Theatre – The Performance****PWD ACT 2008 ANNUAL GENERAL  
MEETING ON 1<sup>ST</sup> SEPTEMBER**

Figure 1 Milena Cifali, classical guitarist, playing at the 2008 AGM



**Figure 2 Vice President Justin Le Couteur at the 2008 AGM**



**Figure 3 member Jill Walker at the 2008 AGM**



**Figure 4 Secretary Mignonne King at the 2008 AGM**



**Figure 5 Board member Sarah Ferguson and PWD ACT founder Ian Reynolds at the 2008 AGM**

## **KOOMARRI DISABILITY SHOWCASE 25/11/08**



Figure 6 Vice President Justin Le Couteur presenting a talk on 'People with disabilities and employment' at the Koomarri Showcase Day

## **PWD ACT FREE PANCAKE STALL AT ACT HEALTH BUILDING 24 February 2009**



Figure 7 PWD ACT Board member and volunteer Sarah Ferguson (L) at the free Pancake stall

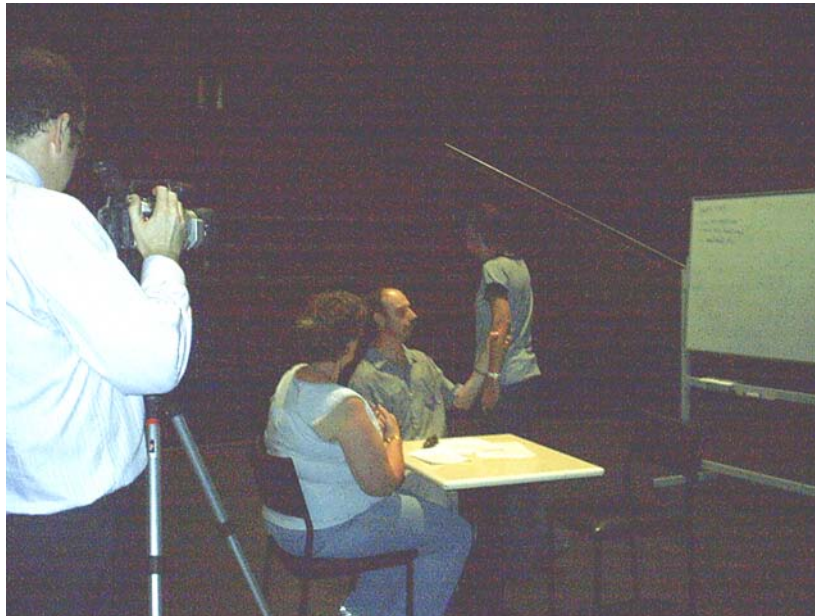


Figure 8 PWD ACT Administration Officer Maida Kajkic at the free Pancake stall



Figure 9 PWD ACT's free Pancake stall

**PWD ACT FREE FILM/THEATRE  
WORKSHOPS 'GETTING INTO THE ARTS'  
FEBRUARY 2009**



**Figure 10 Facilitator Jay Sullivan filming at the film/theatre workshops**

## **JULY TO DECEMBER 2008 IN HIGHLIGHTS**

### ***July 2008***

- ✓ 8 July PWD ACT's President Margo Hodge and Executive Officer Kylie Mahar met with Disability ACT's Executive Director Lois Ford and David Heckendorf
- ✓ 11 July PWD ACT's EO Kylie Mahar met with Arts Ability officer Andy Heaney to discuss their work and our Christmas Card Art Competition
- ✓ 17 July PWD ACT purchased new office chair

### ***August 2008***

- ✓ 8 August – President, Margo Hodge and EO, Kylie Mahar, met to discuss the Employment Project
- ✓ 8 August - PWD ACT's President Margo Hodge and Executive Officer Kylie Mahar met with Disability ACT's Executive Director Lois Ford and David Heckendorf
- ✓ 11 August PWD ACT's EO Kylie Mahar met with Arts Ability officer Andy Heaney to discuss their work and our Christmas Card Art Competition
- ✓ 12 August - PWD ACT August Board Meeting
- ✓ 26 August – PWD ACT Annual General Meeting

### ***September 2008***

- ✓ 4 September – EO attended part of the ACTCOSS conference
- ✓ 9 September – President attended Advocacy Groups Combined meeting at Advocacy For Inclusion
- ✓ 9 September – PWD ACT September Board Meeting

### ***October 2008***

- ✓ 14 October – PWD ACT Planning Meeting to discuss the projects PWD ACT will work on over the next year and the direction we will be taking
- ✓ 16 October – Vice President, Justin Le Couteur and EO, Kylie Mahar, conducted interviews for a new Administration Assistant with a disability

#### ***November 2008***

- ✓ 6 November – PWD ACT's Executive Officer, Kylie Mahar, attended the ACT Council of Social Services (ACTCOSS) Budget consultation
- ✓ 7 November – PWD ACT's EO, Kylie Mahar, attended the Inclusion Awards
- ✓ 11 November – PWD ACT's President, Margo Hodge and EO, Kylie Mahar, attended a meeting at Disability ACT
- ✓ 11 November – PWD ACT November Board Meeting
- ✓ 24 November – PWD ACT's Vice President, Justin Le Couteur, EO, Kylie Mahar and Administration Assistant, Maida Kajkic, attended the Koomarri Disability Showcase. Vice President, Justin Le Couteur, conducted a presentation on 'People with disabilities and employment'
- ✓ 26 November – PWD ACT's President, Margo Hodge and EO, Kylie Mahar, attended the National Disability Strategy consultation

#### ***December 2008***

- ✓ 2 December- A group of PWD ACT board members, staff and members attended the Disability Film Festival – Through a Different Lens, at the National Gallery of Australia
- ✓ 3 December- President Margo Hodge attended the National Disability Awards
- ✓ 3 December- Board Member Sarah Ferguson and several members of the Social Group attended an International Day of Disability activity on the lawns of Old Parliament House
- ✓ 4 December- President Margo Hodge and Executive Officer, Kylie Mahar held a meeting to discuss our Employment Project for people with disabilities
- ✓ 9 December- President, Margo Hodge and EO, Kylie Mahar, attended the Disability Stakeholder forum at Disability ACT
- ✓ 10 December- EO, Kylie Mahar, attended the ACT Human Rights Commission – 60th Anniversary of the Universal Declaration of Human Rights at the ACT Legislative Assembly
- ✓ 11 December- President, Margo Hodge and EO, Kylie Mahar attended a meeting with Sally Richards and Leanne Power from Disability ACT to discuss The Strategic Governance Plan for 2009-2014 for Disability Services in the ACT

\* Office closed from 24th December 2008 to 5th January 2009

## **JANUARY TO JUNE 2009 IN HIGHLIGHTS**

#### ***January 2009***

- ✓ 13 January – PWD ACT Board Meeting
- ✓ January - work has continued on the redesign of the PWD ACT website

- ✓ January - Disability ACT funding requirement reporting documents were completed
- ✓ 22 January - Employment Project Consultant Sue Salthouse and Executive Officer Kylie Mahar met with Keryl Neville and David Zilber from LEAD disability employment consultants to discuss the problems facing people with disabilities and employment
- ✓ 23 January - EO Kylie Mahar met with Disability ACT's new Community Development Officer Nadine Stephen

***February 2009***

- ✓ 2 – 19 February - Film/Theatre workshops for people with disabilities
- ✓ 10 February - PWD ACT Board meeting
- ✓ 24 February – PWD ACT Outreach - Free Pancake stall in Civic

***March 2009***

- ✓ 3 March - PWD ACT had our own direct phone line installed into our office. The new phone/fax number is: 6286 4223
- ✓ 12 March - PWD ACT Board Meeting
- ✓ 13/3 March - PWD ACT sent a submission to the Access To Premises Standards Review
- ✓ 17 March - PWD ACT Administration Assistant, Maida Kajkic, collected 140 signatures for a petition to improve the Wheelchair Accessible Taxi Scheme (WATS)
- ✓ 24 March - PWD ACT President, Margo Hodge, attended the Disability ACT Review of the National Disability Service Standards
- ✓ 26 March - PWD ACT Executive Officer, Kylie Mahar, attended the Belconnen Centrelink Information Hub
- ✓ 27 March - PWD ACT has posted the 2009 'Getting Into The Arts' film/theatre workshop participant packs

***April 2009***

- ✓ 3 April - President, Margo Hodge and Executive Officer, Kylie Mahar met with consultant Sue Salthouse to discuss People with Disabilities ACT Public Service Employment Project
- ✓ 7 April - Executive Officer, Kylie Mahar, attended the ACTCOSS Transport and Social Inclusion in the ACT Consultation
- ✓ 14 April - President, Margo Hodge and Executive Officer, Kylie Mahar met with Disability ACT
- ✓ 14/4 PWD ACT April Board Meeting. ACT Opposition spokesperson on Disability, Steve Doszpot MLA attended to discuss disability issues
- ✓ 23 April - Vice President, Justin Le Couteur, attended information session on changes to work safety laws
- ✓ 30 April - Administration Assistant, Maida Kajkic, attended Braddon Centrelink Public Information Day
- ✓ 30/4 Treasurer, Alison Chinn and Executive Officer, Kylie Mahar, attending Disability Service Provider Forum at Disability ACT

***May 2009***

- ✓ 7 May - Executive Officer, Kylie Mahar & former Vice President and member, Ian Trehwella, attended the Health Care Consumer's Association meeting with representatives from ACT Health for feedback about the Keen Report of the ACT Equipment Scheme
- ✓ 12 May - PWD ACT held a 3 hour planning meeting with a consultant to brainstorm PWD ACT's future direction

- ✓ 14 May - PWD ACT sent comments to the review of the Keen Report
- ✓ 14 May - President, Margo Hodge, EO, Kylie Mahar and Sue Salthouse met to discuss the Disability Employment Project
- ✓ 15 May - Administration Assistant, Maida Kajkic and EO, Kylie Mahar, attended the Tuggeranong FAHCSIA Expo and Forum for National Volunteers Week
- ✓ 21 May - EO, Kylie Mahar, attended the ACTION free bus tour for the changes to the Belconnen bus interchange

#### ***June 2009***

- ✓ 9 June - Board Meeting
- ✓ 16 June – Employment Project Meeting with President Margo Hodge, Sue Salthouse and Executive Officer, Kylie Mahar
- ✓ 25 June – Employment Project Meeting with President Margo Hodge, Sue Salthouse and Executive Officer, Kylie Mahar
- ✓ 29 June – Meeting with President Margo Hodge, Treasurer Alison Chinn, Executive Officer, Kylie Mahar and member Nicole O’Callaghan to discuss International Day of Disability Activity

## **PWD ACT 2008 - 2009 Submissions**

### **Disability Employment Services Review**

#### **Introduction.**

People with disabilities want to work and those people with disabilities who are in the workforce consider it a privilege to have a job. As a result people with disabilities are very productive workers.

People with disabilities need to work to obtain an improved income that will cover the cost of their disability (equipment, medication, housing) as well as for their level of self esteem. No one can live on the Disability Support Pension. However, it is the extra benefits of medical benefit card and reductions in cost of other services that allow people with disabilities to survive on this pension. It would assist more people with a disability if there was an **allowance for disability costs** paid to people with disabilities while they work. Eg similar to the blind and vision impaired allowance.

The number of people receiving the Disability Support Pension is really quite low in comparison with the percentage of the population who have a disability. i.e. 16.6% of the Australian working age population. The greatest advantage of having people with disabilities in the workplace is to increase the awareness to the majority of the population of the contributions that people with disabilities make to society.

PWD ACT Inc agree that the themes that emerged from the Employment Services Review of reduced complexity and red tape, improved flexibility and better support for vocational education and training are essential for change in any new arrangements.

One of the most important aspects for people with disabilities to gain knowledge of disability employment services is better and greater **promotion of information about employment services in suitable formats**. There are many issues in employment services that most people with disabilities know nothing about. Eg. Job seeking allowance.

The other difficulty that PWD ACT Inc has encountered this year is the lack of a **complaints mechanism about the disability employment services**. We were able to recommend The Australian Government's Job Access Complaints Resolution and Referral Service and the Commonwealth Ombudsman but for many people this process is a daunting process because of the extra complication of the problems of disability. If there was a formal mechanism for complaints it may assist with the improvement in the quality of the service provision from disability employment services.

It would be an advantage if **people with disabilities were given some of the funding e.g. the Job Seekers Allowance**, rather than the funding going to the disability employment services. Unfortunately, the Job Seeking Allowance Funds often ends up in the general revenue of the disability employment service and the person with a disability misses out on the funding that could help to obtain a job. Eg "in Control" program in UK which is being discussed in Australia at present by other funding bodies in Australia.

There are some **workplace modifications that people with disabilities could take with them from workplace to workplace** to assist them easily and readily change from one place to another. Eg Assistive technology.

**People with head injury are missing out on the support in their workplace in the ACT**. PWD ACT Inc has had drawn to its attention the difficulties faced by people with a head injury in obtaining employment. It would appear that the Rehabilitation System was not giving enough support for them to understand the employment services system or how to gain support in the workplace.

PWD ACT Inc would like to draw to the attention of this review the issues that people with disabilities have faced under the present disability employment services model. We will use the elements of the existing programs to highlight the issues and attempt to give some solutions to the issues as presented to us.

### **Eligibility:**

It has been reported that people with intellectual disabilities have not been given an eligibility assessment because they did not look as though they have an intellectual disability.

If the Access to Employment Training was able to be given before the person with an intellectual disability left school the eligibility criteria may not be necessary. It can

often be a negative process where a person's disability is more important than his/her abilities. Often there is a problem with schools co-operating to allow this Training to occur while the student is still at school. Without this training the Work Experience situation can become impossible for the employee and the employer.

### **Assessment.**

PWD ACT Inc believes that it is difficult to question the disability employment service about the accuracy of assessment of a person. It may be important for the disability employment service to regularly review the assessment to retain the validity of the assessment.

The assessment documents that PWD ACT Inc has seen are too formalised and do not reflect the individual's abilities. A more personalised document that genuinely demonstrates the person's capacities would be more conducive for future employers.

### **Flexibility of service delivery.**

People with disabilities who have tertiary qualifications have greater difficulties in being given an appropriate work position, especially those people with a vision impairment. One visually impaired client was asked to travel 4 hours to a job.

There are problems for people who have brain injury because they are not aware of eligibility criteria or the purpose of the disability employment services. It would appear that Vocational Rehabilitation Services( possibly only in the ACT) are not able to provide the same level of support for people with head injury.

### **Funding models**

People with disabilities lose their positions after funding for their support stops and there are not provisions in place for continuing support.

Short term support for the person with a disability has lead to the person experiencing failure in the workplace. When this short term support occurs again, the failure is compounded and the person with a disability loses their confidence.

The funding models and accountability to government lead to a person with a disability whose requirements are more complex, taking much longer to get a position because the disability employment service will receive more funding.

### **Linkage with other programs**

The system is incomprehensible for many people. There are too many departments and groups involved. It is not only difficult for people with disabilities to understand the extra provisions but employers do not have the time or resources to put the benefits in place.

Workplace modifications take too long and the person with a disability becomes frustrated and feels discrimination. Many employers do not know how the system

works, eg the ACT public service took months to acquire suitable software for a new employee.

Where possible, people with disabilities should be able to take their work modifications with them. In particular, software that assists people to read text on computers or other assistive technology.

### **Incentives for employers**

The best incentives for employers are those incentives that are mutually beneficial to the person with a disability and the employer. The extra training that is available for people with disabilities in the Technical Education System will also give the employer a better skilled worker.

A payment to the employer to employ a person with a disability is only a short term measure and it will induce the idea of people with disabilities being only commodities rather than as useful and productive workers.

### **Performance management, program assurance and contract management**

There is no clear complaints mechanism for people with disabilities to register their complaints about the disability employment service.

Many people with mental illness are set up to fail because there is no ongoing support.

Agencies receive more money if the person has greater difficulty in getting a job. People are often left on books because they are difficult to find jobs for.

The quality of the staff in a disability employment agency is most important. If the person with a disability is supported and valued by the staff, there will be a better result for employer and employee.

When there is continuity between a person with a disability and a staff member of a disability employment agency it is more beneficial to the person. Often there is a high turn over of staff in disability employment agencies.

Poor staffing will also cause immeasurable harm. Eg A young woman in a wheelchair was left outside an employment place by a staff member of an agency and was expected to introduce herself and initiate her own work position.

### **Vocational education and training**

Unfortunately PWD ACT Inc has been informed of training for a person with head injury that has caused loss of self esteem and feelings of inadequacy rather than providing increased potential as an employee.

Once again, there is not enough promotion of the variety and extent of training that is available for people with disabilities.

Training for employment for young people leaving school needs to be negotiated with the schools before the young person with a disability attends work experience and job

placement. This early intervention will assist the young person to retain appropriate skills.

### **Purchasing systems.**

Disability agencies get paid by the quantity of job placements and not by the quality of the placement

## **The Keen Report.**

### **People With Disabilities ACT's comments on the Keen Report.**

People With Disabilities ACT Inc. (PWD ACT Inc.) is a not for profit consumer systemic advocacy organisation who work to represent the interests of people with disabilities in the ACT. PWD ACT Inc. works to improve access to all amenities and to all formats of information and activities of the community. PWD ACT Inc. is a peak body which seeks to inform the community about disability issues.

PWD ACT Inc appreciates the chance to further add our comments on the Keen Report to the ACT Health Department. We would be interested in any additional consultation that would be likely to occur.

The acknowledgement by the Keen Report that the ACT Equipment Scheme (ACTES) has been a subsidy scheme rather than a full equipment scheme supports the appraisal of the ACTES that PWD ACT Inc had made in their submission that was presented in 2008. (see attached submission).

The best possible solution to all the difficulties identified in the Keen Report would be an increase in funding for the ACTES. People with disabilities must have the most

appropriate and best quality equipment available to them so that they can alleviate the worst of their disability and to be able to have access to a quality life and opportunities. E.g. People with disabilities want employment positions. Employment can not be gained if people's equipment does not allow them to access public transport or accessible premises.

The Keen Report does not mention the Commonwealth Government's proposal to create a national policy for equipment schemes and how the ACTES will align its policies, procedures and administration with other States and Territories.

There is also a need to recognize the new equipment scheme for children under 16 run by ACT Therapy and its relationship to ACTES.

It would be worthwhile if the ACT Government and other State Governments lobbied the Commonwealth Government for an increase in the Continence Aids Assistance Scheme (CAAS) instead of trying to organize a back-up scheme in every State and Territory. The CAAS allowance has not increased in many years and the price of equipment has soared. It would be better for the Commonwealth Government to make a larger purchase than each State and Territory trying to fill the gap

It is unfortunate that home modifications have to be removed from the ACTES. It is imperative that there is co-ordination between home modifications and supplied equipment so that people are able to be as independent as possible in their home.

The tendering process for repairs and maintenance should be broadened to include a more transparent tendering process for the procurement of equipment. The local businesses have to be supported to develop a viable industry for disability equipment in the ACT. At present, many people with disabilities travel outside the ACT to purchase their own equipment.

The ownership of the equipment from the ACTES should remain with the individual. The most appropriate equipment for an individual would not suit another person with a disability.

Having the advisory committee doing all the policy formulation, governance, procedures and management removes the responsibility of the ACTES from the ACT Government managers. The advisory committee is a positive development but there must be competent administrative and managerial support. It is not clear how ACT Health intend that the advisory committee be an approval body but also advise on policy and procedures.

There needs to be a more transparent scheme and greater accountability to clients from the proposed, reformed ACTES. The UN Convention on the Rights of Disabilities Articles 19& 20 will need to be investigated to be included in any policy developed.



**PEOPLE WITH DISABILITIES ACT INCORPORATED  
CERTIFICATE FROM THE BOARD**

We the undersigned, being two members of the Board, state on behalf of the Board that:

(i) The Board Members of PWD as at the date of this report are:

Margo Hodge OAM	President
Justin Le Couteur	Vice President
Sarah Ferguson	Secretary
Alison Chinn	Treasurer
Mignonne King	Board Member
Justin Ray	Board Member

(ii) The principal activity of PWD during the year was to promote the rights of disabled people in the ACT. There have been no significant changes in this principal activity during the financial year.

(iii) The net surplus/(deficit) for the year ended 30 June was:

	<b>2008</b>	<b>2009</b>
Net Surplus/(Deficit)	\$8,983	\$4,962

(iv) In our opinion, the attached financial statements show a true and fair view of the financial position of PWD as at 30 June 2009, and the results of its operations and cash flows for the year ended on that date.

This report is made in accordance with a resolution of the Board and is signed for and on behalf of the Board by

*M. J. Hodge*

Signature

*President*

Board Member

*23.11.09*  
Date

*Alison Chinn*

Signature

*HONORARY TREASURER*

Board Member

*23/11/09*  
Date

**PEOPLE WITH DISABILITIES ACT INCORPORATED**  
**Statement of Financial Performance**  
*For the year ended 30 June 2009*

	Notes	2008	2009
		\$	\$
<b>INCOME</b>			
Core Funding		48,414	50,186
Arts ACT Grant		6,075	8,620
IT Grant		2,197	0
Website Design Grant		0	7,000
ACTAAD Grant		0	2,500
Volunteers Travel Grant		0	1,500
Membership Fees		419	317
Interest Received		666	1,499
Sale of Xmas Cards		163	240
Other Income		599	0
Donations		0	1,115
<b>TOTAL INCOME</b>		<b>58,533</b>	<b>72,977</b>
<b>EXPENSES</b>			
Employee expenses		24,791	43,152
Insurance		3,130	2,614
Arts Workshops direct costs		7,100	6,650
Governance Consultancies		5,225	1,100
Unexpended Grants		1,204	5,265
Depreciation Expense		1,740	863
Telephone, Fax and Internet		1,406	3,746
Office Expenses		2,024	2,923
Volunteers Travel		248	451
Bookkeeping		1,053	0
Audit Fees		800	990
Bank Charges		71	122
Other		758	139
<b>TOTAL EXPENSES</b>		<b>49,550</b>	<b>68,015</b>
<b>Net Surplus/(Deficit)</b>		<b>\$8,983</b>	<b>\$4,962</b>

The accompanying notes form part of these financial statements

**PEOPLE WITH DISABILITIES ACT INCORPORATED**  
**Statement of Financial Position**  
*As at 30 June 2009*

	Notes	2008	2009
		\$	\$
<b>CURRENT ASSETS</b>			
Cash	2	34,961	42,819
Prepayments		843	944
<b>Total Current Assets</b>		<b>35,804</b>	<b>43,763</b>
<b>NON-CURRENT ASSETS</b>			
Office Equipment	3	1,683	3,362
<b>Total Non-Current Assets</b>		<b>1,683</b>	<b>3,362</b>
<b>TOTAL ASSETS</b>		<b>37,487</b>	<b>47,125</b>
<b>CURRENT LIABILITIES</b>			
Creditors		3,187	3,287
Grants Liabilities		1,204	5,265
Employee Entitlements Provision		412	927
<b>Total Liabilities</b>		<b>4,803</b>	<b>9,479</b>
<b>NET ASSETS</b>		<b>32,684</b>	<b>37,646</b>
<b>Represented By:</b>			
Members Funds at Beginning of the Year		23,701	32,684
Add Surplus/(Deficit) for the Year		8,983	4,962
<b>Members Funds at End of the Year</b>		<b>32,684</b>	<b>37,646</b>

The accompanying notes form part of these financial statements

**PEOPLE WITH DISABILITIES ACT INCORPORATED**  
**Statement of Cash Flows**  
*For the year ended 30 June 2009*

	Notes	2008	2009
		\$	\$
<b>OPERATING ACTIVITIES</b>			
<b>Cash Inflows</b>			
Grants Received		57,361	69,806
Membership Fees		226	317
Interest Received		666	1,499
Sale of Xmas cards		163	240
Donations		0	1,115
Net GST		63	0
<b>Total Cash Inflows</b>		<b>58,479</b>	<b>72,977</b>
<b>Cash Outflows</b>			
Payment to Suppliers		48,192	62,577
<b>Total Cash Outflows</b>		<b>48,192</b>	<b>62,577</b>
<b>Net Cash Flows From Operating Activities</b>	<b>4</b>	<b>10,287</b>	<b>10,400</b>
<b>INVESTING ACTIVITIES</b>			
<b>Cash Outflow</b>			
Purchase of office equipment		1,414	2,542
<b>Total Cash Outflows</b>		<b>1,414</b>	<b>2,542</b>
Net increase/(decrease) in Cash		8,873	7,858
Add Cash Held at Beginning of Year		26,088	34,961
<b>Cash Held at End of Year</b>		<b>34,961</b>	<b>42,819</b>

The accompanying notes form part of these financial statements

**PEOPLE WITH DISABILITIES ACT INCORPORATED**  
**Notes to the Financial Statements**  
*For the Year ended 30 June 2009*

**Note 1 Statement of Significant Accounting Policies**

This financial report is a general purpose financial report which has been prepared in accordance with Australian Accounting Standards and Accounting Interpretations and requirements of the *Associations Incorporations Act 1991*.

People With Disabilities ACT Incorporated (PWD) is incorporated in the ACT under the *Associations Incorporations Act 1991*.

The financial report has been prepared on an accrual basis and is in accordance with historical cost convention except for certain assets valued at fair value. Except if stated, no allowance is made for the effect of changing prices on the result of the financial position.

**Statement of Compliance**

Australian Accounting Standards require a statement of compliance with International Financial Reporting Standards (IFRS) to be made where the financial report complies with these standards. PWD is a not for profit entity and has applied these requirements to the extent that it is required.

**Accounting Policies**

**1.1 Income Tax**

No provision is made for income tax as PWD is exempt from taxation under Section 50-5 of the *Income Tax Assessment Act 1997*.

**1.2 Property Plant and Equipment**

Each class of property, plant and equipment is initially carried at cost. Following initial recognition assets are assessed each year for any material movement in their fair value. They would then be carried at fair value less subsequent accumulated depreciation and impairment losses. Given the nature and low value of the assets there has been insufficient movement to warrant revaluation to fair value.

PWDs assets have been assessed for impairment as at 30 June 2009. If impairment existed the assets recoverable amount is estimated and an impairment adjustment made if the asset's recoverable amount is less than its carrying value. There were no indicators of impairment (2008 – nil).

**1.3 Depreciation**

Depreciable property plant and equipment are written off to their estimated residual value over their estimated useful lives to PWD using the straight line method of depreciation.

Depreciation rates, residual values and methods are reviewed at 30 June each year and adjusted if appropriate.

**PEOPLE WITH DISABILITIES ACT INCORPORATED**  
**Notes to the Financial Statements**  
**For the Year ended 30 June 2009**

Depreciation rates applied are:

Computers	20%
Office Furniture	10%

**1.4 Financial Instruments**

PWD has no financial instruments

**1.5 Employee Benefits**

Provision is made for PWDs liability for employee benefits arising from services rendered by employees as at balance date. Employee benefits expected to be settled within one year have been measured at the amounts expected to be paid when the liability is settled. Employee benefits expected to be paid out later than one year would be measured at the present value on the estimated future cash outflows to be made for those benefits.

**1.6 Cash and Cash Equivalents**

Cash and cash equivalents include cash on hand, deposits held at call with banks, other short term highly liquid investments and bank overdrafts. PWD only held cash at bank and a petty cash advance as at 30 June 2009.

Cash flows are included in the Statement of Cash flows on a gross basis.

**1.7 Revenue**

The main source of revenue for PWD is from Government grants. Grants are recognised in the year that they are received and a liability is then recognised at balance date for any grant money not expended.

**1.8 Goods and Service Tax**

PWD is not in the system for GST as its turnover falls below the threshold for compulsory registration for not for profits.

**Note 2 Cash**

	2008	2009
	\$	\$
Cash - Operating Account	9,435	13,309
Cash - Investment Account	25,518	29,476
Cash on Hand	8	34
<b>Total Cash</b>	<b>34,961</b>	<b>42,819</b>

**PEOPLE WITH DISABILITIES ACT INCORPORATED**  
**Notes to the Financial Statements**  
*For the Year ended 30 June 2009*

**Note 3      Assets**

	2008	2009
	\$	\$
Computer at cost	9,495	10,873
Less Accumulated Depreciation	(8,206)	(8,925)
<b>Total Computers</b>	<b>1,289</b>	<b>1,948</b>
Office Furniture at cost	418	1,582
Less Accumulated Depreciation	(24)	(168)
<b>Total Office Furniture</b>	<b>394</b>	<b>1,414</b>
<b>TOTAL ASSETS</b>	<b>1,683</b>	<b>3,362</b>

**Note 4      Reconciliation of Operating Surplus/(Deficit) with Net Cash Flows from Operations**

	2008	2009
	\$	\$
<b>Operating Surplus</b>	<b>8,983</b>	<b>4,962</b>
Add		
Depreciation Expense	1,739	863
Decrease/(Increase) in Prepayments	793	(101)
Increase/(Decrease) in Grants In Advance	1,204	4,061
Increase/(Decrease) in Creditors	(1,692)	100
Increase/(Decrease) in Employee Provisions	(551)	515
Increase/(Decrease) in Unearned Revenue	(192)	0
<b>Net Cash Flows from Operations</b>	<b>10,284</b>	<b>10,400</b>

**Note 5      Related Parties**

Payments have been made to Board members to reimburse expenses incurred in performing their duty as Board members. These payments have all been approved by the Board and are in accordance with the approved policies of PWD.

**Adrian Rowles CA**

2 MacNamara Place, Chisholm ACT 2905

**INDEPENDENT AUDIT REPORT TO THE MEMBERS OF PEOPLE WITH DISABILITIES ACT  
INCORPORATED****FOR THE YEAR ENDED 30<sup>TH</sup> JUNE, 2009****Scope**

I have audited the attached financial statements of People With Disabilities ACT Incorporated (The Association) for the year ended 30<sup>th</sup> June 2009. The Committee is responsible for the preparation and presentation of the financial statements and the information they contain. I have conducted an independent audit of these financial statements in order to express an opinion on them to the members of the Association.

My audit has been conducted in accordance with Australian Auditing Standards to provide reasonable assurance as to whether the financial statements are free of material misstatement. The procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial statements, and the evaluation of accounting policies and significant accounting estimates. These procedures have been undertaken to form an opinion as to whether, in all material respects, the financial statements are presented fairly in accordance with Australian Accounting Standards and Statutory requirements so as to present a view which is consistent with our understanding of the Association's position and the results of its operations.

The audit opinion in this report has been formed on the above basis.

**Audit Opinion**

In my opinion,

- (a) The financial statements of the Association are properly drawn up:
  - i. So as to give a true and fair view of matters required by subsection 72(2) of the Associations Incorporation Act 1991 to be dealt with in the financial statements
  - ii. In accordance with the provisions of the Associations Incorporation Act 1991; and
  - iii. In accordance with proper accounting standards, being Applicable Accounting Standards;
- (b) I have obtained all the information and explanations required;
- (c) Proper accounting records have been kept by the Association as required by the Act; and
- (d) The audit was conducted in accordance with the rules of the Association.



Adrian Rowles CA  
Auditor

24 November 2009