

Annual Report

2006

— 2007

**ICLC** INNER CITY LEGAL CENTRE





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# Introduction

The Inner City Legal Centre (ICLC) has been providing free legal services for people who live and work in the inner city area for the past 27 years. The Centre provides a range of free legal services to people in our catchment area and limited services to the residents of northern Sydney as there is no funded service in that region. The Centre also provides specialist advice services to members of the transgender, gay and lesbian communities throughout New South Wales by telephone.

The staff solicitors offer advice and ongoing casework and representation in the following areas: domestic violence, discrimination, employment, victim's compensation, fines, apprehended violence orders and debts.

New clients generally attend one of the night advice services provided by the Centre's pool of volunteer lawyers. Tuesday evening services see more general matters and on alternate Tuesdays we offer an Employment Law Service in addition to the General Advice Service. The Wednesday evening service provides advice in family and employment law matters, and the Gay & Lesbian Legal Advice Service. Volunteer lawyers refer matters to ICLC staff solicitors for ongoing casework assistance where appropriate.

ICLC also actively contributes to the local community's awareness of their legal rights and responsibilities through an ongoing program of community legal education. Over the past year staff have provided community legal education in a variety of forms including publications and sessions with local residents and community workers .

## Contact Information

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Darlinghurst NSW 2010

Website: [www.iclc.org.au](http://www.iclc.org.au)  
Email: [Inner\\_City@clc.net.au](mailto:Inner_City@clc.net.au)

Telephone: (02) 9332 1966  
Fax: (02) 9360 5941

## Office Hours

The ICLC office is open Monday to Thursday 10am – 6pm and Fridays 10am- 5pm.

- The office is closed for lunch from 1pm till 2pm.

## Services include

- Information & referral services
- Legal Advice by appointment except in emergency situations
- Telephone advice to community and social workers during business hours
- Urgent Telephone advice to victims of domestic violence
- Home/ hospital visits where necessary
- Specialist Gay and Lesbian legal advice service (state-wide service)
- Specialist Transgender legal advice service (state-wide service)
- Community legal education
- Law reform and policy work

# Co-chairs Report

ICLC has had another eventful year. The Centre continues to deliver quality legal services that include advice and casework, community legal education, the development of resources as well as a range of other advocacy and law reform activities for residents experiencing social or economic disadvantage in the inner city and surrounding areas. The Centre continues to provide advice specifically to gay, lesbian and transgender people from all over NSW as well. Over the last year the Centre provided advice and assistance to over 3371 people. The Principal Solicitor's Report gives some examples of the diverse nature of the assistance provided by the Centre over the last year. Key areas of casework include domestic violence, victims compensation, employment, discrimination and fines: all issues that disproportionately affect the wellbeing and security of people from disadvantaged circumstances.

In addition to the significant casework undertaken throughout 2006-2007, the Centre has worked on two major projects during the year: the second edition of the Employee's Guide to Unfair Dismissal, funded by the Law and Justice Foundation of New South Wales and the Womens Employment Rights Project (WERP), in conjunction with the Office for Women. WERP provided legal advice, information and training to community advocates across NSW. At the same time, WERP monitored the impact of the current workplace relations system on NSW women particularly in the areas of unfair/unlawful dismissals, Australian workplace agreements and discrimination. The project is demonstrating a high level of discrimination against women in the workplace and producing a series of online fact sheets to better support women in the workplace.

Congratulations to Natalie Ross, Principal Solicitor, for her efforts in managing the significant revisions required for the second edition of the Employee's Guide to Unfair Dismissal. Pat McDonough and Julie Venamore are also to be commended for their energy in demonstrating the many impacts of work place laws on working women through the WERP project.

The City of Sydney has informed us that after 27 years' of service on Oxford Street, Darlinghurst, the Centre will be moved to accommodation at 50-52 Darlinghurst Road, Kings Cross. We see this as a major development for the Centre, and we are hopeful that we will be able to build a similar presence at our new location. We are working with Sydney City Council to ensure that our new accommodation is appropriate for staff and client needs.

This year we bid farewell to Jan Squires, the Centre's Coordinator. Jan took up the position of manager for the Family Relationship Centre in Newcastle. We wish Jan all the best and will miss her passion, humour and dedication. Robyn Solomon joins the Centre as our new Coordinator. Robyn comes with a background in human rights law and has experience in managing related community-based services –welcome Robyn!

We believe the ICLC plays an important role in working towards a more just and equitable society. Our many volunteers, Board members and staff are to be congratulated once again, for the diverse and valued contributions they make,

## Melanie Tully and Rob Wilkins

Co-Chairs



**Board Members left to right:** Rob Wilkins, Co-chair, Melanie Tully, Co-chair, Ryan Verzosa, Somali Cerise, Aaron Magner (absent: Paul Boers, Sue Bowrey, Peter Wilson)

# Treasurer's Report

In the year to June 2007 the Inner City Legal Centre was principally funded by the Federal and NSW State Governments. During the course of the year the Centre received \$ 93 112.42 from the Commonwealth Legal Services Program and \$ 138 578.50 from the community legal services program of the Legal Aid NSW. The Centre also received \$90,000 in May 2006 from the NSW Government which was expended during the period to deliver the Women's Employment Rights Project ("WERP"). This funding has been followed by confirmation that the NSW Government will extend a further grant to continue the work commenced by WERP for a 12 month period expected to commence in the beginning of 2008.

In addition, ICLC is the very grateful beneficiary of the generosity of a range of other organisations and individuals who have given ongoing support and in kind assistance. They include:

- Our volunteer solicitors and law students, who make every dollar we receive in cash go so much further in terms of the assistance we can provide to our clients;
- Sydney City Council, which provides the Centre's accommodation free of charge, and which has confirmed that it will also meet the costs of relocation and fitout in our new premises at King's Cross;
- PKF Chartered Accountants, who provide pro bono audit assistance;
- Our law firm partners, including DLA Phillips Fox, Corrs Chambers Westgarth, Keddies, Freehills, and Henry Davis York and who provide direct and indirect support for ICLC's work in a variety of ways.
- The volunteer Board of Directors; and
- Norman Booker for his work on our publications during the year and DLA Phillips Fox for their assistance with the layout and printing of our Annual Report.

The Centre's funding during the financial year was also augmented by a range of other sources of income, including membership fees, interest and legal costs.

The costs associated with the running of the Centre have again been contained within budget for the year – no mean feat for an organisation of our size and workload. While the numbers do not tell the whole story by any means, a few of them are illustrative of the hard work and value for money that the Centre delivers with our funding:

- Our total client interactions increased by 7% to 3,371, while our funding from the CLC program increased only 0.4%
- Our volunteer solicitors provided nearly 800 hours of their time attending evening advice sessions, delivering around \$200,000 of in-kind funding if measured at normal commercial rates
- Our student volunteers provided almost 2,000 hours of support to the daily operations of the centre, handling a significant proportion of our referral work and delivering real assistance to our staff and to our clients

The year to June 2008 is likely to see the Centre face the financial and emotional challenge of leaving our Oxford Street home for King's Cross, where we will continue to service the competing needs of our clients, our community and our funders while creating a rewarding and welcoming environment for our staff and volunteers. Our confidence in facing these challenges is due in no small part to the financial management skills of Robyn and Chris – the Board extends its sincere thanks to them, as well as to their predecessors Jan and Cecilia, for all their efforts in this regard.



**Peter Wilson**

*Treasurer*

# Coordinator's Report

I was fortunate enough to share my first couple of weeks at ICLC with Jan Squires who resigned from this position in December 2006. Jan moved on to a position closer to her home, which resulted in her avoiding a long commute to work. She is well missed by us all and I found the time we spent together, as she handed over the position to me, gave me insight into her warmth and humour. Her contribution to ICLC was invaluable and she was rewarded with a Life Time Membership to the organization. We wish Jan luck and success in her future endeavours.

ICLC participated in a number of exciting law reform projects and community legal education initiatives during 2006/2007. These included participation in Fair Day 2007, a fundraising event for Mardi Gras.

## Partnerships – Relationships – Networks

ICLC works within the context of a number of networks and finds the interaction with organisations including government, community groups and private legal firms most beneficial. In particular ICLC acknowledges its major source of funding from the Federal and NSW State Governments through the community legal services funding program. The Women's Employment Rights Project (WERP) was generously funded by the NSW Office for Women. ICLC also assisted thousands of clients over the past year and enjoyed some wonderful successes, as enumerated in this Annual Report.

ICLC also thanks the City of Sydney for its continued support through the provision of subsidised office accommodation. The Centre has also been generously supported by a number of legal firms with pro bono assistance, solicitor secondments and in kind assistance with printing etc.

ICLC has once again been an active participant with Redfern, Marrickville and Kingsford Legal Centres in the Inner Sydney Legal Centres Group. Over the past year the group has organised numerous joint training sessions for volunteer solicitors and shared resources at fairs and other community events. The training sessions have been well attended and the Group's mutual support has proved invaluable.

## Staffing

This year saw a fairly steady staff contingent with the usual large number of turnovers experienced in the volunteers. Besides Jan, ICLC was sad to see the departure of Cecelia Urbina, our Finance Officer. We were happy to invite Chrisanthi Maddison on board as our part time Finance Officer. Chrisanthi has proven to be an invaluable member of the team.

Guy Noble was the full time solicitor at the Centre until May 2007 while Pat McDonough was working on the Women's Employment Rights Project. Julie Venamore also worked on WERP as the community legal education worker.

## Board

Susie Grey a long term volunteer, part time Administrator and Volunteer Coordinator was elected to the Board, but due to the pressures of her new position, resigned from the Board within a couple of months. Susie has always contributed greatly to the work and social life of the Centre and we look forward to seeing her at future social events.

Lesley Findlay, a long-term member of the Board resigned from the Board after 7 years of service. ICLC also farewelled Janine Collins who had served 5 years as a member of the Board. Their contribution to ICLC was invaluable.

The Board was joined by Somali Cerise and Aaron Magner as members. Somali has a background in government policy and community development and Aaron is a solicitor with expertise in employment law.

## Volunteers

The contribution of the 100 plus volunteer students and lawyers who work at the Centre is integral to ICLC's success. Many volunteers have devoted years of service and there is a well established system of mentorship for the newer volunteers. Without the contribution of our volunteers we would not be able to offer the same level and extent of services to the community. Thank you!



**Robyn Solomon**

*Coordinator*

# Principal Solicitor's Report

## Advice and case work

Inner City Legal Centre provides advice to people living and working in our catchment area, and to gay, lesbian and transgender people from all over NSW. The advice is provided by our volunteer lawyers in a wide range of areas including credit and debt, motor vehicle accidents, traffic and minor criminal charges, neighbourhood disputes, apprehended violence orders, wills and estates, power of attorney and guardianship, family, employment, discrimination, consumer complaints and complaints about government agencies.

The Centre's current casework guidelines are that Centre solicitors provide ongoing assistance to clients in the areas of domestic violence, victims compensation, employment, discrimination, fines, and some minor criminal and civil matters. In deciding whether to act in a matter, in addition to considering whether the person lives within our catchment area and is on a low income, we give priority to gay, lesbian and transgender clients, Aboriginal people, people who are homeless and people who have a disability.

In domestic violence matters we provide advice over the telephone or in person in crisis situations, and we sometimes act in subsequent applications for victims compensation.

## Victims Compensation

In Victims Compensation matters, many of our clients are victims of sexual assaults, or are gay, lesbian or transgender people who have been victims of violence. We also occasionally act in victims compensation restitution matters.

### > Case study

Our client is a mother of four children. She and the children were all victims of serious domestic violence over an extended period. Following the imprisonment of her husband, our client has been working to establish a stable and safe life with the assistance of social workers and support services. We are acting in victims compensation applications on behalf of the client and also her children.

## Employment

In employment matters we act for clients who have made unfair dismissal applications in the NSW or Australian Industrial Relations Commission. We also act in other employment related matters such as underpayment of entitlements.

### > Case study

We are acting for a client in an application to the Industrial Relations Commission seeking an exemption from the provisions of the Commission for Children and Young People Act relating to prohibited employment.

## Discrimination

We acted in a wide range of discrimination complaints to both the Anti Discrimination Board of NSW and the Human Rights and Equal Opportunity Commission. We also acted for a number of clients in discrimination matters before the Administrative Decisions Tribunal.

### > Case study

Our client is a gay man who approached an independently incorporated organization about employment opportunities as a counsellor. The organization has associations with a church and advised that they would not consider employing an openly gay man. Our client made a complaint to the Anti Discrimination Board but no resolution was reached. The matter was then referred to the Administrative Decisions Tribunal, where the parties agreed to attend mediation. The matter was settled with a payment to our client to cover his expenses, and a payment to a charity nominated by our client.

## Fines

In fines matters we act for clients who have large fines and who have a disability, a mental illness, are homeless or have addictions.

### > Case study

We acted for a client who had incurred a number of parking and traffic fines. Our client suffers from kidney failure and has to attend hospital for dialysis three days per week. His wife had been diagnosed with cancer and was receiving chemotherapy. Neither was able to work, and they required a car to attend their medical appointments. We made representations to the State Debt Recovery Office Hardship Review Board to have the recovery of the fines postponed.

## Civil Matters

In civil matters we have acted for an elderly client who was being sued by a former solicitor for work done fifteen years ago. We have made home visits to elderly people to prepare wills and powers of attorney. We acted for an overseas student in a claim in the Consumer Trader and Tenancy Tribunal to recover fees after she was dismissed from a private college.

## Thanks

We would like to acknowledge the contribution made by students who did voluntary placements at the centre as part of their practical legal training courses –Victoria Houston, Christine Higgins, Jennifer Jayasuriya, Danielle Roth and Uzma Abbas. We would also like to thank those practitioners who provided advice to centre staff or acted pro bono for our clients – Paul Boers, Sue Bowrey, Ian Cheney, Craig Mulvey, Elizabeth Raper, Tony Saunders, Mark Gibian and Lesley Whalan. We have been fortunate that Corrs Chambers Westgarth have continued to provide a seconded solicitor to work at ICLC for half a day a week, and we thank Branwell Black, David Skowronski and Kip Fitzsimon from Corrs.

Finally, we would like to thank the firms who accepted pro bono referrals from ICLC - Blake Dawson Waldron, Clayton Utz, Gilbert & Tobin, DLA Phillips Fox, and Mallesons.



**Natalie Ross**

*Principal Solicitor*

# Corrs Secondment

I am a full-time solicitor at Corrs Chambers Westgarth in the Banking & Finance Group. When I heard that our firm was offering positions to volunteer at a Sydney legal centre, I jumped at the opportunity. I was fortunate enough to get placed at ICLC working one afternoon per week. Fortunate because the work was always interesting and challenging, and fortunate because the people are fantastic who, whilst maintaining professionalism, always know how to have a good time.

Over the past 6 months (wow, how quickly time goes!) I have worked on a range of matters from Victims Compensation to assisting with a detailed superannuation advice for same-sex partners. Clearly these challenges were a refreshing change for a solicitor who spends most of her day drafting Loan Facility Agreements!

Natalie Ross was one of the best mentors I have ever had in my career, who was always professional and very organised. Everyone else at ICLC was also very helpful and a delight to work with.

I found that the most rewarding thing about working at Inner City Legal Centre was the diversity of work and helping people who are underprivileged and require assistance with their legal problem. Often clients don't know their rights (particularly in workplace law) and it is great to be able to educate them on their rights.

I am forever in debt to Natalie, Pat and Robyn and all the other staff and volunteers at ICLC who have opened my eyes to a very different and rewarding side of the law.



**Kip Fitzsimon**  
*Volunteer Solicitor*

# PLT Student Report

In my PLT report for the 2004-2005 Annual Report I wrote the following words - 'I hope to continue a close association with the Centre and look forward to assisting our clients into the future'.

Since then I've been asked to act as locum solicitor at ICLC a number of times. I'm pleased therefore, to have been asked to make some further observations on life as a PLT student – though this time from the perspective of a solicitor.

One of the most satisfying things for me about having the opportunity to work at ICLC again has been to play a small part in the mentoring, support and encouragement of our law student volunteers (forever known to me as 'vollies') and PLT students.

I have always thought, as an older graduate, that the type of relationship I would want with a mentor would be one where there was mutual regard, professional rapport and great communication.

Here at ICLC there is all that and more. We really really could not do the work we do if it weren't for our PLTs and our vollies. I sometimes ask our PLTs and vollies to help me with casework – doing research, drafting letters and submissions, asking them what the next move was, asking them to think critically and practically about the issues. I believe that it is by actually doing the work that confidence and competence are gained – and the experience we give our students is rewarding and fruitful.

Any support and encouragement I can give to any of our students has always been handsomely returned with effort, ingenuity and panache.

Many thanks to Natalie, Pat, Robyn, Julie, Chris and Tim for another stellar year.



**Peter Longfield**

*Locum Solicitor*

# Student's Volunteer Report

When I applied to the ICLC, I was a fresh faced 1<sup>st</sup> year graduate law student. After years of indecision and a \$25 000(+) HECS debt, I hoped that I had finally found my feet. Inspired by my preliminary law classes, a quotation came to mind from 'the Search for the Holy Grail', an old Monty Python movie.

- 'You can't expect to wield supreme executive power just 'cos some watery tart threw a sword at you!'

Like the over-enthusiastic, British-raised grad student that I am, I added this as a signature at the bottom of my email account, predominantly used for personal correspondence. I promptly forgot about this, until after I pressed 'send' on an emailed volunteer job application to the ICLC. I got the position.

I am self-aware enough to appreciate the tragic nature of quoting archaic BBC productions full stop, but I have a soft-spot for an organisation that acknowledges personality, as well as legal aptitude, in its potential volunteers.

The experiences that I have had at the ICLC have been anything but dry. I have moved from a morning shift, to an evening advice session, and I love the diversity that comes with the position. As a student volunteer, my role involves coordinating volunteer solicitor activities, taking instructions from clients, conducting legal research, and providing legal information and referral services to clients. Working at the ICLC has given me a unique perspective into the broad range of legal problems that everyday people face. By understanding how these situations are actually addressed and remedied, this work has given me the opportunity to turn textbook-learned legal principles into a more practical understanding of the law.

I now have a greater appreciation of the true scope of services which the community legal sector provides. Whether it be helping a client deal with a fencing issue, or assessing the impact that WorkChoices has had on women, by working as a team, the ICLC staff, our volunteer solicitors and my fellow students tackle what can be very challenging and emotionally draining issues. And yes, at the ICLC, we often have very rewarding and inspirational outcomes. You need to have both the smarts and the heart to be a kick-arse community sector lawyer, and it is my observation that a little personality doesn't hurt either.



**Sharmilla Bargon**

*Student Volunteer*

# Tuesday Evenings

## Volunteer Solicitor Report

I had been working in commercial law firm for a number of years when a friend suggested I volunteer at the Inner City Legal Centre. My friend knew of my desire to interact with a range of clients facing different issues to what I was used to seeing in my daily work, and with this in mind she couldn't have suggested a better move.

This was back in February 2007 and I haven't thought twice since. As I worked in employment law, it was a natural progression to volunteer in this area, and I began doing so on a Tuesday night. What was from the first client that I met with at the Inner City Legal Centre, and continues to be so, is the knowledge that we are helping out clients who otherwise often feel trapped in their circumstances. It seems that one of the largest problems we face is the sense of 'it doesn't feel fair, but I don't know what else to do.' The Inner City Legal Centre strives to provide practical solutions to its clients, advising on possible recourses while simultaneously encouraging clients exercise such options independently.

Generally I see two to three clients per evening. The lining up of the rosters is thanks to the excellent work of the volunteer students. By the time I arrive at the Inner City Legal Centre, the clients have filled out their initial forms, been conflict checked, are correctly assigned in regards to the area of their legal problem and we are ready to go.

While all of my personal clients have had issues relating to employment or discrimination law, the Inner City Legal Centre attends to a broad range of legal issues and has a client base from around Sydney. Advice ranges from determining whether or not a client may have any cause of action, to assisting clients in exercising their rights. The Inner City Legal Centre maintains an excellent reputation for the quality of its work and the advice given to its clients. Furthermore, the Inner City Legal Centre also has strong referral ties with various law firms to take on matters, through their pro bono programs, that may be more complex or require more attention. This was never clearer than when an Inner City Legal Centre matter landed on my own desk back at work.

Beyond the assistance that we give our clients, I feel that the Inner City Legal Centre has made me a more attentive solicitor. It is imperative to understand the clients' problems and needs in order to determine a practical course of action. Often the most obvious answer isn't the most suitable to that particular client.

The Inner City Legal Centre provides a service to many who otherwise think there is no solution to their problem. I walk away on a Tuesday night with a true sense of satisfaction that we're making a difference.



**Ali Wolfsohn**  
*Student Volunteer*

# Gay, Lesbian & Transgender Legal Advice Service (GLAS)

Our gay and lesbian advice service is a state-wide service which provides advice to gay, lesbian or transgender clients about any legal matters.

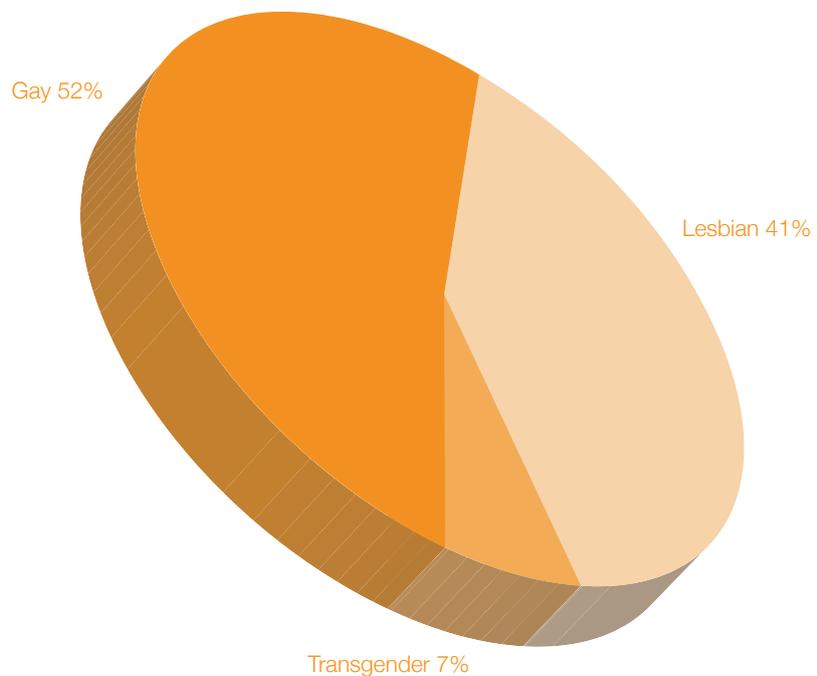
We advised 150 people through our Wednesday night advice sessions. Our clients came from the local area and also from country areas through phone advice sessions. It is clear that many of our country clients have no access to appropriate local legal advice either because of the specialist legal advice involved or their perception that they cannot safely confide in someone local. As a result, the demand on our service has increased and our reputation as a specialist gay, lesbian and transgender service has grown.

GLAS clients sought general legal advice as well as advice about specific legal problems including discrimination and harassment at work or legal rights when a relationship ends. Homophobia still affects so many people in their workplace and their neighbourhood, and anecdotally it appears as if incidence of homophobic violence has also increased. The Talking Turkey publication resulted in many enquiries from people wanting to become parents and ICLC advised lesbian mothers to be, their partners and sperm donors on the various plans for their level of involvement.

Staff solicitors acted for gay, lesbian and transgender clients in discrimination complaints at the Anti Discrimination Board and the Administrative Decisions Tribunal, in applications for victims compensation following sexual assault and domestic violence, and in an application to the Administrative Appeals Tribunal following the refusal to issue a passport in the correct gender.

Our publication "Talking Turkey" is still available on our website [www.iclc.org.au](http://www.iclc.org.au) and it's a good starting point for same sex potential parents. We are of course still happy to see clients in person.

## GLAS Client Breakdown



# Family Law Service Report

During the 2006/2007 year, the ICLC continued to provide information and advice to clients about family law matters. Every fortnight, specialist family law solicitors arrived at the ICLC to advise a diverse clientele about relevant issues. The main issues for which advice was sought were:

Children's matters	23%
Divorce matters	16%
Property matters	21%
Domestic Violence matters	4%
Other matters	36%

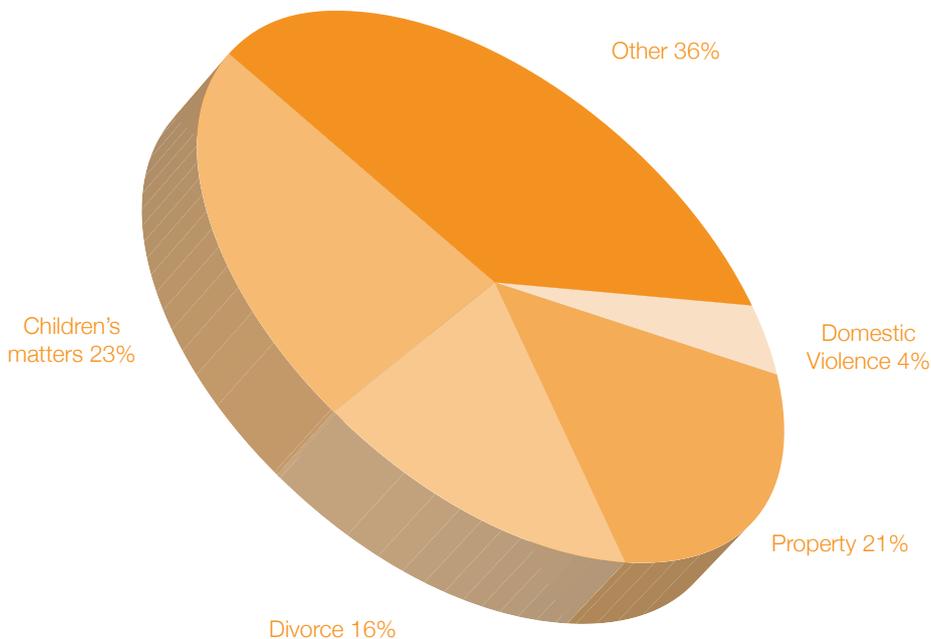
A variety of relationships, particularly marriage, de facto, same sex and opposite sex were the basis for these advice sessions and covered a wide cross section of the community.

The Talking Turkey guide, launched in 2005 by the ICLC, continues to receive widespread support from the gay and lesbian community. In 2006/2007, Talking Turkey increased awareness about the legal issues surrounding parenting agreements and referred growing numbers of clients to ICLC for further advice.

Volunteer solicitors from private firms continued to advise our clients during our Family Advice Sessions. The need for Family Law Advice has grown and ICLC has accordingly added further appointments for Family Law Advice to the roster. During the year under review ICLC offered 12 Family Law advice slots per fortnight.

Many thanks to the volunteer solicitors for their participation in the Family Roster over the past year.

## Family Law 2006/2007



# Employment Law Advice Service Report

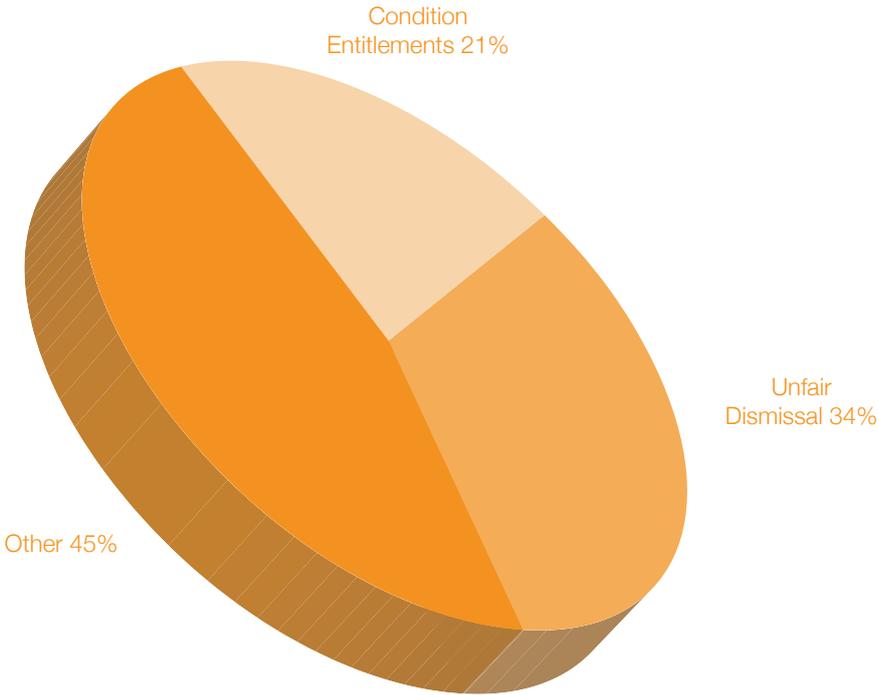
During the 2006/2007 year, the ICLC continued to offer appointments to provide information and advice to clients about employment law issues. The service was expanded from Wednesday evenings only, to include 3 extra Employment Law appointments per fortnight on Tuesday evenings. This resulted in ICLC offering 12 appointments per fortnight. The main issues for which advice was sought were:

Unfair Dismissal	39%
Conditions Entitlements	21%
Other	40%

The Women’s Employment Rights Project, under the auspices of ICLC, provided legal advice, information and training on women’s employment rights to staff and advocates in Community Legal Centres in Sydney, regional and country areas. See page 21 for a comprehensive report.

ICLC is indebted to the many volunteer solicitors for their participation in the Employment Law Roster over the past year.

## Employment Law 2006/2007



# Community Legal Education

Our brochure, “Love, Loss and the Law: What Happens When Your Same Sex Partner Dies” was launched in July 2006. This publication is available on our website and also in hard copy. It was developed as a joint project with A O’Hare Funeral Directors, and we thank Glenn Boyd from A. O’Hare for initiating the project and making a substantial contribution to its completion.

ICLC was approached by FPA Health to undertake the legal editing for their publication “Sex and the Law”. This work was done by volunteer solicitor, Rosa Saladino, and we thank her for her excellent work and commitment on such a large project. This publication was launched by Justice Elizabeth Evatt in August 2006.

“Acts of Passion: Lesbians, Gay Men and The Law” was a hard copy and online publication produced in 2000 as a collaborative project between ICLC, NSW Young Lawyers, the Gay and Lesbian Rights Lobby, the AIDS Council of NSW and the NSW Attorney General’s Department. ICLC contributed to an update of this publication, now called “Understanding Your Legal Rights: A Guide for Lesbians and Gay Men in NSW” which was completed in early 2007.

ICLC also continued to work on an updated edition of our publication “An Employees Guide to Unfair Dismissal” in collaboration with Kingsford Legal Centre. This online publication is funded by the Law and Justice Foundation of New South Wales and will be launched in October 2007.

ICLC had a stall at Gay and Lesbian Mardi Gras Fair Day in February 2007 and we thank all the volunteer students, lawyers and Board members who staffed the stall so that we could promote our services to the gay and lesbian community. Also during Mardi Gras Natalie Ross spoke to the UNSW Queer Collective, along with a solicitor from Kingsford Legal Centre.

Natalie Ross presented a session at the National Association of Community Legal Centres national conference in Wollongong with Elizabeth Riley from the Gender Centre on working with transgender clients.

We undertook legal accuracy checks for material prepared for the websites of the Gay and Lesbian Rights Lobby and the AIDS Council of New South Wales.



*Inner City Legal Centre Fair Stall Day*

# Law and Policy Reform

The focus of the law and policy reform work done by Inner City Legal Centre are the rights of gay, lesbian and transgender people, and the position of socially and economically disadvantaged people in relation to our core areas of work – discrimination, employment, fines, and victims compensation

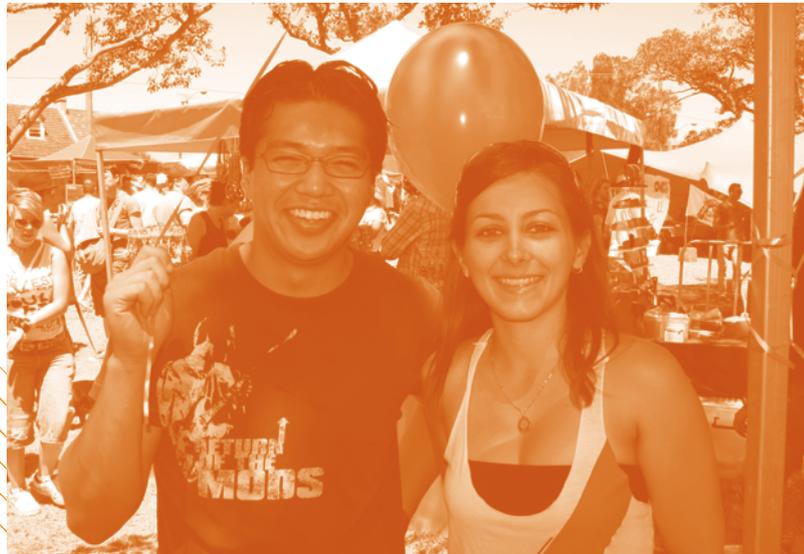
Inner City Legal Centre has:

- Written to local federal politicians in relation to the recommendations of the Human Rights and Equal Opportunity Commission report “Same Sex: Same Entitlements”.
- Made a submission to the Family Court in relation to developing consistent procedures for dealing for applications for parenting orders by consent from lesbian mothers.
- Facilitated contributions by Community Legal Centres to a proposal from the NSW Legal Assistance Forum to the Law Society of NSW in relation to conflict of interest.

## Law Reform and Policy Committees

Inner City Legal Centre staff have been members of the following groups and committees:

- Same Sex Domestic Violence Working Group
- Anti Discrimination Board’s Sex and Gender Diversity Community Consultation
- NSW Attorney General’s Department Gay, Lesbian, Bisexual and Transgender Community Advisory Committee
- Discrimination Lawyers Group
- Eastern Suburbs Domestic Violence Network
- Equal at Work, a working group of the NSW Gay and Lesbian Rights Lobby.
- Combined Community Legal Centres Group (NSW) Employment and Discrimination Law Committee



# Womens Employment Rights Project

In late May 2006, the NSW Office for Women provided funding to the Inner City Legal Centre to run the Women's Employment Rights Project for one year. We affectionately named the project WERP. The main objective of the project was to target the complex world of WorkChoices. The project employed 2 part time workers, Pat McDonough as solicitor and Julie Venamore as the Community Legal Education Worker.

WERP provided legal advice, information and training on women's employment rights. The training was provided to staff and advocates in Community Legal Centres in Sydney, regional and country areas. WERP developed a series of user friendly Factsheets on employment issues affecting women. The factsheets can be seen on the ICLC website. As part of the project, WERP monitored the impact of the legislation on NSW women. The project identified unfair dismissals, unlawful terminations, unpaid wage and entitlement claims, the impact of (AWAs), pregnancy discrimination, and discrimination against women returning to work after maternity leave as areas requiring examination.

A case history survey template for the collection of the data from clients seeking employment law advice, was sent to all CLCs in New South Wales.

From August 2006 until 30 May 2007, CLCs forwarded case histories to ICLC. The CLCs who participated in the WERP project were asked to complete the case history surveys with all female clients who presented with an employment problem and consented to the survey being undertaken. 224 case histories were assessed as being relevant to the project objectives.

## Some of the Issues highlighted in the case histories

The most obvious and expected development is the fact that **40 per cent (or 89 of the 224) of the case histories show women excluded from an unfair dismissal** remedy because of their employment by a constitutional corporation with 100 or fewer employees.

The case histories also demonstrate that a **high level of discrimination** against women in the workplace still exists and is truly alarming. Of the 224 relevant case histories 28% or 63 sought advice about discrimination. **The discrimination is particularly alarming for women while pregnant and returning to work** following maternity leave. The large number of reports by women reporting **sexual harassment** in the workplace is also very concerning. What the case studies do demonstrate is an employer attitude that certainly does not incorporate the work-life balance notion discussed constantly in the media today and maybe this attitude can be attributed to WorkChoices.

Another concerning statistic is that **26 per cent** of the case studies were from women seeking advice about **unpaid wages and entitlement** claims.

Another particular concern that showed up in the case studies is the issue of women dismissed for **'serious misconduct'** with no opportunity to challenge the dismissal. If the separation certificate given to a woman after termination, identifies the termination as serious misconduct then this worker can face a penalty of eight weeks' before accessing a Centrelink payment. Serious misconduct also means a poor employment record that has the potential to jeopardise future employment prospects. This issue is particularly significant for regional and country women with fewer employment prospects than their city sisters.

The project only received a small number of case studies relating to AWAs and employment contracts, but in all cases they revealed a reduction in wages and conditions. Inner City took on the cases of 2 Phillipino nurses.

Fourteen Phillipino nurses arrived in September 2006 on S457 visas to work in Australia for a nursing employment agency. The 14 nurses were accommodated in a two bedroom flat (and one bathroom) at \$85 each for rent per week. Before arriving in Australia they paid the introduction agency \$8,000 each for visas and services.

As the first agency did not have sufficient work for them, the Department of Immigration approved a second sponsor who immediately put both women on AWAs. The AWAs removed allowances and penalties such as overtime, extra annual leave, annual leave loading and provided for a 38 hr week spread over 12 months, with a pay rate of \$15.71/hr. The removal of these conditions was in breach of the S457 visa regulations which provided a specific minimum wage.

In January 2007, two of the nurses sought help from ICLC . Our clients were also constantly threatened with the termination of their sponsorship if they asked questions about work, pay, conditions, etc. On a cursory examination of the documents, it appears that the agency in the Philippines and the first and second sponsors in Australia appear to be the same organisation.

With the assistance of the ICLC, the sponsorship was terminated and complaints were made to the Office of Workplace Services in regard to the underpayment of wages. Protracted negotiations commenced with the Department of Immigration requesting a delay in the cancellation of their visas which allowed the Centre time to find a new employer/ sponsor.

Finally, the ICLC facilitated sponsorship with Catholic Health Care. Approval of new visas took approximately six months after termination of the previous sponsorship.. Catholic Health is also paying the \$7000 fee for them to undertake the conversion course at the College of Nursing which allows our clients to be registered to work as nurses in NSW. I received a phone call from our clients, crying with happiness because they had passed their exams and will now be registered to work in Australia. A big thanks to Catholic Health and the College of Nursing for their support. This demonstrates the difficulties for women brought to Australia to work under S457 visas by unscrupulous employers.



**Pat McDonough**, *Solicitor*  
**Julie Venamore**, *CLE Worker*

# List of Volunteer Solicitors June 06- July 07

Aaron Magner

Alexandra Curnick

Alexandra Harland

Ali Wolfsohn

Amanda Sapienza

Angeline Chuah

Annabel Crookes

Austin Dowling

Barry Blanchard

Bran Black

Brenda Staggs

Carlo Soliman

Carolina Riveros Soto

Chantal Tipene

Charles Gregory

Claire Darby

Claire Parfitt

Craig Mulvey

Davyd Wong

Denise Kruse

Emily McCarron

Erin Gough

Felicity Harrison

George Anastasi

Gerry Delaney

Glenn Gould

Hilary Kincaid

Ian Cheney

Jacqui Griffin

Jacqui Quang

James Rigney

Jane Christensen

Kathryn Wilson

Lachlan McAuley

Liam Harding

Lindy Richardson

Lisa Zandstra

Margaret Parmeter

Marissa Sandler

Mark Whelan

Matthew Kelly

Matthew Lynch

Meg Wood

Melinda Kunjasich

Melissa Jones

Michael Nightingale

Michael Spiteri

Michael Tiyce

Michael West

Nadine Zets

Naveena Rajaretnam

Nyree Deirmendjian

Paul Boers

Paul Gutteres

Peter Tompkins

Phillip Scroope

Rebecca McMahon

Robyn Young

Roger de Robilliard

Sarah Druce

Scott Roulstone

Seamus Burke

Shane Beckham

Sue Bowrey

Sunny Wong

Susan Price

Susannah Scales

Susie Breuer

Vanessa Grunstein

Yvonne Tucker

Solicitors from Leitch Hasson Dent



# List of Student Volunteers



Aaron Manahan

Adam Levinson

Alana Yap

Alexis Hurwitz

Ali Beiglari

Ali Mojtahedi

Alison Davies

Alison Seidel

Allison Rickett

Amanda Malouf

Anna Read

Annabel Stender

Andrew Cheng

Andrew Ho

Andrew Isaacs

Andrew Moch

Andrew Zimmerman

Angela Lee

Angela Li

Antony Catt

Ash Kebriti

Ayako Nomura

Belinda Huang

Betula Tse

Bianca Doja

Bianca Tighe

Briana Jurgeit

Cameron Duncan

Carol Wong

Catherine Mann

Charisse Hodgeman

Christine Earnst

Christine Harris-Smyth

Daisy Theodoropoulos

Daniel Solomon

David Chau

David Holmes

Davis Ka Kui Kwok

Denes Blazer

Edith Ho

Elizabeth Ireland

Ella Kucharova

Hassan Salem

Heather Choi

Hettie Kelso

Hilary Kincaid

Hil-Yun Choi

James Dwyer

Jade Greenhalgh

Jeremy Chew

Jessica Hannam

Jocelyn Williams

John Ip

Jonathan Cooper

Jonathan Vasiliou

June Chan

Karen Lee

Kate Montague

Katie Campbell

Kelly Chau

Kellie McDonald

Kia Kavooosi

Kristen Rooke

Lachlan Greig

Lee Mangion

Liam Walter

Li-Lian Yeo

Linda Rinker

Lisa Cheng

Lisa Feltz

Lisa-Claire Hutchinson

Lois O

Lily Tran

Luke Taylor

Lyndall Henry

Madeline Ellicott

Marcia Simeone

Mary Hu

Melissa Adler

Michael Ly

Michael Zhou

Michaela Lam

Michelle Knight

Michelle Velkoff

Mikalie Nash

Minji Jeong

Monique Verma

Naomi Sadler

Nilofar Ali

Norman Friedrich

Peggy Ching

Peter Horobin

Rachel Mourad

Radhika Withana

Rebecca King

Roberta Allen

Rosemary Parkin

Sally Choi

Samantha Zouroudis

Sasha Gonda

Shankar Anana

Sharmilla Bargon

Shona Pillans

Simon Burnett

Simone Nokes

Sophie Crosbie

Stefan Chapman

Steven Turner

Susan Cirillo

Sylvia Liang

Tamara Kuppasamy

Tarini Kalra

Tim Ngui

Timothy Wilson

Trish Cassimatis

Tristan Burt

Urmila Mitra

Victor Keung

Wendy Thian

Yun Yi Lau

Zoe Hutchinson

Zsofi Korosy

# Staff 2006 - 2007

**Guy Noble**

*Solicitor – Appointed 2006, resigned May 2007*

**Natalie Ross**

*Principal Solicitor*

**Pat McDonough**

*Solicitor / WERP Solicitor*

**Jan Squires**

*Coordinator – Resigned December 2006*

**Robyn Solomon**

*Coordinator – Appointed December 2006*

**Alison Cook**

*Finance Officer – Resigned September 2006*

**Cecilia Urbina**

*Finance Officer – Appointed September 2006, Resigned December 2006*

**Chrisanthi Maddison**

*Finance Officer – Appointed December 2006*

**Julie Venamore**

*WERP Community Legal Education Worker*

**Ann McEwin**

**Ali Mojtahedi**

**Carol Wong**

**Tim Ngui**

*Administration*

**Victoria Houston**

**Christine Higgins**

**Jennifer Jayasuriya**

**Danielle Roth**

**Uzma Abbas**

*Law Graduates (Volunteer PLT Placement)*

# ICLC Statistics

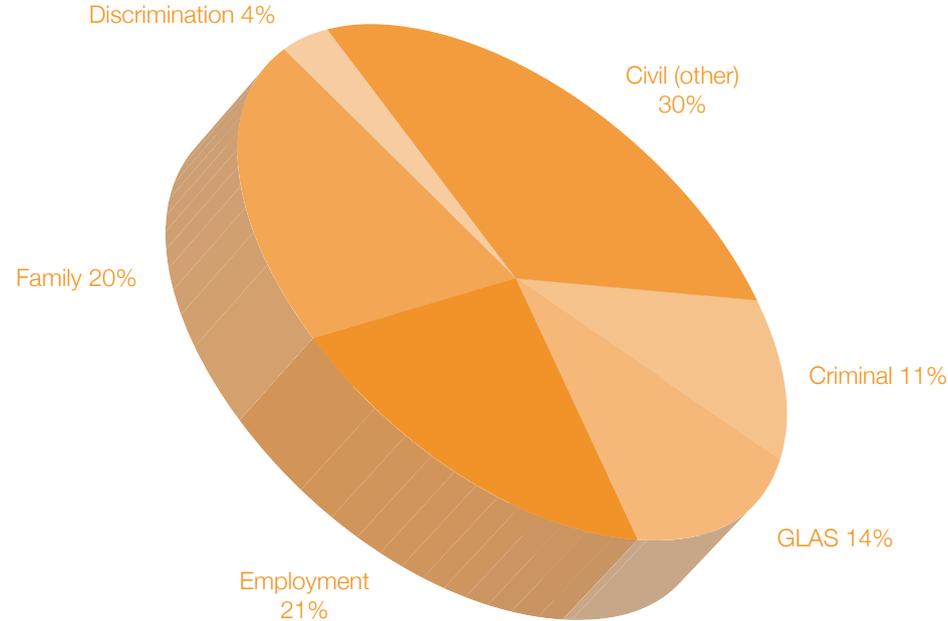
Over the period 2006 – 2007 the centre provided a range of services to 3 371 clients. This figure represents an increase of 7% over the same period the previous year. These services included providing information, referral, advice and representation.

ICLC volunteer solicitors and staff provided initial advice to a total of 929 new clients. ICLC staff solicitors opened 192 new case files for clients from our target groups. Assistance given included representation at departmental tribunal and court level. Other assistance included appeals to Legal Aid and submissions for pro bono help.

The centre dealt with an increased number of GLAS and criminal cases compared to the previous year whilst no significant difference was noticed in the level of employment and family law cases in the same period.

A diagram showing the areas of law in which our volunteer solicitors and staff gave advice to new clients in the 2006 – 2007 period appears below.

## ICLC Statistics 2006/2007



# Financial Statements

Inner City Legal Centre  
(A Company Limited by Guarantee)  
ABN 56 001 782 805

Financial Statements  
Year ended 30 June 2007

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## Directors' Report

Your directors present their report on the company for the financial year ended 30 June 2007.

The directors in office over the period included the following members:

### Rob Wilkins (EdD)

*Director/Co Chair*

Rob works in the fields of adult learning, community development and harm reduction in public health. Much of Rob's work focuses on issues of access and equity. Rob has served as a member of the Board for a period of five terms.

### Melanie Tully (BA LLB)

*Director/Co Chair*

Melanie is a litigation lawyer at a Sydney firm and is also the coordinator of the firm's pro bono assistance scheme. Melanie has served as a member of the Board for a period of five terms.

### Peter Wilson (BCom LLB)

*Director/Treasurer*

Peter is a lawyer and an investment banker. He has been involved with the Centre over the past nine years including work as a volunteer law student and solicitor in addition to involvement with a range of other community and GLBTIQ organizations. Peter has served as a member of the Board for a period of five terms.

### Paul Boers (LLB)

*Director*

Paul is a lawyer in private practice specialising in family law. He has been a volunteer solicitor with the Centre from 1995 to 1998, and then 2003 to present, and has been involved in legal and community education initiatives via the Centre concerning gay & lesbian family law issues. He has been a director for one term.

### Somali Cerise (BA)

*Director*

Somali has a background in government policy and community development. She has been involved with the centre over the last five years through her work at the Gay and Lesbian Rights Lobby, ACON and Attorney General's Department of NSW.

### Aaron Magner (BEc LLB(Hons))

*Director*

Aaron is a solicitor with the University of New South Wales where he specialises in intellectual property, employment and administrative law. Aaron has been a volunteer solicitor at the Centre for the past four years. Aaron has served as a member of the Board for one term.

### Susie Grey (BA LLB)

*Director*

Susie was a student volunteer for four years at the Centre. She works in legal aid and has an interest in social justice law. Susie served as a member of the Board for 2 months.

## Lesley Findlay Master Class 1 (Unlimited)

### *Director*

Lesley is a retired Shipmaster and longstanding member of the ICLC Board. Lesley is also extensively involved in the Gender Centre and serves on their Board. Lesley has served as a member of the Board for a period of seven terms.

## Sue Bowrey (BA LLB)

### *Director*

Sue is a solicitor in private practice specializing in personal injury law. Sue has been involved as a volunteer and from time to time as a staff member of various community legal centres since the early 1990s. Sue has served as a member of the Board for a period of five terms.

## Janine Collins (Dip Ed Grad Dip Inter Ethnic & Community Studies)

### *Director*

Janine is a journalist and has extensive experience in business development and financial administration, human resource management, marketing and public relations in the education and training sector. Janine has served as a member of the Board for a period of five terms.

## Ryan Verzosa (BSc LLB)

### *Director*

Ryan is a solicitor and public servant. Ryan worked at the centre as a volunteer law student for three years and has completed four terms as an ICLC Director.

## Joanna Davidson

### *Director*

Joanna is a private solicitor and ICLC volunteer. Joanna was co-opted to the Board to fill the vacancy left by David Toolan's death. Joanna has served two terms as an ICLC Director.

Directors have been in office since the start of the financial year to the date of this report unless otherwise stated.

The net profit of the company for the financial year amounted to \$15,700.

No significant changes in the company's state of affairs occurred during the financial year.

The principal activities of the company during the financial year were:

Inner City Legal Centre provides confidential legal advice and assistance on a range of issues including; tenancy, public housing, credit and debt, children the purpose of taking responsibility on behalf of the company for all or part of those proceedings.

No significant change in the nature of these activities occurred during the financial year.

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the company, the results of those operations, or the state of affairs of the company in future financial years.

## Directors' Report continued

Likely developments in the operations of the company and the expected results of those operations in future financial years have not been included in this report as the inclusion of such information is likely to result in unreasonable prejudice to the company.

The company's operations are not regulated by any significant environmental regulation under a law of the Commonwealth or of the State.

As a company limited by guarantee and has no share capital. Its constitution provides that no portion of the income or property of the company shall be paid or transferred directly or indirectly by way of profit to the members of the company. Accordingly no dividends or distributions have been paid to members during the year and no dividends have been recommended or declared for payment to members.

No options over issued shares or interests in the company were granted during or since the end of the financial year and there were no options outstanding at the date of this report.

No indemnities have been given or insurance premiums paid, during or since the end of the financial year, for any person who is or has been an officer or auditor of the company.

No person has applied for leave of court to bring proceedings on behalf of the company or intervene in any proceedings to which the company is a party for the purpose of taking responsibility on behalf of the company for all or part of those proceedings.

## Meeting of Directors

There have been 11 meetings of the Board of Directors in the Financial Year 2006/07. Of those meetings the Board of Directors have attended the following:

<b>Name</b>	<b>Number</b>	<b>Eligible to Attend</b>	<b>Number Attended</b>
Rob Wilkins		11	11
Lesley Findlay		11	5
Melanie Tully		11	8
Peter Wilson		11	10
Sue Bowrey		11	10
Paul Boers		11	9
Janine Collins		3	0
Somali Cerise		5	4
Ryan Verzosa		11	10
Susie Grey		2	0
Aaron Magner		5	4
Joanna Davidson		1	1

## Auditor's Independence Declaration

A copy of the auditor's independence declaration as required under Section 307C of the Corporations Act 2001 is attached to this financial report.

Signed in accordance with a resolution of the board of directors made pursuant to Section 310(2) of the Corporations Law:

Director

  
Peter Wilson

Director

  
Melanie Tully

## Auditors Independence Declarations Under Section 307c of the Corporations Act 2001

### To The Directors of Inner City Legal Centre

As lead auditor for the audit of Inner City Legal Centre for the year ended 30 June 2007, I declare that, to the best of my knowledge and belief, there have been:

- i. No contraventions of the auditor independence requirements as set out in the Corporations Act 2001 in relation to the audit; and
- ii. No contraventions of any applicable code of professional conduct in relation to the audit.



PKF



Arthur Milner  
Partner

Dated 9 November 2007  
Sydney

*PKF is a national association of independent chartered accounting and consulting firms, each trading as PKF. PKF Australia Ltd is also a member of PKF International, an association of legally independent chartered accounting and consulting firms.*

## Income Statement

### For The Year Ended 30 June 2007

	Note	2007 \$	2006 \$
Revenues		340,435	271,029
Employee benefits expenses		(257,804)	(199,026)
Administration expenses		(35,915)	(29,783)
Other expenses		(31,016)	(27,003)
Profit before income tax expense	<b>2</b>	15,700	15,217
Income tax expense		-	-
Net profit after income tax attributable to members of the company	<b>9</b>	<b>15,700</b>	<b>15,217</b>

*The accompanying notes form part of these financial statements.*

## Balance Sheet

### As At 30 June 2007

	Note	2007 \$	2006 \$
<b>Current Assets</b>			
Cash and cash equivalents	<b>3</b>	115,806	192,260
Other	<b>4</b>	1,573	440
<i>Total current assets</i>		<u>117,379</u>	<u>192,700</u>
<b>Non-Current Assets</b>			
Property, plant and equipment	<b>5</b>	13,602	11,903
<i>Total non-current assets</i>		<u>13,602</u>	<u>11,903</u>
<i>Total assets</i>		<u>130,981</u>	<u>204,603</u>
<b>Current Liabilities</b>			
Trade and other payables	<b>6</b>	12,598	102,251
Short term provisions	<b>7</b>	20,450	18,744
Other	<b>8</b>	1,000	1,000
<i>Total current liabilities</i>		<u>34,048</u>	<u>121,995</u>
<b>Non-Current Liabilities</b>			
Long term provisions	<b>7</b>	3,846	5,221
<i>Total non-current liabilities</i>		<u>3,846</u>	<u>5,221</u>
<i>Total liabilities</i>		<u>37,894</u>	<u>127,216</u>
<i>Net assets</i>		<u><b>93,087</b></u>	<u><b>77,387</b></u>
<b>Equity</b>			
Retained earnings	<b>9</b>	93,087	77,387
<i>Total equity</i>		<u><b>93,087</b></u>	<u><b>77,387</b></u>

The accompanying notes form part of these financial statements.

## Cash Flow Statement

### For the Year Ended 30 June 2007

	Note	2007 \$	2006 \$
<b>Cash flows from operating activities</b>			
Receipts From Government		314,787	315,836
Other Income Received		16,313	11,118
Payments To Suppliers & Employees		(411,547)	(225,731)
Interest Received		9,335	6,412
<i>Net cash provided by (used in) operating activities</i>	<b>12</b>	<i>(71,112)</i>	107,635
<b>Cash flows from investing activities</b>			
Payment For Property Plant & Equipment		(5,342)	(5,468)
<i>Net cash used in investing activities</i>		<i>(5,342)</i>	(5,468)
Net increase/(decrease) in cash held		(76,454)	102,167
Cash at beginning of year		192,260	90,093
Cash at end of year	<b>12</b>	115,806	192,260

*The accompanying notes form part of these financial statements.*

# Notes to the Financial Statements

## For the Year Ended 30 June 2007

### 1. Statement of Significant Accounting Policies

This financial report is a special purpose financial report prepared in order to satisfy the financial report preparation requirements of the Corporations Act 2001. The directors have determined that the company is not a reporting entity. Inner City Legal Centre is a company limited by guarantee, incorporated and domiciled in Australia.

The report has been prepared in accordance with the requirements of the Corporations Act 2001 and the following applicable Accounting Standards and Australian Accounting Interpretations:

AASB 101: Presentation of Financial Statements;  
AASB 107: Cash Flow Statements;  
AASB 108: Accounting Policies, Changes in Accounting Estimates and Errors;  
AASB 110: Events after the Balance Sheet Date;  
AASB 1031: Materiality; and  
AASB 1048: Interpretation and Application of Standards.

No other Australian Accounting Standards, Accounting Interpretations or other authoritative pronouncements of the Australian Accounting Standards Board have been applied.

The financial report is prepared on an accruals basis and is based on historical costs modified by the revaluation of selected non-current assets, and financial assets and financial liabilities for which the fair value basis of accounting has been applied.

The following material accounting policies, which are consistent with the previous period unless otherwise stated, have been adopted in the preparation of this report:

#### (a) Property, Plant and Equipment

Each class of plant and equipment is carried at cost or fair value less, where applicable, any accumulated depreciation and impairment losses.

##### **Plant and Equipment**

Plant and equipment are measured on the cost basis.

##### **Depreciation**

All fixed assets are depreciated on a straight line basis over their useful lives to the company commencing from the time the asset is held ready for use.

#### (b) Employee Benefits

Provision is made for the company's liability for employee benefits arising from services rendered by employees to balance date. Employee benefits expected to be settled within one year together with benefits arising from wages and salaries, annual leave and sick leave which will be settled after one year, have been measured at the amounts expected to be paid when the liability is settled plus related on-costs. Other employee benefits payable later than one year have been measured at the present value of the estimated future cash outflows to be made for those benefits.

Contributions are made by the company to an employee superannuation fund and are charged as expenses when incurred.

#### (c) Income Tax

The income of the Company is exempt from income tax by virtue of the provisions of Section 23(e) of the Income Tax Assessment Act 1936

**(d) Revenue**

Government grants are recognised at fair value where there is reasonable assurance that the grant will be received and all grant conditions will be met. Grants relating to expense items are recognised as income over the periods necessary to match the grant to the costs they are compensating.

Interest revenue is recognised upon receipt.

All revenue is stated net of the amount of goods and services tax (GST).

**(e) Financial Assets - Recognition**

Financial assets are initially measured at cost on trade date, which includes transaction costs, when the related contractual rights or obligations exist.

**(f) Change in Accounting Policy**

Certain Australian Accounting Standards have been issued or amended which are applicable to the company but are not yet effective and have not been adopted in its preparation of the financial statements. The directors believe that the new or amended standards will not have any impact on the company.

## 2. Profit Before Income Tax

	Note	2007 \$	2006 \$
Profit before income tax has been determined after:			
<b>Expenses:</b>			
Depreciation of non-current assets: plant and equipment		3,643	2,634
<i>Total depreciation</i>		3,643	2,634

## 3. Cash & Cash Equivalents

	Note	2007 \$	2006 \$
Cheque Account		12,587	54,726
ING Direct Business Optimiser		103,014	137,434
Petty Cash		100	100
ING Direct Business Opt WERP		105	-
		115,806	192,260

## 4. Other Assets

	Note	2007 \$	2006 \$
<b>Current</b>			
Prepayments		1,573	440

## 5. Property, Plant and Equipment

	Note	2007 \$	2006 \$
Office furniture and equipment		37,381	32,039
Less accumulated depreciation		(23,779)	(20,136)
<i>Total property, plant and equipment</i>		13,602	11,903

## 6. Payables

	Note	2007 \$	2006 \$
<b>Current</b>			
Goods and services tax		5,020	13,031
Other creditors		-	82,500
PAYG Withholding tax payable		7,578	6,720
		12,598	102,251

## 7. Provisions

	Note	2007 \$	2006 \$
<b>Current</b>			
Provision for Rent/Relocation		-	7,350
Provision for Parenting Leave		6,328	5,300
Employee benefits	<b>7(a)</b>	14,122	6,094
		20,450	18,744
<b>Non-current</b>			
Employee benefits	<b>7(a)</b>	3,846	5,221
<b>(a)</b> Aggregate employee benefit liability		17,968	11,315

## 8. Other Liabilities

	Note	2007 \$	2006 \$
<b>Current</b>			
Accrued charges		1,000	1,000

## 9. Retained Earnings

	Note	2007 \$	2006 \$
Retained earnings at the beginning of the financial year		77,387	62,170
Net profit attributable to the members of the company		15,700	15,217
Retained earnings at the end of the financial year		93,087	77,387

## 10. Members' Guarantee

The entity is incorporated under the Corporations Act 2001 and is a company limited by guarantee. If the company is wound up, the constitution states that each member is required to contribute a maximum of \$2 each towards meeting any outstanding obligations of the company. At 30 June 2007 the number of members was 20 (2006: 20)

## 11. Company Details

The registered office of the company is:

Inner City Legal Centre  
Level 10, 1 Margaret Street  
Sydney NSW 2000

The principal place of business is:

Inner City Legal Centre  
Rooms 6-6A, 1st Floor 66 Oxford Street  
Darlinghurst NSW 2010

## 12. Cash Flow Information

	Note	2007 \$	2006 \$
<b>(a) Reconciliation of Cash</b>			
Cash at the end of financial year as shown in the Cash Flow Statement is reconciled to the related items in the Balance Sheet as follows:			
Cash at Bank		115,806	192,260
		115,806	192,260
<b>(b) Reconciliation of cash flow from operations with profit after income tax</b>			
Profit after income tax		15,700	(14,933)
Non-cash flows in profit after tax:			
Depreciation		3,643	2,634
Unearned Income		-	82,500
Provisions		(1,375)	
Accrued Charges		-	1,000

Changes in Assets & Liabilities:

Payables	(89,653)	
Provisions	1,706	16,918
Prepayments	(1,133)	(235)
Other Taxes Payable	-	19,751
<b>Net cash (used in) provided by operating activities</b>	<b>(71,112)</b>	<b>107,635</b>

## Directors' Declaration

The directors declare that the company is not a reporting entity. The directors have determined that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.

The directors of the company declare that:

1. the financial statements and notes, as set out on pages 6 to 13 are in accordance with the Corporations Act 2001:
  - (a) comply with accounting standards as described in Note 1 to the financial statements and the Corporations Regulations 2001; and
  - (b) give a true and fair view of the company's financial position as at 30 June 2007 and of its performance for the year ended on that date with the accounting policies described in Note 1 to the financial statements;
2. in the directors' opinion there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board of Directors.

Director



Peter Wilson

Director



Melanie Tully

Date: 9 November 2007

## Independant Auditor's Report

To the members of Inner City Legal Centre

We have audited the accompanying financial report, being a special purpose financial report, of Inner City Legal Centre, which comprises the balance sheet as at 30 June 2007, and the income statement, statement of changes in equity and cash flow statement for the year then ended a summary of significant accounting policies, other explanatory notes and the director's declaration.

### Directors' Responsibility.

The directors of the company are responsible for the preparation and fair presentation of the financial report and have determined that the accounting policies described in Note 1 to the financial statements, which form part of the financial report, and are appropriate to meet the requirements of the Corporations Act 2001 and are appropriate to meet the needs of the members. The director's responsibility also includes establishing and maintaining internal control relevant to the preparation and fair presentation of the financial report that is free from the material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

### Auditor's Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. No opinion is expressed as to whether the accounting policies used, as described in Note 1, are appropriate to meet the needs of the members, We conduct our audit in accordance with Australian Auditing Standards. These Auditing Standards require that we comply with relevant ethical requirements relating to auditing engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the directors, as well as evaluating the overall presentation of the financial report.

The financial report has been prepared for distribution to members for the purpose of fulfilling the directors' financial reporting under the *Corporations Act 2001*. We disclaim any assumption of responsibility for any reliance on this report or on the financial report to which it relates to any person other than the members, or for any purpose other than that for which it was prepared.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

## Independence

In conducting our audit, we have complied with the independence requirements of the *Corporations Act 2001*.

## Auditor's opinion

In our opinion the financial report of Inner City Legal Centre is in accordance with the *Corporations Act 2001*, including:

- (a) Giving a true and fair view of the company's financial position as at 30 June 2007 and of its performance for the year ended on that date in accordance with the accounting policies described in Note 1; and
- (b) Complying with Australian Accounting Standards (including the Australian Accounting Interpretations) and the *Corporations Regulations 2001*.

The logo for PKF, consisting of the letters 'PKF' in a stylized, handwritten font.

PKF

A handwritten signature in black ink, appearing to read 'A Milner'.

Arthur Milner  
Partner

Dated 9 November 2007  
Sydney

## Profit and Loss Statement for the Year Ended 30 June 2007

	Note	2007 \$	2006 \$
<b>Income</b>			
Donations received		-	2,422
Membership Fees		123	114
Interest received		9,335	6,412
Court Costs Received		9,493	7,343
Sundry Income		1,842	1,239
Other Grants Received		5,450	-
Client Disbs Recovered		(472)	163
Approved Capital Expenditure		-	15,000
Legal Aid Commission Grants		231,691	230,836
WERP Income		82,500	7,500
		339,962	271,029
<b>Less Expenditure</b>			
Accountancy fees		2,045	2,564
Auditors' remuneration		-	1,100
Bank charges		719	401
Cleaning		4,036	2,709
Computer Expenses		2,700	3,610
Conference Expenses		3,736	3,165
Depreciation		3,643	2,634
Disbs Non Recoverable		11	1,954
Electricity		1,661	1,403
Employee training		818	750
Employees entitlement		3,323	6,768
Employees' amenities		2,924	2,931
Employee Recruitment Costs		741	901
Equipment Rental		4,438	5,814
Insurance		1,690	780
Internet		1,042	-
Legal costs		40	-
Postage		951	1,190
Practising Certificate Fee		1,380	616
Printing and stationery		4,161	1,522
Professional Indemnity Insurance		750	730

Promotional Activities	3,814	3,802
Repairs and maintenance	688	1,738
Salaries and wages	237,313	175,114
Subscriptions & Resources	10,547	7,632
Superannuation contributions	20,491	15,085
Telephone	6,673	8,300
Travelling expenses	2,362	1,441
Worker's Compensation	1,565	1,158
	<hr/>	<hr/>
	324,262	255,812
<b>Net Operating Profit</b>	15,700	15,217
Retained profits at the beginning of the financial year	77,387	62,170
	<hr/>	<hr/>
<b>Total Available for Appropriation</b>	93,087	77,387
<b>Retained Profits at the end of the Financial Year</b>	<b>93,087</b>	<b>77,387</b>
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