

Nadrasca

Dignity. Diversity. Community. Industry.



ANNUAL REPORT 2014-2015

NADRASCA

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BOARD OF DIRECTORS

Mike Poole (Chairman)

Keith Kilner (Deputy Chairman)

Gus Koedyk (Company Secretary)

Christopher James

Roderick Keuris

Christopher Malin

Claudia Margach

Douglas Mitchell

Christopher Pyke

Dr Deborah Seifert (Resigned 23/09/2014)

Christopher Woodward



REPORT FROM THE CHAIRMAN AND EXECUTIVE DIRECTOR

NATIONAL DISABILITY INSURANCE SCHEME (NDIS)

The NDIS is now over two years old. The Federal Government has provided the timeline for the full national rollout of the NDIS. It is planned to take place between July 2016 and July 2019. At the time of writing this report, the detailed rollout plans are not known. As we understand it, this detail is to be announced by the State Government by December 2015.

The NDIS has changed considerably over the last two years. Nadrasca has kept up-to-date with the NDIS and its development, and is putting processes in place to meet the challenges of the national rollout. The commitment of Nadrasca is to ensure that every participant in Nadrasca is fully supported and kept as up-to-date as possible during this period of transition and change. Nadrasca has committed to providing information meetings and forums to better prepare people for the introduction of the NDIS in our region.

BUSINESS SERVICES WAGE ASSESSMENT TOOL (BSWAT)

Legislation underpinning the BSWAT Payment Scheme (The Business Services Wage Assessment Tool Payment Scheme Bills 2014) has successfully passed both Houses of Parliament and commenced on 1 July 2015.

The Scheme will provide a one-off payment to eligible supported employees of Australian Disability Enterprises (ADEs) who have been paid a pro-rata wage assessed using BSWAT. The Payment Scheme is entirely voluntary. Participants are required to seek independent financial counselling and legal advice, paid for by the Government, to help them make an informed choice.

This does not apply to employees of Nadrasca Industry, as Nadrasca employees are paid utilising Greenacres, another Government approved pro-rata award-based wage tool. It may apply to them only if they have previously worked in another ADE which used BSWAT.

The Federal Government has indicated there will be a revised pro-rata award-based wage tool to replace the BSWAT tool but, to date, this has not been delivered.

NADRASCA INDUSTRY

Nadrasca Industry has had another busy year, servicing more than 100 customers from Australia and around the world, and completing more than 3 million individual tasks.

The core businesses of Contract Services, Warehousing, Transport and Commercial

Printing are all moving ahead. We look forward to strong results in the coming year, with some economic conditions swinging in favour of Nadrasca Industry's service offering. These include several manufacturing companies bringing their product assembly back to Australia, creating some excellent warehousing and value-add assembly opportunities for our team.

Our Commercial Printing service has been certified as a Social Enterprise. It has been uploaded to the Social Enterprises Finder and listed on their Vendor Panel. The Vendor Panel is a new initiative led by the Municipal Association of Victoria and Social Traders, which aims to nurture, develop and grow the social enterprise sector, and create employment in local communities by connecting Victorian Local Government with social enterprises.

Employees are benefiting from access to Nadrasca training programmes, with many being involved in Certificate Level training. They then have the opportunity to use their new-found knowledge in our Industry business. This underpins one of Nadrasca's key goals of preparing employees for transition into open employment; a goal which Nadrasca employees, staff and management continue to strive for.

NADRASCA COMMUNITY

After an exhaustive external audit process in May 2015, Nadrasca Community successfully retained its Quality and Service Accreditation.

Nadrasca is a registered bus operator under the Bus Safety Act 2009 for Accredited and Registered Bus Operators. Nadrasca complies with the Bus Safety Regulations 2010. We were audited in June 2015 and passed the Compliance Audit; in fact our processes are well in line with the new regulations being produced by Transport Safety Victoria.

In September 2014, the then Victorian Department of Human Services introduced and implemented the Disability Worker Exclusion Scheme. This Scheme ensures that people who pose a threat to the health, safety or welfare of people with a disability are excluded from working in Disability Residential Services in Victoria. The Scheme has been implemented by Nadrasca.

Nadrasca has been approached by the Faculty of Health Science, La Trobe University, to be part of a research project on Hospital Encounters. This ongoing research involves people who have a cognitive disability who live in the Eastern Health catchment area. This study investigates what happens when adults with cognitive disabilities (i.e. a person with an intellectual disability or a traumatic brain injury) go to hospital. It will focus on how the person is treated

during their journey through the hospital and the impact of this journey on their health.

During the year, Nadrasca Community staff participated in a number of training sessions, including:

- Human Rights Training
- Dementia in people with a disability and Down Syndrome (presented by Alzheimer's Australia)
- Nadrasca's new client management system (CIMSability)
- Manual Handling
- Looking after self / Looking out for each other

On 11-12 September 2014, five Community Managers attended a seminar on 'Transforming Services to Create Better Lives' organised by Belonging Matters, a small not-for-profit Community Education and Advisory service developed by families who have a passion for social inclusion. The facilitators were Dr Michael Kendricks and Mary Kealy.

After many months of negotiations, we finalised a more effective reconfiguration of residents in Accommodation Services. In addition, ownership of household tasks is ongoing as people further develop their skills and become increasingly involved in all aspects of operating and maintaining a large house.

Participant numbers continue to increase in the My Life, My Future (MLMF) programme. In December 2014, Anna Gordon, Community Relations Manager from the Whitehorse Community Chest, presented Nadrasca with a cheque for \$2,887 for the MLMF programme.

In May, the High Street Advocacy Committee and participants organised 'The Biggest Morning Tea' to raise money for cancer research, raising a total of \$185.

During the year, David Rogers from the Seniors Art Programme was one of 12 people selected by Arts Access to have their art displayed via video link. Three Seniors artists were selected to present their artwork at the State Trustees Connected Art Exhibition in October 2014.

THE NADRASCA FARM

In March 2015, the Team at the Farm was awarded the Whitehorse Community Leadership Award (Group) in the Whitehorse Sustainability Awards. This was in 'recognition of Nadrasca Farm's outstanding commitment to provide employment, training and support services to people of all abilities in a rural setting'. During the year, many external groups have used the Farm site – Melba, Alkira, Scope, Yooralla, Mazenod College, Emmaus College, Monkami and Friends of the Healesville Freeway Reserve.

Nadrasca thanks Jonathan Finch and the Good Guys at Nunawading for their ongoing support, through the donation of funds for the purchase of a new Zero Turn Ride On Mower with a roll bar.

A 2KW solar power system was installed on the roof of the main barn of the Farm, thanks to the generous donation of The Rotary Club of Forest Hill.

ORGANISATIONAL DEVELOPMENT

It has been a very exciting year of growth and development. The training programme has been received with much excitement and enthusiasm from participants.

Nadrasca has demonstrated its focus and commitment to the development and advancement of the people it supports, employees and staff across the organisation, with the addition of a new operational area, 'Organisational Development', which commenced on 1 December 2014. The responsibilities of this area include delivery of quality accredited certificate level training, further expansion of educational programmes, recruitment, participant intake, and skill and career development of employees, participants and staff. This area also saw the appointment of three Training and Development Facilitators.

Nadrasca's strategy for up-skilling the people it supports, via the application of accredited certificate level training and experiential learning through job roles, has been very successful. During the year, we worked to expand the practical on-the-job training to include roles in warehouse administration, customer service, reception, maintenance, forklift driving and transport. This initiative has been beneficial to the participants as they have the opportunity to learn genuine skills, gain confidence and be exposed to sustainable career opportunities that increase their potential to achieve future open employment outcomes. The integrated approach of certificate training and experiential learning is achieving outcomes for the people Nadrasca supports. The first graduates of the programme are ready to embark on the next stage of their career – securing a role in open employment.

During the year, Certificate 1 in Work Education and Certificate II in Warehouse Operations were delivered. The training was also expanded to include Learners Permit, Truck and Forklift licensing.

Nadrasca has a solid strategy, together with a dedicated team, with experience and commitment. Nadrasca will seek to fulfil this new direction of providing a more holistic service offering to all the people it supports.

QUALITY, COMPLIANCE & RISK

To heighten Nadrasca's commitment to ensuring the highest levels of quality

services and facilities, compliance to both legislated and Nadrasca Standards, and to ensure that all identified risks are adequately managed, Nadrasca has engaged a high level Manager – Quality, Compliance and Risk.

This new role will focus the entire organisation on developing Nadrasca as a key driving influence in the sector, introducing a new standard in quality services and outcomes to participants in Nadrasca programmes.

As mentioned earlier, Nadrasca Community staff were successful in their Quality and Service Accreditation Audit. Nadrasca Industry was also successful in their Surveillance Audits for both Department of Social Services (DSS) Disability Service Standards and ISO AS/NZS ISO 9001:2008 Quality Standards certifications.

BOARD MATTERS

During the 2014-15 year, the makeup of the Nadrasca Board remained unchanged, apart from the resignation of Dr Deborah Seifert, to take up the role of Head of International House at Melbourne University. In her short time at Nadrasca, Deborah made a significant contribution to the Board, particularly in the area of governance and strategic decisions.

The makeup of the Board, with its diverse expertise and extensive experience, has provided Nadrasca with a high level of consistency, quality of information and continuous focus on medium and long-term strategic goals.

With this Board consistency, Nadrasca Board members have become more aware of the sector complexities and the significant imminent changes in the sector. Nadrasca is fortunate to have a professional Board to guide the current and future direction of the organisation in a changing environment, where most organisations are being challenged.

STRATEGIC PLAN

The Board conducted a Strategic Planning Day in November 2014 with Senior Management. Nadrasca will continue with its Strategic Objectives:

- To grow and expand the Nadrasca Industry employment offering to provide participants with more diverse and growth-orientated employment opportunities.
- To grow and expand the 'My Life, My Future' (MLMF) programme.
- To develop key growth areas such as the Farm, Arts Programmes, community inclusion, etc.
- To promote holistically, through partnerships, the training and education of people supported by Nadrasca.

To support the Nadrasca Strategic Objectives, the Nadrasca Board established a Strategy and Marketing Sub-Committee. This sub-committee is headed by Nadrasca's Chairman. It is designed to provide a greater level of detail and accountability for the attainment of Nadrasca's higher level Strategic Planning focus.

In December 2014, as part of the above Strategy and in preparation for the rollout of the NDIS, Nadrasca created the new position of Chief Operating Officer.

DONORS, SUPPORTERS & SPONSORS

Nadrasca wishes to thank all the donors, supporters, corporate sponsors and community groups who have given so generously during the year. Your generosity and assistance are greatly appreciated.

FINANCIALS

Nadrasca's surplus for 2014-15 was \$834,002, a decrease from last year's surplus of \$1,038,039. The decrease is due to a lesser result by Nadrasca Industry, with a surplus before internal rental charges of \$183,523, a surplus by Nadrasca Community of \$307,652 and a surplus of \$183,616 from the new operational area, Training Services. The Statement of Financial position as at 30 June 2015 shows a net equity of \$12,752,642.

This operating result was achieved through the commitment and dedication of Nadrasca's employees and staff working in a very difficult environment, in a sector that is currently going through significant change. The Board acknowledges and appreciates the contribution made by all those involved.

Nadrasca acknowledges the support of the Victorian Government.



Australian Government
Department of Social Services

The provision of employment assistance services to people with disability is partially funded by the Australian Government under the Services and Support for People with Disability Programme.



Mike Poole
Chairman



Gus Koedyk
Executive Director

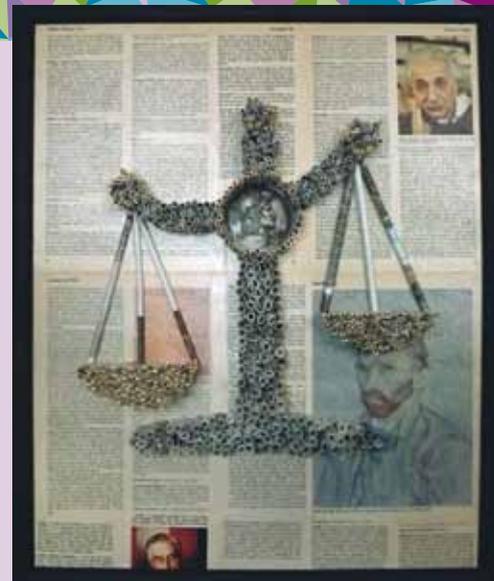
Consolidated Statement of Profit or Loss and other Comprehensive Income for the Year Ended 30 June 2015

	2015 \$	2014 \$
Revenue	11,877,497	11,229,751
Cost of sales	(515,019)	(643,803)
Employee benefits expenses	(8,386,064)	(7,710,062)
Marketing expenses	(25,615)	(14,874)
Depreciation and impairments	(387,020)	(337,319)
Consulting and professional fees	(100,276)	(37,598)
Repairs and maintenance	(284,426)	(281,780)
Gain and loss on disposal of assets	(59,185)	—
Rent and occupancy expenses	(177,352)	(166,420)
Motor vehicle and travel expenses	(250,109)	(238,191)
Cleaning and housekeeping expenses	(166,704)	(156,923)
Doubtful debts expense	(1,032)	(557)
Other expenses	(690,693)	(604,185)
Surplus for the year	834,002	1,038,039
Other comprehensive income	—	—
Items that will not be reclassified subsequently to surplus or deficit	—	—
Items that will be reclassified subsequently to surplus or deficit when specific conditions are met	—	—
Total comprehensive income for the year	834,002	1,038,039

Consolidated Statement of Financial Position as at 30 June 2015

	2015 \$	2014 \$
ASSETS		
Current assets		
Cash and cash equivalents	1,039,680	840,292
Trade and other receivables	412,707	557,839
Inventories	452,192	170,336
Financial assets	5,252,123	4,724,336
Other current assets	167,715	7,500
Total current assets	7,324,417	6,300,303
Non-current assets		
Other receivables	212,500	212,500
Financial assets	—	—
Property, plant and equipment	7,813,859	7,972,667
Total non-current assets	8,026,359	8,185,167
TOTAL ASSETS	15,350,776	14,485,470
LIABILITIES		
Current liabilities		
Trade and other payables	758,204	759,378
Other current liabilities	136,272	279,013
Short term provisions	1,407,627	1,261,398
Total current liabilities	2,302,103	2,299,789
Non-current liabilities		
Long term provisions	296,031	267,041
Total non-current liabilities	296,031	267,041
TOTAL LIABILITIES	2,598,134	2,566,830
NET ASSETS	12,752,642	11,918,640
EQUITY		
Reserves	175,751	148,226
Accumulated surpluses	12,576,891	11,770,414
TOTAL EQUITY	12,752,642	11,918,640

Printed by Nadrasca Industry Commercial Printing - 9873 1111.



STATEMENT BY INDEPENDENT AUDITOR — SAWARD DAWSON

We, Saward Dawson have been appointed Auditor of the Group for the year ended 30 June 2015. In our opinion, the information reported in the summarised Consolidated Statement of Profit or Loss and Other Comprehensive Income and Consolidated Statement of Financial Position of Nadrasca for the year ended 30 June 2015 is consistent with the annual statutory report from which it is derived and upon which we intend to express an unqualified opinion in our report to members. For a better understanding of the scope of our audit, this report should be read in conjunction with our audit report on the annual statutory financial report.



STATEMENT ON BEHALF OF THE BOARD

I, Gus Koedyk, being the officer in charge of the preparation of this summarised Annual Financial Report comprising the Consolidated Statement of Profit or Loss and Other Comprehensive Income and Consolidated Statement of Financial Position of Nadrasca for the year ended 30 June 2015, state that the financial report has been extracted from the books and records of the Company and shows a true and fair view of the state of affairs of the Group. A full set of audited accounts is available upon request or can be viewed on Nadrasca's website — www.nadrasca.com.au