

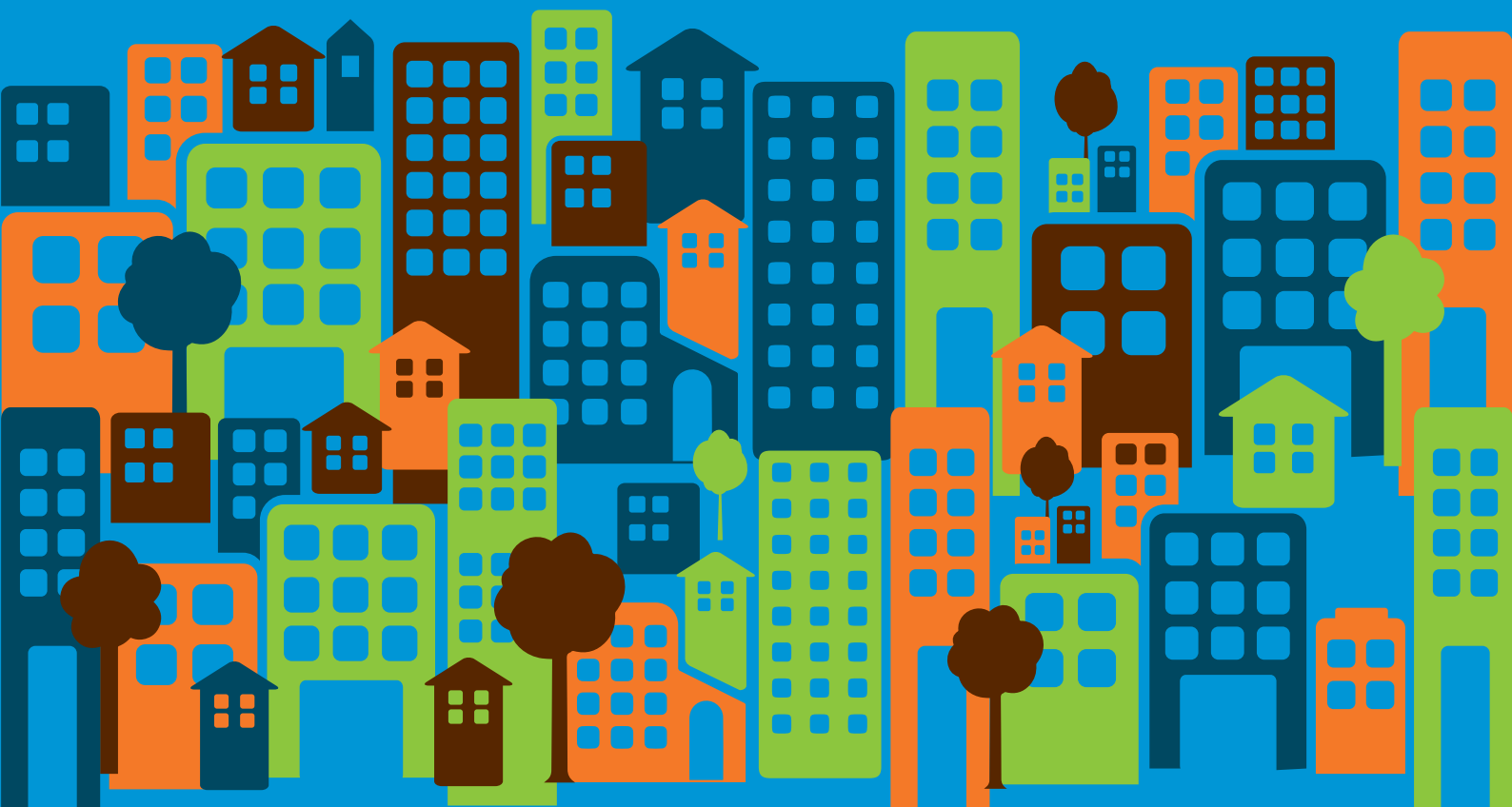


Marrickville Legal Centre

Marrickville Legal Centre

Annual Report

2015 - 2016



Marrickville Legal Centre is an independent non-profit community legal centre providing free legal advice and assistance to people living in the inner west, south & parts of south-west Sydney and to young people throughout NSW.

Marrickville Legal Centre acknowledges the Gadigal, Wangal, Guringai, Wallumedegai and Cammeraygal peoples of the Eora Nation, who are the traditional custodians of the land on which we work. We would also like to pay respect to the Elders both past and present and extend that respect to all Aboriginal and Torres Strait Islander people.



Contents

About Us.....	Page 4
Our Services.....	Page 5
Our Service Catchments.....	Page 6
Message from the Chair.....	Page 7
Message from the Executive Officer.....	Page 8
Message from the Principal Solicitor.....	Page 9
Special Thanks.....	Page 10
General Legal Service.....	Page 12
Family Relationships Centre Partnership Report.....	Page 15
Employment Law.....	Page 17
Domestic Violence Support.....	Page 19
Tenancy and Housing.....	Page 21
Youth Law.....	Page 24
Our Volunteers.....	Page 26
Our Board.....	Page 28
Our Staff.....	Page 30
Financial Report 2015 – 2016.....	Page 32

About Us

Marrickville Legal Centre is an independent non-profit community legal centre providing free legal advice and assistance to people living in the inner west, south and parts of south-west Sydney and to young people throughout New South Wales.

Marrickville Legal Centre acknowledges the Gadigal, Wangal, Guringai, Wallumedegai and Cammeraygal peoples of the Eora Nation, who are the Traditional Custodians of the Land on which we work. We would also like to pay respect to the Elders both past and present and extend that respect to all Aboriginal and Torres Strait Islander people.

Our Vision:

Social justice through accessible legal assistance to those who need it most.

Our objectives:

1. To alleviate poverty, misfortune, distress and suffering by the provision of not-for-profit legal and related services to people living in our catchments
2. To involve people in the recognition, understanding and solution of legal and related problems
3. To provide and promote community legal education
4. To develop and be involved in appropriate networks
5. To initiate and participate in action for law & policy reform
6. To make our publications, operations and processes as accessible as possible to all.

MLC prioritises service delivery to:

- Indigenous people
- young people
- boarding house residents and people facing homelessness
- people with a disability
- people with a mental illness
- people from culturally and linguistically diverse backgrounds
- older people



Our Services

The General Legal Service

gives free legal advice through both telephone and face-to-face appointments with solicitors. The service offers drop-in clinics, and conducts outreach and community legal education. The Family Relationships Centre partnership and the employment clinics are run by the General Legal Service.

The Youth Legal Service

provides free telephone legal advice to children and young people (up to 24 years of age) living anywhere in NSW. In some cases the service offers advocacy and ongoing assistance, and can also give advice to parents and carers of young people, and Youth and Community Workers.

The Inner West Tenants' Advice & Advocacy Service and the Northern Sydney Area Tenants' Service

provide free telephone advice to tenants living in Inner Western Sydney, and northern Sydney respectively. The tenancy services help tenants with issues such as:

- repairs and maintenance
- rent increases
- boarding house disputes
- disputes with Housing NSW & community housing
- lockouts and evictions
- going to the tenancy tribunal.

The Family and Domestic Violence Support Service



provides casework, referrals and support to victims of family and domestic violence, and community legal education to community organisations regarding new arrangements under the Safer Pathway program.

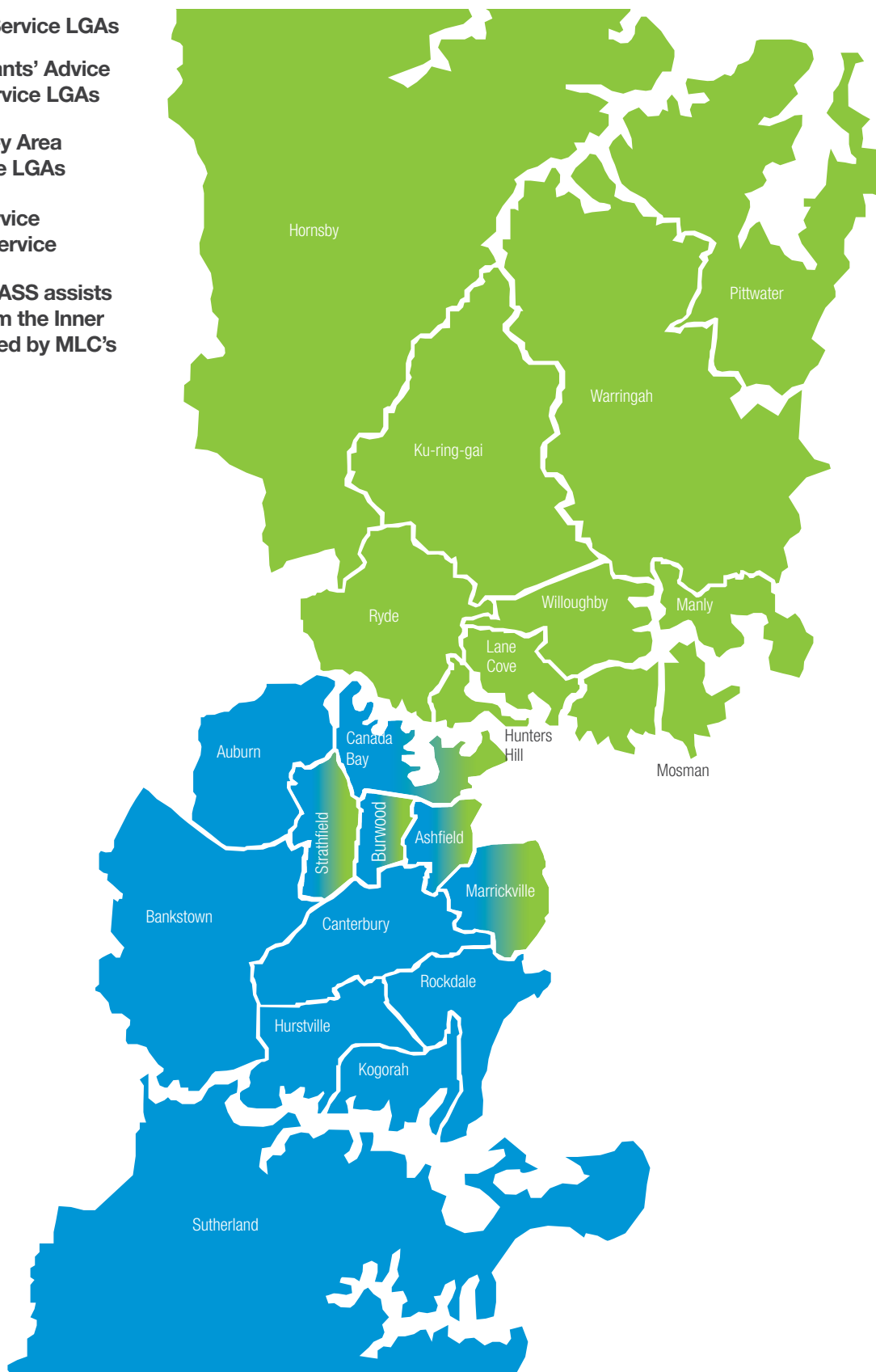
Referrals

Marrickville Legal Centre has specialist expertise in some areas and an excellent referral network to ensure clients find the best possible help for their problem. We work closely with other community legal centres, legal aid, and many local and community organisations and know where to refer if we are unable to assist.



Our Service Catchments

-  General Legal Service LGAs
-  Inner West Tenants' Advice & Advocacy Service LGAs
-  Northern Sydney Area Tenants' Service LGAs
-  Youth Legal Service is a statewide service
-  Inner West DVPASS assists clients both from the Inner West and referred by MLC's other services



Message from Chair



Welcome!

Marrickville Legal Centre (MLC) is made up of an exceptionally skilled, experienced and diverse team of workers and volunteers. Everyone associated with MLC has always worked tirelessly to provide the best possible community legal services to our community despite the many hurdles thrown their way. The last year has been no different.

There were many positive developments in the 2015 - 2016 financial year. A Funding and Communications Officer role was created for 12 months, leading to several great events and fantastic fund-raising results. A new permanent solicitor position was filled, providing greater capacity in both the General Legal Service and the Youth Legal Service.

The legal services, tenancy services and DVPASS reports all provide examples of staff members and volunteers assisting community members who have experienced domestic violence, employment problems, faced eviction and who need family law assistance. Once again MLC has upheld its reputation as a truly flexible and client-focussed legal centre, providing holistic assistance to its community.

Unfortunately there were also less positive developments. These included the decision made by the NSW Government not to continue funding MLC's long-standing and highly effective DVPASS services. MLC has employed a domestic violence specialist worker for decades. The cessation of this funding meant that the Centre both had to lose an outstanding colleague and was left without a dedicated domestic violence position at a time when family violence is rightly gaining wider community awareness.

As this is my last message, I would like to thank all of the staff members I have worked with at MLC over the last 8 years. You have all be immensely dedicated and talented workers with an unwavering commitment to providing meaningful assistance to the community. Special thanks to both Catherine Dorman and Annette Van Gent for their leadership.

I would also like to thank all of the Board members I have worked with during this time. You have all been marvellous colleagues who have taught me so much, and volunteered hundreds of hours of your time. Lastly, huge thanks goes to Graham Jenkins, who took up the role of Chair in July 2016. I cannot adequately express both my gratitude to Graham and confidence that MLC is in great hands!

Thanks to you all.

Dianne Anagnos

Chair, MLC Board

Message from the Executive Officer



2015 - 2016 marked the first year of the five-year National Partnership Agreement on Legal Assistance Services (NPA) between the Commonwealth Government and the state and territory governments. This Agreement marks an era of change in the legal assistance sector, with the Commonwealth devolving much responsibility for Community Legal Centre (CLC) funding management and allocation to state governments.

With a 30% cut in Commonwealth funding to CLCs written into the NPA from 2017, but no clarity on how the cut would be distributed, the effects of funding uncertainty continued to be felt at Centre level. Marrickville Legal Centre joined many other Community Legal Centres across the state, in speaking out to their communities about what would be lost when the scheduled 30% funding cuts were implemented in 2017.

In addition to threats to core legal funding, MLC's Inner West domestic violence program was coming to an end, and with it funding for the dedicated family & domestic violence (FDV) support worker role that had been at the Centre for the past 7 years.

In response, MLC worked to build on the incredible support we already receive from our volunteers, local MPs and partners. For the first time MLC asked our supporters for donations to help save our services. We lobbied and appealed and held our first major fundraiser with fantastic results. Read the full report regarding the FDV service funding on page 19.

My thanks to all who supported MLC at our various fundraisers and through direct campaigns, and who lobbied on our behalf.

Amidst the funding stress, MLC's core business of ensuring access to justice continued. In 2015 -2016 MLC once again achieved impressive service delivery with our combined services directly assisting 3389 clients, and providing information and referrals to an additional 2680 people.

As always I must credit the expertise and dedication of MLC's staff for the incredible work MLC is able to achieve in the community, and our partners and legions of volunteers for the breadth of that work. Thanks to you all.

This year MLC's Board has altered and expanded and I want to thank each of our volunteer Board members for giving so much of their time and energy to MLC. It is clear that MLC engenders great loyalty from all that come into contact, and I am so grateful to the Board, old and new, for always working so hard for the best interests of this excellent organisation. My particular thanks to Dianne Anagnos, who after serving eight years on the Board, the past three as Chair, has stepped down.

As we move into the new year I look forward to the challenges ahead and feel assured that the organisation has the skill and determination to rise to those challenges and continue to address the multiple and complex needs of those most disadvantaged in our community.

Catherine Dornan
Executive Officer

Message from the Principal Solicitor



Throughout 2015 – 2016, I have greatly enjoyed and valued the opportunity to continue to work with the team at Marrickville Legal Centre to achieve social justice through the delivery of high quality legal, tenancy and domestic violence support services to socially and economically disadvantaged members of our community. The past year has been a year full of achievement, for our Centre and for the people to whom we deliver our services.

The stories of many of these people are set out in the case studies contained in this report, alongside further details of the work which our legal, tenancy and domestic violence support services have undertaken throughout the course of this year. As each of the team reports demonstrates, this year has been one in which we have not only continued to provide services to our communities, but in fact increased the scope of those services both in their content and their geographical scope. Significant achievements of the past year have included:

- The development of a new partnership and outreach at the Muslim Women's Association at Lakemba, focusing on providing civil law advice and minor case assistance to women accessing that service;
- The expansion of our Youth Legal Service to include a Youth Employment Law Service, providing legal advice, casework assistance and advocacy to young people across New South Wales in relation to a range of employment law issues including bullying and harassment, and underpayment of wages and entitlements;
- The delivery of community legal education about legal topics including employment law to a range of high schools across inner and south western Sydney;
- The creation of a new pro bono partnership with Colin Biggers & Paisley, to increase our Youth Legal Service's capacity to provide legal advice on a broad range of legal issues to young people across New South Wales; and
- The inclusion of family law as an area of advice in our evening advice sessions, with priority given to providing family law advice and assistance to people who are victim / survivors of family and domestic violence.

Supporting people who are experiencing or who have survived family and domestic violence – including young people – has been a critical part of the work of Marrickville Legal Centre for many years. It was therefore with great sadness that we farewelled Stephanie Tredinnick, our Inner West Domestic Violence Pro-Active Support Service Co-Ordinator, in June 2016. For four years, Stephanie provided dedicated and compassionate support to hundreds of women across inner western Sydney who were grappling with the impact of family and domestic violence, and she is greatly missed by our Centre staff and clients alike.

Despite the challenges of the past year, we enter the 2016 – 2017 with optimism and enthusiasm for the work that we can continue to do for our community. With the extraordinarily generous support of our donors and the restoration of funding for domestic violence support service, we are very happy to be able to continue to provide both legal assistance and social work support to people in inner and south western Sydney affected by family violence over the coming year. We are excited about the creation of the Strata Collective Sales Advocacy Service, a new service for people needing advice about strata issues funded by the New South Wales Office of Fair Trading. In addition to these new initiatives, we look forward to continuing our long-standing work in the community providing legal and tenancy advice and advocacy services.

The support of our many volunteers and pro bono partners is truly invaluable in enabling us to assist as many people as possible across our community. I wish to express my warmest and deepest gratitude for everything that we have achieved over this past year to all of our supporters, volunteers, pro bono partners, students and staff. I am looking forward to continuing to work alongside all of you as we continue to strive towards social justice in our community in the year to come.

Annette Van Gent
Principal Solicitor

Special Thanks

Funding

Marrickville Legal Centre relies on funding from a variety of government departments. We acknowledge and thank each of these departments and their individual program managers for their ongoing support.

- The General Legal Service, the Family Relationships Centre partnership and the Youth Legal Service, are provided through the Community Legal Services Program, funded by both Commonwealth & NSW Attorney General's Departments and administered by Legal Aid.
- The Inner West Tenancy Advice & Advocacy Service and the Northern Sydney Area Tenancy Service are both funded by NSW Fair Trading
- The Inner West Domestic Violence Pro Active Support Service is funded by Women NSW, administered by NSW Department of Family & Community Services.

Grants

Marrickville Legal Centre develops projects based on community need, and seeks funding for those projects through a variety of grant programs. We thank the organisations who have funded us for the following projects:

- In 2015 the Scanlon Foundation granted funding to MLC to undertake a Community Legal Education program for high school students in Western Sydney. This early intervention program aimed to reach out to vulnerable young people in particularly disadvantaged areas, to let them know about their rights and responsibilities under the law and where they can go for help if they need to.
- Marrickville Council Community Grants Program granted funding for a laptop for the Inner West Tenancy Advice And Advocacy Service to enhance tenancy services to disadvantaged clients during home visits and outreach sessions.

- Petersham RSL & Canterbury RSL granted funding through ClubGrants towards our Share Housing Project; a community education campaign to help people in vulnerable housing situations understand and protect their rights.

Partners & Secondee Programs

Marrickville Legal Centre acknowledges and thanks these organisations for their generosity. Their assistance greatly increases our capacity to meet demand on our services.

Advance Diversity

We thank the amazing staff at Advance Diversity at Rockdale for their support and assistance with our fortnightly clinic.

Muslim Women's Association

We thank the wonderful staff at the Muslim Women's Association at Lakemba for their warm welcome and assistance in developing our outreach program.

Bankstown Multicultural Youth Service (BMYS)

We thank the staff of BMYS for their assistance with and referrals to our outreach program.

Belmore Youth Resource Centre

We thank Youth Community Development Officer Joanne Morrison and other Canterbury Council staff for their warm welcome and assistance with our Belmore office and the developing outreaches.

Headspace Liverpool

We thank Martin Baker and the staff at Headspace Liverpool for their welcome and assistance with referrals for young people.

Gilbert+Tobin

G + T generously provide two volunteer solicitors every Tuesday night for evening advice sessions, and have given MLC & the Youth Justice Coalition use of their meeting rooms throughout the year.

HWL Ebsworth Lawyers Secondee Program

HWL Ebsworth Lawyers provide one secondee solicitor to MLC every Monday afternoon, to provide advice on a broad range of civil law issues to clients who are particularly disadvantaged by reason of socio-economic factors such as lack of literacy in English, homelessness, mental illness and disability. We would like to extend our thanks to HWL Ebsworth's Pro Bono Coordinator, Meghan Carruthers, Special Counsel, and all of the secondee solicitors who have participated in the program this year.

The Employment Law Advice Clinic and Employment Law Advocacy Scheme Programs

We thank Clayton Utz, HWL Ebsworth, Minter Ellison, Sparke Helmore and Santone Lawyers for the invaluable, ongoing support for these pro bono programs providing advice and advocacy for people with employment law issues.

Special Thanks

Pro Bono Assistance

We would like to acknowledge and pay special tribute to the many solicitors and barristers who have donated many hours of pro bono assistance to the Centre and its clients over the year.

In particular we would like to thank:

David Hillard Jessica Morath Hai-Van Nguyen Kelvin Ng Tania Scott Rachel Richardson Rob Humphreys Anchal Kapur Lachlan Gel Pat Weller Wagih Douelhi Katie Paull Kevin Shum	Clayton Utz	Meghan Carruthers Nicola Key	HWL Ebsworth
Dan Creasey Heather Collins Anisa Menari	Colin Biggers & Paisley	Bridget Akers Michael Walton Katrina Wong	Legal Aid NSW
Michelle Hannon Tamara Sims Shamilla Bargon	Gilbert + Tobin	Susan Smith	Redfern Legal Centre
		Carmine Santone Tina Santone	Santone Lawyers
		Roland Hassall Hannah Rose Leah Harman	Sparke Helmore
		David d'Souza	State Chambers
		Simon Fitzpatrick Harrison Grace	Seven Wentworth Chambers
		Vanja Bulut	12 Wentworth Selbourne Chambers
		Andrew Jordan	9th Floor Wentworth Chambers
		Louise Coleman	6th Floor Wentworth Selbourne Chambers



General Legal Service

The General Legal Service (GLS) provides legal services to the residents of the 12 former local government areas across the inner west, south and parts of south-west Sydney. Approximately 1.2 million people live within the catchment area of the GLS. The GLS provides free legal advice, undertakes casework, provides community legal education, and participates in law reform and policy development. The GLS runs MLC's Employment Law Service and Family Relationship Centre partnership.

GLS Clients

The diversity of the geographical areas of Sydney serviced by MLC is reflected in the clients of the GLS, more than 45.7% of whom are from a culturally and linguistically diverse (CaLD) background. People with disability and Aboriginal and Torres Strait Islander people are also significantly represented amongst the clients of the GLS.

All GLS clients are people who experience difficulty in accessing mainstream legal services, for financial reasons or other reasons relating to socio-economic disadvantage. The GLS works to overcome the barriers to accessing justice experienced by our clientele, through the range of advice, casework and educational services that we provide.

Advice and Casework

During 2015 – 2016, GLS staff solicitors provided 2,042 legal advices with the invaluable support and assistance of volunteer solicitors attending MLC both during the day-time and evenings. Staff solicitors also provided ongoing assistance in clients at particular disadvantage dealing with complex legal issues, through work undertaken on 376 casework files.

- Clients sought advice from the GLS in relation to a broad range of legal issues, including:
- Driving-related issues, including motor vehicle accidents, minor traffic offences, traffic fines and issues around drivers' license suspension and disqualification;

- Credit and debt issues, including recovering money owed, responding to demands for money owed, dealing with non-traffic related fines, and bankruptcy; and
- Consumer complaints, about a wide spectrum of goods and services.

The ongoing casework provided by the GLS reflects the issues emerging through its advice service, with the majority of casework involved in assisting clients to resolve issues arising from motor vehicle accidents and to manage serious credit and debt problems. In its casework, the GLS works to assist highly disadvantaged clients achieve a timely, just and equitable resolution to their legal issues, using alternate dispute resolution processes wherever possible.

The GLS has continued to offer advice and casework services in a range of flexible formats, to respond to the particular needs of our clients. The GLS offers both drop-in and booked face-to-face appointments during the day-time, at MLC and at the St George Migrant Resource Centre at Rockdale. In 2015, the Centre commenced an Outreach Advice clinic at the Muslim Womens Association in Lakemba. We also provide advice to clients during the evenings, two evenings per week, both face-to-face and over the telephone. Throughout the day, we also offer information and support to community workers engaging with people living across our catchment area.



HWL Ebsworth Secondee Program

The HWL Ebsworth secondee program continued during 2015/2016. The program provided a secondee solicitor once a week on a pro bono basis. The clinic provides advice and casework assistance for vulnerable and disadvantage clients experiencing problems with credit & debit, fines, consumer complaints and motor vehicle property damage cases.

During 2015/2016 the Centre has assisted several vulnerable CaLD clients with annulment applications for \$1,650.00

'Akamu' (not his real name) is a low income earner and sole breadwinner for his family. Akamu was sad that after he arrived in Australia he did not get the opportunity for an education and learn to read and write in English. Instead he had to work to support other family members. Akamu was not able to understand the jury notice. The fine of \$1,650 for failing to explain absence from jury duty represented 3 weeks wages and a severe financial burden on Akamu and his family. The Centre assisted Akamu to successfully annul the fine.

Hardship application

'Connie' (not her real name) is a 22 year-old single mother from a CaLD background. Connie is dyslexic with low literacy levels, and has been diagnosed with multiple serious health conditions. After her relationship with her partner ended, Connie and her 2 year-old child became homeless. Connie's time in transitional housing meant staying a couple of nights in different motels. As it was hard to keep her toddler occupied in a small motel room without any toys, Connie had let her toddler watch children's movies on her Tablet. As a result Connie ran up a \$2,500 debt with her telecommunications provider. Connie came to MLC's outreach service after the telecommunications provider threatened to cut off her mobile service. Due to her health conditions Connie needed her phone to maintain contact with her doctor and make specialist medical appointments.

The Centre assisted Connie by making a hardship application, negotiating a reduction in the overall debt, a waiver for the \$750 excess data usage debt and the fees to break the contract after the return of her two devices. This would enable Connie to buy a cheaper phone and use a pay-as-you-go phone voucher, instead of being locked into an unaffordable contract as well as having to make repayments for the reduced debt. The Centre arranged for on-going assistance from a financial counsellor at Moneycare to assist Connie to manage her budget and debt repayment plan.

Partnerships with community organisations

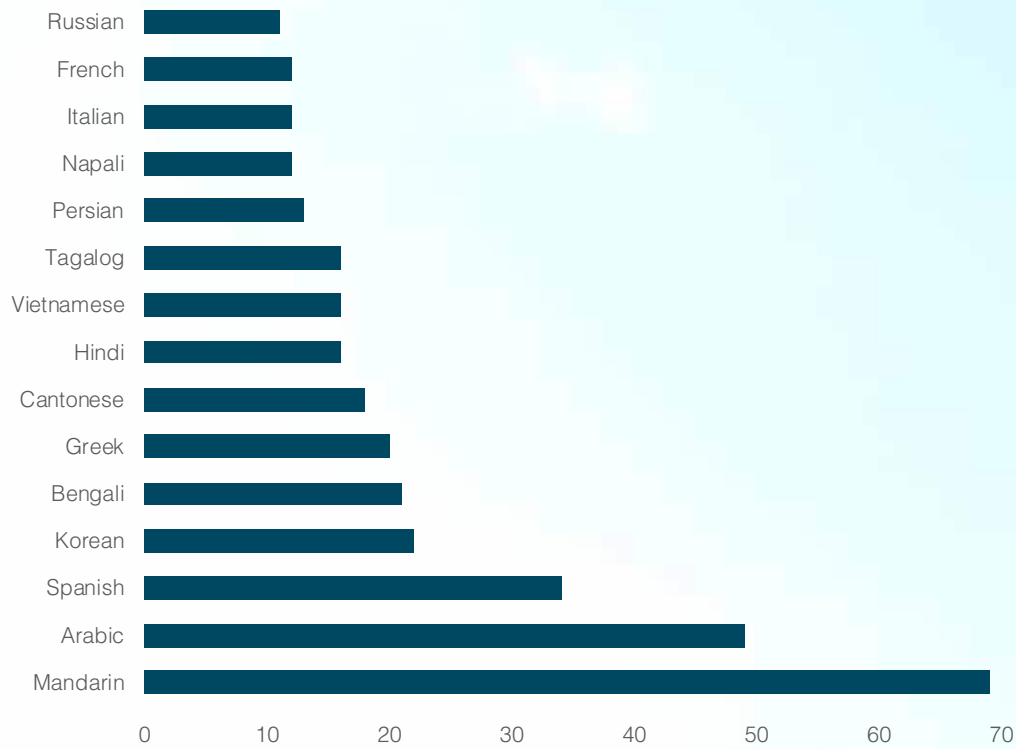
'Jackson' (not his real name) is a 23 year old Aboriginal young person, who has a mild cognitive disability and low literacy levels. Jackson was effectively homeless, couch surfing between different relatives. When Jackson dropped into the Centre one morning, he appeared confused and distressed about multiple events arising from a car crash in 2013, when the car he was in was hit by a public vehicle. After making numerous enquires on Jackson's behalf to ascertain the status of all his legal issues, the Centre organised an urgent appointment with a pro bono firm for assistance with his out-of-time Motor Vehicles Accident Compensation Claim.

New Horizons - Partners in Recovery Service (PRS) came onboard to assist Jackson with his housing and support needs. The Centre worked closely with his PRS caseworker and the law firm to assist Jackson with maintaining regular contact, understanding the legal process and attending his legal and medico-legal appointments. Jackson's medical reports stated that his mental health state was fragile, and since the car accident he has been diagnosed with schizophrenia, post-traumatic stress disorder and chronic back pain. Jackson's claim was accepted, he is now in secure housing and receiving appropriate support and medical treatment.

VET-fee HELP loans

'Julie' and 'Kate' (not their real names) are vulnerable young people who had been targeted by unsolicited door-to-door salesman to sign up for an unsuitable Vet-Fee HELP loan course. Kate and Julie came to the Centre for assistance after they found out that they had both incurred a \$19,600 VET-Fee HELP Loan debt. The salesman had told Kate and Julie the course was free to low income earners and they would be given a free ipad. Julie and Kate felt so pressured by the salesman that they signed up. The Training College refused to allow Kate and Julie to withdraw from the course. The Centre arranged for Kate and Julie to obtain pro bono legal representation. Kate and Julie obtained a positive outcome in court.

GLS Clients main 15 languages spoken at home (other than English)



Family Relationships Centre Partnership

Marrickville Legal Centre continued its highly successful partnership with the Sutherland Family Relationship Centre during 2015 – 2016.

Through this partnership, people who have experienced a breakdown in their relationship are able to receive legal advice in relation to making arrangements for their children post-separation, and legal representation in family dispute resolution processes directed at resolving those issues. People who identify during this process as being affected by family violence or other issues (such as mental health, or substance abuse issues) are assisted with referrals to appropriate support services.

In 2015 – 2016, the Family Relationship Centre Partnership assisted 117 clients. Of these, 115 clients received advice in relation to family law parenting issues and 39 clients were represented in legally assisted family dispute resolution at either the Sydney or Sutherland Family Relationship Centre.



Family Relationships Centre Partnership solicitor, Margie Martin

Case Study 1

Sutherland Family Relationship Centre referred 'Angela' (not her real name) for legal advice and representation at a legally assisted mediation. Angela had been in an abusive relationship. Her husband, 'David' (not his real name), became particularly controlling during her pregnancy and became obsessed with the management of her pregnancy, refusing to allow her to take baths and managing what she ate. When their daughter, Ella (not her real name), was born he became even more controlling and took over the care of Ella with little regard for Angela's role as a breastfeeding mother. Angela was separated from her family who lived in another State and she had no friends in Sydney to turn to for help. She eventually left the marriage and went to stay at a Women's refuge when Ella was 12 months old. David began frantically texting Angela while she was in the refuge and she agreed to meet him so that he could see their daughter. He was in such distress that she felt sorry for him. David took that opportunity to snatch the child from Angela and refused to return her.

When we first met Angela, Ella was 3 years old and she had only had daytime visits with Ella for four hours weekly. David continued to dictate aspects of Ella's daily care. She was not allowed to wear sunscreen, so that Angela could not take her out to a park or the beach in the short time she spent with her. Ella was not allowed to talk on a mobile phone or be near any electrical appliances or power outlet for fear of radiation. Ella had a strict diet that Angela had to follow. The legally assisted mediation was a 'shuttle' as, in previous mediations, David tended to dominate the discussion and any agreement became impossible. Shuttle mediation is a process in which the parties to a dispute, with the assistance of a mediator, identify the disputed issues, consider alternatives and endeavour to reach an agreement without being brought together. Through this shuttle mediation we were able to contain the discussion and the parties successfully reached agreement for Ella to commence spending overnights with her mother.

Case Study 2

MLC assisted Miriam (not her real name) in a legally assisted mediation using a collaborative approach with a fellow Community Legal Centre acting for the father, Tom (not his real name). Tom was finding caring for 6 year old Bianca (not her real name) was highly stressful as the child was extremely anxious and would not go to Dad willingly. She was acting out and refusing to spend overnights at Dad's home. Tom would call Miriam and complain that he didn't know how to handle Bianca but he was receiving a negative response from Miriam. The conflict between the parents would then escalate. Tom felt that Miriam was bullying him and that she was not supporting him in caring for Bianca.

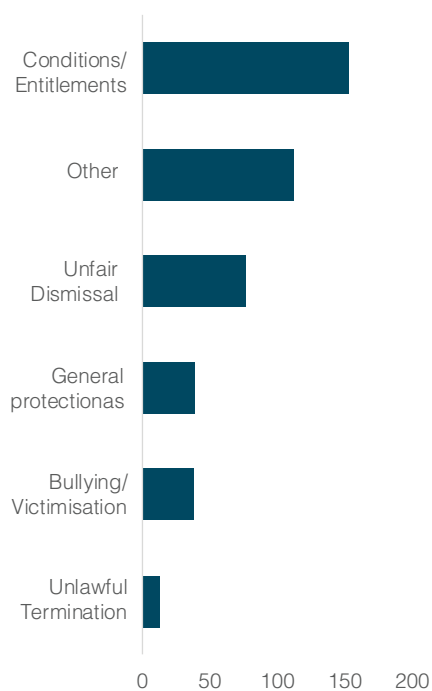
The Family Dispute Resolution Practitioner (FDRP) advised the parents that a child consultation would assist in determining what was going on for the child and it was decided that Bianca would meet with the Family Relationship Centre's child psychologist and report back to the parents and their FDRP at the legally assisted mediation. The psychologist reported that the child was extremely anxious and was having difficulty with the transition from Mum to Dad. Bianca was showing signs of distress, feeling that she had to protect Mum and that Mum was not coping without her and that this explained her inability to transition from Mum to Dad. The psychologist recommended professional intervention and therapy but not just for Bianca but that it should be family therapy and that both parents needed to be involved in therapy. The parties agreed to keep the current parenting arrangements in place until therapy commenced and be guided by the therapist when change should be trialed. This was a successful outcome for a collaborative approach that was able to identify the problem and have the parties work together to achieve an outcome focusing on the child's best interests and have the parents working together to achieve a resolution.



Employment Law Service

During 2015–2016, Marrickville Legal Centre’s Employment Law Service provided 672 advice sessions for employment law issues, and offered ongoing casework assistance in 139 matters. Comprising approximately 40% of Marrickville Legal Centre’s advice and casework, employment law continued to be the Centre’s main area of legal practice throughout the course of this year.

Marrickville Legal Centre’s capacity to provide advice and ongoing casework assistance in employment law matters is greatly increased by the generous, long-term support of our many dedicated volunteer employment lawyers and our pro bono partners in employment law.



Employment Law Advocacy Scheme

Throughout 2015 – 2016, Marrickville Legal Centre continued its Employment Law Advocacy Scheme in partnership with Clayton Utz. The Employment Law Advocacy Scheme provides advocacy in unfair dismissal claims and general protections claims in the Fair Work Commission for clients who are socially and economically disadvantaged by reason of their low income, or other factors including culturally and linguistically diverse (CaLD) background. The Scheme was extremely successful throughout the course of this year, effectively resolving each of the matters referred to it.

Employment Law Advice Clinic

In addition to the Employment Law Advocacy Scheme, Marrickville Legal Centre has continued to operate our highly successful Employment Law Advice Clinic in partnership with Sparke Helmore, HWL Ebsworth, Minter Ellison and Santone Lawyers. Through this clinic, socially and economically disadvantaged clients are able to obtain specialist employment law advice and casework assistance in relation to complex employment law issues. During this year, the Employment Law Advice Clinic has provided employment law advice and assistance to approximately XXX clients in relation to a broad range of employment law issues including underpayment of wages and entitlements, discrimination and harassment at work, and issues relating to termination of employment.

Youth Employment Law Service

Marrickville Legal Centre’s Employment Law Service has consistently focused on providing high quality employment law advice and advocacy to workers experiencing various forms of social and economic disadvantage, including workers on low wages, workers from recent migrant backgrounds, and workers with disability. Through the Centre’s experience assisting young people in its Youth Legal Service, Marrickville Legal Centre has become

aware of the many issues confronting young workers, including young workers’ vulnerability to injustice in the workplace in the form of underpayment of wages, sham contracting, bullying, harassment and discrimination.

We were therefore very happy to be able to respond to this need in 2015 – 2016 through the creation of a Youth Employment Law Service. Overlapping with our Youth Legal Service, the Youth Employment Law Service provides legal advice and advocacy to young people under the age of twenty-five across New South Wales. Since establishing this service in November 2015, we have experienced an ever-increasing demand for advice and assistance in this area, and look forward to continuing this service into the years to come.

Employment Law Reform

Marrickville Legal Centre’s Employment Law Service seeks to actively participate in employment law reform relevant to our clients. During 2015 – 2016, Marrickville Legal Centre was extremely pleased to be able to contribute a submission to the Australian Human Rights Commission’s Willing to Work Inquiry, in which we described the experiences of many of clients of the Employment Law Service who have experienced discrimination at work on account of their disability, their age, or both. Marrickville Legal Centre has throughout the course of this year also contributed to the law reform work of the Employment Law Committee of the Law Society of New South Wales, through the ongoing participation on that committee of our solicitor Lisa Woodgate. The work of the Committee this year included submissions to the Productivity Commission’s Workplace Framework Inquiry and to the Law Council of Australia on the Fair Work Amendment (Gender Pay Gap) Bill 2015 (in partnership with the Human Rights Committee).

Through all of our law reform work, we seek to tell the stories of our clients in their workplaces, and to advocate for change which promotes greater justice at work for all.

Pregnancy Discrimination at Work

'April' (not her real name) was employed as a full-time receptionist. She enjoyed her role and received positive feedback from her supervisor about her work performance. After she had been working for her employer for approximately five months, April discovered that she was pregnant. She was admitted to hospital about four weeks after learning of her pregnancy, due to persistent vomiting and constantly feeling unwell. Upon her return to work several days later, she told her employer about her pregnancy.

April's employer responded to the news of her pregnancy by telling her, "If you want to quit, that would be okay". April replied that she enjoyed her job, and did not want to quit. Shortly thereafter, April was called into a disciplinary meeting with her employer. April's employer raised a series of performance issues which had never been mentioned to her previously. April's employer later relied on these issues to terminate April's employment.

April believed that the true reason for her dismissal was her pregnancy. She filed an unfair dismissal claim in the Fair Work Commission, and then came to Marrickville Legal Centre for assistance. Marrickville Legal Centre represented April in her conciliation conference. We assisted April to negotiate a resolution to her unfair dismissal claim which involved her employer providing her with a statement of service and compensating her for the loss of her employment.

Underpayments at Work

'Angela' and 'Diego' (not their real names) were a couple both employed as cooks for the same restaurant. Angela and Diego had migrated to Australia in 2011, and had both started working for the restaurant shortly after their arrival.

Angela and Diego initially had a limited understanding of Australian workplace laws. After several years of living and working in Australia, Angela and Diego gradually became more aware of their workplace rights, and they realised that their employer had been paying them a wage significantly lower than that to which they were entitled under the industrial award covering their employment.

Angela and Diego sought to resolve this issue through direct discussions with their employer, without success. They filed proceedings in court to recover their unpaid wages. Overwhelmed by the court process, they came to Marrickville Legal Centre for assistance.

Marrickville Legal Centre represented Angela and Diego in the proceedings to recover their unpaid wages. We resolved Angela and Diego's claims through negotiating a settlement with their employer which enabled them to recover their unpaid wages.

Disability Discrimination at Work

'Mala' (not her real name) was employed as a nursery attendant in a gardening store. Mala had a passion for gardening, and loved her work in the nursery. After successfully working in the nursery for several years, Mala had a car accident in which she severely injured her neck and her shoulder. Mala underwent several months of treatment and rehabilitation, at the conclusion of which her doctor cleared her as fit to return to work. Mala provided her medical clearance to her employer, and began to look forward to returning to work.

Unfortunately, Mala's employer did not agree to return her to work but instead expressed doubts about her ability to keep working, and began to discuss terminating her employment. Marrickville Legal Centre assisted Mala to lodge a disability discrimination complaint in the Australian Human Rights Commission, alleging that Mala's employer had discriminated against her on the grounds of her disability by refusing to return her to work. Through participating in a conciliation conference at the Australian Human Rights Commission, Marrickville Legal Centre assisted Mala in negotiating her return to work at the nursery.



Domestic Violence Support

After six successful years, from 1 July 2015, the 'Yellow Card' program was replaced by the NSW Government Safer Pathway Reform. To support and assist with the transition to the new pathway, the Inner West Domestic Violence ProActive Support Service (IWDVPASS) was funded for a single additional transitional year until 30 June 2016.

IWDVPASS fulfilled the newly defined objectives of the program, by supporting the new pathway transition and by building upon and providing support to the partnerships with Sydney Women's Domestic Violence Court Advocacy Service, NSW Police and many other community organisations as the new pathway commenced.



Community Capacity Building

Having identified community organisations within Marrickville Legal Centre catchment area involved in service provision for people who experience domestic and family violence, DVPASS Coordinator Stephanie Tredinnick met and consulted with services to provide information about the discontinuation of the Yellow Card process and the introduction of Safer Pathway.

Through this consultation, Stephanie identified key learning areas, and developed and delivered a Community Legal Education training package and resources to a variety of organisations and networks. Sixteen sessions were delivered, with evaluation indicating an overwhelmingly positive response to both the training and the need for ongoing information.

Advice & assistance for victims and their children

In addition to providing community education about the "It Stops Here Safer Pathway", in 2015 -2016 DVPASS provided a specialised family and domestic violence (FDV) casework service. It became evident during this time that there continues to be a strong demand for FDV casework support outside the Safer Pathway process

of Police referral to Central Referral Point and /or Local Coordination Point process. DVPASS provided domestic and family violence support and casework to clients directly approaching the Centre for assistance, though referrals from MLC's other services, and from external agencies. Those agencies included local non for profit community welfare and family/children support services-Brighter Futures and SDN services, Migrant and Immigration support services, LGBTIQ services, neighbourhood centres , Youth services, other Community Legal Centres in other catchments, Community Mental Health services, Social Work departments at local hospitals such as RPA , Concord and Canterbury Hospitals, religious organisation services –Vinnies / WAGEC/Wesley/ Mission Australia, and local church parishes.

A mechanism was developed for referrals from the Sydney Women's Domestic Violence Court Advocacy Scheme (WDVCAS) for "at threat" clients referred from the WDVCAS via email, and direct assistance provided during attendance at court rostered attendance days, with an emphasis on facilitating referrals for the client to community organisations.

Of the many referrals coming in, a large quantity of clients seeking assistance were Aboriginal Torres Strait Islanders, Youth, LGBTIQ, CALD clients, clients with Disabilities, and/or complex trauma clients who are for many different reasons such as confidentiality, location, mobility, or trust issues, are unwilling or unable to seek assistance via the Safer Pathway referral process or unwilling to contact police, larger government or religious organisations.

These clients have always been a large and varied demographic of client types that Marrickville Legal Centre has supported in regards to providing Domestic and Family Violence advice, support, casework and advocacy. This experience confirmed that an ongoing specialised FDV casework service was desperately at Marrickville Legal Centre.

Despite ongoing lobbying for funding to continue these essential services in complement to Safer Pathway, the IWDVPASS program was finalised on 30 June 2016. MLC thanks IWDVPASS Coordinator Stephanie Tredinnick for her dedication and work over the final 3 years of the program.

Support for MLC's FDV service

All was not lost! In 2015 -2016 MLC reached out to our long-term and new supporters to raise awareness and money to continue our family and domestic violence service. MLC's first major fundraiser was held in November 2015. 'Cheers for Social Justice', held at local Marrickville bar Lazybones, and hosted by the hilarious Zoe Norton Lodge, aimed to raise money toward continuing a family and domestic violence support worker role at MLC.

The result was stunning. A huge thank you to all our supporters who came and supported us on the night, attended our other events including the Story Club fundraiser, and to those who donated money from our direct appeal campaigns. Over the year we raised enough money to create a new part-time FDV support worker role for one year.

Recognition of essential service

Just as we were preparing to advertise for the new part-time role, we received spectacular news –

Pru Goward, Minister for Women, and Brad Hazzard, Minister for Family & Community Services, together wrote to MLC to say they had listened to our concerns and in recognition of the good work the Centre provides for victims of family and domestic violence, would provide new funding to deliver domestic violence services in 2016 – 2017.

With this funding for a full-time support worker secure for another year, MLC will now direct the fundraised money towards a part-time family and domestic violence solicitor role.

Marrickville Legal Centre acknowledges that this outcome would not have been possible without the ongoing support we received. We thank all of you in our communities, our friends, supporters and donors for not only saving our vital family and domestic violence support worker, but enabling us to expand the services available.



MLC's Catherine Dorman with Jo Haylen MP and Marrickville Mayor Sam Iskandar



MC, Zoe Norton Lodge



MLC staff Tracy Goulding, Olivia Nielsen-Gurung and Un-Ai Jo

Tenancy and Housing

In 2015 - 2016 Marrickville Legal Centre (MLC) continued to provide advocacy and representation to over 2000 tenants across the inner west and northern suburbs of Sydney.

Over the year the Northern Sydney Tenants' Advice Service (NSATS) continued to develop relationships with the local community to establish its presence as the first point of contact for tenants who require legal advice in the northern suburbs. The long established Inner West Tenants' Advice & Advocacy Service (IWTAAS) continues to engage with the other local community organisations and is particularly active in assisting social housing and boarding house tenants. It has been a year of consolidation and growth despite the continued pressure that the tenancy services are under, due to increased demand and lack of a much-needed funding increase.

Duty Advocacy

Our tenancy services continue to provide a duty advocacy service at the Sydney registry of the NSW Civil & Administrative Tribunal. Tenants' advocates provide on the spot advice and representation for tenants appearing at the Tribunal, negotiating agreements and appearing on the tenant's behalf at the hearing. This service plays an important role in preventing homelessness and helping vulnerable tenants who may not have received any assistance or advice before attending the Tribunal.

Social Housing Legislation Changes

In August 2015 the NSW Government introduced the *Residential Tenancies and Housing Legislation Amendment (Public Housing – Antisocial Behaviour) Bill 2015* into the Legislative Assembly. The changes included:

- One-strike evictions for serious criminal conduct and removing the Tribunal's discretion to not evict the tenant;
- Three strike evictions for other breaches of the tenancy agreement; and
- Anonymous evidence from neighbours of the tenant.

The tenancy services at MLC became part of a coalition of CLCs that set out to lobby Government, the Opposition and the minor parties in order to impact amendments to the legislation that we saw would lead to unfair and unjust outcomes for the most vulnerable social housing tenants. The coalition undertook a number of lobbying activities including: facilitation of a number of media stories, publication of a briefing paper and engagement with the Government, Opposition and minor parties in regards to possible amendments.

The lobbying efforts of the coalition of CLCs, the Tenants' Union, the Law Society and other stakeholders had some success. The Government intended the Bill to pass the Lower House in a single day, but were forced to delay passage because of problems with the Bill and the number of

MPs who wished to speak to it. MLC was mentioned in the speeches of both the Shadow Minister for Social Housing, Tania Mihaliuk and our local member, Jo Haylen MP.

As a result of the representations made by CLCs, Tenants' Union and other concerned groups, some amendments were made to the Bill before it was passed. The Tribunal's discretion not to evict a tenant was retained in limited circumstances. In addition, tenants were given more time to respond to strike notices and make submissions to their landlord. However, despite these changes the new laws seriously undermine the rights and security of social housing tenants. MLC and other tenancy services will be monitoring the impact of the changes and will continue to raise our concerns with Government.

Review of the Residential Tenancies Act 2010

In February the tenancy services made a submission to the 5-year review of the Residential Tenancies Act 2010. Subsequently, along with Redfern Legal Centre we were asked to meet with the review team to further discuss some of the finer points of our submissions. Encouragingly, there is particular interest in our submissions on the numbers of tenants who are currently excluded from legal recourse as a result of a clause inserted in the 2010 drafting of the Act.

The review report was tabled to NSW parliament in June 2016. We are pleased that the report recommends that further consideration be given to whether it is appropriate to provide occupancy rights to sub tenants without a written agreement and/or boarders not covered by the Boarding Houses Act 2012. There are also positive proposals to better assist people experiencing domestic violence to extract themselves from tenancies more quickly. We look forward to continuing to work together with the review team to strengthen legal remedies available to vulnerable tenant groups.

Unfortunately the review did not recommend the removal of 'no grounds' termination notices, which is a central concern impacting on all tenants' capacity to exercise any of their other rights. NSW and most other Australian jurisdictions continue to lag behind the majority of the developed world in this regard.

Building relationships

The tenancy services continue to build and strengthen relationships with community organisations in their local areas. IWTAAS attends the weekly Newtown Neighbourhood Centre 'one-stop-shop' for boarding house residents and people experiencing homelessness. We also attend a monthly barbeque for boarding house residents at the All Saints Church Petersham.

NSATS has established an outreach service at the Manly Community Centre (MCC). The outreach operates fortnightly as a drop-in-clinic to provide advice and assistance to tenants. NSATS hopes this relationship with MCC will create further referral pathways and make services more accessible to for clients in the Northern Sydney area.

These relationships are essential to the work we do as they target assistance for vulnerable tenants who are at risk of homelessness and allow for easy referrals between organisations to make sure that the complex needs of marginalised tenants are being effectively addressed.

Community Legal Education

In 2015 - 2016 the tenancy services provided a number of community legal education sessions for community workers and tenants.

IWTAAS delivered the priority-housing workshop, which provides advice and information on negotiating the priority housing application process, and has continued to be popular with workers from a range of community organisations. IWTAAS also completed the Share Housing Project that was funded by the Marrickville Council. The project included the development of a postcard in five community languages and advertisements in community newspapers and on Gumtree. The aim of the project was to provide greater awareness amongst share housing tenants about strategies to strengthen their legal protections.

NSATS continues to run community education sessions to service providers and clients. NSATS most recently conducted a tenancy education session with community workers at Mission Australia in Hornsby covering a wide range of tenancy information.

These sessions assist community workers to provide better assistance to clients with tenancy issues. These sessions with community workers also help to foster good working relationships and build better referral pathways. NSATS also runs a number of education sessions with Northern Beaches TAFE. NSATS runs sessions specifically for newly arrived migrants with very low levels of English. The sessions aim to introduce tenancy concepts and to provide information about tenant's rights in NSW.

Casework

The core work of the tenancy services continues to be the daily advice, advocacy and representation provided to tenants. These services are under pressure, as tenants' advice services in NSW have not received a core funding increase since 2001, despite a 40% increase in demand. Given that lack of funding, the tenancy services continue to target their assistance to ensure that the most vulnerable tenants get help when they need it. However, many other tenants require advice on a range of issues and the tenancy services are developing tools that will provide tenants with one-off legal advice.

MLC recognised in Parliament

MLC is very proud of Inner West Tenants' Advice and Advocacy Service's Julia Murray, who was presented with a Community Recognition Statement by the Member for Newtown Jenny Leong MP in Parliament in May. Julia and our friends at Newtown Neighbourhood Centre were both recognised for their fabulous advocacy work with over 60 tenants residing in Station Street, Newtown, resulting in long-overdue repairs work being completed. Thank you to Jenny Leong for inviting us to Parliament House and acknowledging the work of Marrickville Legal Centre.



Julia Murray at Parliament House with Newtown Neighbourhood Centre colleagues and Jenny Leong MP

The background image shows a close-up of a wall with a textured, light-colored surface. A dark metal door handle is visible on the right side. Green plants with long, thin leaves are growing in the foreground, partially obscuring the wall. The lighting is natural, suggesting an outdoor setting.

Case Study 1

Since December 2014, IWTAAS has been assisting an elderly woman from Lebanon living in Marrickville. Her landlord had passed away and the new owner had issued a 90-day no grounds notice under the Residential Tenancies Act. IWTAAS attended the NCAT hearing and had the matter dismissed on the grounds that the premises were protected under the Landlord and Tenant (Amendment) Act 1948. IWTAAS then obtained a grant of legal aid to seek an opinion from a senior barrister with expertise in protected tenancy matters. Based on that advice the matter was satisfactorily resolved.

Case Study 2

'Jayne' (not her real name) is a Public Housing tenant who was issued with a 'no grounds' notice of termination. Jayne approached NSATS for assistance after she had attended the NSW Civil and Administrative Tribunal (NCAT) and made orders by consent to terminate her tenancy and was facing the prospect of homelessness. Jayne appeared not to understand the full effect this agreement and stated that she made the agreement thinking it was the only option she had. Jayne was unrepresented at NCAT in the first instance and had not been given any legal advice prior to the hearing.

NSATS immediately lodged an internal appeal at the NCAT arguing, among other things, that in procuring the agreement the NSW Land and Housing Corporation (Housing NSW) acted unconscionably given that Jayne did not understand the orders she was agreeing to. Although the appeal was unsuccessful, NSATS managed to negotiate an agreement with Housing NSW to offer a new tenancy. Jayne was offered a new property and continues to reside in Public Housing.

Youth Law

The Youth Legal Service has continued to thrive advising and representing young people across NSW up to the age of 25 years on a range of legal issues. From drivers licence suspensions to contracts with private colleges to employment rights at work, the phones are always ringing with young people needing legal assistance.

In 2015 the Youth Legal Service welcomed solicitors Un-Ai Jo and Vasili Maroulis to the team. Both Un-Ai and Vasili have been excellent advocates for young people bringing their passion, enthusiasm and legal expertise to the Youth Legal Service.

Outreach

The YLS continues to provide outreach services to meet young people in youth friendly spaces where they feel comfortable.

Bankstown

The fortnightly outreach at Bankstown continued for its eighth year in 2015-2016. The outreach, which is a partnership with the Bankstown Multicultural Youth Service (BMYS), saw the Youth Solicitor attend the drop-in service run by BMYS once a fortnight. The Youth Solicitor works closely with staff at BMYS who identify those young people who have legal problems and require legal advice.

Lakemba Library

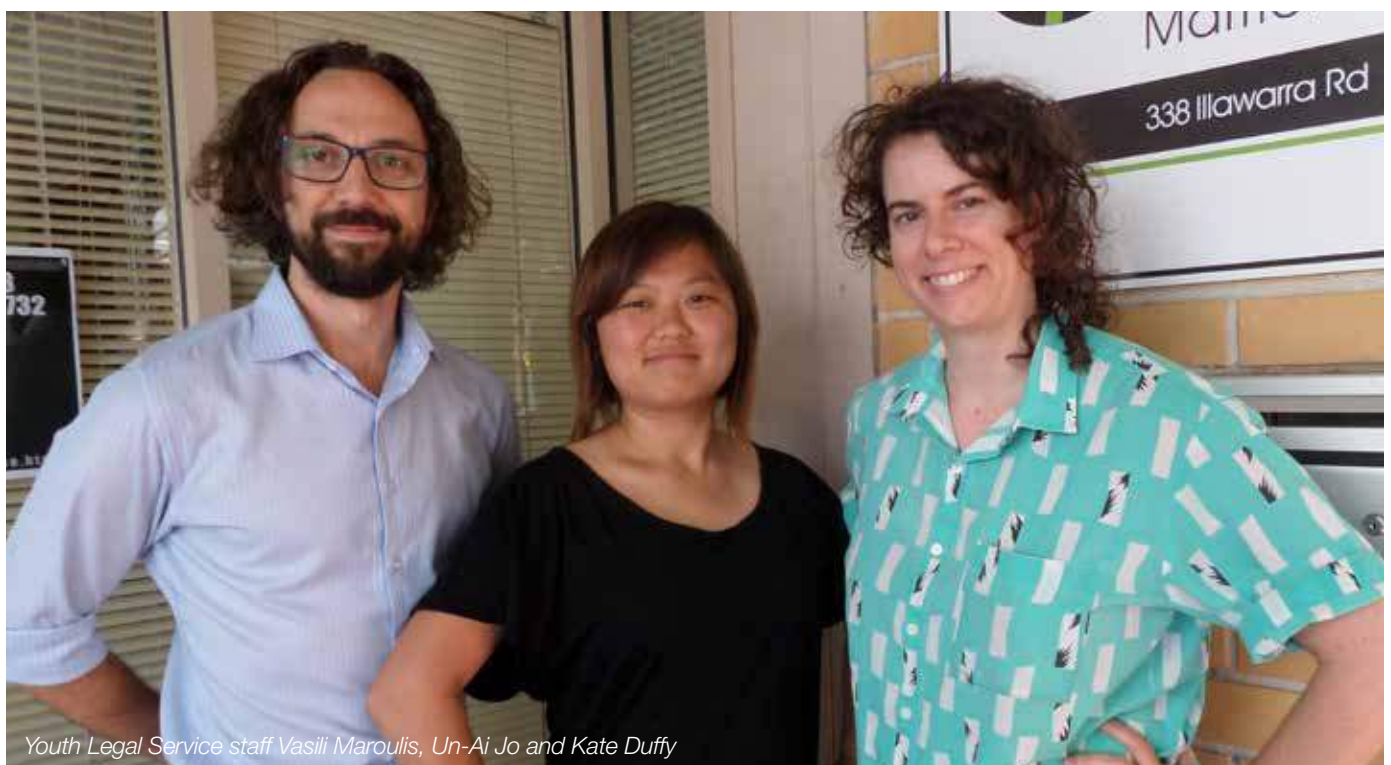
The Youth Legal Service continued to participate in a fortnightly outreach program at Lakemba Library. The Youth Solicitors worked closely with the Canterbury Workers with Youth Network and the Inner West Youth Interagency to staff a drop-in service at the Library. This service was extremely successful and allowed the youth solicitors and other youth workers to engage with young people from the area.

Headspace Liverpool

The Youth Legal Service recently partnered with Headspace in Liverpool to deliver a health justice partnership. The purpose of the outreach is to provide legal assistance to vulnerable young people who have mental health issues. Still in its early days the Youth Legal Service is excited to be working with Headspace and offering a regular legal outreach service.

Community Legal Education

In 2015 the Youth Legal Service was excited to receive funding from the Scanlon Foundation to deliver legal education workshops in schools. The YLS has been working with local high schools to deliver legal education on common criminal and employment law issues that young people encounter. Presented to Years 9 and 10 the workshops are being well received by students and teachers alike. The YLS is looking forward to continuing the workshops throughout 2016-2017.



Youth Legal Service staff Vasili Maroulis, Un-Ai Jo and Kate Duffy

Law Reform - Youth Justice Coalition

Marrickville Legal Centre convenes the Youth Justice Coalition (YJC). The YJC is a network of policy workers, youth workers, academics and solicitors advocating for the rights of children and young people in NSW. In the past 12 months, the YJC has been working on law reform in the areas of NSW Policing: Suspect Target Management Plan (STMP) and Access to Centrelink, Employment and Housing issues for young people. MLC has been active in both working groups.



Youth employment – unfair dismissal

23-year-old 'Sarah' (not her real name) contacted the Youth Legal Service after being forced to resign from her job in the music industry. Sarah had been working 15 hour days in the entry-level position but wasn't paid any over-time for the extra hours worked. Sarah raised the over-time issue with her employer but nothing was done about it.

After forgetting to lock a door at her workplace, Sarah was issued with a warning by her employer. During the conversation her employer told Sarah that she wasn't suited to the role and she should think about resigning. Sarah became emotional and went to the bathroom. Her employer followed her into the bathroom and told Sarah it would be better if she resigned rather than risk another warning and getting fired. Her employer produced a document for Sarah to sign that said she was resigning.

The Youth Legal Service assisted Sarah in lodging an unfair dismissal application arguing that the resignation was actually a constructive dismissal. We represented Sarah in a conciliation conference where we argued that the dismissal was unjust and harsh in the circumstances. We also made representations about the unpaid over-time. We settled the matter with Sarah being compensated for the unfair dismissal and for the over-time hours that she had worked.

Our Volunteers

Marrickville Legal Centre could not provide accessible legal services as extensively as it does, without the assistance of its wonderful team of volunteers.

MLC draws on the contributions of a broad range of volunteers, including solicitors, students, and others.

- Front desk volunteers play the vital role of being the first point of contact to the public, answering telephones and providing basic information and referrals.
- Law students and graduates also assist with the smooth running of MLC's evening advice sessions – taking details from clients, making notes during appointments, and undertaking research.
- Volunteer solicitors are rostered to directly assist clients at MLC's legal advice nights on Tuesday and Wednesday evenings, supervised by an MLC solicitor.
- MLC has a Practical Legal Training (PLT) program, in which law graduates develop important work experience skills while supporting staff solicitors in their work.
- MLC's Board is comprised of dedicated volunteer Board directors drawn from the sector, local & wider community.

Front Desk Volunteers

Debbie Andreatta
Caley Bawden
Kathryn Birtwistle
Sarah Broughton-Stalbow
Laurence Cai
Victoria Cai
Huw Calford
Shehan
Canagasingham
Leo Chan
Ara Cho
David Cilona
Adam Disney
James Dong
Talia Elizabeth
Admiraal
Gabrielle Doyle
Felicity Evans
Johnny Farhart
Veda Fitzsimons
Jasmine Gani

Vivin George
Joseph Giang-Nguyen
Sara Goiru
Meihua Gong
Claudia Hill
Robert Hill
Tara Holland
Nicholas Horgan
Jenny Huyn
Beatrix Illes
Jolin Jiang
Joo hlk Kim
Jelena Kovacevic
Tracy Kumar
Carina Lam
Thomas Lance
Lawler
Brigitte Le Comte
Hugh Lightbody
Sahra Magan
Erin McSweeney

In 2015 - 2016 Rod Stockell and Jackie Nicholas each volunteered one day per week as daytime solicitors. Rod and Jackie's assistance is invaluable in delivering our appointment clinics

Gabriel Miller
Andrew Mon
Junia Monteiro
Rowena Morgan
Tijana Novkovic
Michael Ouzas
Tina Papa-Case
Liz Pearson
Jonathan Ren
Saagar Resh
Clinton Roberts
Chin
Samara Saboun
Helen Samardzic
Petra Samson
Alexander Scobie
Oliver Smith
Sophie Taylor
Thanh Tien Nguyen
Esraa Ulukan
Michaela Vaughan
Subeta Vimalarajah
Krishna Visvaa
Alexander Whitman
Tayla Williamson
Crystal Yang
Sharon Yin
So Young Yoo

"MLC plays an important role in providing access to the legal system for disadvantaged clients. My time at MLC has given me an extensive understanding of different areas of law, and has allowed me to improve my confidence and ability to interact with various people.

I found everyone in the office to be extremely supportive and willing to impart his or her

knowledge. I was not expecting to work as a front desk volunteer for one and a half years, but the welcoming workplace culture meant that I looked forward to coming to work. In addition I thought that the role was challenging and I was constantly learning on every shift. I would definitely come back to the Centre."

Vivin George



NSATS intake volunteers

Alisha Arora
Kathryn Birtwistle
Robert Chen
Emily Davoren
Alicia Foley
Mathew Gore

Jordan Lee
Rowena Morgan-
Brett
So Young Yoo
Michelle Zhang

PLTs 2015 -2016

Ara Cho
Deirdre Bole
Sarah Broughton-
Stalbow
Samara Eid
Grace Gunn
Tara Holland
Joo Ik Kim

Vesna Krstic
Tracy Kumar
Rosetta Lee
David Maloney
Oliver Smith
Lucy Warhurst

Evening Advice volunteers 2015 -2016

Eileen Anslow
Ian Bennett
Caley Bawden
Sandra Berghoffer
Matthew
Bogunovich
Helen Boyton
Michelle Bragg
Alison Brown
Kirrily Buckett
Tom Bruce
Nick Carey
Lucy Carroll
Bill Clarke
Glenn Condie
Glennis Court
Zoe Carvosso
Maia Co
Anne Day
Ben Day
Laura Dexter

Margery Diep
Max Dixon
Tom Doumanis
Margaret Driscoll
Mark Dunstan
Mark Ferguson
Donna Flood
Angela Frederick
Sousan Ghecham
Fevzi Halil
Ann-Maree Harnett
Laura Henschke
Lichee Hogland
Ella Howard
Naomi Jung
Catherine Kelso
Joseph Kennedy
Nathan Kennedy
Alistair Knox
Ramya Krishnan
Carina Lam

Alison Lenard
Fiona Lenhardt
Emma Liddle
Simon Lipert
Melissa Liu
Kathryn Luis
Liam McAuliffe
Conor McNair
Zach Marrett
Virginia Minh
Lisa Molloy
Andrew Mon
Matthew
Muzenrieder
Jackie Nicholas
Ruth Nocka
Tijana Novkovic
Skye Owen
Maeve Parker
Marie Panuccio
Anitha Reddy

Marcela Robalino
Harry Rutner
Robert Seals
Karen Schutte
Emma Slaytor
Peta Smith
Stephen Somerville
Robert Spence
Guin Stanley
Lynda Tran
Patrick Thompson
Elyse Trotter
Jovana Vasilevich
Amanda Wallace
Tracey Woodbury
Alicia Wong
Katrina Wong
Janice Yeung
Stewart Yeung



Our Board



Dianne Anagnos | Chair

Dianne Anagnos is a solicitor at Kingsford Legal Centre. She is particularly interested in anti-discrimination law, social security law and clinical legal education. Dianne has a long history of association with MLC, previously volunteering as an evening advice solicitor for 3 years, serving as a Board director since 2008, and Chair since 2013.



Janet Loughman | Secretary

Janet Loughman is Principal Solicitor at Women's Legal Services NSW. She has been working with community legal centres for almost 30 years. She has lectured in legal issues relevant to community management, and has community management experience in a range of NGOs. She has served on the board of Legal Aid NSW and on the CLCNSW board on several occasions including as Chair. In 2005 she was awarded the NSW Justice Medal.



John McMahon | Treasurer (until March 2016)

John McMahon is a semi-retired financial analyst with experience both in stock broking and funds management, as well as prior CFO positions. His background includes roles as Equity Analyst, Head of Research, Head of Equity Sales and Managing Director. He holds a B. Comm (Hons), MBA and is a Chartered Financial Analyst (CFA). He knows lots about accounting, financial analysis and management, has limited legal knowledge, and has a strong sense of social justice.



Aditi Kogekar | Treasurer (from April 2016)

Aditi joined the Board in 2015. She is currently a Principal Lawyer at Insurance and Care NSW (icare), where she works closely with the business in relation to the provision of care services to severely injured persons. Prior to joining icare, Aditi was a Senior Associate at Corrs Chambers Westgarth, a firm with a longstanding partnership with the Centre. Aditi is passionate about the role of governments and lawyers in providing access to justice for disadvantaged and vulnerable members of our community, and has devoted considerable time to volunteering and undertaking pro bono work in this area.

Our Board



Kira Levin

Since completing her Practical Legal Training at Fitzroy Legal Service in 2009, Kira has been passionate about community legal centres and committed to working for legal services which aim to assist people to understand and protect their legal rights. She has worked as a criminal defence lawyer with Victoria Legal Aid and as a senior lawyer at Brimbank Melton Community Legal Centre. Kira is currently employed as a solicitor at EDO NSW providing advice and representation to environmental campaigners charged with offences arising out of their involvement in non-violent direct actions. Kira joined the MLC board in 2015.



Danielle Cutrupi

Danielle was introduced to MLC in 2011, when she undertook a secondment assisting MLC's Youth Legal Service. A Board director since 2014, Danielle is strongly committed to supporting accessibility to legal services for the broader community. Danielle works as Legal Counsel at National Australia Bank. Dani resigned from the Board in March 2016 to have her first child.



Julia Steward

Julia Steward has a background in corporate law and has been working as Senior Solicitor at the Refugee & Advice Casework Service since August 2014. She assists particularly vulnerable and disadvantaged clients and is committed to the work of community legal centres in providing access to legal services. She joined the MLC Board in 2014.



Graham Jenkins

Graham was appointed to the Board in May 2016. Graham has over twenty years of experience running businesses. Until recently he chaired the Board of a private company and, also as a consultant and investor, advises clients on many business issues. Graham is a former Board Member of the Recruitment and Consulting Services Association and a member of the Australian Institute of Company Directors. He possesses an Honours Degree in Economics, a Diploma in Human Resources and a Masters in Labour Law from Sydney University.

Our Staff

Legal Team

Annette van Gent
Margaret Martin
Lisa Woodgate
Kate Duffy
Vasili Maroulis

Tenancy Team

Julia Murray
Un-Ai Jo
Eloise Parrab
Olivia Nielsen-Gurung
Martin Barker
David Baddeley
Sousan Ghecham
Sam Salvidge

Inner West DVPASS

Stephanie Tredinnick

Administration Team

Catherine Dorman
Julie Robson
Maria Elena Ang
Donna Flood
Tracy Goulding

Locums & Casuals

Catherine Thompson
Rafael Mazzoldi
Sarah Drury
David Maloney
Janice Yeung
Max Dixon
Calum Robertson
Vivin George
Trevor Collier
Matthew Dickinson
Un-Ai Jo

Principal Solicitor
Generalist Solicitor (p/t)
Generalist Solicitor
Youth Solicitor
Generalist & Youth Solicitor (from November 2015)

WTAAS Tenants' Advocate (p/t)
IWTAAS Tenants' Advocate (p/t)
IWTAAS Tenants' Advocate (p/t)
IWTAAS Tenants' Advocate (p/t)
IWTAAS Tenants' Advocate (p/t) & Acting NSATS Coordinator
NSATS Tenants' Advocate
NSATS Tenants' Advocate
NSATS Tenants' Advocate (p/t) (until May 2016)

Coordinator

Executive Officer (p/t)
Financial Administrator (p/t)
Office Coordinator
Administrative Assistant (p/t) (from December 2014)
Funding & Communications Officer (p/t) (until March 2016)

locum Bookkeeper
IT support
IWTAAS Tenants' Advocate (p/t locum)
IWTAAS Tenants' Advocate (p/t locum)
NSATS Tenants' Advocate (p/t locum)
NSATS Tenants' Advocate (p/t locum)
NSATS Intake Officer
NSATS Intake Officer
Generalist Solicitor (p/t locum)
Generalist Solicitor (p/t locum)
Youth Solicitor (p/t locum)



Financial Report

MARRICKVILLE LEGAL CENTRE
ABN 53 699 012 017

DIRECTORS' REPORT

The directors present their report together with the financial report of Marrickville Legal Centre for the year ended 30 June 2016 and auditor's report thereon. This financial report has been prepared in accordance with Australian Accounting Standards.

Information on directors

The names of the directors in office at any time during or since the end of the year:

Dianne Anagnos

Special responsibilities Chair (Resigned 6 July 2016)

Janet Loughman

Special responsibilities Secretary

John McMahon

Special responsibilities Treasurer (Resigned 26 May 2016)

Danielle Cutrupi

Resigned 19 March 2016

Julia Steward

Resigned 8 August 2016

Kira Levin

Aditi Kogekar

Special responsibilities Treasurer (30 May 2016)

Graham Jenkins

Appointed 30 May 2016

Special responsibilities

Chair (25 July 2016)

Simon Fitzpatrick

Appointed 27 June 2016

Lainie Anderson

Appointed 27 June 2016

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

**MARRICKVILLE LEGAL CENTRE
ABN 53 699 012 017**

DIRECTORS' REPORT

Strategic Statement 2014 - 2017

Our Vision

Marrickville Legal Centre (MLC) seeks to promote social justice and provide free and accessible legal services to people who experience social and economic disadvantage.

Our Values

MLC believes that people have a right to legal information, advice, advocacy and representation which is accessible and relevant to their lives. It aims to utilise both legal and community processes to promote an agenda of social justice and to work towards fairer legal and social outcomes for those most disadvantaged in our community. It is committed to providing the community with a wide range of legal services that are delivered in diverse ways and in co-operation with community networks and resources.

Our Mission

To provide free and accessible legal and related services, which are responsive to the needs of those most disadvantaged and which promote just and lasting solutions to legal and social issues in our community.

Service Delivery

MLC provides generalist and employment legal services to 12 Local Government Areas: Ashfield, Auburn, Bankstown, Burwood; Canada Bay; Canterbury, Hurstville, Kogarah, Marrickville, Rockdale, Strathfield and Sutherland. MLC also provides a statewide Youth Legal Service.

MLC provides the specialist tenancy services of the Inner West Tenants' Advice & Advocacy Service (IWTAAS) and the Northern Sydney Area Tenants' Service (NSATS). IWTAAS services the Local Government Areas of Ashfield, Burwood, Canada Bay, Marrickville and Strathfield. NSATS is based in Chatswood and services the Local Government Areas of Hornsby, Hunters Hill, Ku-ring-gai, Lane Cove, Manly, Mosman, North Sydney, Pittwater, Ryde, Warringah and Willoughby.

MLC also provides community legal education and participates in local, statewide and national committees, interagencies and networks to undertake community development and law reform activities.

Recognising barriers to access to justice, MLC prioritises service delivery to: indigenous people, young people, boarding house residents and people facing homelessness, people with a disability, people with a mental illness, people from culturally and linguistically diverse backgrounds, older people; lesbian, gay, bisexual, transgender, intersex and queer people, and people who have experienced family violence.

**MARRICKVILLE LEGAL CENTRE
ABN 53 699 012 017**

DIRECTORS' REPORT

Objectives & Strategies

Objectives	Strategies
1. To promote social justice and provide free and accessible legal services to people who experience social and economic disadvantage.	<ul style="list-style-type: none"> • Provide a Generalist Legal Service • Provide a statewide Youth Legal Service • Provide specialist tenancy services in the Inner West and Northern Sydney Areas • Provide an integrated response to socially and economically disadvantaged clients
2. To involve people experiencing social and economic disadvantage in the recognition, understanding and solution of legal problems	<ul style="list-style-type: none"> • Participate in community development projects in partnership with local organisations
3. To provide community legal education	<ul style="list-style-type: none"> • Identify major legal issues for disadvantaged groups and provide community-based legal education through various modes and formats
4. To participate in law reform, social change and changes to other policies and practices which adversely affect MLC's clients	<ul style="list-style-type: none"> • Participate in law reform and social change arising from the Centre's casework and the principles of equity and access to justice
5. To develop and work collaboratively with networks, communities and key stakeholders	<ul style="list-style-type: none"> • Promote MLC's services in a range of accessible modes and formats • Develop and maintain relationships with local, statewide and national committees, interagencies and networks to undertake community development and law reform activities.
6. To create and maintain an effective infrastructure to resource and support staff and to ensure effective service delivery	<ul style="list-style-type: none"> • Ensure staff have the resources required to perform their duties • Ensure appropriate composition of and support for the Board • Strengthen the financial viability of MLC • Encourage volunteer engagement within MLC to enhance service capacity • Ensure that systems within MLC support service delivery • Evaluate service outcomes and quality and use results to make service improvements

MARRICKVILLE LEGAL CENTRE
ABN 53 699 012 017

DIRECTORS' REPORT

Meetings of directors

Directors	Directors' meetings	
	Number eligible to attend	Number attended
Dianne Anagnos	11	11
Janet Loughman	11	7
John McMahon	9	9
Danielle Cutrupi	7	4
Julia Steward	11	7
Kira Levin	11	9
Aditi Kogekar	11	10
Graham Jenkins	1	1


Members guarantee

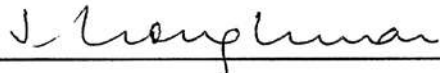
The company is incorporated under the *Corporations Act 2001* and is a company limited by guarantee. If the company is wound up, the Constitution states that each member is required to contribute to a maximum of \$10 each towards meeting any outstandings and obligations of the company. At 30 June 2016 the number of members was 69. The combined total amount that members of the company are liable to contribute if the company is wound up is \$690.

Auditor's independence declaration

A copy of the auditor's independence declaration under section 60-40 of the *Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit for the financial year is provided with this report.

Signed in accordance with a resolution of the board of directors.

Director:  _____

Director:  _____

Dated this 18th day of October 2016



PITCHER PARTNERS
ACCOUNTANTS, AUDITERS & ADVISORS

Level 22 MLC Centre
19 Martin Place
Sydney NSW 2000
Australia

Postal Address:
GPO Box 1615
Sydney NSW 2001
Australia

Tel: +61 2 9221 2099
Fax: +61 2 9223 1762

www.pitcher.com.au
partners@pitcher-nsw.com.au

Pitcher Partners, including Johnston Kone,
is an association of independent firms
Melbourne | Sydney | Perth | Adelaide | Brisbane

MARRICKVILLE LEGAL CENTRE
ABN 53 699 012 017

**AUDITOR'S INDEPENDENCE DECLARATION
TO THE DIRECTORS OF MARRICKVILLE LEGAL CENTRE**

In relation to the independent audit for the year ended 30 June 2016, to the best of my knowledge and belief there have been:

- (i) No contraventions of the auditor independence requirements of the Australian Charities and Not-for-profit Commission Act 2012; and
- (ii) No contraventions of any applicable code of professional conduct.


Mark Godlewski

Partner


PITCHER PARTNERS

Date: 18 October 2016

MARRICKVILLE LEGAL CENTRE
ABN 53 699 012 017

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2016

	Note	2016 \$	2015 \$
Revenue and other income			
Grant and funding income	2	1,545,245	1,537,599
Other revenue	2	<u>116,916</u>	<u>64,473</u>
	2	<u>1,662,161</u>	<u>1,602,072</u>
Less: expenses			
Computer expenses		(15,999)	(19,119)
Depreciation and amortisation expense	3	(31,384)	(27,299)
Employee benefits expense		(1,409,028)	(1,362,580)
Insurance		(8,542)	(8,451)
Library resources and subscriptions		(12,880)	(14,992)
Occupancy expense		(48,799)	(46,783)
Printing and stationery		(16,611)	(13,169)
Telephone and fax		(37,282)	(44,827)
Volunteer costs		(5,386)	(3,872)
Other expenses		<u>(37,433)</u>	<u>(51,371)</u>
		<u>(1,623,344)</u>	<u>(1,592,463)</u>
Surplus / (deficit)		38,817	9,609
Other comprehensive income for the year		<u>-</u>	<u>-</u>
Total comprehensive income		<u>38,817</u>	<u>9,609</u>

MARRICKVILLE LEGAL CENTRE
ABN 53 699 012 017

STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2016

	Note	2016 \$	2015 \$
Current assets			
Cash and cash equivalents	5	1,210,445	706,846
Receivables	6	10,093	8,857
Other assets	8	<u>19,419</u>	<u>13,676</u>
Total current assets		<u>1,239,957</u>	<u>729,379</u>
Non-current assets			
Property, plant and equipment	7	23,517	46,763
Other assets	8	<u>3,472</u>	<u>5,232</u>
Total non-current assets		<u>26,989</u>	<u>51,995</u>
Total assets		<u>1,266,946</u>	<u>781,374</u>
Current liabilities			
Payables	9	135,320	97,239
Provisions	10	286,927	291,647
Other liabilities	11	<u>520,853</u>	<u>144,903</u>
Total current liabilities		<u>943,100</u>	<u>533,789</u>
Non-current liabilities			
Provisions	10	138,154	98,950
Other liabilities	11	<u>3,472</u>	<u>5,232</u>
Total non-current liabilities		<u>141,626</u>	<u>104,182</u>
Total liabilities		<u>1,084,726</u>	<u>637,971</u>
Net assets		<u>182,220</u>	<u>143,403</u>
Equity			
Retained surplus	12	<u>182,220</u>	<u>143,403</u>
Total equity		<u>182,220</u>	<u>143,403</u>

MARRICKVILLE LEGAL CENTRE
ABN 53 699 012 017

STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2016

	Retained surplus \$	Total equity \$
Balance as at 1 July 2014	133,794	133,794
Surplus for the year	<u>9,609</u>	<u>9,609</u>
Total comprehensive income for the year	<u>9,609</u>	<u>9,609</u>
Balance as at 30 June 2015	<u>143,403</u>	<u>143,403</u>
Balance as at 1 July 2015	143,403	143,403
Surplus for the year	<u>38,817</u>	<u>38,817</u>
Total comprehensive income for the year	<u>38,817</u>	<u>38,817</u>
Balance as at 30 June 2016	<u>182,220</u>	<u>182,220</u>

**MARRICKVILLE LEGAL CENTRE
ABN 53 699 012 017**

**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2016**

	Note	2016 \$	2015 \$
Cash flow from operating activities			
Receipts from clients and community		94,413	60,154
Operating grant receipts		1,922,486	1,226,371
Payments to suppliers and employees		(1,524,574)	(1,683,289)
Interest received		<u>19,412</u>	<u>21,310</u>
Net cash provided by / (used in) operating activities		<u>511,737</u>	<u>(375,454)</u>
Cash flow from investing activities			
Payment for property, plant and equipment		<u>(8,138)</u>	<u>(18,121)</u>
Net cash provided by / (used in) investing activities		<u>(8,138)</u>	<u>(18,121)</u>
Reconciliation of cash			
Cash at beginning of the financial year		706,846	1,100,421
Net increase / (decrease) in cash held		<u>503,599</u>	<u>(393,575)</u>
Cash at end of financial year		<u><u>1,210,445</u></u>	<u><u>706,846</u></u>

**MARRICKVILLE LEGAL CENTRE
ABN 53 699 012 017**

**NOTES TO FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2016**

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

The financial report is a general purpose financial report that has been prepared in accordance with Australian Accounting Standards - Reduced Disclosure Requirements, Interpretations and other authoritative pronouncements of the Australian Accounting Standards Board and the *Australian Charities and Not-for-profits Commission Act 2012*.

The financial report was approved by the directors as at the date of the directors' report.

The financial report is for the entity Marrickville Legal Centre as an individual entity. Marrickville Legal Centre is a company limited by guarantee, incorporated and domiciled in Australia. Marrickville Legal Centre is a not-for-profit entity for the purpose of preparing the financial statements.

The following is a summary of the material accounting policies adopted by the company in the preparation and presentation of the financial report. The accounting policies have been consistently applied, unless otherwise stated.

(a) Basis of preparation of the financial report

Historical Cost Convention

The financial report has been prepared under the historical cost convention, as modified by revaluations to fair value for certain classes of assets and liabilities as described in the accounting policies.

(b) Revenue

Revenue from the rendering of services is recognised upon the delivery of the service to the customers.

Interest revenue is recognised when it becomes receivable on a proportional basis taking in to account the interest rates applicable to the financial assets.

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

(c) Government Grants

A non-reciprocal contribution or grant is recognised when the company obtains control of the contribution or grant and it is probable that the economic benefits will flow to the company, and the amount of the contribution or grant can be measured reliably.

If conditions attached to the contribution or grant that must be satisfied before the company is eligible to receive the contribution, recognition of contribution or income is deferred until those conditions are met.

When the company receives grants but is obliged to give directly approximately equal value to the contributor, recognition of grant income will be deferred until the delivery of service.

**MARRICKVILLE LEGAL CENTRE
ABN 53 699 012 017**

**NOTES TO FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2016**

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

(d) Income tax

No provision for income tax has been raised as the company is exempt from income tax under Division 50 of the *Income Tax Assessment Act 1997*.

(e) Property, plant and equipment

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

Plant and equipment

Plant and equipment is measured on the cost basis.

The carrying amount of plant and equipment is reviewed annually by committee to ensure it is not in excess of the recoverable amount from those assets. The recoverable amount is assessed on the basis of the expected net cash flows which will be received from the assets employment and subsequent disposal. The expected net cash flows have been discounted to present values in determining recoverable amounts.

Depreciation

The depreciable amount of all property, plant and equipment is depreciated over their estimated useful lives commencing from the time the asset is held ready for use. Land and the land component of any class of property, plant and equipment is not depreciated.

Leasehold improvements are depreciated over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

(f) Impairment of non-financial assets

An impairment loss is recognised when the carrying amount of an asset exceeds its recoverable amount. The recoverable amount of an asset is defined as the higher of its fair value less costs to sell and value in use.

The recoverable amount is assessed on the basis of the expected net cash flows which will be received from the assets employment and subsequent disposal. The expected net cash flows have been discounted to present values in determining recoverable amounts.

(g) Provisions

Provisions are recognised when the company has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured.

MARRICKVILLE LEGAL CENTRE
ABN 53 699 012 017

NOTES TO FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2016

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

(h) Employee benefits

(i) Short-term employee benefit obligations

Liabilities arising in respect of wages and salaries, annual leave, accumulated sick leave and any other employee benefits (other than termination benefits) expected to be settled wholly before twelve months after the end of the annual reporting period are measured at the (undiscounted) amounts based on remuneration rates which are expected to be paid when the liability is settled. The expected cost of short-term employee benefits in the form of compensated absences such as annual leave and accumulated sick leave is recognised in the provision for employee benefits. All other short-term employee benefit obligations are presented as payables in the statement of financial position.

(ii) Long-term employee benefit obligations

The provision for other long-term employee benefits, including obligations for long service leave and annual leave, which are not expected to be settled wholly before twelve months after the end of the reporting period, are measured at the present value of the estimated future cash outflow to be made in respect of the services provided by employees up to the reporting date. Expected future payments incorporate anticipated future wage and salary levels, durations of service and employee turnover, and are discounted at rates determined by reference to market yields at the end of the reporting period on high quality corporate bonds that have maturity dates that approximate the terms of the obligations. Any remeasurements for changes in assumptions of obligations for other long-term employee benefits are recognised in profit or loss in the periods in which the change occurs.

Other long-term employee benefit obligations are presented as current liabilities in the statement of financial position if the entity does not have an unconditional right to defer settlement for at least twelve months after the reporting date, regardless of when the actual settlement is expected to occur. All other long-term employee benefit obligations are presented as non-current liabilities in the statement of financial position.

(i) Goods and services tax (GST)

Revenues, expenses and purchased assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Tax Office. In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense. Receivables and payables in the statement of financial position are shown inclusive of GST.

Cash flows are presented in the statement of cash flows on a gross basis, except for the GST component of investing and financing activities, which are disclosed as operating cash flows.

(j) Comparatives

Where necessary, comparative information has been reclassified and repositioned for consistency with current year disclosures.

MARRICKVILLE LEGAL CENTRE
ABN 53 699 012 017

NOTES TO FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2016

	Note	2016 \$	2015 \$
NOTE 2: REVENUE AND OTHER INCOME			
Grants and funding income			
Legal Aid Commission - Commonwealth		318,757	205,070
Attorney General - Homeless Youth		-	74,882
Legal aid Commission - Linked In Project		-	22,666
Legal Aid Commission - State		332,079	314,102
Legal Aid Commission - Commonwealth (FRC)		-	61,704
Legal Aid Commission - Care Partner		19,000	9,500
NSW Fair Trading - IWTAAS		324,908	313,880
NSW Fair Trading - NSATS		433,211	418,507
NSW Fair Trading - NSATS Start-up grant		17,290	17,288
Family & Community Services - DVPASS		<u>100,000</u>	<u>100,000</u>
		<u>1,545,245</u>	<u>1,537,599</u>
Interest income		19,412	21,310
Grant and funding income		3,351	-
Other revenue		<u>94,153</u>	<u>43,163</u>
Total revenue		<u><u>1,662,161</u></u>	<u><u>1,602,072</u></u>

NOTE 3: OPERATING SURPLUS / (DEFICIT)

Surplus / (deficit) before income tax has been determined after:

Depreciation			
- plant and equipment		<u>31,384</u>	<u>27,299</u>

**MARRICKVILLE LEGAL CENTRE
ABN 53 699 012 017**

**NOTES TO FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2016**

	Note	2016 \$	2015 \$
NOTE 4: KEY MANAGEMENT PERSONNEL COMPENSATION			
Compensation received by key management personnel of the company			
- short-term employee benefits		170,207	147,953
- post-employment benefits		<u>15,004</u>	<u>12,992</u>
		<u><u>185,211</u></u>	<u><u>160,945</u></u>

During the year there were 12 key management personnel, including directors.

Directors Emoluments

All positions on the Board of Directors are honorary. No director has received or become entitled to receive, during or since the financial year, a benefit because of a contract made by the company with the director, a firm of which a director is a member or an entity in which a director has a substantial financial interest.

NOTE 5: CASH AND CASH EQUIVALENTS

Cash on hand		650	450
Cash at bank		179,795	206,396
Cash on deposit		<u>1,030,000</u>	<u>500,000</u>
		<u><u>1,210,445</u></u>	<u><u>706,846</u></u>

NOTE 6: RECEIVABLES

CURRENT

Other receivables		<u>10,093</u>	<u>8,857</u>
-------------------	--	---------------	--------------

NOTE 7: PROPERTY, PLANT AND EQUIPMENT

Leasehold improvements

At cost		42,690	42,690
Accumulated depreciation		<u>(42,690)</u>	<u>(42,690)</u>
		<u>-</u>	<u>-</u>

Plant and equipment

Plant and equipment at cost		194,712	192,584
Accumulated depreciation		<u>(171,195)</u>	<u>(145,821)</u>
		<u>23,517</u>	<u>46,763</u>
Total property, plant and equipment		<u><u>23,517</u></u>	<u><u>46,763</u></u>

**MARRICKVILLE LEGAL CENTRE
ABN 53 699 012 017**

**NOTES TO FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2016**

	Note	2016 \$	2015 \$
NOTE 8: OTHER ASSETS			
CURRENT			
Prepayments		11,251	7,568
Accrued income		2,060	-
Other current assets		<u>6,108</u>	<u>6,108</u>
		<u>19,419</u>	<u>13,676</u>
NON CURRENT			
Prepayments		<u>3,472</u>	<u>5,232</u>
		<u>3,472</u>	<u>5,232</u>
NOTE 9: PAYABLES			
CURRENT			
<i>Unsecured liabilities</i>			
Sundry creditors and accruals		<u>135,320</u>	<u>97,239</u>
		<u>135,320</u>	<u>97,239</u>
NOTE 10: PROVISIONS			
CURRENT			
Employee benefits		<u>286,927</u>	<u>291,647</u>
		<u>286,927</u>	<u>291,647</u>
NON CURRENT			
Employee benefits		<u>138,154</u>	<u>98,950</u>
		<u>138,154</u>	<u>98,950</u>
(a) Aggregate employee benefits liability		<u>425,081</u>	<u>390,597</u>
NOTE 11: OTHER LIABILITIES			
CURRENT			
Grants received in advance		<u>520,853</u>	<u>144,903</u>
		<u>520,853</u>	<u>144,903</u>
NON CURRENT			
Other non-current liabilities		<u>3,472</u>	<u>5,232</u>
		<u>3,472</u>	<u>5,232</u>

MARRICKVILLE LEGAL CENTRE
ABN 53 699 012 017

NOTES TO FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2016

	Note	2016 \$	2015 \$
NOTE 12: RETAINED SURPLUS			
Retained surplus at beginning of year		143,403	133,794
Net surplus / (deficit)		<u>38,817</u>	<u>9,609</u>
		<u>182,220</u>	<u>143,403</u>

NOTE 13: CAPITAL AND LEASING COMMITMENTS

(a) Operating lease commitments

Non-cancellable operating leases contracted for but not capitalised in the financial statements:

Payable

- not later than one year		7,140	28,064
- later than one year and not later than five years		<u>-</u>	<u>7,140</u>
		<u>7,140</u>	<u>35,204</u>

The property lease is a non-cancellable lease with a 2 year 5 month term commencing on 3 February 2014. Within the lease agreements terms, dictate that the minimum base payments shall be increased by CPI annually. Balances exclude GST.

NOTE 14: EVENTS SUBSEQUENT TO REPORTING DATE

There has been no matter or circumstance, which has arisen since 30 June 2016 that has significantly affected or may significantly affect:

- (a) the operations, in financial years subsequent to 30 June 2016, of the company, or
- (b) the results of those operations, or
- (c) the state of affairs, in financial years subsequent to 30 June 2016, of the company.

NOTE 15: ECONOMIC DEPENDENCE

The company is reliant on various government agencies for funding.



PITCHER PARTNERS
ACCOUNTANTS AUDITORS & ADVISORS

Level 22 MLC Centre
19 Martin Place
Sydney NSW 2000
Australia

Postal Address:
GPO Box 1615
Sydney NSW 2001
Australia

Tel: +61 2 9221 2099
Fax: +61 2 9223 1762

www.pitcher.com.au
partners@pitcher-nsw.com.au

Pitcher Partners, including Johnston Rose,
is an association of independent firms
Melbourne | Sydney | Perth | Adelaide | Brisbane

MARRICKVILLE LEGAL CENTRE
ABN 53 699 012 017

DIRECTORS' DECLARATION

The directors of the company declare that:

1. The financial statements and notes, as set out on pages 6 - 16 presents a true and fair view of the company's financial position as at 30 June 2016 and performance for the year ended on that date of the company in accordance with Australian Accounting Standards - Reduced Disclosure Requirements and other mandatory professional reporting requirements;
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:  _____

Director:  _____

Dated this 18th day of October 2016



PITCHER PARTNERS
ACCOUNTANTS AUDITORS & ADVISORS

Level 22 MLC Centre
19 Martin Place
Sydney NSW 2000
Australia

Postal Address:
GPO Box 1615
Sydney NSW 2001
Australia

Tel: +61 2 9221 2099
Fax: +61 2 9223 1762

www.pitcher.com.au
partners@pitcher-nsw.com.au

Pitcher Partners, including Johnston Rowe,
is an association of independent firms
Melbourne | Sydney | Perth | Adelaide | Brisbane

MARRICKVILLE LEGAL CENTRE
ABN 53 699 012 017

INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF MARRICKVILLE LEGAL CENTRE

We have audited the accompanying financial report of Marrickville Legal Centre, which comprises the statement of financial position as at 30 June 2016, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the directors' declaration.

Directors' Responsibility for the Financial Report

The directors are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards - Reduced Disclosure Requirements and the *Australian Charities and Not-for-profits Commission Act 2012*, and for such internal control as the directors determine is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. We conducted our audit in accordance with Australian Auditing Standards. Those standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance about 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.

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

MARRICKVILLE LEGAL CENTRE
ABN 53 699 012 017

INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF MARRICKVILLE LEGAL CENTRE

Independence

In conducting our audit, we have complied with the independence requirements of the *Australian Charities and Not-for-profits Commission Act 2012*.

Opinion

In our opinion, the financial report of Marrickville Legal Centre is in accordance with *Australian Charities and Not-for-profits Commission Act 2012*, including:

- (a) giving a true and fair view of the company's financial position as at 30 June 2016 and of its performance for the year ended on that date; and
- (b) complying with Australian Accounting Standards – Reduced Disclosure Requirements and the Australian Charities and Not-for-profits Commission Regulation 2013.

Report in Accordance with Section 24 of the Charitable Fundraising Act 1991

In our opinion:

- (a) the financial statements of Marrickville Legal Centre show a true and fair view of the financial results of charitable and fundraising activities for the year ended 30 June 2016;
- (b) the financial statements and associated records of Marrickville Legal Centre have been properly kept during the year in accordance with the Charitable Fundraising Act 1991;
- (c) money received as a result of charitable and fundraising activities conducted during the year has been properly accounted for and applied in accordance with the Act; and
- (d) there are reasonable grounds to believe Marrickville Legal Centre will be able to pay its debts as and when they fall due.



Mark Godlewski

Partner



PITCHER PARTNERS

SYDNEY

Date 18 October 2016



Marrickville Legal Centre

Marrickville Legal Centre
338 Illawarra Road
Marrickville NSW 2204

t: 02 9559 2899
f: 02 9558 5213
e: enquiries@mlc.org.au

www.mlc.org.au

ABN: 53 699 012 017

Editor

Catherine Dorman

Front cover design

Kate Bellairs Design

Brochure layout

Freshlab

Photography

Rhys James & Peter Andreacchio