



Annual Report | 2016

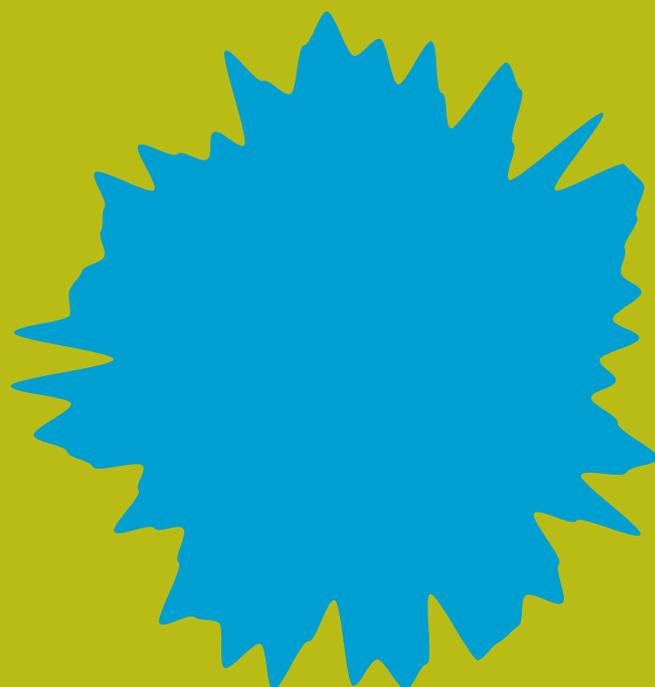
www.watfoundation.org.au

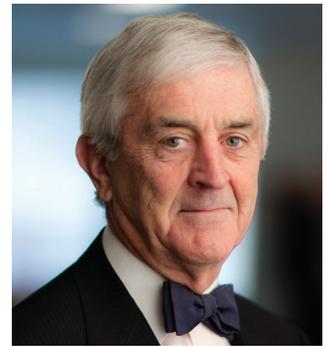
ABN 61 165 435 692



TABLE OF CONTENTS

| | |
|------------------------------------|----|
| Chairperson's Report | 1 |
| Directors' Report | 2 |
| Auditor's Independence Declaration | 3 |
| Annual report | |
| Statement of Comprehensive Income | 4 |
| Statement of Financial Position | 5 |
| Statement of Changes in Equity | 6 |
| Notes to Financial Statements | 7 |
| Directors' Declaration | 9 |
| Independent Auditor's Report | 10 |





The Hon. Bernard Teague AO

CHAIRPERSON'S REPORT

I am pleased to present the 2016 annual report of the Wellbeing and the Law (WATL) Foundation, a joint initiative of the Law Institute of Victoria (LIV) and Victorian Bar (Vic Bar).

Our vision is for a legal community with safe working environments for lawyers and to ensure that lawyers are working in appropriate roles where they are able to reach their full potential, cope with the normal stresses of legal practice, work productively and contribute to the broader legal profession.

WATL aims to support cultural change across the legal community to reduce stigma, to encourage individuals to seek help early and to encourage employers to take positive responsibility for their staff.

This year the Board has worked with the Wellness Architects, a specialist consulting firm in health and wellbeing, to review our focus and strategy. In February 2016, the Wellness Architects undertook a consultation with the Foundation's key stakeholders to better understand and inform the future direction of WATL.

The outcomes of this work, together with broader national and international input from wellness program providers has informed our plan for 2017 to include a broader focus on personal and workplace wellness including an integrated approach to supporting employees in their health, wealth and careers – this creating a more engaging platform to address mental health.

WATL will be a resource for the legal community providing support and best practice strategies and frameworks to assist organisations in their workplace wellness journey.

In addition, WATL has:

- Met with LIV Young Lawyers Vice President Claire Walczak to discuss areas of mutual interest and initiatives in respect of health and wellbeing, and opportunities for greater WATL and Young Lawyer support and collaboration.
- Received awareness and fundraising support through programs organised by the LIV Young Lawyers Section – LIV Young Lawyers Charity Ball and Trivia Night

- Received fundraising support from LIV members through the annual membership renewal.
- Obtained sponsorship through LIV events such as the Legal Fun Run; Comedy Debate and Members Christmas party.
- Co-ordinated ambassadors and board members for public speaking engagements and interviews.
- Endorsed the Tristan Jepson Memorial Foundation Guidelines

I extend my thanks to our Patron, Chief Justice, Marilyn Warren, fellow Board members; Michelle Quigley QC (VicBar representative), Professor James Ogloff and our Ambassadors; The Hon. Justice Shane Marshall, Kelli Ritchie, Adam Lunn, Robert Richter QC, and Pat Easton.

I would particularly like to thank retiring LIV representative Mr Reynah Tang for his drive and commitment to WATL. Reynah championed the importance of establishing a whole of sector Foundation and together with my fellow Board members we look forward to progressing Reynah's vision.

The operations of the WATL Board have been enabled by our members, the Vic Bar and the dedicated work of LIV staff including Chief Executive Officer (CEO), Nerida Wallace, Xian Volkmer and Susan Woodman.

To get involved with WATL and make a difference in the legal community, please see our website at www.watlfoundation.org.au

With your continued support we look forward to furthering the reach and influence of WATL within the legal community.



DIRECTOR'S REPORT

The directors present their report together with the financial report of Wellbeing and the Law Foundation Ltd For the year ended 30 June 2015 and auditor's report thereon. This financial report has been prepared in accordance with Australian Accounting Standards.

DIRECTORS NAMES

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

- Bernard Teague – appointment date 22 August 2013
- James Ogloff – appointment date 15 September 2014
- Michelle Quigley – appointment date 9 April 2015
- Reynah Tang – (resigned 17 June 2016)

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

SHORT-TERM AND LONG-TERM OBJECTIVES AND STRATEGIES

The company's short-term and long-term objectives are to collect money and property in order to promote the prevention, management and control of Mental Health Conditions within the Legal Community.

To achieve its short-term and long-term objectives, the company will carry out this objective by:

- Providing education, counselling and assistance to individuals suffering from mental health conditions and to the broader community so that they have access to and knowledge of resources available to them to assist them and others to prevent, manage and control Mental Health Conditions and also educating these individuals and the broader community about how to prevent, manage, control and cope with Mental Health Conditions.
- Engaging in medical research looking into the causes, prevention and treatment of Mental Health Conditions;
- Providing education, counselling and assistance to individuals suffering from Mental Health Conditions and to the broader community;
- Providing education and counselling to carers and service providers, family members and other similarly affected persons of Mental Health Conditions sufferers to better enable these persons to efficiently and effectively deliver support, care and services to the sufferers of Mental Health Conditions;
- Developing relationships and support with the community and engaging in activities to raise community awareness of Mental Health Conditions and educate the community about causes, effects and how to prevent, manage and control Mental Health Conditions
- Raising money to further the aims of the company and to secure sufficient funds for the Principal Purpose of the Foundation; and
- Receiving any funds and distributing those funds in a manner that best attains the Principal Purpose of the Foundation.

PRINCIPAL ACTIVITIES

To carry out the company's strategies and to achieve its short-term and long-term objectives, the company engaged in the following principal activities during the period.

The principal purpose of the Foundation is to collect money and property in order to promote the prevention, management and control of Mental Health Conditions within the Legal Community.

KEY PERFORMANCE INDICATORS

To help evaluate whether the activities the company established during the year have achieved its short term and long term objectives, the company uses the following key performance indicators to measure, analyse and monitor its performance:

- Donation income received
- Education programs delivered
- Events and workshops held



INFORMATION ON DIRECTORS

Bernard Teague AO BA/LLB (Hons)

Experience: 20 years as Judge of the Supreme Court of Victoria until February 2008. In the subsequent years he has headed the Royal Commission on the Black Saturday bushfires and the inquiry in the Hazelwood coal mine.

James Ogloff JD, Ph.D., FAPS

Experience: 30 years' experience in clinical and forensic psychology.

Michelle L Quigley QC LLB

Experience: 28 years' experience in planning and environmental law.

Reynah Tang BEc/LLB (Hons), Master of Law (Thesis)

Experience: 22 years' legal experience in commercial taxation

MEETINGS OF DIRECTORS

| Directors | Directors' meetings | |
|-----------------------|---------------------------|-----------------|
| | Number eligible to attend | Number attended |
| Bernard Teague AO | 5 | 5 |
| James Ogloff | 5 | 3 |
| Michelle L Quigley QC | 5 | 5 |
| Reynah Tang | 5 | 5 |

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 outstanding obligations of the company. At 30 June 2016 the number of members was 2. The combined total amount that members of the company are liable to contribute if the company is wound up is \$20.

CHARITABLE STATUS

Wellbeing and the Law Foundation Ltd is a company limited by guarantee and is registered with the Australian Charities and Not for profits Commission. Its status as a registered Health Promotion Charity was confirmed in August 2013 by the Australian Taxation Office as part of its registration requirements for all not for profit entities, as was the Foundation's status as Income Tax Exempt and a Deductible Gift Recipient Status. The Foundation enjoys certain other tax concessions and exemptions which relate to Goods & Services and Fringe Benefit Taxes.



AUDITOR'S INDEPENDENCE DECLARATION

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

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

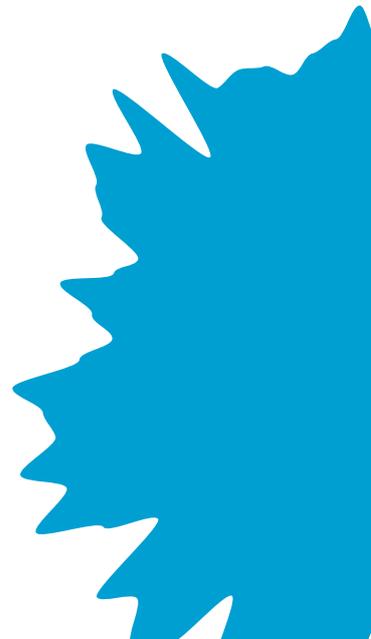
Director:

The Hon. Bernard Teague AO

Director:

James Ogloff

Dated this 27th day of November 2016



AUDITOR'S INDEPENDENCE DECLARATION



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 Corporations Act 2001; and
- (ii) no contraventions of any applicable code of professional conduct.

K L Byrne
Partner

Pitcher Partners
Melbourne

Dated this 27th day of November 2016

An independent Victorian Partnership ABN 27 975 255 196
Level 19, 15 William Street, Melbourne VIC 3000
Liability limited by a scheme approved under Professional Standards Legislation

Pitcher Partners is an association of independent firms
Melbourne | Sydney | Perth | Adelaide | Brisbane | Newcastle
An independent member of Baker Tilly International



STATEMENT OF COMPREHENSIVE INCOME

FOR THE YEAR ENDED 30 JUNE 2016

| | NOTE | 2016 \$ | 2015 \$ |
|-----------------------------------|------|-----------------|----------------|
| REVENUE AND OTHER INCOME | | | |
| Interest income | 2 | 31 | 55 |
| Donations | 2 | 13,318 | 3,329 |
| Other Revenue | 2 | – | 18 |
| | 2 | 13,349 | 3,402 |
| LESS: EXPENSES | | | |
| Advertising expense | | (90) | (335) |
| Catering and meeting expenses | | – | (405) |
| Consultancy fees | | (12,000) | – |
| Finance costs | | (748) | (671) |
| Insurance | | (728) | (528) |
| Printing | | (390) | (278) |
| | | (13,956) | (2,217) |
| SURPLUS / (DEFICIT) | | (607) | 1,185 |
| <hr/> | | | |
| TOTAL COMPREHENSIVE INCOME | | \$(607) | \$1,185 |
| <hr/> | | | |



STATEMENT OF FINANCIAL POSITION

AS AT 30 JUNE 2015

| | NOTE | 2016 \$ | 2015 \$ |
|-----------------------------|------|-----------------|-----------------|
| CURRENT ASSETS | | | |
| Cash and cash equivalents | 3 | 24,821 | 26,812 |
| Receivables | 4 | 2,028 | 644 |
| Total current assets | | 26,849 | 27,456 |
| Total assets | | 26,849 | 27,456 |
| <hr/> | | | |
| NET ASSETS | | \$27,456 | \$26,271 |
| <hr/> | | | |
| EQUITY | | | |
| Retained earnings | 5 | 26,849 | 27,456 |
| TOTAL EQUITY | | \$26,849 | \$27,456 |
| <hr/> | | | |

STATEMENT OF CHANGES IN EQUITY

FOR THE YEAR ENDED 30 JUNE 2016

| | RETAINED EARNING | TOTAL EQUITY |
|------------------------------------------------|---------------------|-----------------|
| | \$ | \$ |
| BALANCE AS AT 1 JULY 2014 | 26,271 | 26,271 |
| Surplus for the year | 1,185 | 1,185 |
| Total comprehensive income for the year | 1,185 | 1,185 |
| <hr/> | | |
| BALANCE AS AT 30 JUNE 2015 | \$27,456 | \$27,456 |
| <hr/> | | |
| BALANCE AS AT 1 JULY 2015 | 27,456 | 27,456 |
| Surplus for the year | (607) | (607) |
| Total comprehensive income for the year | (607) | (607) |
| <hr/> | | |
| BALANCE AS AT 30 JUNE 2016 | \$26,849 | \$26,849 |
| <hr/> | | |



STATEMENT OF CASHFLOW

FOR THE YEAR ENDED 30 JUNE 2016

| | NOTE | 2016 \$ | 2015 \$ |
|--------------------------------------------------------------|-------------|-----------------|-----------------|
| CASH FLOW FROM OPERATING ACTIVITIES | | | |
| Donations received | | 13,138 | 3,329 |
| Payments to suppliers and employees | | (15,340) | (2,500) |
| Interest received | | 31 | 55 |
| NET CASH PROVIDED BY / (USED IN) OPERATING ACTIVITIES | 6(b) | \$1,991 | \$884 |
| RECONCILIATION OF CASH | | | |
| Cash at beginning of the financial year | | 26,812 | 25,928 |
| Net increase / (decrease) in cash held | | (1,991) | 884 |
| CASH AT END OF FINANCIAL YEAR | 6(a) | \$24,812 | \$26,812 |

NOTES TO FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2016

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

This financial report is a special purpose financial report prepared for use by the directors and members of the company. The directors have determined that the company is not a reporting entity.

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

The financial report is for the entity Wellbeing and the Law Foundation Ltd as an individual entity. Wellbeing and the Law Foundation Ltd is a company limited by guarantee, incorporated and domiciled in Australia. Wellbeing and the Law Foundation Ltd is a not for profit entity for the purpose of preparing the financial statements.

The financial report has been prepared in accordance with all applicable Accounting Standards, with the exception of the disclosure requirements of the following Accounting Standards:

AASB 7: Financial Instruments: Disclosures

AASB 124: Related Party Disclosures

AASB 132: Financial Instruments: Presentation

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

(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

Donation income is recognised when the right to receive the donation has been established.

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) 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.

(d) Cash and cash equivalents

Cash and cash equivalents include cash on hand and at banks, short term deposits with an original maturity of three months or

less held at call with financial institutions, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities in the statement of financial position.

(e) Financial instruments

Classification

The company classifies its financial assets in the following categories: financial assets at fair value through profit or loss, loans and receivables, held to maturity investments, and available for sale financial assets. The classification depends on the nature of the item and the purpose for which the instruments were acquired. Management determines the classification of its financial instruments at initial recognition.

Financial liabilities

Financial liabilities include trade payables, other creditors and loans from third parties including inter company balances and loans from or other amounts due to director related entities.

Non derivative financial liabilities are subsequently measured at amortised cost, comprising original debt less principal payments and amortisation.

Financial liabilities are classified as current liabilities unless the group has an unconditional right to defer settlement of the liability for at least twelve months after the reporting period.

(f) Comparatives

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

| NOTE 2: REVENUE & OTHER INCOME | 2016 \$ | 2015 \$ |
|-------------------------------------------|-----------------|----------------|
| Interest income | 31 | 55 |
| Donations and grants | 13,318 | 3,329 |
| Other income | – | 18 |
| | \$13,349 | \$3,402 |

| NOTE 3: CASH & CASH EQUIVALENTS | 2016 \$ | 2015 \$ |
|--------------------------------------------|-----------------|-----------------|
| Cash at bank | \$24,821 | \$26,812 |

| NOTE 4: RECEIVABLES | 2016 \$ | 2015 \$ |
|----------------------------|----------------|--------------|
| CURRENT | | |
| OTHER RECEIVABLES | \$2,028 | \$644 |



| NOTE 5: RETAINED EARNINGS | 2016 \$ | 2015 \$ |
|----------------------------------------|-----------------|-----------------|
| Retained earnings at beginning of year | 27,456 | 26,271 |
| Net surplus | (607) | 1,185 |
| | \$26,849 | \$27,456 |

NOTE 6: CASH FLOW INFORMATION 2016 \$ 2015 \$
(a) Reconciliation of cash

Cash at the end of the financial year as shown in the statement of cash flows is reconciled to the related items in the statement of financial position is as follows:

| | | |
|--------------|-----------------|-----------------|
| Cash at bank | 24,821 | 26,812 |
| | \$24,821 | \$26,812 |

(b) Reconciliation of cash flow from operations with profit after income tax

Cash at the end of the financial year as shown in the statement of cash flows is reconciled to the related items in the statement of financial position is as follows:

| | 2016 \$ | 2015 \$ |
|----------------------------------------------|---------|---------|
| Surplus / (deficit) from ordinary activities | (607) | 1,185 |

Adjustments and non cash items

Changes in operating assets and liabilities

| | 2016 \$ | 2015 \$ |
|--------------------------------------|----------------|--------------|
| Increase in other assets | (1,384) | (217) |
| Decrease in payables | – | (84) |
| Cash flows from operating activities | \$1,991 | \$884 |

NOTE 7: MEMBERS' GUARANTEE

The company is 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.

NOTE 8: COMPANY DETAILS

The registered office of the company is:
 Wellbeing and the Law Foundation Ltd
 470 Bourke Street, Melbourne VIC 3000



DIRECTOR'S DECLARATION

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

The directors of the company declare that:

- (a) The financial statements and notes, as set out on pages 5 - 12 presents fairly 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 the accounting policies outlined in Note 1 to the financial statements.
- (b) 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: The Hon. Bernard Teague AO



Director: James Ogloff

Dated this 27th day of November 2016

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF THE WELLBEING AND THE LAW FOUNDATION LTD



We have audited the accompanying financial report, being a special purpose financial report of Wellbeing and the Law Foundation Ltd, 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 and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the Australian Charities and Not for profits Commission Act 2012 and to meet the needs of the members.

The directors' responsibility also includes 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.

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.

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 Wellbeing and the Law Foundation Ltd presents fairly, in all material respects, the entity's financial position as at 30 June 2016 and its performance and its cash flows for the year ended on that date in accordance with Australian Charities and Not for profits Commission Act 2012.

BASIS OF ACCOUNTING

Without modifying our opinion, we draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared to assist Wellbeing and the Law Foundation Ltd to meet the financial reporting responsibilities under the Australian Charities and Not for profits Commission Act 2012. As a result, the financial report may not be suitable for another purpose.

12

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

K L Byrne
Partner

Dated this 27th day of November 2016

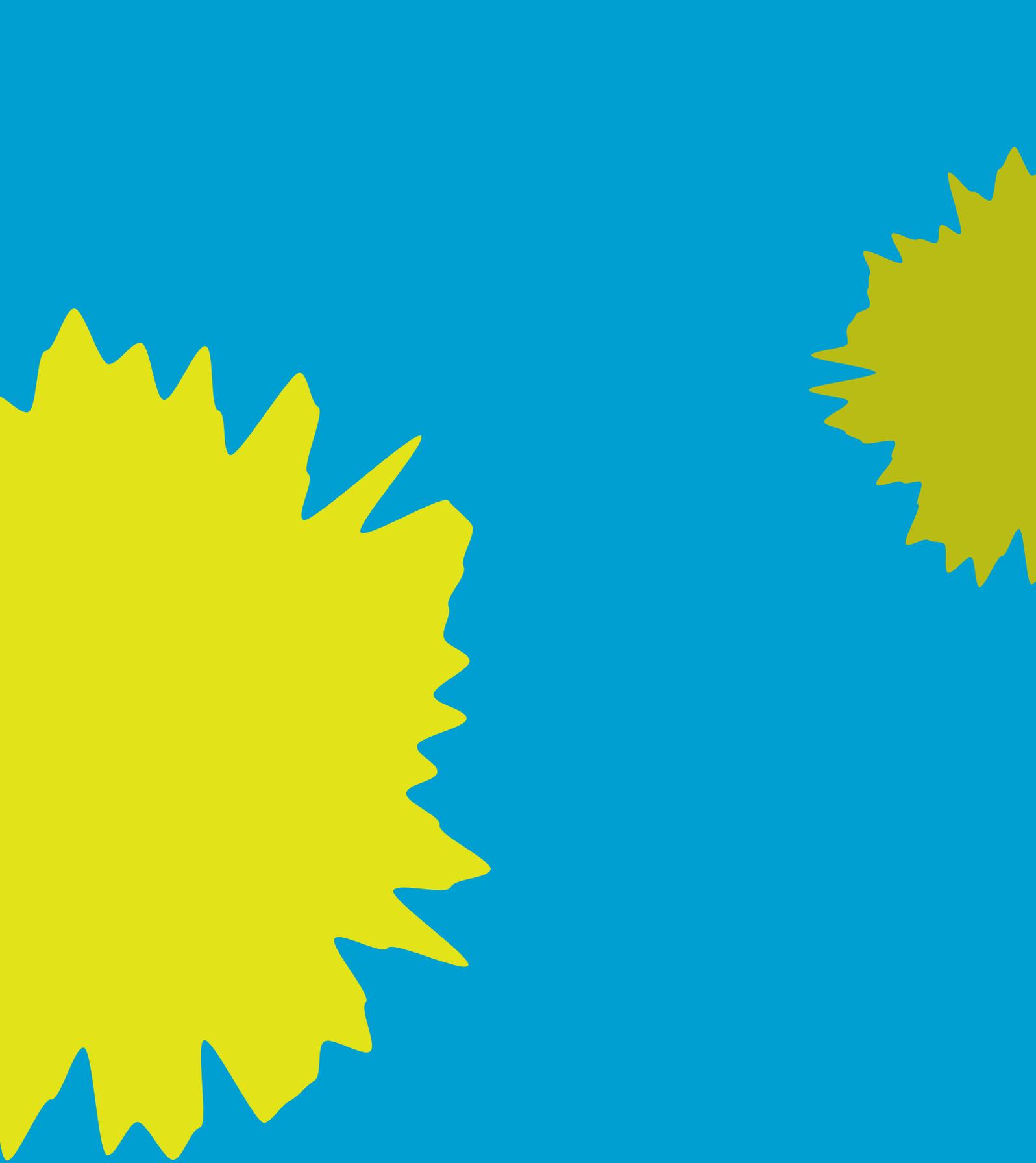
Pitcher Partners
Melbourne

An independent Victorian Partnership ABN 27 975 255 196
Level 19, 15 William Street, Melbourne VIC 3000
Liability limited by a scheme approved under Professional Standards Legislation

Pitcher Partners is an association of independent firms
Melbourne | Sydney | Perth | Adelaide | Brisbane | Newcastle
An independent member of Baker Tilly International

“The Foundation, backed by senior members of the judiciary and the profession, sends a strong message that the legal profession needs to do more to support and retain its lawyers for a long and fruitful career of service in the law. I am delighted to be the Patron for this important cause.”

WATL PATRON, THE HON. CHIEF JUSTICE MARILYN WARREN AC



WATL FOUNDATION ABN 61 165 435 692

E: watl@liv.asn.au **W:** www.watlfoundation.org.au

470 Bourke Street, Melbourne 3000 Australia

DX 350 Melbourne, GPO Box 263 Melbourne 3001

Supporting the mental health of the legal profession

The WATL Foundation is a registered Health Promotion Charity with Deductible Gift Recipient Status