

Annual Report







November 2009

The Hon John Hatzistergos MLC Attorney General of NSW Parliament House Macquarie Street SYDNEY NSW 2000

Dear Attorney

I have pleasure in presenting a copy of the Annual Report of the Law and Justice Foundation of NSW for the financial year 2008-2009.

This report has been prepared in accordance with the Law and Justice Foundation Act 2000 (NSW) and approved by the Foundation's Board of Governors.

I would be grateful if you could arrange for tabling of the report in both Houses of Parliament as soon as practicable.

Yours sincerely

P. Stera

Paul Stein

Chairman, Board of Governors

2

40

OUR ORGANISATION

About the Law and Justice Foundation

Who we are

The Law and Justice Foundation of NSW is an independent, statutory, not-for-profit organisation established in 1967 to improve access to justice for the people of NSW. It is incorporated in NSW by the *Law and Justice Foundation Act 2000* (NSW).

What we believe

The Foundation's purpose is underpinned by the belief that:

- a fair and equitable justice system is essential for a democratic, civil society
- reform should, where possible, be based on sound research
- people need accurate, understandable information to have equitable access to justice
- community support agencies and non-government organisations play a critical role in improving access to justice for disadvantaged people.

What we do

- Identify legal and access to justice needs, particularly of socially and economically disadvantage people
- Identify effective legal system reforms and access to justice initiatives through evaluation and research
- Improve access to justice through:
 - contributing to the availability of understandable legal information
 - supporting projects and organisations that improve access to justice
 - disseminating information about access to justice and effective reforms and initiatives.

Our Goals and Objectives

Identify legal and access to justice needs

Identify legal and access to justice needs through rigorous, evidence-based research, and the analysis of information from internal and external sources.

Identify what works

Identify effective reforms, initiatives and programs through research, evaluation and consultation.

Improve access to justice

Improve access to justice through the support and conduct of selected projects, legal information and community legal education, and the dissemination of knowledge about legal and access to justice needs and effective programs.

Cost effective operations support

Optimise the capacity and capabilities of the Foundation through cost-effective resource and information management.

1.1 Develop, through a multi-component research program, a 'statement' of the particular legal and access to justice needs of socially and economically disadvantaged people.

Our purpose

disadvantaged people.

Our purpose is to advance the fairness

and equity of the justice system,

and to improve access to justice,

especially for socially and economically

- 1.2 Collect, maintain and analyse information from internal and external sources.
- 2.1 Identify and conduct priority research tasks identified in Goal 1 and through ongoing stakeholder engagement.
- 2.2 Complete current research identifying and evaluating reforms and initiatives.
- 3.1 Support projects that improve access to justice the Foundation's Grants program.
- 3.2 Conduct projects to improve access to justice.
- 3.3 Contribute to the development of and access to high quality, understandable, legal information that enhances access to justice and meets the needs of the community.
- 3.4 Effectively disseminate and promote information about access to justice and effective reforms and initiatives.
- 4.1 Maintain effective information management.
- 4.2 Manage resources efficiently and cost-effectively.

The Board of Governors

The Board consists of eight members who are appointed for a term of three years. The Board determines policies for the implementation of the objects of the Foundation. The Director conducts and manages the affairs of the Foundation in accordance with the directions of the Board.

Board members at 30 June 2009 were as follows:

The Hon Paul Stein QC AM became a Judge in 1983 and was appointed to the Land and Environment Court in 1985. In 1997 he was appointed to the Court of Appeal where he remained until his retirement in 2004.



Geoff Mulherin CSC has been Director of the Foundation since November 2000.



He has undertaken a number of reports and reviews for the Government and is

currently the Chair of the Board of the Environmental Protection Authority. He has chaired committees and associations, in particular the Council of the Community Justice Centres and the National Consumer Affairs Advisory Council, and contributed articles and papers on environmental, administrative and consumer law as well as human rights and discrimination.

Jason Behrendt is an Aboriginal solicitor at Chalk and Fitzgerald Lawyers and Consultants specialising in advising Aboriginal corporations and land councils in relation to Native Title and Commonwealth and State environmental legislation. Prior



to this he worked with the Human Rights and Equal Opportunity Commission, reporting on the operation of the *Native Title Act* 1993 (Cwth).

Geraldine Daley is a Partner at Colin Daley Quinn, a Law Society Councillor, and member of the Society's Injury Compensation Committee. She chairs the Specialist Accreditation Board, Disclosures Committee, Dispute Resolution Committee and the Costs Working Group.



Betty Hounslow was the Foundation's 2003 Justice Medalist for her long-term commitment to improving access to justice for socially and economically disadvantaged people, particularly for her seven years as Director of the Australian Council of Social Service and her success in lobbying for changes to legislation



regarding gay and lesbian immigration. She worked in community legal centres in NSW for 10 years and is currently the Deputy Chief Executive of The Fred Hollows Foundation.

The Hon Kevin Rozzoli AM was the member for the NSW electorate of Hawkesbury from 1973 until his retirement from politics in 2003. From 1988–95 he was the Speaker of the Legislative Assembly. He is chairman of the



Haymarket Foundation and of the National Drug and Alcohol Research Centre. Kevin was admitted to the NSW Bar in 1985.

John Sheahan SC was admitted to the Bar in 1984. Since then he has argued constitutional cases in the High Court's original jurisdiction, represented many of Australia's leading companies in issues affecting their commercial



interests, and has acted as mediator and arbitrator in commercial disputes. His primary professional focus is on banking and finance, corporate insolvency and competition. He was appointed to the Foundation's Board of Govenors on 16 September 2008.

The Hon Frank Terenzini MP was elected to the NSW Parliament in March 2007 as member for Maitland. A former TAFE teacher, he worked in private legal practice in the Kurri Kurri and Maitland areas before joining the Office of the Director



of Public Prosecutions, Newcastle Regional Office in 1996 where he worked before entering Parliament.

Message from the Chairman

I would like again to begin my message by reporting on two fundamental principles underpinning the Foundation's operations. The first of these is the Foundation's mature approach to its unique independent status, seeking to be a credible and trusted organisation sitting between government and the community, using our expertise to contribute to a fair, equitable and accessible justice system. The second is our mandate for quality, evidence-based work in all we do, particularly in our research work.

I am pleased to be able to report once again that in work performed the Foundation has maintained its firm commitment to these two principles

2008-09 has been another busy year for the Foundation, and as the following report indicates, the Foundation continues to make an important contribution to improving access to justice in NSW. The breadth of work engaged in during the year by the Foundation is too great to cover in a brief message, and so I will focus my remarks on two particular themes — the impact of our work, and our plans moving forward in more difficult economic circumstances.

Impact of our work

As I mentioned in my last message, the Foundation always asks itself — is our work having a positive and valuable impact?

The long-term nature of much of our research, combined with the practical and political realities of life, make it often hard to see the full impact sound research can have. But again I am pleased to be able to report that our research continues to have important impact. Let me mention just two examples.

Legal needs of prisoners

In July of 2008 we launched *Taking justice into custody: the legal needs of prisoners*, the latest of the qualitative research reports as part of our broader Access to Justice and Legal Needs (A2JLN) program. The report gave new, empirical insight onto an area that had been under-researched, and importantly, focused on practical issues and possible solutions. It was very well received.

What is particularly pleasing has been the enthusiasm with which the issues raised in the



report have been taken up. Attracting the interest of the NSW Legal Assistance Forum (NLAF), a workshop was organised in October 2008 that was well attended by important officials and decision makers from key agencies, such as the Department of Corrective Services, Legal Aid NSW, Community Legal Centres, the Aboriginal Legal Service and others.

From this workshop has come the establishment of a number of NLAF working groups and sub groups which are progressively working through and implementing findings and recommendations from the report. It is not often that enthusiastic commitment to practical reforms follows so quickly an independent research report, but we can be satisfied it comes from the recognition of a quality report building upon the quality work produced to date through the A2JLN program.

Commonwealth Access to Justice Task Force

At the start of 2009 the Commonwealth Attorney General established an 'Access to Justice Task Force. The Foundation was one of the first places the Task Force turned their attention to, visiting over two days in early February and being briefed on our work. The report of the Task Force has recently been released (September 2009), and it is pleasing to report that the report in key areas relies heavily on the work of the Foundation.

While much further work will no doubt be required before key recommendations are implemented, this is a pleasing example of the impact our work is having.

Moving forward in tight economic times

2008–09 has been the second year of the Global Financial Crisis (GFC), and the Foundation has not been immune for two key reasons.

The first relates to our modest investments, the income from which we use to supplement core funding to spend on operations. I am pleased to be able to report that our overall performance has been much better than that reported last year, and while our investment portfolio continued to perform poorly (in line with market performance), profit through the sale of our King St property and sensible cost cutting in operational expenditure meant the overall result for the year was almost in balance. Nevertheless, for the foreseeable future the Foundation will take a more conservative approach to budgeting expenditure which will impact upon the level of operational activities undertaken.

The second reflects our core funding which we receive from the Public Purpose Fund (PPF). We greatly appreciate the certainty provided by the current three-year funding cycle of the PPF. Unfortunately, in October 2008, faced with a terrible economic forecast when they came to consider the next three year cycle, the PPF Trustees were naturally constrained in the allocations they could make. The Foundation is very grateful for the ongoing funding commitment by the PPF Trustees for the Foundation's work, but note that the modest increase to our core budget was less than the CPI increase, and so this will in turn have an impact on the level of operations we can maintain.

Having pointed to these financial constraints, the Foundation is nevertheless able to proceed with confidence on all of its core areas of work, as a result of changes now made to our operations. The A2JLN program will continue through our work on the national survey of legal needs and the further development of the Data Digest Online. One disappointing aspect is that we will not be able to build on the legal needs work undertaken to date as quickly as we would like, thereby slowing our plans to integrate that knowledge more directly into identifying what programs, reforms, initiatives and service delivery models are proven to be most effective in addressing those needs.

Conclusion

It has been a challenging but a rewarding year, and the staff can be very satisfied with their achievements. I would like to thank the Director, staff and my fellow Board members for their efforts and commitment during the year, and also to thank all of the external organizations and individuals who have worked with us on a range of projects throughout the year.

> Paul Stein Chair, Board of Governors November 2009

Director's Overview

2008–09 has again been an extremely busy year for the Foundation. On top of normal workloads, this year included our triennial strategic planning phase and the subsequent development of a three-year core funding submission to the PPF — all in the context of a worsening economic climate.

More than anything, hard work and persistence were key attributes on display during the year, and no more so than in the national survey of legal needs. An undertaking of unprecedented scale, the survey fieldwork — undertaken by Roy Morgan Research — proved much harder than expected. As a result, the fieldwork was not completed until the very end of 2008, with the data not being available until well into 2009. The net result is that data cleaning and 'weighting' tasks have continued well beyond the end of the financial year, and are not likely to be completed until the end of 2009.

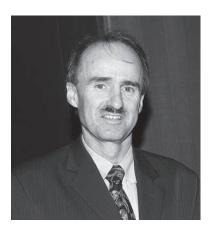
Similarly, hard work and persistence have been required in other projects such as the Data Digest Online (DDO) and our research into the ability of disadvantaged people to participate in law reform processes.

When we see the impact of the Prisoners report, the use of the DDO for regional (CLSD) and CLC strategic planning, and the reliance the Commonwealth Access to Justice Task Force places on our research, the value of persistence and hard work over the long haul becomes clear.

The Chair has already mentioned the impact the report into the legal needs of prisoners is having. The Foundation has also published a number of important shorter 'Justice Issues' papers, covering further analysis of results from the six-region legal needs survey, and bringing together findings from across our research on the issues of fines and cognitive impairment and access to justice.

Importantly also during the period was the development and trialing of a research methodology to systematically review available research addressing 'what works' to meet identified legal needs. This first such analysis, examining 'what works' in outreach services to people with complex needs, provides an important new direction towards our second major goal. While constrained somewhat by the resources we presently have available, we nevertheless see this strategy as having a significant role as we try to assist policy makers and service providers design effective ways to meet legal needs.

Our grants and plain language strategies continued to play important roles during the year. We are seeing an increasing alignment between these programs — with many grants going to support community legal information and education projects.



This direction is sensible. Reaching different disadvantaged groups with information about the law and their rights and responsibilities, and about access to services, is an important part of meeting legal needs. Providing the best available advice on 'what works' to reach disadvantaged people and address the identified needs is an important example of the integration of our work to achieve our objects. Significant progress was made on a number of fronts through our grants and legal information work during the year.

I sincerely thank the staff of the Foundation for their hard work and dedication during the year. It was a year in which operational adjustments were needed to adapt to the tighter economic climate, and that this was done while not losing focus on the objects and work priorities of the Foundation is a credit to all staff.

I would also like to thank the Chair and the Board for their commitment during the year, and for the balance and thoughtfulness they brought to many key strategic and investment decisions throughout the year. And finally I thank most sincerely all those from outside the Foundation who have assisted us along the way during the year. I know our collaborations have been most productive this year.

Geoff Mulherin Director November 2009

Performance 2008-09

The Foundation has established four goals against which it develops activities and measures its performance. The following section describes how in 2008–09 we delivered against these goals.

GOAL 1

IDENTIFY LEGAL AND ACCESS TO JUSTICE NEEDS

Identify legal and access to justice needs through rigorous, evidence-based research, and the analysis of information from internal and external sources

STRATEGIES

- **1.1** Develop, through a multi-component research program, a sustained assessment of the particular legal and access to justice needs of socially and economically disadvantaged people.
- 1.2 Collect, maintain and analyse information from internal and external sources.

STRATEGY 1.1

Develop, through a multicomponent research program, a sustained assessment of the particular legal and access to justice needs of socially and economically disadvantaged people

Access to Justice and Legal Needs Program (A2JLN)

The Foundation is undertaking a major research program to identify the particular legal and access to justice needs of disadvantaged people in NSW. It comprises a series of projects involving consultations and submissions, literature analysis, original survey work and qualitative and quantitative analyses to provide significant information regarding the legal and access to justice needs of socially and economically disadvantaged people.

The program aims to provide a rigorous and sustained assessment of legal and access to justice needs in NSW, especially of disadvantaged people, that assists government, community and other organisations to develop policy and plan service delivery.

The program's objectives are to examine the ability of disadvantaged people to:

- obtain legal assistance, including information, basic legal advice, initial legal assistance and legal representation
- participate effectively in the legal system, including access to courts, tribunals and formal alternative dispute resolution mechanisms
- obtain assistance from non-legal early intervention and preventative mechanisms, non-legal forms of redress and communitybased justice
- participate effectively in law reform processes.

Importantly, the program adopts three research methodology streams, approaching the issue of legal need from three different intersecting directions.

every day by not-for-profit legal service providers such as the Legal Aid Commission, LawAccess NSW, Community Legal Centres and other services provides a valuable source of information about those in the community who seek legal assistance for their legal problems, the types of problems they experience, and the pathways they take to resolve them.

- Unexpressed (Unmet) legal need policy-makers and service providers often ask whether those seeking legal assistance represent the majority of people with legal needs. Modelled on leading recent international research, the Foundation's legal needs surveys are providing the first empirical insight into both expressed and unexpressed need in the community.
- Reports targeting particular disadvantaged groups and particular issues — as the first two methodologies are unlikely to adequately cover some particular disadvantaged groups or some particular issues effecting these groups, the third methodological stream of the A2JLN program includes qualitative analyses of the legal needs of selected groups.

A2JLN Reports to date

- Access to justice background paper (2003)
- Access to justice roundtable (2003)
- Public consultations report (2003)

Service provider analysis

 Data digest: a compendium of service usage data from NSW legal assistance and dispute resolution services, 1999–2002 (2004)

Quantitative surveys

- Bega Valley pilot (2003)
- Justice made to measure: NSW legal needs survey in disadvantaged areas (2006)

Qualitative research

- The legal needs of older people (2004)
- No home, no justice? The legal needs of homeless people (2005)
- On the edge of justice: the legal needs of people with a mental illness in NSW (2006)
- Taking justice into custody: the legal needs of prisoners (July 2008)

Data Digest Online

Through the Foundation's Data Digest series of hard-copy and now interactive, online reports, important information from the major public legal assistance services in NSW is increasingly available to selected users. In particular, the series helps describe the type of legal matters about which inquiries are made, the demographic characteristics of those seeking legal assistance and the pathways that service users take to resolve their legal problems.

The initial report in the series, *Data digest – a compendium* of service usage data from NSW legal assistance and dispute resolution services, 1999–2002, was published in 2004.

This report stimulated interest in making legal inquiry data more accessible through interactive and user-friendly computer technologies, prompting the Foundation to devise and evaluate a prototype and subsequently develop the Data Digest Online (DDO).

The design and build of a web-based version of the Data Digest Online was completed during 2008–09. This tool integrates data on legal inquiries to the major public legal assistance services in NSW in the form of an interactive, user-friendly data cube and spatial mapping package. It will provide an invaluable resource for identifying legal need, revealing gaps in legal services and assisting in the planning and delivery of legal services in NSW.

During the latter part of the reporting year, the Foundation provided access to the DDO to a select number of users from each data-contributing agency as part of a Beta phase. This phase allows the agencies to check how the Foundation has incorporated and organised their data, use and review the interactive reports, dashboards and maps and see how the DDO can assist with planning and policy. The Beta phase is also providing an excellent opportunity to resolve issues relating to permissions to use data, to detect anomalies in the data and to refine the user interface.

During the year members of the DDO team provided data for a Cooperative Legal Service Delivery strategic planning day in Bathurst and also worked with Community Legal Centres NSW on a strategic planning project.

A lengthy process of developing access protocols, permissions and agreements was finalised before access was provided to the nominated agencies during the Beta phase. Further work will be required before access to the DDO is broadened to additional legal sector agencies and an increased number of users after the Beta phase. The Data Digest Online is not available to the public and, at this stage, its use is restricted to a select number of staff from each legal service agency.

During the year the Foundation was successful in obtaining further funding from the Public Purpose Fund to cover ongoing IT software and infrastructure costs and enable further customisation of the application to meet user requirements. It will also enable the Foundation to provide an enhanced service to assist selected agencies to correctly derive and interpret data obtained through the DDO to support evidence-based planning.

Legal Needs Survey

Following a pilot study in the Bega Valley, in early 2006 the Attorney-General launched the Foundation's *Justice made to measure* report, which reported on legal needs in six disadvantaged local government areas in NSW. This

research adds a new dimension to the planning and delivery of legal services for disadvantaged people.

Funding from all eight state and territory Legal Aid Commissions expanded the Foundation's planned statewide legal needs survey to a national one. The *Survey of Legal Needs Australia* is a large-scale, long-term project that will measure both legal need that is 'expressed' through the use of services and 'unmet' legal need. It will provide a wealth of empirical data to inform policy and legal service delivery in each Australian jurisdiction.

The survey is the largest of its kind ever conducted worldwide and involves telephone interviews with more than 20,000 residents across Australia. It will provide information for each Australian state and territory, and for Australia as a whole, on questions such as:

- Which demographic groups are more vulnerable to experiencing legal problems?
- To what extent do people take action to try to resolve their legal problems?
- What barriers do people face in resolving their legal problems?
- Which demographic groups are less successful in resolving their legal issues?
- What types of legal problems are least likely to be resolved?
- What pathways do people seem to follow when grappling with legal problems?

In 2008–09 contracted agency Roy Morgan Research undertook the telephone interviews using a survey designed by the Foundation and employing random digit dialling for interviewee selection. On average each interview took 27 minutes. The interviews were completed by the end of December 2008, despite difficulties in meeting the quotas for young males and females, Aboriginal and Torres Strait Islanders, culturally and linguistically diverse respondents and Northern Territory respondents living in remote areas.

Data cleaning, which is essential to valid reporting, was well advanced by the end of the reporting period and included grouping and categorising open-ended responses to survey questions. Two experts from the Legal Services Research Centre in the UK, who are consulting on the survey, visited the Foundation in 2008–09 to advise on data analysis.

In December 2008 the Foundation produced interim reports for each of the Legal Aid Commissions. Due to fieldwork delays, the reports were based on less than the full data set and used only partially cleaned data — as a result the report were not appropriate for public release. Publication of the main reports is scheduled for the second half of 2011.

Qualitative reports on particular disadvantaged groups

Prisoners and people recently released from prison

In July 2008 the Foundation published *Taking justice into custody: the legal needs of prisoners*, a qualitative study that examines the access to justice and legal needs of this disadvantaged group. The report examines the capacity of prisoners in NSW to:

- obtain legal information for criminal, civil and family law matters
- obtain legal advice and representation, including basic legal advice, initial legal assistance and legal representation
- participate effectively in legal processes, including access to courts, tribunals and prison/disciplinary/administrative processes.

The Foundation used qualitative interviews to explore the experiences of prisoners and people recently released from prison. Through one-on-one interviews and a small number of focus groups we also sought the perspectives of Department of Corrective Services staff and other legal and non-legal service providers who support both prisoners and ex-prisoners.

The report builds a complex picture of prisoners' legal needs and their capacity to access justice. While some of the factors that affect prisoners' access to justice may not be easy to modify, the study proposes some key actions and learnings to address a number of the identified barriers:

- bringing quality legal help (information, advice, representation and access to processes) closer to inmates to reduce the number of intermediaries between the inmates and quality assistance
- providing legal help in formats that can be used by inmates, given that some inmates have a reduced capacity to comprehend material and retain information
- providing clear access points to legal help, for example, a single telephone number or contact point
- recognising points in the incarceration process when it may be most beneficial to engage with inmates to address their civil legal needs
- having greater awareness of the routines and limitations facing prisoners in accessing legal services and incorporating such awareness into the legal processes
- having greater cognisance of how prison culture may affect the decisions inmates make about where and how to seek help with their legal problems
- providing some continuity of legal service provision from inside to out of jail.

Law reform

This research project examines the participation of disadvantaged people in law reform processes in NSW. The aim is to describe key law reform processes and the opportunities and challenges for both the public and disadvantaged groups to participate in them. Project activities include detailed exploration of the following recent instances of law reform:

- Bail Amendment (Repeat) Offenders Act 2002 (NSW)
- Civil Procedure Act 2005 (NSW)
- reforms sought by the NSW Boarders and Lodgers Action Group
- Residential Tenancies Amendment (Public Housing) Act 2004 (NSW)
- review of the Mental Health Act 1990 (NSW)

Fieldwork involved the collection of data about the volume of primary legislation, analysis of the published literature and interviews with relevant people regarding the above reforms. Both fieldwork and analysis were completed in 2008–09. The report has been through internal review and will be published in the first half of 2010 following incorporation of feedback from external peer review.

Communicating results

We communicate the results of our research through a number of media, including:

- publishing and disseminating full research reports in hard copy and on our website
- making all of the information readily accessible via our cutting edge search engine, *Just Search*, which allows searchers to browse all reports, browse by disadvantaged group or search all information using key word searches
- conducting targeted presentations to key stakeholders and organisations
- presenting results at conferences
- conducting fresh analysis and using this data to answer ad hoc questions from key organisations.

Following the release of the *Taking justice into custody* report, the NSW Legal Assistance Forum (NLAF), of which the Foundation is a member, hosted a forum to develop strategies to address key issues raised in the research. Legal service providers, senior Department of Corrective Services personnel and others with an interest in legal issues for prisoners were invited to attend.

As a result of the forum, the NLAF set up an ongoing Prisoners Working Group, with the aims of prioritising and, as appropriate, progressing the strategies proposed by the NLAF Forum on the Legal Needs of Prisoners and addressing other prison-related issues referred by the NLAF.

The Working Group will report back to the NLAF and the prisoners forum participants on a quarterly basis and prepare a final report 12 months after its establishment. The group includes representatives from the NSW Department of Corrective Services and Legal Aid NSW.

In addition to participating on the working group, the Department is working on a number of initiatives that respond to the issues raised in *Taking justice into custody* report, including:

- a webcam pilot for solicitors to hold conferences with prisoners from their offices
- a pilot for legal practitioners to book telephone calls with offenders using an automated on-line booking system
- a proposal for offender access to legal services using the common auto dial
- development of a legal practitioner webpage on the department's internet site to provide information to practitioners
- work with correctional centres to build a higher profile for legal practitioners to assist them in carrying out their work

Justice Issues papers

A number of legal and access to justice issues have arisen in different contexts and across several of the A2JLN research projects. To consolidate the data around these issues, and to provide the most accessible and useful information to policy makers, the Foundation is identifying common themes emerging from the A2JLN reports in a series of papers under the *Justice Issues* imprint.

In 2008–09 Justice Issues papers were published on:

- Paper 2: the legal needs of prisoners a summary of Taking justice into custody.
- Paper 3: fines and disadvantage
- Papers 4–9: a separate analysis for each of the six regions surveyed for the 2006 Justice made to measure report
- Paper 10: cognitive impairment, legal needs and access to justice
- Paper 11: the legal needs of people with different types of disability or chronic illness

STRATEGY 1.2

Collect, maintain and analyse information from internal and external sources

Information analysis: external consultation and information sources

In addition to our formal program of identifying access to justice and legal needs, the Foundation continually monitors activity across the sector. We do this by:

- tracking relevant literature
- regular stakeholder consultation
- attending conferences and workshops, and
- maintaining relationships with frontline practitioners from government and non-government organisations.

Information gathered is coded using our taxonomies for disadvantaged groups and areas of law, and analysed with NVivo, a qualitative analysis research tool. Monitoring enables us to adjust ongoing research and make better informed decisions about grants and legal information dissemination.



IDENTIFY WHAT WORKS

Identify effective reforms, initiatives and programs to address legal need through research, evaluation and consultation

STRATEGIES

- **2.1** Identify and conduct priority research tasks identified in Goal 1 and through ongoing stakeholder engagement.
- **2.2** Complete current research identifying and evaluating reforms and initiatives.

Goal 2 follows from the knowledge gained in Goal 1 and seeks to contribute to improving access to justice by identifying 'what works' to address the legal needs identified.

STRATEGY 2.1

Identify and conduct priority research tasks identified in Goal 1 and through ongoing stakeholder engagement

What Works

Only recently conceived, this program aims to identify reforms, initiatives or models of legal service delivery that effectively address key legal and access to justice needs identified through the A2JLN research program. Systematic reviews of existing studies and evaluation reports will be a key part of the program.

In 2008–09 the Foundation undertook a pilot project for *What Works* — a systematic review and synthesis of existing research into outreach legal services to disadvantaged people with complex needs. The pilot had two purposes:

 to synthesise the best available evidence on the effectiveness of outreach legal services and the features which contribute to effectiveness to trial and refine a methodology to conduct rigorous systematic reviews of qualitative and mixed method research and evaluation which are common in the field of socio-legal research

A draft report on the pilot was completed and sent for external review. The final report should be published in late 2009.

STRATEGY 2.2

Complete current research identifying and evaluating reforms and initiatives

The Foundation is currently involved in partnerships with various Australian universities on a number of projects where part funding is also provided by the Australian Research Council (ARC)

Mental Health Tribunal project

The Foundation is committed to a major four-year study on the operation of mental health tribunals in NSW, the ACT and Victoria. We are contributing to the study as an industry partner in an ARC linkage grant with Professor Terry Carney of the University of Sydney and Dr David Tait of the University of Canberra. The three tribunals are also industry partners.

The project aims to identify best practice reforms that enhance the procedural fairness of tribunal hearings as well as the therapeutic outcomes for mentally ill people. This aim is being addressed both within a theoretical framework and empirically. At the empirical level, research involves quantitative and qualitative analysis.

The research team conducted and completed an audit of 300 MHRT hearings in NSW in 2008–09. Additionally, by the end of the reporting year, fieldwork had been completed, data analysis was largely complete and drafting of the report was well advanced. The draft report is anticipated by December 2009 with publication of the final report in 2010.

Australian and German Civil Litigation – a comparative and empirical analysis

Following a range of positive reviews of recent reforms to civil litigation processes in Germany, this study compares civil litigation processes in Germany and Australia and identifies factors contributing to differences in cost and delay. It draws on data from the Supreme and District courts of NSW and from the Regional Court of Stuttgart. A collaborative project, the study is being conducted with the University of NSW.

This ambitious project has produced volumes of material and the Foundation is working with the researcher to package it in a publishable size. Publication is anticipated during 2010.

Community-based Mediation in Family Law

This project with Monash University examines community-based mediation in the family law system, tracing the impact of the law in the decision to mediate, the mediation process and in the outcomes of family and child mediation. Given recent changes to family law processes, this report will have particular currency. The research involved observation of mediation sessions and in-depth interviews with parties to the mediation and mediators. The report, which was completed and peer reviewed in 2008–09, should be published in 2009-10.

Enforcing Human Rights in Australia

Conducted in partnership with Griffith and Monash Universities, this project examines the effect of the transfer of race, sex and disability discrimination disputes from the Human Rights and Equal Opportunity Commission (HREOC) to the Federal Magistrates Service or Federal Court. The research involves interviews with complainants, respondents, lawyers and HREOC staff plus an examination of available case data. The report was completed and peer

reviewed in 2008–09. It is currently being prepared for publication.

Norm Forms

This study compares the effect of fixed rules and discretionary principles on negotiation in legal disputes. The research entailed a categorisation of rules in terms of the degree of discretion — developed following an extensive literature review — to create simulation experiments for solicitors. The Foundation expects to issue a compact report of the study in 2010.



IMPROVE ACCESS TO JUSTICE

Improve access to justice through the support and conduct of selected projects, legal information, community legal education, and the dissemination of knowledge about legal and access to justice needs and effective programs

STRATEGIES

- **3.1** Support projects to improve access to justice the Foundation's Grants Program.
- **3.2** Conduct projects to improve access to justice.
- **3.3** Support high quality, plain language legal information and education.
- **3.4** Disseminate information about access to justice and effective reforms and initiatives.

STRATEGY 3.1

Support projects to improve access to justice — the Foundation's Grants Program

The Foundation's Grants Program is a mechanism by which we can tap into and support innovative ideas developed at grass roots level about how to improve access to justice.

Approved grants

Over the past year, the Grants Program attracted applications seeking funding to address issues concerning a wide range of disadvantaged groups. Awarded grants totalled \$298,880.25 and will result in the delivery of new services, the production of resources and the provision of other support to a wide range of target groups including:

- victims of domestic violence
- culturally and linguistically diverse communities
- people with a mental illness
- people facing prosecution for alleged social security fraud
- Indigenous Australians
- people experiencing financial hardship
- older people
- women

GENERAL

Legal referral kits

South Coast Family Pathways Network

Amount: \$998.50

Project need: Local mediators, counsellors, social workers and government workers in Nowra deal with a community with heavy demands for family law assistance due to a high domestic violence rate and a large Aboriginal population.

However, they lack resources to enable them to make appropriate referrals.

Intended outcome: To assist people working in family law on the South Coast to better refer clients to legal services through production and distribution of 50 referral kits. The kit will include an up-to-date directory of relevant local family law services and a copy of the Aboriginal Cultural Guide for South Coast Family Law Practitioners.

Updating ICLC website

Inner City Legal Centre

Amount: \$2,343.75

Project need: The ICLC deals with law which by nature changes regularly. It is important that information listed on the ICLC website is current to ensure clients have access to the most up to date information.

Intended Outcome: This project aims to update the Inner City Legal Centre (ICLC) website to ensure online content continues to be relevant and accessible to existing and future clients.

Assessing legal needs of community legal centres and translating into service delivery

Community Legal Centres NSW

Amount: \$24,000.00

Project need: The Report of the Joint Commonwealth/NSW Review of Community Legal Centres published February 2007 identified the need for community legal centres (CLCs) to plan their services in a way that best serves economically and socially disadvantaged people in their geographic region or area of specialty. Yet most CLCs lack the tools to undertake effective strategic planning of this level.

Intended outcome: Enable CLCs to better assist target groups through the development and trialing of a model or tool for strategic planning for service delivery.

CULTURALLY AND LINGUISTICALLY DIVERSE

Your rights: legal information and services for people from CALD backgrounds in NSW

Community Broadcasting Association of Australia

Amount: \$40,040.00

Project need: In 2006 the Association received a Foundation grant to develop and deliver the Know Your Rights project, which gave community radio audiences across NSW practical information on legal issues and services. While it was very successful, there has been ongoing demand from community broadcasters and their listeners for similar information for people from culturally and linguistically diverse (CALD) backgrounds.

Intended outcome: To inform the CALD population about their legal rights and responsibilities, build their knowledge of the justice system, and detail the available legal services and resources, through production of a package of audio and printed material in Spanish, Mandarin, Cantonese, Arabic, Vietnamese, Greek, Italian and Samoan. The package will go to community radio stations around the state (over 80 in total), as well as community, ethnic and legal organisations.

MENTAL ILLNESS

Mental Health Rights Manual – Edition 3

Mental Health Coordinating Council

Amount: \$25,761.00

Project need: Extensive legislative review has occurred since the online publication of the Mental Health Rights Manual Edition 2 in 2004, necessitating substantial updating of this valuable resource for a vulnerable group of people who often experience stigma, discrimination and isolation, and fear being treated against their will.

Intended outcome: Following extensive revision and redesign of edition 2, to publish edition 3 of the manual online and so assist people with a disability to exercise their legal rights.

GOVERNMENT BENEFITS

Criminal law solicitor, social security prosecutions project

Welfare Rights Centre

Amount: \$5,000.00

Project need: The Centre, which helps clients with administrative review matters, has become aware of the lack of assistance available for those facing criminal prosecution for social security fraud.

Intended outcome: This project aims to further scope a possible project to expose and address a significant area of apparent injustice in the criminal law system in relation to prosecutions for alleged social security fraud. The project would aim to test ways to achieve earlier and better representation of people prosecuted for alleged social security fraud in NSW and thus provide better outcomes.

INDIGENOUS AUSTRALIANS

Indigenous community contact workers

Gurehlgam Corporation Inc.

Amount: \$48,000.00

Project need: Statistics gathered in the Grafton, Coffs Harbour, Macksville/Bowraville and Kempsey areas point to the need for improved dispute resolution and legal referral for Aboriginal people.

Intended outcome: The project aims to prevent disputes among Aboriginal people from escalating by facilitating early access to dispute resolution and by establishing a culturally appropriate model for improving access to justice for Indigenous people. These aims will be achieved through travel and employment by host agencies of part-time Indigenous Community Contact Officers in the four areas.

Artists in the black on air

Arts Law Centre of Australia

Amount: \$15,720.00

Project need: Consultations with Indigenous people working in the arts demonstrate that a large number are unaware of the legal issues affecting their creative work and the protection available for Indigenous culture and intellectual property.

Intended outcome: Via a series of short audio information segments, to improve awareness among Aboriginal artists of the legal services which can address exploitation of their work. The segments will be delivered on Indigenous and non-Indigenous radio networks.

Junior Local Aboriginal Land Council

Nambucca Heads Local Aboriginal Land Council

Amount: \$4,999.00

Project need: The introduction of the Aboriginal Land Rights Act 1983 was introduced with a view of remedying 200 years of dispossession. In years ahead, youth will be instrumental in advancing Aboriginal economic growth and without knowledge and understanding of the role the Land Council plays in decreasing Aboriginal disadvantage, legislative change and economic influence, fewer members of the community will be committed to playing an active role

on the Board. Very few young people are being informed by their parents and grandparents of the benefits that Land Councils have to Aboriginal people.

Intended Outcome: This project aims to form a Junior Local Aboriginal Land Council from year 10 to year 12 Indigenous and non-Indigenous school students to provide the opportunity for youth to learn about the role of land councils, in particular the Aboriginal Land Rights Act 1983 and the Native Title Legislation.

FINANCIAL HARDSHIP

Budget counselling and the legal system

Lismore Neighbourhood Centre Inc

Amount: \$20,000.00

Project need: The Northern Rivers Cooperative Legal Service Delivery group has highlighted the need by a range of target groups for simple, self-explanatory materials and other related support on budgeting. In particular, 'legal' budgets are required by the State Debt Recovery Office, banks, loan agencies and local courts when dealing with formal pursuit of a debt, negotiating an agreed payment regime to avoid court, sentencing, fines or enforcing orders.

Intended outcome: Young people, newly arrived migrants and refugees, Indigenous families, fine defaulters and families in debt at threat of court action will have the aid of a kit and training to prepare a budget, understand credit and debt issues, address related legal problems and access assistance/advocacy. The project will deliver simple but effective resources to the target groups and also to the community organisations supporting them.

Credit and debt postcard drop

Consumer Credit Legal Centre NSW

Amount: \$13,798.00

Project need: The number of consumers under financial stress has increased in the past year. Arrears in western Sydney are 2.5 times greater than those in other parts of NSW and the percentage of consumers in this region who are late on their loan repayments by at least 90 days is triple the national average. Sheriffs in Bankstown are reporting an average of 15 house repossessions a week, triple the rate of three years ago.

Intended outcome: To produce and distribute six thousand educational postcards to assist consumers under financial pressure, particularly those in suburbs with high levels of home repossession. The postcards will canvass six main issues, with a strong focus on debt-related housing issues such as home repossession. General consumer debt matters such as credit card debt will also be covered.

Developing knowledge of financial hardship provisions

The Smith Family

Amount: \$19,500.00

Project need: Statistics indicate a rise in housing/mortgage stress, household debt, bankruptcies, Part IX lodgements and repossessions, with the western suburbs of Sydney particularly affected. Australian Bureau of Statistics figures show that one-third of NSW homeowners are experiencing mortgage stress.

Intended outcome: To stem the tide of home repossessions and reduce the resulting economic and social chaos by delivering financial literacy courses in western Sydney. Participants will receive information on using Section 66 of the Uniform Consumer Credit Code and accessing financial counselling agencies and the Consumer Credit Legal Centre. They will also learn about alternatives to continually borrowing, such as loan consolidation and home equity refinancing to repay existing debt.

OLDER PEOPLE

Rights and responsibilities of older tenants

Combined Pensioners & Superannuants Assoc of NSW

Amount: \$5,000.00

Project need: The cost of private rents, particularly in the Greater Sydney Metropolitan Area, is beyond the means of many older people but many do not seek help with tenancy issues until the matter is critical.

Intended outcome: To enable older people to better understand and deal with tenancy issues through the provision of community education. Short presentations will cover such topics as older tenants in the private rental market and in social housing, powers of attorney, guardianship and retirement villages. Brochures and fact sheets will be provided. The presentations and written material will also target organisations such as Aged Care Assessment Teams and carers and relatives.

How could they?

Older Women's Network NSW

Amount: \$5,000.00

Project need: Older women are frequently unaware of the resources available on their legal rights and, when victims of elder abuse, ill-equipped to seek help. Rural women and Indigenous women are even more vulnerable in these situations.

Intended outcome: Through provision of targeted resources, enable older women who are either potential or

actual victims of elder abuse to understand their options and the assistance available. Printed resources will present different scenarios to cover such situations as financial abuse, physical abuse and sexual abuse.

WOMEN

Women's access to legal protection from domestic violence

University of Sydney Faculty of Education and Social Work

Amount: \$17,500.00

Project need: There has been limited research on the accessibility of Apprehended Domestic Violence Orders, particularly from the perspective of the victims of violence, although the orders are central to domestic violence intervention in NSW.

Intended outcome: To explore the experiences of women attempting to protect themselves and their children by obtaining an Apprehended Domestic Violence Order in the context of the commitment of the Crimes (Domestic and Personal Violence) Act 2007 to "ensuring that access to courts is as safe, speedy, inexpensive and simple as is consistent with justice."

Domestic violence sticker campaign

Tamworth Regional Council

Amount: \$3,720.00

Project need: Statistics from the NSW Bureau of Crime Statistics and Research show that in 2007 domestic violence related assault in Tamworth rose 26% since 2003. Breached AVO also increased significantly from 2003 from 141 reported incidents to 174 reported incidents.

Intended Outcome: The aim of this project is to produce a sticker which promotes the 24 hour Domestic Violence Hotline available to victims of domestic violence in the Tamworth City area. It is anticipated that through promotion of the hotline awareness will be increased about the services available to people experiencing domestic violence and that domestic violence services will be increased.

Domestic violence plays in community languages

Immigrant Women's Speakout Association Inc.

Amount: \$47,500.00

Project need: Migrant and refugee women often do not understand that domestic violence is a crime that they can do something about. CALD women face additional barriers in that many of them have low literacy in their own language and most resources are in print format. While the Association

had used an earlier Foundation grant to produce a CD Rom on DVD in five languages for refugee women, there is a need for updated, expanded material.

Intended outcome: Current information for a wider audience will be available through production of a radio play on audio CD in English, Arabic, Mandarin, Vietnamese, Khmer, Cambodian, Dinka, Sudanese, Somali, Krio and Dari. SBS Radio will broadcast the plays. A booklet containing the scripts will also be produced in all these languages.

GRANT PRODUCTS LAUNCHED IN 2008–09

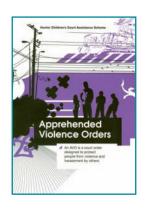
As a result of prior funding by the Foundation, the following Grants were completed and /or launched during the year

GENERAL

Legal referral kits

South Coast Family Pathways Network

Project need: Local mediators, counsellors, social workers and government workers in Nowra deal with a community with heavy demands for family law assistance due to a high domestic violence rate and a large Aboriginal population.



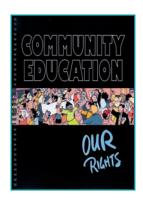
However, they lacked resources to enable them to make appropriate referrals.

Outcome: People working in the family law legal system on the South Coast have access to a Network-produced referral kit which will help them direct clients to local legal services. The kit includes an up-to-date directory of relevant family law services and a copy of the Aboriginal Cultural Guide for South Coast Family Law Practitioners. The 50 kits were distributed and discussed at the Making Better Legal Referrals training day held in Nowra.

Community Education — Our Rights Manual

Combined Community Legal Centres' Group NSW

Project need: CLCs are required under the CLC funding agreement to educate marginalised and disadvantaged groups about accessing and



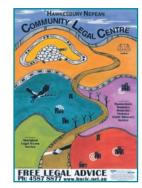
protecting their legal rights. To fulfill this requirement effectively, they must be able to develop and deliver good education programs.

Outcome: The manual will improve the knowledge and skills of CLC staff to develop and deliver community legal education sessions, thus improving education quality. It will also widen the pool of community legal education providers within NSW CLCs.

Promotional poster — Hawkesbury Nepean CLC

Hawkesbury Nepean Community Legal Centre

Project need: The Centre identified that key disadvantaged groups in their area, particularly Indigenous people, young people and people from a CALD background, lacked knowledge



of the available legal services and, in particular, of the services provided by the Centre.

Outcome: A poster was produced and distributed that promotes the Centre's services to the wider community across three local government areas. Brochures will also be developed by the Centre and distributed throughout its demographic area.

Activist rights manual

Redfern Legal Centre

Project need: The Centre identified the increasing number of arrests at political demonstrations and the subsequent legal needs of those arrested as a growing issue.



Outcome: The project published

the Activists Rights Guide on the Centre's website (www.rlc. org.au) to provide legal and referral information to people who attend political protests. It outlines the law in relation to public protests, the legal obligations and responsibilities of participants, the likely offences which result from breaches of the law and ways for participants to avoid breaking the law.

CHILDREN AND YOUNG PEOPLE

Youth justice cards

Macquarie Legal Centre (MLC)

Project need: Research conducted by MLC in conjunction with the University of Western Sydney and the National Crime Prevention Program indicates that many young

people coming to court are unaware of the seriousness of the charges that they are facing.

Outcome: A deck of specially developed playing cards will give young people easy access



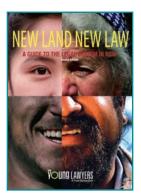
to information on their legal rights and responsibilities in many different circumstances and some of the possible consequences of their actions. Five thousand packs of the cards have been distributed to high schools and other youth organisations.

CULTURALLY AND LINGUISTICALLY DIVERSE

New Land New Law: A Guide to the Legal System in NSW

NSW Young Lawyers

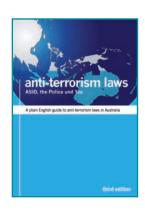
Project need: The previously published New Land New Law handbook for recent arrivals in NSW, while well regarded by community organisations, was not accessible to many of the intended audience because it was available only in English.



Outcome: The handbook was translated into Arabic, Vietnamese and Chinese, the top three languages of new migrants in NSW, which has increased its usefulness.

Anti-terrorism laws:
ASIO, the police and you
UTS Law Faculty

Project need: The faculty argued that there is a lack of understanding at the community level of Australia's complex terrorism laws and also of the new ASIO and police powers concerning terrorism, especially among people from culturally



and linguistically diverse backgrounds.

Outcome: The updating of the 2004 edition of Terrorism laws: ASIO, the Police and You will help people understand current anti-terrorism legislation and the extended powers and functions of the Australian Security Intelligence Organisation and the Australian Federal Police. The resource is available online, and is available in hardcopy in English, Arabic, Indonesian and Urdu.

DISABILITY INTELLECTUAL

Information and Training for People with an Intellectual Disability and their Advocates

Side By Side Advocacy

What You Need to Know to Assist Someone at the Tribunal

Project need: People with an

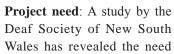
intellectual disability are at a disadvantage in appearing at hearings of administrative tribunals and using formal complaints and appeals mechanisms, which means that they may not always get the outcomes they deserve.

Outcome: This project provides information and training to support people with disabilities and their advocates in appeals processes and when appearing before decision-making authorities.

DISABILITY SENSORY

Going to court – legal information in Auslan

The Deaf Society of NSW





for improved access to public services, including the justice system, by the 6500 deaf people in the state who communicate primarily in Australian Sign Language (Auslan).

Outcome: An existing Attorney General's Department DVD was updated, adapted and translated into Auslan to provide basic information about legal processes and services for deaf people. The new DVD, Going to court, was placed on the Deaf Society of NSW website to ensure maximum accessibility.

GOVERNMENT BENEFITS

The Independent Social Security Handbook, online edition

Welfare Rights Centre

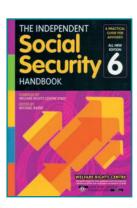
Project need: The withdrawal of NSW Government funding for the human services network, HSNet, ended free online access to the online Independent Social Security Handbook by community workers and legal assistance staff working with people receiving Commonwealth benefits.

Outcome: An online version of the handbook was republished with free access granted to community organisations, restoring availability of a valuable resource, until a new, sustainable funding model could be established.

The Independent Social Security Handbook, 6th edition

Welfare Rights Centre

Project need: Although the Handbook is available online, community sector workers and others need an updated hard copy to assist clients with legal advice on social security matters.



Outcome: The handbook has been published in hard copy and distributed to provide a substantial, independent resource for community, welfare and legal aid workers as well as relevant government employees. This enables them to advise, assist and sometimes represent their clients to ensure they receive the right social security support.

INDIGENOUS AUSTRALIANS

Family Law Affidavit Pilot Project

The Law Society of New South Wales

Project need: Local CLCs have established that Aboriginal women living in rural and remote areas often have limited access to legal assistance on family law matters, putting them at a disadvantage compared to women living in regional centres and cities who can access pro bono advice from commercial legal practices.

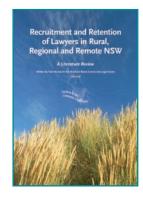
Outcome: This pilot project aimed to connect Sydney-based solicitors, who in a pro bono capacity, drafted affidavits for family law matters for Aboriginal women in the Walgett, Kempsey, Moree, Bourke, Brewarrina and Shoalhaven areas. For a number of practical reasons, the project did not achieve cost-effective outcomes and 'lessons learned' have been identified.

RURAL REGIONAL AND REMOTE

Recruitment and Retention of Lawyers in Rural, Regional and Remote NSW

Northern Rivers Community Legal Centre

Project need: A number of government inquiries have identified a growing concern about the recruitment and retention of lawyers in rural,



regional and remote (RRR) areas and some initiatives have

already being introduced to improve the provision of legal services.

Outcome: The report produced from this project increased understanding of the current situation and suggested possible strategies to improve the availability of lawyers in RRR areas.

WOMEN

Just a piece of paper? Making your AVO work for you

Southern Women's Group Inc.

Project need: AVO law and procedure is complex compared to ordinary civil, family and criminal law and it is often difficult for police and support workers to effectively explain



all the relevant information to the applicant. The plain English resource, Just a piece of paper? Making your AVO work for you, had been of great value but updating was necessary to increase its relevance for the current wide range of women in NSW who have obtained apprehended violence orders.

Outcome: A new edition was published and 4000 copies distributed, giving women throughout NSW important current information to manage their AVO to best effect.

STRATEGY 3.2

Conduct projects to improve access to justice

NSW Legal Assistance Forum

The Foundation continues to participate in and support the work of the NSW Legal Assistance Forum (NLAF), which promotes collaboration and coordination in the provision of legal services in NSW to socially and economically disadvantaged people.

Key activities of the Forum in 2008–09 included:

- An evaluation of the Guide to Legal Services for Aboriginal People in NSW and the ACT.
- Preparation by the Working Group on the Legal Needs of Older People of a submission to the Commonwealth Attorney General in response to the Inquiry by the Standing Committee on Legal and Constitutional Affairs into Older People and the Law.

- Mapping of family law service provision in NSW as a result of anecdotal evidence that there was a gap in family law services, particularly in regional and rural areas. The Forum will use the map to work collaboratively to improve family law service delivery for people who are socially and economically disadvantaged, updating it as necessary.
- Establishment of a working group to identify areas where the Forum could improve collaboration and cooperation in addressing the legal needs of CALD communities. Two pilot projects are being undertaken, one with the Sudanese community in Blacktown and one with CALD communities in south western Sydney.
- Presentation of a forum on the legal needs of prisoners with the aim of bringing together key organisations to identify needs and gaps, share information about existing initiatives and identify opportunities for collaboration and new initiatives. The forum drew extensively on the Foundation's research report into the legal needs of prisoners, Taking justice into custody.
- Establishment of a new NLAF working group on the legal needs of prisoners in November 2008, following the above-mentioned forum. The group has commenced developing strategies to address a range of issues faced by prisoners relating to communication, legal education in prisons and pro bono support.

NSW Legal Information and Referral Forum

The Foundation convenes the Legal Information and Referral Forum, which continues to provide a valuable avenue for agencies to work together to improve the provision of information and referral to people with legal problems in NSW.

The Forum's meetings in 2008–09 focused on:

- the legal needs of older people and the initiatives and resources which currently exist for this group
- the legal needs of prisoners as identified in the Foundation report, Taking Justice into Custody, and current strategies and initiatives, lessons learnt and barriers faced in providing legal services to prisoners
- domestic violence issues identified included the need for a more coordinated approach to service delivery and resources, improved training for court support workers, solicitors, magistrates and police and the need for a better understanding of the pathways that women take.

STRATEGY 3.3

Support high quality, plain language legal information and education

Disadvantaged groups

Initiatives included:

- online publication by the Foundation of a list of 'pathway' resources to assist those working with CALD communities to reach relevant CALD organisations. It includes statistical and other research data relevant for reaching communities using plain language legal information and community legal education.
- production of lists of resources for Sudanese people, older people and prisoners to assist NLAF working groups identify what currently exists and where there are gaps.

Past editions of the LJF's *Plain Language Law* newsletter are now searchable through 'Plain Language Law Search' which contains over 750 resources. It is searchable by format (eg DVD, booklet etc), language, law type and target group. The database is available through the Foundation's website at: http://www.lawfoundation.net.au/pllsearch

Seminar series

As part of the capacity building program to support the production of plain language legal information, the Foundation runs a seminar series covering different aspects of publishing. The two seminars in 2008–09 addressed:

- copyright Robyn Ayres from the Arts Law Legal Centre covered copyright, moral rights, Indigenous issues and what contracts or licensing arrangements to use
- DVD production the seminar explained how to project manage the production of a DVD/video, troubleshooting, decisions about length and content, and how to ensure the end product reaches and is used by the target audience.

STRATEGY 3.4

Disseminate information about access to justice and effective reforms and initiatives

Collecting, assessing and disseminating information about the justice system is a key component of Foundation activities which is achieved through such means as reports, newsletters, submissions, conference papers, the website and the annual Justice Awards.

Justice Access Research Alert — JARA

The Foundation's bi-monthly JARA e-newsletter continued to keep more than 700 subscribers up to date with the latest research on access to justice. All resources listed in JARA since its inception in 2004 can be searched using the online tool. Just Search.

Justice Access Program Alert — JAPA

JAPA is a free electronic newsletter which disseminates information on innovative programs for improving access to justice for socially and economically disadvantaged people.

2008 Justice Awards

The tenth annual Justice Awards were celebrated on 29 October 2008 at a dinner at Parliament House.

Thirty-three nominations were received in the seven categories: the Justice Medal, the Aboriginal Justice Award, the Pro Bono Partnership Award, the Law and Justice Volunteer Award, the Combined Community Legal Centre's Group Award, the Law Society President's Award and the LIAC Centre of Excellence Award.

The 380 people who attended the Awards were treated to a lively speech from The Hon Justice Virginia Bell, a former Board member of the Foundation. Justice Bell vividly recounted a landmark case in Australian criminal law, Regina v Tuckiar (1934), as she addressed public and victim confidence in the criminal justice system.

The 2008 Justice Award winners were:

The Justice Medal

Sponsored by the Foundation and presented to an individual for outstanding achievement in improving access to justice in NSW, especially for socially and economically disadvantaged people.

The Justice Medal was presented by Sir Anthony Mason AC KBE to Ms Jane Sanders, Director, Shopfront Youth Legal Centre, Darlinghurst, since it opened 15 years ago. During that time Ms Sanders has helped thousands of disadvantaged young people. She is an advocate for the rights of young people and active in public education, policy and law reform campaigns concerning them. Her published work includes Youth Justice: Your Guide to Cops and Courts in NSW.

The Aboriginal Justice Award

Sponsored by the NSW Attorney General's Department and presented to an Aboriginal person, or a group of Aboriginal people, demonstrating outstanding commitment to improving access to justice for Aboriginal people in NSW.

The joint winners were: Ms Ruth Simon de Costa for her advocacy and community legal education role for Aboriginal

tenants and tenancy organisations, and Mr Norman Laing, who provides pro bono legal services for young Aboriginal people and their communities. Mr Laing is also Deputy CEO of the NSW Aboriginal Land Council.

The Pro Bono Partnership Award

Sponsored by the National Pro Bono Resource Centre and presented to a partnership of private law firms, community organisations and/or community legal centres in NSW which has developed an outstanding pro bono legal assistance relationship, resulting in improved access to justice for disadvantaged people in the community.

The Award was presented to the partnership of the Arts Law Centre of Australia and DLA Phillips Fox for ongoing legal advice and assistance to Indigenous artists, especially through the Artists in the black project and the development of a will kit to help reduce the number of artists dying intestate.

The Law and Justice Volunteer Award

Sponsored by The New South Wales Bar Association and presented to an individual, or a group of individuals, who, in a voluntary capacity, demonstrate outstanding commitment to improving access to justice in NSW.

The winner was Mr James Condren, a young man who, drawing on his personal experience, brings a vital perspective

to improving knowledge of how people with an intellectual disability interact with the criminal justice system.

The Law Society President's Award

Sponsored by The Law Society of New South Wales and presented to an individual solicitor for participation in The Law Society's Pro Bono Scheme.

The Award was won by Ms Bernadette Allas, a multilingual lawyer whose ability to speak French, Italian, Spanish and Indonesian has been helpful in her pro bono refugee community work.

The Combined Community Legal Centres Group Award

Sponsored by the Combined Community Legal Centres Group NSW and presented to an individual who, in a voluntary capacity in a NSW community legal centre, has demonstrated outstanding commitment to improving access to justice in NSW.

This year's winner was Mr Eugene Butkowski, a medical scientist and qualified lawyer who volunteers weekly at the Albury Wodonga Legal Service. He provides legal advice and assistance to disadvantaged clients and has also traveled twice to Rwanda for the Operation Open Heart surgery team.



The 2008 Justice Awards winners

LIAC Centre of Excellence Awards

Sponsored by the Legal Information Access Centre (LIAC) and presented for innovative achievement by Legal Information Access Centres in NSW public libraries in providing plain language legal information to the community.

Two libraries received Centre of Excellence Awards: the Library Service of the Department of Corrective Services, which has introduced LIAC resources to its 36 inmate libraries, and Maitland City Library, which developed innovative ways to engage the community on legal issues during Law Week 2008.

Memorandum of understanding with the State Library of NSW

Under the memorandum, the Foundation and LIAC work together across a range of areas, including consulting on legal information needs and jointly promoting legal information resources.

Cooperation resulted in:

- provision by LIAC of items for the Foundation's Plain Language Law newsletter
- maintenance by both parties of up-to-date, web-based legal research links for case law and legislation
- provision by LIAC of expert referee reports for Foundation legal information grants
- participation by LIAC in the NSW Legal Information and Referral Forum convened by the Foundation
- participation by LIAC in the 2008 Justice Awards through the LIAC Centre of Excellence Awards.

The Foundation's Chair, The Hon Paul Stein QC AM, and Director, Geoff Mulherin, are members of the LIAC Board.

Communicating Foundation work

Conferences and presentations

The research work of the Foundation was discussed at length at the launch of 'Taking justice into custody', our qualitative report on the legal needs of prisoners and those recently released from prison, launched by the Attorney-General, The Hon John Hatzistergos MP.

During the year, the Director spoke about the work of the Foundation:

- at the Australian Muslim Civil Rights Advocacy Network (AMCRAN) launch of their new publication, 'ASIO, the Police and You' at Bankstown Town Hall
- at the launch of the 6th Edition of the *Independent Social* Security Handbook

- at the launch of 'youth justice cards', a grant product, at Macquarie Legal Centre in Parramatta
- at the launch of 'So you have to go to court legal information in Auslan', for the Deaf Society
- at the Rights Denied seminar at the Human Rights Commission. The seminar was a vehicle to launch the report into legal need and people with cognitive disability that was the product of a project supported by the Foundation's Grants program

Foundation staff gave external presentations / lectures on the Foundation's work, including:

- The Director gave a lecture on The Foundation's legal needs work to the Bachelor of Socio-Legal Studies students at the University of Sydney
- The Director gave a presentation on the Foundation's work to the Board of the National Association of Community Legal Centres (NACLC).
- Sue Scott, Knowledge and Information Manager, gave a presentation on best practice community legal education to a National Legal Aid Roundtable

All Foundation staff actively brought the work of the Foundation, when relevant, to the various steering groups, working groups, and the like, throughout the year.

Participation on boards/trusts/committees

Staff from the Foundation provided input to a range of projects through their participation in the following boards and committees:

- Law Society of New South Wales, Online Services Committee, Sue Scott
- Law Society of New South Wales, Pro Bono Disbursements Trust Fund, Trustee, Geoff Mulherin
- Legal Aid NSW, Cooperative Legal Service Delivery Steering Committee, Sue Scott
- Legal Information Access Centre Board, Geoff Mulherin and Justice Paul Stein
- NSW Legal Assistance Forum (NLAF), Geoff Mulherin and Sue Scott
- NLAF Aboriginal Legal Services Working Group, Suzie Forell
- NLAF CALD Working Group, Grainne Murphy
- NLAF Older Persons Working Group, Sue Scott
- NLAF Prisoners Working Group, Suzie Forell
- NLAF Training Reference Group, Sue Scott and Anna Russell
- University of Sydney, Socio-legal Studies Reference Group, Geoff Mulherin.



COST-EFFECTIVE OPERATIONS SUPPORT

Optimise the capacity and capabilities of the Foundation through cost-effective resource and information management

STRATEGIES

- **4.1** Maintain effective information management.
- **4.2** Manage resources efficiently and cost-effectively.

STRATEGY 4.1

Maintain effective information management

The Foundation continues to implement cost-effective knowledge and information management systems to ensure that we make optimum use of organisational intelligence. Our approach involves:

- prompt reporting by staff of relevant information gathered from attendance at conferences and seminars
- use of consistent filing systems and taxonomies to ensure that knowledge is easily accessed
- use of integrated databases which allow the Foundation to keep track of expertise in the justice sector and inform relevant people and organisations of our activities
- maintaining a professional library function to support our research, plain language and grant activities.

Information technology

In 2008–09 the Foundation:

- appointed a new IT support company to provide a more coordinated approach to IT management and infrastructure support
- undertook an IT health check to identify areas for improvement
- implemented new back-up and recovery plans for the Data Digest and main file servers.

STRATEGY 4.2

Manage resources efficiently and cost-effectively

Responsible and prudent strategic and business planning is central to the Foundation's performance management system.

All operations during the 2008–09 year conformed to the 2008–09 Business Plan, which put into operation the final year of the 2006–09 Strategic Plan.

The most significant planning activity centred on finalisation of the Foundation's 2009–2012 Strategic Plan and of the parallel funding submission for the same period.

The Business Plan for 2009–2010 was devised with the aim of achieving organisational objectives and is aligned with the new strategic plan. Planning entailed a review of the achievements and outstanding activities at the end of the previous period and the allocation of realistic time lines and resources for undertaking projects and other work.

The Foundation's planning at both the strategic and business level is accompanied by realistic budgets and an approach to organisational development based on ongoing research, review, flexibility and continuous improvement to encourage a high performance culture.

Business management

The Board of Governors met regularly over the year, monitoring the Foundation's performance through monthly and quarterly reports against the Business Plan. Following an independent review of the Foundation's investment strategy and performance, the Board revised the Foundation's investment objectives and formed an Investment Sub-committee with the aim of developing a revised investment policy.

The Reid House property was sold and the proceeds used to improve financial reserves following losses sustained from investments in financial markets.

Following a review of future accommodation needs, the Foundation renewed its lease for office premises at 130 Pitt Street for a further five-year term.

Human resource management

Our human resource management is governed by two principles: recruitment, development and retention of high quality staff and continuous improvement in systems and procedures. We take a flexible approach to the organisational structure to manage changing business imperatives.

Staff training

The Foundation has an active staff learning and development program. The structured training undertaken by Foundation staff in 2008–09 consisted of courses, visits to other organisations in the sector and attendance at seminars.

As part of our commitment to assisting people with disabilities return to the workforce, the Foundation also hosted a placement through the Commonwealth Rehabilitation Service.

Governors' Report

The Governors of the Law and Justice Foundation of New South Wales ("the Foundation") submit herewith the annual financial report for the financial year ended 30 June 2009. In order to comply with the provisions of the Law and Justice Foundation Act 2000, the Governors report as follows:

The names of the Governors of the Foundation during or since the financial year are:

- P Steir
- J. Behrendt
- G. Daley
- B. Hounslow
- G. Mulherin

- N. Perram (resigned July 2008)
- K. Rozzoli
- J. Sheahan (appointed 16 September 2008)
- F. Terenzini

PRINCIPAL ACTIVITIES

The Law and Justice Foundation of New South Wales was established under the *Law and Justice Foundation Act 2000* ("Act") as a reconstitution of the Law Foundation of New South Wales.

Pursuant to Section 5 (1) of the Act, the objects of the Foundation are to contribute to the development of a fair and equitable justice system which addresses the legal needs of the community and to improve access to justice by the community (in particular, by economically and socially disadvantaged people).

Pursuant to Section 5 (2) of the Act, the Foundation may do any one or more of the following:

- (a) conduct and sponsor research (including inter-disciplinary research) into the law, the justice system, alternative dispute resolution and the legal profession,
- (b) collect, assess and disseminate information about the justice system,
- (c) conduct and sponsor projects aimed at facilitating access to justice and access to information about the justice system,
- (d) promote education about the justice system.

The Law and Justice Foundation of New South Wales operates predominantly in the geographical area of New South Wales.

REVIEW OF OPERATIONS

The net deficit for the year ended June 2009 was \$56,335. For the year ended June 2008 there was a net deficit of \$1,505,475. The improved result can be attributed to three main factors. Firstly, a review of all costs resulted in reduced employment, contractor, consultant and general administration costs. Secondly, although investments returned a loss of \$395,429, they improved substantially from the 2008 loss of \$863,495. Finally, the property at 75 King St Sydney was sold during the year resulting in a profit on sale of \$677,135.

CHANGE IN STATE OF AFFAIRS

During the financial year there was no other significant change in the state of affairs of the Law and Justice Foundation of New South Wales other than any referred to in the financial statements or notes thereto.

SUBSEQUENT EVENTS

There has not been any matter or circumstance, other than that referred to in the financial report or notes thereto, that has arisen since the end of the financial year, that has significantly affected or may significantly affect, the operations of the Law and Justice Foundation of New South Wales, the results of those operations, or the state of affairs of the Law and Justice Foundation of New South Wales in future financial years.

INDEMNIFICATION OF OFFICERS AND AUDITORS

During the financial year, the Law and Justice Foundation of New South Wales paid a premium in respect of a contract insuring the Governors of the Foundation (as named above) and all officers of the Law and Justice Foundation of New South Wales and of any related body corporate against a liability incurred as such by a governor or an officer to the extent permitted by the *Law and Justice Foundation Act 2000*. The contract of insurance prohibits the disclosure of the nature of the liability and the amount of the premium.

The Law and Justice Foundation of New South Wales has not otherwise, during or since the financial year, indemnified or agreed to indemnify a governor, officer or auditor of the Law and Justice Foundation of New South Wales or any related body corporate against any liability incurred as such by a governor, officer or auditor.

On behalf of the Board of Governors

GOVERNOR GOVERNO

Sydney, IS Lecture 2001 Sydney, 18 Sqp Og

Auditor's Report

Deloitte.

Independent Auditor's Report to the members of Law and Justice Foundation of New South Wales

We have audited the accompanying financial report, being a special purpose financial report, of Law and Justice Foundation of New South Wales ("the Foundation"), which comprises the balance sheet as at 30 June 2009, and the income statement, cash flow statement and statement of changes in equity for the year ended on that date, a summary of significant accounting policies, other explanatory notes and the Governors' declaration as set out on pages 26 to 37.

The Responsibility of Governors for the Financial Report

The Governors of the entity are responsible for the preparation and fair presentation of the financial report and have determined that the accounting policies described in Note 1 to the financial statements, which form part of the financial report, are appropriate to meet the financial reporting requirements of the Law and Justice Foundation Act 2000 and are appropriate to meet the needs of the members. The responsibility of the Governors also includes establishing and maintaining internal control relevant to the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

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

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

The financial report has been prepared for distribution to the members for the purpose of fulfilling the Governors' financial reporting requirements under the Law and Justice Foundation Act 2000. We disclaim any assumption of responsibility for any reliance on this report or on the financial report to which it relates to any person other than the members, or for any purpose other than that for which it was prepared.

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

Auditor's Independence Declaration

In conducting our audit, we have complied with the independence requirements of the Australian professional accounting bodies.

Auditor's Opinion

In our opinion, the financial report presents fairly, in all material respects, the financial position of Law and Justice Foundation of New South Wales as at 30 June 2009 and of its financial performance, its cash flows and its changes in equity for the year ended on that date in accordance with the accounting policies described in Note 1 to the financial statements.

Debite Touche Tohmatsu
DELOITTE TOUCHE TOHMATSU

Stuart Alexander

Partner

Chartered Accountants Sydney, 18 September 2009

Governors' Declaration

As detailed in Note 1 to the financial statements, the Law and Justice Foundation of New South Wales is not a reporting entity because in the opinion of the Board of Governors there are unlikely to exist users of the financial report who are unable to command the preparation of the reports tailored so as to satisfy specifically all of their information needs. Accordingly, this 'Special Purpose Financial Report' has been prepared to satisfy the Board of Governors' reporting requirements under the Law and Justice Foundation Act 2000.

The Board of Governors declares that:

- (a) the attached financial statements and notes thereto comply with Accounting Standards to the extent described in Note 1 to the financial statements;
- (b) the attached financial statements and notes thereto give a true and fair view of the financial position and performance of the Law and Justice Foundation of New South Wales;
- (c) in the Governors' opinion, the attached financial statement and notes thereto are in accordance with the Law and Justice Foundation Act 2000; and
- (d) in the Governors' opinion, there are reasonable grounds to believe that the Law and Justice Foundation of New South Wales will be able to pay its debts as and when they become due and payable.

On behalf of the Board of Governors

Sydney, If Levely 2009 Sydney, 18 Sqp 09

Financial Statements

Income Statement for the Financial Year Ended 30 June 2009

	Note	2009 \$	2008
Operating revenue	2(a)	2,296,407	2,431,182
Investment income	2(b)	(395,429)	(863,495)
Profit on sale of land and buildings	2(c)	677,135	-
Employment related expense	14	(1,598,127)	(1,677,066)
Consultants and contractor expenses		(21,829)	(108,181)
Premises costs		(231,487)	(237,122)
Depreciation expense	6	(68,143)	(71,642)
Grants and projects costs		(206,748)	(200,021)
Audit fees	17	(23,631)	(24,998)
Justice Awards expenses		(52,680)	(63,165)
Insurance costs		(24,184)	(29,882)
Information technology & related costs	14	(193,286)	(387,962)
Legal needs survey costs		(88,214)	(113,386)
Other expenses from ordinary activities		(126,119)	(159,737)
Deficit before income tax expense		(56,335)	(1,505,475)
Income tax expense relating to ordinary activities	1(e)		
Net Deficit		(56,335)	(1,505,475)

Notes to the Financial Statements are included on pages 30 to 37

Balance Sheet as at 30 June 2009

	Note	2009 \$	2008
Current Assets			
Cash assets	12(a)	1,597,089	861,632
Receivables	3	74,462	56,217
Investments	4	2,829,864	3,633,812
Non-current assets classified as held for sale	5	-	442,010
Other current assets		13,927	38,277
Total Current Assets		4,515,342	5,031,948
Non-Current Assets			
Property, plant and equipment	6	57,238	117,615
Other assets		1,053	1,053
Total Non-Current Assets		58,291	118,668
Total Assets		4,573,633	5,150,616
Current Liabilities			
Trade and other payables	7	428,874	963,457
Provisions	8	160,485	203,355
Grants and external projects allocated- not drawn	9	885,028	839,728
Total Current Liabilities		1,474,387	2,006,540
Non-Current Liabilities			
Provisions	10	46,391	34,886
Total Non-Current Liabilities		46,391	34,886
Total Liabilities		1,520,778	2,041,426
Net Assets		3,052,855	3,109,190
Equity			
Accumulated surplus		3,052,855	3,109,190
Total Equity		3,052,855	3,109,190

Notes to the Financial Statements are included on pages 30 to 37

Cash Flow Statement for the Financial Year Ended 30 June 2009

	Note	2009 \$\$	2008
Cash Flows from Operating Activities			
Receipts from customers and grants		2,015,626	2,695,703
Interest received		32,999	69,755
Payments to suppliers, employees, and grants and project	ets	(2,855,138)	(2,428,144)
Net Cash (used in) / from Operating Activities	12(b)	(806,513)	337,314
Cash Flows from Investing Activities			
Proceeds on sale of investment securities		1,966,310	1,390,917
Payment for investment securities		(1,778,079)	(1,585,560)
Dividends and interest received		242,360	247,395
Proceeds from disposal of fixed assets		1,119,144	1,512
Payment for fixed and other assets		(7,765)	(14,017)
Net Cash from Investing Activities		_1,541,970	40,247
Net Increase in Cash Held		735,457	377,561
Cash at Beginning of Financial Year		861,632	484,071
Cash at End of Financial Year	12 (a)	1,597,089	861,632
Statement of Changes in Equity for the Fina	ıncial Year Er	nded 30 June 200)9
Opening Balance		3,109,190	4,614,665
Net deficit for year		(56,335)	(1,505,475)
Closing Balance		3,052,855	3,109,190

Notes to the Financial Statements are included on pages 30 to 37

Notes to the Financial Statements for the Financial Year Ended 30 June 2009

1. SUMMARY OF ACCOUNTING POLICIES

Financial Reporting Framework

The Law and Justice Foundation of New South Wales is not a reporting entity because in the opinion of the Board of Governors, there are unlikely to exist users of the financial report who are unable to command the preparation of reports tailored so as to satisfy specifically all of their information needs. Accordingly, this "Special Purpose Financial Report" has been prepared to satisfy the Governors' reporting requirements under the *Law and Justice Foundation Act 2000*.

The financial report has been prepared in accordance with the Law and Justice Foundation Act 2000 ("The Act"), the basis of accounting and disclosure requirements specified by Australian Accounting Standards AASB101 Presentation of Financial Statements, AASB107 Cash Flow Statements, AASB1031 Materiality and AASB108 Accounting Policies Changes in Accounting Estimates and Errors.

Basis of Presentation

The financial report has been prepared on the basis of historical cost and except where stated, does not take into account changing money values or current valuations of non-current assets. Cost is based on the fair values of consideration given in exchange for assets.

Critical accounting judgements

In the application of the entity's accounting policies, management is required to make judgements, estimates and assumptions about carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates. The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects that period only, or in the period of the revision and future periods if the revision affects both current and future periods.

Adoption of new and revised Accounting Standards

In the current year, the entity has adopted all of the new and revised Standards and Interpretations issued by the Australian Accounting Standards Board (the AASB) that are relevant to its operations and effective for the current annual reporting period.

Significant Accounting Policies

Accounting policies are selected and applied in a manner which ensures that the resulting financial information satisfies the concepts of relevance and reliability, thereby ensuring that the substance of the underlying transactions or other events is reported.

The following significant accounting policies have been adopted in the preparation and presentation of the financial report:

(a) Grant and Project Expenditure

Grant expenditure in excess of \$5,000 requires the approval of, and is at the discretion of, the Board of Governors. Grants of \$5,000 or less can be approved by the Director. Those approved in the current financial year are reported as expenses in the Income Statement, to the extent approved.

Grant and project allocations not drawn at the expiry of the project are, after systematic review by recipients and management, written back to the Income Statement.

In a minor number of instances, grants are advanced by way of loan. Repayment of the loans is usually considered remote. Notwithstanding the advance of the funds as loans they are nevertheless treated as grants, as described above. If the loans or a portion thereof are repaid, the amounts are brought to account as income in the period in which they are repaid.

(b) Income Allocation

Grants received from the Public Purpose Fund for general operations have been brought to account as income at a monthly accrual of \$165,020. This represents 1/12th of the annual allocation for Law and Justice Foundation of New South Wales core activities which, in the financial year ended 30 June 2009 totalled \$1,980,240.

Grants received from the Public Purpose Fund for specific projects, such as the Data Digest, are brought to account as income to match expenses as and when they are incurred for the project.

1. SUMMARY OF ACCOUNTING POLICIES (continued)

(c) Depreciation

Depreciation is provided on leasehold improvements, furniture and fittings and office equipment. Depreciation is calculated on a straight-line basis so as to write off the net cost or other revalued amount of each asset over its expected useful life. Leasehold improvements are depreciated over the period of the lease or estimated useful life, whichever is shorter, using the straight-line method.

With regard to the Strata Title at Reid House, the Board of Governors has not been able to differentiate between the land and building content of the investment and accordingly attribute the whole amount to land. This amount is not depreciated.

The following estimated useful lives are used in the calculation of depreciation:

Leasehold improvements Term of the lease

Furniture and fittings 10 years
Office equipment 3 years

(d) Recoverable Amount of Non-Current Assets

Non-current assets are written down to recoverable amount where the carrying value of any non-current assets exceeds recoverable amount. In determining the recoverable amount of non-current assets, the expected net cash flows have not been discounted to their present value.

(e) Income Tax

The Law and Justice Foundation of New South Wales has been granted exemption from Income Tax under Section 50–55 of the *Income Tax Assessment Act 1997*.

(f) Employee Entitlements

Provision is made for benefits accruing to employees in respect of wages and salaries, annual leave and long service leave when it is probable that settlement will be required and the amounts are capable of being measured reliably.

Provisions made in respect of wages and salaries, annual leave and long service leave expected to be settled within 12 months, are measured at their nominal values.

Provisions made in respect of long service leave which are not expected to be settled within 12 months are measured as the present value of the estimated future cash outflows to be made by the Law and Justice Foundation of New South Wales in respect of services provided by the employees up to the reporting date.

(g) Payables

Trade payables and other accounts payable are recognised when the Foundation becomes obliged to make future payments resulting from the purchase of goods and services.

(h) Acquisition of Assets

Assets acquired are recorded at the cost of acquisition, being the purchase consideration determined as at the date of acquisition plus costs incidental to the acquisition.

(i) Goods and Services Tax

Revenues, expenses and assets are recognised net of the amount of goods and services tax (GST) except:

- i. where the amount of GST incurred is not recoverable from the Australian Taxation Office ("ATO"), it is recognised as part of the cost of acquisition of an asset or as part of an item of expense; or
- ii. for receivable and payables which are recognised inclusive of GST.

The net amount of GST recoverable from, or payable to, the ATO is included as part of receivables or payables.

Cash flows are included in the Cash Flow Statement on a gross basis. The GST component of cash flows arising from investing and financing activities which are recoverable from, or payable to, the ATO is classified as operating cash flows.

(j) Receivables

Trade receivables and other receivables are recorded at amounts due less any provision for doubtful debts.

1. SUMMARY OF ACCOUNTING POLICIES (continued)

(k) Investments

Section 16 of the Act provides that '...the Foundation may invest money held by it in any investment in which a trustee may invest funds in accordance with the Trustee Act 1925.'. The Foundation's investment policy complies with the Act and, to at least the extent required, the Trustees Act 1925.

Given the long-term nature of much of the Foundation's work (2-4 years), and the need from time to time to use more than the annual allocation from the Public Purpose Fund for major projects, the Foundation maintains some reserves. These reserves are invested via fund managers, under discretionary mandates, in a range of investments across property, fixed interest and equities with the aims of maintaining the real value of invested capital and to generate income to supplement the grants received from the Public Purpose Fund to cover any shortfall to expected annual expenditure.

Investments in quoted shares are included in the financial statements at fair value at balance sheet date period. Gains and losses on revaluation of investments to fair value are recognised as revenue or expenses respectively in the Income Statement. Realised gains and losses on sale are recognised as revenue or expenses respectively in the Income Statement. Dividend income is recognised on a receivable basis on the date that shares are quoted ex-dividend. Interest from fixed securities and discount securities is recognised as income on the basis of the accumulated entitlement that would be received on the disposal of the security according to the trading practices accepted by the market for the relevant security. Interest on cash on deposit is recognised in accordance with the terms and conditions which apply to the deposit.

(l) Revenue Recognition

Sale of Goods and Disposal of Assets

Revenue from the sale of goods and disposal of other assets is recognised when the Foundation has passed control of the goods or other assets to the buyer.

Rendering of Services

Revenue from a contract to provide services is recognised by reference to the stage of completion of the contract.

(m) Non-Current Assets Held for Sale

Non-current assets classified as held for sale are measured, with certain exceptions, at the lower of carrying amount and fair value less cost to sell. Non-current assets are classified as held for sale if their carrying amount will be recovered principally through a sale transaction rather than through continuing use. This conduct is regarded as met only when the asset is available for immediate sale in its present condition subject only to terms that are usual and customary for such a sale and the sale is highly probable. The sale of the asset must be expected to be completed within one year from the date of classification, except in the circumstances where sale is delayed by events or circumstances outside the Foundation's control and the Foundation remains committed to a sale.

(n) Leased Assets

Operating lease payments are recognised as an expense on a basis which reflects the pattern in which economic benefits from the leased asset are consumed.

(o) Going Concern

The financial report for the year ended 30 June 2009 has been prepared on the basis that the Law and Justice Foundation of New South Wales is a going concern, which assumes continuity of normal business activities and the realisation of assets and the settlement of liabilities in the ordinary course of business. The appropriateness of adopting a going concern basis of accounting is largely dependent upon the continuation of allocations from the Public Purpose Fund. It is expected that these allocations will continue in the short term, but may cease at the end of the current three-year agreement in June 2012.

(p) Comparative Information

Where necessary comparative amounts have been reclassified and repositioned for consistency with the current year accounting policy and disclosures. Further details on the nature and reason for the amounts that have been reclassified and repositioned for consistency with the current year accounting policy and disclosures, where considered material, are referred to separately in the financial statements or notes thereto.

2. REVENUE		
Z. INLVLINOL	2009	2008
	\$	\$
(a) Operating Revenue		
Public Purpose Fund – recurrent funding	1,980,240	1,913,275
Public Purpose Fund – Data Digest project	165,150	370,056
Legal aid commissions contributions	37,645	32,926
Sales revenue: Sale of goods	1,803	972
Rendering of services:		
Justice Awards	44,630	40,805
Other	33,111	3,017
Interest revenue: Other financial assets	32,999	69,755
Royalties	<u>829</u>	376
Total Operating Revenue	<u>2,296,407</u>	<u>2,431,182</u>
(b) Investment Income		
Dividends and interest on investments	220,288	219,176
(Loss) / profit on sale of investments	(969,943)	91,526
Unrealised gain / (loss) arising from the revaluation of current assets - investments	354,226	(1,174,197)
Total Investment Income	(395,429)	(863,495)
(c) Profit on sale		
Profit on sale of land and buildings	677,135	
3. RECEIVABLES		
Trade debtors	46,033	1,046
Tax refund due	-	7,670
Refund of imputation credits	25,429	22,475
Dividend receivable	-	25,026
Other receivables	3,000	
	74,462	56,217
4. INVESTMENTS		
Shares – at market value	1,914,305	2,399,760
Fixed Interest Securities – at market value	915,559	1,234,052
	2,829,864	3,633,812
E NON CURRENT ASSETS CLASSIFIED HELD FOR SALE		
5. NON CURRENT ASSETS CLASSIFIED HELD FOR SALE		
Land and Buildings		442,010

During the financial year the Reid House property at 75 King St, Sydney was sold, with settlement occurring in June 2009. The property was sold for \$1,155,000 plus GST which, after consideration of transaction costs, resulted in a profit on sale of \$677,135 (refer note 2(c)).

6. PROPERTY, PLANT AND EQUIPMENT				
	Leasehold Improvements	Furniture & Fittings	Office Equipment	Total
Gross Carrying Value	\$	\$	\$	\$
Balance at 01 July 2008	318,591	82,620	274,963	676,174
Additions	-	-	7,765	7,765
Transfers	8,025		(8,025)	-
Write offs	-	-	(86,622)	(86,622)
Disposals		_	(8,180)	(8,180)
Balance as at 30 June 2009	326,616	82,620	179,901	589,137
Accumulated Depreciation				
Balance as at 01 July 2008	(271,042)	(73,899)	(213,618)	(558,559)
Depreciation Expense	(28,936)	(2,553)	(36,654)	(68,143)
Transfers	(8,025)	-	8,025	-
Write offs	-	-	86,622	86,622
Disposals			8,180	8,180
Balance as at 30 June 2009	(308,003)	(76,452)	(147,445)	(531,900)
As at 30 June 2008	47,549	8,721	61,345	117,615
As at 30 June 2009	18,613	6,168	32,456	57,238

Aggregate depreciation allocated, whether recognised as an expense or capitalised as part of the carrying amount of other assets during the year:

	2009	2008
	\$	\$
Leasehold improvements	28,936	28,937
Office furniture & fittings	2,553	2,706
Office equipment	_36,654	39,999
	_68,143	<u>_71,642</u>
7. TRADE AND OTHER PAYABLES		
Trade payables	212,414	192,549
Other payables	42,727	18,182
Payables to third parties(legal needs survey)	153,763	736,364
Accrued wages & salaries (note 11)	19,970	16,362
	428,874	963,457
8. CURRENT PROVISIONS		
Provision for annual leave (note 11)	133,325	182,309
Provision for long service leave (note 11)	27,160	21,046
	160,485	203,355
9. GRANTS AND EXTERNAL PROJECTS NOT DRAWN		
Grants	388,048	409,586
External projects	451,111	384,273
Tied grants payable	45,869	45,869
	885,028	839,728

10. NON-CURRENT PROVISIONS		
	2009	2008
Provision for long service leave (note 11)	\$ 46,391	\$ 34,886
11. EMPLOYEE BENEFITS		
The aggregate employee benefit liability recognised and included in the financial statement is as follows:		
Provision for employee benefits:		
Current (note 8)	160,485	203,355
Non-current (note 10)	46,391	34,886
Accrued wages and salaries (note 7)	<u>19,970</u>	<u>16,362</u>
	226,846	254,603
12. NOTES TO CASH FLOW STATEMENT		
(a) Reconciliation of Cash For the purposes of the Cash Flow Statement, cash includes cash on hand and in banks. Cash at the end of the financial year as shown in the Cash Flow Statement is reconciled to the related items in the Balance Sheet as follows:	1,597,089	_861,632
(b) Reconciliation of Net (Deficit) to Net Cash Flows from Operating Activities		
Net (Deficit)	(56,335)	(1,505,475)
Depreciation of non-current assets	68,143	71,642
Net unrealised (gain) / loss arising from the revaluation of investments	(354,226)	1,174,197
Profit on sale of non current assets held for sale	(677,135)	-
Loss / (profit) on sale of investments	969,943	(91,526)
Dividends received	(220,288)	(219,176)
(Increase)/Decrease in assets		
Receivables	(40,317)	3,254
Other current assets	24,350	(20,946)
(Decrease)/Increase in liabilities		
Payables	(534,583)	768,065
Provision current	(42,870)	49,522
Provision non current	11,505	(2,341)
Grant and projects allocated - not drawn	45,300	110,098
Net Cash (used in) / from Operating Activities	(806,513)	337,314

13. FINANCIAL INSTRUMENTS

(a) Significant Accounting Policies

Details of the significant accounting policies and methods adopted, including the criteria for recognition, the basis of measurement and the basis on which revenues and expenses are recognised, in respect of each class of financial asset, financial liability and equity instrument are disclosed in Note 1 to the financial statements.

(b) Credit Risk Exposures

Credit risk refers to the risk that a counter party will default on its contractual obligations resulting in financial loss to the Foundation. The Foundation has adopted the policy of only dealing with creditworthy counter parties and obtaining sufficient collateral or other security where appropriate, as a means of mitigating the risk of financial loss from defaults. The Foundation measures credit risk on a fair value basis.

The carrying amount of financial assets recorded in the financial statements, net of any provisions for losses, represents the Foundation's maximum exposure to credit risk without taking into account the value of any collateral or other security obtained.

(c) Interest Rate Risk Exposures

The Foundation's exposure to interest rate risk and the effective weighted average interest rate by maturity periods is set out in the following table. For interest rates applicable to each class of asset or liability, refer to individual notes to the financial statements.

Exposures arise predominantly from assets and liabilities bearing variable interest rates as the consolidated entity intends to hold fixed rate assets and liabilities to maturity.

2009	Average Interest Rate	Fixed Interest Rate Maturity	Variable Interest Rate	Non-interest Bearing	Consolidated Total
Financial assets					
Cash and deposits	4.50%	-	1,597,089	-	1,597,089
Receivables		-	-	74,462	74,462
Other current assets	-	-	-	13,927	13,927
Investments	10.00%	915,559		1,914,305	2,829,864
Total		915,559	1,597,089	2,002,694	4,515,342
Financial Liabilities					
Trade creditors & other payables	_		_	428,874	428,874
Total	-		-	428,874	428,874
Net financial assets	-	915,559	1,597,089	1,573,820	4,086,468

2008	Average Interest Rate	Fixed Interest Rate Maturity	Variable Interest Rate	Non-interest Bearing	Consolidated Total
Financial assets					
Cash and deposits	6.50%	-	861,632	-	861,632
Receivables		-	-	56,217	56,217
Other current assets	-	-	-	38,277	38,277
Investments	5.50%	1,234,052	-	2,399,760	3,633,812
Total		1,234,052	861,632	2,494,254	4,589,938
Financial Liabilities Trade creditors & other payables Total	- -	<u>-</u> _	<u>-</u>	963,457 963,457	963,457 963,457
Net financial assets	-	1,234,052	861,632	1,530,797	3,626,481

During the previous financial year the Foundation received an amount of \$595,996 from the Public Purpose Fund for three years funding for the production version of the Online Data Digest project. For the year ended 30 June 2009 expenditure totalling \$165,150 was incurred. This amount is included in the Income Statement as:

Employment related expense \$51,270 Information technology & related costs \$113,880

GENERAL

The Law and Justice Foundation of New South Wales was established under the Law and Justice Foundation Act 2000, to contribute to the development of a fair and equitable justice system which addresses the legal needs of the community and to improve access to justice by the community; and to conduct and sponsor research with the law, the legal system, law reform and other similar activities pursuant to Section 5 of the said Act. The Law and Justice Foundation of New South Wales operates predominantly in the geographical area of New South Wales.

ECONOMIC DEPENDENCY

The Law and Justice Foundation of New South Wales is dependent on allocations from the Public Purpose Fund. It is expected that these allocations will continue in the short term, but there is no guarantee that this will continue after the end of the current three-year agreement in June 2012.

17. REMUNERATION OF AUDITORS		
	2009	2008
Auditing the financial report	\$ 	\$ <u>24,998</u>
18. EMPLOYEES		
Number of employees at end of financial year	22	26
19. COMMITMENTS FOR EXPENDITURE		
	2009 \$	<i>2008</i> \$
Not longer than one year	10,738	161,315
Longer than one year and not longer than five years	8,160	6,268
Longer than five years	_	
	18,898	<u>167,583</u>

The Foundation currently leases office space in Pitt St Sydney. The current lease expires in July 2009. Subsequent to the end of the financial year, the Foundation entered into a new lease agreement to remain at the Pitt St premises. The lease agreement is for five years with an option to extend for an additional five years

SUBSEQUENT EVENT

There has not been any matter or circumstance, other than that referred to in the financial report or notes thereto, that has arisen since the end of the financial year, that has significantly affected or may significantly affect, the operations of the Law and Justice Foundation of New South Wales, the results of those operations, or the state of affairs of the Law and Justice Foundation of New South Wales in future financial years.

ADDITIONAL ORGANISATION INFORMATION

Principal Place of Business Level 14, 130 Pitt St SYDNEY NSW 2000

Tel: (02) 8227 3200

The Law and Justice Foundation of New South Wales would like to acknowledge the following people and organisations who have commented on grant applications, served on committees, reviewed draft publications, provided advice or contributed to specific Foundation programs.

ORGANISATIONS

Aboriginal Justice Advisory Council

Aboriginal Legal Service (NSW/ACT) Limited

Asylum Seekers Centre

Attorney General's Department of NSW

Attorney-General's Department (Commonwealth)

Australian Domestic and Family Violence Clearinghouse

Australian Securities & Investments Commission

(ASIC) - Melbourne Beed & Associates

Blake Dawson

Centacare Blacktown Family Support Service

Centre for Community Welfare Training

Chief Magistrate's Office

Community Legal Centres NSW

Community Relations Commission

Community Restorative Centre

Consumer Credit Legal Centre NSW (CCLC)

Consumer Trader and Tenancy Tribunal (CTTT)

Department of Ageing, Disability & Home Care (DADHC)

Department of Corrective Services

Department of Families, Housing, Community Services & Indigenous Affairs (FaCSIA)

Department of Immigration and Citizenship

Department of Immigration and Citizenship Sydney Office

Department of Premier and Cabinet

Disability Discrimination Legal Centre NSW (DDLC)

District Court of New South Wales

Equity Chambers

Essential Viewing Group

Family Court of Australia - Sydney

Griffith University, Key Centre for Ethics, Law,

Justice and Governance

Hawkesbury Nepean Community Legal Centre

Hunter Community Legal Centre

Intellectual Disability Rights Service (IDRS)

Judicial Commission of NSW

Kingsford Legal Centre (KLC)

La Trobe University

LawAccess NSW

Law Council of Australia

Legal Aid Commission of ACT

Legal Aid Commission of QLD

Legal Aid Commission of TAS

Legal Aid Commission of WA

Legal Aid NSW

Legal Information Access Centre (LIAC)

Legal Services Commission of SA

Legal Services Research Centre, UK

Leichardt Municipal Council

Macquarie Legal Centre

Mental Health Coordinating Council

Mental Health Review Tribunal NSW

Mt Druitt & Area Community Legal Centre

National Association of Community Legal Centres (NACLC)

National Pro Bono Resource Centre

New South Wales Law Reform Commission

North and North West Community Legal Centre

Northern Rivers Community Legal Centre

Northern Territory Legal Aid Commission

NSW Bureau of Crime Statistics & Research

NSW Guardianship Tribunal

NSW Office of Fair Trading

NSW Police Service

Public Interest Advocacy Centre (PIAC)

Redfern Legal Centre (RLC)

Refugee Review Tribunal

Regulatory Institutions Network (RegNet)

Shoalcoast Community Legal Centre

South West Sydney Legal Centre

Sydney Multicultural Community Services Inc

Tenants' Union of NSW (TU)

The Law Centres Federation

The Law Society of New South Wales

The New South Wales Bar Association

United Muslim Women Association Inc

Uniting Care NSW/ACT

University of Canberra School of Law

University of Melbourne, Department of Criminology

University of New South Wales Faculty of Law

University of New South Wales Research Services

University of New South Wales School of Social Work

University of Sydney Law School

Victoria Law Foundation

Victoria Legal Aid

Women's Legal Services NSW

INDIVIDUALS

Commissioner Lyn Baker, NSW Office of Fair Trading

Ms Robin Banks, Director, Public Interest Advocacy Centre

Ms Michele Bawden, General Manager, Community Broadcasting Association of Australia

Ms Sara Blazey, Elizabeth Evatt Community Legal Centre

Mr Mathew Bowden, Executive Director, People with Disability Australia

Mr Terry Chenery, Executive Officer, Aboriginal Justice Advisory Council

Ms Janene Cootes, Executive Officer, Intellectual Disability Rights Service

Ms Lisa Corbyn, Director-General, NSW Department of Environment and Climate Change

Ms Karen Cox, Coordinator, Consumer Credit Legal Centre NSW

Ms Philippa Davis, Principal Solicitor, Hawkesbury Nepean Community Legal Centre

Ms Vicki Geraghty, President, Financial Counsellors' Association of NSW Inc

Ms Susan Field, Public Trustee NSW Fellow in Elder Law at the University of Western Sydney

The Hon. Julia Gillard MP, Deputy Prime Minister, Minister of Education, Employment and Workplace Relations, Commonwealth Parliament

Ms Deborah Henwood, Principal Solicitor, Inner City Legal Centre

Mr Daryl Higgins, Manager, National Child Protection Clearinghouse

Mr William Hutchins, Senior Solicitor, Prisoners Legal Service

The Hon. Greg James QC, President, Mental Health Review Tribunal NSW

Ms Michelle Jones, Executive Officer, Tenants' Union of NSW

Mr Alan Kirkland, Chief Executive Officer, Legal Aid NSW

Ms Rosa Loria, Executive Officer, Sydney Multicultural Community Services Inc

Ms Janet Loughman, Principal Solicitor, Women's Legal Services NSW

Ms Patricia Manser, Deputy Director General, Office of Industrial Relations

Ms Gaby Marcus, Director, Australian Domestic and Family Violence Clearinghouse

Ms Jennifer Mason, Director-General, NSW Department of Community Services

Mr Gavin McCairns, State Director, Department of Immigration and Citizenship, Sydney Office

Mr James McDougall, Director and Principal Solicitor, National Children's & Youth Law Centre

Mr Alastair McEwin, Director, Community Legal Centres NSW

Mr Scott Mitchell, Senior Children's Magistrate & Deputy Chief Magistrate, NSW Children's Court

Mr Denis O'Brien, Principal Member, Refugee Review Tribunal

Mr Brendan O'Reilly, Director General, Department of Ageing, Disability & Home Care

Ms Rhonda Parker, Aged Care Commissioner, The Office of the Aged Care Commissioner

Commissioner Kieran Pehm, Health Care Complaints Commission

Ms Jane Pritchard, Director, LawAccess NSW

Mr Craig Riddell, Acting General Manager, Community Broadcasting Association of Australia

Professor Geoff Scott, Chief Executive Officer, NSW Aboriginal Land Council

Ms Deborah Sharp, Acting Executive Director, New South Wales Law Reform Commission

Ms Shirley Southgate, Editor, Kingsford Legal Centre

Dr Michael Spence, Vice-Chancellor, University of Sydney

Mr Rod Stowe, Deputy Commissioner, NSW Office of Fair Trading

Ms Janna Taylor, Chief Executive Officer, The Aged Care Rights Service, NSW Advocacy Service

Mr Raj Venga, Ombudsman, Credit Ombudsman Service Limited

Mr Ron Woodham, Commissioner, NSW Department of Corrective Services

ONTACT DETAILS

Law and Justice Foundation of New South Wales

ADDRESS Level 14, 130 Pitt Street, Sydney NSW 2000

POSTAL GPO Box 4264, Sydney NSW 2001

TEL (02) 8227 3200 FAX (02) 9221 6280

WEBSITE www.lawfoundation.net.au

EMAIL lf@lawfoundation.net.au

Staff Listing

Jane Ardasinski Executive assistant (until January 2009)

Michael Cain

SENIOR RESEARCHER — PART-TIME

Vyna Chua

ASSISTANT ACCOUNTANT

Jane Cipants

Project manager - NSW Legal assistance forum — part-time (until August 2008)

Dr Christine Coumarelos
Principal Researcher — Part-time

Stephanie d'Apice RESEARCHER

Suzie Forell

Senior researcher — Part-Time

Abigail Gray

PROJECT OFFICER/RESEARCHER

Reiny Iriana RESEARCHER

Maria Karras

Senior researcher — Part-time (Maternity leave from February 2009)

Janette Leggo Grants manager

Deborah Macourt
Senior Researcher — Part-time

Dr Hugh McDonald

RESEARCHER

Simon Miller

WEB AND PUBLISHING COORDINATOR

Geoff Mulherin Director

Gráinne Murphy

Communications manager (until June 2009)

Erika Murray

Grants officer — part-time

Jenny Myers Research administrator (until December 2008)

Natalina Nheu Senior researcher

Sheridan Old

Executive Assistant – part time (from January 2009)

Anna Russell

LIBRARY TECHNICIAN — PART-TIME

Caroline Seagrove

Project manager - NSW legal assistance forum — part-time (from October 2008)

Sue Scott

KNOWLEDGE AND INFORMATION MANAGER

Demetrio Trombi

Consultant - data management

Maureen Ward

LIBRARY TECHNICIAN — PART-TIME

Dr Zhigang Wei RESEARCHER

Richard Wood

FINANCE AND ADMINISTRATION MANAGER

SENIOR RESEARCH FELLOW

Associate Professor Terence Beed

