

ANNUAL & FINANCIAL REPORT



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ABOUT FITZROY LEGAL SERVICE

Established in 1972, Fitzroy Legal Service is the longest standing Community Legal Centre in Victoria providing legal advice, advocacy and education, and the only one that offers a free drop-in service, five nights a week. Over its 45 years, FLS has become an inner-city community institution, helping generations of clients with legal problems, championing law reform, running test cases and providing the community with legal information. FLS is an independent, not for profit, community based organisation, governed by a volunteer Board.



OUR VALUES

Empowerment
Integrity
Respect
Quality
Participation



OUR VISION

To be an independent & influential voice that empowers and strengthens the community through access to legal services, education, information and law reform activities.

FLS SERVICES

Criminal and Family Law practice

The practice specialises in criminal law, intervention order, and family law. The practice is funded through grants of legal aid and private client fees with fee structures designed to assist clients ineligible for legal aid.

Family Violence and Family Law Health Justice Partnerships

We provide assistance to victims/survivors of family violence with family law and family violence matters on an outreach basis through health justice partnerships in the City of Yarra, including

- North Richmond Community Health Centre
- Fitzroy Learning Network
- Drummond Street Services

We also provide Intervention Order duty lawyer services at the Neighbourhood Justice Centre.

Legal advice service

Our free evening legal advice service is conducted year-round, Monday to Friday. It is a drop-in, generalist legal advice service that assists clients with a range of matters.

No appointments are taken – clients are seen on a first-in first-served basis, except where they are matched to volunteers with specific expertise.

Other community legal centres that do not have the capacity to provide the level of drop-in advice services provided by FLS regularly refer clients to our service.

This generalist service is supplemented by three specialist clinics:

- **family law clinic:** : Tuesday and Thursday evenings by appointment
- **LGBTIQ legal advice service:** Wednesday evenings, monthly, by appointment
- **animal law clinic:** Wednesday evenings by appointment.

We also conduct a generalist legal advice service at North Richmond Community Health Centre (on Tuesday evenings fortnightly by appointment).

The legal advice service utilises significant pro bono support from members of the legal sector (community members, students and practitioners) who volunteer their services to make the law and legal support accessible to members of the community.

Drug Outreach Lawyer Program

The Drug Outreach Lawyer program has been providing legal services to vulnerable drug users for over seventeen years. The role assists with the rehabilitation process and harm minimisation by providing appropriate legal supports to reduce the negative impact of legal problems faced by drug users. The legal support will vary depending on the needs of the person. One off advice may be necessary for one matter where as another person may require extensive court work. The Drug Outreach Lawyer works closely and collaboratively with individuals, health agencies and other members of the community to assist with rehabilitation, focusing on areas of high need and harm minimisation. The program continues to strengthen ties with the community and community health service providers in the City of Yarra and surrounding areas.

Outreach is provided fortnightly at the following locations:

- **YSAS** (Youth Support and Advocacy Services): 185-187 Langridge St, Abbotsford;
- **Living Room:** 7-9 Hosier Lane, Melbourne;
- **Inner Space:** 4 Johnston St, Collingwood;
- **North Richmond Community Health Centre:** 23 Lennox St, Richmond; and
- **Odyssey House:** 660 Bridge Road, Richmond.

We also provide quarterly legal education workshops at Quin House, engaging with former drug users and addressing their legal issues.

Neighbourhood Justice Centre

The Neighbourhood Justice Centre (NJC) is Australia's only community justice centre. It is located in Collingwood and services the City of Yarra. The NJC is committed to resolving disputes by addressing the underlying causes of harmful behaviour and tackling social disadvantage. By bringing together a multi-jurisdictional court with a wide array of support services and community initiatives, the NJC has been effective in reducing crime, increasing community safety, and creating savings through fewer cases in the system.

We provide a range of services including:

- providing legal advice and representation in the following jurisdictions of the NJC Court: Magistrates' Court (including the Family Violence Intervention Order List, summary crime), VCAT (the Residential Tenancies, Civil, Guardianship and Administration Lists), Children's Court, VOCAT and Infringement Court matters (including hearings in the Special Circumstances List);

- assisting with general legal advice to residents from the City of Yarra who attend the NJC; this includes (but is not limited to) advice on matters of criminal law, family law, tenancy, family violence and personal safety; and

- actively contributing to the multi-agency leadership group, to community engagement, community development, community legal education and progress systemic change where appropriate.

Employment Law Clinic

The Employment Law Clinic is open to individuals from overseas who have been underpaid or exploited in employment including:

- International students (500 visas)
- People on working holidays (417 and 462 'backpacker' visas)
- Workers invited to Australia through the Temporary Skills Shortage program (TSS visas)
- Refugee and humanitarian visa-holders.

We assist with issues such as:

- Recovery of unpaid wages and entitlements;
- Advice about correct rates of pay;
- Unpaid training;
- Unauthorised deductions from pay;
- Unfair dismissals and breach of general protections laws;
- Sham contracting;
- Workplace bullying;
- Workplace injuries; and
- Workplace discrimination.

We do not advise on immigration law.

Social justice, advocacy and public interest litigation

We work within a community development framework to engage in strategies of empowerment for communities and individuals in their dealings with the law. These strategies include:

- public interest litigation;
- advocacy in areas of policy and law reform;
- partnership building and engagement/collaboration with stakeholders;
- a wide reaching community legal education program.

Our staff work across programs to identify trends, legal literacy needs, and law reform priorities for our social justice and advocacy work.

Publications and online resources

We publish and distribute a range of hardcopy and online material including:

- *The Law Handbook* (LHB) – available for sale in hardcopy, ebook and individual PDF chapters and free online at www.lawhandbook.org.au;
- Activists Rights – www.activistrights.org.au;
- NDIS Rights – www.ndisrights.org.au;
- Off the record – www.offtherecordcampaign.wordpress.com

Financial Counselling

In partnership with FMC Mediation and Counselling, financial counselling services are provided via the co-location of a financial counsellor at our premises.



NEIGHBOURHOOD JUSTICE CENTRE

A great outcome where the court finalised the matter after a 3 year deferral of sentence. For most clients for a deferral of this length, there have often been dates where the client has missed court and long gaps where warrants were outstanding and waiting to be executed. For this matter, a warrant was never executed. Over the 3 years, the client was struggling to overcome a 3 year drug addiction. The result was very positive, the client was able to successfully complete a rehabilitation program and overcome the drug addiction. Moreover, as part of the rehabilitation program, the client was linked with a financial counsellor, who detected the client could make a superannuation claim as the client developed a disability during a period that was covered by the superannuation insurance from the client's previous employment. The client reported that he would soon receive a large sum of money, which he would use to purchase a house and a small investment and therefore be able to extricate himself from the public housing scene where he was surrounded by associates in order to further his prospects of rehabilitation. The court outcome was a very positive one that took into account the client's progress on deferral. In particular, Community Corrections as prosecutors actively advocated with the court for a shorter and less restrictive order taking into account the substantial work on deferral. This was a great example of therapeutic jurisprudence at its best.

FUNDING AND SUPPORT

Core funding is provided by Commonwealth of Australia Attorney-General's Department, the Victorian Government and Victoria Legal Aid. We thank them for their ongoing support.

We would also like to thank the following organisations and individuals for their contributions:

- **Allens** for pro bono support, secretarial assistance and funding the Trainee Lawyer;
- **City of Yarra** for funding for the evening legal advice service and CALD Family Violence Project;
- **Neighbourhood Justice Centre** for their contribution towards funding FLS services delivered at the NJC, provision of meeting facilities and support on a range of programs and services;
- **Victoria Law Foundation** for funding the *We Stand Together* community legal education sessions held in Law Week in partnership with Carringbush Adult Education, CoHealth, New Hope Foundation (MiCare), Neighbourhood Justice Centre, VEOHRC and City of Yarra;
- The Drug Outreach Lawyer Program, Family Law and Family Violence Health Justice Partnerships and Employment Law Clinic are supported by the **Victorian Government**;
- Victorian Women's Trust **Con Irwin Sub-Fund** for funding the Migration and Family Violence Legal Support project;
- Ryo Kearney;
- Michael Kingston;
- Geoff Lord;
- Cameron Rose;
- Charandev Singh;
- Aidan Tai-Jones;
- Jon Webster;
- Stan Winford;

- Australian Lawyers Alliance;
- CoHealth;
- Darebin Community Legal Centre;
- Drummond Street Services;
- Federation of Community Legal Centres (Vic);
- Fitzroy Learning Network;
- FMC Mediation & Counselling;
- Harm Reduction Australia;
- Houses Need People, People Need Houses ;
- Human Rights Law Centre;
- Justice Connect - Not for Profit Law;
- Justice Connect - Homeless Law;
- Lawyers for Animals;
- Launch Housing;
- Liberty Victoria;
- Melbourne Polytechnic;
- North Richmond Community Health;
- Odyssey House;
- RMIT Centre for Innovative Justice;
- Springvale Monash Legal Service;
- St Mary's House of Welcome;
- Victorian Aboriginal Legal Service;
- VAADA;
- Yarra Drug and Health Forum;
- Youth Projects.

For substantial pro bono support:

- Clayton Utz;
- King & Wood Mallesons;

- Maddocks;
- Robinson Gill Lawyers.

Counsel:

- Matthew Albert;
- Richard Attiwill QC;
- Daniel B Bongiorno;
- Christopher Canavan QC;
- Sarala Fitzgerald;
- Juliet Forsyth;
- Dr Ben Gauntlett;
- Dyson F Hore-Lacy SC;
- Greg Hughan;
- David Hume;
- Craig Lenehan;
- Dr Adam McBeth;
- The Hon. Ron Merkel QC;
- Peter Morrissey SC;
- Arushan Pillay;
- Robert Richter QC;
- Christopher Tran;
- Brian E Walters AM QC;
- Celia Winnet;
- Andrew Yuile.



Fitzroy Legal Service is funded and supported by Victoria Legal Aid.

KEY STATISTICS

4,585 CLIENTS ASSISTED

4,612 COMPLETED SERVICES PROVIDED INCLUDING:

3,866 Legal Advices
390 Court/Tribunal Services
152 Other Representation Services
125 Duty Lawyer Services

86 COMMUNITY LEGAL EDUCATION ACTIVITIES UNDERTAKEN

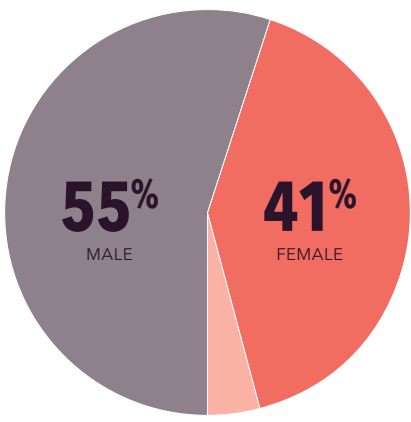
EVENING LEGAL ADVICE SERVICE



3,763
CLIENTS ASSISTED



OVER
70%
of clients who provided income details had nil or low income (less than \$52,000 per annum)



4%

NOT MALE OR FEMALE / TRANSGENDER / OTHER / UNKNOWN / NOT STATED

GENERALIST DROP IN SERVICE:

MONDAY EVENINGS

807
CLIENTS

963
LEGAL ADVICES

TUESDAY EVENINGS

738
CLIENTS

883
LEGAL ADVICES

WEDNESDAY EVENINGS

755
CLIENTS

933
LEGAL ADVICES

THURSDAY EVENINGS

755
CLIENTS

894
LEGAL ADVICES

FRIDAY EVENINGS

424
CLIENTS

493
LEGAL ADVICES

FAMILY LAW CLINICS	ANIMAL LAW CLINICS	LGBTIQ CLINICS	NORTH RICHMOND OUTREACH
231 CLIENTS	33 CLIENTS	8 CLIENTS	12 CLIENTS
287 LEGAL ADVICES	43 LEGAL ADVICES	8 LEGAL ADVICES	16 LEGAL ADVICES

DRUG OUTREACH LAWYER PROGRAM

We assisted 99 clients with a range of services including 44 court/tribunal services, 30 other representation services and 25 legal advices. The main problem types we assisted with included:

30%

FINES

14%

THEFT & RELATED OFFENCES

12%

OTHER CRIMINAL LAW OFFENCES

10%

ROAD TRAFFIC & MOTOR VEHICLE REGULATORY OFFENCES

FAMILY LAW AND FAMILY VIOLENCE HEATH JUSTICE PARTNERSHIPS	NEIGHBOURHOOD JUSTICE CENTRE
<p>We assisted 60 clients with a range of services including 42 court/tribunal services, 19 legal advices, 7 information and 2 duty lawyer services. The main problem types we assisted with included:</p> <ul style="list-style-type: none"> Family or domestic violence Family or domestic violence orders Other civil violence / restraining orders Family law other Divorce 	<p>We assisted 257 clients with a range of services including 194 court/tribunal services, 93 duty lawyer services, 18 legal advices, 4 information and 4 other representation services. The main problem types we assisted with included:</p> <ul style="list-style-type: none"> Family or domestic violence, including family or domestic violence orders Other civil violence/ restraining orders Tenancy Theft and related offences Fines

EMPLOYMENT LAW CLINIC
<div> <p>This clinic commenced in February 2018 and in the five months to 30 June 2018 has provided the following completed services to ten clients:</p> <ul style="list-style-type: none"> 3 court/tribunal services 2 legal advices and ; 4 other representation services. <p>The clinic is assisting with a number of ongoing matters.</p> </div>

OUR PEOPLE

STAFF

EXECUTIVE OFFICER:
Claudia Fatone

PRINCIPAL SOLICITOR:
Jennifer Black (until December 2017)
Rachael Hopkins (from December 2017)

SOCIAL ACTION, POLICY AND LAW REFORM MANAGER:
Meghan Fitzgerald

SENIOR CRIMINAL LAWYER:
Emily Buchanan

SENIOR LAWYER (EMPLOYMENT LAW CLINIC) & NIGHT SERVICE MANAGER:
Adrian Snodgrass

SENIOR COMMUNITY LAWYER NJC:
Galit Aflalo (until September 2017)
Natasha Wolan (from September 2017 to December 2017)
Franky Bain (from December 2017)

SENIOR LAWYER, FAMILY LAW AND FAMILY VIOLENCE:
Ella Crotty

DRUG OUTREACH LAWYER:
Adam Willson

FAMILY LAWYER:
Amre Levy

SOLICITOR ADVOCATE:
Natasha Wolan (until August 2017)

CRIMINAL LAWYER:
Yasmin Geneva (from September 2017)

COMMUNITY LAWYER NJC:
Angus Cameron (from January 2018)

COMMUNITY LAWYER FAMILY VIOLENCE:
Marc Vandenbroucke (until May 2018)

NIGHT SERVICE COORDINATOR (FRIDAY):
Mark Rawlings

TRAINEE LAWYER:
Bryony Seignior (until March 2018)

Paul Kidd (from March 2018)

COMMUNITY EDUCATION & PROJECTS OFFICER:
Jen Ward (until March 2018)
Ela Stewart (from March 2018)

LAW HANDBOOK EDITOR:
Naomi Saligari

FINANCE OFFICER:
Albert Kuan

FINANCE ASSISTANT:
Tuvan Vuong

CLIENT SERVICES AND ADMINISTRATION OFFICER:
Tori Diamond

VOLUNTEER COORDINATOR:
Julie Fletcher

FAMILY LAW PARALEGAL SUPPORT:
Florence Godfrey

SOCIAL ACTION PARALEGAL SUPPORT:
Madeline White (from February 2018)



Drug Outreach Lawyer Adam Willson, awarded Yarra Drug & Health Forum Community Worker of the Year Award.

BOARD

Bruce McBain (Chair)
Vera Boston
Joanne Butterworth-Gray[^]
Andrew Conley
Catherine Charleson^{^^}
Fiona Delahunt^{^^}
Claire Febeyt~
Frances Jacka
Sandra McKay

Fiona Rothville*
Ben Walkenhorst

[^]until October 2017
^{^^} elected November 2017
~ appointed June 2018
* until November 2017

SECRETARY
Claudia Fatone

COMMITTEES
PEOPLE COMMITTEE
Fiona Rothville (Chair) – until November 2017
Fiona Delahunt (Chair) – from December 2017
Vera Boston
Glenn Caterer – from June 2018
Fran Jacka – from December 2017
Donna Ross – from June 2018

FINANCE, AUDIT AND RISK COMMITTEE
Vera Boston (Chair)
Roslyn Aikman
Joanne Butterworth-Gray (until April 2018)
Paul Loukas (from February 2018)
Naomi Munga
Gerry Schembri

PUBLICATIONS & PHILANTHROPY COMMITTEE
Sandra McKay (Co-Chair)
Ben Walkenhorst (Co-Chair)
Michelle Batsas – from June 2018
Rob McGuirk
Tracey O’Shaughnessy
Brian Wright

LIFE MEMBERS
Sue Bothman
Brian Collingburn
John Finlayson
Julian Gardner
Tessa Hay
Robin Inglis
Michael Kingston
Henrik Lassen
Trevor Williamson
Brian Wright

CHAIR OF THE BOARD

Bruce McBain

This will be my last report to members of Fitzroy Legal Service Inc. I confidently expect that on 1 December 2018 Darebin Community Legal Centre with whom we share common values, history and mission will merge with Fitzroy Legal Service to form a new entity which will bear our historic name. The rationale for the merger is to ensure the ongoing sustainability in the respective catchment areas and to facilitate greater opportunities for accessible justice in the Cities of Yarra and Darebin, provide opportunities to strengthen Public Interest Law activities and further expand outreach services. The merger, by creating a larger and more sustainable community legal centre, should also provide greater career opportunities for staff. The merger which is subject to approval by members of both bodies at Annual General Meetings is the culmination of detailed discussion and planning which commenced in 2015. I confidently expect that the merger will not only guarantee ongoing service but will strengthen accessible justice well into the future.

It's very pleasing to report that we made a small surplus of \$2,927 for the year ended 30 June 2018; this is a tribute to EO Claudia Fatone, the financial stewardship of Albert Kuan and contributions made by all the staff. Although Publications incurred a deficit, this was offset by the Practice which again recorded a surplus. Success however is not measured solely by financial returns but in the dedication of our staff and volunteers, demonstrated through hundreds of life transforming case studies of clients.

I acknowledge the contribution made by the Board, they worked cohesively and effectively in ensuring a high standard of governance, focused on our strategic mission to maximise accessible justice. Board deliberations were strengthened through the contribution of external expertise in the specialized fields of Finance, Audit and Risk, Publications and Philanthropy, and People, provided through Board Committees, each which was chaired by a Board Member and accountable to the Board.

A key management and Board focus over several years has been to ensure the sustainability of the Practice and *The Law Handbook* and it is pleasing that thanks to an enthusiastic team of lawyers the practice produced a surplus this year. Sales of *The Law Handbook* exceeded the prior year and maintained its reputation as the "legal bible". Unfortunately a reduction in donation income resulted in the Publications result for the year being a small loss and focus in 2018/19 will be to secure *The Law Handbook's* funding base.

Reported elsewhere is the excellent work of the various Outreach Services and Social Action Program and their dedicated teams.

The night service remains the heart of our mission to make the law accessible to sectors of the community who would otherwise be unable to obtain legal advice. Staff and Volunteers are the heart of our organisation. Without a dedicated team of volunteers the night service would not be able to function, it is pleasing that our volunteers continue to display the same enthusiasm for making the law accessible as our founding lawyers did 46 years ago. Volunteers also play an important role in the day practice and our various committees. Throughout this year Julie Fletcher continued to co-ordinate volunteers and provided an excellent CPD program of topics with immediate relevance to volunteers at night services. Regretfully due to relocation to Queensland Julie Fletcher resigned in August 2018 and I take the opportunity to acknowledge her contribution to our organisation both as a volunteer and more recently Volunteer Coordinator.

The Staff are the lifeblood of the organization, despite at times trying conditions, they bring dedication and enthusiasm to ensuring we achieve our mission, they are recognized and named elsewhere in this report and each is individually valued for their unique contribution and enthusiasm but I would like to particularly acknowledge the dedicated leadership of Executive Officer Claudia Fatone.

We depend on the support of our major funders and therefore acknowledge the Commonwealth Attorney General's Department, the Victorian Government Department of Justice and Regulation, Victoria Legal Aid, the Victorian Government Department of Health and Human Services, the City of Yarra, Allens and the many individuals who have contributed to fundraising programs and ventures.



Board Chair Bruce McBain at the 2017 Annual General Meeting

NEIGHBOURHOOD JUSTICE CENTRE - CLIENT FEEDBACK

"...I have all sorts of negative things going on in my life at the moment. Many complex issues. It's very refreshing to be able to come to such a daunting place as a courthouse and feel like someone is looking after you. This is the feeling I get with Angus, he cares and is passionate about what he does... Thank you very much for allowing people such as myself access to people like Angus"

EXECUTIVE OFFICER'S REPORT

Claudia Fatone

December 2017 marked the 45th anniversary of our establishment in the basement of the Fitzroy Town Hall. It also coincided with the 40th edition of *The Law Handbook*. In honour of these two significant events we held a celebration function in the Reading Room of the Fitzroy Town Hall in February 2018. It was wonderful to see many individuals involved in the establishment of our organisation, along with others who have contributed over the 45 years, attend to acknowledge these significant milestones.

We were thrilled to be part of the legal team awarded the 2017 Tim McCoy Award at the 30th Anniversary Tim McCoy Memorial Dinner, held in November 2017. The legal team included the Human Rights Law Centre, the Victorian Aboriginal Legal Service and Counsel, who initiated successful action to remove children from the Barwon adult maximum security prison in December 2016. I acknowledge our Social Action Manager Meghan Fitzgerald, Principal Solicitor Jennifer Black, Criminal Lawyer Natasha Wolan and volunteer paralegal Madeline White for all their work on this important case.

This year some difficult decisions were made in relation to service provision. Due to overwhelming demand for family law advice services, a change was made to the way we offer family law assistance via our evening services. As of 30 April 2018 clients who require family law advice are only seen by appointment in our family law clinics or our LGBTIQ clinic (1st Wednesday of the month). We did not take this decision lightly and are investigating resourcing options for further family law advice services.

In late 2017 a decision was made to suspend the LGBTIQ family law legal advice clinic. This was due to challenges in identifying appropriately experienced volunteers to conduct this service. Due to the good work by Principal Solicitor Rachael Hopkins and Volunteer Coordinator Julie Fletcher, we were able to appoint two lawyers with the relevant experience and the clinic recommenced on Wednesday 2nd May 2018. Our commitment to the provision of high quality legal services is unwavering however we must ensure we have the appropriate resources to meet community need.

A continued focus of the organisation is engaging with our community and key stakeholders, A quarterly e-newsletter was also produced to keep key stakeholders – funders, members, alumni – in touch with the programs, services and client outcomes achieved by our staff and volunteers.

We continued to invest in the professional development of staff. Senior Lawyer Family Law and Family Violence Ella Crotty and Acting Senior Community Lawyer Galit Aflalo attended the National CLCs Conference in Canberra in August 2017, with Galit presenting a session on Therapeutic Jurisprudence and Cross Jurisdictional Practice. Galit provided a critical analysis of the benefits and detriments with reference to practical, de-identified case studies. Galit received highly positive feedback about the presentation and this presentation opened up a number of exciting discussions about future work and collaboration.

Galit and Senior Lawyer/Night Service Manager Adrian Snodgrass also participated in the 2017 CLC Adaptive Leadership Program. Other staff attended numerous professional development and training sessions throughout the year, including those provided by the Law Institute of Victoria, Victoria Legal Aid and the Federation of Community Legal Centres (VIC).

Our staff have also been involved in various legal sector working groups and forums throughout the year including:

- Department of Premier and Cabinet's LGBTI Family Violence Working Group;
- VCAT Online Dispute Resolution (ODR) Pilot Advisory Panel
- Federation of CLCs Jurisdictional Planning Working Group
- Federation of CLCs Royal Commission Family Violence Working Group
- Gateway Services Reference Group established to support the Medically Supervised Injecting Room Trial
- Victoria Street Working Group - groups and businesses in the Victoria Street vicinity working together with the intention of creating a safer and healthier Victoria Street
- Federation of CLCs Infringements Working Group

Our staff also contributed to The Justice Project (an initiative of the Law Council of Australia) and prepared a submission to the Australian Law Reform Commission's Review of the Family Law System.

In December 2017 we received new funding from the Department of Justice and Regulation's CLC Assistance Fund. This funding has allowed us to establish an Employment Law Clinic to assist individuals on certain types of visas who are being exploited by their employer.

Throughout this year we were also involved in two additional programs. Senior Lawyer Adrian Snodgrass mentored two groups of students in the RMIT Fasttrack Access to Justice Program. The groups investigated the challenge: "More effective volunteer services". Interestingly the two groups looked at the two ends of our night service – one group looked at how client information is collected and triaged at the commencement of the service, whilst the second group looked at ways to better capture the advice for clients and how to assess impact of the advice. One of the groups picked up an award for best implementation. We are currently trying to secure funding to implement the Legal Mate solution (client data collection and triage).

Adrian Snodgrass also led our involvement in the Federation of CLC's Specialist Generalist Project. The objective of the Project was to explore a commonly held assumption between Victorian CLCs that there is a barrier between Generalist and Specialist CLCs which affects their exchange of knowledge and expertise and ultimately deprives CLC clients of the expert assistance they need. We were successful in a joint funding application with JobWatch and West Justice to test a model of in situ exchanges which was aimed at enhancing employment law knowledge and expertise within both West Justice and our organisation. The project has had some very useful results:

- Formation of a network of CLCs doing employment law – Jobwatch, West Justice, Springvale, Young Workers' Centre, Melbourne Uni Student Legal Service and us
- Meeting with the Fair Work Ombudsman and establishment of more regular contact between the FWO and CLCs
- CLC joint training with the ACTU
- Attendances and consultations between us and JobWatch
- Referrals from JobWatch into our Employment Law Clinic
- Joint casework with JobWatch
- Joint CLC campaigning for criminalisation of wage theft

This year also saw us achieve re-accreditation under the CLC Accreditation Scheme. This involved the Federation's accreditation coordinator conducting a site visit and meeting with a number of staff along with a telephone discussion with our Chair of the Board, Bruce McBain.

The Federation of Community Legal Centres formally granted Accreditation and Certification to us on 28 June 2018 for a further 3 year period.

Senior Lawyer Ella Crotty presented at a Northern Integrated Family Violence Services (NIFVS) forum and her presentation was filmed and has been included in a new video produced by NIFVS titled "What She Needs to Know". The video is available on YouTube and up on the NIFVS website.

I would like to acknowledge staff who left us during this year – Galit Aflalo, Bryony Seignior, Jennifer Ward, Natasha Wolan and Marc Vandenbrouke. Each and every one of them made a significant contribution to our organisation and our clients.

Appreciation is extended to our Board, committee members, staff and volunteers for their tireless efforts in assisting clients and serving the community. Also, thank you to the many organisations and individuals who support us through funding, partnerships and/or in-kind assistance.



FLS staff participate in the Annual Walk Against Family Violence, L-R: Claudia Fatone, Jen Black, Ella Crotty

BOARD COMMITTEES

FINANCE, AUDIT AND RISK COMMITTEE

Vera Boston, Chair

The purpose of the Finance Audit and Risk Committee (FARC) is to assist the Board in fulfilling its corporate governance responsibilities by providing oversight and direction in relation to our:

- Financial reports and other financial information;
- Auditing and reporting processes generally;
- Management of risk

The Committee meets bi monthly and receives detailed financial reports which include income and expenditure by program area and any associated variations, an analysis of debtors, assets to liabilities ratios, and project expenditure.

As part of the due diligence process leading to the proposed amalgamation with the Darebin Community Legal Centre (DCLC), the FARC has been involved in the review of DCLC financial and other information and is confident that the major amalgamation risks have been identified and brought to the attention of management and the FLS Board.

We reviewed and updated the risk register and continue to work on a means of meaningfully reporting debtors (and potential “bad debts”) in order provide the Board with a more accurate picture of the associated risks. As part of this work we recently engaged a new debt collection agency to improve the collection of monies owed to us.

Despite having budgeted for a deficit of around \$30,000 for the 2017/18 year, we finished with a very small surplus of \$2,927, a very good result in difficult financial circumstances. Our financial position has strengthened slightly, with the end of June 2018 ‘Assets to Liabilities’ ratio being \$1.42: \$1, that is for every \$1 of liabilities we had \$1.42 of assets. All the staff are to be congratulated on this positive result. It is particularly pleasing to see that our self-funded practice is now fully covering all its costs.

I also note that as in other years our Auditors (Davidsons) have provided us with an unqualified audit.

In addition to Roslyn Aikman, Naomi Munga, and Gerry Schembri, who have all been on the Committee since its inception, Peter Loukas, a former night service volunteer joined the committee in February, and Joanne Butterworth -Gray resigned from the committee (and the Board) to focus on the amalgamation project.

In conclusion I thank all the committee members for their work over the year and I particularly thank and congratulate our Executive Officer, Claudia Fatone and Finance Officer, Albert Kuan who ensure that the Committee receives accurate and timely information on the many issues which relate to our work.

PEOPLE COMMITTEE

Fiona Delahunt, Chair

This year the previous Employment Committee was re-energised with new members and a new name ‘People Committee’ to better reflect the responsibilities across staffing, remuneration, health, safety and well being. In addition to Board members Fiona Delahunt, Fran Jacka and Vera Boston, two human resource specialists from the Australian Taxation Office (ATO) joined the committee, Donna Ross and Glenn Caterer. Both Donna and Glenn have been able to draw on their experience and resources from such a large organisation to assist us to update policies and consider approaches to responding to the staffing aspects of the amalgamation proposals. This has been such a benefit to us.

The Committee has met three times and has reviewed and endorsed a number of new policies including Sexual Harassment, No Bullying, Recruitment & Selection and Equal Employment Opportunity. The Committee has also provided advice to the Board on matters relating to the proposed amalgamation with Darebin Community Legal Centre and processes for undertaking organisational change with strong staff engagement.

PUBLICATIONS COMMITTEE

Sandra McKay & Ben Walkenhorst, Co-Chairs

The need to sustain funding for *The Law Handbook* (LHB) led to an important decision by the Board to combine the skills and efforts of two of its committees into the Publications and Philanthropy Committee.

The Law Handbook (LHB) has always relied on enormous efforts by individuals to help others through the complexities of Victoria’s laws, and now we needed more help ourselves.

Co-chair Ben Walkenhorst’s skills in brand and marketing have been a welcome addition, along with new recruit Michelle Batsas, who brings significant fundraising and communications experience to the committee. We farewelled Magistrate Brian Wright after many years of leadership on the Committee, grateful that he will continue as a contributor of the LHB and assist in its promotion wherever he can.

A special thank you to all the Committee members who lend us their time and depth of experience: Rob McGuirk, Tracey O’Shaughnessy, Naomi Saligari (Law Handbook Editor) and Claudia Fatone (Executive Officer).

Our Communications Officer, Leith Thomas, has been of great support to us this year in developing an action plan to understand LHB sales and target fundraising activities. Acting on a sustainability study undertaken by Melbourne

University Global Consulting Group (GCG), the LHB is now being marketed to secondary schools, and a refreshed website has made it easier to buy and donate.

We also welcomed back the editors of the first Legal Resources Book (1977-1985), David Neal, Julian Gardner and Peter Cashman, and ABC Broadcaster and former staff member, Jon Faine, who volunteered their time to produce a video that was used to promote sales throughout the year. The video was shot by Ryo Kearney and Aidan Tai-Jones and later spliced into digital vignettes by Monash University Multimedia Lecturer Dr Cameron Rose - all volunteering their time. We extend a special thank you to them all.

A review of all aspects of the LHB - production costs, printing, pricing and sales - led to significant changes in our printing publication schedule, format and price for the 2018 hard copy edition, and a renewed focus on marketing the eBook and PDF chapters. The strategy has paid off.

Sales in 2017/2018 were:

- *The Law Handbook 2018* (hard copy) \$65,790
- *The Law Handbook 2017* (hard copy) \$9,375
- *The Law Handbook eBook and PDF chapters* \$4,426

FUNDRAISING

The Fundraising Committee has had a very active year, helping the organisation mature its philanthropy mindset and combine with the Publications and Philanthropy Committee.

We farewelled Committee Chair and Board Member Corinne Grant after four years of service.

Together with volunteer Huen Brennen, Corinne was responsible for creating great initiatives like the Napier Pub Raffle which ceased without her tireless efforts.

The new philanthropic direction has seen us venture into innovative, cost effective fundraising activities and advocacy, like the inaugural 2017 End Of Financial Year (EOFY) campaign “Save Our Friday”, run on the Pozible crowd funding platform.

Under the threat of Federal Government funding cuts, it raised a total of \$10,045 in pledges from 123 people. A generous individual donation of \$5,000 enabled much needed sound proofing of our office and interview rooms to allow more confidential conversations to take place between lawyers and clients. Executive Officer, Claudia Fatone delivered a starring performance in a video (visit YouTube and search Fitzroy Legal Service) to promote the Save Our Friday campaign. Thank you to everyone who donated.

Communications Officer, Leith Thomas, also executed a 2018 EOFY “Defend Community Rights” campaign. Interim reports show that campaign raised \$17,760.05 after fees, nearly doubling the 2017 one, with the average donation jumping from \$75.72 to \$124 and 22 new supporters donating.

A special thank you to all who gave significant donations and supported the campaign. The money raised will continue to support our Public Interest Law work.

Whilst we lost an amount of funding from the Raffle and have seen a decrease in fundraising campaign income overall, due to our investment in higher visibility, bigger return, low resource fundraising channels, like Pozible, we expect to see an overall increase in fundraising income next financial year.

2018/19 is shaping up to be another year of activity with plans to deliver a Fundraising Strategy inclusive of grants, philanthropy, bequests, sponsorship, marketing and fundraising activities to enable us to continue delivering fundraising in a strategic, sustainable and cost effective way.

Funds	30 JUNE 2017	30 JUNE 2018	% VARIANCE	\$ VARIANCE
Fundraising and Donations received	\$51,237.05*	\$31,060.36**	(39.37)	(20,176.69)
Napier Pub Fundraising***	\$13,004.95	\$3,462.64	(73.37)	(9,542.31)
TOTAL	\$64,242.00	\$34,523.00	(46.26)	(29,719)

Notes:

*Includes two individual donations of \$10,000

** Does not include 2018 EOFY “Defend Community Rights” Pozible Campaign which will be reported in 2019. Actual funds raised \$43,550.41, a \$7,716.64 decrease.

*** Napier Pub Raffles were conducted on a weekly basis in 2016/17 and continued on a weekly basis for the first half of 2017/18 before being ceased in December 2017 due to the departure of key volunteers. 2016/17 total included a \$10,000 individual donation and \$1,450 from a Comedy Night and Christmas Hamper Raffle.



Jon Faine with Executive Officer Claudia Fatone and Principal Solicitor Rachael Hopkins



Acoustic panels installed at our premises

LEGAL PRACTICE

Rachael Hopkins, Principal Solicitor

Undertaking the role of principal solicitor at the end of 2017 was a daunting task; Jennifer Black's commitment and diligence in her role established a high expectation for the next person. The strong foundations that she had created ensured a seamless transition into the role.

Our well-established legal teams comprise of highly skilled and knowledgeable legal minds and I remain humbled by each lawyer's commitment to supporting communities and providing an outstanding holistic service in the face of ongoing funding and organisational pressures.

The criminal law team, comprising of Senior Criminal Lawyer Emily Buchanan, Drug Outreach Lawyer Adam Willson and Criminal Lawyer Yasmin Geneva, continue to provide exceptional legal assistance and ongoing case work to individuals in the community and in custody. This year has seen Emily expand her professional development as instructor in a highly complex and taxing trial. Emily has been commended by Senior Counsel for her performance as instructor; noting that she has exceeded expectations.

During this time, Adam and Yasmin have increased their efforts and assumed responsibilities, providing high quality case work and representation in the area of criminal law. Adam and Yasmin's professional development has been outstanding, and Adam's engagement with his clients during drug outreach demonstrates a commitment and understanding of the issues faced by people who use drugs in the community.

Our Senior Lawyer Family Law/Family Violence Ella Crotty has continued to engage in targeted social action in an effort to improve access to services for Family Violence survivors. Her concise and invaluable legal support and advice to vulnerable members of the community through outreach and ongoing case work has also excelled. The team farewellled Community Lawyer Marc Vandenbroucke earlier this year; Marc was instrumental in continuing to enhance specialist services to members of the community however since his departure, Amrita Malik has joined the team with enthusiasm and commitment, and together with our Family Law Specialist, Amre Levy, they have continued to provide affordable and vigorous legal representation in property and parenting matters to priority clients.

The Night Service continues to maintain a high standard of legal advice and assistance to the community; assisting people navigate our complex legal system in various areas of law. The generalist service continues to be supplemented by specialist appointment based clinics to meet a high demand for people requiring expert advice. Our managers Adrian Snodgrass and Mark Rawlings ensure the Night Service provides a quality legal service to the community and all volunteers are supported and supervised in their role.

2018 also saw the creation of the Employment Law Clinic by Adrian Snodgrass supported by dedicated and skilled staff and volunteers. The clinic aims to assist people on particular visas exercise their rights in the event they are exploited or underpaid by their employers. The Employment Law Clinic has been highly successful, carrying a large and complex case load and achieving outstanding outcomes for vulnerable individuals in this space.

The talented Natasha Wolan, a dedicated and committed lawyer, left the organisation in late 2017. Natasha was a much valued member of the team initially in the role of Drug Outreach Lawyer and then as Solicitor Advocate in the criminal law team. We are extremely fortunate to have Franky Bain assume the Senior Community Lawyer role at the NJC, working alongside Angus Cameron, Community Lawyer. Both continue to provide robust and compassionate legal and non-legal support to clients who engage with the justice system at the Neighbourhood Justice Centre. Franky and Angus have demonstrated strong relationships with stakeholders, and their mutual commitment to the community and clear innovation have seen the recommencement of outreach services within the City of Yarra to ensure that people with significant needs can access services and exercise their legal rights.

I have thoroughly enjoyed working with such a dedicated and talented team of individuals; all of my colleagues have welcomed me to this role and I am grateful for their support and guidance. Their endless efforts and hard work should be celebrated.

NEIGHBOURHOOD JUSTICE CENTRE

Franky Bain, Senior Community Lawyer

Although the faces of the lawyers at the NJC have changed, we continue to deliver high-quality legal advice and representation in the unique community justice model we operate in. The hallmarks of this model are a therapeutic approach to advice and representation, collaboration and coordination both with the NJC client services team and our other practice areas, and the use of problem-solving meetings. The Senior Community Lawyer and Community Lawyer work closely with the specialist services that make up the client services team, making and receiving referrals in an effort to address a number of multiple underlying issues that clients of the NJC regularly face. We look for therapeutic interventions that will not only assist in obtaining a good court outcome, but also hopefully prevent further interaction with the criminal justice system.



Senior Criminal Lawyer Emily Buchanan and volunteer Nic Ojerholm

During the period of time that one client was before the court for a relatively minor criminal matter, through referrals made by the Community Lawyer, he was able to access housing and find employment, critical protective factors that will be in place long after the short-term result of an excellent court outcome - an unconditional discharge.

The multi-jurisdictional nature of the NJC also means that clients can be assisted with intersecting legal issues across separate legal jurisdictions. We were able to assist another client in her criminal and tenancy matters at the NJC. The good outcomes achieved (no conviction being recorded in the criminal matters and negotiating with the Department of Housing to withdraw their possession order application, protecting the tenancy) were in part because of close collaboration with the NJC based psychologist who was able to articulate the effects of the client's post-traumatic stress disorder and anxiety.

The NJC is currently undergoing a strategic planning process to ensure it continues to be a leader in innovative therapeutic approaches to justice. We greatly enjoy the opportunities and challenges of assisting clients whose legal problems bring them to the NJC.

FAMILY LAW AND FAMILY VIOLENCE PRACTICE

Ella Crotty, Senior Lawyer

The practice specialises in intervention orders and family law. The practice is funded through grants of legal aid and private client fees with fee structures designed to assist clients ineligible for legal aid. We met with the Darebin Community Legal Centre (DCLC) Family Law and Family Violence practices earlier this year to discuss partnership

opportunities in advance of a possible merger between the two centres. Since then, we have worked together on a submission to the Australian Law Reform Commission's Review of the Family Law System and have assisted DCLC with their family violence duty lawyer service at Heidelberg Magistrates' Court. Our joint submission highlighted the importance and need for a more holistic, community and family-centred approach. The submission proposed the establishment of a pilot Family Justice Centre, modelled on the Neighbourhood Justice Centre (NJC). The proposed Family Justice Centre trial is an opportunity for world-leading reform by creating a truly innovative, family- and community-centred system to resolve family disputes in a holistic, client-focused and culturally responsive way. Critically, we proposed social work mediated processes with involvement of lawyers, not the other way around. The emphasis would be on resolving disputes, where possible, without court involvement.

FAMILY VIOLENCE AND FAMILY LAW HEALTH JUSTICE PARTNERSHIPS

We provide assistance to victims/survivors of family violence with family law and family violence matters on an outreach basis through health justice partnerships in the City of Yarra with North Richmond Community Health, Fitzroy Learning Network and Drummond Street Services. In addition to advice and casework, we provide community legal education, are members of various family violence networks and working groups and continue to work with stakeholders on the implementation of the recommendations of the Royal Commission into Family Violence.



FAMILY VIOLENCE AND FAMILY LAW HEALTH JUSTICE PARTNERSHIPS

Rachel was born in Sri Lanka. In 2015 Rachel was introduced online, through her parents, to Nathan. Rachel was encouraged by her parents to marry Nathan. She thought he was a good man so she agreed. After they married, Rachel came to Australia with Nathan on a spousal visa. When they arrived at their home, Nathan showed her around the house, including their separate bedrooms. On her first night in Australia, she cried herself to sleep, she felt so alone. On her second night in Australia, she was sexually assaulted by her husband.

Rachel didn't know what to do, she had no money, no way to get around, no familiarity with her new surroundings and few family or friends in her new country. She depended completely on her husband for her livelihood in Australia. The only time she could leave the house was when her husband accompanied her. Many difficult months passed and then Rachel got the flu and went to see a doctor. The doctor was nice and Rachel told her some of the things that were happening to her. The doctor organised for Rachel to tell her story to the police and the next day Rachel left her husband and has been in a refuge ever since.

At first the police helped Rachel but once her husband was charged with sexual assault things changed. Her husband's lawyer told the police that Rachel had used her husband to come to Australia and that her story was a lie. The police believed the lawyer and told Rachel they wouldn't charge her husband and wouldn't continue to help her to get an intervention order against him either.

Rachel was so worried about the way her husband would punish her that she searched for help. She came to the FLS Night Service. Her file was reviewed by one of the family violence lawyers and then Rachel became a client of the day service. Rachel's lawyer spoke to police and urged them to reconsider helping Rachel with an intervention order. The police wouldn't change their mind. So the lawyer went to court with Rachel and told the magistrate why the police weren't helping Rachel. The magistrate was very concerned about Rachel and the police prosecutor overruled the police officer's decision and promised to continue to help Rachel. After the court hearing, Rachel told the lawyer that she was overwhelmed with relief that the magistrate was worried about her and that the police had changed their mind.



Drug Outreach Lawyer Adam Willson preparing for a County Court appearance

NIGHT SERVICE - CLIENT FEEDBACK

"Attached please find copy of a letter advising me that they have ceased all recovery action against me as well as advising me that they have asked their mercantile agency to finalise their file."

I cannot begin to tell you how relieved I am that the debt has been waived; a debt that has paralyzed me with apprehension and concern since the incident just on nine months ago.

I want to thank you and your night service legal for advising and supporting me through this drawn-out ordeal. It is truly an 'angel' service that you all do.

Once again, many thanks"

SOCIAL ACTION, POLICY AND LAW REFORM

Meghan Fitzgerald, Social Action, Policy and Law Reform Manager

Advocacy and Government Submissions

DRUG LAW REFORM

We provided written and oral evidence to the Parliament of Victoria Law Reform, Road and Community Safety Committee Inquiry into Drug Law Reform.

PUBLIC HOUSING RENEWAL PROGRAM

Along with a number of CLCs we were active in advocating issues with the Victorian Government's proposed public housing renewal program. The Social Housing Renewal Standing Advisory Committee released its report on the common issues relating to all sites subject to redevelopment in the Public Housing Renewal Program. We made a brief submission in August 2017 and appeared before the Committee. In November 2017 we also contributed to a joint community legal sector submission. The joint submission outlined concerns with how the PHRP is formulated, including

- inadequate community consultation to date;
- a 10 per cent increase in public housing stock and limited housing choice is entirely inadequate to meet the growing housing crisis;
- the proposed increase in one-bedroom dwellings risks displacing families;
- inappropriate planning tools and process being used;
- the proposed public private partnership is an unsustainable vehicle for delivering social housing;
- the need for greater public/private housing mix is a false assumption;
- any intended transition from public housing to community housing provider managed social housing after the PHRP risks the diminution of tenancy rights;
- due to the different operational requirements of community housing providers, they are not well-positioned to support higher risk tenancies;
- the process of relocation endangers security of tenure for returning public housing tenants; and
- residents are not being adequately informed about available independent legal advice and advocacy services.

The organisations involved in the submission were: Fitzroy Legal Service, Inner Melbourne Community Legal, Moonee Valley Legal Service, Northern Community Legal Centre, St Kilda Legal Service, Tenants Union of Victoria and West Heidelberg Legal Service.

MANDATORY SENTENCING

We drafted a submission which was sent to all Victorian Parliamentarians in relation to the Andrews' Government's proposed narrowing of exceptions to mandatory sentencing for assaults on emergency workers. The submission focussed on the unintended consequences for victims of family violence, overdose prevention efforts, Aboriginal and Torres Strait Islanders over-representation in prison population, as well as those experiencing mental health & Acquired Brain Injury conditions. The submission was co-signed by nineteen other organisations including a number of other Community Legal Centres, the Federation of CLC, Liberty Victoria, and other community organisations.

Whilst we strongly support measures that promote the safety of emergency service workers, we note the category of emergency workers is broad, extending from police members who have specialist training to engage in physical confrontations, and 'operational equipment' (i.e. weapons) that may be used should conflict escalate causing risk of injury, to nurses and paramedics working in emergency departments, who may rely on the presence of security guards and attendance of police to ensure safety in their workplace.

We recognise ambulance workers are exposed to special risks as the contextual circumstances they are likely to face on each job are often largely unknown. Though requiring significant allocation of resources, we strongly support multi-service response approaches to ameliorate risk of injury or harm to workers where appropriate.

We support the expanded collaboration between police and ambulance workers (and other emergency workers) to minimise risk of harm to frontline workers. Such an approach requires allocation of resources, but it is vital that frontline emergency workers are able to do their jobs without undue risk of personal harm.

We support the presence of security guards in emergency departments. If additional resources are required to ensure the safety of patients and staff, those resources should be made available. We support continued promotions that make clear that assaults of health practitioners, ambulance staff, and other emergency workers will not be tolerated.

Traditionally emergency workers, community sector workers, and court services have worked collaboratively to try to advance and support those objectives. The proposed amendments will operate to undermine those collaborations and the shared outcomes we are seeking to further as a community with responsibilities to our most vulnerable.

BATMAN ELECTORATE NAME CHANGE

We provided a submission to the Australian Electoral Commission's Redistribution Committee in support of the proposed name change of the Federal electorate of Batman to Simon Wonga. The role Simon Wonga played as *ngurungaeta*, demonstrating leadership, vision and courage to improve conditions for the Wurundjeri people, is deserving of recognition. Furthermore this change will provide greater recognition and respect for Traditional Owners and honour Simon Wonga's unique place in Australian history.

VICTORIA POLICE BODY WORN CAMERAS

We, along with 25 other organisations, signed an open letter to Victoria Police regarding the trial of body worn cameras by Victoria Police. The letter outlined a series of crucial accountability and oversight measures that must be implemented if the program is to achieve the objectives of enhancing safety for both officers and community members, and increasing police transparency and public confidence. The letter called for:

- 1) clear and publicly available guidelines concerning data retention periods;
- 2) limits on discretionary use by officers and penalties for failure to activate;
- 3) breadth of access for victims, their lawyers and the public; and
- 4) rigorous evaluation prior to further expansion.

Public Interest Litigation

DOCTORS FOR REFUGEES

On 27 July 2016, we filed a constitutional challenge in the High Court of Australia on behalf of Doctors for Refugees. The case tested whether secrecy laws in the Australian Border Force Act 2015 are an impermissible burden on the implied freedom of political communication. The case has been enabled through the generous support of barristers, lawyers from the commercial sector, Fitzroy Legal Service volunteers and GetUp. Doctors have been at the forefront of raising humanitarian concerns regarding conditions and treatment of asylum seekers and refugees, and again express their resolve to advocate for patients and public health through commencing this litigation.

In an important development, a determination exempting health professionals from the operation of the Act was published by the Australian Government on 30 September 2016. Whilst we welcomed this development, workers with similar ethical duties, such as teachers, social workers, and humanitarian aid workers, were still gagged from speaking out.

In early August 2017, Minister for Immigration and Border Protection, Peter Dutton, introduced an amendment to the act that keeps the secrecy provisions, but changes what kind of information cannot be released. The changes, which will apply retrospectively, mean that only some information, such as that which would prejudice security, defence or international relations or the investigation of offences, must remain secret. Minister Dutton cited 'changed conditions' as a reason for the amendment, but noted that the Bill would ensure the Act did not infringe on freedom of political communication.

Freedom of political communication remains a central tenant of our democracy, and Australians have a right to access the truth about our Governments' policies and actions in the treatment of refugees and asylum seekers.

COMMUNITY LEGAL EDUCATION AND COMMUNITY DEVELOPMENT PROJECTS

Ela Stewart, , Community Education and Projects Officer

Family Violence Resources for Men from CALD Communities

In 2014, we received three-year funding from the City of Yarra to produce legal education resources for men from CALD communities. From community consultations, and feedback from service providers and our steering committee, it became apparent that our resource was beneficial for all newly arrived community members, not just men. In response, the resource was slightly adapted for greater accessibility.

The resource was finalised and offered in simple English, Arabic, Chinese, Dinka, Oromo, Somali, and Vietnamese. Over the course of 2017/18, approximately 1200 of the booklets were distributed across the City of Yarra.

The resources will be updated at the end of 2018 for another round of distribution in the first half of 2019.

13Cabs Legal Information Sessions

We continue to coordinate legal education training for taxi drivers inducted into 13CABS. Sessions are held weekly at the 13CABS centres in Oakleigh and Thomastown (previously in Preston), and one Sunday a month in Preston. Facilitated by Fitzroy Legal Service and Springvale-Monash Legal Service, the training includes dealing with police, fines and infringements, accidents and insurance, compensation, assault, sexual assault and privacy. In the 2017-18 financial year, approximately 1400 taxi drivers have received the legal education. An updated booklet has been recently finalised.



Meghan Fitzgerald speaking at a media conference about the introduction of harsher Mandatory Sentencing legislation



Meghan Fitzgerald speaking at a media conference about Victoria's broken Police complaints system



Ela Stewart presenting at the We Stand Together Law Week event

EMPLOYMENT LAW CLINIC

Our client was employed on a 457 visa by a mining company. The company provided her with a week's training about their internal policies and processes. She signed an agreement that she would pay the cost of the training if she left the employment within 12 months. The client resigned within 6 months and she is now being sued by her former employer for \$16,000. We are assisting her with a defence and a counterclaim for unpaid wages and entitlements.



NEIGHBOURHOOD JUSTICE CENTRE - A LETTER OF THANKS

"I am writing to express my deep gratitude for the fine support and representation, Fitzroy Legal Service solicitor Angus Cameron provided to me at the Northern Justice Centre yesterday. (Sorry Angus, I am going to embarrass you here!) Without going into all of the details, Angus helped me navigate what turned out to be a whole day of very complex and exasperating negotiations, regarding a violence intervention order. He fought valiantly to achieve what I consider to be a fair and reasonable outcome and certainly the best result I could possibly have hoped for under the circumstances.

I would also like you to know that throughout Angus, was a calm, wise, astute and compassionate counsel, who took a holistic perspective which I appreciated and yet he didn't shy away from delivering me some pretty tough news. Despite him being extremely busy, racing in and out of court, I never felt for one moment, that I wasn't 100% his absolute priority at the time and I'm sure all of his other clients would have felt the same.

I will never forget and will be eternally grateful for the help he provided in what was otherwise the worst day of my life.

Keep up the great work!"



We Stand Together Project

We have been part of the We Stand Together project group that seeks to address racial abuse and discrimination in the City of Yarra. The group was established to address growing reports of people - mostly women - being racially abused and attacked in the City of Yarra. The group is facilitated by Yarra City Council, and comprises of representatives from the Victorian Equal Opportunity and Human Rights Commission (VEOHRC), the Neighbourhood Justice Centre, cohealth, MiCare (formerly New Hope Foundation), Carringbush Adult Education, and Victoria Police. Project activities have included:

- The development and distribution of zip cards that provide information on how to report racial and religious attacks. These have been developed in five community languages.
- The recruitment and training of community members to distribute key messages of the project.
- A presentation to a community forum which was attended by approximately 200 community members. The forum was hosted as part of Law Week and funded by a Victoria Law Foundation Grant. We provided information to our community on definitions of racism, explanation of relevant laws, and a discussion on where to get assistance.
- Advocacy for women on housing estates who are experiencing ongoing racism and racial abuse.

Through this work, we have established some new relationships and strengthened existing relationships with relevant stakeholders. It is a long term project and represents the needs of our diverse community.

Racism, Racialised Policing and Young People in Yarra

We have been involved in advocacy and community engagement with young people, and agencies that work with young people, around experiences of racism and racialised policing in the local area. Through meetings with local organisations, in particular the Brotherhood of St Laurence (BSL), we have been providing advocacy for young people who have experienced racism and discrimination in the workplace, at school, and with police. We have been attending the Homework Club, which is managed by BSL, to get to know and build trust with local young people so that they access more of our services. Some legal education sessions and community events are being organised for the end of 2018 and beginning of 2019.

activistrights.org.au

Between March 2017 and July 2018, we redesigned and rebuilt the Activist Rights website. The new website is hosted on the Nation Builder platform together with the organisation's main website. We are currently in the process of seeking resources to update the content of this website.

EVENTS

Bridges to Harmony Festival, March 2018

We partnered with Fitzroy Learning Network and Yarra Libraries for the Bridges to Harmony Festival. Held in Cultural Diversity Week, the Festival celebrated the diversity and inclusivity of the City of Yarra with live music, face painting and food. We provided planning support and volunteers on the night.

COMMUNITY LEGAL EDUCATION

We continue to deliver legal education sessions to education providers, multicultural groups and vulnerable groups in the City of Yarra, including

- Two sessions with settlement services provider miCare as part of their Women Behind the Wheel program on "Driving and the Law" and "Buying a Car."
- The same sessions were also delivered to miCare's Youth Behind the Wheel program.
- Two sessions with Melbourne Polytechnic's Youth Adult Migrant Education Program on "Policing", the "Australian Court System", "Fines and Infringements", and "Family Law and Family Violence".
- One session with City of Yarra playgroup, on "Family Violence"
- Presentation to service providers at the Yarra Settlement Forum, discussing "FLS Legal Service and Community Engagement".
- One session at the Fitzroy Learning Network on "Family Law and Family Violence" to multicultural women.
- Four sessions with Carringbush Adult Education on "Family Law and Family Violence", "
- Three sessions for Women and Mentoring on "Supporting Women through the Justice System: Police, Courts, and Sentencing".
- Yarra Libraries on "Fines and Infringements".
- Atherton Gardens Network on "Family Law, Family Violence, and Intervention Orders".



Ela Stewart and Jen Ward celebrating the launch of the Family Law and Family Violence Booklet for CALD communities

VOLUNTEER PROGRAM

Julie Fletcher, Volunteer Coordinator

The enormous need for free legal advice, affordable legal services and access to justice for many people particularly from disadvantaged and marginalised communities across Victoria, amplifies the significance of the presence of the community legal sector. The safety net provided by community legal centres is of irreplaceable value and relies on the commitment of dedicated staff and volunteers.

The breadth and depth of day and night services we offer would not be possible without the expertise and commitment of our extensive volunteer base. From the free evening legal advice drop in services including Richmond Outreach, LGBTIQ clinic, Animal Law Clinic and Family Law clinics, criminal and family law/family violence legal practices, Social Action Team, Neighbourhood Justice Centre legal practice support, newly funded Employment Law support and publication of the Law Handbook and online resources, volunteers have been invaluable in assisting the success of our strategic plan. Assisting clients with legal problems across a broad scope of complex issues, providing the community with legal information and researching policy and legislation to stimulate and champion law reform all require drawing on the expertise and commitment of volunteers. The Board and relevant committees made up of volunteers have continued to tirelessly provide high level governance and guidance to the service.

Our reputation as a provider of high quality legal services has always been supplemented by the free evening legal advice services and clinics that have endured for over forty years and provided essential advice and information to extremely vulnerable and disadvantaged members of the community. The continued interest of legal practitioners within the community to volunteer at the night service is an enduring symbol of this reputation resulting in the need for monthly legal volunteer induction sessions. New lawyers of varying levels of experience and from a broad range of legal backgrounds reinforce the committed and reliable legal volunteer body contributing their time and energy to providing this essential service. Sometimes tasks at the night service and clinics may be as simple as providing referral pathways, drafting letters to various employer or government bodies, explaining the procedures involved in addressing their legal issue through to assisting with the drafting of complex affidavits or court documents. The night service also has a high representation of young lawyers who fill the roles of paralegals/observational solicitors whilst gaining the experience required to provide our clients with high quality advice.

Our specialist family law clinics have continued with a range of volunteer solicitors and barristers with family law experience from private practice, the Bar and the Courts rostered to provide this importance service to clients in this often complex and emotive area of the law. The Wednesday night Animal Law Clinic facilitated by volunteers recruited by Lawyers for Animals and inducted by us, has remained steady in client numbers and is an important and popular service to the community. Our fabulous Richmond Outreach volunteer lawyers and paralegals have again provided an outstanding service to clients at the clinic held fortnightly on Tuesday nights at the North Richmond Community Health Centre.

The continual stream of law students from the many law schools looking for volunteering opportunities to gain exposure to real life legal issues and clients, translates into reliable and consistent support provided to the volunteer lawyers. This support is essential for the expeditious delivery of services and the volunteer opportunities are an important supplement to university studies. Many of these volunteers will go on to become legal volunteers bringing a wealth of night service expertise to the role. The continuation of the program of offering a six month placement to earlier year law students in the role of administration assistants followed by a move to a paralegal role has resulted in more volunteers gaining a more thorough understanding of the complexities of running a night service. These volunteers have been such an important part of the night service team and their continued availability has been highly appreciated. Without their assistance, the night service would be unable to triage clients in such a thorough and appropriate manner.

Our partnership with the Melbourne University Law School continues to provide law students the opportunity to undertake pro bono placements, enhancing their studies with valuable insight in to the community legal sector. The students from the Juris Doctor program at the University of Melbourne provide high calibre assistance to our legal teams at the Fitzroy Town Hall office and the Neighbourhood Justice Centre. The Summer and Winter internships provide students with the opportunity to spend time with lawyers in the courts, observe client interactions within criminal and family law contexts and assist with the provision of high level legal support and research opportunities.



2017 Volunteers, Staff and Members Christmas Party



Emily Buchanan with volunteer Michelle Helou during National Volunteer Week

La Trobe University clinical education internship program although only in its formative stages, also involves the placing of students in the alternative months to Melbourne University. Full time placements from Leo Cussens’ Practical Legal Training programs are an additional boost to the provision of support to the day service legal practice and these students have benefited particularly from time spent with the criminal team during the first six months of 2018.

The all important areas of policy and law reform have continued to be championed by the Social Action Team headed by Meghan Fitzgerald. These volunteers have the opportunity to undertake wide ranging research on policy and legislation to assist with the preparation of submissions and reports in relation to areas of public interest. These volunteers are highly talented and work tirelessly in assisting with the support needed to be able to bring strategic litigation in the higher courts and to engage community networks for campaigns. The backbone of the community legal sector is strengthened by the offering of internships and volunteering opportunities for law students, graduates and lawyers and profoundly assists in the future recruitment of relevantly talented lawyers who have become passionate advocates for our clients. Our Continuing Professional Development program has continued to obtain the assistance of staff members and volunteers with specific knowledge in particular areas of law directly related to the issues faced by our clients.

By attending these presentations, our legal volunteers ensure that they are kept up to date with relevant procedures and legislation necessary to provide clients with accurate advice. Our paralegal volunteers find these sessions particularly useful as a way to acquire knowledge from experienced practitioners and to develop more practical skills. Over the last twelve months, there have been sessions covering the topics of Employment Law, Victims of Crime Tribunal, Social Security Legislation, amendments to the Bail Act, Ethics and other relevant legal topics.

Our annual End of Year Volunteer Event was again well attended and as always provided an opportunity for volunteers and staff to mingle, network and compare stories. The importance of these cannot be underestimated as the work undertaken can be stressful and time consuming, requiring diligence and dedication. As this is my last report as Volunteer Coordinator, I would personally like to thank all volunteers for the continued outstanding support to the service, whether as part of the day or night services and clinics, the various committees, the Board, Social Action Team or by assisting each year with *The Law Handbook* publication and at various public events. My role has been immensely rewarding mostly due to working with an incredibly hard working staff and volunteer team made up of such caring, talented and community conscious people. We are always aware that volunteering can be challenging and sometimes overwhelming but we could not continue our mission without the volunteer program. Our organisation is so important to the community – “we advocate, educate and communicate and without our volunteers, we would be silent.”



VOLUNTEERS

1 July 2017 – 30 June 2018

We acknowledge all the individuals below and any others who have contributed to Fitzroy Legal Service in a volunteer capacity in 2017-2018.

Raquel Andrade	Samantha Caldone	Shannon de la Motte	Jeri Fung	Katherine Ho
Deepanshi Agarwal	Lachlan Cameron	Chris Delaney	Suzan Gencay	Julia Hodgkinson
Satu Aho	Christopher Carr	Nelson Deng	Julia Gibby	Alexandra Hodsman
Viraaj Akuthota	Natasha Cecic	Erica Di Muzio	Catherine Giles	Elizabeth Hong
Melanie Albarella	Mei Chan	Sam Diamond	Marine Giral	Michael Howard
Dinah Amrad	Skye Chapman	Phoebe Ding	Paul Glass	Ross Hutchins
Alexander Andelkovic	Laine Chew	Nichola Donovan	Chris Goddard	Sophie Ismail
Edwin Anderson	Alison Chong	Liz Dooley	Paul Goddard	Fran Jacka
Paul Arnold	Rian Chubb	Veronika Drago	Hollie Golding	Kevin Jackman
Brigid Arthur	Jonathan Ciullo	Victoria Draudins	Bianca Goring	Shannon Jenkins
Imogen Bailey	Thibaut Clamart	Chad Drever	Simone Grace	Kathleen Jess
Tanya Bannister	Jacob Clancy	Sam Drummond	Michael Graham	Barbora Jezek
Steven Baras-Miller	Emily Clapp	Bridgette Dunn	Ben Grech	Nisha Jholl
Sally Bastick	Madeline Close	Aoife Dunne	Lucy Green	Nadine John
Holly Baxter	Mark Colautti	Hannah Duxbury	Kelly Griffiths	Heather Johns
Avishan Bird	Courtney Colclough	Henry Elias	Tom Gyopar	Paul Johnson
Aswinee Bissoonauth	Caresse Constandinides	Nikki Ellis	Ashly Haddrick	Adam Jones
Georgia Blackie	Daniella Cox	Megan Ellis	Lauren Hadolt	Andrea Jones
William Blake	Sandra Crone	David Elston	Bonnie Halsall	Luke Karakas
Renata Blythe	Eloise Culic	Hannah English	Rachael Hambleton	Kathie Karapalidis
Laura Boehm	Rialli D'Roza	Mariana Estifo	Susan Hamilton-Green	Simone Karmis
Menoz Bowler	Tessa D'Abbs	Tim Farhall	Ruth Hansen	Chantal Katerelos
Mark Bradbury	Vu Dang	Tahlia Ferrari	Maiken Hansen	Michael Keks
Marcus Brash	Patrick Darby	Jordy Finch	Daniel Harrison	Bridie Kelly
Aimee Brennan	Paige Darby	Tegan Fleming	Courtney Hart	Anusha Kenny
Sharyn Broomhead	Prudence Davie	Alexander Foster	Leonie Hatch	Stephanie Kerr
Elisabeth Buchan	Michelle Davies	Elizabeth Frampton	Casey Hayes	Joshua Khaw
Matthew Burnham	Henrietta de Crespigny	Anita Frendo	Michelle Helou P	Ju Hun Kim
Ella Burton-Taylor	Mathew De Gouveia	Katherine Fretwell	Julia Heyward	Sara Kingston
Corey Byrne		Synnove Frydenlund	Naomi Hickey Humble	Sharon Korman

Anita Kousari	Naomi McClennan	Eris O'Donnell	Paul Romas	Hannah Thomas
Sharlene Kuruppuarachchi	Robert McCloskey	Hayden O'Halloran	Robbert Roos	Laura Thompson
Hieu Lam	Ellie McDonald	Claerwen O'Hara	Sam Rowe	Catharine Thorpe
Fraser Lane	Madeleine McGlade	Nicola Ojerholm	Lorien Ruane	Nicholas Tikfessis
Jon Lasarevic	David McIndoe	Frederica O'Meara	Donna Rushbrook	Amelia Toohey
Paul Latimer	Philippa McNerney	Jessica O'Riley	Sarah Sajinovic	Fiona Truong
Sophie L'Estrange	Helen McKenzie-Fairlie	Barbara Osafo-Kwaako	Elizabeth Samaras	Sophie Turner
Bill Leung	Rebecca Mcloughlin	Mark Pankiw-Petty	Eshali Samarasinghe	Stephanie Tzanetis
Alana Licastro	Rebecca McMahon	Antoinette Panozzo	Meg Sandercock	Ella van der Merwe
Andrew Liew	Indya McMahon	Stefan Pantellis	Saranya Saravanan	Annaleise Vulin
Pei Lim	Patricia McMullan	Natasha Papaelia	Ross Schreuder	David Vuong
Elisa Litvin	Morgan McNally	Andrew Papaleo	Julia Schumann	Oliver Wahlstrom-Schatt
Sophie Lloyd	Louise McNeil	Nisha Patel	Briony Seignior	Hayden Walker
Tasha Lloyd	Tess McPhail	Pritashini Paul	Elif Sekercioglu	Stina Ward
Raymond Lobo	Ellen McSweeney	Vivienne Pergaminos	Josephine Sergi	Clementine Ward
Jun-Hoi Lok	Kyra Megele	Victoria Pesnikas	Patrick Sexton	Sarah Waring
James Lomas	Zubin Menon	Bogart Phillips	Mary Shamaly	Tamsin Webster
Caitlin Louth	Helena Mestrovic	Simon Pickering	Daniel Shapero	Pia White
Jennifer Lowe	Stephanie Micallef	Marie Antoinette Pizzaia	Jo Slater	Madeline White
Joel-Alexander Lowther	Alice Millar	Sasha Ponniah	Rowan Slattery	Olivia Whitten
Thomas Lyle	Jonathan Minter	Lekha Prasad	Jeremy Smith	Georgina Wignall
Peter Lynch	Georgina Mitchell	Mary Quinn	Imogen Smith-Waters	Lisa Williams
Gabriel Machado	Alpana Modi	Naveen Raghavan	William Southey	Virginia Wills
Troy Maher	Naleni Moodley	Penelope Ralston	Claire Southwell	Sebastian Wilson
Lior Maisner	Sarah Moorhead	Gurdial Ranjit Singh	Pave Sraj	Craig Wood
Karen Mak	Gram Morris	Andrew Rankin	Jessica Stafford	Tysen Woodlock
Danijel Malbasa	Andrea Morris-Meloni	Tia Rappel	Bronwyn Stanton	Georga Wootton
Nadege Malcolm	Helen Mulvaney	Moira Rayner	Jessica Steele	Elizabeth Wortley
Emily Male	Harriet Murphy	Cate Read	Adele Stefanidis	Rhyss Wyllie
Nick Mann	Katie Murphy	Alana Reader	Katerina Stevenson	Allan Zabrdac
Jane Marchment	Brittany Myers	Andre Retrot	Angus Stirling	Marc Zanier
Justin Marcus	George Newhouse	Wendy Ribbands	Rowan Story	Iris Zantop
Emma Marinelli	Alex Nguyen	Jessica Richardson-Brown	Monisha Sudarsanan	Ned Zvekic
Angelie Marshall	Amy Nolan	Matthew Ricks	Andrew Suddick	
Ishita Mattoo	Andrew Norris	Claire Roberts	Fabiola Superina	
Emilia Maubach	Morgan Nyland	Jake Roberts	Ariane Sussan	
Alex Maxwell	Andelka Obradovic	Alistair Robertson	Andriana Symbonis	
Bruce McBain	Conor O'Bryan		Ally Theng	
			Luke Thomas	

VALE ERWIN REISS

In September 2017 one of our most dedicated Fitzroy Legal Service day volunteers passed away, at the age of 88 years. We were able to acknowledge Erwin’s outstanding contribution with a presentation to his partner Marg Darcy at our 2017 Annual General Meeting. Julie Fletcher presented Marg with a framed photo of Erwin, a second photo will be placed in our premises. Erwin first commenced volunteering with us when we were located in Brunswick Street. At the time Erwin was in his mid 40’s and had decided to go to university and do a legal studies course.

Erwin volunteered for a number of years and then ceased volunteering until he retired from the Commonwealth Public Service. Upon retirement Erwin re-commenced volunteering with Fitzroy Legal Service and was a regular volunteer until early 2017. We estimate Erwin contributed over twenty years of volunteering with the Fitzroy Legal Service.



Julie Fletcher making a presentation to Erwin’s partner Marg Darcy at the 2017 Annual General Meeting



FAMILY VIOLENCE AND FAMILY LAW HEALTH JUSTICE PARTNERSHIPS

Mary was born in South Sudan and came to Australia on a partner visa 6 years ago. She has two children, Alice and Michael, both primary school aged. Her husband was violent towards her from the start of their relationship. His brothers were also violent towards her.

Mary was afraid to tell someone about the problems she was having at home but when things got really bad, she told her teacher about some of the violence. Her teacher then referred her to see a lawyer at FLS. Since then, we have assisted Mary to obtain:

- 1) a grant of permanent residency;
- 2) Centrelink payments;
- 3) stable housing;
- 4) a final intervention order for her and the children against her husband;
- 5) a parenting plan regarding the children.

Before Mary saw our lawyer, she was completely dependent on her husband for housing, income and a visa to remain in Australia. Now, she has her own income and housing and can provide for her children, she is independent.



STAKEHOLDER FEEDBACK

“...I wanted to let you know that we’ve been receiving some fabulous feedback about the support provided by Ella Crotty in the family court space.

At a recent Family Violence Practitioner’s Group, participants had a discussion about the impact that a psych assessment can have on the family court outcome for women.

A number of those present reflected that Ella’s support was ‘fantastic’ and, in one example, ensured a significantly positive outcome for a woman and her children who were at high risk of serious harm.

It would be wonderful if you could pass this message on to Ella.

It is so wonderful to have these positive stories shining through the work”



EMPLOYMENT LAW CLINIC

We have been approached by three clients, all of them young travellers on working holiday visas, who answered an internet advertisement looking for pamphlet delivery workers. The clients met with the employer at a railway station and were given a bag of leaflets to deliver, advertising handyman/building services. They were given a 20 km delivery route to be completed by the end of each day, and they were to be paid at the end of the week. None of them were paid. The address on the leaflets is fake, the phone number goes through to voicemail and is not returned and emails are not answered. One client took a snapshot of the employer’s car registration with his phone. We have made an application in the Magistrate’s Court for preliminary discovery to obtain an order that VicRoads supply the name and address of the registered owner of the car. We are also in correspondence with the website to ask them to cease publication of the fraudulent advertisements.

DRUG OUTREACH LAWYER PROGRAM

A client had defaulted in paying back a significant court fine of more than \$7,000 and now faced a warrant for her imprisonment. We investigated the circumstances surrounding the original order that was made and discovered that the Magistrate had not considered the special circumstances when imposing the fine. The client had been in a violent relationship at the time, had a serious drug dependency and suffered from PTSD. We were able to present evidence of this failure to recognise her special circumstances and consequently her matter was granted a rehearing. During the rehearing, the fine was completely withdrawn. As a result, the warrant for imprisonment was withdrawn.



Original editors of *The Legal Resources Book* (L-R) Julian Gardner, David Neal and Peter Cashman



THE LAW HANDBOOK

Naomi Saligari, Law Handbook Editors

In January 2018, FLS published the 40th edition of *The Law Handbook*.

Sales

The Law Handbook 2018 (LHB 2018) has been well received, with 72 per cent of hard copies sold, as well as \$4,426 worth of ebooks and PDF chapters, this year. The LHB website also continues to attract significant usage with over 620,000 users accessing the site this year.

Accessibility

Once again the LHB 2018 is highly accessible, being available in a variety of formats: as a hardcopy book, an ebook, as individual PDF chapters, and of course, for free online at www.lawhandbook.org.au. Elements of the new pricing structure introduced for the LHB 2018 (e.g. keeping the PDF chapters to only \$5.50 each) reflects the book's accessibility mandate.

New price and pricing system

For the first time in three years, the RRP's were increased for the LHB 2018. The increased RRP's are \$140 for the hardcopy and \$70 for the ebook; the PDF chapters remain the same price at \$5.50 each (LHB 2017 pricing: \$99.50 for the hard copy and \$40 for the ebook).

We also introduced a new two-tier pricing structure for LHB subscribers. Stream 1 subscribers (not-for-profit and community organisations, CLCs, state schools, individuals (non-legal professionals)) paid \$110, while stream 2 subscribers (for profit entities (e.g. commercial law firms), government departments and organisations (including local councils and courts), private and Catholic schools, universities, unions, individuals (legal professionals), prisons, peak bodies, libraries) paid \$130.

What's new?

The LHB 2018 features a completely overhauled, 545-word, plain English legal glossary, which has been edited by Trischa Mann, the author of Oxford University Press' *Australian Legal Dictionary* (1st edn).

For the LHB 2018, we trialled a pre-ordering system, where customers could order and pay for their hard copy or ebook from late November 2017; 13 pre-orders for the hardcopy were received.

Thank you, contributors

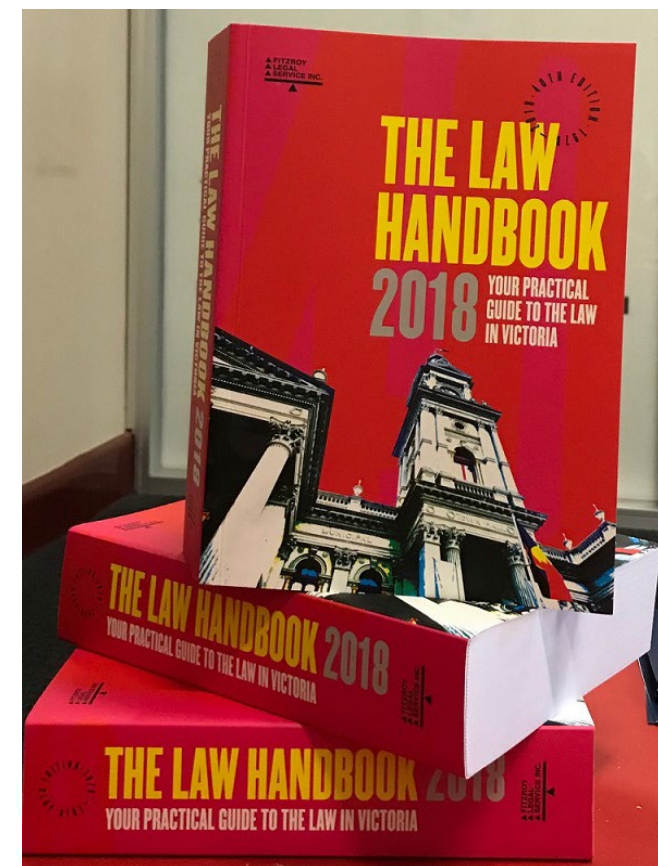
Producing this book every year would not be possible without the generosity and expertise of our contributors. We very much value the outstanding contribution of each and every author. For the LHB 2018, magistrates, commissioners, barristers, media law specialists, law lecturers, and disability and discrimination experts are among the volunteer contributors. Some of these contributors have been writing for the book since the 1980s, while others are new recruits.

Thank you, freelancers

I'd like to thank the freelancers who have dedicated many hours to the LHB 2018: Trischa Mann (editor of the legal glossary), Sandy Cull (cover design), Kerry Cooke (book design and typesetting) and Puddingburn (index and list of cases and legislation).

Thank you, Allens and Lander & Rogers

And thank you to Allens and Lander & Rogers for their continuing assistance with *The Law Handbook*.



FINANCIAL REPORT

INTRODUCTION

Net assets (excess of assets over liabilities) increased from \$288,245 to \$291,172 as at 30 June 2018.

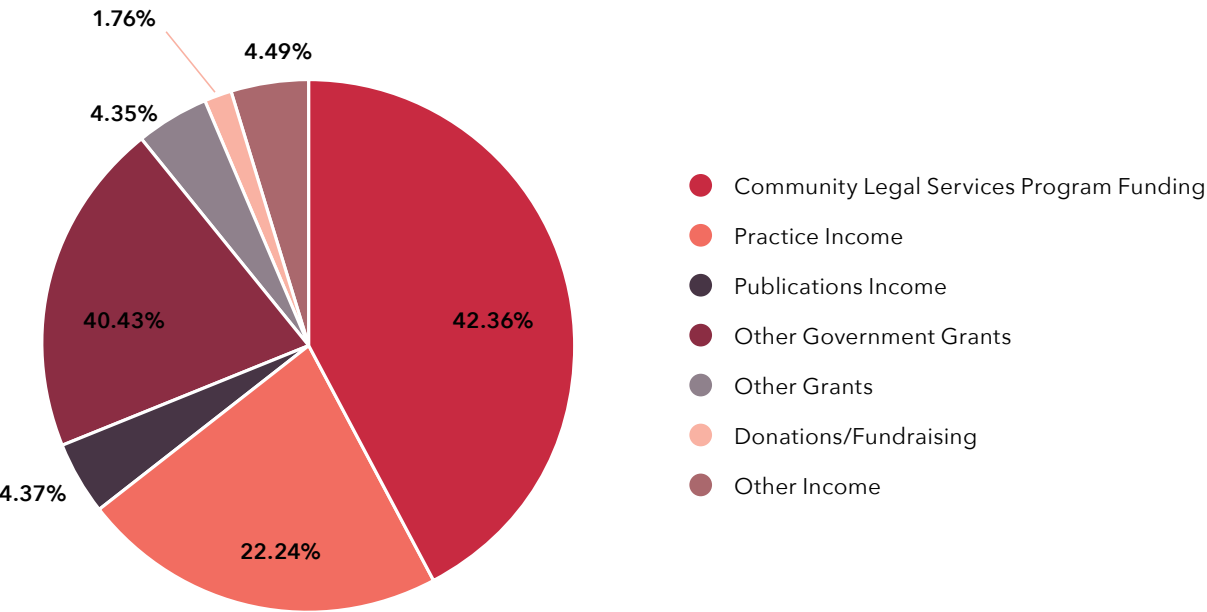
Service operating result incorporates services funded through the Community Legal Services Program (CLSP). In compliance with Victoria Legal Aid funding guidelines, any surplus is not recognised but carried forward to the following year as unspent grant and available to offset any deficits.

At 30 June 2018 the VLA Allowable Surplus was \$85,049 compared to \$83,353 last year.

Pleasing the Practice reported a surplus of \$10,857, following a surplus of \$22,425 the previous year.

Publications reported a deficit of \$7,930, compared to a surplus of \$3,556 in the previous year. This can be attributed to a reduction in fundraising income.

As in previous years, we received income from various sources including grants, donations, practice fees and publication sales. A breakdown of income sources is provided below.



Board meetings

The following table shows the number of Board meetings held during the financial year ended 30 June 2018 and the number attended by each Board member (while they were a Board member). During the financial year, six (6) board meetings were held.

DIRECTOR	MEETINGS HELD	MEETINGS ATTENDED
Vera Boston	6	5
Joanne Butterworth-Gray	1	1
Catherine Charleson	4	4
Andrew Conley	6	6
Fiona Delahunt	4	4
Claire Febey	1	1
Frances Jacka	6	4
Bruce McBain	6	5
Sandra McKay	6	5
Fiona Rothville	2	2
Ben Walkenhorst	6	6

INCOME AND EXPENDITURE STATEMENT FOR THE YEAR ENDED 30 JUNE 2018

	Note	2018 \$	2017 \$
INCOME			
Government Grant - VLA	9	829,737	749,239
Grants		485,338	478,707
Practice Income		435,746	373,244
Sales		81,031	68,108
Interest Income		10,737	10,671
Membership Income		5,234	7,055
Miscellaneous Income		111,031	116,620
		<u>1,958,854</u>	<u>1,803,644</u>
EXPENDITURE			
Employee benefits expense		1,503,546	1,386,913
Depreciation & Amortisation		19,645	19,384
Rental and premises expense		148,952	124,005
Office administration expenses		255,295	214,889
Publication expenses		28,489	32,472
		<u>1,955,927</u>	<u>1,777,663</u>
Profit (Loss) before income tax		2,927	25,981
Income tax expense	2	-	-
Profit (Loss) after income tax		2,927	25,981
Retained Profits (Losses) at the beginning of the financial year		<u>288,245</u>	<u>262,264</u>
Retained Profits (Losses) at the end of the financial year		<u>291,172</u>	<u>288,245</u>

The accompanying notes form part of these financial statements.

ASSETS AND LIABILITIES STATEMENT
AS AT
30 JUNE 2018

	Note	2018 \$	2017 \$
CURRENT ASSETS			
Cash and cash equivalents	3	686,004	631,387
Trade and other receivables	4	72,890	72,087
Inventory		1,828	3,832
TOTAL CURRENT ASSETS		<u>760,722</u>	<u>707,306</u>
NON-CURRENT ASSETS			
Security Bond		10,542	8,250
Property, plant and equipment	5	64,309	81,513
TOTAL NON-CURRENT ASSETS		<u>74,851</u>	<u>89,763</u>
TOTAL ASSETS		<u>835,573</u>	<u>797,069</u>
CURRENT LIABILITIES			
Trade and other payables	6	122,779	133,791
Amounts received in advance	7	191,288	153,457
Provisions	8	117,946	119,331
TOTAL CURRENT LIABILITIES		<u>432,013</u>	<u>406,579</u>
NON-CURRENT LIABILITIES			
Provisions	8	112,388	102,245
TOTAL LIABILITIES		<u>544,401</u>	<u>508,824</u>
NET ASSETS		<u>291,172</u>	<u>288,245</u>
MEMBERS' FUNDS			
Retained Profits		291,172	288,245
TOTAL MEMBERS' FUNDS		<u>291,172</u>	<u>288,245</u>

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED
30 JUNE 2018

	Note	2018 \$	2017 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from Government grants		829,737	749,239
Receipts from customers		590,481	477,955
Other Receipts		519,861	542,949
Payments to suppliers and employees		(1,891,466)	(1,710,854)
Interest received		10,737	10,671
Net Cash provided by operating activities	10	<u>59,350</u>	<u>69,960</u>
CASH FLOWS FROM INVESTING ACTIVITIES			
Payments for purchase of property and equipment		(4,733)	(97,615)
Net Cash provided by (used in) investing activities		<u>(4,733)</u>	<u>(97,615)</u>
Net increase (decrease) in cash held		54,617	(27,655)
Cash at the beginning of the year		631,387	659,042
Cash at the end of the year		<u>686,004</u>	<u>631,387</u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED
30 JUNE 2018

Note 1: Statement of Significant Accounting Policies

This financial report is special purpose financial report prepared in order to satisfy the financial reporting requirements of the Associations Incorporation Reform Act 2012 (Vic). The Board has determined that the association is not a reporting entity.

The financial report has been prepared on an accruals basis and is based on historical costs and does not take into account changing money values or, except where specifically stated, current valuation of non-current assets.

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

a. Cash and Cash Equivalents

Cash and cash equivalents includes cash on hand, deposits held at call with banks, and other short-term highly liquid investments with original maturities of three months or less.

b. Income Tax

The Association is an Income Tax Exempt Charity in terms of Subdivision 50-5 of the Income Tax Assessment Act 1997.

c. Property, Plant and Equipment

Leasehold improvements and office equipment are carried at cost less, where applicable, any accumulated depreciation.

The depreciable amount of all property, plant and equipment is depreciated over the useful lives of the assets to the association commencing from the time the asset is held ready for use. Leasehold Improvements are amortised over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

d. Employee Entitlements

Provision is made for the Association's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits have been measured at the amounts expected to be paid when the liability is settled.

The Association is bound by the Multipurpose Business Agreement, whereby employees' prior service in other CLCs is recognised for purposes of determining accrual of long service leave entitlement.

Accordingly where the employee is known to have served in other CLCs for 5 years or more, provision for long service leave is accrued from the commencement of their employment with the Association. Provision previously recognised for employees who subsequently leave the Association is not reversed at that time because the Association will be required to contribute the accrued entitlement to the then current employer provided they remain eligible for prior service recognition. Where the Association becomes aware that the ex-employee is no longer entitled to prior service recognition the provision is reversed.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED
30 JUNE 2018

Note 1: Statement of Significant Accounting Policies (cont.)

e Inventories

Inventories consist of publications and are measured at the lower cost and net realisable value. Costs are assigned on a specific identification basis and include direct costs and appropriate overheads, if any.

f Provisions

Provisions are recognised when the Association has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured. Provisions are measured at the best estimate of the amounts required to settle the obligation at the end of the reporting period.

g Impairment of Assets

At the end of each reporting period, the entity reviews the carrying values of its tangible and intangible assets to determine whether there is an indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, is compared to the asset's carrying amount. Any excess of the asset's carrying value over its recoverable amount is recognised in the income and expenditure statement.

h Revenue

Grants are recognised on an accrual basis. Any grants received and provided for special purposes are recognised to the extent funds are expended on projects. Grants received for future financial periods are treated as grants in advance under current liabilities to the extent of the unspent grant where there is an obligation to repay the unexpended portion of the grant.

Revenue from membership fees and donations are recognised upon receipt.

Revenue from the sale of goods is recognised upon delivery of goods to customers.

Interest revenue is recognised on an accrual basis taking into account the interest rates applicable to the financial assets.

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

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED
30 JUNE 2018

Note 1: Statement of Significant Accounting Policies (cont.)

i Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO). Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the assets and liabilities statement.

j Economic Dependence

The entity is dependent on Commonwealth and State Government funding for a significant portion of its revenue used to operate its business. At the date of this report the Board has no reason to believe that funding will not continue.

Note 2: Income Tax Expense

The Association is an Income Tax Exempt Charity in terms of Subdivision 50-5 of the Income Tax Assessment Act 1997.

Note 3: Cash and cash equivalents

	2018 \$	2017 \$
Cash and cheques on hand	19,782	16,850
Cash at Bank	187,151	114,653
Term Deposit	479,071	499,884
	<u>686,004</u>	<u>631,387</u>

Note 4: Trade and other receivables

Accounts receivable	81,531	74,887
Provision for doubtful debts	(10,500)	(3,000)
Prepayments	1,859	200
Other Receivable	-	-
	<u>72,890</u>	<u>72,087</u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED
30 JUNE 2018

Note 5: Property, plant and equipment

	2018 \$	2017 \$
Office Furniture & Equipment - Original Cost	140,635	140,429
Less accumulated depreciation	(76,326)	(58,916)
	<u>64,309</u>	<u>81,513</u>

Note 6: Trade and other payables

Current

Trade Creditors and accruals	43,261	78,439
Provision for audit fees	3,500	3,500
PAYG and BAS amount Payable	76,018	51,852
	<u>122,779</u>	<u>133,791</u>

Note 7: Amounts received in advance

VLA Allowable Surplus	85,049	68,662
Unexpended project funds	106,239	84,795
	<u>191,288</u>	<u>153,457</u>

Note 8: Provisions

Current

Employee Entitlements	<u>117,946</u>	<u>119,331</u>
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Non-Current

Employee Entitlements	<u>112,388</u>	<u>102,245</u>
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Note 9: Income Government Grant - VLA

Government Grant - VLA Commonwealth	239,333	231,652
Government Grant - VLA State	606,791	480,832
Government Grant Brought Forward - VLA	(16,387)	36,755
	<u>829,737</u>	<u>749,239</u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED
30 JUNE 2018

Note 10: Reconciliation of Cash Flow from Operations with Profit from Ordinary Activities after Income Tax

	2018 \$	2017 \$
Profit after income tax	2,927	25,981
Cash flows excluded from operating profit attributable to operating activities		
Non-cash flows in profit		
- Depreciation	19,645	19,384
Changes in assets and liabilities;		
- (Increase)/decrease in trade and other debtors	(8,303)	(19,322)
- (Increase)/decrease in inventory	2,004	641
- Increase/(decrease) in trade and other payables	(11,012)	30,426
- Increase/(decrease) in amounts received in advance	37,831	(44,544)
- Increase/(decrease) in provisions	16,258	57,394
Net cash provided by Operating Activities	<u>59,350</u>	<u>69,960</u>

Note 11: Going Concern

The members of the Board believe that the application of the going concern basis of accounting is appropriate due to the expected positive cash flows of the association and through the on going support of all funding bodies.

Note 12: Operating Lease Commitments

Operating leases contracted for but not recognised in the financial statements

Payable - minimum lease payments:

	2018 \$	2017 \$
- no later than 12 months	19,645	90,000
- between 12 months and five years	-	15,000
- greater than five years	-	-
	<u>19,645</u>	<u>105,000</u>

The Association has a lease for its office at Level 4 of the Fitzroy Town Hall which expires on 31 August 2018. In accordance with the overholding provision of the Lease, the Association continues to occupy the Premises after the end of the Term subject to the same terms and conditions as contained in the Lease and either party may end this Lease during any period of holding by giving 30 days written notice.

STATEMENT BY MEMBERS OF THE BOARD
FOR THE YEAR ENDED
30 JUNE 2018

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

In the opinion of the board the financial report as set out on pages 31 to 38:

1. Presents a true and fair view of the financial position of Fitzroy Legal Service Inc. as at 30 June 2018 and its performance for the year ended on that date.
2. At the date of this statement, there are reasonable grounds to believe that Fitzroy Legal Service Inc. will be able to pay its debts as and when they fall due.

This statement is made in accordance with a resolution of the Board and is signed for and on behalf of the Board by:



Chair of the Board

Dated: 3.10.2018



Board Member

Dated: 3.10.2018



AUDITOR INDEPENDENCE DECLARATION TO THE DIRECTORS OF FITZROY LEGAL SERVICE INC.

As lead auditor of Fitzroy Legal Service Inc. for the year ended 30 Jun 2018, I declare that, to the best of my knowledge and belief, there have been:

- a) No contraventions of the auditor independence requirements of the Australian Charities and Not-for-profits Commission Act 2012 in relation to the audit; and
- b) No contraventions of any applicable code of professional conduct in relation to the audit.

Stephen Kirtley
Director

Dated this 5th day of October, 2018

Davidsons Assurance Services Pty Ltd
101 West Fyans Street
Geelong, Victoria 3220



INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF FITZROY LEGAL SERVICE INC.

Opinion

We have audited the financial report of Fitzroy Legal Service Inc. (the association), which comprises the statement of financial position as at 30 June 2018, and the statement of comprehensive income, statement of changes in equity and cash flow statement for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the declaration by those charged with governance giving a true and fair view of the financial position and performance of the association.

In our opinion, the accompanying financial report presents fairly, in all material respects, the financial position of the association as at 30 June 2018 and its financial performance for the year then ended in accordance with the accounting policies described in Note 1 to the financial statements and the requirements of the *Australian Charities and Not-for-profits Commission Act 2012 (ACNC Act)*.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Association in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other responsibilities in accordance with the Code.

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

Other Information

Those charged with governance are responsible for the other information. The other information comprises the information included in the association's annual report for the year ended 30 June 2018, but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of Management and Those Charged with Governance for the Financial Report

Management is responsible for the preparation of the financial report in accordance with the ACNC Act 2012, and for such internal control as management determines is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.



In preparing the financial report, management is responsible for assessing the association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Association or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the association's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial report.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at: <http://www.auasb.gov.au/Home.aspx>. This description forms part of our auditor's report.

Stephen Kirtley
Director

Dated this 5th day of October, 2018

Davidsons Assurance Services Pty Ltd
101 West Fyans Street
Geelong, Victoria 3220

Fitzroy Legal Service Inc. (Non-Reporting)

ABN: 46 187 177 143 Reg no. A0002808B

Detailed Income Statement for the Year Ended 30 June 2018

	Service \$	Practice \$	Publications \$	Projects \$	2018 Total \$	2017 Total \$
Income						
Miscellaneous grants	60,188	-	50,000	375,150	485,338	478,707
Practice income	-	435,746	-	-	435,746	373,244
Sales FLS Law Handbook current edition	-	-	70,216	-	70,216	58,478
Sales FLS publication including previous LHB editions	-	-	9,375	-	9,375	8,160
Sales other publications	-	-	1,440	-	1,440	1,470
Postage recovered	-	-	4,544	-	4,544	4,809
Australian government grant - VLA	239,333	-	-	-	239,333	231,652
State government grant - VLA	606,791	-	-	-	606,791	480,832
Advanced Grant carried forward - VLA	(16,387)	-	-	-	(16,387)	36,755
Bank interest received	5,152	-	5,585	-	10,737	10,671
Membership	-	5,234	-	-	5,234	7,055
Donations, Copyrights	-	25,771	8,752	-	34,523	64,242
Other income	71,164	800	-	-	71,964	47,569
Total income	966,241	467,551	149,912	375,150	1,958,854	1,803,644
less publications cost of sales						
Production costs	-	-	27,449	-	27,449	31,401
Purchase of other publications	-	-	1,040	-	1,040	1,071
Total publications cost of sales	-	-	28,489	-	28,489	32,472
Gross surplus (after cost of sales)	966,241	467,551	121,423	375,150	1,930,365	1,771,172
Expenses						
Salaries	629,899	361,910	91,485	286,704	1,369,998	1,246,543
Superannuation	46,979	32,631	8,413	25,890	113,913	110,923
Other employment oncosts	12,389	3,833	1,185	2,228	19,635	29,447
Staff training/Conference	4,948	2,108	-	15,298	22,354	30,540
Staff recruitment	530	754	-	-	1,284	300
Rent	84,436	24,146	9,287	-	117,869	92,054
Other premises costs	9,434	2,926	2,377	1,527	16,264	17,377
Repairs and maintenance	10,397	2,074	-	2,348	14,819	14,574
Insurance	1,016	413	159	-	1,588	1,542
Communications	19,985	5,722	1,279	1,047	28,033	25,571
Library resources and subscriptions	16,306	2,538	-	1,249	20,093	19,157
Office overheads	14,072	5,119	4,410	269	23,870	27,818
Depreciation	10,438	6,094	1,598.00	1,515	19,645	19,384
Minor equipment purchases	495	-	-	-	495	495
Finance, audit and accounting fees	3,025	2,929	472	-	6,426	7,369
Travel	349	588	-	700	1,637	2,750
Programming and planning	22,726	120	-	-	22,846	28,491
Marketing expenses	-	-	1,099	-	1,099	1,330
Consortium/Consultant fee	60,672	-	-	-	60,672	21,055
Distribution expenses - postage and couriers	-	-	4,132	-	4,132	4,429
NDIS / LHB Website development & hosting	-	-	11,285	-	11,285	10,267
Other expenses	15,760	-	-	6,840	22,600	24,022
Client disbursements/Contractors	2,385	(6,096)	-	90	(3,621)	13,547
Provision for Doubtful Debt	-	7,500	-	-	7,500	-
Bad Debt written off	-	1,385	9	-	1,394	3,508
Stock loss/obsolete	-	-	164	-	164	488
Contribution to/from Projects	-	-	(8,001)	8,001	-	0
Total expenses	966,241	456,694	129,353	353,706	1,905,994	1,752,981
Net surplus /(deficit)	0	10,857	(7,930)	21,444	24,371	18,191
Transfer to projects	-	-	-	(21,444)	(21,444)	7,790
Total changes in equity	0	10,857	(7,930)	-	2,927	25,981
Balance of equity at beginning of year	34,770	11,558	241,917	-	288,245	262,264
Balance of equity at end of year	34,770	22,415	233,987	-	291,172	288,245

Fitzroy Legal Service Inc. (Non-Reporting)
ABN: 46 187 177 143 Reg no. A0002808B
Detailed Statement of Assets and Liabilities as at 30 June 2018

	Service & Practice	Publications	2018 Total	2017 Total
Current assets				
Cash/Cheques on hand	19,742	40	19,782	16,850
Operating Bank Accounts	149,441	37,710	187,151	114,653
Investment accounts	272,555	206,516	479,071	499,884
Debtors	79,030	2,501	81,531	74,887
Provision for doubtful debts	(10,000)	(500)	(10,500)	(3,000)
Prepayments	1,859	-	1,859	200
Inventories	-	1,828	1,828	3,832
Total current assets	512,627	248,095	760,722	707,306
Non-current assets				
Security Bond	10,542	-	10,542	8,250.00
Office furniture and equipment	137,750	2,885	140,635	140,429
Less : accumulated depreciation	(73,441)	(2,885)	(76,326)	(58,916)
Total non-current assets	74,851	0	74,851	89,763
Less current liabilities				
Trade creditors and accruals	38,778	-	38,778	48,292
Goods Facility Loan	4,483	-	4,483	30,147
Provision for annual leave	108,520	9,426	117,946	119,331
Provision for long service leave	107,706	4,682	112,388	102,245
Provision for audit fees	3,500	-	3,500	3,500
Taxes payable	76,018	-	76,018	51,852
VLA Allowable Surplus	85,049	-	85,049	68,662
Unexpended project funds	106,239	-	106,239	84,795
Total current liabilities	530,293	14,108	544,401	508,824
Net assets	57,185	233,987	291,172	288,245
Members' Fund				
Accumulated funds prior year	46,328	241,917	288,245	262,264
Legal service	-	-	-	-
Practice	10,857	-	10,857	22,425
Publications	-	(7,930)	(7,930)	3,556
Total Members' Fund	57,185	233,987	291,172	288,245

Fitzroy Legal Service Inc. (Non-Reporting)
ABN: 46 187 177 143 Reg no. A0002808B
Project Funds Summary for the Year Ended 30 June 2018

Project name	Balance at 30 June 2017 \$	Income \$	Expenditure \$	Balance at 30 June 2018 \$
Doctors for Refugees	10,253	-	10,253	-
Computers for New Office	3,030	-	1,515	1,515
VLF - Law Week	-	2,299	2,299	-
DSS - Volunteer Grant	3,000	-	-	3,000
Drug Outreach solicitor	-	85,849	85,849	-
City of Yarra - Night Service	-	66,697	66,697	-
DOJ - Family Violence Lawyer	13,669	90,000	56,094	47,575
CLC -Family Violence Lawyer	26,823	2,379	29,202	-
Trainee Lawyer	28,020	75,000	76,778	26,242
DOJ - Employment Day Clinic	-	45,000	23,929	21,071
Vic Women's Trust	-	7,926	1,090	6,836
Total	84,795	375,150	353,706	106,239

