

DIRECTIONS WORKFORCE SOLUTIONS
INCORPORATED

ABN 18 046 791 543

Special Purpose Financial Report
For the year ended 30 June 2025

CONTENTS

Board Report	1
Statement of Profit or Loss and Other Comprehensive Income	2
Statement of Financial Position	3
Statement of Changes in Equity	4
Statement of Cash Flows	5
Notes to the Financial Statements	6
Statement by the Board	17
Auditors' Independence Report	18
Auditors' Report	19

**Directions Workforce Solutions Incorporated
Board Report
For the year ended 30 June 2025**

Your Board submits the financial report of Directions Workforce Solutions Incorporated ("Association") for the financial year ended 30 June 2025.

Board Members:

The names of board members throughout the year and at the date of this report are as follows:

Wendy Newman
Pamela l'Anson
Chris Antonio
Rebecca McCall
Elise Woods
Kimberley Anderson (resigned 19 February 2025)
Carl Della

Secretary: Rebecca McCall.

Principal activities

The principal activities of the Association during the financial year were to provide training and employment services to people in Western Australia.

Operating results

The amount of the surplus for the financial year amounted to an operating \$696,557 (2024: surplus of \$437,662).

On behalf of the Board



Elise Woods
Chairperson

Date: 3 December 2025

Directions Workforce Solutions Incorporated
Statement of Profit or Loss and Other Comprehensive Income
For the year ended 30 June 2025

	Note	2025 \$	2024 \$
Revenue	3	15,959,362	14,204,000
Expenses			
Salaries and wages		(13,735,430)	(12,406,941)
Depreciation and amortisation	4	(118,787)	(116,242)
Other expenses		(1,408,588)	(1,243,155)
Operating Surplus for the year		<u>696,557</u>	<u>437,662</u>
Fair Value Movement on Investment Property			
	8	<u>100,000</u>	<u>-</u>
Surplus after fair value adjustments		796,557	437,662
Other comprehensive income			
Unrealised fair value gain for land and buildings	7	<u>-</u>	<u>225,000</u>
Total comprehensive income for the year		<u>796,557</u>	<u>662,662</u>

The accompanying notes form part of these financial statements.

Directions Workforce Solutions Incorporated
Statement of Financial Position
For the year ended 30 June 2025

	Note	2025 \$	2024 \$
CURRENT ASSETS			
Cash and cash equivalents	5	5,564,189	5,016,322
Trade and other receivables	6	2,263,615	1,701,821
TOTAL CURRENT ASSETS		<u>7,827,804</u>	<u>6,718,143</u>
NON-CURRENT ASSETS			
Property, plant and equipment	7	1,424,371	1,486,247
Investment properties	8	850,000	750,000
Right-of-use assets		-	38,827
TOTAL NON-CURRENT ASSETS		<u>2,274,371</u>	<u>2,275,074</u>
TOTAL ASSETS		<u>10,102,175</u>	<u>8,993,217</u>
CURRENT LIABILITIES			
Trade and other payables	9	1,496,727	1,304,163
Employee benefits	10	876,896	711,665
Lease liabilities		-	30,316
TOTAL CURRENT LIABILITIES		<u>2,373,623</u>	<u>2,046,144</u>
NON-CURRENT LIABILITIES			
Employee benefits	10	43,150	47,696
Lease liabilities		-	10,532
TOTAL NON-CURRENT LIABILITIES		<u>43,150</u>	<u>58,228</u>
TOTAL LIABILITIES		<u>2,416,773</u>	<u>2,104,372</u>
NET ASSETS		<u>7,685,402</u>	<u>6,888,845</u>
MEMBERS' FUND			
Accumulated surplus	11	6,864,322	6,220,765
Reserves	12	821,080	668,080
TOTAL EQUITY		<u>7,685,402</u>	<u>6,888,845</u>

The accompanying notes form part of these financial statements.

Directions Workforce Solutions Incorporated
Statement of Changes in Equity
For the year ended 30 June 2025

	Accumulated Surplus \$	Charity Reserve \$	Workers Comp Reserve \$	Marketing Reserve \$	Revaluation Reserve \$	Total Equity \$
Balance at 1 July 2023	5,817,103	160,000	25,000	-	224,080	6,226,183
Surplus for the year	437,662	-	-	-	-	437,662
Other comprehensive income	-	-	-	-	225,000	225,000
Total comprehensive income for the year	437,662	-	-	-	225,000	662,662
Transfers	(34,000)	9,000	25,000	-	-	-
Balance at 30 June 2024	6,220,765	169,000	50,000	-	449,080	6,888,845
Balance at 1 July 2024	6,220,765	169,000	50,000	-	449,080	6,888,845
Operating Surplus for the year	696,557	-	-	-	-	696,557
Other comprehensive income	-	-	-	-	-	-
Total comprehensive income for the year	696,557	-	-	-	-	696,557
Transfers	(153,000)	(47,000)	-	200,000	-	-
Fair value revaluation for the year	100,000	-	-	-	-	100,000
Balance at 30 June 2025	6,864,322	122,000	50,000	200,000	449,080	7,685,402

The accompanying notes form part of these financial statements.

Directions Workforce Solutions Incorporated
Statement of Cash Flows
For the year ended 30 June 2025

	Note	2025 \$	2024 \$
Cash flows from operating activities			
Receipts from customers		13,092,379	11,515,368
Payments to suppliers and employees		(14,789,145)	(13,163,926)
		(1,696,766)	(1,648,558)
Interest received		225,165	159,856
Other income		183,361	159,867
Government incentives and funding income received		1,892,212	2,047,100
Net cash generated from operating activities	13	<u>603,972</u>	<u>718,265</u>
Cash flows from investing activities			
Proceeds from disposal of plant and equipment		25,909	58,637
Payments for plant and equipment		(52,673)	(149,091)
Net cash used in investing activities		<u>(26,764)</u>	<u>(90,454)</u>
Cash flows from financing activities			
Repayment of lease liabilities		(29,341)	(31,600)
Net cash used in financing activities		<u>(29,341)</u>	<u>(31,600)</u>
Net increase in cash and cash equivalents		547,867	596,211
Cash and cash equivalents at the beginning of the year		5,016,322	4,420,111
Cash and cash equivalents at the end of the year	5	<u><u>5,564,189</u></u>	<u><u>5,016,322</u></u>

The accompanying notes form part of these financial statements.

Directions Workforce Solutions Incorporated
Notes to the Financial Statements
For the year ended 30 June 2025

Note 1. Material accounting policies

The principal accounting policies adopted in the preparation of the financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

New or amended Accounting Standards and Interpretations adopted

The Association has adopted all of the new or amended Accounting Standards and Interpretations issued by the Australian Accounting Standards Board (AASB) that are mandatory for the current reporting period.

Any new or amended Accounting Standards or Interpretations that are not yet mandatory have not been early adopted.

Basis of preparation

In the Board's opinion, the Association is not a reporting entity because there are no users dependent on general purpose financial statements.

These are special purpose financial statements that have been prepared for the purposes of complying with the Association's Constitution, the *Australian Charities and Not-for-profits Commission Act 2012* and the *Association Incorporation Act 2015*. The Board have determined that the accounting policies adopted are appropriate to meet the financial reporting requirements of the Association.

These financial statements have been prepared in accordance with the recognition and measurement requirements specified by the Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board (AASB) and the disclosure requirements of AASB 101 *Presentation of Financial Statements*, AASB 107 *Statement of Cash Flows*, AASB 108 *Accounting Policies, Changes in Accounting Estimates and Errors*, AASB 1048 *Interpretation of Standards* and AASB 1054 *Australian Additional Disclosures*, as appropriate for not-for-profit oriented entities.

Historical cost convention

The financial statements have been prepared under the historical cost convention unless otherwise stated.

Critical accounting estimates

The preparation of the financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the Association's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements, are disclosed in Note 2.

Revenue recognition

The Association recognises revenue as follows:

Revenue from contracts with customers

Revenue is recognised at an amount that reflects the consideration to which the Association is expected to be entitled in exchange for transferring goods or services to a customer. For each contract with a customer, the Association: identifies the contract with a customer; identifies the performance obligations in the contract; determines the transaction price which takes into account estimates of variable consideration and the time value of money; allocates the transaction price to the separate performance obligations on the basis of the relative stand-alone selling price of each distinct good or service to be delivered; and recognises revenue when or as each performance obligation is satisfied in a manner that depicts the transfer to the customer of the goods or services promised.

Rendering of services

Revenue from a contract to provide services is recognised over time as the services are rendered based on either a fixed price or an hourly rate.

Government Incentives

Grants are recognised in profit or loss when the Association satisfies the performance obligations stated within the funding agreements.

Interest

Interest revenue is recognised as interest accrues using the effective interest method.

Other revenue

Other revenue is recognised when it is received or when the right to receive payment is established.

Directions Workforce Solutions Incorporated
Notes to the Financial Statements
For the year ended 30 June 2025

Note 1. Material accounting policies (continued)

Income tax

As the Association is a charitable institution under Subdivision 50-B of the Income Tax Assessment Act 1997, it is exempt from paying income tax.

Current and non-current classification

Assets and liabilities are presented in the balance sheet are based on current and non-current classification.

An asset is classified as current when: it is either expected to be realised or intended to be sold or consumed in normal operating cycle; it is held primarily for the purpose of trading; it is expected to be realised within 12 months after the reporting period; or the asset is cash or cash equivalent unless restricted from being exchanged or used to settle a liability for at least 12 months after the reporting period. All other assets are classified as non-current.

A liability is classified as current when: it is either expected to be settled in normal operating cycle; it is held primarily for the purpose of trading; it is due to be settled within 12 months after the reporting period; or there is no unconditional right to defer the settlement of the liability for at least 12 months after the reporting period. All other liabilities are classified as non-current.

Deferred tax assets and liabilities are always classified as non-current.

Cash and cash equivalents

Cash and cash equivalents includes cash on hand, deposits held at call with financial institutions, other short-term, highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

Trade and other receivables

Trade receivables are initially recognised at fair value and subsequently measured at amortised cost using the effective interest method, less any allowance for expected credit losses. Trade receivables are generally due for settlement within 30 days.

Property, plant and equipment

Land and buildings are shown at fair value, based on periodic valuations by external independent valuers. The valuations are undertaken more frequently if there is a material change in the fair value relative to the carrying amount. Any accumulated depreciation at the date of revaluation is eliminated against the gross carrying amount of the asset and the net amount is restated to the revalued amount of the asset.

Freehold land and buildings are not depreciated.

Plant and equipment is stated at historical cost less accumulated depreciation and impairment. Historical cost includes expenditure that is directly attributable to the acquisition of the items.

Depreciation is calculated on a straight-line basis to write off the net cost of each item of property, plant and equipment (excluding land and buildings) over their expected useful lives as follows:

Freehold improvements	5 years
Plant and equipment	4 years
Motor vehicles	3 to 4 years
Office equipment	5 years

The residual values, useful lives and depreciation methods are reviewed, and adjusted if appropriate, at each reporting date.

An item of property, plant and equipment is derecognised upon disposal or when there is no future economic benefit to the Association. Gains and losses between the carrying amount and the disposal proceeds are taken to profit or loss.

Directions Workforce Solutions Incorporated
Notes to the Financial Statements
For the year ended 30 June 2025

Note 1. Material accounting policies (continued)

Investment properties

Investment properties principally comprise of freehold land and buildings held for long-term rental and capital appreciation that are not occupied by the Group. Investment properties are initially recognised at cost, including transaction costs, and are subsequently remeasured annually at fair value. Movements in fair value are recognised directly to profit or loss

Investment properties are derecognised when disposed of or when there is no future economic benefit expected. Transfers to and from investment properties to property, plant and equipment are determined by a change in use of owner-occupation. The fair value on the date of change of use from investment properties to property, plant and equipment are used as deemed cost for the subsequent accounting. The existing carrying amount of property, plant and equipment is used for the subsequent accounting cost of investment properties on the date of change of use.

Impairment of non-financial assets

Non-financial assets are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount.

Recoverable amount is the higher of an asset's fair value less costs of disposal and value-in-use. The value-in-use is the present value of the estimated future cash flows relating to the asset using a pre-tax discount rate specific to the asset or cash-generating unit to which the asset belongs. Assets that do not have independent cash flows are grouped together to form a cash-generating unit.

Trade and other payables

These amounts represent liabilities for goods and services provided to the Association prior to the end of the financial year and which are unpaid. Due to their short-term nature they are measured at amortised cost and are not discounted. The amounts are unsecured and are usually paid within 30 days of recognition.

Employee benefits

Short-term employee benefits

Liabilities for wages and salaries, including non-monetary benefits, annual leave and long service leave expected to be settled within 12 months of the reporting date are measured at the amounts expected to be paid when the liabilities are settled.

Other long-term employee benefits

The liability for annual leave and long service leave not expected to be settled within 12 months of the reporting date are measured as the present value of expected future payments to be made in respect of services provided by employees up to the reporting date using the projected unit credit method. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the reporting date on national government bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

Defined contribution superannuation expense

Contributions to defined contribution superannuation plans are expensed in the period in which they are incurred.

Fair value measurement

When an asset or liability, financial or non-financial, is measured at fair value for recognition or disclosure purposes, the fair value is based on the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date; and assumes that the transaction will take place either: in the principal market; or in the absence of a principal market, in the most advantageous market.

Fair value is measured using the assumptions that market participants would use when pricing the asset or liability, assuming they act in their economic best interests. For non-financial assets, the fair value measurement is based on its highest and best use. Valuation techniques that are appropriate in the circumstances and for which sufficient data are available to measure fair value, are used, maximising the use of relevant observable inputs and minimising the use of unobservable inputs.

Directions Workforce Solutions Incorporated
Notes to the Financial Statements
For the year ended 30 June 2025

Note 1. Material accounting policies (continued)

Right-of-use assets

A right-of-use asset is recognised at the commencement date of a lease. The right-of-use asset is measured at cost, which comprises the initial amount of the lease liability, adjusted for, as applicable, any lease payments made at or before the commencement date net of any lease incentives received, any initial direct costs incurred, and, except where included in the cost of inventories, an estimate of costs expected to be incurred for dismantling and removing the underlying asset, and restoring the site or asset.

Right-of-use assets are depreciated on a straight-line basis over the unexpired period of the lease or the estimated useful life of the asset, whichever is the shorter. Where the Association expects to obtain ownership of the leased asset at the end of the lease term, the depreciation is over its estimated useful life. Right-of use assets are subject to impairment or adjusted for any remeasurement of lease liabilities.

The Association has elected not to recognise a right-of-use asset and corresponding lease liability for short-term leases with terms of 12 months or less and leases of low-value assets. Lease payments on these assets are expensed to profit or loss as incurred.

Lease liabilities

A lease liability is recognised at the commencement date of a lease. The lease liability is initially recognised at the present value of the lease payments to be made over the term of the lease, discounted using the interest rate implicit in the lease or, if that rate cannot be readily determined, the Association's incremental borrowing rate. Lease payments comprise of fixed payments less any lease incentives receivable, variable lease payments that depend on an index or a rate, amounts expected to be paid under residual value guarantees, exercise price of a purchase option when the exercise of the option is reasonably certain to occur, and any anticipated termination penalties. The variable lease payments that do not depend on an index or a rate are expensed in the period in which they are incurred.

Lease liabilities are measured at amortised cost using the effective interest method. The carrying amounts are remeasured if there is a change in the following: future lease payments arising from a change in an index or a rate used; residual guarantee; lease term; certainty of a purchase option and termination penalties. When a lease liability is remeasured, an adjustment is made to the corresponding right-of use asset, or to profit or loss if the carrying amount of the right-of-use asset is fully written down.

Borrowings

Loans and borrowings are initially recognised at the fair value of the consideration received, net of transaction costs. They are subsequently measured at amortised cost using the effective interest method.

Goods and Services Tax ('GST') and other similar taxes

Revenues, expenses and assets are recognised net of the amount of associated GST, unless the GST incurred is not recoverable from the tax authority. In this case it is recognised as part of the cost of the acquisition of the asset or as part of the expense.

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 tax authority is included in other receivables or other payables in the balance sheet.

Commitments and contingencies are disclosed net of the amount of GST recoverable from, or payable to, the tax authority.

New Accounting Standards and Interpretations not yet mandatory or early adopted

Australian Accounting Standards and Interpretations that have recently been issued or amended but are not yet mandatory, have not been early adopted by the Association for the annual reporting period ended 30 June 2025. The Association has not yet assessed the impact of these new or amended Accounting Standards and Interpretations.

Directions Workforce Solutions Incorporated
Notes to the Financial Statements
For the year ended 30 June 2025

Note 2. Critical accounting judgements, estimates and assumptions

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the reported amounts in the financial statements. Management continually evaluates its judgements and estimates in relation to assets, liabilities, contingent liabilities, revenue and expenses. Management bases its judgements, estimates and assumptions on historical experience and on other various factors, including expectations of future events, management believes to be reasonable under the circumstances. The resulting accounting judgements and estimates will seldom equal the related actual results. The judgements, estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

Estimation of useful lives of assets

The Association determines the estimated useful lives and related depreciation and amortisation charges for its property, plant and equipment and finite life intangible assets. The useful lives could change significantly as a result of technical innovations or some other event. The depreciation and amortisation charge will increase where the useful lives are less than previously estimated lives, or technically obsolete or non-strategic assets that have been abandoned or sold will be written off or written down.

Fair value measurement hierarchy

The Association is required to classify all assets and liabilities, measured at fair value, using a three level hierarchy, based on the lowest level of input that is significant to the entire fair value measurement, being: Level 1: Quoted prices (unadjusted) in active markets for identical assets or liabilities that the entity can access at the measurement date; Level 2: Inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly; and Level 3: Unobservable inputs for the asset or liability. Considerable judgement is required to determine what is significant to fair value and therefore which category the asset or liability is placed in can be subjective.

The fair value of assets and liabilities classified as level 3 is determined by the use of valuation models. These include discounted cash flow analysis or the use of observable inputs that require significant adjustments based on unobservable inputs.

Directions Workforce Solutions Incorporated
Notes to the Financial Statements
For the year ended 30 June 2025

Note 3. Revenue

	2025	2024
	\$	\$
<i>Revenue</i>		
Host fees	14,573,390	12,829,931
Interest income	225,165	159,586
Government incentives and funding income	1,890,762	2,045,800
Economic stimulus	1,450	1,300
Other income	187,813	210,354
Government incentives passed back to Host	(919,218)	(1,042,971)
	<u>15,959,362</u>	<u>14,204,000</u>

Host fees include Government incentives that are passed back through lower charge rates.

Note 4. Expenses

Surplus includes the following specific expenses:

<i>Depreciation</i>		
Furniture and fittings	19,190	16,925
Computer equipment	21,318	24,228
Motor vehicles	45,004	38,325
Right-of-use asset	25,698	28,016
Leasehold improvements	7,577	8,748
Total depreciation	<u>118,787</u>	<u>116,242</u>
 <i>Superannuation expenses</i>		
Defined contribution superannuation expense	<u>1,151,162</u>	<u>1,099,079</u>

Directions Workforce Solutions Incorporated
Notes to the Financial Statements
For the year ended 30 June 2025

Note 5. Cash and cash equivalents

	2025	2024
	\$	\$
Cash at bank	2,065,395	1,813,020
Term deposits	3,498,794	3,203,302
	<u>5,564,189</u>	<u>5,016,322</u>

Note 6. Trade and other receivables

Trade receivables - Workforce One	1,122,818	907,357
Trade receivables - Xero	-	16,675
Accrued income	621,202	359,486
Bond - 95 Wellington St, Northam	-	5,280
Prepaid expenses	508,178	408,602
Other current assets – investment property	11,417	-
ATO superannuation guarantee charge account	-	4,421
	<u>2,263,615</u>	<u>1,701,821</u>

Directions Workforce Solutions Incorporated
Notes to the Financial Statements
For the year ended 30 June 2025

Note 7. Property, plant and equipment

	2025	2024
	\$	\$
Land and buildings - at fair value	1,250,000	1,250,000
Furniture and fittings - at cost	111,484	106,964
Less: Accumulated depreciation	(80,081)	(60,891)
	<u>31,403</u>	<u>46,073</u>
Computer equipment - at cost	126,414	131,449
Less: Accumulated depreciation	(99,412)	(92,707)
	<u>27,002</u>	<u>38,742</u>
Motor vehicles - at cost	244,804	253,252
Less: Accumulated depreciation	(135,570)	(116,129)
	<u>109,234</u>	<u>137,123</u>
Leasehold Improvements - at cost	33,660	43,737
Less: Accumulated depreciation	(26,928)	(29,428)
	<u>6,732</u>	<u>14,309</u>
	<u>1,424,371</u>	<u>1,486,247</u>

Reconciliations

Reconciliations of the written down values at the beginning and end of the current and previous financial year are set out below:

	Land and buildings \$	Furniture and fittings \$	Computer equipment \$	Motor vehicles \$	Leasehold improvements \$	Total \$
Balance at 1 July 2023	1,775,000	46,958	50,527	62,989	23,057	1,958,531
Additions	-	16,040	13,815	119,236	-	149,091
Disposals	-	-	(1,372)	(6,777)	-	(8,149)
Depreciation expense	-	(16,925)	(24,228)	(38,325)	(8,748)	(88,226)
Revaluation gain/(loss)	225,000	-	-	-	-	225,000
Reclassification	(750,000)	-	-	-	-	(750,000)
Balance at 30 June 2024	<u>1,250,000</u>	<u>46,073</u>	<u>38,742</u>	<u>137,123</u>	<u>14,309</u>	<u>1,486,247</u>
Balance at 1 July 2024	1,250,000	46,073	38,742	137,123	14,309	1,486,247
Additions	-	4,520	9,712	38,441	-	52,673
Disposals	-	-	(134)	(21,326)	-	(21,460)
Depreciation expense	-	(19,190)	(21,318)	(45,004)	(7,577)	(93,089)
Balance at 30 June 2025	<u>1,250,000</u>	<u>31,403</u>	<u>27,002</u>	<u>109,234</u>	<u>6,732</u>	<u>1,424,371</u>

The basis of the valuation of property is fair value and is based on an independent assessment by a member of the Australian Property Institute having recent experience in the location and category of investment property being valued. Valuations are based on current prices in an active market for similar properties of the same location and condition.

The land and buildings situated at 7 Sayer Street, Midland was last revalued in June 2024.

Directions Workforce Solutions Incorporated
Notes to the Financial Statements
For the year ended 30 June 2025

	2025	2024
	\$	\$
Note 8. Investment Properties		
Land and buildings – at fair value	850,000	750,000
Reconciliations of the written down value are set out below:		
Opening balance at 1 July	750,000	-
Reclassification from Property, Plant & Equipment	-	750,000
Revaluation gain/(loss)	100,000	-
Balance at 30 June	850,000	750,000

The basis of the valuation of property is fair value and is based on an independent assessment by a member of the Australian Property Institute having recent experience in the location and category of investment property being valued. Valuations are based on current prices in an active market for similar properties of the same location and condition. The \$100,000 fair value gain was recognised in the profit or loss.

The land and buildings situated at 133 Fitzgerald Street, Northam was last revalued in June 2025.

Note 9. Trade and other payables

Trade payables	305,502	213,420
GST payable	258,232	250,603
Other payables	932,993	840,140
	1,496,727	1,304,163

Note 10. Employee benefits

Current		
Annual leave	550,944	602,279
Other Employee Provisions	254,394	-
Long service leave	71,558	109,386
	876,896	711,665
Non-Current		
Long service leave	43,150	47,696
Total employee benefits	920,046	759,361

Note 11. Accumulated surplus

Accumulated surplus at the beginning of the financial year	6,220,765	5,817,103
Operating Surplus for the year	696,557	437,662
Fair Value revaluation of investment property	100,000	-
Transfer from reserves	(153,000)	(34,000)
Accumulated surplus at the end of the financial year	6,864,322	6,220,765

Directions Workforce Solutions Incorporated
Notes to the Financial Statements
For the year ended 30 June 2025

Note 12. Reserves

	2025	2024
	\$	\$
Building's revaluation reserve ¹	449,080	449,080
Charity Reserve ²	122,000	169,000
Workers Compensation Reserve ³	50,000	50,000
Marketing Reserve ⁴	200,000	-
	<hr/>	<hr/>
Closing Balance	821,080	668,080
	<hr/>	<hr/>

¹ Balance relates to the revaluation of land and buildings situated at 7 Sayer Street, Midland.

² Balance relates to funds set aside for future charitable expenditure.

³ Balance relates to funds set aside for future workers compensation claims.

⁴ Balance relates to funds set aside for future marketing expenses.

Note 13. Reconciliation of surplus to net cashflow from operating activities

Surplus for the year	796,557	437,662
Adjustments for:		
Fair Value Movement Investment Property	(100,000)	
Depreciation and amortisation	118,787	116,242
Interest expense	1,623	2,861
Gain on disposal of plant and equipment	(4,451)	(50,487)
Changes in operating assets and liabilities:		
Trade and other receivables	(561,794)	(271,322)
Trade and other payables	192,565	382,250
Provisions	160,685	101,059
	<hr/>	<hr/>
Net cashflow from operating activities	603,972	718,265
	<hr/>	<hr/>

Note 14. Key management personnel disclosures

Compensation

The aggregate compensation made to officers and other members of key management personnel of the Association is set out below:

Aggregate compensation	500,186	471,708
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There are no related party transactions during the financial year.

Note 15. Auditor's remuneration

The following fees were paid or payable to the auditor:

Armada Audit & Assurance Pty Ltd

Audit of the financial report	22,450	21,500
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Directions Workforce Solutions Incorporated
Notes to the Financial Statements
For the year ended 30 June 2025

Note 16. Contingent liabilities/assets

The Association had no contingent liabilities/assets as at 30 June 2025 and 30 June 2024.

Note 17. Commitments

The Association had no commitments for expenditure as at 30 June 2025 and 30 June 2024.

Note 18. Events after the reporting period

No matter or circumstance has arisen since 30 June 2025 that has significantly affected, or may significantly affect the Association's operations, the results of those operations, or the Association's state of affairs in future financial years.

Directions Workforce Solutions Incorporated
Statement by the Board
For the year ended 30 June 2025

In the Board's opinion;

- the Association is not a reporting entity because there are no users dependent on general purpose financial statements. Accordingly, as described in Note 1 to the financial statements, the attached special purpose financial statements have been prepared for the purposes of complying with the Association's Constitution and the *Australian Charities and Not-for-profits Commission Act 2012* and the *Association Incorporation Act 2015*;
- the attached financial statements and notes comply with the Accounting Standards to the extent described in Note 1 to the financial statements;
- the attached financial statements and notes give a true and fair view of the Association's financial position as at 30 June 2025 and of its performance for the financial year ended on that date; and
- there are reasonable grounds to believe that the Association will be able to pay its debts as and when they become due and payable.

On behalf of the Board



Elise Woods
Chairperson

Date: 3 December 2025

**Auditor's Independence Declaration
under Subdivision 60-40 of the Australian Charities and Not for Profit Commission Act 2012
to the Board of DIRECTIONS WORKFORCE SOLUTIONS INCORPORATED.**

I declare that, to the best of my knowledge and belief, for the audit during the year ended 30 June 2025 there has been:

- i) No contraventions of the auditor independence requirements as set out in the *Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit; and
- ii) No contraventions of any applicable code of professional conduct in relation to the audit.

*Armada Audit
& Assurance*

ARMADA AUDIT & ASSURANCE PTY LTD



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NIGEL DIAS
DIRECTOR

Perth, Dated 3 December 2025

INDEPENDENT AUDIT REPORT ON THE FINANCIAL REPORT TO THE MEMBERS OF DIRECTIONS WORKFORCE SOLUTIONS INCORPORATED

Opinion

We have audited the special purpose financial report of Incorporated. (the Association') which comprises the statement of financial position as at 30 June 2025, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of material accounting policies, and the declaration by those charged with governance.

In our opinion, the accompanying financial report of Directions Workforce Solutions Incorporated has been prepared in accordance with the *Australian Charities and Not-for-profits Commission Act 2012* and the *Associations Incorporation Act 2015*, including

- a) Giving a true and fair view of the Association's financial position as at 30 June 2025 and of its financial performance and cash flows for the year then ended; and
- b) Complying with Australian Accounting Standards to the extent disclosed in Note 1 to the financial report and *Division 60 of the Australian Charities and Not-for-profits Commission Regulation 2022*.

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 auditor independence requirements of the *Australian Charities and Not-for-profits Commission Act 2012* and 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 ethical responsibilities in accordance with the Code.

We confirm that the independence declaration required by *Division 60 of the Australian Charities and Not-for-profits Commission Act 2012*, which has been given to the members of the board, would be in the same terms if given to the members of the board as at the time of this auditor's report. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Basis of Accounting

We draw attention to Note 1 to the financial statements, which describes the basis of accounting. The financial report has been prepared to assist Directions Workforce Solutions Incorporated to meet the financial reporting requirements of the *Australian Charities and Not-for-profits Commission Act 2012* and the *Associations Incorporation Act 2015*. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Board Members' Responsibility for the Financial Report

The Board of the Association is responsible for the preparation of the financial report that gives a true and fair view in accordance with the basis of preparation as described in Note 1 to the financial statements, the *Australian Charities and Not-for-profits Commission Act 2012* and the *Associations Incorporation Act 2015* and for such internal control as the Board determines is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

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

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 this 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 audit report.

*Armada Audit
& Assurance*

ARMADA AUDIT & ASSURANCE PTY LTD



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NIGEL DIAS

DIRECTOR

Perth, Dated 3 December 2025