

NCACCH

North Coast Aboriginal Corporation
for Community Health



2014-2015

Annual Report

History of NCACCH

North Coast Aboriginal Corporation for Community Health (NCACCH) is an Aboriginal Community Controlled Health Service funded by the Australian Government's Department of Health (DoH) through the Regional Service Grants Branch (RSGB), previously known as OATSIH. NCACCH was incorporated in 1997 and is registered under the CASTI Act (2006).

We provide access to comprehensive primary health care services to the Aboriginal and/or Torres Strait Islander community members residing in the Sunshine Coast and Gympie regions, an area totalling over 7000sq km.

NCACCH became an innovative leader in the field of primary health care delivery to Aboriginal and/or Torres Strait Islander people by developing and implementing the very first and highly successful Brokerage Model of health service delivery. The Brokerage Model utilises existing mainstream, as well as Indigenous service providers, to deliver services to NCACCH clients. Through NCACCH, clients are able to access doctors, dentists, counsellors/psychologists, physiotherapists, dietitians/nutritionists, podiatrists and diabetes educators just to name a few, at no cost. NCACCH has nearly 600 service providers for clients to choose from.

In 2008, NCACCH successfully tendered through Qld Health to be the employing organisation for an Indigenous Child Health Worker (4-12yrs) and a Physical Activities Project Officer position (which unfortunately due to funding cuts ceased in early 2012). However, NCACCH is continuing to run programs in schools and community highlighting the importance of healthy lifestyle behaviours in an attempt to tackle the burden of chronic disease within our Aboriginal and/or Torres Strait Islander population.

NCACCH was approached in 2008 by the Department of Health (DoH) to develop our highly successful multi-faceted three (3) year pilot Indigenous Smoking Cessation program titled "No Durri for this Murri™", which was extended until May 2013. Due to the success of program, the Department of Health approved the use of surplus funds to recommence the program in December 2014.

In 2011, NCACCH was once again successful in tendering through Qld Health and have implemented our 'HealthTrax' - Chronic Disease Management program. In October 2014 NCACCH was successful in securing Care Coordination and Supplementary Services (CCSS) funding.



The NCACCH Story
Painting by Gordon Browning

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From the Directors

Although this past year has once again seen some uncertain times due to changes in the way government funding is distributed and the inclusion of different organisations entering the health industry, NCACCH was able to maintain and continue all programs and services. Successfully retaining funding means that we are able to continue to provide our community with the much needed services and programs required, in order to contribute towards “closing the gap” between Aboriginal and/or Torres Strait Islander and other Australians.

As NCACCH Directors, we have an on-going commitment to ensuring that the health needs of our community are addressed in our region. Approaches to this over this past 12 months have included; working to accomplish the goals outlined in the 2012-2015 Strategic Plan, which we did and developing a new plan for 2015-18 with new goals, a commitment towards governance training as well as ensuring that Aboriginal and/or Torres Strait Islander health remains at the forefront of relevant decision makers by remaining actively involved in local, regional, state and national key health focussed bodies. There were nine (9) formal board meeting occasions during the year, as well as a number of development and training workshops.

We have approached the former Sunshine Coast Medicare Local, now the Central Queensland, Wide Bay, Sunshine Coast PHN, who has agreed to partner with us along with the Sunshine Coast Hospital & Health Service (SCHHS) to improve health outcomes for Aboriginal & Torres Strait Islander people residing in our regions. I would now like to take this opportunity to acknowledge our partner organisations representatives sharing this night with us.

- Kevin Hegarty from Sunshine Coast Hospital and Health Service
- Peter Dobson and Pattie Hudson from the Central Queensland, Wide Bay, Sunshine Coast PHN

We would also like to thank all our staff, members, the community, other partners and government funders for their continued contributions and support during the 2014/15 period and commitments for the 2015/16 period.

Director Profiles



Tom Cleary

Tom is a proud Undambi man, descendant of the traditional owners and has lived on the Sunshine Coast for the past 20 years. He has been on the NCACCH Board since 1999 and has held the position of Chairperson for the last 11 years. With Tom’s passion for Aboriginal and/or Torres Strait Islander health he advocates and provides strong links and communication with the community. He would like to thank his employer, the Sunshine Coast Regional Council, for their support in enabling him to perform some of his responsibilities during the working week.



Helen Felstead

Helen has resided in the Tin Can Bay region for 50 years and has been on the NCACCH Board of Directors since 2003. Helen works as a Medical Receptionist at Cooloola Coast Clinic and Rainbow Beach Medical Practice where she provides support to local community members and advocates for our members in the Cooloola region.



Rhonda Randall (up for re-election tonight)

Rhonda has resided in the Glasshouse Mountains region for 20 years. Rhonda has considerable experience in Aboriginal and/or Torres Strait Islander organisations. She has worked as an Aboriginal and Torres Strait Islander teacher aide in the local schools. She is currently a Personal Carer working in Aboriginal and/or Torres Strait Islander aged care on the Sunshine Coast.



Aunty Gwen Tronc

Aunty Gwen is a respected Mununjali/Butchella woman from Gin Gin who relocated to the Sunshine Coast in 2007 to be closer to family. Aunty Gwen values her position as a Director of the NCACCH Board and has been a proud member of the Caloundra Murri Court panel.



Paula Wootton (up for re-election tonight)

Paula is a Tharawal woman from the Woollongong/Shoalhaven Heads region NSW, and has lived in Imbil for the past 16 years. Paula has been an active Board Member since 2007, has a Certificate IV in Governance and has a strong focus on young people and families. Paula has been retailing Aboriginal arts/crafts since 2000 and has substantial experience working with schools and community organisations throughout the Sunshine Coast and Gympie regions with her beading, art, bushtucker and traditional dance workshops.



Aunty Olive Bennet (up for re-election tonight)

Aunty Olive is a proud Kullila/Wakka Wakka woman and respected Elder who resides in Gympie and has lived on Gubbi Gubbi country all her life. Aunty Olive has been an active Board Member of NCACCH since 2000 with a Certificate IV in Governance. Aunty Olive provides guidance on good governance, professional development and has strong community networks. Aunty Olive is also looked upon as a valued Elder who actively participates in cultural programs within the schools and community of Gympie.



Uncle Trevor Draper (up for re-election tonight)

Uncle Trevor is a Kamilaroi man from NSW/QLD and resides at Coes Creek near Nambour. He has been on the Coast for 11 years now and works as a Court Support Officer for the Aboriginal and/or Torres Strait Islander Legal Service (ATSILS) in Maroochydore. Uncle Trevor has proudly represented Aboriginal and Torres Strait Islander people on numerous Boards throughout his life and is passionate about his job and helping people.

NCACCH Staff

Thank you to the NCACCH Staff for all your hard work and dedication throughout the year.

General Manager – Kim Helmore

Data Manager – Lorraine Reilly

Program Co-ordinator – Sharelle Eggmolesse

Smoking Cessation Program Support Worker – Lyndelle Beezley

Administration Officers – Wendy Tronc and Lerissa Rolls

Executive Assistant – Suzi Latimer

Nanna Bill's Mum' & Bub's Midwife – Sharlene Terry

Chartered Accountant – Randal Wruck

Aboriginal and/or Torres Strait Islander Child Health Worker (4-12 year old) – Nichole Weeks

Congratulations to Nichole who completed her Post Graduate Diploma in Child and Adolescent Health through Curtin University

New Staff

Project Officer – Mandy Edwards

Chronic Disease Support Worker – Nicole McDermott

Chronic Disease Health Advocate – Di Bennett

Old Staff

Executive Officer – John Spink

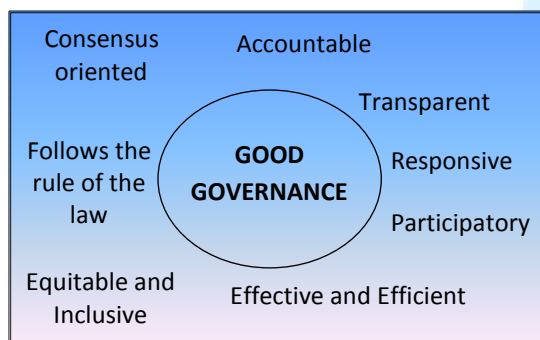
Governance

Governance and Training

In March this year, NCACCH's annual audit was conducted to assess its continued performance against the ISO 9001:2008 standards. We are pleased to advise we successfully met all the requirements, therefore maintaining our quality management systems certification.

In 2012, NCACCH achieved a "low" risk status from our OATSIH risk assessment and remains so to date. This is the lowest risk rating available and highlights NCACCH's compliance not only to reporting requirements but the strong governance structures implemented by the NCACCH Board of Directors.

The NCACCH Board continues its dedication in maintaining its excellent standard of governance, with all Directors having participated in Certificate IV Business Governance training.



Continuous Quality Improvement

With the assistance of QAIHC our State Peak Body, NCACCH is developing a comprehensive Continuous Quality Improvement Action Plan. This Plan will ensure continuous quality improvement strategies are embedded across all NCACCH services. NCACCH will aim to meet and report against targets set across key performance indicators. The Continuous Quality Improvement Action Plan will further improve the services we deliver to our community through evidence based best practice.

NCACCH Membership

We would like to thank all existing members for their on-going support, and welcome all new members.

Full Membership	217
Associate Membership	14
Total	231

Our Partners

NCACCH continues to strengthen current partnerships and develop new ones. Regular meetings are held with all partners regarding the co-ordination of services and collaboration on programs to ensure ongoing integrated service delivery. All participating organisations are committed to working together to provide effective and equitable access to health services and facilities and to identify and address gaps in health service delivery.

Sunshine Coast Hospital and Health Service (SCHHS)

NCACCH continues to benefit from an excellent relationship with the SCHHS. This robust and sincere partnership enables us to provide better programs to the community and ensures there is no duplication of services. NCACCH and SCHHS work together in the delivery of most programs with SCHHS continuing to be contracted for the Chronic Disease Management programs to provide a Chronic Disease Health Advocate. Workers in the Aboriginal and/or Torres Strait Islander Health Programs in the SCHHS continue in their role as NCACCH Referrers.

Central Queensland, Wide Bay, Sunshine Coast PHN

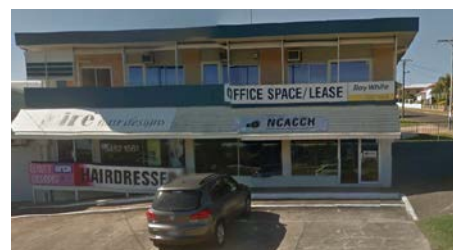
NCACCH is pleased to inform you of the newly formed partnership arrangement with the new PHN. Along with the SCHHS we have developed a tripartite strategic plan to address Aboriginal and/or Torres Strait Islander health issues identified in our region.

Gympie Office

NCACCH continues to provide a satellite office the Gympie community to access services. It is currently open three (3) days a week and is well utilised by our clients.

Staff completed 69 applications for NCACCH cards and 135 referrals during the last financial year. The Gympie office is available to Community organisations to hold meetings and groups.

The Brisbane based Institute for Urban Indigenous Health (IUIH) was invited to utilise the premises for Home & Aged Care activities.



Community Referrers

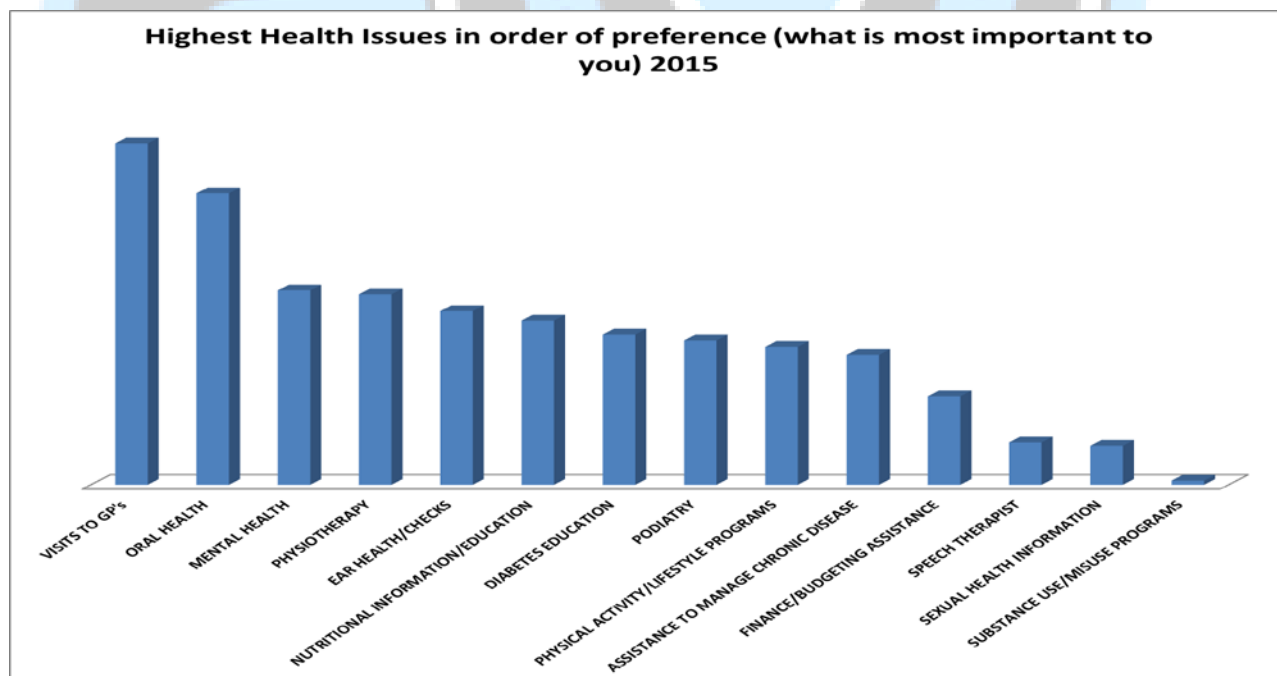
NCACCH currently has 35 Community Referrers located across numerous Aboriginal and/or Torres Strait Islander and Community Organisations in the Sunshine Coast and Gympie areas. NCACCH Community Referrers are required to attend ongoing training in their role as Referrers. This year we held four (4) Referrer's workshops. The workshops inform Referrers of any changes to NCACCH systems or forms and are an avenue for feedback regarding our services, as well as education and information on other services or programs that can assist our community. For increased efficiency, NCACCH now provides online training for Referrers who are unable to attend the workshops.

We would like to thank all the Referrer's employers who allow them time off from usual duties to attend these training sessions. We would also like to thank our wonderful Referrers for their continued commitment to improving the health of our community.



2015 Community Survey

NCACCH received 692 responses (31% of those sent out) for our annual survey, this represents 2169 community members in our region. This is a massive increase of 166% from last year. Thank you to all the NCACCH community members who took the time to complete and return the surveys. It is vital the community complete this survey as it assists us to identify any issues or gaps in services and is used to directly inform the services provided.



Results show GP visits, dental and mental health continues to be the most important issues identified by the community. Interestingly, physiotherapy, ear health/checks and diabetes education remain high on the agenda and are consistent with previous years results. NCACCH will continue to focus on these gap services over the next 12 months.

Activity Statistics

All NCACCH cards expire on 31st December 2015. The new cards will be valid for 30 months. Card expiry is for quality assurance purposes ensuring the NCACCH database remains current.

Clients on Database	7487
HAC cards Issued 2014-2015	437
Referrals to Allied Health Service Providers	1002
Number of General Practitioners	400
General Practitioner Visits	8973
Dental Visits	457
Mental Health Visits	329

This year has seen increased activity across all our services including a 20% increase in the number of Referrals made.

Kabi Kabi Aboriginal Corporation (KKAC)

NCACCH continues to provide the day to day administration of KKAC. This arrangement has proven to be very beneficial with the maintenance of all properties conducted in a professional, efficient and cost effective way. The older properties are slowly being replaced by newer ones (to date 11). The KKAC Directors and staff continue to attend on-going training regarding governance and housing policies. This ensures they are kept up to date with the latest information, resulting in the continuation of growth and expansion of the organisation. Kabi Kabi has recently completed their Strategic Plan for the next three (3) years, with one of the goals to commence the process of gaining international ISO 9001:2014 accreditation as a best practice organisation. This is a major commitment on the Board's behalf as there is quite a lot of work to accomplish and maintain this status.



If any members have any questions about Aboriginal and/or Torres Strait Islander housing on the Sunshine Coast please contact KKAC on 5443 2090 or visit their website: www.kabikabi.org.au

Our Programs

Indigenous Health Access Scheme (IHAS)

NCACCH has been dealing directly with General Practitioners and their Practices since July 2014. This arrangement is working extremely effectively, we are proud to announce that we have 400 Doctors located across 60 surgeries that bulk bill our clients. There were 82 Practice visits conducted by the NCACCH Project Coordinator during the last financial year, these visits provide an excellent opportunity to meet Practice staff and provide information regarding NCACCH programs and Closing the Gap initiatives.

NCACCH is committed to addressing the health needs of our community and improving the wellbeing and quality of life for our clients through evidence based practice. De-identified information is entered into our secure online portal and is used to identify the health needs of our Aboriginal and/or Torres Strait Islander community. This portal is also used for the dissemination of important information to General Practice including templates for care planning, health assessments and information on the Close the Gap initiatives.



HealthTrax and Care Coordination & Supplementary Services (CCSS) Chronic Disease Management Programs

NCACCH has been funded by the newly formed Central Queensland, Wide Bay, Sunshine Coast PHN to deliver a CCSS Chronic Disease Management Program. This program will compliment our established and successful 'HealthTrax' program. HealthTrax & CCSS supports community members with chronic health conditions to reduce the burden of chronic disease.

Since commencement, both the programs have assisted over 300 Aboriginal and/or Torres Strait Islander clients with access to specialist services, a personal Health Advocate (registered nurse) and a personalised exercise program, all at no cost to the client.



With the assistance of the Health Advocate working closely with our clients and providing support for long term recovery and improved health outcomes, 95 clients are now successfully self-managing their chronic condition. NCACCH continues to refine and improve our Chronic Disease Programs and will be providing specialised courses to further support clients on their journey to self-management.

Exercise Programs

There have been four (4) personalised exercise programs conducted over the last twelve (12) months, which encompasses individual and group components. The programs include an exercise physiologist and diabetes educator providing individual home exercise and diet programs.

Reported benefits have included weight loss, improved mobility, improved pain management and increased social support with some members still meeting regularly.



IDEAS Van

NCACCH is partnering with the Indigenous Diabetes Eyes and Screening Program (IDEAS) to bring much needed services to our community. The state-of-the-art mobile IDEAS van will travel to Gympie and the Sunshine Coast providing free specialist ophthalmic and optometry treatment for diabetes related conditions.



Major General the Honourable Michael Jeffery, who is the Australian Representative for the Queen Elizabeth Diamond Jubilee Trust, officially launched the program on the 9th October 2014 in Gympie.

NCACCH has been provided with a retinal camera which will allow community members to access free retinal eye screening.



“No Durri for this Murri™” Smoking Cessation Program

Due to the success of this program, NCACCH was approved in December 2014 to recommence the “No Durri for this Murri™” Smoking Cessation Program until June 2016. During the six (6) month period 88 clients registered for the program, 20% of these clients quit, with a further 57% reducing.



Our Smoking Cessation advertisement was replayed on local stations and displayed on the Sunbus buses. Through this program clients have their own Quit Coach to support them on their journey. Clients also have access at no cost to nicotine replacement therapy, hypnotherapy, acupuncture, medication, support groups and counselling.

Our ‘Clinicians Guide to Intensive Clinical Tobacco Dependence Treatment’ resource continues to be distributed to all participating practices, with data showing 21% of General Practitioner’s utilising the resource during participant consults. Client’s progress is closely monitored through our specifically designed Smoking database.

Breast Screen Clinics

The partnership between BreastScreen Qld, the Sunshine Coast Hospital and Health Service (SCHHS) and NCACCH to provide breast screening clinics for Aboriginal and/or Torres Strait Islander women continues to be very successful with a 43% increase in screenings during this financial year.



We had 73 women attend the 8 clinics throughout the year; clinics were held at BreastScreen Qld Caloundra, Maroochydore, Nambour, Noosaville, Gympie and Tin Can Bay. The BreastScreen Qld mobile van was also onsite at NCACCH Well Person’s Health Check Day 2015, with an additional 17 women being screened. The aim of these very important clinics is to empower women in making informed decisions about their health. The clinics enable Aboriginal and/or Torres Strait Islander women the opportunity to have their mammogram in a comfortable, culturally appropriate and welcoming environment.

A SCHHS Aboriginal and/or Torres Strait Islander Health Worker, BreastScreen Qld Health Promotion Officer and NCACCH staff member are in attendance to provide information/education, answer any questions the women may have about the process, follow-up appointments or health in general.

Partners in Recovery (PIR)

NCACCH is happy to announce we have been funded by the PIR Partnership Council through Central Queensland, Wide Bay, Sunshine Coast PHN as lead agency for a PIR Support Facilitator. This position will support Aboriginal and/or Torres Strait Islander clients and their families with severe and persistent mental illness with complex needs across the Sunshine Coast and Gympie regions. The role will assist clients and their families to confidently access the services available on their journey to recovery. By having a NCACCH Support Facilitator working directly with Aboriginal and Torres Strait Islander people and their families, this will allow for better collaboration, coordination and integration of services across the holistic health spectrum.



Indigenous Child Health

Ear Health Program

NCACCH continues to provide ear health screening in schools. This year has seen a 22% failure rate from 567 screens. We continue to work with our Partners; Education Queensland - North Coast Region Indigenous Education Unit (NCRIEU), the Sunshine Coast Hospital and Health Service (SCHHS), Dr David McIntosh, Private Hospitals, CheckUP and the Central Queensland, Wide Bay, Sunshine Coast PHN to provide appropriate evidence based treatment pathways for our clients.



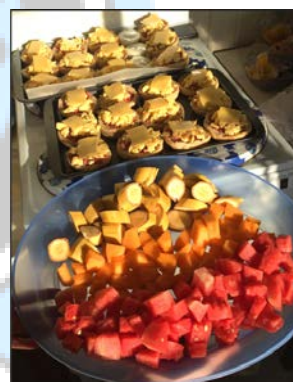
NCACCH through the assistance of Dr David McIntosh, Kawana Private University Hospital, Noosa Private Hospital and CheckUP provided surgical intervention for another 21 children this financial year. As a collective we are leading the way for Ear Health in the sector, with the SCHHS reducing waiting times for ENT specialist services.

NCACCH would like to extend a special thank you to Dr David McIntosh who continues to be extremely generous in providing his time and expertise at no cost to NCACCH. A good news story was featured on the ABC 7.30 Report featuring NCACCH families who have been provided with surgical intervention.

Healthy Murri Kids Club

NCACCH in partnership with Education Queensland and Sunshine Coast Hospital and Health Service (SCHHS) has just completed three (3), eight (8) week health and nutrition programs in schools.

This program aims to educate primary aged students about the importance of good nutrition and exercise. Outcomes for the program included increased nutritional knowledge for children, increased knowledge of healthy life choices and increased knowledge of the importance of good oral health.



We would like to extend a special thank you to Rhonda Wauchope (SCHHS), Senior Health Worker Generalist Nutrition for her valued assistance during each session.

Triple P (Positive Parenting Program)

NCACCH has run one (1) successful Triple P course over the past year with all participants who complete the course receiving a Triple P attendance certificate. Dads, Mums, Aunties, Grandparents and Carers enjoyed the 2 day teaching with positive feedback received on the useful parenting hints and tips that the course offers. The program offers information and suggestions around simple routines and small changes that can make a big difference to family life such as; encouraging positive behaviour in your children.



Nanna Bill's Mum's and Bub's Program

Our Nanna Bill's Mum's & Bub's home visiting program continues to support Aboriginal and/or Torres Strait Islander mothers and fathers during and up to one year post pregnancy in the promotion and well-being of their children.

There are currently 11 participants on the program with 7 healthy babies born over the previous 12 months. The program allows participants to interact with a registered midwife through many different ways including facebook, home visits and phone support.



Well Person's Health Check Day

Our Well Persons Health Check Day (WPHCD) was held on the 18th April 2015 in Gympie. Over 700 people attended. This year saw a record 303 people undertake general and sexual health checks, which is an 88% increase from last year.

This annual event continues to highlight the importance of healthy living amongst the Gympie and Sunshine Coast Aboriginal and/or Torres Strait Islander communities and this year's focus was on quitting smoking with our "No Durri for this Murri™" program.



As a first for our Health Check Day, we had the Breast Screen Qld mobile van and the University of the Sunshine Coast Mobile Health Van in attendance. We received very positive feedback from women who accessed these services, which provided them with the unique opportunity of having their Women's Health checks completed at one location.

We would like to thank the stallholders, service providers and volunteers who helped to make WPHCD a great success. Special thanks to the Sunshine Coast Hospital and Health Services who provided participants with access to sexual health checks, Influenza and Pneumovax Immunisations and traditional games; the Queensland University of Technology who provided access to Mental Wellness, Optometry, Podiatry, BMI, Diabetes checks and cooking demonstrations; and the Central Queensland, Wide Bay, Sunshine Coast PHN for providing the attending General Practitioners.



Representation

NCACCH retains membership of and is regularly represented in the following organisations and committees:

- National Aboriginal Community Controlled Health Organisation – our national peak body
- Queensland Aboriginal & Islander Health Council – our state peak body
- Sunshine Coast & Gympie Regions Aboriginal & Torres Strait Islander Health Planning & Coordination Committee
- Sunshine Coast and Gympie Aboriginal and Torres Strait Islander Health Forum
- Sunshine Coast & Gympie NAIDOC Committees
- Sunshine Coast Indigenous Networking Group (SCING)
- Mungalla Forum
- Partners In Recovery Sunshine Coast Partners Meeting
- Health and Community Advisory Network (Health CAN)
- Care Coordination and Supplementary Services Advisory Group
- Gympie Collaborative Network
- Strategic Working Group
- Sunshine Coast Hospital and Health Service Consumer Advisory Group
- Regional Planning and Coordination Committee 2014–15
- Aboriginal and Torres Strait Islander Access and Data Collection Working Group
- Immunisation Advocacy Group
- QAIHC CEO Forum

Training Opportunities

NCACCH is dedicated to ensuring staff are trained to the highest standard. During the year NCACCH staff underwent the following training and professional development:

- The Affordable Housing Development Summit
- Apply First Aid/Cardiopulmonary Resuscitation
- Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health Care
- Parliamentary Training
- NACCHO AGM & Conference
- Certificate IV Business Governance Training
- NCACCH Strategic Planning Workshop
- Sunshine Coast & Gympie Regions Aboriginal & Torres Strait Islander Health Planning & Coordination Committee Strategic Planning Workshop
- 13th National Rural Health Conference
- Retinal Camera Training
- Supervision Training
- Spirometry Training
- Kabi Kabi Strategic Planning Workshop
- Aboriginal & Torres Strait Islander Mental Health First Aid
- QShelter – Working Together Conference
- PIR Sunshine Coast and Gympie Planning Day
- Partners In Recovery Strategic Planning
- QAIHC Continuous Quality Improvement (CQI) Workshop
- Infant Mental Health for Nurses and Allied Health
- Asthma Education 8 Ways Workshop
- Chartered Accountants Workshop (monthly)
- 2014/15 Taxation & Payroll Training Seminar
- Queensland Indigenous Health Finance Network (QIHFN) Workshop
- BreastScreen Qld- Aboriginal & Torres Strait Islander Community Engagement Resource Training

North Coast Aboriginal Corporation For Community Health
Statement of Financial Position
For the year ended 30 June 2015

Audited

		<u>2014</u>	<u>2015</u>
<u>Members' Funds</u>		441,775	429,512
<u>Current Assets</u>			
Cash at Bank	<u>Note 1</u>	1,034,405	956,514
Cash on Hand		1,033	1,464
GST Receivable		270	-
FBT Instalments		7,333	9,511
Trade Debtors		-	136,326
Total Current Assets		1,043,042	1,103,814
<u>Non-Current Assets</u>			
Property, Plant & Equipment	<u>Note 2</u>	47,425	38,088
Total Non-Current Assets		47,425	38,088
Total Assets		1,090,467	1,141,902
<u>Current Liabilities</u>			
ANZ Visa	<u>Note 1</u>	-	9,676
Trade Creditors		37,656	59,041
Superannuation Payable		27,956	32,367
Payroll Liabilities		7,772	16,512
FBT Instalment		7,333	9,511
GST Payable		28,677	22,377
Salary Sacrifice		4,011	2,689
Accrued Leave	<u>Note 4</u>	215,798	260,789
Surplus Funds CFWD	<u>Note 5</u>	319,490	299,429
Capital Purchases to Income Statement	<u>Note 6</u>	-	-
		648,692	712,389
<u>Total Liabilities</u>		648,692	712,389
Net Assets		441,775	429,512

This Balance Sheet should be read in conjunction with the notes to the accounts.



Head Office

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