



NEW SOUTH WALES
BAR ASSOCIATION

ANNUAL REPORT

2024-25

Acknowledgement of country

The NSW Bar Association's office is on the traditional lands of the Gadigal People of the Eora Nation. As we continue to offer hybrid working for staff, we acknowledge each of the First Nations Peoples on whose lands we work and pay deep respects to their Elders, past, present and future.

FRONT COVER:

View from Greenway Chambers by Rocco Fazzari, commissioned by the Hon Justice Ingmar Taylor, President of the Industrial Relations Commission of New South Wales

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ANNUAL GENERAL MEETING

The AGM is on Thursday,
13 November 2025 at 5pm in the
Bar Association Common Room

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The year in review



Photo: Salty Dingo

Andreas Heger (Executive Director, June 2021 – June 2025) and Dr Ruth Higgins SC (President, November 2023 – May 2025)

President's report

Executive Director

I acknowledge the work of our immediate past Executive Director, Andreas Heger, who left us to live overseas for a period of time with his family. In his four years in the role, Andreas reshaped the Association's management structure and put in place systems and efficiencies which will see the continued smooth operation of the organisation for years to come.

Of particular note is Andreas's implementation of multi-layered cybersecurity measures and the commencement of a significant project to update the Association's various software platforms, to form an integrated whole. That project is ongoing. Andreas's term also saw the relocation of the Association's staff to new premises in Elizabeth Street. The importance of that to staff morale cannot be overstated.

We have since welcomed Heather Moore to the role of Executive Director. Heather was engaged after a comprehensive search undertaken in the first few months of this year. She brings deep experience and a calm intelligence to the role, and has settled in admirably. I look forward to working with her over the term of my presidency.

Anti-money laundering

On 29 November 2024, the Anti-Money Laundering and Counter-Terrorism Financing Amendment Bill passed the Commonwealth Parliament with amendment. The Bill, as enacted, differed importantly from the Bill as introduced, and reflects a significant policy success for the Association.

The Bill was introduced as part of the anti-money laundering and counter-terrorism financing (AML/CTF) 'Tranche 2' reforms, expanding and extending the AML/CTF regime to the legal profession. As introduced, the Bill would have imposed regulatory obligations on barristers providing designated services, despite imposing the same obligations on the instructing solicitor. This would have produced a substantial and unnecessary burden on barristers and inevitably increased costs for clients, thereby reducing access to justice.

Following the introduction of the Bill, Michael Izzo SC, Catherine Gleeson SC, and a dedicated Association working group considered the potential effects of the proposal on the New South Wales Bar. When the Bill was referred to the Senate's Legal and Constitutional Affairs Legislation Committee, the Association made a detailed submission and Izzo SC appeared before the committee on behalf of the Association, alongside the then President-elect of the Law Council of Australia, Ms Juliana Warner. In addition to providing answers to questions on notice, the Association sought, and provided to the committee, advice from Tim Game SC and Hugh Atkin regarding the interaction between the Bill and the High Court of Australia's decision in *AB v CD*; *EF v CD* [2018] HCA 58 (the 'Lawyer X' case). The committee published its report on 13 November 2024.



Due to advocacy by the Association and the Law Council of Australia, the then Commonwealth Attorney-General, the Hon Mark Dreyfus KC MP, agreed to a legislative exemption that would mean that barristers, when briefed by an instructing solicitor, were not subject to the operation of the AML/CTF regime. This amendment was supported and passed by the Commonwealth Parliament.

This exemption is significant for the Association's members. However, barristers accepting direct briefs will still be subject to the AML/CTF regime.

At the time of writing, the Association is continuing to engage with Commonwealth agencies in relation to the rules and guidance that underpin the AML/CTF regime. The Association will provide guidance to barristers, including dedicated CPDs, before the main elements of the reform are due to commence on 1 July 2026.

Cybersecurity

Cyber attacks are one of the most pressing risks barristers, as sole practitioners, currently face.

As outlined in the previous annual report, the Association published its Cybersecurity Guidance for NSW Barristers in June 2024. These guidelines identify preventative steps that barristers should take to protect ourselves from significant financial, professional or other harm. I encourage members to implement the recommended minimum steps to protect against cybersecurity threats, including installing security updates and using secure passwords and multi-factor authentication. Additional steps may be appropriate, depending on the nature of your practice and the information and work data held.

For many months, the Association worked closely with cyber insurers, insurance brokers, barristers and clerks to assist insurers to develop cyber insurance policies tailored to barristers. The Association had heard from many members that it was difficult to obtain cyber insurance that met their needs.

In June 2025, we were pleased to announce that a bespoke cyber insurance policy, specifically designed for barristers, had been developed and unveiled by Austbrokers Countrywide. While it is not mandatory to hold cyber insurance, members are strongly encouraged to consider whether it would be appropriate for their practices. The Association has also been working with another insurance broker with a view to developing a second tailored cyber insurance policy for the Bar.

Wellbeing at the Bar

The wellbeing of our members is a priority of the Association.

In addition to the Mental Health First Aid program that continues to be rolled out for the benefit of the Bar, in early 2025 the Association delivered educational seminars about vicarious trauma for members in Sydney and various regional locations. In the regional conference series conducted in Orange, I sat on a panel with Dr David Goldman, a clinical and forensic psychologist, and ran a session on 'Understanding Vicarious Trauma: Building Resilience in the Legal Profession'. Dr Goldman's session was engaging and culminated in an informative open discussion.

To ensure the wellbeing of our members, the Association is committed to reducing sexual harassment, workplace discrimination and bullying at the Bar. In November 2024, the Association agreed on a protocol with the District Court of New South Wales for dealing with complaints about judicial conduct.

This protocol built on the existing protocol with the Supreme Court of New South Wales and the protocols developed by the Australian Bar Association and heads of federal jurisdictions. It has since been updated, with the current version having commenced on 4 August 2025. It provides a means by which barristers can make complaints about the conduct of a judicial officer of the District Court to the president of the NSW Bar Association, or to an independent Judicial Conduct Liaison Officer.

This protocol is not exhaustive but rather offers an informal alternative to the making of a complaint under the *Judicial Officers Act 1986* (NSW).

I am very grateful for the leadership of the Chief Judge of the District Court of New South Wales, the Hon Justice Sarah Huggett, without whom this protocol, and its subsequent improvements, would not have been possible.

Diversity at the Bar

In my first president's message, I observed that a representative Bar is vital to the public's faith in our institution, and therefore to the Bar's execution of its fundamental functions.

Over 2024-25, there were a number of initiatives across the Association that were designed to celebrate and promote diversity at the Bar. These include the launch of the First Nations Bar Exam Support Program, developed by a working group consisting of members from the First Nations and Education Committees; and the first Senior Women at the Bar event, organised by the Wellbeing Committee. Recently, the Bar launched its pilot program of barristers into schools, aimed at educating students, particularly those from schools with a broad cultural diversity, about barristers' roles in the administration of justice and, I hope, exciting an interest in some in a career at the Bar.

These initiatives are additional to many other ongoing events, programs and initiatives led by – among others – the First Nations Committee, Diversity and Equality Committee, and Accessibility Panel. I thank these committees for their considerable ongoing efforts.

I was heartened to learn that in May 2025, for the first time in the history of the New South Wales Bar, there were more women undertaking the Bar Practice Course than men. In that Bar Practice Course, 27 of the 51 participants were women. While this was to be expected, given the numbers of women who have been entering the solicitor arm of the profession for a considerable time now, the retention of women barristers remains a challenge for the Bar, and will be a continuing focus of the Association.

Policy advocacy

Through written submissions, public statements, meetings with policymakers and appearances before hearings and inquiries, the Association continues to advocate for its members and for principled law reform.

Some highlights additional to those already mentioned from 2024–25 include:

- On 16 May 2025, I appeared at a hearing of the Standing Committee on Law and Justice into the New South Wales government's workers compensation reforms, alongside Tony Bowen of the Common Law Committee and representatives of the Law Society of New South Wales. In line with the Association's advocacy, the Workers Compensation Legislation Amendment Bill 2025 was referred to a more comprehensive inquiry by the Public Accountability and Works Committee, before whom David Hooke SC and Hilbert Chiu SC appeared. At the time of writing, the Association is continuing to advocate to protect and preserve the rights of those injured at work, while making principled suggestions for reform to the workers compensation scheme to ensure its long-term sustainability, for the benefit of employers and workers alike.
- Advocacy to the Commonwealth and state governments, as well as to Legal Aid NSW, regarding funding for the legal assistance sector, particularly to address the unacceptable rates paid to counsel in legally aided matters. Increased investment by all levels of government is critical to address the medium- and long-term sustainability of Legal Aid commissions across Australia. However, we have seen some progress in 2024–25, with increases in Commonwealth funding for the legal assistance sector and an 18.2 per cent increase in fees for counsel undertaking legal aid work in Commonwealth family and civil law matters.
- Providing feedback to the Chief Justice of New South Wales regarding a practice note, which commenced in February 2025, regulating the use of generative artificial intelligence in the Supreme Court of New South Wales.
- On 19 August 2024, the then Secretary of the Association, Nicholas Broadbent, appeared at a parliamentary hearing investigating the impact of the regulatory framework for cannabis in New South Wales.

Committees

Much of the work of the Association is performed behind the scenes by committees comprised of barristers volunteering their time to provide submissions and advice to the Bar Council. The quantity and quality of the work performed at committee level is truly extraordinary. It speaks volumes about the collegiality and dedication of the Bar to its own wellbeing and to the Association's vital role in supporting the rule of law. I cannot express enough the gratitude of the Bar Council for the work performed. Without it, much of the Association's work truly would grind to a halt.

Bar Association staff

Equally, the Association is staffed by a group of bright, interesting and dedicated people, all performing their respective roles admirably, often under significant time pressures. The Bar Council and the Executive are extraordinarily grateful for their unstinting work, and calmness under pressure. Each of them is essential to the smooth and happy operation of our organisation.

Dr Ruth Higgins SC

Lastly, I would like to acknowledge and thank my predecessor, Ruth Higgins SC, for her exceptional leadership over the 18 months to May 2025. Ruth's capacity for sheer hard work, always approached with wisdom and good humour, served the Bar exceptionally well.

It is fitting that, on 5 June 2025, the Bar Council resolved by acclamation to award life membership of the NSW Bar Association to Dr Higgins for exceptional service to the Bar Association and to the profession of law.

Dominic Toomey SC

President, NSW Bar Association

Executive Director's report

I am writing this exactly two months since my first day at the NSW Bar Association. At the outset, I want to record my appreciation of the outgoing Executive Director, Andreas Heger, who spent three weeks inducting me into the role before he finished up on 1 July 2025. I look forward to building on the enormous amount of work Andreas did to improve the operation of the Association and I wish him every success in his future endeavours.

I am also grateful to the President, Dominic Toomey SC, and the members of the Executive Committee, who I have had the pleasure of getting to know over the last couple of months. I will be looking for opportunities to engage and work with other members of Bar Council, Chairs and members of committees, and the wider Bar as the next year unfolds.

Office relocation

My first week also happened to coincide with a key milestone for the Bar Association team, with the completion of the move to our new Elizabeth Street offices. Following an eight-week fit-out and a huge logistical effort, the move was accomplished on time and within budget, with minimal disruption to services. The new office space features open workspaces with lots of natural light and improved facilities for staff. At the same time, modifications have been completed to the Association's Phillip Street premises to retain the Common Room and Boardroom for our members, alongside the Bar Library. The move was also one source of inspiration for the cover image for this annual report, courtesy of Rocco Fazzari and the Hon Justice Ingmar Taylor, which evokes the view from the south-east corner of our new office. A big thank you to Andreas and the staff who drove this project to completion so successfully.

Information technology

The reporting year saw a continued focus on information technology, with the completion of several projects that have strengthened systems, improved service delivery and enhanced information security.

A key milestone during this period was the successful migration of most IT services to a secure, externally hosted data centre. This move has significantly improved system reliability, scalability and disaster recovery capability. In parallel, the Association's new premises were equipped with dual high-reliability internet connections, ensuring uninterrupted access.

We also completed a comprehensive alignment exercise with the Australian government's Essential Eight cybersecurity framework, reaching a higher level of maturity across several key areas, including patching, macro control and backups.



To build on this foundation, the Association has initiated the structured application of the ISO/IEC 27001 information security management framework. This international standard provides a best-practice approach to identifying and managing information security risks, helping ensure the ongoing confidentiality, integrity and availability of the Association's systems and data.

Operationally, the IT service desk managed a high volume of requests, particularly during the annual practising certificate renewal period, while maintaining strong resolution rates. Service levels were supported by improvements in internal monitoring and reporting, enabling faster response times and better visibility into system usage and support trends.

The work undertaken this year has laid a strong foundation for future improvements while ensuring the Association's systems continue to meet the needs of members and staff. This work continues in 2025-26.

Maintaining professional standards

The Association plays a key role in maintaining the high standards of the profession, ranging from delivery of the Bar Exam and Bar Practice Course to the work of the many volunteer members of our Professional Conduct Committees.

This year we saw 263 candidates sit the Bar Exam, delivered in an open-book format via computer application. A total of 93 readers attended the Bar Practice Courses which continue to foster skills for practice and collegiality among the junior Bar. Both of these endeavours are facilitated by practitioners who donate their time to support our newest barristers.

The 2024-25 period saw a slight decrease in complaints referred for investigation by the Office of the Legal Services Commissioner (94 compared with 102 in 2023-24). With 61 of these complaints raising ethical issues, I want to highlight the valuable work of the Bar Association Ethical Guidance Scheme, which enables barristers to seek guidance from senior counsel serving on the Professional Conduct Committees. In 2024-25, the Association received over 300 calls seeking ethical guidance or information about ethical matters – the number to call is (02) 9232 4055.

Professional Standards Scheme

In 2024-25, the Association applied to the Professional Standards Council for a new Professional Standards Scheme for 2025-30, which was approved on 28 February 2025. Designed to improve occupational standards and protect consumers, the scheme also limits the civil liability of barristers to whom it applies to the specified monetary limit. That is, members of the Association who hold a current practising certificate and approved professional indemnity insurance have their occupational liability for damages limited to \$1.5 million. The fifth Bar Association Professional Standards Scheme commenced in New South Wales on 1 July 2025. It also commenced in all other states and territories in accordance with local legislation.

Policy and access to justice

This annual report sets out some of the important work done by the Association and its committees to promote the rule of law and access to justice through effective policy development and law reform. Much of this work is ongoing, with key developments continuing to emerge in relation to anti-money laundering and counter-terrorism financing reforms, workers compensation and *doli incapax* (among others).

I also want to acknowledge the contribution of more than 650 barristers who participated in the Legal Assistance Referral Service, Coronial Inquests Pilot Program and Duty Barrister Scheme. The legal assistance schemes continue to uphold the finest tradition of the New South Wales Bar through the provision of thousands of hours of pro bono assistance to those who would otherwise struggle to access the justice system.

Wellbeing and diversity

I was aware before taking up this role of the Association's recent and continuing focus on barristers' wellbeing. In addition to ongoing events and CPDs, and the continued rollout of the Mental Health First Aid program, barristers are reminded that they can contact BarCare on 0427 317 958 for confidential assistance and access to counselling.

Diversity also continues to be a focus, and I echo the observations of the President in this regard. I was delighted to be able to attend an event in my second week honouring senior women at the Bar, and to hear about the change that has been wrought through their contributions. Important work also continues in relation to First Nations representation at the Bar, and other areas of diversity in legal practice. There is an intuitive link between diversity and wellbeing which increases the benefits to be realised from the Association's work in these areas.

Association staff

Finally, I would like to thank our wonderful staff who have been so welcoming in my first two months at the Bar Association. I have enjoyed spending time with all the teams, including a lovely afternoon observing firsthand the terrific service provided by the Bar Library.

It has been a privilege to be appointed Executive Director, and I look forward to a happy and productive 2025-26.

Heather Moore

Executive Director, NSW Bar Association

Profile



The Bar Council Executive, as at 30 June 2025

Statistics

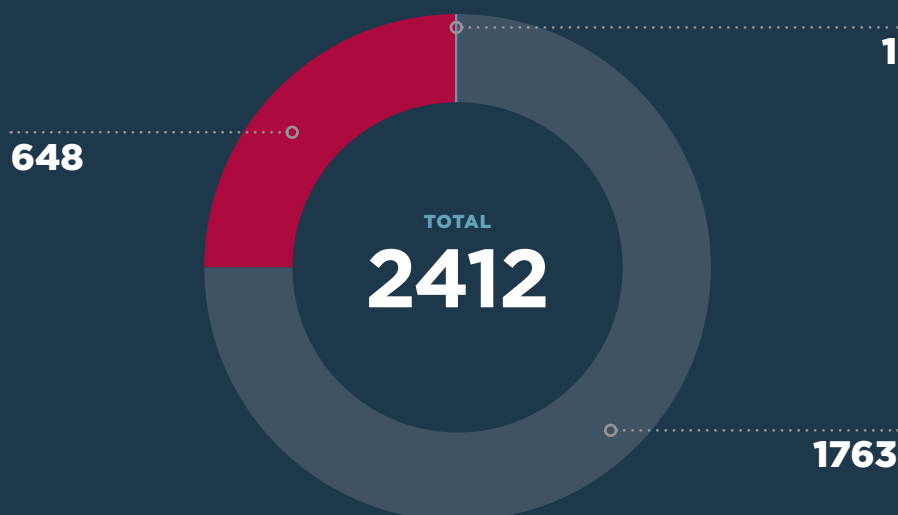
Membership

As at 30 June 2025
there were **3257 members**



Members who hold a NSW practising certificate (PC)

including members based interstate and overseas and 13 life members who have a current NSW PC



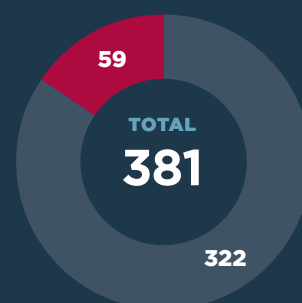
Male Female Other

Non-practising members

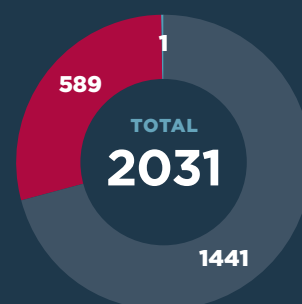
including honorary clerks, life members, judges and non-practising barristers



Number of Senior Counsel (KC or SC)



Number of junior barristers



Practitioners

As at 30 June 2025
there were **2422 barristers with a NSW PC**



Practitioners holding NSW practising certificates

including practitioners based interstate and overseas



Office bearers

as at 30 June 2025



DOMINIC TOOMEY SC
President



MICHAEL IZZO SC
Senior Vice President



VANESSA WHITTAKER SC
Junior Vice President



CATHERINE GLEESON SC
Treasurer



ROSE KHALILZADEH
Secretary

Bar Council

as at 30 June 2025

Gregory Sirtes SC
Kate Eastman AM SC
James Emmett SC
Hilbert Chiu SC
Nicholas Broadbent SC
David Patch
Michelle Castle
Nicolas Kirby

Emmanuel Kerkyasharian
Callan O'Neill
Pouyan Afshar
James Mack
Naomi Oreb
Megan Caristo
Naomi Wootton
Hannah Ryan

NSW Bar Association staff

as at 30 June 2025

OFFICE OF THE EXECUTIVE DIRECTOR

Executive Director	Andreas Heger
Deputy Executive Director	Stephanie Mancell
Executive Officer	Julie Meakes

INFORMATION TECHNOLOGY

Chief Information Officer	Joel Mendez
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LEGAL ASSISTANCE

Manager	Anita Gargiulo
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LIBRARY

Managing Librarian	Ben Laing
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OPERATIONS

Office Manager	Jodie Bruce-Clarke
-----------------------	--------------------

PEOPLE AND CULTURE

Manager	Jacqueline Heys
----------------	-----------------

POLICY AND LAW REFORM

Director	Sean Robertson
-----------------	----------------

PROFESSIONAL CONDUCT

Director	Stephanie Mancell
-----------------	-------------------

PROFESSIONAL STANDARDS AND MEMBERSHIP

Manager	Donna Boyce
----------------	-------------

PROFESSIONAL STANDARDS AND SUPPORT

Director	Bali Kaur
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Committees

as at 30 June 2025

ACCESSIBILITY PANEL

Sean Docker SC (Chair)	Christopher Taylor	Jayneil Shandil
Robert Dubler SC (Deputy Chair)	Kellie Edwards	Matthew Cobb-Clark
Tina Jowett SC	Mario Licha	Georgia Adams
Sean Flood SC	Alexander Edwards	Amanda Modder
Valerie Heath	Vikram Misra	(Bar Association staff member)

ALTERNATIVE DISPUTE RESOLUTION

John Fernon SC (Co-Chair)	Vanessa Thomas SC	Lucas Shipway
Anthony Lo Surdo SC (Co-Chair)	Warwick Tregilgas	Wilson Chan
Angela Bowne SC	Anne Healey	Sarah McCarthy
Gregory McNally SC	Philip Bambagiotti	Matthias Thompson
Matthew White SC	Neil Jackson	Vin Gajanayake
Adam Casselden SC	Hugh Stowe	(Bar Association staff member)
Shane Prince SC	David Liebhold	
Nuala Simpson SC	Craig Carter	

BAR NEWS

Catherine Gleeson SC (Chair)	Kavita Balendra	Naomi Wootton
Daniel Klineberg (Deputy Chair)	David Parish	David Helvadjian
Dominic Villa SC	Victoria Brigden	Justin Pen
Anthony Cheshire SC	Talitha Fishburn	Jordan Smith
Matthew Lewis SC	Ann Bonnor	Bede Haines
Kylie Day	Claire O'Neill	Thomas O'Connor
Penny Thew	Nicholas Bentley	Sarah Theeboom
David Mackay	David Townsend	(Bar Association staff member)

CLIMATE CHANGE COMMITTEE

Richard Lancaster SC (Chair)	Evan Walker	Jerome Entwisle
Sebastian Hartford Davis (Deputy Chair)	Robert White	Anna Elizabeth
Tim Game SC	Janet McKelvey	Richard Reynolds
Jonathon Redwood SC	Alexandra Rose	Matthias Thompson
Mark Seymour SC	Zaina Shahnawaz	Michele Kearns (clerk)
Nicolas Kirby	Harrison Grace	Laura Toren
Clifford Ireland	Kate Lindeman	(Bar Association staff member)

COMMON LAW

David Hooke SC (Chair)	Ross Stanton	Sarah Warren
Maria Gerace SC	Lachlan Robison	Belinda Epstein
Vanessa Thomas SC	Raphael Perla	James Thompson
Hilbert Chiu SC	Jnana Gumbert	Matthew McGirr
Rohan de Meyrick	Eraine Grotte	May Sharma
Shaun McCarthy	James Lee	(Bar Association staff member)
Anthony Bowen	Nicole Compton	
Dean-Lloyd Del Monte	James Masur	

COSTS AND FEES

Gillian Mahony SC (Chair)	William Calokerinos	David Smith
Michelle Castle (Deputy Chair)	Bora Kaplan	Patrick Barry
Lesley Whalan SC	Katherine Oldfield	Matthew McGirr
John Baird	David Robertson	Siobhan Clarke
David O'Connor	Kirrilee Young	May Sharma
Daniel Neggo	Andrew Bailey	(Bar Association staff member)
Beth Oliak	David Harris	

CRIMINAL LAW

Stephen Odgers SC (Co-Chair)	Emmanuel Kerkyasharian	Rebecca McMahon
Brett Hatfield SC (Co-Chair)	Sarah Talbert	Tom Spohr
Ian Lloyd KC	Sophie Anderson	Nicholas Cowdery AO KC (academic member)
John Stratton SC	Christopher Parkin	Edward Clapin
Simon Buchen SC	Damian Beauflis	(Bar Association staff member)
Richard Wilson SC	Thomas Woods	
David Patch	Eleanor Jones	
Nathan Steel	Dev Bhutani	

DIVERSITY AND EQUALITY

Sera Mirzabegian SC (Co-Chair)	Siobhain Climo	Winnie Liu
Ragni Mathur SC (Co-Chair)	Talia Epstein	Dr Katherine Fallah
Sean Flood SC	Karen Petch	Jackson Wherrett
Mandy Tibbey	Shipra Chordia	Adam Faro
Juliet Curtin	Tanya Harris-Roxas	Dr Amanda Sapienza
Brendan Lim	Frank Tao	Winsome Hall
Nipa Dewan	Eugene Chan	May Sharma
Ari Katsoulas	Mahmud Hawila	(Bar Association staff member)
Matthew Minucci	Aleksandra Ilic	

EDUCATION

Patrick Griffin SC (Chair)	Philip Hogan	Sarah Constable
Zelie Heger SC (Deputy Chair)	Faraz Maghami	Anya Poukchanski
Ed Muston SC	Ralphed Notley	Amanda Sapienza
Michael O'Meara SC	Callan O'Neill	Professor Alex Steele (academic member)
Frank Veltro SC	Julie Granger	Bali Kaur and Taryne Cullen (Bar Association staff members)
Perry Herzfeld SC	Tamasin Jonker	
Sean Docker SC	Christina Trahanas	
Hayley Bennett SC	Jillian Caldwell	

FAMILY, CARE AND ADOPTION

Robert Lethbridge SC (Co-Chair)	Michael Weightman	Sarwa Abdelraheem
Martha Barnett SC (Co-Chair)	Awais Ahmad	Peace Decle
Melissa Gillies SC	John Longworth	Chauntelle Ingenito
Mark Anderson	Rachel Dart	Louise Carter
Neil Jackson	Claire Cantrall	Vin Gajanayake (Bar Association staff member)
Roger Harper	Shanna Mahony	
Esther Lawson	Arjun Chhabra	
Luke Fermanis	Leah Reid	

FIRST NATIONS

Tony McAvoy SC (Chair)	Nicholas Newton	Self Rumbewas
Damian Beaufls (Deputy Chair)	Natasha Case	Lucy Geddes
Chris Ronalds AO SC	Natasha Hammond	Michele Kearns (clerk)
Janet Manuell SC	Charles Gregory	Laura Toren (Bar Association staff member)
Nick Eastman SC	Siobhain Climo	
James Trevallion SC	Tammy Wong	
Ross Hanrahan	Rebecca McMahon	

HUMAN RIGHTS

Trent Glover SC (Chair)	Corrie Goodhand	Lucy Geddes
Kate Beattie (Deputy Chair)	Fiona McNeil	Hannah Robinson
Craig Lenehan SC	Madeleine Bridgett	Christopher Beshara
Andrew Naylor	Adam Butt	Associate Professor Jacqueline Mowbray (academic member)
Kate Barrett	Kathleen Heath	Laura Toren (Bar Association staff member)
Bora Kaplan	Dr Katherine Fallah	
Dr Jason Donnelly	Erin O'Connor Jardine	
Carmel Lee	Kate Bones	
Larissa Andelman	Bridget Kennedy	

INDUSTRIAL, EMPLOYMENT, HEALTH AND SAFETY

Bruce Hodgkinson AM SC (Chair)	Adam Searle	Oshie Fagir
Shane Prince SC (Deputy Chair)	Paul Moorhouse	Bilal Rauf
Simon Meehan SC	Penny Thew	Glenn Fredericks
Jamie Darams SC	Bruce Miles	Leo Saunders
Andrew Gotting SC	Craig Lambert	Maurice Baroni
Anthony Britt	Michael Seck	Edward Clapin (Bar Association staff member)
Colin Magee	Anna Perigo	
Ian Latham	Larissa Andelman	

MEDIA AND INFORMATION LAW AND TECHNOLOGY

Matthew Richardson SC (Co-Chair)	Hakan Sonmez	Nicholas Olson
Ben Kremer SC (Co-Chair)	Tamir Maltz	Samuel Murray
Angela Bowne SC	Lee-May Saw	Michelle Meares
Michael Green SC	Gabriella Rubagotti	Thomas O'Connor
Richard Potter SC	Pouyan Afshar	May Sharma (Bar Association staff member)
Dauid Sibtain SC	Barry Dean	
Roger Rasmussen	Robert Armitage	
Roger Harper	Monique Cowden	

INQUESTS AND INQUIRIES

Donna Ward SC (Co-Chair)	Patrick Rooney	Jake Harris
Scott Robertson SC (Co-Chair)	Greg O'Mahoney	William de Mars
Kirsten Edwards SC	Joanna Davidson	Sarah Woodland
Alan Shearer SC	Juliet Curtin	Emma Sullivan
Robert Ranken SC	Christine Melis	Sarah Love
Adam Searle	Ian Fraser	Kate Hamilton
Teni Berberian	Louise Coleman	Sean Robertson
Ben Bradley	Hugh Dillon	(Bar Association staff member)

INTERNATIONAL

James Hutton SC (Chair)	Nuala Simpson SC	Katie Sutton
Mark Dempsey SC	Elisa Holmes SC	Boxun Yin
Tom Brennan SC	Daniel Meltz AM	Dr Callista Harris
Charles Colquhoun SC	Faye Ashworth	Monty Taylor
Johnathan Kay Hoyle SC	Adam Butt	Donna Boyce
Chester Brown SC	Jesse Kennedy	(Bar Association staff member)

LEGAL AID

Sharyn Hall SC (Chair)	Corrie Goodhand	Jonathan Wilcox
James Trevallion SC (Deputy Chair)	Kayt Hogan	Michelle Meares
Scott Fraser	Bradley Dean	Rachel Thampapillai
William Calokerinos	Keith Francis	Amanda Modder
Cara Feiner	Rajiv Baldeo	(Bar Association staff member)
Duncan Berents	David Mulligan	

NEW BARRISTERS

David Townsend (Co-Chair)	Samuel Murray	Nicholas Lennings
Claire Roberts (Co-Chair)	John Fennell	Jeh Coutinho (clerk)
Brienna Anderson	Jake Green	Taryne Cullen
Chelsea Brain	Jack Isackson	(Bar Association staff member)
Jacob Tate	Maggie Kearney	
Chauntelle Ingenito	Melissa McGrath	

PRACTICE DEVELOPMENT

David Thomas SC (Chair)	Courtney Ensor	Chris Tam
Michelle Painter SC	Richard Raffell	Denes Blazer
Tom Brennan SC	Kevin Tang	Nicola Bailey
Andrew Bulley	Brett La Plastier	Jo McGoldrick (clerk)
Greg O'Mahoney	Andrew Bailey	Sarah Tiffen (clerk)
Robert Carey	Geoff Farland	Donna Boyce
Ingrid King	Catherine Bembrick	(Bar Association staff member)

SUCCESSION AND PROTECTIVE LAW

Ian Davidson SC (Chair)	Sarah Hill	Irina Hoskinson
Hayley Bennett SC (Deputy Chair)	Francois Salama	Craig Birtles
Gregory McNally SC	Therese Catanzariti	Kim Boettcher
Dr Stephen Janes	Sharna Clemmett	Daniel Yazdani
Steven Hughes	Kirrilee Young	Amanda Modder
David Liebhold	Renee Bianchi	(Bar Association staff member)

WELLBEING

Vanessa Whittaker SC (Chair)	Mark Auld	Rose Khalilizadeh
Kevin Connor SC	Greg Antipas	Anish Bhasin
Michelle Painter SC	Anais d'Arville	Harriet Lenigas
James Emmett SC	Daniel Krochmalik	Alistair Oakes
Stuart Lawrance SC	Nicholas Ford	Andrew Wilson
Dauid Sibtain SC	Thomas Buterin	Michael Pruscino
Imtiaz Ahmed SC	Tom O'Brien	Kunal Sharma
Kellie Edwards	Meaghan Fleeton	Fabian Di Lizia
Phoebe Arcus SC	Rebecca De Stoop	Nicky Ayfantis (clerk)
Nicholas Broadbent SC	Geoff Farland	Jeh Coutinho (clerk)
Andy Munro	Sophie Anderson	Donna Boyce
Greg Bullard	Sarah Warren	(Bar Association staff member)
Erik Young	Parisa Hart	
Mario Licha	Emily Graham	

PROFESSIONAL CONDUCT COMMITTEES

PCC#1

Edward Muston SC (Co-Chair)	Simon Fitzpatrick SC	Timothy Boyle
Kate Morgan SC (Co-Chair)	Victoria Brigden	Thomas Liu
Greg Sirtes SC	Joanne Little	Georgina Westgarth
David Hooke SC	Sharna Clemmett	Carl Young
Rob Hollo SC	Radhika Withana	Julian Brezniak
Madeleine Avenell SC	Brin Anniwell	Emma Sullivan
Charles Colquhoun SC	Naomi Oreb	Oliver Jones
Justine Beaumont SC	Emma Bathurst	
Catherine Gleeson SC	Bharan Narula	

PCC#2

Michael Izzo SC (Chair)	Amy Munro SC	Jocelyn Jaffray
Janet Manuell SC	Melanie Cairns	Louise Coleman
Robert Sheldon SC	Faraz Maghami	Daniel Habashy
Shereef Habib SC	Sarah Talbert	Rose Khalilizadeh
Peter Braham SC	Pouyan Afshar	Zoe Alderton
Nick Kidd SC	Caspar Conde	Scott Richardson
David Thomas SC	Rebecca Gall	Christina Trahanas
James Arnott SC	Tamara Phillips	Jake Harris
Nicholas Broadbent SC	Zoe Hillman	
Rob Ranken SC	Emma Beechey	

PCC#3

James Emmett SC (Chair)	Nathan Steel	Angus McAuley
David Williams SC	Angela Petrie	James Mack
Ian Neil SC	Nicolas Kirby	Leo Saunders
Anthony McInerney SC	Michael Weightman	Claire Palmer
Jean-Jacques Loofs SC	Conor Bannan	Eleanor Jones
Vanessa Whittaker SC	Cara Feiner	Daniel Fuller
Peter Newton SC	Callan O'Neill	Claire Roberts
Ragni Mathur SC	Stephanie Patterson	Megan Caristo
Matthew Moir	John Longworth	

PCC#4

Kate Eastman AM SC (Co-Chair)	Robert Yezerski SC	Greg Antipas
Dominic Villa SC (Co-Chair)	Christopher Othen SC	Talitha Fishburn
Anthony Cheshire SC	Colin Hodgson	Ingrid King
Richard Scruby SC	Luke Brasch	Sonia Tame
Patrick Flynn SC	Andrew Naylor	Emily Graham
David Rayment SC	Sam Duggan	Amelia Smith
Gillian Mahony SC	Scott Maybury	Kate Lindeman
James Hutton SC	Emmanuel Kerkyasharian	Naomi Wootton
Ben Kremer SC	Awais Ahmad	Emma Bartley

Reports



Photo: Tom Fewchuk Photography

Alternative Dispute Resolution Committee

In 2024–25, the Alternative Dispute Resolution (‘ADR Committee’) continued to promote expertise and excellence in dispute resolution practices.

A significant contribution was the establishment of the Mediator Accreditation Recognition Scheme (‘Recognition Scheme’), which replaced the Association’s prior function as a Recognised Mediator Accreditation Body under the National Mediator Accreditation System (NMAS) and the Australian Mediator and Dispute Resolution Accreditation Standards (AMDRAS). Under the Recognition Scheme, a new Recognised Accredited Mediators List has now been published on the Association’s website and will be sent to the Supreme and District Courts of New South Wales.

With respect to arbitration, the committee delivered several CPDs in partnership with regional law societies. Committee members Craig Carter and Wilson Chan presented to the Riverina Law Society and Central West Law Society respectively, with each seminar providing an overview of commercial arbitration, the applicable laws, and the benefits and disadvantages of arbitration.

The committee contributed to the Association’s CPD program with a seminar titled ‘Around the mediation table: ethical challenges for barristers and mediators’, presented by committee members Angela Bowne SC,

Anthony Lo Surdo SC, Anne Healey and Lucas Shipway. The seminar explored several ethical issues, including the neutrality of barrister mediators with significant relationships with solicitors acting for a party; the circumstances in which a mediator should intervene if a party is incompetent, unprepared or not participating in good faith; and when parties should be advised to terminate a mediation.

The committee also delivered a seminar titled ‘Scientific expert evidence: the use of court appointed referees and experts appointed to assist the court’, presented by Michael Christie SC with commentary by the Hon Justice Michael Lee of the Federal Court of Australia. The event was moderated by Ben Kremer SC. The seminar examined the means by which judges can tackle competing scientific expert evidence, either by using court appointed referees or experts appointed to assist the court.

Committee member Angela Bowne SC and Co-Chair Anthony Lo Surdo SC also presented to the May 2025 Bar Practice Course on mediation advocacy.

In 2025–26, the committee will continue developing opportunities to promote ADR including ADR member practitioners.

Common Law Committee

Throughout 2024–25, the Common Law Committee contributed to law reform and policy development, alongside supporting the professional development of the Bar Association’s members. Notably, the committee took a leading role in shaping the Association’s response to the New South Wales government’s proposed workers compensation reforms.

Submissions and appearances at New South Wales parliamentary inquiries

The Common Law Committee led the Association’s response to the New South Wales government’s proposed workers compensation reforms announced in March 2025. In May 2025, the Association made a submission to the Standing Committee on Law and Justice regarding its inquiry into proposed changes to liability and entitlements for psychological injury in New South Wales. NSW Bar Association Senior Vice President Dominic Toomey SC (as he was then) and committee member Tony Bowen appeared on behalf of the Association at the inquiry hearing. A further submission was also provided to the inquiry in response to a question taken on notice.

The Association’s advocacy had a clear influence on the inquiry and the subsequent parliamentary debates on the reforms. Throughout this process, the Common Law Committee continued to engage with lawmakers to advocate for the rights of injured workers and to push for a substantive review of the proposed reforms. Following the advocacy of the Association and other organisations, an amended version of the Workers Compensation Legislation Amendment Bill 2025 was referred to the Public Accountability and Works Committee for a more substantive inquiry.

The Common Law Committee is continuing to lead the Association’s engagement with this parliamentary inquiry.

The Common Law Committee also pursued other policy advocacy opportunities, including making a submission to the New South Wales Department of Communities and Justice regarding the exposure draft Claim Farming Practices Prohibition Bill 2025. The committee also engaged with the Independent Review Office regarding its new Appeal Cost Funding Policy under the Independent Legal Assistance and Review Service (ILARS) for workers compensation matters.

Educating and engaging the profession

In November 2024, committee member James Thompson hosted a CPD webinar on ‘The law of occupiers’ liability: fundamental principles and recent developments’.

In March 2025, the committee hosted the Common Law Drinks, featuring the Hon Justice Ian Harrison, Chief Judge at Common Law, as the guest of honour.

Committee member James Masur hosted a CPD webinar in March 2025 titled ‘Non-recent child sexual abuse High Court case review’, discussing the High Court’s decisions in *Bird v DP*, *Wilmott v Queensland* and *RC v Salvation Army*.

In April 2025, committee members Vanessa Thomas SC and Hilbert Chiu SC hosted a CPD on ‘Navigating the “murky waters” of s 151Z of the *Workers Compensation Act 1987* (NSW)’.

In 2025–26, the committee looks forward to launching its civil liability case notes project to deliver comprehensive updates on legal developments to the Bar.

Criminal Law Committee

During 2024–25, the Criminal Law Committee provided advice that informed many substantial submissions covering a wide range of criminal law reform issues at the state and federal level.

The Local Court of New South Wales developed the Centralised Bail Division to hear certain weekday bail applications via audiovisual link. The committee informed the Association's defence of the important procedural fairness safeguard requiring an accused detainee to appear physically before the court in first appearance bail proceedings. The Association's Criminal Law and Human Rights committees provided advice concerning the legality of bail compliance checks, which were the subject of a review by the Law Enforcement Conduct Commission. In key respects, the conclusions of the final report by the commission reflected the positions in the Association's submission. The committee also informed a submission on legislative reforms to prohibit the practice of accused persons granted bail being electronically monitored by private providers as a condition of bail.

Juvenile justice continued to be a focus of the media and the government, which has resulted in a 'Review of the operation of *doli incapax* in NSW for children under 14' being undertaken by the Hon Geoffrey Bellew SC and Jeffrey Loy APM. The Association's view, informed by the committee, continues to be that in the absence of the age of criminal responsibility being raised from 10 to 14 years of age, the current common law presumption of *doli incapax* should be retained. Disappointingly, the New South Wales Parliament extended the operation of s 22C of the *Bail Act 2013* (NSW), the introduction of which was strongly opposed by the Association due to its harsh impact upon juveniles seeking bail.

A particularly concerning development in 2024–25 was the rise in antisemitic incidents. The New South Wales Parliament passed a range of legislative measures, some of which were supported by the Association, in an attempt to address this issue. Consistent with the 2024 conclusions of the NSW Law Reform Commission, the offence of publicly inciting hatred on ground of race was not supported by the Association due to its imprecision and subjective nature.

Good character in sentencing was the subject of a review by the NSW Sentencing Council and the committee informed a submission and participated in a roundtable discussion. It was submitted that the proper exercise of the court's sentencing discretion, and the principle of individualised justice, requires consideration of the offending and the offender as a whole person, which requires consideration of good character.

Throughout 2024–25, the expertise of the committee informed the Association's positions in relation to numerous other Bills and consultation processes, including, but not limited to:

- the Crimes Amendment (Sexual Offences and Female Genital Mutilation) Bill 2025
- the Crimes (Domestic and Personal Violence) and Other Legislation Amendment Bill 2024.

The committee continues to make the case for drug law reform. The Parliamentary Inquiry into the Impact of the Regulatory Framework for Cannabis in NSW published its final report and supported the Association's position that the personal use and possession of cannabis should be decriminalised. The committee supported the participation of Nicholas Broadbent SC and Dominic Toomey SC at the Drug Summit's Lismore and Sydney forums. However, the efficacy of the summit was undermined by the narrow policy parameters set by the government.

At the federal level, the committee provided input to the Law Council of Australia to inform its submissions to, for example, the Australian Competition and Consumer Commission concerning their Immunity and Cooperation Policy for Cartel Conduct. The committee also informed a submission to the Australian Law Reform Commission on Justice Responses to Sexual Violence.

2024–25 was also the final year of service on the committee by Stephen Odgers SC, who has made an invaluable contribution as Chair (since 2001–02) and member (from 1996–97).



Education Committee Chair, Patrick Griffin SC, with attendees at the Tutors and Readers Dinner, 8 November 2024

Photo: Salty Dingo

Diversity and Equality Committee

The Diversity and Equality Committee (DEC) had a highly productive year in 2024–25.

LGBTQIA+ Language and Pronouns Guide

Together with the then LGBTQIA+ Advocate for Change, Sharyn Hall SC, the committee led the drafting of the Association's *LGBTQIA+ Language and Pronouns Guide* for the NSW Bar, which was published in February 2025. The guide provides user-friendly, practical guidance for barristers on appropriate language when engaging with LGBTQIA+ colleagues, clients and others engaging with the legal system. To coincide with its launch, the committee organised a panel discussion chaired by the new LGBTQIA+ Advocate for Change, Mark Seymour SC, and featuring the Australian Sex Discrimination Commissioner, Dr Anna Cody; the Hon Justice Richard Weinstein; the Hon Justice Rachel Pepper and his Honour Judge Warwick Hunt.

Sybil Morrison Lecture

In 2024, the lecture celebrated Her Excellency the Hon Margaret Beazley AC KC's distinguished legal career, particularly her leadership roles in the judiciary and her contribution as a role model for women in law. Rachel Thampapillai and Lucy Geddes, recipients of the 2023 Katrina Dawson Award, jointly presented the lecture. The lecture was chaired by the Hon Virginia Bell AC.

Open day for women and gender-diverse law students

In October 2024, the committee and the Women Barristers Forum hosted the annual open day, inviting penultimate and final-year women and gender-diverse law students from six New South Wales universities. The day commenced with a panel discussion featuring the Hon Justice Kristina Stern, the Hon Justice Wendy Abraham, her Honour Deputy Chief Magistrate Sharon Freund and Sharyn Hall SC. Barristers then guided small groups of students to courts and chambers to provide further insights into the day-to-day life of a barrister and pathways to joining the New South Wales Bar.

Educating and engaging the profession

At a CPD in August 2024, the then LGBTQIA+ Advocate for Change, Sharyn Hall SC shared her experience in her role and the insights she gained about the rainbow community at the New South Wales Bar.

Committee member Aleksandra Ilic interviewed Maria Gerace SC, Advocate for Change for Cultural Diversity, in the Autumn 2025 edition of *Bar News* – the first in a series of interviews with the Association's Advocates for Change.

In June 2025, committee member Mandy Tibbey, with the Wellbeing Committee, hosted a CPD on 'Bullying as an aspect of discrimination', featuring Kylie Nomchong SC and chaired by Sean Docker SC.

Education Committee

The Education Committee provides advice, guidance and support to the Bar Council, the Executive Director, Professional Standards and Support, and other departments of the NSW Bar Association. The work of the committee is dedicated to enhancing the quality of legal education and training within the Bar. The committee concentrates on the Bar Examination, the Bar Practice Course, the tutor and reader program and the continuing professional development of counsel.

Through these activities the committee supports the objectives set out in the NSW Bar Association's strategic plan. In 2024–25 this has included the continuing education of barristers, a full and thorough review of the Bar Practice Course and its materials, the promoting of equality and diversity at the Bar, a program of law school visits to promote the Bar as a career, and supporting readers and junior counsel.

An Examination Working Party evaluated and – following approval by the Bar Council – introduced the delivery of the Bar Exam in a fully open-book format. In addition, adjustments have been made to the structure and content of lectures and tutorials delivered to prospective Bar Exam candidates, with

the lectures having been opened up to all prospective candidates wishing to attend rather than just those enrolled to sit an upcoming exam. These changes represent the most recent steps taken in an ongoing undertaking aimed at modernising the Bar Exam and clarifying pathways to a career at the independent Bar. Other notable reforms to the Bar Exam include the introduction of computer-based exams and substantial changes to how the exam is set and marked.

The efficacy of these changes is currently being evaluated by a panel chaired by the Hon Rowan Darke SC, which is conducting a wider review of the Bar Exam and associated educational support provided by the Association to prospective exam candidates.

The committee has assisted in advising on applications from barristers seeking exemption from the educational and reading requirements relating to obtaining a practising certificate in New South Wales. The committee continues to assist in the development of the Association's popular regional conference series.

This year the committee has been under the guidance of Patrick Griffin SC as Chair and Zelig Heger SC as Deputy Chair. Ralphed Notley was the Director of the Bar Practice Course.

Family, Care and Adoption Committee

In 2024–25, the Family, Care and Adoption Committee continued to support members of the New South Wales Bar who practise in the family law, child protection and adoption sphere through the provision of CPD opportunities, participating in the development and reform of legislation, engaging in discussions to increase Legal Aid funding and developing a subcommittee to deal with negative judicial conduct within associated courts. The committee monitored practice issues raised by members of the Bar, maintaining engagement with the Federal Circuit and Family Court of Australia by regularly attending court user group meetings.

The committee contributed to the Law Council of Australia's submission to the Attorney-General's Department in response to its consultation paper, *Enhancing Civil Protections and Remedies for Forced Marriage*. Co-Chair Robert Lethbridge SC and committee member John Longworth also attended a meeting with

the Hon Linda Dessau AC CVO and Professor Helen Rhoades OAM in their review of the *Federal Circuit and Family Court of Australia Act 2021* (Cth).

On 3 and 5 December 2024, the committee delivered a two-part CPD seminar providing guidance for junior barristers briefed by Independent Children's Lawyers. The seminars were moderated by committee member John Longworth, and featured several panellists including Katie Kelso, Acting Executive Director of Family Law at Legal Aid NSW; her Honour Judge Beckhouse of the Federal Circuit and Family Court of Australia (Division 2); Angela Petrie; Mary Rebehy; Karen Shea and committee member Leah Reid.

Committee members Esther Lawson and Sarwa Abdelraheem presented to readers at the Bar Practice Course in September 2024, offering insight into the realities of practising in family law.

First Nations Committee

In 2024–25, the First Nations Committee led a range of initiatives to support First Nations lawyers and law students, while continuing to advocate on law reform issues of concern to First Nations Peoples.

The following initiatives to address the under-representation of First Nations people in the legal profession and at the Bar ran throughout 2024–25:

- The First Nations Mentoring Program, which provides First Nations lawyers and law students with support, networks, experience and practical legal knowledge through mentoring by barristers and judges.
- The First Nations Employment Scheme, which identifies part-time employment opportunities for First Nations law students with a barrister, group of barristers or in chambers.
- The First Nations Clerkship Program which, in 2024, enabled three First Nations law students to complete placements with barristers and judges at the Federal Court of Australia, Land and Environment Court of New South Wales, Supreme Court of New South Wales and District Court of New South Wales. The program offers students a glimpse into the daily operations of the justice system and the opportunity to forge valuable networks within the profession.
- In December 2024, the committee arranged for First Nations students in the University of New South Wales pre-law program to visit chambers and courts, providing valuable insights into life as a barrister.

Additionally, in early 2025, the First Nations Bar Exam Support Program was launched. The program was developed by a working group consisting of members from the First Nations and Education committees. It aims to build the capacity of First Nations Bar Exam candidates to prepare for and undertake the Bar Exam. Under the program, each candidate is paired with a civil barrister and a criminal barrister who work one-on-one to support them in preparing for the Bar Exam, including in assisting candidates to develop a study program and assemble study materials.

In November 2024, the committee also hosted an art show to raise funds for the Indigenous Barristers' Trust – The Mum Shirl Fund. The show, which featured work by First Nations inmates at New South Wales correctional centres, was well attended and raised substantial funds for the trust.

Submissions

In 2024–25, the committee contributed to the Law Council of Australia's submission to the Australian Human Rights Commission to inform the agenda of the Aboriginal and Torres Strait Islander Social Justice Commissioner. The committee also contributed to the Association's input to the Law Council for its Call to Parties in preparation for the 2025 federal election. Additionally, the committee made a submission to the Joint Standing Committee on Aboriginal and Torres Strait Islander Affairs' Parliamentary Inquiry into the Truth and Justice Commission Bill 2024, reiterating support for a federal Makarrata Commission.

Educating and engaging the profession

The committee contributed two articles to the autumn edition of *Bar News*:

- The Deputy Chair of the committee, Damian Beaufils, co-authored an article on the State Coroner's *First Nations Protocol* together with 2023 clerkship alumnus, Oliver Williams.
- Committee member James Trevallion SC contributed an article titled 'Why you should employ a First Nations student: How I came to employ students, how it benefits me and why it doesn't cost me anything'.

Human Rights Committee

Policy and law reform

Throughout 2024–25, the committee assisted the Bar Association to respond to a wide range of policy and law reform consultations that have human rights implications, including in relation to:

- the Law Enforcement Conduct Commission's issues paper on bail compliance checks in New South Wales;
- the Commonwealth Attorney-General's Department's consultation paper on enhancing civil protections and remedies for forced marriage;
- the NSW Department of Communities and Justice's (DCJ) consultation paper on a legislative framework to regulate restrictive practices;
- the DCJ's request for feedback on the exposure draft of the Claim Farming Practices Prohibition Bill 2025; and
- the DCJ's request for feedback on proposals for the Justice Miscellaneous Bill 2025.

The committee also assisted the Association to provide submissions to the Law Council of Australia in relation to federal policy and law reform matters, including in relation to:

- the New South Wales Attorney General's Department's consultation on enhancing civil protections and remedies for forced marriage;
- the Law Council's draft policy statement on Child Justice Reform; and
- the Law Council's Call to Parties ahead of the 2025 federal election.

The committee anticipates a busy 2025–26 as policy and law reform initiatives engage various human rights issues.

Continuing professional development

In October 2024, the Association, through the committee, partnered with the University of Sydney Law School and the Human Rights Act for NSW Alliance to host a public lecture on the need for a New South Wales human rights Act. The Hon Michael Kirby AC CMG delivered the keynote address. Hugh de Kretser, President of the Australian Human Rights Commission, also delivered an address, followed by a panel discussion between the speakers together with committee Chair, Trent Glover SC and committee member, Carmel Lee (moderated by Dr Ruth Higgins SC, then President of the Bar Association).

Additionally, the committee organised several CPD seminars to assist the Bar with its ongoing professional development and to raise awareness of human rights issues:

- 'Extension of "forensic status" applications – 10 years on' reflected on human rights issues that arise in the context of orders granted under the 'extension of status as a forensic patient' provisions in pt 6 of the *Mental Health and Cognitive Impairment Forensic Provisions Act 2020* (NSW).
- 'Important updates on the laws of modern slavery' provided an overview of the laws of modern slavery, including the two statutory reviews of Australia's modern slavery legislation, and international legal developments, including the European Union's Corporate Sustainability Due Diligence Directive.
- 'Legal protections for whistleblowers – a comparison between the position in Australia and in the United States' explored the importance of legal protections for whistleblowers and the different protections available in Australia and the United States of America.

Inquests and Inquiries Committee

In 2024–25, the Inquests and Inquiries Committee continued to support members of the New South Wales Bar who practise in inquests and public inquiries work, through the provision of CPD opportunities and sustained advocacy for reforms to the coronial system.

In collaboration with the Association's Legal Assistance Referral Scheme (LARS), the committee launched the Coronial Inquests Pilot Program (CIPP). The CIPP expanded the scope of LARS by creating a new process to request the provision of advice to unrepresented witnesses called to give evidence in coronial proceedings who might seek to claim the privilege against self-incrimination.

Ahead of the launch of the CIPP, committee members Juliet Curtin and Ian Fraser delivered a CPD seminar, chaired by Robert Ranken SC, titled "Can I get a certificate?" – Invoking the privilege against self-incrimination in coronial proceedings.' This was to inform the profession of the operation of the CIPP and the practical steps involved in invoking the privilege against self-incrimination.

On 14 February 2025, the committee ran an inaugural half-day CPD seminar at the Coroners Court, in partnership with the New South Wales Coroners Court and the New South Wales Crown Solicitor's Office. The event revolved around a hypothetical case study and included speakers from different sectors including coroners and court staff, the NSW Department of Communities and Justice (particularly the Coronial Information and Support Program), the Crown Solicitor's Office, Forensic Medicine and NSW Police. Sessions were conducted by Donna Ward SC and Christine Melis. William de Mars was also a speaker.

The committee continued to advocate for reforms to the coronial system in meetings with and written submissions to the NSW Department of Communities and Justice. In 2025–26, the committee will continue to advocate for much-needed reforms, and to provide joint training opportunities for those practising in the coronial jurisdiction.

CPD opportunities will also include topics of broad interest to those who appear before other entities such as the Independent Commission Against Corruption, Law Enforcement Conduct Commission and statutory commissions of inquiry.



Photo: Salty Dingo

International Committee

This committee focuses on private and public international law, disputes with an international element (including international arbitration) and fostering relationships with foreign jurisdictions.

The committee works to promote Sydney as a regional dispute resolution centre and to establish an education program for barristers engaging in or seeking to engage in international work, with a view to supporting a consistently high standard of capability. It holds masterclasses, lectures and seminars to promote best practice for barristers in these fields.

In 2025, the committee released the Australian Barristers in International Arbitration brochure, which provides information about how Australian barristers operate and

contact details and tips for briefing Australian barristers. This was a large undertaking for the committee which it expects will assist in broadening the international footprint for Sydney barristers.

The committee also arranged a lecture in the Banco Court of the Supreme Court of New South Wales on 26 June 2025, delivered by Commodore Ian Park, a barrister and Head of UK Royal Navy Legal, and chaired by the Hon Justice Michael Slattery. The topic of the CPD was 'Geopolitical challenges, current conflicts and the role of international law'. It was an exceptionally interesting CPD which was followed by drinks and canapes in the Chief Justice's Gallery. The CPD was well attended and very well received.

Legal Aid Committee

Advocacy regarding Legal Aid funding arrangements

Throughout 2024–25, Legal Aid NSW consulted with the NSW Bar Association in respect of counsel's fees in different types of legally aided matters. The Legal Aid Committee was at the forefront in formulating the Association's responses.

The committee has particularly advocated for reforms to fees paid to counsel in Commonwealth family and civil law matters, and state care and protection matters.

In written submissions and meetings with Legal Aid NSW, the committee has called for a revised fee scale for Commonwealth family and civil law matters to address the structural problems impacting the family law system, such as the lack of preparation fees available to counsel. In February 2025, the Legal Aid NSW Board approved an increase in fees for Commonwealth family and civil law matters, which applied to work done from April 2025. As a result of the new fee scale, counsel's fees in Commonwealth family law matters increased by 18 per cent.

Advocacy regarding the future of the Legal Aid sector

The committee supported the findings and recommendations of the *Independent Review of the National Legal Assistance Partnership* ('NLAP Report'), released in May 2024, which emphasised the need for appropriate legal assistance funding arrangements to ensure that suitably experienced and qualified legal representation is available for all who need it.

The committee also considered the findings of the *National Legal Aid Private Practitioners 2024 Census* ('NLA Census') which highlighted the experiences of private practitioners in providing legal aid services across the country. The *NLA Census* showed that for many private practitioners, accepting legal aid matters is becoming unsustainable due to the inadequate funding of Legal Aid commissions.

Throughout 2024–25, the committee formulated a position in respect of the *NLAP Report* and *NLA Census* and was instrumental in drafting representations sent by the Association to the New South Wales Attorney General advocating for greater investment in the legal aid sector.

Media and Information Law and Technology Committee

Throughout 2024-25, the Media and Information Law and Technology Committee ('MILT Committee') monitored and participated in developments across defamation, privacy law, media freedom, data law, artificial intelligence and information technology. The committee made comprehensive contributions to shaping guidelines for the use of artificial intelligence (AI) in courts. It also played a significant role in keeping members of the Bar informed and up to date on cybersecurity, cyber insurance and privacy law reforms.

Policy development and stakeholder engagement

The MILT Committee led the Association's submission to the Supreme Court of New South Wales to inform the development of *Practice Note SC Gen 23*, released in November 2024, which outlines guidelines for the use of generative artificial intelligence (GenAI) in legal proceedings. In April 2025, the Federal Court of Australia announced that it is considering developing similar guidelines, and the committee prepared the Association's contribution for the Law Council of Australia's submission to this consultation. In its submissions, the committee balanced the significant opportunities and benefits that GenAI presents for the community and the legal system with the risks associated with its use in legal practice. Additionally, the committee contributed to shaping the Law Council's position on the issue of access to documents by non-parties in the Federal Court.

Educating and engaging the profession

In October 2024, the committee released a comprehensive three-part CPD series on cybersecurity for barristers, as part of its remit to ensure members are aware of digital and cybersecurity requirements and can guard against potential breaches of data security. The series featured Co-Chair Ben Kremer SC; committee members Angela Bowne SC, Tamir Maltz and Michelle Meares; along with several distinguished guest speakers, including expert financial and cybercrime investigator Dr Graeme Edwards, and leading cybersecurity experts Yogesh Khatri and Alireza Nahid. The series is available on the Association's *Cybersecurity and Cyber Insurance* webpage.

In March 2025, Co-Chair Matthew Richardson SC and committee members David Sibtain SC and Nicholas Olson hosted a CPD on 'An important new tort for Australia: serious invasion of privacy' following the introduction of the reforms to the *Privacy Act 1988* (Cth).

In April 2025, Co-Chair Ben Kremer SC chaired a CPD on 'Cyber insurance at the Bar', held in collaboration with the Practice Development Committee and the Cyber Resilience Working Group. The seminar introduced a new cyber insurance policy, developed specifically for New South Wales barristers, to address the evolving cyber risks facing the Bar.

The committee looks forward to launching a new CPD series on AI in the 2025-26 cycle.

Practice Development Committee

The Practice Development Committee undertook many projects throughout the 2024-25 year. This committee facilitates the exchange of information between barristers, clerks and practice managers relating to all aspects of practice development; promotes the work of barristers to solicitors, in-house counsel and clients; and assists with other practice development matters as referred to it by Bar Council or the Executive.

In October 2024, the Practice Development Committee hosted the Federal Government Meet and Greet networking event. This was the second event of its kind and was intended to facilitate a connection between barristers with five to 10 years seniority and solicitors from the litigation teams of the Australian Competition and Consumer Commission, the Australian Federal Police, the Australian Securities and Investments Commission, the Australian Government Solicitor and the Commonwealth Director of Public Prosecutions.

The Practice Development Committee also hosted another networking event for members who practise or have an interest in construction law. This event was

held in April 2025 at the Bar Association and focused on the recent decision of *Pafburn Pty Ltd v The Owners - Strata Plan No 84674* [2024] HCA 49 and the *Design and Building Practitioners Act 2020* (NSW). This event was a CPD and networking event, with the Hon Justice James Stevenson and Greg Sirtes SC as guest speakers, and was very well received by attendees.

The committee also arranged a number of CPDs directed at assisting barristers in developing their practices, with an emphasis on thinking strategically and the benefit of regular practice reviews.

Members of the Practice Development Committee joined members of the Media and Information Law and Technology Committee to form the Cyber Resilience Working Group. This working group focuses on cybersecurity issues at the Bar, and in 2025, culminated in a bespoke cyber insurance policy being developed for the Bar.

Wellbeing Committee

The Wellbeing Committee is a large committee, made up of barristers with a range of seniority across many areas of practice. In 2024-25, the committee focused on Mental Health First Aid training, vicarious trauma from practice and fostering collegiality.

Mental Health First Aid course

This externally provided course aims to raise awareness about and respond to barristers' mental health challenges. It was trialled in 2022 and ran four times in 2024-25. By the end of 2024, more than 100 barristers and clerks from 55 chambers had undertaken the course. Feedback has been overwhelmingly positive and it is hoped the program will continue.

Vicarious trauma

This is a complex issue which warrants increased attention. A CPD addressing vicarious trauma at the Bar was held in February 2025, with a panel consisting of Magistrate Erin Kennedy, Deputy President of the Mental Health Review Tribunal; Dr David Goldman, a clinical and forensic psychologist; and Gillian Mahony SC of 8 Wentworth Chambers. Dr Goldman also spoke at the Regional CPD Conference series in Newcastle on a panel with Dr Ruth Higgins SC, and in Orange on a panel with Dominic Toomey SC. The aim of the CPDs is to assist barristers in recognising the possibility that they might experience vicarious trauma through their work, and to encourage them to take preventative and ameliorative steps, and to utilise the resources available through BarCare.

Collegiality

The committee arranged two major annual events: the Bench and Bar Lunch and the Readers Lunch in the Chief Justice's Garden. The Bench and Bar Lunch

provides an opportunity for members of the Bar to socialise with judges from a variety of courts in a social setting. The Readers Lunch gathers members of the judiciary, senior counsel and readers from the May and September Bar Practice Courses.

The committee also arranged celebrations acknowledging the longer-serving members of the Bar. In April 2025, the Experienced Barrister Program was held to honour members who have served for 50 years. The guest of honour was the Hon Andrew Bell, Chief Justice of New South Wales.

In June 2025, the committee was proud to organise the inaugural Senior Women at the Bar event, which celebrated female barristers who were called to the Bar between 1978 and 1988. The guest of honour was the Hon Justice Christine Adamson of the Supreme Court of New South Wales, who gave an impactful speech observing the challenges that female barristers have faced.

Another significant achievement in 2024-25 was the establishment of a wellbeing section in the Bar Library. The section, which launched in December 2024, features books focusing on a variety of subjects including anxiety, depression, ADHD, vicarious trauma, menopause, addiction, sleep, relationships and parenting. The committee hopes that these resources are of value to barristers.

The Diversity and Equality Committee and Wellbeing Committee also arranged a CPD on 'Bullying as an aspect of discrimination' in June 2025. The speakers were Kylie Nomching SC and Mandy Tibbey, and the CPD was chaired by Sean Docker SC.

The Wellbeing Committee looks forward to continuing its work in the coming year.



BarCare is an integral part of the Bar community that provides assistance to barristers, their family members and clerks who are experiencing difficulties in their professional or personal lives. The service is strictly confidential and BarCare does not give any personal information to the Bar Association without the permission of the barrister involved. BarCare also operates as the Employee Assistance Program for Bar Association staff.

The BarCare Director is available to meet and talk with barristers and assist them to seek help from the panel of specialists with the cost of six sessions covered by BarCare. Barristers from outside the metropolitan area are encouraged to contact Jenny Houen (0427 317 958) who will locate a suitable treating practitioner in their area.

The utilisation of Barcare has continued to increase in 2024-25 with the service being accessed by 141 people (121 barristers and 20 family members, clerks and Bar Association staff). This is larger than previous annual increases but is consistent with a general trend of

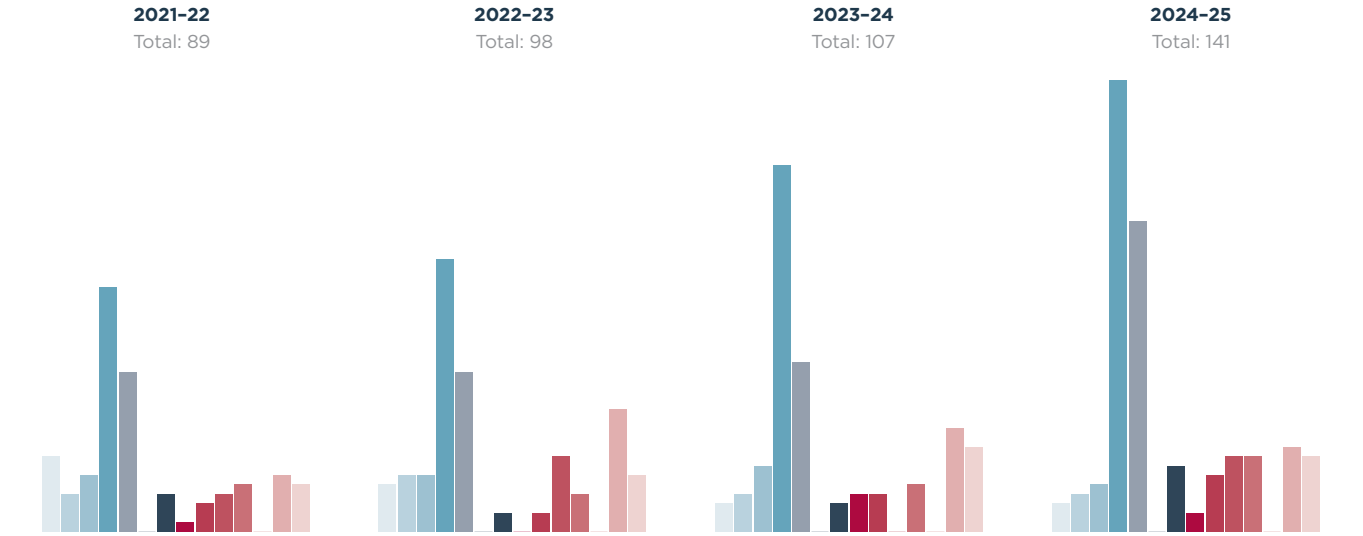
increased access in recent years. This may be reflective of the provision of Mental Health First Aid courses and CPD activities focused on vicarious trauma by the Bar Association. The majority of contacts continue to be self-referred but referrals are also made by Bar Association staff, clerks, colleagues and family members. Primary presenting problems cover a range of areas, including stress and anxiety, relationship and family issues, depression, alcohol use, vicarious trauma, bullying and harassment.

In her role as Sexual Harassment Officer, the Director of BarCare has continued to respond to a number of inquiries and requests for advice. The online tool Spot remains available, allowing those who have witnessed or experienced discrimination, workplace bullying or sexual harassment at the New South Wales Bar to make a confidential record of what happened. Spot also facilitates the making of reports to the Sexual Harassment Officer, including the option to report anonymously. In 2024-25 there were 11 reports made, 12 private reports created and 228 page views of Spot.

BARCARE (cont'd)

Primary presenting problem

● Bereavement ● Psychological ● Depression ● Stress/Anxiety ● Relationship difficulties ● Gambling ● Career advice
● Physical health ● Alcohol ● Financial ● Advice and NFA ● Rejected offer of assistance ● Bullying/Harassment ● Vicarious trauma



Source of referral

	2021-22	2022-23	2023-24	2024-25
Colleague via Bar	3	0	0	2
Bar staff	6	4	6	8
Self	62	80	83	98
Colleague	6	10	7	8
Family	2	3	2	6
Clerk	7	1	5	11
Advice for colleague	3	0	4	8
Total	89	98	107	141

Gender

	2021-22	2022-23	2023-24	2024-25
Male	37	52	51	70
Female	52	46	56	71

Age

	2021-22 Male	2021-22 Female	2022-23 Male	2022-23 Female	2023-24 Male	2023-24 Female	2024-25 Male	2024-25 Female
<34	2	9	7	3	3	5	10	9
35-44	13	13	8	17	18	19	19	18
45-55	10	13	14	16	19	13	20	17
56-65	9	4	13	1	8	3	11	10
>65	3	0	8	1	5	0	6	1
Unknown	0	13	0	0	3	11	5	15

Years at Bar

	2021-22 Male	2021-22 Female	2022-23 Male	2022-23 Female	2023-24 Male	2023-24 Female	2024-25 Male	2024-25 Female
<5	10	20	13	18	9	12	16	15
6-15	12	10	12	12	30	22	27	25
16-25	9	8	9	7	7	4	10	12
26-35	4	1	7	2	3	1	6	3
>35	2	0	7	1	5	0	6	1
Unknown	0	0	0	0	0	0	0	0
N/A		13	1	9	3	11	5	15

Bar Library

The Bar Library provides a first-class library service to practising members of the profession, and to members and staff of the Association.

Its major goals are to:

- assist members in the effective use of library resources
- provide information resources in the most appropriate medium
- provide a relevant, up-to-date and well-balanced collection to provide an effective resource to enhance barristers’ skills

by providing the following services:

- identifying, selecting, acquiring, processing and making available resource material within the parameters of the collection development policy
- legal reference and research services for members, Bar Exam candidates and Bar Association staff
- library orientation and legal research training
- provision of online library resources that enable members to find, follow and access the materials relevant to their practice.

The 2024-25 financial year saw the Bar Library continue to build upon past successes and implement initiatives to ensure ongoing development while continuing to provide high quality service to the Association’s members.

The most significant development during the past 12 months was the implementation of new library and research management systems at the beginning of March 2025. Although necessitating a short period of disruption – regarding which the library thanks the members for their patience – the new systems are more reliable and allow greater flexibility for managing the service into the future. The Association worked with the new providers to develop systems that meet the unique needs of the Bar Library service, and anticipates that this will minimise technical disruptions going forward.

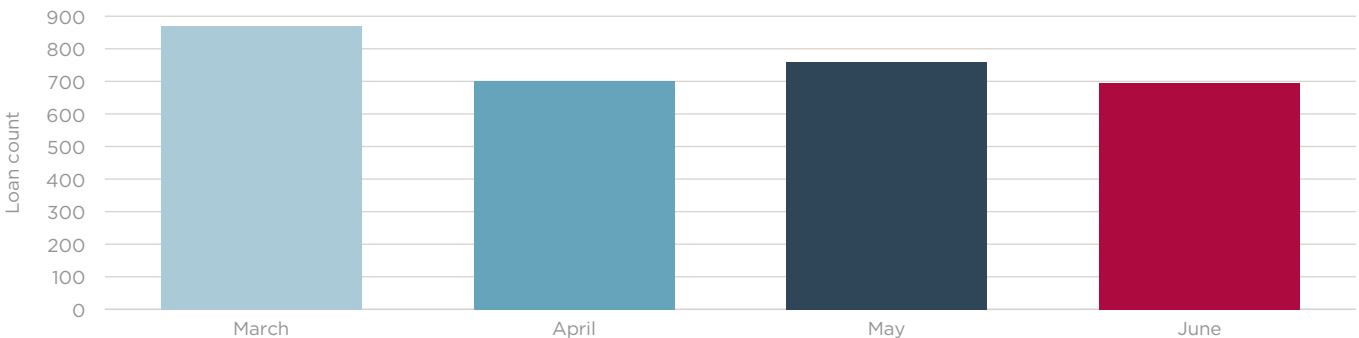
The Bar Library also renegotiated renewal contracts with all major vendors, undertaking multi-year deals to achieve additional value over the next three to four years.

The past year also saw a complete reorganisation and recataloguing of the entire stack collection. The collection can now be browsed by subject whereas previously, rare and obscure items had been classified by author, meaning the precise details of a publication needed to be known in order to locate it.

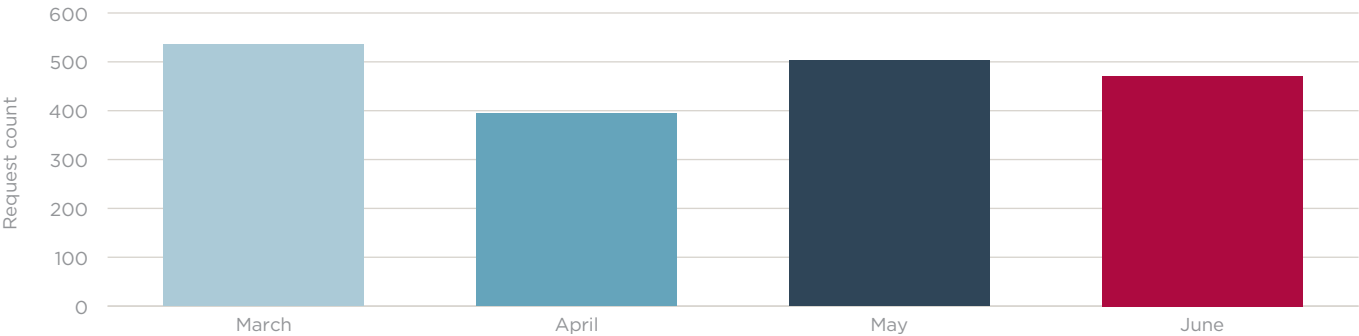
Finally, at the recommendation of the Wellbeing Committee, the library developed a wellbeing collection – a selection of titles designed to support members with resources addressing health, resilience and lifestyle.

The Bar Library will continue to offer members and chambers staff personalised training opportunities, and strive to provide the optimal combination of resources, reference and research services to serve members’ needs into the future.

Number of loans for the period March–June 2025
(reporting from when the library’s new software systems were implemented)



Number of requests received by the Bar Library for the period March–June 2025



Legal Assistance

The Legal Assistance schemes coordinate pro bono and reduced cost legal services, reflecting the strongly held view of the Bar that access to justice should not be diminished because a litigant has little or no money. More than 650 volunteer barristers are on the pro bono panels to receive referrals through the Legal Assistance Referral Scheme (LARS), to assist the Office of the Director of Public Prosecutions (ODPP) in situations where one or more trial witnesses require independent legal advice, and to volunteer as a duty barrister.

Legal Assistance Referral Scheme (LARS)

LARS continues to accept and assist with referrals received from New South Wales courts made under the *Uniform Civil Procedures Rules 2005*, as well as referrals from NCAT members, legal practitioners and community legal centres. LARS also continues to facilitate urgent requests from the ODPP for a barrister to give discrete advice to witnesses or a self-represented accused to ensure a trial can properly proceed.

Coronial Inquests Pilot Program

During 2024-25 LARS commenced the Coronial Inquests Pilot Program which involves a new referral process to facilitate requests for advice by unrepresented witnesses called to give evidence in coronial proceedings. Referrals are limited to witnesses seeking advice regarding the operation of s 61 of the *Coroners Act 2009* (NSW) and the privilege against self-incrimination in coronial proceedings.

Duty Barrister Scheme

The Duty Barrister Scheme continues to provide an invaluable service to unrepresented individuals who do not qualify for legal aid and who have a matter before the court on the day. The scheme also continues to be an opportunity for new and senior barristers to build on their practice in criminal matters.

Our duty barristers showed great patience with the alternate arrangements after the Downing Centre closed due to flooding in June 2025. The Chief Magistrate's Office has requested that the Duty Barrister Scheme continue at John Maddison Tower until the Downing Centre reopens.

Our impact

In the financial year ending 30 June 2025, LARS received 378 applications for assistance. Our volunteer panel of barristers contributed over 2,200 hours of pro bono assistance through LARS, amounting to over \$1.8 million value of pro bono hours. The ODPP referred 82 witnesses for telephone advice through LARS and 30 were successfully referred.

Based on the data available to us, in 2024-25 our duty barristers volunteered for at least 1,314 hours of pro bono assistance and assisted over 250 unrepresented litigants.

The Legal Assistance schemes continue to uphold one of the finest traditions of the NSW Bar Association.

Artist Garry Shead and the Hon James Spigelman AC KC, at the unveiling of Mr Spigelman's portrait on 12 August 2024



Professional Conduct

Complaints

In the course of 2024–25 the Bar Council investigated 185 complaints – 94 complaints made during the year and 91 complaints made in previous years but still ongoing.

During 2024–25, the Bar Council determined 108 matters, as follows:

- 75 were closed under the *Legal Profession Uniform Law* (NSW), for being misconceived, lacking in substance or otherwise not capable of amounting to unsatisfactory professional conduct or professional misconduct; a further 11 complaints were closed due to being made out of time, and the Bar Council declined to extend the time within which to bring the complaint;
- 14 resulted in the barrister being cautioned or reprimanded;
- 1 was referred to the New South Wales Civil and Administrative Decisions Tribunal;
- 5 complaints were withdrawn; and
- 2 were referred to the Office of the Legal Services Commissioner (due to conflict of interest or jurisdictional issues).

In 2024–25 there were no reviews by the Legal Services Commissioner of Bar Council decisions made under the *Legal Profession Uniform Law* (NSW).

An analysis of the 94 complaints received in 2024–25 shows that 29 were made by the barrister's client or former client; 39 were made by the opposing party or opposing solicitor or barrister; and 4 were made by the Bar Council itself. The balance was made by witnesses, a government or statutory body, or other persons unrelated to the original matter.

Most complaints (61) were to do with ethical matters. A further 14 arose from issues about competence and diligence. Other significant issues were personal conduct (6), communication (6) and costs (5).

The 94 complaints received in 2024–25 represent a slight decrease in the number of complaints referred by the Office of the Legal Services Commissioner to the Bar Council for investigation (down from 102 referrals in 2023–24). The slight decrease has assisted the department to work on strategies for increasing efficiency in complaint handling with the goal of decreasing the time taken to finalise the investigation of complaints. In 2024–25, 95 of the 108 finalised complaints (88%) were completed within 18 months of the complaint being referred to the Bar Council.

Professional Conduct staff continue to engage in regular liaison with staff at the Office of the Legal Services Commissioner and the Law Society of New South Wales regarding complaint trends and approaches being taken in matters raising similar issues. This promotes consistency in the application of the *Legal Profession Uniform Law* among the New South Wales legal regulators.

The ongoing analysis of trends in the complexion of complaints also informs the development of education and training on the issues that arise most frequently in complaint matters. Claims data obtained from the professional indemnity insurers is also compared to complaint data to inform the Bar Association's regulatory approach and education.

Show cause events

Under the *Legal Profession Uniform Law* (NSW) barristers must notify the Bar Council of automatic show cause events, that is, certain bankruptcy matters, a conviction for a serious offence (as defined in the legislation) or a tax offence. Following notification of a show cause event, the Bar Council is required to determine whether the barrister is a fit and proper person to hold a practising certificate. The investigation of show cause events is carried out by the Professional Conduct committees and a report is furnished to the Bar Council.

In 2024–25, three show cause events were notified to the Bar Council.

Professional Conduct committees

The Professional Conduct committees comprise barrister members and community members. Community representation on the committees is vital to the healthy functioning of the complaint-handling process. The Bar Council would like to thank the community members who served on these committees for their significant and ongoing contribution.

The Bar Council also wishes to express its sincere appreciation to the many barristers who served on the committees this year. Their service demonstrates the commitment of the profession to maintaining professional standards and public confidence.

Ethical guidance and information

The Bar Association Ethical Guidance Scheme enables barristers to seek ethical guidance from senior counsel serving on the Professional Conduct committees. Forty-four senior counsel were available to assist in 2024–25. Most calls are initially directed to (and 'triaged' by) the Association's Professional Conduct department staff.

In 2024–25 the department received over 300 calls seeking either ethical guidance or information about ethical matters.



Financial reports



Photo: Salty Dingo

Bar Practice Course Director, Ralphed Notley,
at the Tutors and Readers Dinner on 8 November 2024

Financial report for the New South Wales Bar Association

ABN 18 526 414 014

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These financial statements cover the New South Wales Bar Association as an individual entity (the Association). The consolidated financial statements are presented in Australian dollars, which is the New South Wales Bar Association's functional and presentation currency. The New South Wales Bar Association is an unlisted public company limited by guarantee.

The financial statements were authorised for issue by the directors on 9 September 2025. The directors have the power to amend and reissue the financial statements.

DIRECTORS' REPORT

FOR THE YEAR ENDED 30 JUNE 2025

The Directors present their report together with the financial statements of The New South Wales Bar Association ("the Association") for the year ended 30 June 2025 and the auditors' report thereon.

Directors

The following persons were directors of the Association i.e. members of the Bar Council, during the financial year or since the end of the financial year 1 July 2024 to 30 June 2025.

Name	From	To
Ruth Higgins SC	01/07/2024	22/05/2025
Dominic Toomey SC	01/07/2024	
Michael Izzo SC	01/07/2024	
Vanessa Whittaker SC	01/07/2024	
Catherine Gleeson SC	01/07/2024	
Rose Khalilizadeh	01/07/2024	
Greg Sirtes SC	01/17/2024	
Kate Eastman AM SC	01/07/2024	
Anthony McAvoy SC	01/07/2024	15/11/2024
James Emmett SC	01/07/2024	
Nicholas Broadbent SC	01/07/2024	
Hilbert Chiu SC	01/07/2024	15/11/2024
	22/05/2025	
Amy Munro SC	01/07/2024	15/11/2024
David Patch	01/07/2024	
Michelle Castle	01/07/2024	
Nicolas Kirby	01/07/2024	
Emmanuel Kerkyasharian	15/11/2024	
Callan O'Neill	01/07/2024	
Pouyan Afshar	15/11/2024	
James Mack	15/11/2024	
Naomi Oreb	15/11/2024	
Georgina Westgarth	01/07/2024	15/11/2024
Claire Roberts	01/07/2024	15/11/2024
Megan Caristo	01/07/2024	
Naomi Wootton	15/11/2024	
Emma Bartley	01/07/2024	15/11/2024
Hannah Ryan	15/11/2024	

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2025

Information on directors

The directors' qualifications, experience and special responsibilities during the financial year 1 July 2024 to 30 June 2025 are as follows. All directors are practising barristers.

Name: **Ruth Higgins SC** (*ceased as a director on 22 May 2025*)
Title: Former President
Qualifications: LLB (Hons I), DipLPac (Glasgow), DPhil (Oxford)
Experience and expertise: Ruth was called to the Bar in 2006 and was appointed Senior Counsel in 2017. She practises in a wide range of areas including competition law, class actions, energy, media, corporate criminal and corporations' matters.
Special responsibilities: Member of the Bar Council Executive – President (July 2024 – May 2025)

Name: **Dominic Toomey SC**
Title: President
Qualifications: DipL, GradDipL
Experience and expertise: Dominic was called to the Bar in 1999 and was appointed Senior Counsel in 2015. He practises in a wide range of areas including tort law, administrative law and crime.
Special responsibilities: Member of the Bar Council Executive – President (since May 2025)
 Member of the Bar Council Executive – Senior Vice-President (July 2024 – May 2025)
 Member of the Risk and Compliance Committee – Chair (July 2024 – May 2025)

Name: **Michael Izzo SC**
Title: Senior Vice-President
Qualifications: BA, LLB (Syd) BCL, MPhil (Oxford)
Experience and expertise: Michael was called to the Bar in 2005 and was appointed Senior Counsel in 2018. He practises in a wide range of areas including commercial and public law.
Special responsibilities: Member of the Bar Council Executive – Senior Vice-President (since May 2025)
 Member of the Bar Council Executive – Junior Vice-President (July 2024 - May 2025)
 Member of the Finance, Investment and Audit Committee
 Member of the Risk and Compliance Committee (Chair since May 2025)

Name: **Vanessa Whittaker SC**
Title: Junior Vice-President
Qualifications: BA (UQ), LLB (Sydney) BCL (Oxford)
Experience and expertise: Vanessa was called to the Bar in 2005 and appointed Senior Counsel in 2018. She practises in a wide range of areas including commercial law, equity, insolvency and bankruptcy, insurance law, and professional liability.
Special responsibilities: Member of the Bar Council Executive – Junior Vice-President (since May 2025)
 Member of the Finance, Investment and Audit Committee
 Member of the Risk and Compliance Committee (since May 2025)

DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2025

Name:	Catherine Gleeson SC
Title:	Treasurer
Qualifications:	BA, LLB (Hons) (Sydney) BCL (Oxford)
Experience and expertise:	Catherine was called to the Bar in 2009 and was appointed Senior Counsel in 2023. She practises in a wide range of areas including commercial law, common law, crime, inquests and inquiries, public and administrative law.
Special responsibilities:	Member of the Bar Council Executive – Treasurer Member of the Finance, Investment and Audit Committee Member of the Risk and Compliance Committee
Name:	Rose Khalilizadeh
Title:	Secretary
Qualifications:	LLB (Hons) BA
Experience and expertise:	Rose was called to the Bar in 2017. She practises in a wide range of areas including criminal law, children's criminal law, criminal appeals and commissions of inquiry and inquests.
Special responsibilities:	Member of the Bar Council Executive – Secretary (since November 2024) Member of the Finance, Investment and Audit Committee (since November 2024)
Name:	Greg Sirtes SC
Title:	Bar Councillor
Qualifications:	BEC, LLB, (Sydney), LLM, University of London
Experience and expertise:	Greg was called to the Bar in 1992 and was appointed Senior Counsel in 2008. He practises in a wide range of areas including property law, construction and contract disputes, commercial/equity, insurance, professional negligence, and estate litigation.
Special responsibilities:	None
Name:	Kate Eastman AM SC
Title:	Bar Councillor
Qualifications:	BA LLB (UNSW), LLM Dist (UCL), LLM (UTS), LLD (Hon) (UTS)
Experience and expertise:	Kate was called to the Bar in 1998 and was appointed Senior Counsel in 2012. She practises in a wide range of areas including commercial law, public and administrative law, constitutional law, appellate law, industrial law and international law.
Special responsibilities:	None
Name:	Anthony McAvoy SC (<i>ceased as a director on 15 November 2024</i>)
Title:	Bar Councillor
Qualifications:	LLB (QUT); Doctor of Laws (Honoris Causa) UTS (2022) and Doctor of Laws (Honoris Causa) QUT (2025)
Experience and expertise:	Anthony was called to the Bar in 2000 and was appointed Senior Counsel in 2015. He practises in a wide range of areas including commissions of inquiry, native title, environmental law, administrative law, human rights and discrimination law, coronial inquests and criminal law.
Special responsibilities:	None

DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2025

Name:	James Emmett SC
Title:	Bar Councillor
Qualifications:	LLB (UNSW) MA (Cantab)
Experience and expertise:	James was called to the Bar in 2006 and was appointed Senior Counsel in 2020. He practises in a wide range of areas including public and administrative law, commercial litigation, professional negligence and maritime law.
Special responsibilities:	Member of the Risk and Compliance Committee
Name:	Nicholas Broadbent SC
Title:	Bar Councillor
Qualifications:	LLM (Harvard), B Ec LLB (Hons I) (Macq.)
Experience and expertise:	Nicholas was called to the Bar in 2009 and was appointed Senior Counsel in 2024. He was appointed a Public Defender in 2020 and a Deputy Senior Public Defender in 2025. He is based in Dubbo.
Special responsibilities:	Member of the Bar Council Executive – Secretary (July – November 2024) Member of the Finance, Investment and Audit Committee
Name:	Hilbert Chiu SC <i>(July - November 2024 and since May 2025)</i>
Title:	Bar Councillor
Qualifications:	BA (Hons), LLB (Hons), MPhil
Experience and expertise:	Hilbert was called to the Bar in 2011 and was appointed Senior Counsel in 2024. He practises in a wide range of areas including insurance law, building and construction, commercial, commissions of inquiry and common law.
Special responsibilities:	None
Name:	Amy Munro SC <i>(ceased as a director on 15 November 2024)</i>
Title:	Bar Councillor
Qualifications:	LLM, LLB (Hons) BA
Experience and expertise:	Amy was called to the Bar in 2012 and was appointed Senior Counsel in 2024. She practises in a wide range of areas including commercial law, commissions of inquiry, equity, insurance, professional liability, trade practices and competition law.
Special responsibilities:	Member of the Finance, Investment and Audit Committee (July – November 2024)
Name:	David Patch
Title:	Bar Councillor
Qualifications:	LLB (UNSW), BA (Sydney)
Experience and expertise:	David was called to the Bar in 1991. He practises as a Crown Prosecutor.
Special responsibilities:	None
Name:	Michelle Castle
Title:	Bar Councillor
Qualifications:	LLB (Hons) (Syd)
Experience and expertise:	Michelle was called to the Bar in 2007 and practises in a wide range of areas including commercial, equity, insolvency and costs
Special responsibilities:	None

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2025

Name:	Nicolas Kirby
Title:	Bar Councillor
Qualifications:	DipL
Experience and expertise:	Nicolas was called to the Bar in 2009. He practises in a wide range of areas including commercial law, equity, competition and consumer law, insolvency, corporations, insurance, wills and probate.
Special responsibilities:	None
Name:	Emmanuel Kerkyasharian
Title:	Bar Councillor
Qualifications:	LLB (Hons) (USyd), BCom (USyd)
Experience and expertise:	Emmanuel was called to the Bar in 2010. He practises in a wide range of areas including criminal law including jury trials and appeals, corporate, competition and other white-collar crime, work health and safety crime, commissions of inquiry and coronial inquests, and compulsory examinations.
Special responsibilities:	None
Name:	Callan O'Neill
Title:	Bar Councillor
Qualifications:	LLM (UNSW), LLB (Hons) (UTS), BA (UTS)
Experience and expertise:	Callan was called to the Bar in 2012. He practises in a wide range of areas including common law, personal injury, commercial law, and industrial law.
Special responsibilities:	None
Name:	Pouyan Afshar
Title:	Bar Councillor
Qualifications:	BA (International Relations) (MU), LLB (MU), DipLang (MU)
Experience and expertise:	Pouyan was called to the Bar in 2012. He practises in commercial litigation, equity, insolvency, corporations, professional negligence and defamation.
Special responsibilities:	None
Name:	James Mack
Title:	Bar Councillor
Qualifications:	LLB (Hons I)
Experience and expertise:	James was called to the Bar in 2014. He practises in a wide range of areas including commercial law, equity, defamation, class actions, building and construction and regulatory.
Special responsibilities:	None
Name:	Naomi Oreb
Title:	Bar Councillor
Qualifications:	BA (Hons), LLB (Hons) (USyd), BCL (Dist) (Oxford)
Experience and expertise:	Naomi was called to the Bar in 2014. She practises in a wide range of areas including commercial law, regulatory and common law.
Special responsibilities:	None
Name:	Georgina Westgarth (<i>ceased as a director on 15 November 2024</i>)
Title:	Bar Councillor
Qualifications:	LLB (Hons I), BA (ANU)
Experience and expertise:	Georgina was called to the Bar in 2018. She practises in a wide range of areas including commercial and criminal law.
Special responsibilities:	None

DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2025

Name: **Claire Roberts** *(ceased as a director on 15 November 2024)*
Title: Bar Councillor
Qualifications: BA (Media), LLB (Hons) (Melbourne), LLM (Kent Scholar) (Columbia)
 Claire was called to the Bar in 2019. She practises in a wide range of areas including commercial law, public and administrative law, and media law
Experience and expertise:
Special responsibilities: None

Name: **Megan Caristo**
Title: Bar Councillor
Qualifications: BA (Hons I), LLB (Hons I) (Sydney) LLM (James Kent Scholar) (Columbia)
Experience and expertise: Megan was called to the Bar in 2020. She practises in a wide range of areas including commercial, competition, regulatory and public law.
Special responsibilities: None

Name: **Naomi Wootton**
Title: Bar Councillor
Qualifications: BA / LLB (Hons I) (ANU)
Experience and expertise: Naomi was called to the Bar in 2020. She practises in a wide range of areas including commercial law, administrative and constitutional law, competition and consumer law, criminal law, and inquests and inquiries.
Special responsibilities: None

Name: **Emma Bartley** *(ceased as a director on 15 November 2024)*
Title: Bar Councillor
Qualifications: LLB (Hons I); BSS (Distinction)
Experience and expertise: Emma was called to the Bar in 2020. She practises in a wide range of areas including professional negligence, medical negligence, commercial, insurance, care and protection, adoptions, intentional torts, crime and appellate.
Special responsibilities: None

Name: **Hannah Ryan**
Title: Bar Councillor
Qualifications: BA (USyd), LLB (USyd), LLM (Harvard)
Experience and expertise: Hannah was called to the Bar in 2022. She practises in a wide range of areas including administrative and public law, commercial law, commissions of inquiry and inquests, constitutional law, and media and defamation law.
Special responsibilities: None

Company Secretary

Nicholas Broadbent held the role of Company Secretary from 11 November 2021 to 15 November 2024. Rose Khalilzadeh has held the role of Company Secretary since 15 November 2024 (see above for qualifications and experience).

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2025

Short and long term objectives and strategies

The Association's long-term objectives as set out in the Constitution include to:

- promote the administration of justice;
- promote, maintain and improve the interests and standards of NSW barristers;
- make recommendations with respect to legislation, law reform, rules of court and the business and procedure of courts;
- seek to ensure that the benefits of the administration of justice are reasonably and equally available to all members of the community;
- arrange and promote continuing legal education;
- promote fair and honourable practice amongst barristers.

The Association's short-term objectives are to continue to deliver the aims of its *NSW Bar Association 2021-25 Strategic Plan*, including to:

- promote the rule of law and advocate for fair and equal justice for all
- ensure that the Bar attracts the best candidates to maintain high standards
- improve and support diversity at the Bar to represent and support the society it serves
- commit to respectful conduct toward all those with whom we deal including the elimination of sexual harassment, discrimination and workplace bullying
- maintain ethics, integrity and excellence
- maintain a leadership role in the community and the legal profession
- maintain the integrity of the Bar through the Bar Association's co-regulatory role
- retain the best talent at the Bar
- deliver excellent professional development and education for barristers at all career stages
- support the appropriate use of technology
- assist barristers with the economic challenges of being a sole practitioner
- support the health and wellbeing of members
- develop strategies to enable the Bar Association to identify and respond to both significant predicted and unforeseen issues, to protect the reputation of the Bar, barristers' practices and our people
- provide outstanding services to members
- optimise representation and participation
- carry out responsibilities under the Uniform Law including monitoring and review of the regulatory environment and support for members
- continue to increase access to the Bar Association's pro bono and support services

The Association's strategies for achieving those objectives are set out in the *NSW Bar Association 2021-25 Strategic Plan* available at <https://nswbar.asn.au/uploads/pdf-documents/SP2021.pdf>

Principal activities and how these achieve our objectives

The principal activities of the Association during the course of the financial year were to conduct the affairs of The New South Wales Bar Association including:

- procuring a tailored cyber insurance policy for the Bar;
- operating the Bar Library, which supports our objectives relating to supporting barristers' practice and the maintenance of the highest standards of excellence among local practising barristers
- organising the Bar Exams, Bar Practice Course and a program of continuing professional development, which supports our objectives relating to the maintenance of the highest standards of excellence among local practicing barristers, continuing professional development and our regulatory functions under the Legal Profession Uniform Law.
- running various programs for the benefit and wellbeing of our members such as: Mental Health First Aid training, Member Advantage, Fee Recovery Assistance, Ethical Guidance, BarCare, social events, and various publications including Bar News, which relates to our objectives of supporting the health and

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2025

wellbeing of members and assisting barristers with the economic challenges of being a sole practitioner, among others;

- implementing programs to address harassment, bullying and discrimination, which supports our objectives of retaining the best talent at the Bar, committing to respectful conduct toward all those with whom we deal including the elimination of sexual harassment, discrimination and workplace bullying and promoting, maintaining and improving the interests and standards of NSW barristers;
- administering the Bar Association's Professional Standards Scheme, which promotes, maintains and improves the interests and standards of NSW barristers;
- making submissions and providing advice to government and government agencies on specific legal policy and practice issues as they arise;
- working with media organisations and other bodies to disseminate to the public the Bar Association's position on key issues which supports our objective of promoting the administration of justice;
- co-ordinating the provision of pro bono or reduced cost legal services through the Bar Association's Legal Assistance Referral Scheme and Duty Barristers Schemes, which supports our objective of seeking to ensure that the benefits of the administration of justice are reasonably and equally available to all members of the community; and
- fulfilling the Bar Association's statutory duties in relation to the regulation of the legal profession through the work of its Professional Conduct Committees and the Bar Council.

There were no significant changes in the nature of these activities during the financial year. The reporting year saw the approval of the fifth Bar Association Professional Standards Scheme 2025-2030 and the Association procuring bespoke cyber insurance for barristers. The Association continued its focus on the mental health and wellbeing of its members including by continuing with Mental health First Aid training Courses across chambers in NSW.

These principal activities assisted in achieving the Association's objectives, both short and long term during the reporting year, and these will continue in the coming financial year.

Measuring performance

The Bar Council meets at least monthly to consider and make decisions on the Association's activities and initiatives and reviews reports of its committees' activities. The Finance, Investment and Audit Committee reviews financial, audit and investment performance and meets quarterly. The Risk and Compliance Committee oversees risk management and compliance by the Association and meets quarterly. The Executive Committee meets at least monthly to review and consider the activities of the Association. The Bar Council also meets monthly to undertake the Bar Council's regulatory functions under the Legal Profession Uniform Law. Proposals to the Bar Council are assessed against the Association's 2021-2025 Strategic Plan and include assessment of risks and financial implications.

Review and results of operations

The Association continued to engage in its principal activities during the financial year. The comprehensive income of the Association for the year ended 30 June 2025 was \$1,134,747 (2024: \$1,212,725).

Association particulars

The New South Wales Bar Association is a public company limited by guarantee, incorporated and domiciled in Australia. The address of the registered office and principal place of business is:

Selborne Chambers
Sub-Basement Level
174 Phillip Street
Sydney NSW 2000

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2025

Meetings of directors

From 1 July 2024 to 30 June 2025 there were 20 meetings.

Name	Meetings attended	Meetings entitled to attend*
Dominic Toomey SC	20	20
Michael Izzo SC	20	20
Vanessa Whittaker SC	18	20
Catherine Gleeson SC	17	20
Rose Khalilizadeh	20	20
Greg Sirtes SC	18	20
Kate Eastman AM SC	16	20
James Emmett SC	19	20
Nicholas Broadbent SC	19	20
Hilbert Chiu SC	8	9
David Patch	16	20
Michelle Castle	18	20
Nicolas Kirby	19	20
Emmanuel Kerkyasharian	13	14
Callan O'Neill	20	20
Pouyan Afshar	14	14
James Mack	13	14
Naomi Oreb	14	14
Megan Caristo	19	20
Naomi Wootton	13	14
Hannah Ryan	11	14
Ruth Higgins SC	17	17
Anthony McAvoy SC	3	6
Amy Munro SC	5	6
Georgina Westgarth	6	6
Claire Roberts	5	6
Emma Bartley	5	6

*The number of meetings held during the time the director held office as a director.

DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2025

Meetings of the Finance, Investment and Audit Committee

From 1 July 2024 to 30 June 2025 there were four meetings.

Name	Meetings attended	Meetings entitled to attend
Catherine Gleeson SC, Chair	3	4
Michael Izzo SC	4	4
Vanessa Whittaker SC	4	4
Nicholas Broadbent SC	4	4
Rose Khalilizadeh	2	3
Amy Munro SC (<i>ceased as a director on 15 November 2024</i>)	1	1

Meetings of the Risk and Compliance Committee

From 1 July 2024 to 30 June 2025 there was four meetings.

Name	Meetings attended	Meetings entitled to attend
Dominic Toomey SC, Chair	4	4
Michael Izzo SC	4	4
Catherine Gleeson SC	3	4
James Emmett SC	4	4

Members' guarantee

If the Association is wound up, the Constitution states that each member is required to contribute an amount not exceeding \$4 per member to meet all outstanding obligations of the Association and any such amounts as may be required. The Association had 3254 members at balance date, and the total that members are liable to contribute is \$13,016.

DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2025

Auditor's Independence Declaration

A copy of the Auditor's Independence Declaration as required under section 307C of the Corporations Act 2001 given to the directors by the lead auditor for the audit undertaken by RSM Australia is included on page 14.

The report is made in accordance with resolution of directors made pursuant to section 298(2) of the *Corporations Act 2001*.



D. Toomey SC
President



C. Gleeson SC
Treasurer

Sydney, NSW
11 September 2025



RSM Australia Partners

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Sydney
NSW 2000
Australia
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F +61 (02) 8226 4501
rsm.com.au

AUDITOR'S INDEPENDENCE DECLARATION

As lead auditor for the audit of the financial report of New South Wales Bar Association for the year ended 30 June 2025, I declare that, to the best of my knowledge and belief, there have been no contraventions of:

- (i) the auditor independence requirements of the *Corporations Act 2001* in relation to the audit; and
- (ii) any applicable code of professional conduct in relation to the audit.

RSM AUSTRALIA PARTNERS

C J Hume
Partner

Sydney, NSW
Dated: 11 September 2025

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**STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2025**

	Notes	2025 \$	2024 \$
Revenue	2	12,084,660	11,781,189
Employee benefits expense		(5,843,887)	(5,053,287)
Legal and professional fees		(1,731,567)	(1,937,416)
Subscriptions		(1,166,619)	(1,109,664)
Communications and information technology expense		(577,329)	(561,324)
Depreciation and amortisation expense	3	(724,447)	(701,761)
Occupancy expense	3	(267,483)	(213,096)
Advertising and marketing expense		(216,889)	(240,671)
Financial expense	3	(360,710)	(364,947)
Seminar and function expense		(318,952)	(270,188)
Gain on lease modification		602,726	-
Other expenses from ordinary activities		(779,147)	(441,492)
Surplus before investment revaluation to market		700,356	887,343
Fair value adjustment on financial assets through surplus or (deficit)		434,391	325,382
Profit before income tax expense		1,134,747	1,212,725
Income tax benefit	4(a)	-	-
Net surplus / (loss)		1,134,747	1,212,725
Other comprehensive income for the year, net of tax		-	-
Total comprehensive income / (loss)		1,134,747	1,212,725

The above statement of profit or loss and other comprehensive income should be read in conjunction with the accompanying notes.

STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2025

	Notes	2025 \$	2024 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	5	2,146,226	1,588,511
Receivables	6	328,410	167,254
Other financial assets	7	9,736,072	12,337,472
Other assets	8	244,394	276,774
TOTAL CURRENT ASSETS		12,455,102	14,370,011
NON-CURRENT ASSETS			
Other financial assets	7	9,296,155	7,500,907
Deferred Tax Asset	9	2,552,441	279,290
Right-of-use assets	10	8,875,711	1,177,940
Property, plant and equipment	11	1,033,979	299,362
Intangible assets	12	2,881	88,021
TOTAL NON-CURRENT ASSETS		21,761,167	9,345,520
TOTAL ASSETS		34,216,269	23,715,531
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	13	750,277	1,075,786
Employee benefits	14	592,230	486,529
Lease liabilities	15	85,861	720,223
Contract liabilities	16	7,457,307	7,284,455
TOTAL CURRENT LIABILITIES		8,885,675	9,566,993
NON-CURRENT LIABILITIES			
Employee benefits	17	72,331	94,659
Deferred Tax Liabilities	18	2,552,441	279,290
Lease liabilities	15	9,052,906	1,267,941
Provisions	19	430,536	419,015
TOTAL NON-CURRENT LIABILITIES		12,108,214	2,060,905
TOTAL LIABILITIES		20,993,889	11,627,898
NET ASSETS		13,222,380	12,087,633
ACCUMULATED FUNDS			
Accumulated surpluses		13,222,380	12,087,633
TOTAL ACCUMULATED FUNDS		13,222,380	12,087,633

The above statement of financial position should be read in conjunction with the accompanying notes.

STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2025

	Accumulated Surpluses \$	Total Accumulated Funds \$
Balance at 30 June 2023	10,874,908	10,874,908
Profit after income tax expense for the year	1,212,725	1,212,725
Other comprehensive income for the year, net of tax	-	-
Total comprehensive income for the year	1,212,725	1,212,725
Balance at 30 June 2024	12,087,633	12,087,633
Profit after income tax expense for the year	1,134,747	1,134,747
Other comprehensive income for the year, net of tax	-	-
Total comprehensive income for the year	1,134,747	1,134,747
Balance at 30 June 2025	13,222,380	13,222,380

The above statement of changes in equity should be read in conjunction with the accompanying notes.

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2025

	Note	2025 \$	2024 \$
Operating activities			
Receipts from operating activities		11,950,352	11,924,433
Payments to suppliers and employees		(12,120,311)	(10,870,827)
Dividends received		195,864	310,063
Interest received		658,961	380,719
Income tax paid			-
Net cash from operating activities		<u>684,866</u>	<u>1,744,388</u>
Investing activities			
Payments for plant and equipment		(944,610)	(63,717)
Proceeds from financial assets		961,543	483,505
Payments for financial assets		(2,287,731)	(1,081,231)
Proceeds from other financial assets		<u>2,778,544</u>	<u>(3,077,278)</u>
Net cash provided by/used in investing activities		<u>507,746</u>	<u>(3,738,721)</u>
Financing activities			
Interest payments on lease liabilities		(201,948)	(135,301)
Principal payments on lease liabilities		<u>(432,949)</u>	<u>(649,119)</u>
Net cash outflow from financing activities		<u>(634,897)</u>	<u>(784,420)</u>
Net (decrease)/increase in cash and cash equivalents		557,715	(2,778,753)
Cash and cash equivalents at the beginning of the financial year		<u>1,588,511</u>	<u>4,367,264</u>
Cash and cash equivalents at the end of the financial year	5	<u><u>2,146,226</u></u>	<u><u>1,588,511</u></u>

The above statement of cash flows should be read in conjunction with the accompanying notes.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

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

(a) Basis of Preparation

These general purpose financial statements have been prepared in accordance with Australian Accounting Standards – Simplified Disclosures as issued by the Australian Accounting Standards Board, and the *Corporations Act 2001*. The New South Wales Bar Association is a Not-for-profit entity for the purpose of preparing the financial statements.

Historical cost convention

These financial statements have been prepared under the historical cost convention.

Critical accounting estimates and judgements

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 1 (u).

(b) Revenue Recognition

Revenue is measured at the fair value of the consideration received or receivable. Revenue is recognised for the major activities as follows:

- (i) *Subscriptions and practising certificate fees*
Subscriptions and practising certificate fees comprise annual fees for membership and practising certificates. Subscriptions and practising certificate fees are recognised on a pro rata basis through the course of the year to which the fees relate.
- (ii) *Administration charges*
Administration charges comprise revenue earned from the provision of administrative services. They are recognised when the fee in respect of services is receivable.
- (iii) *Dividends received*
Revenue from dividends is recognised when the right to receive the payment is established.
- (iv) *Interest income*
Interest income is recognised on a time proportion basis using the effective interest method.
- (v) *Grants*
Grants comprise monies received during the year in respect of the professional conduct department and legal assistance department. Income is recognised when the grant is receivable.
- (vi) *Other income*
Income from other sources is recognised when the fee in respect of other products or services provided is receivable.

NOTES TO THE FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

(c) Income Tax

Under the mutuality provisions of the Income Tax Assessment Act, income and expenses wholly applicable to members of the Association are not brought to account in calculating income for tax purposes.

(d) Leases

The Association assesses at contract inception whether a contract is, or contains, a lease. That is, if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration.

The Association applies a single recognition and measurement approach for all leases, except for short-term leases and leases of low-value assets. The Association recognises lease liabilities to make lease payments and right-of-use assets representing the right to use the underlying assets.

(i) Right-of-use assets

The Association recognises right-of-use assets at the commencement date of the lease (i.e., the date the underlying asset is available for use). Right-of-use assets are measured at cost, less any accumulated depreciation and impairment losses, and adjusted for any remeasurement of lease liabilities. The cost of right-of-use assets includes the amount of lease liabilities recognised, initial direct costs incurred, and lease payments made at or before the commencement date less any lease incentives received. Right-of-use assets are depreciated on a straight-line basis over the shorter of the lease term and the estimated useful lives of the assets, as follows:

- Office buildings: over the remaining life of the lease – maximum 15 years

If ownership of the leased asset transfers to the Association at the end of the lease term or the cost reflects the exercise of a purchase option, depreciation is calculated using the estimated useful life of the asset.

The right-of-use assets are also subject to impairment. Refer to the accounting policies in section (e) Impairment of non-financial assets.

(ii) Lease liabilities

At the commencement date of the lease, the Association recognises lease liabilities measured at the present value of lease payments to be made over the lease term. The lease payments include fixed payments (including in-substance fixed payments), variable lease payments that depend on an index or a rate and payments of penalties for terminating the lease, if the lease term reflects the Association exercising the option to terminate. Variable lease payments that do not depend on an index or a rate are recognised as expenses (unless they are incurred to produce inventories) in the period in which the event or condition that triggers the payment occurs.

In calculating the present value of lease payments, the Association uses its incremental borrowing rate at the lease commencement date because the interest rate implicit in the lease is not readily determinable. After the commencement date, the amount of lease liabilities is increased to reflect the accretion of interest and reduced for the lease payments made. In addition, the carrying amount of lease liabilities is remeasured if there is a modification, a change in the lease term, a change in the lease payments (e.g., changes to future payments resulting from a change in an index or rate used to determine such lease payments) or a change in the assessment of an option to purchase the underlying asset.

NOTES TO THE FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

(e) Impairment of Non-financial Assets

Non-financial assets are reviewed for impairment whenever events or changes in circumstances indicated 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.

(f) Cash and Cash Equivalents

For purposes of presentation in the statement of cash flows, cash and cash equivalents includes cash on hand, deposits held at call with financial institutions and 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.

(g) 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.

The entity has applied the simplified approach to measuring expected credit losses, which uses a lifetime expected loss allowance. To measure the expected credit losses, trade receivables have been grouped based on days overdue.

Other receivables are recognised at amortised cost, less any allowance for expected credit losses.

(h) Inventories

Inventories are stated at the lower of cost and net realisable value on a 'first in first out' basis. Costs of purchased inventory are determined after deducting rebates and discounts received or receivable.

Net realisable value is the estimated selling price in the ordinary course of business less the estimated costs of completion and the estimated costs necessary to make the sale.

NOTES TO THE FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

(i) Financial Instruments

(i) Investments and other financial assets

Investments and other financial assets, other than investments in associates, are initially measured at fair value. Transaction costs are included as part of the initial measurement, except for financial assets at fair value through profit or loss. Such assets are subsequently measured at either amortised cost or fair value depending on their classification. Classification is determined based on both the business model within which such assets are held and the contractual cash flow characteristics of the financial asset unless, an accounting mismatch is being avoided.

Financial assets are derecognised when the rights to receive cash flows have expired or have been transferred and the company has transferred substantially all the risks and rewards of ownership. When there is no reasonable expectation of recovering part or all of a financial asset, its carrying value is written off.

(ii) Financial assets at fair value through profit or loss

Financial assets not measured at amortised cost or at fair value through other comprehensive income are classified as financial assets at fair value through profit or loss. Typically, such financial assets will be either: (i) held for trading, where they are acquired for the purpose of selling in the short-term with an intention of making a profit, or a derivative; or (ii) designated as such upon initial recognition where permitted. Fair value movements are recognised in profit or loss.

(j) Current and Non-current Classification

Assets and liabilities are presented in the statement of financial position 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 the Association's 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 the Association's 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.

NOTES TO THE FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

(k) Contract Liabilities

Contract liabilities represent the Association's obligation to transfer goods or services to a customer and are recognised when a customer pays consideration, or when the Association recognises a receivable to reflect its unconditional right to consideration (whichever is earlier) before the Association has transferred the goods or services to the customer.

(l) Finance costs

Finance costs attributable to qualifying assets are capitalised as part of the asset. All other finance costs are expensed in the period in which they are incurred.

(m) Property, Plant and Equipment

All property, plant and equipment is recognised at historical cost less depreciation. Historical cost includes expenditure that is directly attributable to the acquisition of the items.

Depreciation is calculated using the straight line method to allocate the cost, net of their residual values, over the estimated useful lives, as follows:

• Refurbishments over the remaining life of the lease - maximum	15 years
• Furniture, Computers, Computer Software, Office Machines and Equipment	3 to 10 years
• Kitchen Equipment	5 years

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at the end of each reporting period.

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

(n) Intangible Assets

Intangible assets acquired separately are initially recognised at cost. Finite life intangible assets are subsequently measured at cost less amortisation and any impairment. The gains or losses recognised in profit or loss arising from the derecognition of intangible assets are measured as the difference between net disposal proceeds and the carrying amount of the intangible asset. Significant costs associated with database are deferred and amortised on a straight-line basis over the period of their expected benefit, being their finite life of 3 years.

(o) Trade and Other Payables

These amounts represent liabilities for goods and services provided to the Association prior to the end of financial year which are unpaid. The amounts are unsecured and are usually paid within 30 days of recognition.

(p) Provisions

Provisions are recognised when the Association has a present (legal or constructive) obligation as a result of a past event, it is probable the Association will be required to settle the obligation, and a reliable estimate can be made of the amount of the obligation. The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at the reporting date, taking into account the risks and uncertainties surrounding the obligation. If the time value of money is material, provisions are discounted using a current pre-tax rate specific to the liability. The increase in the provision resulting from the passage of time is recognised as a finance cost.

NOTES TO THE FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

(q) Employee Benefits

(i) *Short-term employee benefits*

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

(ii) *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 at 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.

(r) Goods and Services Tax ("GST")

Revenues, expenses and assets are recognised net of the amount of associated GST, unless the GST incurred is not recoverable from the Australian Taxation Office ("ATO"). In this case it is recognised as part of the cost of acquisition of the asset or as part of an item 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 ATO is included in receivables or payables in the statement of financial position.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing and financing activities which are recoverable from, or payable to, the ATO are presented as operating cash flows.

(s) 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.

(t) 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.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025****1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)****(t) Fair Value Measurement (continued)**

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.

(u) Comparatives

Where necessary, comparative information has been re-classified to achieve consistency in disclosure with current financial amounts and other disclosures.

(v) Critical Accounting Estimates and Judgements

The Association makes estimates and judgements during the preparation of these financial statements regarding assumptions about current and future events affecting transactions and balances.

These estimates and judgements are based on the best information available at the time of preparing the financial statements, however as additional information is known then the actual results may differ from the estimates.

The significant estimates and judgements made have been described below:

(i) *Estimation of useful lives of assets*

The Association determines the estimated useful lives and related depreciation and amortization 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.

(ii) *Employee benefits provision*

The liability for employee benefits expected to be settled more than 12 months from the reporting date are recognised and measured at the present value of the estimated future cash flows to be made in respect of all employees at the reporting date. In determining the present value of the liability, estimates of attrition rates and pay increases through promotion and inflation have been taken into account.

NOTES TO THE FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

(iii) *Incremental borrowing rate*

Where the interest rate implicit in a lease cannot be readily determined, an incremental borrowing rate is estimated to discount future lease payments to measure the present value of the lease liability at the lease commencement date. Such a rate is based on what the Association estimates it would have to pay a third party to borrow the funds necessary to obtain an asset of a similar value to the right-of-use asset, with similar terms, security and economic environment.

(iv) *Fair value measurement hierarchy*

The Association measures certain financial assets at fair value through profit or loss. These assets include investments in listed equity securities, which are valued using quoted prices in active markets.

The fair value of these investments is determined based on the closing market price at the reporting date. As these prices are directly observable and represent actual market transactions, no significant judgement is required in determining fair value.

However, management exercises judgement in assessing whether markets are active and whether quoted prices are representative of fair value. In rare cases where market activity is low or prices are stale, additional procedures may be undertaken to validate the quoted price.

The Association has not made any adjustments to quoted prices and has not transferred any investments between levels of the fair value hierarchy during the reporting period.

The Association continually monitors market conditions and reviews the classification of fair value measurements to ensure consistency with AASB 13.

NOTES TO THE FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025

2. REVENUE	2025 \$	2024 \$
Operating revenue		
Subscriptions and practising certificate fees	7,434,930	7,361,808
Bar Practice Course & Bar Examinations	666,066	645,615
	<u>8,100,996</u>	<u>8,007,423</u>
Other revenue		
Interest and dividends	786,133	782,461
Seminars	53,428	57,273
External funding	2,831,278	2,685,207
Other	312,825	248,825
	<u>12,084,660</u>	<u>11,781,189</u>
Revenue from continuing operations	<u><u>12,084,660</u></u>	<u><u>11,781,189</u></u>
 <i>The disaggregation of revenue from contracts with customers is as follows:</i>		
Timing of revenue recognition		
Services transferred at a point in time	4,649,730	4,419,381
Services transferred over time	7,434,930	7,361,808
	<u>12,084,660</u>	<u>11,781,189</u>
	<u> </u>	<u> </u>

NOTES TO THE FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025

	2025 \$	2024 \$
3. EXPENSES		
Depreciation and amortisation expense		
Depreciation on property, plant and equipment	209,992	212,225
Depreciation expense on right-of-use assets	500,028	473,654
Amortisation on intangible assets	14,427	15,882
	724,447	701,761
Financial expense		
Interest expense on lease liabilities	201,949	135,301
Bank charges	32,635	110,257
Insurance expense	126,126	119,389
	360,710	364,947
Occupancy		
Occupancy costs	267,483	213,096
	267,483	213,096

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025**

	2025	2024
	\$	\$
4. INCOME TAX EXPENSE		
(a) Reconciliation of income tax expense to prima facie tax payable		
Net surplus from continuing operations	1,134,747	1,212,725
Tax at the Australian tax rate of 25% (2024: 25%)	283,687	303,181
Decrease in income tax expense due to:		
- Net mutual income	(156,219)	(351,740)
Permanent differences	245,985	60,301
Income tax benefit/ (expense) during the year	373,453	(11,742)
Tax losses from excess franking credits	-	11,742
Derecognition of deferred tax assets	373,453	-
Income tax expenses / (benefit)	-	-
(b) Deferred tax assets not recognised comprised of temporary differences attributable to:		
Tax Gains / (Losses)	(373,453)	-

NOTES TO THE FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025

	2025 \$	2024 \$
5. CASH AND CASH EQUIVALENTS		
Cash at bank	1,095,326	565,551
Term deposits	1,050,000	1,022,060
Petty cash	900	900
	<u>2,146,226</u>	<u>1,588,511</u>
	2025 \$	2024 \$
6. RECEIVABLES		
Other receivables	230,364	516
Interest receivable	98,046	166,738
Total receivables	<u>328,410</u>	<u>167,254</u>
	2025 \$	2024 \$
7. OTHER FINANCIAL ASSETS		
Current		
Financial assets:		
Term deposit (i)	<u>9,736,072</u>	<u>12,337,472</u>
(i) The Association has classified its term deposits as other current financial assets in the current year where the investment term of these deposits are longer than 3 months.		
Non-current		
At cost		
Investments in associates	<u>14</u>	<u>14</u>
Financial assets at fair value through profit or loss		
Shares in Australian listed companies	6,234,574	5,704,799
Fixed interest securities – listed	<u>3,061,567</u>	<u>1,796,094</u>
	<u>9,296,141</u>	<u>7,500,893</u>
Total other financial assets – non current	<u>9,296,155</u>	<u>7,500,907</u>

NOTES TO THE FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025

Financial assets at fair value through profit or loss (continued)

	2025	2024
	\$	\$
Opening fair value	7,500,893	6,577,785
Additions	2,287,731	1,081,231
Disposals	(926,874)	(483,505)
Revaluation increments/(decrements)	434,391	325,382
Closing fair value	<u>9,296,141</u>	<u>7,500,893</u>

Fair value measurement

Fair value hierarchy

The following tables detail the Association's assets and liabilities, measured or disclosed 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

Level 3: Unobservable inputs for the asset or liability

	Level 1	Level 2	Level 3	Total
	\$	\$	\$	\$
30 June 2025				
Assets				
Financial assets fair value through profit or loss				
Fixed interest securities	3,061,567	-	-	3,061,567
Shares in Australian listed companies	6,234,574	-	-	6,234,574
	<u>9,296,141</u>	<u>-</u>	<u>-</u>	<u>9,296,141</u>
30 June 2024				
Assets				
Financial assets fair value through profit or loss				
Fixed interest securities	1,796,094	-	-	1,796,094
Shares in Australian listed companies	5,704,799	-	-	5,704,799
	<u>7,500,893</u>	<u>-</u>	<u>-</u>	<u>7,500,893</u>

Assets and liabilities held for sale are measured at fair value on a non-recurring basis.

There were no transfers between levels during the financial year.

The carrying amounts of trade and other receivables and trade and other payables are assumed to approximate their fair values due to their short-term nature.

The fair value of financial liabilities is estimated by discounting the remaining contractual maturities at the current market interest rate that is available for similar financial liabilities.

NOTES TO THE FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025

(a) Investments in associates

The Association holds two \$2 shares in The Barrister's Sickness and Accident Fund Pty Ltd. The sole purpose of this association is to act as trustee for the Barrister's Sickness and Accident Fund.

The Association holds one \$10 share in the Pro Bono Disbursement Fund Pty Ltd. The purpose of that association is to hold and pay funds to reimburse legal practitioners for their disbursements incurred in the conduct of pro bono matters.

(b) Investment in Counsel's Chambers Limited

The Association also holds 7 deferred ordinary shares ("the shares") in Counsel's Chambers Limited ("CCL"). The shares were acquired circa 1962 and have a cost of \$14, which has not been recorded in the Association's records for many years. The shares entitle the Association to: one vote per share at general meetings of CCL; the receipt of dividends as declared; and any surplus assets in the event of a winding up of CCL. The Association does not have any record of dividends having been paid by CCL. In addition, it does not have the ability to significantly influence the voting at general meetings of CCL. As there is no active market in the shares and other valuation techniques do not permit the calculation of a reasonable fair value estimate, the Association is precluded from measuring or recognising such values in its financial statements.

8. OTHER ASSETS

	2025 \$	2024 \$
Prepayments	242,898	275,939
Inventories	1,496	835
Total Other Assets	244,394	276,774

9. DEFERRED TAX ASSET

	2025 \$	2024 \$
Deferred Tax Asset	2,552,441	279,290

NOTES TO THE FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025

10. RIGHT-OF-USE ASSETS

	Leased Premises \$	Total \$
At 30 June 2025		
Cost	9,281,849	9,281,849
Accumulated depreciation and impairment	(406,138)	(406,138)
Net carrying amount	8,875,711	8,875,711
At 30 June 2024		
Cost	6,423,708	6,423,708
Accumulated depreciation and impairment	(5,245,768)	(5,245,768)
Net carrying amount	1,177,940	1,177,940
At 1 July 2024, net carrying amount	1,177,940	1,177,940
Additions during the year	7,595,073	7,595,073
Lease modification during the year	602,726	602,726
Depreciation / amortisation charge for the year	(500,028)	(500,028)
At 30 June 2025, net carrying amount	8,875,711	8,875,711

The Association leases premises under a non-cancellable lease with 2 to 15 years, in some cases, options to extend. On renewal, the terms of the leases are renegotiated.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025

11. PROPERTY, PLANT AND EQUIPMENT

	Refurbishments \$	Furniture, computers, office machines and equipment \$	Kitchen equipment \$	Total \$
At 30 June 2024				
Cost	3,258,836	1,653,092	3,511	4,915,439
Accumulated depreciation and impairment	(3,076,074)	(1,536,492)	(3,511)	(4,616,077)
Net carrying amount	182,762	116,600	-	299,362
At 30 June 2025				
Cost	4,091,826	1,668,611	4,774	5,765,211
Accumulated depreciation and impairment	(3,223,136)	(1,504,332)	(3,764)	(4,731,232)
Net carrying amount	868,690	164,279	1,010	1,033,979

Movements:

Year ended 30 June 2025

At 1 July 2024, net carrying amount	182,762	116,600	-	299,362
Additions	832,990	110,356	1,263	944,609
Disposals	-	-	-	-
Depreciation/amortisation charge for the year	(147,062)	(62,677)	(253)	(209,992)
At 30 June 2025, net carrying amount	868,690	164,279	1,010	1,033,979

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025**

	2025	2024
	\$	\$
12. INTANGIBLES		
Database and website		
At cost	352,315	423,028
Accumulated amortisation	(349,434)	(335,007)
Net Carrying Amount	2,881	88,021
Movements:		
Year ended 30 June 2025		
At 1 July 2024, net carrying amount	88,021	33,190
Additions	-	70,713
Disposals	(70,713)	-
Depreciation/ amortisation charge for the year	(14,427)	(15,882)
At 30 June 2025, net carrying amount	2,881	88,021

NOTES TO THE FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025

	2025 \$	2024 \$
13. TRADE AND OTHER PAYABLES		
Trade and other payables	<u>750,277</u>	<u>1,075,786</u>
14. CURRENT LIABILITIES		
Employee Benefits	<u>592,230</u>	<u>486,529</u>
15. LEASE LIABILITIES		
Current		
Lease liabilities	85,861	720,223
Non-current		
Lease liabilities	9,052,906	1,267,941
Total	<u>9,138,767</u>	<u>1,988,164</u>
<i>Future Lease Payments</i>		
Future lease payments are due as follows		
Within one year	874,388	823,309
One to five years	4,764,871	1,338,285
More than five years	11,820,438	-
Total	<u>17,459,697</u>	<u>2,161,594</u>
16. CONTRACT LIABILITIES		
Current		
Subscriptions, practising certificate fees & other revenue received in advance	<u>7,457,307</u>	<u>7,284,455</u>

NOTES TO THE FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025

	2025 \$	2024 \$
17. NON-CURRENT LIABILITIES		
Employee Benefits	72,331	94,659
18. DEFERRED TAX LIABILITY		
Deferred Tax Liability	2,552,441	279,290
19. NON-CURRENT LIABILITIES -PROVISIONS		
Lease make good	430,536	419,015

Lease make good

The provision represents the present value of the estimated costs to make good the premises leased by the consolidated entity at the end of the respective lease terms

Movements in provisions

Movements in each class of provision during the current financial year, other than employee benefits, are set out below:

	2025 \$
Lease make good 2025	
Carrying amount at start of year	419,015
Additional provisions recognised	11,521
Carrying amount at end of year	430,536

20. RELATED PARTY DISCLOSURES

(a) Key management personnel

Key management personnel compensation for the year ended 30 June 2025 and 30 June 2024 is set out below. The key management personnel are the directors of the Association and those executives with authority and responsibility for planning, directing and controlling the activities of the Association. No compensation was paid or payable to the directors of the Association during the financial year. The compensation paid or payable to key management personnel during the financial year comprised:

	2025 \$	2024 \$
Employee benefits	2,409,855	1,895,859

NOTES TO THE FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025

(b) Other transactions

Transactions between related parties are on normal commercial terms and conditions no more favourable than those available to other parties unless otherwise stated.

The Association paid rent (including associated air-conditioning, electricity and cleaning charges) totalling \$1,042,869 (2024: \$973,529) for office space to Counsel's Chambers Limited, a company of which some directors of the Association are also members. The bulk of this payment was at two-thirds of the normal market rate.

(c) Loans to/from related parties

There were no loans to or from related parties at the current and previous reporting date.

(d) Receivable from and payable to related parties

The following balances are outstanding at the reporting date in relation to transactions with related parties:

	2025 \$	2024 \$
Current Receivables		
Barristers Benevolent Association	-	-
The Indigenous Barristers' Trust The Mum Shirl Fund	-	-
	-	-
Current Payables		
Barristers Benevolent Association	50,609	52,223
The Indigenous Barristers' Trust The Mum Shirl Fund	50,189	56,862
	100,798	109,085

(e) Related party transactions

Parent Entity

The New South Wales Bar Association is the parent entity.

Subsidiaries

Bar Brief Pty Ltd is the subsidiary.

(f) Interest in subsidiaries

Name	Principal place of business / Country of incorporation	2025 %	2024 %
Bar Brief Pty Ltd	Australia	100.00%	100.00%

NOTES TO THE FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025

21. REMUNERATION OF AUDITORS

During the financial year the following fees were paid or payable for services provided by Accounting Firm RSM Australia Partners, the auditor of the company, its network and unrelated firms:

	2025 \$	2024 \$
Audit Services – RSM Australia Partners		
Audit of the Financial Statements	37,500	35,700
Other Services – RSM Australia Partners		
Advisory Services	-	-
Preparation of Tax Return	5,800	7,700
	43,300	43,400

22. REIMBURSEMENT BY THE PUBLIC PURPOSE FUND

Section 34 (3)(a) of the Legal Profession Uniform Law Application Act 2014 requires certification by the auditor of the costs incurred by the Bar Council in relation to its regulatory function. Expenditure on regulatory activities in 2024 -2025 amounted to \$2,496,105 (2024: \$2,381,399)

23. EVENTS OCCURRING AFTER THE REPORTING DATE

No matter or circumstance has occurred subsequent to year end that has significantly affected, or may significantly affect, the operations of the Association, the results of those operations or the state of affairs of the Association.

24. CONTINGENT LIABILITIES

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

CONSOLIDATED ENTITY DISCLOSURE STATEMENT FOR THE YEAR ENDED 30 JUNE 2025

Entity Name	Entity Type	Place formed / Country of Incorporation	Ownership Interest %	Tax Residency
Bar Brief Pty Ltd	Body Corporate	Australia	100%	Australia

DIRECTORS' DECLARATIONS

In the directors' opinion:

- (a) the attached consolidated financial statements and notes comply with the Corporations Act 2001, the Accounting Standards, the Corporations Regulations 2001 and other mandatory professional reporting requirements;
- (b) the attached consolidated financial statements and notes give a true and fair view of the consolidated entity's financial position as at 30 June 2025 and of its performance for the financial year ended on that date;
- (c) there are reasonable grounds to believe that the Association will be able to pay its debts as and when they become due and payable;
- (d) the information disclosed in the attached consolidated entity disclosure statement is true and correct.

This declaration is made in accordance with a resolution of the directors.



D. Toomey SC
President



C. Gleeson SC
Treasurer

Sydney, NSW
11 September 2025

**RSM Australia Partners**

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INDEPENDENT AUDITOR'S REPORT

To the Members of the New South Wales Bar Association

Opinion

We have audited the financial report of the New South Wales Bar Association (the Company) and its subsidiaries (the Group), 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 material accounting policy information, and the consolidated entity disclosure statement and the directors' declaration.

In our opinion, the accompanying financial report of the Group is in accordance with the Corporations Act 2001, including:

- (i) giving a true and fair view of the Group's financial position as at 30 June 2025 and of its financial performance for the year then ended; and
- (ii) complying with Australian Accounting Standards – *Simplified Disclosures* under AASB 1060 *General Purpose Financial Statements – Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities* and the Corporations Regulations 2001.

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 Group in accordance with the auditor independence requirements of the Corporations Act 2001 and 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 ethical responsibilities in accordance with the Code.

We confirm that the independence declaration required by the Corporations Act 2001, which has been given to the directors of the Company, would be in the same terms if given to the directors 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.

THE POWER OF BEING UNDERSTOOD
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Other Information

The directors are responsible for the other information. The other information comprises the information included in the Group's annual report for the year ended 30 June 2025, but does not include the financial report and the 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 the Directors for the Financial Report

The directors of the Company are responsible for the preparation of:

- a. the financial report (other than the consolidated entity disclosure statement) that gives a true and fair view in accordance with Australian Accounting Standards – *Simplified Disclosures* under AASB 1060 *General Purpose Financial Statements – Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities* and the Corporations Act 2001; and
- b. the consolidated entity disclosure statement that is true and correct in accordance with the *Corporations Act 2001*, and

for such internal control as the directors determine is necessary to enable the preparation of:

- i. the financial report (other than the consolidated entity disclosure statement) that gives a true and fair view and is free from material misstatement, whether due to fraud or error; and
- ii. the consolidated entity disclosure statement that is true and correct and is free of misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the ability of the Group to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Group or to cease operations, or have 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 the 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/auditors_responsibilities/ar4.pdf. This description forms part of our auditor's report.

A handwritten signature in blue ink, appearing to read "C J Hume".

C J Hume
Partner

RSM Australia Partners

Sydney, NSW

Dated: 16 September 2025

Financial Report for Barristers' Benevolent Association of NSW

ABN 18 466 736 745

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The financial statements cover Barristers' Benevolent Association of NSW as an individual entity. Its registered office and principal place of business is Sub-basement, Selborne Chambers, 174 Philip St, Sydney NSW 2000.

The principal activities of the association is the receipt of donations for investment in order to provide assistance to eligible persons.

The financial statements were authorised for issue by the Committee of Management on 9 September 2025. The Committee of Management has the power to amend and re-issue the financial statements.

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2025

	Notes	2025 \$	2024 \$
Revenue	2	390,273	359,649
Interest income		31,572	28,125
Other income		-	81,842
Audit and accounting		(8,680)	(9,000)
Legal fees		(102,120)	(44,926)
Bar care costs		-	(52,576)
Employee benefits expense		-	(58,237)
Gifts		(184,705)	(140,000)
Profit on sale of investments		36,521	21,313
Other operating expenses		(11,228)	(11,366)
Surplus before fair value gains		151,633	174,824
Net gains/(losses) on non-current assets held at fair value through surplus or deficit		417,639	342,101
Surplus/(deficit) before income tax		569,272	516,925
Income tax expense	1 (c)	-	-
Net surplus/(deficit)		569,272	516,925
Other comprehensive income		-	-
Total comprehensive income/(deficit)		569,272	516,925

The above statement of profit or loss and other comprehensive income should be read in conjunction with the accompanying notes.

STATEMENT OF FINANCIAL POSITION

AS AT 30 JUNE 2025

	Notes	2025 \$	2024 \$
CURRENT ASSETS			
Cash and cash equivalents	3	194,668	189,298
Financial assets	4	646,177	520,225
Trade and other receivables	5	95,868	89,119
TOTAL CURRENT ASSETS		<u>936,713</u>	<u>798,642</u>
NON-CURRENT ASSETS			
Other financial assets	6	6,377,095	5,975,120
TOTAL NON-CURRENT ASSETS		<u>6,377,095</u>	<u>5,975,120</u>
TOTAL ASSETS		<u>7,313,808</u>	<u>6,773,762</u>
CURRENT LIABILITIES			
Trade and other payables	7	25,200	54,426
TOTAL CURRENT LIABILITIES		<u>25,200</u>	<u>54,426</u>
TOTAL LIABILITIES		<u>25,200</u>	<u>54,426</u>
NET ASSETS		<u>7,288,608</u>	<u>6,719,336</u>
ACCUMULATED FUNDS			
Accumulated surpluses		7,288,608	6,719,336
TOTAL ACCUMULATED FUNDS		<u>7,288,608</u>	<u>6,719,336</u>

The above statement of financial position should be read in conjunction with the accompanying notes.

STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2025

	Accumulated Surpluses \$	Total Accumulated Funds \$
At 30 June 2023	6,202,411	6,202,411
Total comprehensive income	516,925	516,925
At 30 June 2024	6,719,336	6,719,336
Total comprehensive income	569,272	569,272
At 30 June 2025	7,288,608	7,288,608

The above statement of changes in equity should be read in conjunction with the accompanying notes.

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2025

	2025 \$	2024 \$
OPERATING ACTIVITIES		
Receipts from members, sponsorship, and general activities	111,305	111,935
Payments to suppliers	(335,960)	(323,948)
Other income	-	81,842
Interest and dividends received	<u>303,792</u>	<u>255,432</u>
Net cash inflow from operating activities	<u>79,137</u>	<u>125,261</u>
INVESTING ACTIVITIES		
Proceeds from other financial assets	860,327	591,560
Payments from financial assets	(808,142)	(450,030)
Payments for other financial assets	<u>(125,952)</u>	<u>(686,951)</u>
Net cash inflow/ (outflow) from investing activities	<u>(73,767)</u>	<u>(545,421)</u>
Net increase/ (decrease) in cash and cash equivalents	5,370	(420,160)
Cash and cash equivalents at the beginning of the year	<u>189,298</u>	<u>609,458</u>
Cash and cash equivalents at the end of the year	<u><u>194,668</u></u>	<u><u>189,298</u></u>

3

The above statement of cash flows should be read in conjunction with the accompanying notes.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

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

(a) Basis of Preparation

These general purpose financial statements have been prepared in accordance with Australian Accounting Standards – Simplified Disclosure Requirements and interpretations as issued by the Australian Accounting Standards Board, and the Australian Charities and Not-for-profits Commission Act 2012. Barristers Benevolent Association of NSW is a not-for-profit entity for the purpose of preparing the financial statements.

Historical cost convention

These financial statements have been prepared under the historical cost convention except for other financial assets which are measured at fair value.

Critical accounting estimates and judgements

The preparation of 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. There are no estimates and judgements that have a significant risk of causing material adjustments to the carrying amounts of assets and liabilities within the next financial year.

(b) Revenue Recognition

Revenue is measured at the fair value of the consideration received or receivable. Revenue is recognised as follows:

(i) *Contributions*

Revenue from contributions is recognised when the contribution is received.

(ii) *Dividend and distribution income*

Distributions and dividends are recognised as revenue when the right to receive payment is established.

(iii) *Interest income*

Interest income is recognised as it accrues.

(iv) *Other income*

Income from other sources is recognised when the income is receivable.

(v) *Changes in fair value of investments*

Net gains or losses on investments designated at fair value through surplus or deficit are calculated as the difference between the fair value at year end and the fair value at the previous valuation point. This includes both realised and unrealised gains and losses but does not include interest or dividends.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025****1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONT'D)****(c) Income Tax**

As the Barristers' Benevolent Association of NSW is a charitable institution in terms of subsection 50-5 of the Income Tax Assessment Act 1997, as amended, it is exempt from paying income tax.

(d) Current and Non-current Classification

Assets and liabilities are presented in the statement of financial position 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 the Association's 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 the Association's 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.

(e) 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.

(f) Trades and Other Receivables

Trade receivables are initially recognized at fair value and subsequently measured at amortised cost using the effective interest method, less any allowance for expected credit losses.

The Association has applied the simplified approach to measuring expected credit losses, which uses a lifetime expected loss allowance. To measure the expected credit losses, trade receivables have been grouped based on days overdue.

Other receivables are recognised at amortised cost, less any allowance for expected credit losses.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025****1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONT'D)****(g) Financial Instruments****(i) *Investments and other financial assets***

Investments and other financial assets, other than investments in associates, are initially measured at fair value. Transaction costs are included as part of the initial measurement, except for financial assets at fair value through profit or loss. Such assets are subsequently measured at either amortised cost or fair value depending on their classification. Classification is determined based on both the business model within which such assets are held and the contractual cash flow characteristics of the financial asset unless, an accounting mismatch is being avoided.

Financial assets are derecognised when the rights to receive cash flows have expired or have been transferred and the company has transferred substantially all the risks and rewards of ownership. When there is no reasonable expectation of recovering part or all of a financial asset, it's carrying value is written off.

(ii) *Financial assets at fair value through profit or loss*

Financial assets not measured at amortised cost or at fair value through other comprehensive income are classified as financial assets at fair value through profit or loss. Typically, such financial assets will be either: (i) held for trading, where they are acquired for the purpose of selling in the short-term with an intention of making a profit, or a derivative; or (ii) designated as such upon initial recognition where permitted. Fair value movements are recognised in profit or loss. For trade receivables, the Association applies the simplified approach permitted by AASB 9, which requires expected lifetime losses to be recognised from initial recognition of the receivables.

(h) Trade and Other Payables

These amounts represent liabilities for goods and services provided to the Association prior to the end of financial year which are unpaid. The amounts are unsecured and are usually paid within 30 days of recognition.

(i) Goods and Services Tax ("GST")

Revenue, expenses, and assets are recognised net of the amount of associated GST, unless the GST incurred is not recoverable from the Australian Taxation Office ("ATO"). In this case it is recognised as part of the cost of acquisition of the asset or as part of an item of 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 ATO is included in receivables or payables in the statement of financial position.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to, the ATO are presented as operating cash flows.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONT'D)

(j) Changes in accounting policies, disclosures, standards and interpretations

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.

(k) 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.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

	2025 \$	2024 \$
2. REVENUE		
Contributions	112,072	120,362
Distribution and dividend income	276,592	239,287
Membership	1,609	-
	390,273	359,649
<i>Disaggregation of revenue</i>		
The disaggregation of revenue from contracts with customers is as follows:		
<i>Geographical regions</i>		
Australia	390,273	359,649
3. CASH AND CASH EQUIVALENTS		
Cash at bank	194,668	189,298
Term deposits	-	-
Total	194,668	189,298
4. FINANCIAL ASSETS		
Term deposits		
Current	646,177	520,225
5. TRADE AND OTHER RECEIVABLES		
Current		
NSW Bar Association	50,609	52,223
Accrued interest	19,262	14,890
Interest free loans	22,000	22,000
Tax receivable	3,997	6
Total	95,868	89,119

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

6. OTHER FINANCIAL ASSETS	2025 \$	2024 \$
Non-Current		
Designated at fair value through surplus or deficit		
- Fixed interest securities	1,638,288	1,635,731
- Shares in Australian listed companies	4,738,807	4,339,389
	6,377,095	5,975,120

Financial assets at fair value through profit or loss

	2025 \$	2024 \$
Opening fair value	5,975,120	5,516,315
Additions	808,142	686,951
Disposals	(823,806)	(570,247)
Revaluation increments/(decrements)	417,639	342,101
Closing fair value	6,377,095	5,975,120

Fair value measurement hierarchy

The following tables detail the Association's assets and liabilities, measured or disclosed 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

Level 3: Unobservable inputs for the asset or liability

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

	Level 1	Level 2	Level 3	Total
	\$	\$	\$	\$
30 June 2025				
Assets				
Financial assets fair value through profit or loss				
Fixed interest securities	1,638,288	-	-	1,638,288
Shares in Australian listed companies	4,738,807	-	-	4,738,807
	<u>6,377,095</u>	<u>-</u>	<u>-</u>	<u>6,377,095</u>

30 June 2024

Assets

Financial assets fair value through profit or loss				
Fixed interest securities	1,635,731	-	-	1,635,731
Shares in Australian listed companies	4,339,389	-	-	4,339,389
	<u>5,975,120</u>	<u>-</u>	<u>-</u>	<u>5,975,120</u>

Assets and liabilities held for sale are measured at fair value on a non-recurring basis.

There were no transfers between levels during the financial year.

The carrying amounts of trade and other receivables and trade and other payables are assumed to approximate their fair values due to their short-term nature.

The fair value of financial liabilities is estimated by discounting the remaining contractual maturities at the current market interest rate that is available for similar financial liabilities.

7. TRADE AND OTHER PAYABLES

	2025	2024
	\$	\$
Trade payables	9,500	9,500
Other payables	15,700	44,926
	<u>25,200</u>	<u>54,426</u>

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

8. RELATED PARTY DISCLOSURES

(a) Committee of Management

The names of persons who were members of the Committee of Management of the Association at any time during the financial year are as follows:

D Toomey SC	M Izzo SC	V Whittaker SC	C Gleeson SC
R Khalilizadeh	G Sirtes SC	K Eastman AM SC	J Emmett SC
N Broadbent SC	H Chiu SC	D Patch	M Castle
N Kirby	E Kerkyasharian	C O'Neill	P Afshar
J Mack	N Oreb	M Caristo	N Wootton
R Higgins SC	A McAvoy SC	A Munro SC	G Westgarth
C Roberts	E Bartley	H Ryan	

The members of the Committee of Management are also directors of the New South Wales Bar Association.

(b) Key Management

The key management personnel are the members of the Committee of Management of the Association.

No compensation was paid, or is payable, to the members of the Committee of Management of the Association.

(c) Other Transactions

The Association conducts its business from the premises of NSW Bar Association at no cost to the Association.

(d) Receivables from and Payables to related parties

	2025 \$	2024 \$
Current Receivables		
The New South Wales Bar Association	50,609	52,223
	50,609	52,223

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025****9. REMUNERATION OF AUDITORS**

During the financial year the following fees were paid or payable for services provided by Accounting Firm RSM Australia Partners, the auditor of the Trust:

	2025	2024
	\$	\$
Audit Services – RSM Australia Partners		
Audit of the Financial Statements	9,500	9,500

10. CONTINGENT LIABILITIES

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

11. COMMITMENTS

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

12. EVENTS OCCURRING AFTER THE REPORTING DATE

No matter or circumstance has occurred subsequent to year end that has significantly affected, or may significantly affect, the operations of the Association, the results of those operations or the state of affairs of the Association.

COMMITTEE OF MANAGEMENT DECLARATION

In the opinion of the Committee of Management of Barristers' Benevolent Association of NSW.

- (a) the financial statements and notes as set out on pages 1 to 13 satisfy the requirements of the *Australian Charities and Not-for-profits Commission Act 2012*, including:
 - (i) complying with Accounting Standards – Simplified Disclosure Requirements and the *Australian Charities and Not-for-profits Commission Regulations 2022*, and
 - (ii) giving a true and fair view of the Association's financial position as at 30 June 2025 and its performance, as represented by the results of its operations, changes in accumulated funds and cash flows, for the year ended on that date; and
- (b) there are reasonable grounds to believe that the Association will be able to pay all of its debts as and when they become due and payable.

Signed in accordance with subsection 60.15(2) of the Australian Charities and Not-for-profits Commission Regulations 2022.



D. Toomey SC



C. Gleeson SC

Sydney, NSW
11 September 2025

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INDEPENDENT AUDITOR'S REPORT

To the Members of Barristers' Benevolent Association of NSW

Opinion

We have audited the financial report of Barristers' Benevolent Association of NSW, which comprises the statement of financial position as at 30 June 2025, the statement of 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 material accounting policy information, and the declaration by committee of management.

In our opinion, the financial report of Barristers' Benevolent Association of NSW has been prepared in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- (a) giving a true and fair view of the registered entity's financial position as at 30 June 2025 and of its financial performance and cash flows for the year ended on that date; and
- (b) complying with Australian Accounting Standards – Simplified Disclosures under AASB 1060 General Purpose Financial Statements – Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities 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 – Simplified Disclosure Requirements. 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 Barristers' Benevolent Association of NSW 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 ethical 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

The committee of management are responsible for the other information. The other information comprises the information included in Barristers' Benevolent Association of NSW 's annual report for the year ended 30 June 2025 but does not include the financial report and the 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.

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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 committee of management for the Financial Report

The committee of management of the registered entity are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards – Simplified Disclosure Requirements and the *Australian Charities and Not-for-profits Commission Act 2012* (ACNC Act) and for such internal control as the committee of management determine 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, committee of management are responsible for assessing Barristers' Benevolent Association of NSW '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 Barristers' Benevolent Association of NSW 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 the 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/auditors_responsibilities/ar4.pdf. This description forms part of our auditor's report.



RSM Australia Partners



C J Hume
Partner

Sydney, NSW

Dated: 16 September 2025

Contributors to the Barristers' Benevolent Fund

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Mr C J Peadon	Ms Ruth McColl AO SC		
	Mr J J Ryan		

The Indigenous Barristers' Trust – The Mum Shirl Fund

ABN 53 124 431 831

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The financial statements cover the Indigenous Barristers' Trust – The Mum Shirl Fund as an individual entity. Its registered office and principal place of business is Sub-basement, Selborne Chambers, 174 Philip Street, Sydney NSW 2000.

The principal activity of the trust is the receipt of donations for distribution as grants.

The financial statements were authorised for issue by the Trustees on 9 September 2025. The Trustees have the power to amend and re-issue the financial statements.

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2025

	Notes	2025 \$	2024 \$
Revenue	2	185,490	161,674
Interest received		52,816	38,175
Audit and accounting		(7,380)	(7,100)
Payroll		-	-
Bank charges		-	-
Conference expenses		(10,945)	-
Gifts		(56,238)	(14,896)
Other expenses		(5,332)	-
Surplus before income tax expense		158,411	177,853
Income tax expense	1(c)	-	-
Net surplus		158,411	177,853
Other comprehensive income		-	-
Total comprehensive income		158,411	177,853

The above statement of profit or loss and other comprehensive income should be read in conjunction with the accompanying notes.

STATEMENT OF FINANCIAL POSITION

AS AT 30 JUNE 2025

	Notes	2025 \$	2024 \$
CURRENT ASSETS			
Cash and cash equivalents	3	101,623	139,997
Financial assets	4	1,140,501	943,732
Other receivables	5	81,128	80,611
TOTAL CURRENT ASSETS		<u>1,323,252</u>	<u>1,164,340</u>
TOTAL ASSETS		<u>1,323,252</u>	<u>1,164,340</u>
CURRENT LIABILITIES			
Trade and other payables	6	8,500	8,000
TOTAL CURRENT LIABILITIES		<u>8,500</u>	<u>8,000</u>
TOTAL LIABILITIES		<u>8,500</u>	<u>8,000</u>
NET ASSETS		<u>1,314,752</u>	<u>1,156,340</u>
ACCUMULATED FUNDS			
Accumulated surpluses		<u>1,314,752</u>	<u>1,156,340</u>

STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2025

	2025 \$	2024 \$
As at 1 July - opening	1,156,341	978,487
Total comprehensive income	<u>158,411</u>	<u>177,853</u>
As at 30 June - closing	<u>1,314,752</u>	<u>1,156,340</u>

The above statement of changes in equity should be read in conjunction with the accompanying notes.

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2025

	2025	2024
	\$	\$
OPERATING ACTIVITIES		
Receipts from sponsorship and general activities	203,523	154,021
Interest received	52,816	(21,296)
(Payments to)/ receipts from suppliers and grantees	(97,944)	22,546
	<u>158,395</u>	<u>155,271</u>
Net cash inflow from operating activities		
INVESTING ACTIVITIES		
Repayment for term deposits	(196,769)	(436,722)
Net cash outflow from investing activities	(196,769)	(436,722)
Net decrease in cash and cash equivalents	(38,374)	(281,451)
Cash and cash equivalents at the beginning of the year	139,997	421,448
Cash and cash equivalents at the end of the year	3 <u><u>101,623</u></u>	<u><u>139,997</u></u>

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

1. SUMMARY OF SIGNIFICANT 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.

(a) Basis of Preparation

These general-purpose financial statements have been prepared in accordance with Australian Accounting Standards – Simplified Disclosure requirements and interpretations as issued by the Australian Accounting Standards Board and the Australian Charities and Not-for-profits Commission Act 2012. The Indigenous Barristers' Trust The Mum Shirl Fund is a not-for-profit entity for the purpose of preparing the financial statements.

Historical cost conversion

These financial statements have been prepared under the historical cost convention.

Critical accounting estimates and judgements

The preparation of financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the Trust's accounting policies. There are no estimates and judgements that have a significant risk of causing material adjustments to the carrying amounts of assets and liabilities within the next financial year.

(b) Revenue Recognition

Revenue is measured at the fair value of the consideration received or receivable. Revenue is recognised as follows:

(i) *Contributions*

Revenue from contributions is recognised when the contribution is received.

(ii) *Interest income*

Interest income is recognised as it accrues.

(iii) *Other Income*

Income from other sources is recognised when the income is receivable.

(c) Income Tax

As the Trust is a charitable institution in terms of subsection 50-5 of the Income Tax Assessment Act 1997, as amended, it is exempt from income tax.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025****1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONT'D)****(d) Current and Non- current Classification**

Assets and liabilities are presented in the statement of financial position 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 the Trust's 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 the Trust's 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.

(e) Cash and Cash Equivalents

Cash and cash equivalents include 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

(f) Financial Assets**(i) Classification**

The Trust classifies its financial assets in as:

- those to be measured at amortised cost.

The Trust reclassifies debt investments when and only when its business model for managing those assets changes.

(ii) Recognition and derecognition

Regular way purchases and sales of financial assets are recognised on trade-date, the date on which the Trust commits to purchase or sell the asset. Financial assets are derecognised when the rights to receive cash flows from the financial assets have expired or have been transferred and the Trust has transferred substantially all the risks and rewards of ownership.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONT'D)

(f) Financial Assets (cont'd)

(iii) *Measurement*

At initial recognition, the Trust measures a financial asset plus transaction costs that are directly attributable to the acquisition of the financial asset.

(iv) *Impairment*

For trade receivables, the Trust applies the simplified approach permitted by AASB 9, which requires expected lifetime losses to be recognised from initial recognition of the receivables.

(g) Other Receivables

Other receivables are recognised initially at fair value and subsequently measured at amortised cost using the effective interest method, less provision for expected credit losses. Other receivables are usually settled within 30 days from the date of recognition.

(h) Trade and Other Payables

These amounts represent liabilities for goods and services provided to the Trust prior to the end of financial year which are unpaid. The amounts are unsecured and are usually paid within 30 days of recognition.

(i) Goods and Services Tax ("GST")

Revenue, expenses and assets are recognised net of the amount of associated GST, unless the GST incurred is not recoverable from the Australian Taxation Office ("ATO"). In this case it is recognised as part of the cost of acquisition of the asset or as part of an item of 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 ATO is included in receivables or payables in the statement of financial position.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from or payable to the taxation authority are presented as operating cash flows.

(j) Changes in Accounting Policies, Disclosures, Standards and Interpretations

The Trust has adopted all 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.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

	2025 \$	2024 \$
2. REVENUE		
Contributions received	185,490	161,674
Revenue from continuing operations	185,490	161,674
<i>Disaggregation of revenue</i>		
The disaggregation of revenue from contracts with customers is as follows:		
<i>Geographical regions</i>		
Australia	185,490	161,674
3. CASH AND OTHER EQUIVALENTS		
Cash at bank	101,623	139,997
	101,623	139,997
4. FINANCIAL ASSETS		
Current		
Term deposits	1,140,501	943,732
5. OTHER RECEIVABLES		
Current		
NSW Bar Association	50,189	56,862
GST receivable	1,783	640
Accrued interest	29,156	23,109
	81,128	80,611

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

	2025 \$	2024 \$
6. TRADE AND OTHER PAYABLES		
Current		
NSW Bar Association	-	-
Provisions	8,500	8,000
	8,500	8,000

7. RELATED PARTY DISCLOSURES

(a) Trustees

The names of persons who were Trustees of the Trust at any time during the financial year are as follows:

Chris Ronalds SC	Dominic Toomey SC
Justice Michael Slattery AM QC	Tony McAvoy SC
	Ruth Higgins SC

(b) Key management

The key management personnel are the Trustees of the Trust.

No compensation was paid or payable to Trustees of the Trust during the financial year or the previous year.

(c) Receivables from and Payables to related parties

The following transactions are outstanding at the reporting date in relation to transactions with related parties:

	2025 \$	2024 \$
Current Receivables		
The New South Wales Bar Association	50,189	56,862
	50,189	56,862

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

8. REMUNERATION OF AUDITORS

During the financial year the following fees were paid or payable for services provided by Accounting Firm RSM Australia Partners, the auditor of the Trust:

	2025 \$	2024 \$
Audit Services –RSM Australia Partners		
Audit of the Financial Statements	<u>8,500</u>	<u>8,000</u>

9. CONTINGENT LIABILITIES

The Trust had no contingent liabilities as at 30 June 2025 and 30 June 2024.

10. COMMITMENTS

The Trust had no commitments as at 30 June 2025 and 30 June 2024.

11. EVENTS OCCURRING AFTER THE REPORTING DATE

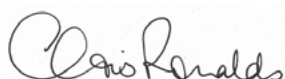
No matter or circumstance has occurred subsequent to year end that has significantly affected, or may significantly affect, the operations of the association, the results of those operations or the state of affairs of the Trust.

TRUSTEES' DECLARATION

In the opinion of the Trustees of Indigenous Barristers' Trust The Mum Shirl Fund ("the Trust"),

- (a) the financial statements and notes as set out on pages 1 to 10:
 - (i) have been drawn up in accordance with Accounting Standards - Simplified Disclosure Requirements and other mandatory professional reporting requirements in Australia; and
 - (ii) presents fairly the Trust's financial position as at 30 June 2025 and its performance, as represented by the results of its operations, changes in accumulated funds and cash flows, for the year ended on that date.
- (b) there are reasonable grounds to believe that the Trust will be able to pay its debts as and when they become due and payable.

Signed in accordance with a resolution of the trustees:



C. Ronalds AO SC
Trustee

Sydney, NSW
10 September 2025



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INDEPENDENT AUDITOR'S REPORT

To the Members of The Indigenous Barristers' Trust The Mum Shirl Fund

Opinion

We have audited the financial report of The Indigenous Barristers' Trust The Mum Shirl Fund, which comprises the statement of financial position as at 30 June 2025, the statement of surplus and other comprehensive income, the statement of changes in accumulated funds and the statement of cash flows for the year then ended, and notes to the financial statements, including material accounting policy information, and the declaration by trustees.

In our opinion, the financial report of The Indigenous Barristers' Trust The Mum Shirl Fund has been prepared in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- (a) giving a true and fair view of the registered entity's financial position as at 30 June 2025 and of its financial performance and cash flows for the year ended on that date; and
- (b) complying with Australian Accounting Standards – Simplified Disclosures under AASB 1060 General Purpose Financial Statements – Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities 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 – Simplified Disclosure Requirements. 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 The Indigenous Barristers' Trust The Mum Shirl Fund 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 ethical 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

The trustees are responsible for the other information. The other information comprises the information included in The Indigenous Barristers' Trust The Mum Shirl Fund's annual report for the year ended 30 June 2025 but does not include the financial report and the 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.

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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 Trustees for the Financial Report

The trustees of the registered entity are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards – Simplified Disclosure Requirements and the *Australian Charities and Not-for-profits Commission Act 2012* (ACNC Act) and for such internal control as the committee of management determine 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, committee of management are responsible for assessing The Indigenous Barristers' Trust The Mum Shirl Fund'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 Indigenous Barristers' Trust The Mum Shirl Fund 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 the 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/auditors_responsibilities/ar4.pdf. This description forms part of our auditor's report.



RSM Australia Partners



C J Hume
Partner

Sydney, NSW
Dated: 12 September 2025



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