

Staff Report September 2015

This report covers the period from August 17th to September 21st.

1. COLLABORATION AND STAKEHOLDER ENGAGEMENT

1.1 To build and maintain strategic relationships with politicians, bureaucrats, unions and the community to help us achieve our vision

- Rachael is attending the National Meeting of the economic Security 4 Women Alliance in Sydney.

1.2 To build and maintain our reputation as industry leaders advocating for the rights of women at work and for workplace cultural change

- Claire did media on our new Diversity Policy re LGBTIQ people, on ABC Alice Springs and CAAMA Radio. There has been a lot of positive feedback on this initiative. Anna attended the NT AIDS and Hepatitis Council's Wear It Purple Day and spoke on the policy.
- We are contributing to a WWC Submission to the Productivity Commission on the Review of the Industrial Relations system. Sandra from SAWWC will be presenting orally at the Adelaide consultations on our behalf.

2. COMMUNITY EDUCATION

2.1 To establish and implement a clear community education framework

- Claire and Amy delivered a session on workplace bullying, and DV as an Industrial Issue to the NTLAC Tennant Creek office (via video linkup from the NTLAC Alice office).
- Rachael delivered a session at the Electrical Trades Union's women's conference

3. FUNDING

3.1 To ensure ongoing financial sustainability and viability of the NTWWC

- We have invested \$300,000 in a 4 month term deposit at a 3% interest rate (to mature on 31 Dec).
- Server: The NTWWC continues to explore options for replacing our server this year. We have been advised that the cloud option would be unlikely to increase our speeds and is thus much less attractive.
- NT Funding: NT funding expires in June 2016. Anna met with our NT Contract Manager to commence negotiations, and has been told it is unknown at this stage whether the decision will be departmental or Ministerial.

4. CULTURAL ACCESSIBILITY

4.1 To ensure the NTWWC is accessible and culturally appropriate for Aboriginal and Torres Strait Islander women and caters for Aboriginal and Torres Strait Islander women's needs

- Claire did a radio interview with CAAMA re our new Diversity policy.

4.2 To ensure the NTWWC is accessible and culturally appropriate for Culturally and Linguistically Diverse women and caters for Culturally and Linguistically Diverse women's needs

5. REGIONAL AND REMOTE WORK

5.1 To explore opportunities for increasing awareness of and accessibility to the NTWWC in remote communities

6. STAFF

6.1 To maintain the status of the NTWWC as a model employer and workplace

- We have completed the recruitment for a Trainee Admin Officer and Graciela (Grace) Tabain will commence on September 14th. We are very excited to have grace join the team. She already has some Admin Officer experience from her work with the UN in East Timor, and is an experienced Interpreter. Grace will commence studying her Cert III in Business Administration soon after she starts work with us.
- Now that we have an Admin Officer, Lianne will work as a Finance Officer only, at 12 hours per week, as originally planned. (Lianne had been fulfilling some of the admin role externally, and working 20 hours per week until Grace started)
- We were sad to farewell Amy Winter from our Alice Springs Office. Amy filled in for Anne Hebert while she was on parental leave. Amy was very glowing in her praise of the NTWWC and the experience she gained here, and will be moving to Darwin seeking mediation work when she returns from an overseas trip in February.
- We are very happy to welcome back Anne Hebert from parental leave. Anne will be staggering her return to work, with 3 days, extending to 4 days in February 2016.
- Nadja has commenced her Bachelor of Social Work placement at the Multicultural Council of the NT. Nadja is on LWOP from the NTWWC for the duration of this placement.

6.2 To maximise and maintain our capacity and competency

During this period staff have attended the following training and development:

- Social Media training for NGOs
- Rosie Batty Speech
- National Association of Community Legal Centre's Conference in Melbourne, and Employment Law Network National meeting
- (Free) Inservice by Tracey Keyes from NT Anti Discrimination Commission re changes to the NT Anti Discrimination Act
- Case Notes Training
- (Free) Inservice by NT Worksafe on changes to the NT Workers' Compensation Scheme
- BPW Equal Pay Day Breakfast
- Inservice on Trans-Inclusion to be presented by Brothers & Sisters NT

7. GOVERNANCE

7.1 A well-functioning, enthusiastic and supported COM.

7.2 Effective compliant and transparent risk management.

Archiving has been completed and all client, financial and organisational files for the 14-15 year have been archived in our storage shed. The files which are now over 7 years old have been sent to a confidential shredding service.

7.3 Up to date policies and procedures are in place and adhered to.

Rachael has been busy working on policies and procedures and will provide drafts of new and amended policies to the meeting.

8. SERVICE PROVISION

8.1 Maintain the provision of an accessible, ethical and effective service to empower, support and advocate for Northern Territory working women, both individually and at the structural level, within a feminist framework.

- Client work is very very busy at the moment, and there is a 2 week waiting period for appointments.