

## Staff Report October 2015

This report covers the period from October 19<sup>th</sup> until December 8<sup>th</sup>.

### 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

- Whilst in Alice Springs Anna met with Robyn Lambley and Minister Price. She also visited the office of Nigel Scullion.
- Anna and Rachael met with Lynne Walker. Lynne Walker acknowledged the work of the NTWWC in the Parliament on 2/12/15  
<http://notes.nt.gov.au/lant/hansard/hansardd.nsf/WebFullTextTranscript/49CC630737E725E269257F0F0049CCCE?opendocument>
- Whilst in Alice Springs Anna met with staff of Central Australian Women's Service.
- Rachael attended a Women's Network NT event where she was presented with a \$2,000 cheque for the Centre.
- NTWWC co-hosted a consultation with CALD women about their economic security with the Multi-cultural council. The NTWWC did this as member organisation of economic Security 4 Women which is undertaking a major piece of research with Australian women in lifelong economic security.
- Rachael and Anna took life member Phyllis Hatch out for lunch as a farewell gift from the NTWWC as she has now moved interstate.

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

- Rachael attended the AHRC Consultations on Discrimination against people with disabilities and the aged in Darwin and wrote a written submission on behalf of National Working Women's Centres.

### 2. COMMUNITY EDUCATION

#### 2.1 To establish and implement a clear community education framework

- Anne Hebert and Claire Pirrett presented two sessions on Domestic Violence and work in Alice Springs, one as part of the 16 day of action against violence and the other to an Australian Mentors Meeting.
- Anna presented to the Adult Migrant English Program at CDU about rights at work.
- Anne Hebert and Claire Pirrett were interviewed by ABC radio in Alice Springs about the NTWWC services they provide.

### 3. FUNDING

#### 3.1 To ensure ongoing financial sustainability and viability of the NTWWC

Regarding funding for the period beyond June 2016:

- The Fair Work Ombudsman informed NTWWC and other Community Based Employment Advisory Services (CBEAS) in Australia that Price Waterhouse Coopers would be undertaking a review of the CBEAS program.
- Working Women's Centres in SA, QLD and NT are working closely with the other CBEAS funded services (Jobwatch Victoria and Employment Law Centre WA) as we negotiate funding for the future.

- Price Waterhouse Coopers staff flew to Darwin to meet with Anna and Rachael after having done a desk top review of the services.
- We have been informed that the review report will be written by Christmas and that we will be provided with a copy.

A snapshot of data provided to Price Waterhouse Coopers below depicting outcomes of NTWWC services to clients:

Employer/employee complied with workplace relations legislation and policies	34%
Maintained employment	23%
Received entitlements	29%
Maintained positive relationship with employer (promoted harmonious, cooperative and productive workplace relations)	19%
Resolved disputes before they escalate (avoid legal proceedings, engaged in positive dispute resolution, nipping in bud formal complaints)	48%

- Anna raised the issue of NT funding with Minister Price and has requested a meeting with Minister Chandler.

#### **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**

**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**

Price Waterhouse Coopers were provided with data about vulnerable groups that access the NTWWC services: on average 20% ATSI, 17% CALD and 44% rural/remote. (Averaged over last 8 years)

#### **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 were very sad to accept the resignation of long term staff member Nadja Reiter who will relocate back to Germany with her family after living in Australia for 15 years. Nadja has been an Industrial Liaison Officer for the Centre since 2008 and will be very much missed.

- All staff came together for a day of team building. This is done annually and coincided with Nadja’s resignation and an end of year get together. It’s extremely beneficial for all staff to be able to come together once in the year.
- Industrial Liaison Officer Melly Lewis who is currently on parental leave has informed the Centre that she is extending her parental leave for a further 6 month period. Melly will return to the Centre between July-October 2016. Coordinators have made operational decisions to cover the short fall by utilising the availability of existing staff;
  - Amy Winter a former fixed term employee who back filled for Anne Hebert in Alice Springs up until August 2015 is currently overseas but has agreed to come bck and work from the Darwin office from February on a casual basis
  - Claire Pirrett, Industrial Liaison Officer in Alice Springs has been offered an additional 3.5 hours per week for the February – June period
  - Anna is also available to work an additional 5 hours per week for the January – June period (additional hours for Anna must be approved by the COM)
  - The approved budget for 2015 – 2016 has wages and salaries at \$364,892. The above plan is expected to cost the \$368,228. The approved budget projects a surplus of \$12,917. The above plan reduces that surplus to \$9,130.
  - Additional financial safeguards are that Amy will work on a casual basis so that her hours can be managed flexibly and the Centre is unlikely to spend the \$20,000 set aside for a new server in the 2015-2016 financial year

Recommendation: to approve an additional 5 hours of work per week for Anna Davis for the February – June 2016 period.

## **6.2 To maximise and maintain our capacity and competency**

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

- Training on social media and defamation

## **7. GOVERNANCE**

**7.1 A well-functioning, enthusiastic and supported COM.**

**7.2 Effective compliant and transparent risk management.**

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

## **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.**