

Staff Report June 2016

This report covers the period from April 5th until June 20th.

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

- Staff members in the Darwin office marched with the NTWWC banner for May Day
- Many meetings with key politicians as part of funding campaign – as updated in the regular email updates.
- Anna was appointed to the inaugural NT Women’s Consultative Council.
<http://newsroom.nt.gov.au/mediaRelease/20838>
- The Darwin BPW (Business and Professional Women) have asked us to be there beneficiary of their annual Golf Day, which raises between \$5000 and \$25,000 for a worthy charity. We need to provide 4 people on FRIDAY July 8th from 12-5 to assist with setup, ticket sales, give a speech and packup, as well as general networking. I (Anna) am on leave but will come in for this event. **Can we get some help on this from COM?** 😊

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

- We presented on “The Employment Landscape for Mediators” at a RANT workshop as a fee for service presentation.
- Willing to work enquiry report was released last week by the Australian Human Rights Commission. NTWWC was referenced in the report as a result of our submission see <https://www.humanrights.gov.au/our-work/disability-rights/projects/willing-work-national-inquiry-employment-discrimination-against>
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2. COMMUNITY EDUCATION

2.1 To establish and implement a clear community education framework

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3. FUNDING

3.1 To ensure ongoing financial sustainability and viability of the NTWWC

- All COM have been receiving regular updates on the campaign activities to secure ongoing federal funding.
- The 6 month contract with FWO has been negotiated and is due for signing by COM members.
- We have been informed that the FWO tender will be released in mid to late July. We have met with a local consultant Dr Catherine Holmes who is available to assist with writing the tender with an evaluation aspect. She charges \$850/day + GST for NGOs and estimated a straight tender would take approximately 3-4 days, with more days required for an evaluation. We are also in discussions with the QWWS and SAWWC about a joint tender. Unfortunately it is impossible to know what is the best way to go until we see the tender

documents. We would like to flexibility to engage the consultant once the tender is released if this is the best strategy.

Recommend: That the Directors are authorised to expend up to \$10,000 (ex GST) on the FWO tender preparation and evaluation, in consultation with the Chair.

Recommend: that the Directors, in consultation with the Chair, have in principle support to proceed with the tender application as a joint or individual application.

- We will be presenting an updated timeframe for potential redundancies and restructuring to the August COM. At this stage our dates are as they were before with an additional 6 months (looking at a service closure at the end of January 2017).
- The NTG contract has been renegotiated, to provide funding for 3 years from 1 July 2016. We are awaiting the final draft to be sent so it can be signed. The Contract Manager agreed to all our suggested amendments (most based on impending loss of federal funding):
 - changing the instalments from 80% and 20% to 85% and 15%, with the second payment to be made in early May rather than early June.
 - ensuring that the Equal Remuneration Order will continue to be paid
 - Changing the obligation to perform “case management when required” to “case management when required and practicable, based on an assessment of client resources, case merit and service capacity.”
 - Changing the obligation to “visit regional centres and some remote communities” to “will endeavour to visit regional centres and some remote communities, where resources and capacity allow such visits.”

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

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

- Amy finished her period of casual employment in the Darwin office – we wish her well in her new position.
- Melly has returned from parental leave and is working 2-3 days per week. It is lovely having her back.
- Anne is relocating to Darwin due to her husband’s promotion. If we do not get ongoing funding as a result of the election (ie we do not get a Labor commitment, or Labor do not win the election), we will be able to relocate Anne to the Darwin office for 2 days per week

ILO work. We are yet to work out the conditions of this position, in terms of whether it will be casual or fixed term.

- If we get ongoing funding, we will recruit to the Alice Springs ILO position. If not, we have explored an arrangement whereby we lease out the office space to a student in Alice who is doing research for Melbourne Uni in early childhood education, who is available from late July. She is a friend of Claire's, and someone Claire would feel comfortable with. We would put in place an agreement for her to commit to being present when Claire has clinic appointments, she would sign a confidentiality agreement, and we would have a clear agreement in place. She has offered to pay rent, but we would just ask her to contribute to utilities costs, at \$50 per week.

We recommend that this arrangement be approved, to be put in place from late July.

6.2 To maximise and maintain our capacity and competency

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

- NTADC – Unconscious Bias
- Law Society PD
- Webinar – Tender writing
- NT Legal Aid Community Legal Education 2 day workshop – we are very grateful to the NTLAC for covering the airfares of Claire and Anne to allow them to attend this valuable workshop.
- TEWLS Meet and Greet

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.

Staff continue to do an amazing job at keeping the service going whilst Directors focus on funding issues.