

Staff Report Nov 2016

This report covers the period from 4th Oct (date of special meeting) until 19th Dec.

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

- See funding below – many meetings with politicians, bureaucrats etc
- Our annual report has been produced and is a step up from our previous reports, looking more professional we hope! The aim is that we use this as a marketing tool in our efforts to secure alternative funding and corporate support. We have had good feedback. It is on our website and we have limited hard copies so if you know of anyone who would appreciate a hard copy let us know.
- We arranged a meeting with Kate Jenkins Federal Sex Discrimination Commissioner and invited clients to share their stories of vulnerability in the workplace.
- Attended various events: White Ribbon day breakfast, White Ribbon Day march, Chief Minister's Christmas drinks, drinks with Ministers and Kate Jenkins, dinner with NGOs and Kate Jenkins, CEDA dinner with Libby Lyons from WGEA, BPW drinks
- Unions NT /ETU chose us as a beneficiary for their Christmas Party
- Whilst in Alice Rachael had meetings with Leanne Liddle, Jacinta Price, Alice Springs Women's Shelter, and Priscilla Collins NAAJA re culture, violence and employment,

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

- A submission on the proposed changes to the Paid Parental Leave scheme has been drafted by Claire Pirrett on behalf of all 3 WWCs and submitted today. Our position is we oppose changes to the scheme that result in women losing access to the full 18 weeks of the government PPL.
- A short letter has been submitted to the Freedom of Speech Inquiry (opposing watering down of 18c in the Racial Discrimination Act and opposing limitations to the powers of the AHRC). The letter used a template provided by the Australian Lawyers for Human Rights.
- The Hunting Ground film night was a huge success (thank you Tina!) and raised \$1600 as well as awareness about sexual assault on campuses.
- Anna has been elected to the committee of the NT Women Lawyers' Association
- Rachael presented to the DV Forum on DV as a Workplace Issue

2. COMMUNITY EDUCATION

2.1 To establish and implement a clear community education framework

- Community ed provided to AMEP Darwin with NTLAC Employment Rights in Australia
- Community ed delivered to AMEP Palmerston
- Community ed provided to CDU – Working Legally and Ethically

3. FUNDING

3.1 To ensure ongoing financial sustainability and viability of the NTWWC

1. Federal Funding

By now you have all heard the news that we were successful in our grant application to the FWO. The outcome is we have been offered 4 years of funding at a reduced rate than our current funding. This totals (ex GST) \$322,728 for 2017 and \$350,000 for each of the next 3 subsequent years. Model A (where we provide a women's specific service and do not sub-contract services to DCLS) was the chosen model. DCLS have been informed and are very supportive of our win.

While the overall outcome has not yet been publically announced, we are aware that 4 out of the 5 existing CBEAS services have been funded. The one service not to receive funding is the Queensland Working Women's Service. We are devastated by this decision and are still to find out the reasons behind it. We commit to supporting QWWS in their campaign to source secure funding, as their defunding weakens all of us, and have begun lobbying federally on this.

The cut – no CPI or GST included

| | Was | Will be | \$ difference | % difference |
|--------------|-----------|-----------|---------------|--------------|
| 2017 | 405,000 | 322,728 | 82,272 | 20% |
| 2018 | 405,000 | 350,000 | 55,000 | 14% |
| 2019 | 405,000 | 350,000 | 55,000 | 14% |
| 2020 | 405,000 | 350,000 | 55,000 | 14% |
| TOTAL | 1,620,000 | 1,372,728 | 247,272 | 15% |

2. CBF grant

We were not successful in our grant to the Community Benefit Fund for a 2 year project entitled DV-WORK-AWARE aimed at providing training and support to workplaces around DV as a workplace issue. We have resubmitted the application as a reduced project for 1 year and will have the outcome on 28th February. We intend to proceed with this project and are sourcing alternative funding. Eventually the aim is that this will be a fee-for-service program and will thus fund itself, however we require at least 12 months seed funding to get it running.

3. Law Society grant

We were successful in our application to the Law Society Public Purposes Trust for one off project funding for 2017. We were granted \$73989 (including GST) for a project aimed at enhancing our service provision to indigenous women, and providing community education and CPD to referral services (with a focus on legal services).

4. Implications for budgeting

The \$200,000 bridging funding secured from NTG makes up for the majority of the shortfall from FWO, and in addition to the one off Law Society funding, this **means our core services will not be affected**. However, we are not able to share this information publically. We recommend the following consistent messaging:

Internal message:

- **Overall loss to core services is 20% in first year and 14% in subsequent 3 years, or 15% overall.**
- **NTG funding plugs this gap**
- **We'll seek NTG permission to spread this funding over 4 years**
- **We will continue to seek funding for DV Project ("DV-WORK AWARE"), and will continue to fundraise and develop our fee for service arm (via business planning)**

External message:

- **NTG funding is not public**
- **Our core funding has been cut by 20% in first year and 14% in subsequent 3 years, or 15% overall.**
- **The defunding of the QWWS will impact on the NTWWC as we are a national alliance, and we are very disappointed at the cut on a proven women's specific service.**
- **We will continue to seek funding to replace core funding and for projects such as DV-WA via government grants, fundraising, and fee for service arm (business planning)**

There has been so much activity on the funding front since the last meeting that has culminated in this result. In brief:

- We had a meeting with Luke Gosling and Brendan O'Connor (Shadow Federal Minister for Employment) at our office. They met clients and did media. We got a good media run, with ABC news and radio, as well as commercial radio.
- We engaged a tender writer and worked with her on the tender for several weeks.
- We met with our new Business Development Champion from the Dept of Business who will assist us with grant funding to develop a business plan and continue our marketing project
- We met with Ken Davies, CE of Dept of Families to lobby for bridging funding
- We met with Minister Fyles to lobby for bridging funding
- We had several phone discussions with Minister Wakefield to lobby for bridging funding
- We met with Senator Scullion to raise our concerns about the tender process and ask him to lobby on our behalf federally
- Michelle Hanton has been a godsend with our marketing project. As you know, we got a small grant from DOB to part cover her fees. She has set up our mycause fundraising page (which has raised \$5000), established a Friends of the NTWWC program, (we now have 21 Friends subscribed, including many high profile such as Nicole Manison, Sandra Nelson, Kezia Purick, Malarndirri McCarthy, Trish Crossin), ensured our website and FB look spiffy, kept our FB posts rolling, and assisted us with communications. On top of this, she did \$2775 worth of pro bono work. We will be submitting to DOB to re-engage her for phase 2 of the marketing project and to assist us with business development.

- Our issues were raised in parliament by Luke Gosling and in Senate Estimates by Senator Doug Cameron
- We lobbied Elizabeth Broderick who then met with Senator Cash’s advisors to lobby them
- Raised \$1600 from film night
- We met with Kate Jenkins Federal Sex Discrimination Commissioner who has also lobbied on our behalf

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

- Grace successfully completed her traineeship and finished up with us at the end of November. She has relocated to Queensland and we miss her.
- Claire will be taking parental leave in March 2017 – congratulations to Claire!
- Now that we have funding confirmation, we intend to commence recruitment for the Alice office in January.

6.2 To maximise and maintain our capacity and competency

- Claire will be working full-time till she goes on leave
- Grace attended an ASU training workshop
- Anna – Investing with Purpose training
- Melly – Negotiation skills training
- Rach – Business Development Training
- Rach – LinkedIn training
- Anna – writing grants training

7. GOVERNANCE

7.1 A well-functioning, enthusiastic and supported COM.

7.2 Effective compliant and transparent risk management.

Recommend we move all funds from tendering and projects on the balance sheet into the redundancy line item. The auditor has affirmed that as redundancy is written into our employment contracts it is prudent for our organisation to have a provision to cover this contingency.

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

Policies ready for approval – NB all references to Coordinator will be changed to Director

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| 8. SERVICE PROVISION |
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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.

- We signed an MOU with Maurice Blackburn to refer clients for pro bono 1st appointment and to provide assistance with legal fact checking our resources.