

## Staff Report April 2017

This report covers the period from 20<sup>th</sup> December until 12<sup>th</sup> April.

### 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

- The annual report has been sent to members of parliament and stakeholders. 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 have been meeting with key ministerial advisors (from Chief Ministers, AG's, Families, and Public Employment) and the Minister for Public Employment to progress our DFV-WORK AWARE project. We continue to work towards obtaining endorsement from the Chief Minister to enable the NTWWC to deliver our package to managers and supervisors in the NTPS on a fee for service basis.
- We met with Malarndirri McCarthy in January – she offered her support for the Centre.
- We met with Lia Finnochiaro (Dep. Opposition Leader). This was a positive meeting whereby she learned about our service.
- Unions NT and the NTWWC held our IWD film night together. Whilst organising the event was difficult we sold 151 tickets and made a profit of \$4,956. Unions NT donated food and drinks.
- BPW held a raffle and raised \$400 for the NTWWC.
- Jacci Pillar held a comedy show called Vagina Monologues in Alice Springs to celebrate IWD. It raised approximately \$600 which was donated to the NTWWC.
- The Friends of the NTWWC program has been very successful. To date, these are our friends:

1. Aditi Srinivas
2. Alex Walton
3. Cheryl Day
4. Chris Short
5. CPSU – Kay Densley
6. Liz Broderick
7. Ludo McFerran
8. Lyn Murray
9. Kacey Dunn
10. Kate Worden
11. Kathryn Ganley
12. Katy Smith
13. Kezia Purick MLA
14. Laura Egan
15. Malarndirri McCarthy
16. Michelle Bonner
17. Michelle Walker
18. Nicole Manison MLA
19. Sandra Nelson MLA

20.Sarah Smith
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21.Trish Crossin
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22.United Voice
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## **1.2 To build and maintain our reputation as industry leaders advocating for the rights of women at work and for workplace cultural change**

### ***Domestic and Family Violence Work Aware Project***

- The three WWCs met in Adelaide in early February to strategise the national DV-WORK AWARE project. This will be run slightly differently in each state but will have national branding and consistency, and a shared website. The focus in NT will be on providing training to managers and HR in how to be responsive to DFV as a workplace issue.
- The extensive website is due to be completed by the end of April. Business cards, t-shirts, presentation folders, powerpoint presentation slide formats have all been designed and ordered. Costs have been shared between the 3 Centres.
- Anna and Rachael delivered the first ever DFVWA session to NAAJA employees to ensure that the content is culturally appropriate for Aboriginal employees. Feedback from the session was excellent.
- A presentation was made to a small group of government and private sector women about the DFVWA to promote the program. The event was held at Maurice Blackburn who donated refreshments and has offered the use of their boardroom for all DFVWA training session free of charge. Michelle Hanton has facilitated this partnership.
- A presentation was made to the Community Legal Education Network meeting to promote DFVWA.
- Monthly fee paying DFVWA training sessions have now been scheduled from April – August. They cost \$440 for private and government sector employees and \$220 for not for profit sector employees.
- An official launch of the project is planned for May.

<b>2. COMMUNITY EDUCATION</b>
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### **2.1 To establish and implement a clear community education framework**

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<b>3. FUNDING</b>
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### **3.1 To ensure ongoing financial sustainability and viability of the NTWWC**

#### **1. Federal Funding**

- We have now signed the FWO contract for 2017-2020, after negotiating several clauses.
- Update on Queensland Working Women's Service. The final outcome of the tender was that JobWatch (CLC based in Vic) has been funded to cover Vic, Tasmania and Queensland. In addition, an agricultural employers group (Growcom) has been funded in Queensland. The QWWS is planning service closure. We are devastated by this outcome and continue to support QWWS in their campaign to source secure funding.

## **2. CBF grant**

We resubmitted to the Community Benefit Fund for a 1 year project entitled DFV-WORK-AWARE aimed at providing training and support to workplaces around DV as a workplace issue. This grant application was not successful for the second time round and we are unable to gain feedback as to the reasons for not funding the project.

## **3. Business Development**

We have been successful in securing \$20,000 in grant funding from the Department of Business, Trade and Innovation to continue the marketing project commenced with Michelle Hanton from Dragon Sisters last year. We have also been successful in securing additional grant funding for Business Development – creating a business plan, which will also be undertaken by Michelle.

## **4. ANROWS research grant**

The disappointing decision was made to not apply for an ANROWS research grant in partnership with Menzies to investigate the impact of Domestic and Family Violence on employees and workplaces in the NT. This was because our research idea did not match with ANROWS criteria. NTWWC and Menzies will continue to develop a research proposal and seek an alternative source of funding.

## **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**

As detailed above, the DFVWA training package was delivered to ATSI employees at NAAJA to ensure that it is culturally appropriate for Aboriginal participants.

### **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**

- Anastasia submitted her resignation from the SILO position and finished up on February 17<sup>th</sup>. We wish Anastasia all the best on her next move.
- Claire commenced parental leave in early March.
- We conducted recruitment for the two Alice Springs ILO positions (one Aboriginal identified) but were not satisfied with the quality of the applicants and made the decision to readvertise. A second round of advertising resulted in the recruitment of Elizabeth Donaldson and Rhiannon Fletcher. Both staff have settled in well. Rachael visited Alice Springs for their first week of work, Anna will be with them in their third week of work, and

Melly will be with them in their fifth week of work. A comprehensive induction process has commenced to train them in their new roles.

- Melly Lewis and Claire Pirrett were permanently appointed to the position of Senior Industrial Liaison Officer (job-share) after the resignation of Anastasia Coroneo. Melly is backfilling for Claire whilst she is on parental leave.
- These staff movements mean that we are very much depleted in our ability to deliver core services over the next few months. Our focus will be recruitment and induction of new staff and building a strong team. This means that additional projects will need to take a backseat as we consolidate our core service delivery as a priority. The Directors will also be filling in as ILOs to ensure we can manage a basic level of service until the new team is up and running. We anticipate this will be around May/June. The past 12 months has certainly taken a toll on all staff and we need to invest internally now in the service.

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

### **7. GOVERNANCE**

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

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

A new and up to date risk management plan was submitted to the Fair Work Ombudsman to comply with new funding requirements.

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

Policies as endorsed at the December COM meeting were included in the newly formatted policy manual. The staff handbook was also entirely reviewed for the commencement of new staff.

### **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.**

Despite being extremely low on staff, focusing on the training of new staff and the DFVWA project, the NTWWC has delivered on 1,167 contacts with clients from the 1<sup>st</sup> of January until the 12<sup>th</sup> of April. This is a great outcome in the context of going from a total of 8 staff in July last year to 4 early this year. The current staffing profile is:

1. Anna Davis – Co-Director (also seeing clients due to current staffing shortfall)
2. Rachael Uebergang – Co-Director (also seeing clients due to current staffing shortfall)
3. Melly Lewis – Senior Industrial Liaison Officer
4. Rhiannon Fletcher - Fixed term Industrial Liaison Officer Alice Springs commenced April 2017
5. Elizabeth Donaldson – Industrial Liaison Officer Alice Springs commenced April 2017
6. Lianne Blanch – Finance Officer

*Claire Pirrett – Senior Industrial Liaison Officer on Parental Leave*

*Industrial Liaison Officer Darwin – vacant position*

*Administration Officer – vacant position*