

## Staff Report August 2017

### 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

- Kezia Purick will be hosting a garden party for the NTWWC in August at her property. There have been many donations made for prizes and volunteers for assisting at the event.
- 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
21. Trish Crossin
22. United Voice
23. Justine Searle (BPW)

- **New members for approval: Ani Andiniyani, Preeti Preeti, Juliette Mundy, YWCA (Org), Melanie Robinson**

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

### 3. COMMUNITY EDUCATION

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

- We received this feedback from our recent anti-bullying session for an NGO in Alice: *I just saw a friend who works at the {name of organisation}, who attended some recent training provided by NTWWC on workplace bullying. She said that the training was the best training she's attended all year (out of around 6 other training/professional development activities provided by her workplace), that it was*

*well delivered and very practical in terms of strategies as to how to respond and where to go for assistance if needed.*

- A session was presented to Melaleuca Refugee Service on Basic Rights at Work.
- A presentation on the DFVWA Program was made to the DV Network and the ETU Women's Conference.
- A presentation on migrant workers was made to the UNSW and University of Sydney project panel.
- There is an intensive community education calendar in place for the next few months, with three organisational specific DFVWA sessions (fee for service), presentations at the October Business Month and anti-bullying training for Congress (fee for service).
- **Unfortunately our monthly fee paying DFVWA training sessions have not been well subscribed resulting in the cancellation of 2 sessions and we seek COM's assistance in publicising these workshops through their networks.**
- We have postponed an official launch of the project while we continue to await a response from the NT Government to consider the mandate.

### **3. FUNDING**

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

- A review of the audit shows that our income from donations, fundraising, friends, and members was \$43,197 in 16-17, a substantial increase from the previous year (\$3291). This is in large part to a donation of \$25,000 from Baiada as part of a FWO imposed order, but is also a direct result of our new work in this area with the wonderful support of Michelle Hanton.
- The audit also shows that our grant sources in 16-17 were far larger and more diverse than previous years: we applied for and won grants from the Law Society, and the Department of Business marketing grants, resulting in less reliance on our core grant funding from the NT and Federal Govts (which comprised 100% of our grant funding sources in the previous year).
- The aim now is to grow our training income.

### **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**

- We have been received the infrastructure grant of \$40,495 to replace the floor coverings, and tiles in the Darwin office and paint the office. We plan for this to take place in October, which will result in 2 weeks out of the office. We are putting in place a plan for staggered staff leave and alternative office space to minimise disruption for this period.
- **Recommendation: Directors authorised to spend up to \$2000 for furniture removal and storage**
- Elizabeth came up to Darwin for a week's work in the Darwin office in June.
- We have recruited a new 15 hour per week ILO for the Darwin Office, Lisa Dietrich. Lisa commenced in late July and is now being inducted.
- Lenore Dempski has commenced in the DFVWA PPO position and has already attended several networking events, presentations and meetings.

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

- A new phone system has been installed and we now have most of our functionality back – after over 18 months of issues. Well done to Rachael for her patience and persistence in managing this absolutely infuriating problem!
- In addition to internal training (induction) staff have attended training in: Case Management, legal referrals, Conflict of interest, Unconscious Bias, Aboriginal Interpreters' Service and Mental Health.

## **7. GOVERNANCE**

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

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

- The audit has been completed by Sue Lee and will be circulated prior to the meeting.
- All staff payment summaries for 16-17 have been completed and distributed.
- Reporting for the NT Department of Business has been completed on time.
- **It is time to plan the 2017 AGM – we seek a volunteer from COM to manage this.**
- Rent will go over budget by about \$3,000 as rent costs have gone up again

### **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.**