

Staff Report December 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

- Rachael met with Brendan O'Connor (Shadow Federal Minister for Employment) and Luke Gosling on Brendan O'Connor's request, to provide an update on the NTWWC funding issues last year.
- New friends: Wely Wood, Justine Searle

New members for approval: Anna Goat, Shirleen Brown, Vicki Ann Hanzel, Anna di Cammillo, Fiona Wearing Smith

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 are so grateful that Anna Goat has offered us her professional expertise pro bono to support us in the marketing for the DFV Work Aware project. We are every excited to learn from Anna in this area.
- Michelle Hanton from Dragon Sisters has offered to manage our facebook page for us for free for 3 months. This is an amazing offer and we are so grateful for her support.

3. COMMUNITY EDUCATION

2.1 To establish and implement a clear community education framework

- Over September and November Rachael and Anna spent 12 days training Congress staff in appropriate workplace behaviour (focussing on anti-bullying). Over this time we ran 15 sessions. Feedback has been very positive. This is a fee-for-service project. Congress has requested we return in 2018 to do training for staff in remote clinics and for new staff. This will be a separate project.
- We held 3 events planned for October Business Month – two DFVWA training workshops and a forum on 13th. There was very good attendance and feedback.
- Lenore presented with Sandra Dann from SA WWC at the Overcoming Indigenous Family Violence conference in Melbourne, and at the FECCA conference in Darwin.
- We held an event in Alice on DV with Alice Women's Shelter, SARC, the Chamber of Commerce and Congress.
- Anna presented at the YWCA Tina Talks event on the gender pay gap.

3. FUNDING

3.1 To ensure ongoing financial sustainability and viability of the NTWWC

The Directors are in the midst of negotiations with the NTG on our new contract for the 5 year funding. Negotiations have proceeded well, however there are 2 sticking points – they have include a media gag clause and have refused to include a renegotiation process.

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

- The renos are complete. It was not easy and all staff have really pulled together to try to ensure seamless service provision over the last 3 weeks. We want to thank Maurice Blackburn for their incredible hospitality. Instead of ceasing service for this time, we had had Alice staff managing the bulk of phones and intakes, and additional client work done by Directors.
- Lianne's annual leave of 14 hours was paid out in accordance with the EA. This leaves the required balance of 5 weeks.
- There are 2 staff who are currently involved in a performance management process. Policy is being followed correctly. The COM office-bearers are fully informed and endorse the actions taken by the Directors. At this stage it is appropriate for this information to rest with the office bearers only, as per the policy.
- Rachael requests to have her annual leave cashed out. Current accrual is 8.1 weeks leave, please cash out 3 weeks which will leave a balance of 5.1 (balance of 5 weeks is required by EA, clause 19.1)

6.2 To maximise and maintain our capacity and competency

- The server has been replaced and despite the usual frustrations and hiccups is now functional in the Darwin office. However there have been numerous problems in the Alice office. Some of these are server related, others are Telstra NBN related. We have not been able to divert calls through to Alice for a long time now, which means Darwin staff are managing the phone roster. We have renegotiated our service package with Area9 and will have a better deal going forward.
- Staff have attended training in: people management training, ASIST, policy and advocacy., IR laws.

7. GOVERNANCE

7.1 A well-functioning, enthusiastic and supported COM.

7.2 Effective compliant and transparent risk management.

- The AGM has been held – thanks so much to Lauren and Emma for their additional help with this.

- The annual report has been produced and is on our website
- The annual return as required under the associations act has been submitted
- Budget: There is an error in the budgeted income for 17-18 - overestimated FWO income by \$7400 because included CPI when we will not get CPI this year.
- **We recommend the budget be amended due to the changes made from the audit – please see attached amended budget, with the changes listed in the notes.**

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

- The performance management currently being undertaken has highlighted issues with our performance management policy. We are seeking external advice from Jobs Australia to review this policy.

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.

- Client work is extremely busy. We are almost booked out until the end of the year and will be on skeleton staff in January, which will reduce the services we will be able to offer.