

# ANNUAL REPORT 2024-25



**30**  
YEAR  
EDITION

**1994-2024 CELEBRATING 30 YEARS AND STILL GOING STRONG**

**4,857**  
client contacts



**615**  
clinics/advice



**90%**  
new clients

**90%**  
individual client  
satisfaction rate



62% of our client contacts were 45 years and over, continuing to surpass the 26-44 years age group (35%) which was our leading client group for many years. This reflects the changing demographics around retirement age or the fact that women are working longer.



On 7 November 2024  
we celebrated 30 years.  
We turned 30 on  
4 November 2024.



We completed the next stage of our  
database updates.

On 13 June 2025 we relocated to  
new premises in Darwin after 23  
years in our old office.



We finalised the review of our  
Factsheets in response to changes  
to employment, discrimination,  
sexual harassment and work health  
and safety laws and issued 5 new  
ones in relation to Returning to work  
and Breastfeeding, Menopause and  
Menstruation and Better Wellbeing  
in the Workplace, Long term Injury/  
Illness, Thinking of Leaving your  
Workplace and Resignations as well as  
Working Remotely.

**OUR SILENCE IS**



**NOT FOR SALE**

Artwork by Nicky Minus from the Workers Art Collective.

### Acknowledgement of Country

NT Working Women Centre would like to acknowledge and pay our respect to the traditional owners and custodians of the lands, past, present and emerging on which we live and work. We also acknowledge the water ways, the land, the sky and all who inhabit this country, as we walk quietly and softly through the land with open hearts and open minds, following the footsteps left for us.

### About our Artwork

This year's theme for the NT Working Women's Centre is celebrating 30 years and still going strong and growing.

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# VISION, MISSION AND HISTORY

## VISION

Our vision is for all Northern Territory workplaces to be fair, equitable and safe, where women thrive, are valued and respected.

## MISSION

Our purpose is to advocate for better working conditions for women and to empower women to exercise their right to fair, equitable and safe workplaces.

## HISTORY AND OUR WORK

Established in 1994, NT Working Women's Centre (NTWWC) is a community-based, not-for-profit organisation providing free, confidential information, advice and referral on work-related matters.

We are supported by core funding from the Australian Government (Department of Employment and Workplace Relations) and the Northern Territory Government (Department of People, Sport and Culture; previously Department of Territory Families, Housing and Communities). NTWWC targets services to those disadvantaged in the workplace, including women who are:

- Aboriginal and/or Torres Strait Islander
- Culturally and linguistically diverse migrants; visa holders and international students
- Living with disability
- From regional, rural, and remote locations
- Managing family and caring responsibilities
- Experiencing domestic, family, or sexual violence
- Living with mental illness
- Young or mature age
- Small business employers from the above groups

Issues include pay and conditions, unfair dismissal, superannuation, discrimination, harassment, work health & safety and bullying. Support is often on an ongoing basis through case work. We operate across the Northern Territory from two offices: in Darwin and Alice Springs with regular outreach to rural, regional, and remote communities.

We deliver a diverse range of community education and training programs to raise awareness of workplace rights, our service and to promote fair, safe and respectful workplaces. Our sessions are tailored to the needs of participants and the communities we serve. Examples include:

- Workplace rights and responsibilities:
- Enterprise bargaining
- Discrimination
- Sexual harassment
- Bullying
- Negotiating with employers
- Domestic violence as a workplace issue
- Safety at work





# OUR VALUES

## 1. Feminist framework

We work within a feminist framework, which applies a gendered analysis to all facets of the organisation, recognises intersectionality, is managed, and governed by women, is client-centred, with a focus on core principles and values achieving meaningful outcomes which respect process and outcomes and is inclusive of all women and gender diversity.

## 2. Continuous improvement

We are committed to a process of continuous improvement.

## 3. Cultural safety and respect

We are committed to delivering culturally appropriate and safe services to Aboriginal and Torres Strait Islander and culturally and linguistically diverse women.

## 4. Sustainability and longevity

We are focused on financial sustainability and organisational longevity.

## 5. Model employer

We strive to be a model employer and workplace by demonstrating good employment practices and those that support work, life, and family balance.

## 6. Governance and accountability

We demonstrate strong governance, transparency and accountability in our decisions and operations.





## CHAIR'S REPORT

### NTWWC Committee of Management (COM) Chair report

*"Now more than ever there is unfaltering recognition of the importance of supporting women at work in Australia."*

Over the last year NTWWC has consolidated a time of rapid expansion, from celebrating its 30<sup>th</sup> Anniversary in November 2024 to the re-location to larger premises in Darwin in July 2025. The move is a significant re-location, allowing for more staff and expanded services and, at the same time, retaining co-located offices in Alice Springs. We are grateful for the valuable contribution of our outgoing Chair, Ms Annette Wilson, in paving the way forward from 2022 to 2024.

NTWWC proudly joins the broader network of Working Women Centres in each State and Territory. Now more than ever there is unfaltering recognition of the importance of supporting women at work in Australia. Recently, our Director Ms Nicki Petrou was selected as a member of the Interim Sub-committee of the Working Women's Centre Australia, providing further representation from the NT. We hope you will join us at the Our Work, Our Lives conference to be held in Darwin in 2026. The conference will draw the National and regional centres together – more to come....

As we learned at the 30th Anniversary celebrations, NTWWC commenced with a small group of passionate leaders operating with volunteers before it secured funds, ensuring that women's employment rights were respected and enforced in the workplace. The passion continues and I wish to acknowledge the strong dedication of our staff in Alice Spring and Darwin in delivering high quality industrial relation services and confidential support to women in the





Northern Territory. Behind the scenes, I would also like to acknowledge our staff and the finance sub-committee, working both locally and remotely, in tackling some interesting administrative and logistical challenges in the big move! The leadership and administrative teams and Finance Sub-Committee, the engine room of the organisation should also be acknowledged.

NTWWC also provides outreach services and education & training sessions from Alice Springs, Darwin as well as branching out to Katherine, Tennant Creek and other centres throughout the NT. Further information about the range of NTWWC services is described in this Annual Report and can be found on our website <https://www.ntwwc.com.au/>.

NTWWC is excited to announce the addition of in-house legal services for the first time, giving the opportunity to provide more seamless advice

and assistance to clients from beginning to end. A significant advantage for a client is reducing some of the associated stressors that occur with changing carriage of a matter, particularly at the later stages of a person's case. Niche services have also expanded to provide specific assistance to women experiencing family, domestic and sexual violence, in the Best Foot Forward program. The program aims to empower women with the ability to be work ready, gain employment and, ultimately, to move forward.

Finally, I would like to thank the Management Committee for their unwavering contributions and the giving of their valuable time to NTWWC, as it moves to serve more Territory women on their work journey and in protection of their rights.

Yours truly, **Khami Aughterson/Mo Kham Hom Aughterson, Chair**



## DIRECTOR'S REPORT

*"This year, we saw long-held ambitions become reality."*

The past year has been remarkable; one of significant milestones, renewed stability, and meaningful growth for the NT Working Women's Centre. I sometimes joke that I describe every year as "a year like no other", but this one truly earned the title. In 2024, we celebrated 30 years of standing beside women across the Northern Territory, advocating for fair, safe and equitable workplaces. Despite ongoing funding uncertainty in previous years, we remained steadfast, and this year our resilience truly paid off.

Our 30th anniversary brought together past and present associates who have shaped our journey. We were honoured to welcome founding members Trish Crossin and Caitlin Perry, along

with former Directors Anna Davis and Rachael Uebergang, who helped bring our history to life. We thank everyone who travelled to celebrate with us, especially those who shared their memories and reminded us of why our work matters. Special thanks go to Jessica Lane, Siobhan Wolsey and volunteer Frieda Evans for their dedication and attention to detail in creating such a memorable event.

For the first time, we entered a period of genuine organisational stability: an unprecedented shift that has allowed us to focus on service expansion rather than survival. This has brought exciting opportunities alongside new challenges. Our relocation into larger, centrally located premises was essential to accommodate our growing team, but the move was not without hurdles. Despite complex IT, cabling and fit-out issues, our leadership, finance and administrative teams worked tirelessly to maintain service continuity. Their resilience ensured that women across the NT continued to receive support without interruption during this transition.

This year, demand for our services continued its steep upward trajectory. We had over 4,800 client contacts, up from 3,064 the previous year, and saw the proportion of women over 45 accessing our service rise again from 53% to 62%. With our expanded team, we have increased capacity across casework, advocacy, community education, and outreach, strengthening our footprint in Katherine, Tennant Creek and other regional areas.

We were also proud to commence our major research initiative exploring the experiences of women and gender-diverse people living and working in the NT. This included launching 'This is Not Art', an installation exhibition showcased



during International Women's Day, which powerfully translated lived experiences into creative expression. This research will continue to inform our systemic advocacy and service design.

A significant highlight was the creation of the 'Best Foot Forward' program supporting women who have experienced domestic, family or sexual violence to rebuild their working lives. Still in its early stages, the program has already been met with strong support from the sector and has filled a long-identified gap for women seeking security, confidence and stability after crisis.

Another major step is the expansion of our services later in the year to include in-house legal assistance for workplace matters. This development allows us to support clients from advice to legal jurisdictions, reducing the stress and fragmentation that often arise when a matter changes hands. Expanding in this way represents one of the most significant advances in service capability in our 30-year history.

As part of the national network of Working Women's Centres, we also played an active role in the 'Our Silence Is Not for Sale' campaign, raising awareness of the harms caused by the misuse of NDAs in sexual harassment and discrimination matters. Our involvement ensures Territory voices remain central in national conversations about workplace justice.

None of our achievements would be possible without our dedicated team of staff, volunteers and our Committee of Management. I especially acknowledge the exceptional work, patience and commitment of Janet, Siobhan, Emily, Kay, Jessica, Anne, Natalia, Victoria, Sanchia, Lisa, Frieda and Sherree. My thanks also go to our Chair, Khani Aughterson, Treasurer Michelle Lay

and Bookkeeper Narelle Gilmore for their leadership and guidance during a period of extensive change.

We were pleased to welcome Anne Hebert back to the team, and we extend heartfelt thanks to Victoria Palomino Hernandez for her contribution to our research project before her departure. We are grateful she remains connected to the work in a research capacity. Finally, we closed a significant chapter as we farewelled our office at Woods Street, our home, for 23 years and embraced our new space at Cavenagh Street.

I also acknowledge the continued support of our funders and partners: the Federal Department of Employment and Workplace Relations, the Northern Territory Government and the Central Australian Women's Legal Service. Their commitment enables us to continue progressing equality and fairness in workplaces across the NT.

As we look ahead to the next chapter, we do so with optimism and purpose. Our research will soon reveal what women and gender-diverse Territorians are telling us about living and working in the NT and their voices will guide our advocacy well into the next 30 years.

**Nicki Petrou**  
**Director**





## TREASURER'S REPORT

As Treasurer, I am proud to present the annual financial statements for the NT Working Women's Centre for the 2024-25 financial year. These statements outline the organisation's financial performance over the past 12 months and offer a clear snapshot of our current financial position.

Reflecting on the past five years I am reminded of the resilience of the NT Working Women's Centre and the determination that has defined our journey. I stepped into the role of Treasurer in 2020 at the height of the COVID-19 pandemic during a time when our core funding was discontinued. The uncertainty and financial strain tested our resolve but it also strengthened our commitment to the Centre's mission. We worked tirelessly to secure alternative funding, maintain operations and advocate the value of our services.

Today it is deeply rewarding to witness the growth that has taken place. Through persistent advocacy, strong governance and the unwavering support of the community, we have achieved a level of financial stability that allows us to continue our mission and expand our operations.

This year has been characterised by growth, evidenced by our robust financial position and underpinned by secure funding streams. Our dedication to sustainability, good governance and accountability is reflected in the ongoing work of our Finance Sub-Committee, which meets monthly to provide oversight, transparency and support to our Director and Committee of Management, particularly as we navigate an ever-evolving environment.

In line with our governance commitments, we appointed Perks Audit Pty Ltd to undertake our end-of-year audit review. Key changes to our financial statements this year include the introduction of lease reporting following our relocation to new Darwin premises, the reallocation of provision accounts to reserves, and the recognition of unspent grant provisions due to funding received late in the financial year. These changes ensure the organisation remains compliant with current accounting standards and that transparency is upheld in our reporting. The financial statements presented in this report provide a summary with the complete report available on the ACNC website and at the AGM.

I would like to extend our thanks to our former auditor, Susanne Lee & Associates, for her invaluable support over the past years and wish her all the best for the future.

Finally, my sincere thanks to our Finance Sub-Committee—particularly our Chair, Director and book-keeper Narelle—for their ongoing commitment and support.



# THE MOMENTS THAT MADE US

A visual archive celebrating our growth, our community, and the milestones that have defined our organisation's history.







NT Working Women's Centre

*"The journey of the NT Working Women's Centre did not come without some rocky bumps and challenges. Where I am standing here today, someone else help make this happen... it's a testament to the grit of all the women who came before me."* **Nicki Petrou - Director**

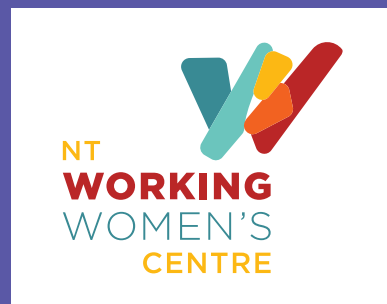


*"Thirty years I think is a tremendous achievement for any organisation and we know that, certainly the NTWWC has had its challenging times around funding, they provide such meaningful and important services to women and the fact they are still here today and we have this incredible group of people celebrating their achievements I think, you know we have to mark these milestones."* **Lauren Moss - former Minister for Women**





*"And the sisterhood says we're not going away, we're not gonna give up, we just want women to have a place to go that they can exercise their workplace rights."* **Anna Davis - former Co-Director**



*Special message from **Director Working Women's Centre Timor Leste***

*"It is a wonderful milestone, and I truly appreciate the opportunity to join you for this special event.*

*I wish you all a fantastic evening filled with joy and shared memories as you reflect on the incredible work and progress made over the past 30 years.*

*Please accept my warmest congratulations, and I hope to connect again in the future."*

**Ricar Pascoela, Director WWCTL**





*"I have witnessed first-hand the transformative impact you have had for the lives of countless women in the Northern Territory....the importance of retaining and strengthening a locally based Working Women's Centre- cannot be overstated. For three decades you have been a vital lifeline for Territory women."* **Luke Gosling, OAM MP - Federal Member for Solomon.**



*"I think its wonderful that the working women's centre is still going, its been going strong for 30 years. It just provides an amazing service to the women of the Territory, and I just love it."* **Melly Lewis - former staff member**



*"The Working Women's Centre is a story of survival, its survival of the women who come to us for help. They have put up with the most horrendous workplace behaviors, but they never give up."* **Anna Davis - former Co-Director**



*"So the beauty of the Working Women's Centre has always been that we're here for everybody..."* **Trish Crossin - co-founding member**





*"Many of you here have been closely involved with the Centre's work and you know its impact first-hand, you know how precious it is, how unique it is, how irreplaceable it is"* **Anna Davis, former Co-Director**



*"We're women of grit and I think that's really important 1"* **Nicki Petrou - Director**



*Special message from **former Patron, and Governor-General of Australia, The Hon Dame Quentin Bryce***

*" 30 years of commitment dedication and hard work to promote and protect the human rights of working women at your service I have many happy memories of meetings there. Please accept my congratulations on a splendid achievement and my best wishes for success in meeting the challenges that lie ahead All the best with warmest regards Quentin Bryce."*





# STRATEGIC PLAN 2022-2025

## VISION

Gender equality, fairness, and respect for all women in the NT.

## PURPOSE

NTWWC advocates for better working conditions for women and empowers women to exercise their right to fair, equitable and safe workplaces.

### 1. CLIENTS

**Easily assessable service whose profile is well known in the Northern Territory**

#### STRATEGIC GOALS

- Develop tailored Marketing & Communications plan
- Provide projects and activities in regional & remote locations in partnership with communities to reach more women
- Utilise partnerships with key stakeholders to make our services more accessible
- Provide a workplace where all women feel culturally safe
- Have sufficient staff who are adequately skilled to match service demand.

#### EFFECTIVENESS MEASURES

- NTWWC becomes a recognisable 'household name'
- Regional and remote communities are aware of NTWWC and client numbers reflect this
- NTWWC undertakes joint projects and activities with relevant stakeholders
- NTWWC is the service provider of choice for women from all backgrounds
- Client feedback and evaluation data demonstrates quality of service for client needs.

### 2. EDUCATION & TRAINING

**Training and Community Education to all women and businesses to support prevention and early intervention**

#### STRATEGIC GOALS

- Provide community education to ALL women including non-binary and trans gender women
- Provide training to large and small businesses on relevant topics achieving workplace equity
- Training to be delivered by well-equipped staff
- Offer alternate training delivery methods to maximise reach
- Work with other stakeholders including WWCs to develop & deliver training.

#### EFFECTIVENESS MEASURES

- NTWWC meets targets for delivery of community education to all cohorts
- NTWWC demonstrates delivery of workplace training to a range of large and small organisations
- NTWWC is recognised as a quality provider of workplace relations training and education
- NTWWC has provided online training, face to face training and webinars to a range of stakeholders.

NTWWC has delivered training in collaboration with WWCs and other relevant stakeholders.



**NTWWC is a community-based not for profit organisation working in a feminist framework to advocate for gender equality, fairness and respect in the workplace**

## 3.

### SUSTAINABILITY

#### Strong and sustainable organisation

##### STRATEGIC GOALS

- Be an employer of choice operating within our values, offering support to Director and all staff
- Organisational risks and opportunities are identified, understood and responded to effectively
- Committee of Management & staff are well versed in relevant areas and adequately skilled
- Consider environmental sustainability policy to reduce carbon footprint
- Diversify income streams through partnerships, fee for service offerings and grant funding.

##### EFFECTIVENESS MEASURES

- All NTWWC staff and COM will have a supportive workplace culture, and professional development is ongoing
- A Robust risk management plan, is reviewed regularly & reporting mechanisms are used by Director, staff and COM
- COM and staff undertake regular ongoing professional development relevant to the needs of NTWWC
- NTWWC has an regularly updated Environmental Sustainability Policy and Action Plan.

NTWWC has sustainable and consistent funding with dedicated funding streams allocated for specific organisational projects and activities.

## 4.

### SYSTEMIC ADVOCACY

#### Provide evidence-based practices to clients as well as be a lead Advocate in our field

##### STRATEGIC GOALS

- Provide research data and evidence-based information from clients experiences for advocacy purposes
- Work with other key stakeholders including WWC, Unions and community organisations to understand & respond to trends
- Data and evaluation capability is enhanced & can be used to demonstrate impact and understand clients needs
- Utilise our body of knowledge and analytical evidence to lead advocacy campaigns
- Continue to develop body of knowledge and data collection to inform training and information sharing.

##### EFFECTIVENESS MEASURES

- Quantitative and qualitative NTWWC data drives and underpins advocacy work and is published and shared in the sector.
- NTWWC uses data to create topical, informative and accurate information sessions, training modules, community education
- NTWWC has robust Monitoring and Evaluation processes & data which is easily accessed to produce reports, submissions and inform programs and activities.
- NTWWC is recognised as a leader in the field of women's equity in the workplace.

NTWWC will have strong relationships with like-minded service organisations, and shares data where applicable for maximum impact.



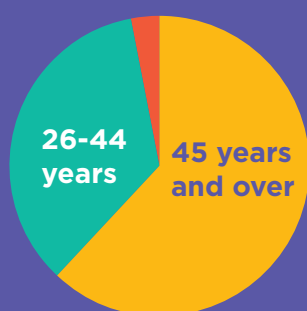
# CLIENT OUTCOMES AND DATA

This year we had 4,857 client contacts which is a huge 59% more than last year!

This year we provided clients with higher levels of support, often involving direct negotiations with employers, which frequently resulted in resolution of the workplace issue. This year we provided 615 advices/casework assistance.

This is often preferred by clients as a swifter avenue to resolve their matter than through formal complaint processes. However, in instances where this is not possible we assist with Conciliations and provide advocacy/representation in forums such as the Fair Work Commission and NT Anti-Discrimination Commission. In some circumstances, we can assist with hearings. In the last 12 months, our statistics show that approximately 26% of our matters resulted in the employee maintaining their employment, and 22% maintained a positive relationship with their employer. This highlights the important role our service plays in the resolution of workplace disputes, as it ensures women's workforce participation, stability and economic security.

## What our data tells us:



**Women aged 45 years and over** continued to represent the largest demographic accessing our core services, accounting for 62% of clients. This was followed by **women aged 26-44 years, who comprised 35%**. This marks the second consecutive year that women over 45 have made up the largest age group, with the gap widening from the previous year, when they represented 56% compared to 41% for the 26-44 age group.



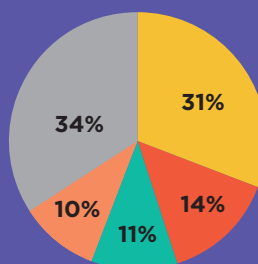
Culturally and Linguistically Diverse women were 23% of all clients. **(up from 17%)**.

Women who identified with disability were 30% of all clients. **(up from 25%)**.



First Nations women were 12% of all client contact. **(down from 26%)**

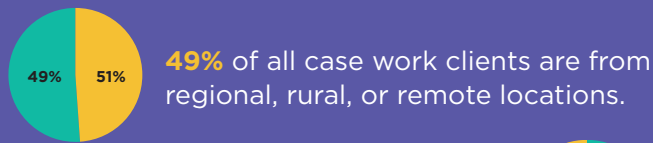
**54%** of clients reside in Darwin and **40%** are from regional, rural, or remote locations.



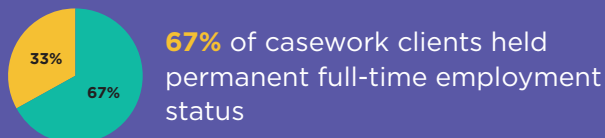
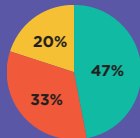
**The primary source of referrals to the NT Working Women's Centre continued to be personal contacts, accounting for 31% of all referrals. This was followed by referrals from Federal Government agencies such as the Fair Work Ombudsman and the Fair Work Commission (14%), from legal services (11%) and local/Territory Government (10%). The remaining referrals of 34% comprised unions, subsequent client inquiries, community, and health services.** These figures reflect the ongoing impact of our community engagement efforts, with increased public awareness leading individuals to contact us directly or be referred by friends or family. Our strong connections within the service and industrial sectors across the NT also continue to play a key role, with professionals confidently recommending our services. Notably, former clients are also returning for further support, highlighting the trust and credibility we have built over time.

## Casework Assistance

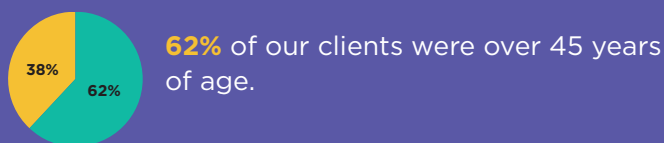
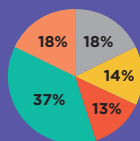
Data relating to case work clients (compared to all client contact) for this financial year highlights the following:



47% were from the private sector, followed by 33% from the public and 20% from the community sector.



The industries with the highest number of casework clients were the NT Government and the Social and Community Services sector, each accounting for 18% of clients. These were followed by the Education sector at 14%, and the Personal and Other Services sector at 13%. The remaining 37% of clients was made up of individuals from several other industry sectors



## What we have been seeing

Successive years of NTWWC data illustrates the issues women seek our assistance for remain consistent with some variation based on any emerging issues or changes in law or policy. Our data reveals that clients consistently seek the most support for issues (excluding discrimination matters) in relation to workplace conditions, entitlements and bullying and harassment. The table below highlights our top five issues during the 12-month period to 30 June 2025:

1. Workplace bullying and harassment
2. Worker's compensation – psychological
3. Termination – unfair dismissal
4. Remuneration
5. Employment conditions

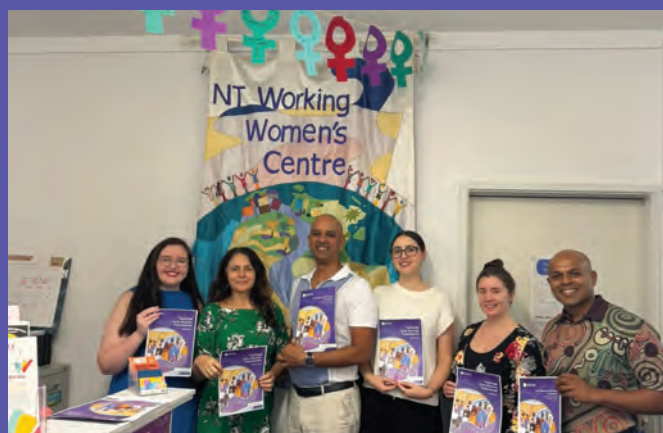
## Discrimination and the law

NTWWC had 657 client contacts with discrimination matter in the last 12 months which represented 22% of our total matters. The main discrimination matters recorded were: sex/gender discrimination as our leading issue (32%), followed by relationship status (15%), sexual harassment (13%) and irrelevant medical records (9%).

The data above highlights recurring issues with NT workplaces, although we noted that for the first time in a while, disability discrimination has not presented as part of our leading five discrimination areas. The NTWWC provides services to the most vulnerable members of our community where complexity and severity of the situation exist. The outcomes data draw attention to the tangible financial or other results, including the preservation of employer-employee relationships, compliance with the law and whether our client chose to leave a workplace. In many instances, we do not know all outcomes of the advice and support NTWWC provides; some clients are informed of their rights and options by an Industrial Liaison Officer, and following support then elect to proceed independently. In other instances, the impact of our service is evident through client evaluation feedback, follow up case work or because a client has informed us of the outcome of their matter.

Over the past 12 months, there has been a continued increase in the number of women aged over 45 accessing our services, marking the second consecutive year of notable growth in this age group, including in more management roles seeking our assistance.

This often involves providing quite intensive support for clients through a very difficult time in their life. The data below describes the impact of our service, where it is known, and the critical role we play in resolving conflicts between employer-employee and in the maintenance of employment where safe and appropriate.





CASEWORK DATA – OUTCOMES AND IMPACT	TOTAL NUMBER OF WOMEN	PERCENT
<b>Employer complied</b> As a result of NTWWC services, the employer of the client complied with relevant industrial legislation	22	16%
<b>Employee complied</b> As a result of NTWWC services, the employee complied with relevant industrial legislation	9	7%
<b>Maintained employment</b> The employee was able to resolve their workplace issue to the extent that they were able to remain in their job	35	25%
<b>New employment</b> NTWWC does not assist clients to find new employment, however, a by-product of our support can be women gaining the confidence needed to seek alternative employment and depart a negative workplace environment	19	14%
<b>Received entitlements</b> Employees usually receive their lawful entitlements e.g. unpaid wages, leave or superannuation, as a result of NTWWC contacting employers and explaining workplace obligations. Sometimes lawful entitlements of this nature form part of a settlement agreement as part of a broader complaint to the Fair Work Commission, Fair Work Ombudsman or NT Anti-Discrimination Commission The total sum of lawful entitlements NTWWC obtained on behalf of clients was \$136,221.	14	10%
<b>Financial settlement</b> Financial settlements are a form of compensation paid to the client as the result of a complaint to the Fair Work Commission, Fair Work Ombudsman or NT Anti-Discrimination Commission or because of a direct negotiation between NTWWC and the employer. The total sum of settlement monies NTWWC obtained on behalf of clients was \$280,058.	20	15%
<b>Maintained positive relationship</b> The employee and employer maintained a positive relationship despite the presence of a workplace issue	30	22%
<b>Dispute resolved</b> At the last point of contact with NTWWC the client no longer had an issue with their employer	16	22%
<b>Avoided unmeritorious claims</b> NTWWC explained to the client how the law applies to their situation, thereby preventing the client making an inappropriate claim or complaint against their employer. <b>Example:</b> a client is terminated unfairly after two months of employment and wishes to lodge an unfair dismissal claim against their employer. NTWWC explains that the qualifying period for unfair dismissal is six months thus preventing an inappropriate claim. NTWWC then explores more viable options with the client.	52	37%

# CLIENT FEEDBACK

Clients were asked to comment on their experience and the service provided by NTWWC. For those clients who completed a feedback form, 90% reported satisfaction and high satisfaction with NTWWC services. A selection of client feedback is highlighted below:

"We are usually dealing with a lot of things during the time of a workplace issue. The support I personally felt from NTWWC was well above what most would expect to receive. I am beyond happy with how my experience with NTWWC has been"	"The information I was provided gave me a clearer understanding of my rights as they stand with legislation and how best to approach my employer when requesting a flexible work arrangement."	"I believe with the support of NTWWC I felt heard, validated, legally well supported and also financially compensated."
"I came away from that first meeting feeling like someone actually understood and can help"	"I would highly recommend anyone with an issue to engage with the centre and get the help that they deserve. Hands down the most helpful free service anyone could ask for."	"Provided an alternative perspective on the issue presented. Empathic approach appreciated. Tangible guidance to other services that may be of assistance."
"All the relevant information and consistently presented it in a way that was easy to understand. She always ensured the information was accurate, went the extra mile to assist me, and simplified the complex process of filing a complaint against my employer."	"It's a great service in that it's accessible and I feel like your team really know what they are doing and never judge you"	"NT Working Women's Centre was very patient and extremely helpful. They helped me to understand my rights under Fair Work. I am very appreciative of what they do for me and everyone else that comes across their path"
"The Centre helped me to be strong and gave me choices and control over my own fate."	"Both Emily and Jay were extremely clear on the process. They made every effort to keep my mind clear of what was a very emotional situation. Emily and Jay had the answers to all my questions and guided me throughout the entire process."	"Thank you for your support and services, I was not aware of NTWWC prior and I am relieved to know such services exist now."
"Like I said over the phone I can't believe that the service is free. It is MUCH NEEDED. Please keep them going"	"There was evident experience, expertise and knowledge from the team..... There was also appropriate compassion which I really appreciated as it's a stressful time when you lose your job"	"I have come to NTWWC twice in my working life of 22 years. Both times I had great experiences in such trying times. The staff are really supportive and have a way of putting you at ease."
"Service provided with empathy and understanding:)"	"very responsive and knowledgeable"	"At all times I was treated with respect and kindness and they were very professional."
"A uniquely important service for working women"	"Prompt scheduling of an appointment. Welcoming environment. Empathic listening. Provided 'next step' "	"I was directed by NT Legal Aid Helpline to contact NTWWC and I was so glad that I was."



# WOMEN'S STORIES

(Note: names and identifying details have been modified to protect client confidentiality)

## Case study 1 - # Camping “buddies”

Jackie thought the days of having to share rooms at school camp were gone, she was wrong! Jackie, an experienced teacher, happily agreed to supervise on the school camp trip as she was advised she would have her own room. Unfortunately, that was not the case and Jackie found herself exposed to inappropriate comments of a sexual nature, having been required to share a room with two male colleagues. These comments were made not just to her but to some of her other colleagues, Jackie was mortified and extremely uncomfortable with the situation but felt she had no choice but to grin and bear it.

The NTWWC guided Jackie through raising her workplace concerns with her employer. Jackie did receive an apology but ultimately the damage had been done and she no longer felt comfortable to work there. Advocating on her behalf the NTWWC negotiated Jackie's exit from the workplace and helped link her in with other support services.

## Case study 2 - # Serious misconduct summary termination

Mina, a mature lady with English as a second language, had been working in her role for 9 years when she contacted the NTWWC for support after being stood down pending investigation of allegations of misconduct.

The NTWWC helped Mina to obtain and understand all the relevant documents and the allegations against her. We assisted Mina to prepare for and supported her at the disciplinary meetings. Mina was terminated for serious misconduct losing 9 years of long service leave pro-rata entitlements.

The NTWWC was able to negotiate a settlement after the summary dismissal. Mina received her accrued annual leave plus an additional settlement amount.

## Case study 3 - # Because I'm a woman?

Tanya, a young single mother, was the only woman in her department. She felt discriminated against and treated less favourably because she was continually overlooked for professional development and advancement opportunities compared to her male colleagues who had been there for less time. There were instances where Tanya had been granted a place on a training course or given the opportunity to work on an assignment, only to have her spot given to a colleague. The department also recruited additional staff rather than allowing her to upskill and was refused the opportunity to discuss her career development. She felt undervalued and had spoken to HR to no avail.

Tanya did not wish to make a formal complaint and wanted assistance on how she could discuss her personal development in a non-confrontational way. NTWWC advised Tanya of her options such as a complaint to the NT Anti-Discrimination Commission (NTADC) should she wish to proceed with this path.

After an organisational audit, Tanya's situation got worst when she was advised she was no longer qualified for the position she held despite being qualified at the time of signing her contract. The organisation sought to either reduce her hours to part-time or to negotiate a settlement for her to leave the organisation. This convinced Tanya that this was not a workplace she wanted to be in any longer. With the support of the NTWWC Tanya was able to negotiate a significant separation settlement.



#### **Case study 4 - # Family Domestic Violence Discrimination**

When Violet contacted our service, she was in a difficult and distressing situation. After submitting a flexible work arrangement (FWA) request to access counselling services related to family and domestic violence (FDV), her employer responded by offering her a resignation – effectively pushing her out of her job. This came after Violet had already been denied access to paid FDV leave.

We supported Violet by drafting a formal response to her employer, explaining that experiencing FDV is a protected attribute, and that under the National Employment Standards, Violet was entitled to FDV leave. Once the employer was made aware of their legal obligations, the situation shifted. They acknowledged their mistake, withdrew the resignation offer, and allowed Violet to keep her job. Violet's request for a FWA was approved, enabling her to get the support she needed.

Violet's story is a powerful reminder of the importance of knowing your rights – and having the right support when you need it most. It also highlights the importance of employer education to ensure awareness of their obligations, and why paid FDV leave exists.

#### **Case study 5 - # Fight for fair pay**

When Suzie left her job, she believed she was owed a payout for unused leave. She had never taken time off during her employment and assumed she had accrued entitlements. However, after carefully reviewing her payslips and rosters, it became clear that Suzie had been engaged as a casual worker – which meant she wasn't entitled to paid leave.

While this news was disappointing, our investigation uncovered a more serious issue: Suzie had not been paid the minimum award rate for her role nor the 25% casual loading and had not received the correct superannuation contributions – all her legal entitlements as a casual employee.

We advised Suzie of her rights and calculated the full extent of her underpayments. NTWWC then contacted her former employer advocating for Suzie's entitlements, including superannuation. Following negotiations, the employer accepted responsibility and agreed to back-pay Suzie what she was owed. Suzie received a substantial sum in underpaid wages and superannuation.

#### **Case study 6 - # Left with no choice but to resign**

Aoife came to our service after being stood down without pay by her employer and directed to attend an Independent Medical Examination. With no income for weeks and no clear path forward, Aoife felt she had no choice but to resign – a decision that left her feeling frustrated and unsupported.

The NTWWC supported Aoife to lodge a claim with the Fair Work Commission (FWC), arguing that her resignation amounted to a constructive dismissal. Her matter was successfully settled, and Aoife received monetary compensation as acknowledgment of the unfair treatment she had experienced. NTWWC then went on to successfully negotiate with her employer for Aoife's underpayment claim, which they initially refused. Aoife's case highlights the importance of standing up against unfair work practices and seeking a specialist service to assist.



# COMMUNITY EDUCATION AND ENGAGEMENT



The past year marked a significant period of renewal and growth for the NT Working Women's Centre, following long-awaited financial stability secured in the previous year. With secure funding in place, the Centre has moved from strength to strength. A key part of this growth has been the establishment of new positions such as Community Engagement Officers in both Darwin and Alice Springs. These positions have significantly increased our opportunities for community education, outreach, and engagement across the Northern Territory.

Key highlights from the year include:

- 3 outreach trips to Katherine
- 15 community education sessions delivered across the NT
- Participation in 23 community engagement events held throughout the Territory, connecting with a diverse range of sectors including disability, multicultural communities, youth, and seniors, among others
- Ongoing participation in approximately 16 regular local and national networks, ensuring our work remains up-to-date, reflective of best practices, and well-connected within the sector

As part of our International Women's Day activities in Alice Springs, we proudly developed and hosted a thought-provoking installation exhibition titled 'This Is Not Art'. Delivered in partnership with Art Space Gallery and local

artists, the exhibition showcased the lived experiences of women working and living in the Northern Territory. It served to promote our research project, services, and advocacy, and was a resounding success — attracting around 70 attendees who engaged deeply with the exhibit and our mission.

NTWWC staff also attended and presented at several conferences and forums across the country. Notably, we presented at the Women in Construction forums held in both Darwin and Alice Springs, further expanding our reach and strengthening our profile across diverse sectors.



## Community Education

NT Working Women's Centre offers a distinct range of community education and training programs. NTWWC is committed to providing a preventative approach to our practice through our community education and Work Aware training programs, whilst continuing to offer a safe and supportive space for clients with a workplace issue. Our community education sessions are mostly targeted where a need has been identified through our practice, or requested by the community or by organisations for its members.

We are committed to delivering accessible and quality workplace rights education to people in our target groups.

Our target groups are:

- Culturally and linguistically diverse backgrounds, migrants, visa holders and international students
- First Nation women
- young women
- older women
- workers experiencing domestic family violence
- workers with mental health issues
- regional, rural, remote workers
- women with disabilities
- eligible small business owners

This year, we strengthened our efforts, and finalised the review of our factsheets in line with the extensive reforms being undertaken in employment, sexual harassment, discrimination and work health, and safety legislation in relation to changes to employment, sexual harassment and work, work health and safety and discrimination laws and procedures. We also created 5 new factsheets in relation to Returning to work and Breastfeeding, Menopause and Menstruation and Better Wellbeing in the Workplace, Long term Injury/Illness, Thinking of Leaving your Workplace and Resignations as well as Working Remotely.

## Work Aware

Our social enterprise 'Work Aware' was officially launched in August 2019. Work Aware provides tailored workplace training packages across the NT to support strong, healthy, and high performing work environments, and is committed to the core values of NTWWC. Work Aware utilises specialist knowledge in a range of health

and wellbeing areas, enabling organisations to provide a positive and supportive workplace for staff. We receive steady interest in our training, and are developing a major training program, which will include assessing our delivery methods to diverse employees across an organisation.

## Domestic and Family Violence Work Aware

Domestic and Family Violence Work Aware (DFVWA) is a social enterprise that has been developed in partnership with Working Women Queensland and Working Women's Centre SA. DFVWA provides specific training and consultancy regarding domestic and family violence as an industrial issue. DFVWA can also assist in policy development and trains organisations how to deliver best practice responses, should their employees be affected by domestic and family violence. In addition, we partner with another WWC to deliver training on topics such as sexual harassment in the workplace.

## Community Engagement

Community engagement is a vital part of the NTWWC's mission to support and empower women across the Northern Territory. It involves building strong, respectful relationships with individuals, communities, and organisations to raise awareness of workplace rights, gender equity, and access to support services. At NTWWC, community engagement includes delivering workplace rights education sessions, attending local events, collaborating with community groups and advocacy networks, and participating in national campaigns that amplify the voices of women. Through these initiatives, we strive to ensure that all women—particularly those in remote, regional, and marginalised communities—feel informed, heard, and supported in their working lives.





## Exhibition Summary: This is Not Art

Part of the NT Working Women's Centre Research Project on Working and Living in the NT

### Overview and Purpose

In March 2025, we launched *This is Not Art*, an experimental exhibition grounded in feminist and de-colonial research practices. This project formed part of the NT Working Women's Centre's broader research into the lived experiences of women and gender-diverse people working and living across the Northern Territory. More than a display of artworks, this exhibition served as a method — one that held space for community voice, collective meaning-making, and new ways of engaging with research data.

The exhibition was delivered in partnership with local contemporary arts organisation Watch This Space, who generously provided artist development resources, mentorship, and the exhibition venue. Their support was instrumental in nurturing both the creative and community dimensions of the project.

### Framework and Methodology

Too often, research is extractive. Community members are asked to share their stories, yet rarely see the final outputs or benefit from the insights they've contributed. Reports may sit on shelves or exist in formats that are inaccessible to those whose lives shaped the findings. *This is Not Art* was our attempt to do things differently.

Rather than viewing research as something to be collected and interpreted by institutions, we treated it as a process of co-creation. Community members volunteered their stories. Artists Laurie May and Audax worked with anonymised transcripts to interpret those experiences into visual form, carrying the weight of representing complex truths without direct communication with the storytellers — a responsibility they held with immense care and integrity.

By transforming research into artwork and exhibitions into gathering spaces, we created an alternative form of knowledge-sharing — one that is emotionally resonant, community-facing, and accessible. This methodology not only affirms our organisational values but gives us a way to practise them. It asks us to consider: How do we show up as researchers? What does inclusive practice look like in action? *This is Not Art* is one imperfect, evolving response to those questions.





## Impact and Outcomes

- 69 people attended the exhibition, the majority on opening night
- The Instagram story about the exhibition received over 600 views — six times our usual engagement
- Four attendees recognised exploitative workplace dynamics in their own lives through conversations sparked at the exhibition
- At least one direct referral was made to our service, with eight informal advice conversations taking place to support community members facing workplace challenges
- 45 new artworks were created; 47 were exhibited in total
- Volunteer feedback was overwhelmingly positive, with participants expressing pride at seeing their stories transformed into artworks
- Community feedback described the exhibition as “grounding,” “well-curated,” “refreshing,” “relatable,” and “empowering”

In addition to being a method for research dissemination, This is Not Art helped to promote our work and services. It brought in new audiences, generated conversations about workplace rights, and built trust with potential service users. It also created momentum and visibility for the broader research project.

## Key Learnings

As with all experimental work, this project surfaced valuable insights that will guide our future practice:

- **Time as a gift, not a constraint:** A longer timeline would have allowed more space for reflection and potentially broadened the range of voices represented.
- **Presence matters:** Deep community engagement depends on presence, not just showing up physically, but emotionally, relationally, and with care. Balancing this kind of presence with organisational demands is an ongoing challenge, but one worth tending to. Presence is not a soft skill — it is foundational.
- **Meaning is co-created:** This exhibition reminded us that no story lives in isolation. Artists, volunteers, visitors, and staff each brought different interpretations, all of which shaped the meaning of the work. Holding space for multiplicity is essential in community-led research.
- **Context matters — land and season:** The exhibition took place in late summer in Mparntwe, during lingering heat and at a mid-morning hour. While well-attended, this reinforced the importance of being responsive not just to organisational timelines, but to the rhythms of land and community. Working in context — culturally, environmentally, seasonally — will continue to guide our practice.

## Acknowledgements

This exhibition was made possible through the collective effort of many hands and hearts. Deep gratitude to artists Laurie May and Audax Hegedus, whose creative and emotional labour shaped this work. Thank you also to contributors Nico, Franka, Jet and Jes from the Watch This Space team, Natalia, Jonno, and all those who gave time, care, and skill. Most of all, thank you to the volunteers who trusted us with their stories — this work is yours.

## Working with other WWC's and the National Body

Throughout the year, our Director and senior leadership team actively participated in regular WWC Advisory Committee meetings, alongside representatives from other Working Women's Centres and the national body, WWCA. These meetings provided a vital forum to discuss shared challenges, coordinate strategies, and collaborate on policy and legislative reform. A key initiative this year was our involvement in the national Our Silence is Not for Sale campaign, which addresses the misuse of Non-Disclosure Agreements (NDAs) in cases of workplace sexual harassment and discrimination.

We also contributed to the growth and development of the national body by attending the WWCA National Planning Day in Adelaide in December 2024. This event brought together WWCs from across the country to align on shared

values, deepen collaboration and explore strategic goals for 2025 and beyond. Plans are underway for a follow-up in-person planning session in Sydney in the next financial year.

In line with the national expansion of WWCs, the NTWWC-led initiative—the **WWC Community of Practice (WWCOP)**—has grown significantly since its inception in late 2023. Originally focused on WWC industrial and legal officers, the group has expanded to include social workers and Women's Legal Services involved in sexual harassment and discrimination work.

The WWCOP provides a valuable space for collaboration, knowledge-sharing, strategic discussion, and coordinated advocacy. Members of our client practice team consistently attend and actively contribute to this growing national network.



# Our Silence is NOT for Sale Campaign

This year, the NT Working Women's Centre (NTWWC) continued its collaboration with Working Women's Centres across Australia and our national body, Working Women's Centres Australia (WWCA), to launch the Our Silence is Not for Sale campaign.

This national campaign seeks to raise awareness among workers and the broader community about the misuse of Non-Disclosure Agreements (NDA's) in the settlement of sexual harassment and discrimination matters. These agreements are often used to silence victim-survivors, preventing them from accessing support, sharing their stories, or participating in systemic change.

In the second half of the year, the official campaign branding and resources were launched nationally in the lead-up to International Women's Day. The NTWWC played an active and visible role in the rollout across the Northern Territory—

promoting this partnership work on our website and social media, distributing campaign materials, engaging the public, and educating communities and services about the risks and long-term impacts of NDAs.

We highlighted that individuals have options, and importantly, that no one should feel pressured to sign an NDA that compromises their ability to heal, seek support, or speak out. We also encouraged people to visit the campaign website, share their experiences or comments (if safe to do so), and contribute to a growing movement challenging silence and advocating for survivor agency and justice.

The NTWWC is proud to be part of this campaign and will continue to advocate for systems that centre the rights and voices of those affected by workplace harm.

Every day, non-disclosure agreements (NDAs) are misused by the rich and powerful to protect perpetrators and corporate reputations.



## Join Our Campaign

### What is an NDA?

A non-disclosure agreement (NDA) is a legal contract that requires confidentiality.

These contracts are widely used in sexual harassment and discrimination disputes. It requires the worker who suffered harassment to keep their experience completely confidential - that is, they are not allowed to talk about what happened to them.

**This is a complete misuse of NDAs by employers or parties with positions of power.**

Although NDAs mostly require all parties (employer, victim-survivor, and the perpetrator) to maintain confidentiality, the agreement is almost always requested by the employer, not the employee.

**Often the NDA serves the employer and perpetrators' interests and not the victim-survivor.**

### Why does it matter at work?

Settlements rarely adequately address or remedy a victim survivor's experience of sexual harassment, and often it means that a **victim-survivor cannot talk about their experience and alert others.**

Health risks of keeping secrets are well documented and can lead to post traumatic stress disorders, among other illnesses. Equally the ability to speak and putting experiences into words assists in the healing process.

## What changes do we need to stop NDA misuse?

Every day, we see more and more women courageously speak out against unfair treatment by their employers through the misuse of NDAs.

We need law reform in Australia to make NDAs unenforceable when they are used by the powerful to hide harmful information about these serious workplace issues and give working women the right and power to continue to speak up about workplace issues. NDAs should only be used if the victim-survivors wants one.



We need to build a community of people who will continue to organise, mobilise and show solidarity with impacted women and victim-survivors who have been abused and silenced through NDA misuse.

## Get involved

Scan and fill out the QR code



Contact the Working Women's Centre Australia to learn more - we'd love to hear from you!

campaigns@wwc.org.au  
www.org.au/nda-campaign

Organised by: **WORKING WOMEN'S CENTRE AUSTRALIA**





# Relocation

The end of this year marked a momentous transition and emotional milestone for the NT Working Women's Centre, as we farewelled our long-time home of 23 years at 98 Woods Street. This building had been more than just an office—it was a safe and familiar space where thousands of women walked through our doors seeking support, solidarity, and strength. As the NTWWC embarks on an exciting new beginning, we took time to reflect on and celebrate the many memories, achievements, and milestones made at the place we have called home for over 2 decades.

In June 2025, all NTWWC staff came together in Darwin for a final gathering at our former premises. We used the opportunity to reflect on our shared journey, participate in professional development, and look ahead to our future. It was a moment of pride, gratitude, and deep connection to the legacy we've built.

On Friday, 13 June 2025, we began the move to our new home at Level 1, 43 Cavenagh Street, in the heart of the Darwin CBD.

The relocation proved to be a far more complex undertaking than anticipated, with unforeseen challenges around IT, cabling, phone systems, and final fit-out works. Despite these hurdles, our team remained focused and resilient, working closely and creatively with our IT providers to stay connected, ensuring our services remained available with minimal disruption to clients.

This move represents more than just a change of address, it symbolised the transport of many years of memories, milestones, and impactful work. It's the beginning of a new chapter, where we carry forward the heart of our work—our values, our commitment, and our history—into a newly refurbished space designed to grow with us. We are now focused on creating a warm, welcoming, and empowering environment in our new premises, one that honours the past and embraces the future—ready to support the next chapter of our work with Territory women.



# OUR PEOPLE

## COMMITTEE OF MANAGEMENT

NT Working Women's Centre is governed by a dedicated group of women who are passionate about volunteering their time and skills to ensure the Centre remains a strategic, strong, and focused organisation for women across the NT.

**Committee of Management (COM) members for the last financial year:**



**Annette Wilson**

Chair to November 2024



**Khami Aughterson**

Incoming Chair, Darwin



**Larissa Ellis**

Vice Chair, Alice Springs



**Michelle Lay**

Treasurer, Darwin



**Laura Burfitt** – Secretary/  
Public Officer, Darwin



**Tisha Tejaya**

Darwin



**Caitlin Perry**

Darwin



**Kathryn Bannister**

Darwin



**Kelsey Branford**

Darwin

## STAFF

The NT Working Women's Centre is incredibly fortunate to be staffed by a team of passionate employees who bring a vast array of experience. This includes expertise in industrial relations, women's policy, advocacy, administration, leadership and training. Their skill in handling complex industrial relations issues and their ability to listen and respond to women in need are key to our success.

### Our staff



**Nicki Petrou**  
Director (Darwin)



**Janet Taylor**  
Special Projects and  
Acting Director (Remote)



**Emily Kilpatrick**  
Senior Industrial Liaison  
Officer (Darwin)



**Kay Eade**  
Industrial Liaison Officer  
(Remote)



**Jaylene Patten**  
Industrial Liaison Officer  
(Darwin)



**Anne Hebert**  
Industrial Liaison Officer  
(Darwin)



**Jessica Lane**  
Administration Officer  
(Darwin)



**Siobhán Wolsey**  
Executive Assistant and  
Community Engagement  
Office (Darwin)



**Natalia Sarovic**  
Industrial Liaison Officer  
(Alice springs)



**Victoria Palomino  
Hernandez**  
Research and Community  
Engagement Officer  
(Alice Springs)



**Sherree Smith**  
Temporary  
Administration Officer  
(Darwin)



**Lisa Dietrich**  
Workplace Training  
Officer (Darwin/Alice  
Springs)

**Volunteers:** Frieda Evans, Bevin Lane, William Zwar

## MESSAGE FROM ONE OF OUR VOLUNTEERS



Hi, I'm Tisha, and I've had the pleasure of being a part of the NTWWC Committee of Management (COM) from 2023 to 2025. The COM is a wonderful group of women in the NT who are passionate about the role and governance of the NTWWC. It's been a delight to rub shoulders with busy people with interesting lives - from academia, and legal practise, to senior management in not-for-profits - not to mention our tireless and fearless Director, Nicki Petrou!

COM members are diverse in our interests and strengths, but we are all united about stewarding the NTWWC so that it can grow and flourish. It's been great to volunteer with women who draw from wide experiences to ensure that things are done rigorously but fairly, and avoid pitfalls - so that more time can be spent on things that really matter, like celebrating the achievements of the NTWWC and pursuing opportunities where they arise.

Although it is time for me to move to different pastures due to changing capacity, I will always be very fond of my time on the COM and I know that I will cross paths with the NTWWC again! It's been a wonderful journey and I look forward to joining the wider network of NTWWC friends, allies, and supporters.

**Tisha Tejaya** - former member  
of our Committee  
of Management



## OUR SUPPORTERS AND ACKNOWLEDGEMENTS

### Our Funders

None of our work would be possible without funding assistance. We are extremely grateful for funding assistance from:

Northern Territory Department of Territory Families, Housing and Communities and Office of Gender Equity and Diversity (now Department of People, Sport and Culture)

Northern Territory Attorney-General Department and Central Australian Women's Legal Service

Federal Government (Department of Employment and Workplace Relations)

### Our Partners, Donors and Collaborators

Our partners offer a wide range of assistance and support, in addition to working together to achieve better outcomes for our communities.

Thank you to:

- Basic Rights Queensland (Working Women's QLD)
- Brian Kelleher
- Central Australian Women's Legal Service
- Eloise Page, Gavin Connaughton, and Drugs and Alcohol Services Australia
- John Stirk
- Jim McKenna
- Shelley Williams and Sophie Baartz of Kingston Reid Lawyers
- Multicultural Community Services of Central Australia
- Our Watch
- Working Women's Centre South Australia
- Working Women's Centre Australia
- Red Cross NT

### Acknowledgements

NT Working Women's Centre warmly thanks individuals and organisations who have provided support and services contributing to our ongoing success, including:

- Abbey Kendall Working Women's Centre Australia
- Anna Ryan, Alice De Brenni and Central Australian Women's Legal Service
- Kate Jenkins, former Federal Sex Discrimination Commissioner
- Lauren Moss, former Northern Territory Minister for Equality and Inclusion
- Luke Gosling, Federal Member for Solomon
- NT Anti-Discrimination Commission
- Sarah Burchett, Office of Gender Equity and Diversity
- Senator Larissa Waters
- Shelley Williams and Kingston Reid
- Sue and Hugh Bradley
- Trish Crossin
- Caitlin Perry
- Rachael Ubergang, YWCA
- Anna Davis
- Saskia Strange
- Rachel Robinson
- Joy Taylor, Multicultural Community Services of Central Australia
- Alan Berman, Charles Darwin University
- John Stirk
- Jim McKenna
- Bevin Lane
- Will Zwar

### Life Members

**Trish Crossin**, former Senator for the Northern Territory

**Phyllis Hatch**, former Committee of Management member

**Liz Broderick AO**, expert on discrimination against women



# Northern Territory Working Women's Centre Incorporated

ABN: 34 580 069 614

## FINANCIAL STATEMENTS

For the year ended 30 June 2025



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# Northern Territory Working Women's Centre Incorporated

ABN: 34 580 069 614

## Committee's report

### 30 June 2025

The committee present their report on Northern Territory Working Women's Centre Incorporated ("the Association") for the financial year ended 30 June 2025.

### Information on committee

The names of each person who have been committee members during the year and to date of the report are:

- Khami Aughterson - Chairperson
- Laura Burfitt - Secretary and Public Officer
- Kathryn Bannister - Committee member
- Larissa Ellis - Vice Chair
- Michelle Lay - Treasurer
- Tisha Tejaya - Committee member
- Caitlin Perry - Committee member
- Kelsey Branford - Committee member
- Tisha Tejaya - Committee member - resigned 28 August 2025
- Annette Wilson - Chairperson - resigned 25 November 2024

Committee members have been in office since the start of the financial year to the date of the report unless otherwise stated.

### Principal activities

The principal activity of the Association during the financial year was to provide information, advice, training and representation to NT Women about work related issues.

No significant changes in the nature of the Association's activity occurred during the financial year.

### Operating results

The surplus of the Association for the year ended 30 June 2025 amounted to \$281,600 (2024 Deficit: \$44,505).

### Events after the reporting date

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Association, the results of those operations or the state of affairs of the Association in future financial years.

# Northern Territory Working Women's Centre Incorporated

ABN: 34 580 069 614

## Statement of profit or loss and other comprehensive income

For the year ended 30 June 2025

	2025	2024
	\$	\$
<b>Income</b>		
Revenue	1,265,487	839,138
Finance income	18,473	11,244
<b>Total income</b>	<b>1,283,960</b>	<b>850,382</b>
Employee benefit expenses	(1,003,540)	(716,111)
Other expenses	(72,200)	(45,993)
Travel & accommodation	(60,152)	(32,009)
Rent	(41,750)	(38,243)
Legal, accounting and audit	(31,535)	(39,269)
Computer & database maintenance	(23,199)	(23,262)
Depreciation	(4,329)	-
Interest expense	(866)	-
Other provisions reversal	235,211	-
<b>Total expenses</b>	<b>(1,002,360)</b>	<b>(894,887)</b>
<b>Surplus / (deficit) before income taxes</b>	<b>281,600</b>	<b>(44,505)</b>
Income tax	-	-
<b>Surplus / (deficit) for the year</b>	<b>281,600</b>	<b>(44,505)</b>
<b>Total comprehensive income for the year</b>	<b>281,600</b>	<b>(44,505)</b>

The accompanying notes form part of these financial statements and are available on the ACNC website.

# Northern Territory Working Women's Centre Incorporated

ABN: 34 580 069 614

## Statement of financial position

As at 30 June 2025

	2025	2024
	\$	\$
<b>Assets</b>		
<b>Current assets</b>		
Cash and cash equivalents	2,119,939	1,582,506
Trade and other receivables	17,480	-
Prepayments	12,784	-
<b>Total current assets</b>	<b>2,150,203</b>	<b>1,582,506</b>
<b>Non-current assets</b>		
Right-of-use assets	203,446	-
<b>Total non-current assets</b>	<b>203,446</b>	<b>-</b>
<b>Total assets</b>	<b>2,353,649</b>	<b>1,582,506</b>
<b>Liabilities</b>		
<b>Current liabilities</b>		
Trade and other payables	48,396	111,327
Employee benefits	160,220	49,574
Provisions	-	33,700
Contract liabilities	1,366,699	892,452
Lease liabilities	45,976	-
<b>Total current liabilities</b>	<b>1,621,291</b>	<b>1,087,053</b>
<b>Non-current liabilities</b>		
Employee benefits	19,792	21,058
Provisions	-	201,511
Lease liabilities	158,082	-
<b>Total non-current liabilities</b>	<b>177,874</b>	<b>222,569</b>
<b>Total liabilities</b>	<b>1,799,165</b>	<b>1,309,622</b>
<b>Net assets</b>	<b>554,484</b>	<b>272,884</b>
<b>Equity</b>		
Retained earnings	319,273	272,884
Reserves	235,211	-
<b>Total equity</b>	<b>554,484</b>	<b>272,884</b>

The accompanying notes form part of these financial statements and are available on the ACNC website.



# Northern Territory Working Women's Centre Incorporated

ABN: 34 580 069 614

## Statement of changes in equity

For the year ended 30 June 2025

2024	Retained Earnings \$	Reserved \$	Total \$
Balance at 1 July 2023	317,389	-	317,389
(Deficit) for the year	(44,505)	-	(44,505)
<b>Balance at 30 June 2024</b>	<b>272,884</b>	<b>-</b>	<b>272,884</b>

2025	Retained Earnings \$	Reserved \$	Total \$
Balance at 1 July 2024	272,884	-	272,884
Surplus for the year	281,600	-	281,600
Transfers to/(from)	(235,211)	235,211	272,884
<b>Balance at 30 June 2025</b>	<b>319,273</b>	<b>235,211</b>	<b>554,484</b>

The accompanying notes form part of these financial statements and are available on the ACNC website.

# Northern Territory Working Women's Centre Incorporated

ABN: 34 580 069 614

## Statement of cash flows

For the year ended 30 June 2025

	2025	2024
	\$	\$
<b>Cash flows from operating activities:</b>		
Receipt from grants	1,895,772	1,871,339
Receipts from customers	8,825	16,304
Interest received	18,473	11,244
Payments to suppliers and employees	(1,381,054)	(1,052,964)
<b>Net cash flows from operating activities</b>	<b>542,016</b>	<b>845,923</b>
<b>Cash flows from financing activities:</b>		
Payment of lease liabilities	(4,583)	-
<b>Net cash (used in) financing activities</b>	<b>(4,583)</b>	<b>-</b>
<b>Net increase/(decrease) in cash and cash equivalents</b>	<b>537,433</b>	<b>845,923</b>
Cash and cash equivalents at beginning of year	1,582,506	736,583
<b>Cash and cash equivalents at end of financial year</b>	<b>2,119,939</b>	<b>1,582,506</b>

The accompanying notes form part of these financial statements and are available on the ACNC website.



## Independent auditor's report to the members of Northern Territory Working Women's Centre Incorporated

### Opinion

We have audited the accompanying financial report, being a special purpose financial report of Northern Territory Working Women's Centre Incorporated ("the Association"), which comprises the statement of financial position as at 30 June 2025, the statement of profit or loss and other comprehensive income, the statement of cash flows and the statement of changes in equity for the year then ended, notes to the financial statements, including material accounting policy information and the committee's declaration.

In our opinion, the accompanying financial report of the Association is in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012* ("the ACNC Act"), including:

1. giving a true and fair view of the Association's financial position as at 30 June 2025 and of its financial performance for the year ended; and
2. complying with Australian Accounting Standards to the extent described in Note 2 and Division 60 of the *Australian Charities and Not-for-profits Commission Regulations 2022*.

### Basis for opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Association in accordance with the auditor independence requirements of the ACNC Act and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Emphasis of matter - basis of accounting

We draw attention to Note 2 of the financial report, which describes the basis of preparation. The financial report is prepared to assist the Association in meeting the reporting requirements of the *Australian Charities and Not-for-profits Commission Act 2012*. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

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## Independent auditor's report to the members of Northern Territory Working Women's Centre Incorporated

### Emphasis of Matter - Economic Dependence

We draw attention to Note 3.g in the financial report, which describes the Association's reliance on government and non-government funding for its continued operations. Our opinion is not modified in respect of this matter.

### Information Other than the Financial Report and Auditor's Report Thereon

The committee are responsible for the other information. The other information obtained at the date of this auditor's report is included in the committee's report, but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed on the other information obtained prior to the date of this auditor's report, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard

### Responsibilities of the committee for the financial report

The committee is responsible for the preparation of a financial report that gives a true and fair view and have determined that the basis of preparation described in Note 2 to the financial report is appropriate to meet the requirements of the ACNC Act and the needs of the members. The committee's responsibility also includes such internal control as the committee determines is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the committee is responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the committee either intends to liquidate the Association or to cease operations, or has no realistic alternative but to do so.

The committee is responsible for overseeing the Association's financial reporting process.

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## Independent auditor's report to the members of Northern Territory Working Women's Centre Incorporated

### Auditor's responsibilities for the audit of the financial report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the committee.
- Conclude on the appropriateness of the committee's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

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## Independent auditor's report to the members of Northern Territory Working Women's Centre Incorporated

### Auditor's responsibilities for the audit of the financial report (continued)

We confirm that the independence declaration required by the *Australian Charities and Not-for-profits Commission Act 2012*, which has been given to the committee of the Association, would be in the same terms if given to the committee as at the time of this auditor's report.

We communicate with the Committee regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

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### PERKS AUDIT PTY LTD

84 Smith Street  
Darwin NT 08

### FIONA C GORDON

Director  
Registered Company Auditor

Dated this 29th day of October 2025

Perks Audit Pty Ltd

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# HOW YOU CAN HELP

## Become A Member

NT Working Women's Centre welcomes new members. As a member, you can exercise voting rights and provide input to the governance of the association, as per the Association Act. For more information, visit [www.ntwwc.com.au/support-us](http://www.ntwwc.com.au/support-us).

## Make Donation

By donating to NTWWC, you are making a symbolic statement of your value, interest, and support for our work.

Your contribution will help us provide justice for employees, including workplace rights workshops to vulnerable women and represent women whose employers have breached the law.

To donate, complete the online payment form at [www.ntwwc.com.au/support-us](http://www.ntwwc.com.au/support-us). We appreciate all contributions.

Donations are tax deductible, and you will receive a tax invoice upon payment.

## Become A Volunteer

The NTWWC is supported by volunteers who work alongside staff to provide support and make a real difference in the lives of women seeking assistance for work related issues in the Northern Territory. Volunteers are local community members that bring various knowledge, skills and attributes to our service. To learn more about how to support us, visit: [www.ntwwc.com.au/support-us](http://www.ntwwc.com.au/support-us)

## Provide Us Feedback

Visit our website and complete our feedback form (<https://form.jotform.com/ntwwc/online-general-feedback-form>) to let us know how we are doing.

## Join Our Committee Of Management

We are always interested to hear from women who are passionate about women's rights at work and have governance knowledge and skills. If you are interested in joining our Committee of Management, please contact us.



## Contact NTWWC:

[www.ntwwc.com.au](http://www.ntwwc.com.au)

[admin@ntwwc.com.au](mailto:admin@ntwwc.com.au)

 @ntworkingwomenscentre

 NT Working Women's Centre

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# ANNUAL REPORT 2024-25

