

2022 - 2023 Annual Report



NT
WORKING
WOMEN'S
CENTRE



322 case work assistance



2,586 client contacts



95% individual client satisfaction



82% new clients



We progressed our database updates and anticipating completion by the end of the year.



20 Law reform submissions and consultations undertaken.

4 Joint submissions as part of the National Working Women's Centres

▶ NTWWC are excited to partner with the Central Australian Women's Legal Service (CAWLS) and received funding through the NT Attorney-General's Department to deliver a series of workplace training on Equality and Respect supported by Our Watch to promote intersectional gender equality and prevent sexual harassment in addition to other forms of gender-based violence.

▶ NTWWC was selected by the Real Estate Institute of the Northern Territory (REINT) as its charity recipient for this year's fundraising efforts at their International Women's Day lunch in Darwin.

▶ We appeared before the Senate Community Affairs committee to give evidence in relation to our submission to the Inquiry into the provisions of the Paid Parental Leave Amendment (Improvements for Families and Gender Equality) Bill 2022.

▶ We progressed our database updates and anticipating completion by the end of the year.

UPDATE- Recommendation 49 Funding - Are we there yet?

You would have heard us mention Recommendation 49 funding a few times since 2020, and we are routinely asked about what is happening with our and Working Women's Centres funding. Working Women Centres continued to advocate for the implementation of Recommendation 49 of the Australian Human Rights Commission's Respect@Work: Sexual Harassment National Inquiry Report into Australian workplaces-to support the establishment of WWC's across Australia, including a national peak body. WWC's, unions, government agencies, legal and other services participated in 2 consultations about WWC's service and funding models. At the time of drafting this report, WWC's received confirmation that whilst there is still some work to do, funding is expected in 2024.

Recommendation 49: Australian governments provide increased and recurrent funding to working women's centres to provide information, advice and assistance to vulnerable workers who experience sexual harassment, taking into account particular needs of workers facing intersectional discrimination. Australian governments should consider establishing or re-establishing working women's centres in jurisdictions where they do not currently exist.



Acknowledgement of country

NT Working Women Centre would like to acknowledge the traditional owners and custodians of the lands on which we operate, we acknowledge the water ways, the land, the sky and all who inhabit this country.

We would like to pay our respects to the Aboriginal and Torres Strait Islander Ancestors and Elders past, present, and emerging as we walk quietly and softly through the land with open hearts and open minds, following the footsteps left for us and continuing, on their path forward.

We acknowledge our past and stand here for our future.

We would like to especially acknowledge the ancestors, elders and leaders of the Yidinji people in far north Queensland including the Barunggan people, to the Arrernte people in Central Australia and back up to the Larrakia Nation in the Top End of the Northern Territory as the lands on which we live and work .



About Our Artwork

This year's theme for the NT Working Women's Centre (NTWWC) is transitions, as we transition; our leadership, team and move from funding insecurity to some certainty. We are still here but the journey has been long and ongoing. We continue to move forward and are proud to still be standing. We are grateful to many for this.

The artwork on the cover and the design of our report is by our talented Administration Officer, Billie Russo. The design incorporates our organisations colors with Billie using her knowledge of Indigenous art styles taught to her by her Nana.

The design is simple, women sit around campfires, representing the communities, camps and towns we all come from.

Sitting around a campfire represents storytelling and learning also known as "Yarning circles". Some of the camps connect and others do not, all have dots around them, representing the ebbs and flows of life, some ending abruptly, some starting in odd ways and some even overlapping all connected to us.

Much like the NT Working Women's Centre where some find us through the stories of those before them, some find us on their own and others are guided to us by those that cannot help but know who can. The footprints in the design remind us to stand firm in our beliefs and the lines are the barriers we create as protection.

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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

NT Working Women's Centre is a community based non-profit organisation with a mission to support women in the workplace. Established in 1994 with core funding from the Federal Government through the Department of Employment and Workplace Relations, and the Northern Territory Government, Department of Territory Families, Housing and Communities.

NT Working Women's Centre provides free confidential information, advice and referral to women about work-related matters. 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 & International Students
- living with disability
- from regional, rural and remote locations
- managing family responsibilities
- experiencing domestic, family and sexual violence
- living with mental illness
- young or senior workers
- trans & LGBTQI women

NTWWC assists women with a range of issues, including pay, working conditions, unfair dismissal, sexual harassment, superannuation, discrimination, work health and safety and bullying.

NT Working Women's Centre operates across the Territory with offices in Darwin and Alice Springs, and regularly assists clients from rural, regional and remote communities.

NTWWC Provides community education sessions on basic workplace right and responsibilities. In addition, we provide workplace training under our Work Aware training arm to help small and large organisations support women employees and create fair, safe and inclusive work environments.

Training topics include:

- Women's rights at work
- enterprise bargaining
- discrimination
- bullying
- negotiating with employers
- domestic violence as a workplace issue
- workplace relations systems.

Our Values

1. 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-centered, empowers women to make their own life decisions, accepts the personal as political and is inclusive of all women and gender diversity.
2. We are continuously committed to a process of continuous improvement.
3. We are committed to delivering culturally appropriate and safe services to Aboriginal and Torres Strait Islander and culturally and linguistically diverse women.
4. We are focused on financial sustainability and organisational longevity.
5. We strive to be a model employer and workplace by demonstrating good employment practices and those that support work, life and family balance.
6. We demonstrate good governance and accountability.



Report from the Chair

A key focus for 2022-2023 has been to ensure a strong and sustainable organisation...

This is my first Report as the Chair of the Northern Territory Working Women's Centre (NTWWC) Committee of management (COM), so I am excited to report on the amazing work undertaken during the 2022-2023 period. The last 12 months have been a remarkably busy period for the NTWWC, which is highlighted in this report.

On behalf of the NTWWC, Committee of Management (COM), I am pleased to introduce the 2022-2023 Annual Report.

Firstly, I congratulate our Director Nicki and staff and would like to acknowledge the magnificent work that continues to be done by NTWWC. The Centre is staffed by professional and committed people, who are making an exceptional contribution to women in the Northern Territory.

I wish to also thank COM members for their contributions and support throughout the reporting period.

In late 2022, our Chairperson, Alexia Hohipa-Wilson, and Vice Chairperson, Heather Smith, both resigned. On behalf of the COM and staff I thank these former COM members for their commitment and service to the NTWWC.

As noted in the 2021-2022 report, this period was a challenging time for us, due to the funding crisis for the NTWWC. In response, a key focus for 2022-2023, has been to ensure a strong and sustainable organisation so that we can continue to help women through our services and be certain that NTWWC is delivering the highest quality of services within our resources.

In 2022-2023, we welcomed funding from various sources. We received Recommendation 53 funding to work in partnership with the Central Australian Women's Legal Service (CAWLS) to deliver training to workplaces. We were also fortunate to receive a donation from the Building Employees Redundancy Trust. NTWWC remain grateful for all donations which will assist our service in driving progress for our service and our clients.

During 2022, the COM was able to work with the senior management and staff at NTWWC to finalise a new Strategic Plan for 2022-2025. The COM participated in a two-day workshop in Alice Springs with Matrix on Board that focused on the development of a new strategic plan.

Early this year, we saw the departure of our Acting Director, Alex Jeffares. During her time at NTWWC, Alex progressed some key initiatives including our strategic plan and data upgrades, which started in 2021. She also worked collaboratively with South Australia and Queensland Working Women's Centre's on Recommendation 49 funding. COM would like to thank Alex for her commitment and dedication!

At the same time, we also welcomed back our Director Nicki Petrou from twelve months' leave to work with the Royal Disability Commission.

There has also been important work done on COM member recruitment, updates to the NTWWC Delegations, and a review of our Constitution. These are important pieces of work as it will ensure we have effective governance and structures in place.

In addition, I am pleased to report that COM and staff representatives have started negotiations for a new enterprise agreement. It is anticipated that work on the new agreement will be finalised by the end of the year.

Overall, we had a busy year, and we had some great achievements, but we still have work that needs to be done!

Yours Truly,

Annette Wilson
Chair, Committee of Management





Report from the Director

A year of law reform, more law reform, consultations, reviews, and change!!

I was fortunate to have been provided an opportunity to take 12 months leave to work with the Royal Commission into Violence Abuse, Neglect and Exploitation of People with Disabilities, and grateful to have Alex Jeffares agree to sit in the hot seat during this period to continue with our lobby work for Recommendation 49 funding. It is great to be back-and thank you to the new NTWWC team for the warm welcome back.

What another year it has been!

We updated our Strategic Plan, reviewed our Constitution and Enterprise Agreement, and continued with the updates to our database. We increased our casework support for clients and have been engaged in many law reforms and consultations.

With the Federal Government's legislative reform timetable, NTWWC has been busy contributing to a total of 20 law reform submissions and participated in roundtable consultations in the 2022-2023 financial year including in relation to Rec 49 funding. This is by no means an easy feat for a small organisation who is determined to enable our clients' voices and experiences to be heard and ensure legislative reforms improve the outcomes for women/girls and gender diverse people.

We marched for International Women's Day (IWD), workers' rights on May Day and hosted 2 community events- IWD Quiz night and Hidden Heroes at Lake Alexander during the year.

We said goodbye to several members of our team, some after many years: Lianne Blanch, Stephanie Milosavljevic, Connie Lamanna, Botimi Russell, Priti Duffield and Alice Quinn, and our Committee of Management Members: Heather Smith, Yashneeta Arya, Anna Yffer, Maria Lovison, Renee Alexander and Mandy Taylor who will not be continuing after our AGM this year. We thank them for all their contribution to the Centre and wish them the best in their future endeavors.

At the same time, we welcomed Billie Russo, Samantha Ahmat, Botimi Russell, Janet Taylor and Jaylene Patten to NTWWC.

On a national level, we were sad to farewell Fiona Hunt, former Director/CEO of Basic Rights Qld/Working Women's QLD during the year. We are grateful to Fiona for her support, collaboration, and tireless advocacy, standing with us and fighting for the survival of NTWWC and the implementation of Recommendation 49 for over 3 years. Much thanks to you Fiona.

We pay our respects and deepest sympathy to our sister organisation in South Australia who lost their beloved Chair and massive supporter/advocate for working women's rights, Michelle Hogan in early 2023. Our thoughts are with WWCSA and Michelle's family and friends.

I have been asked constantly what is happening with our funding, specifically about recommendation 49 funding, since my return. Whilst progress has been slow, after many discussions and consultations, including the establishment of Working Women's Centre's (WWC's) in jurisdictions where they do not currently exist and a national peak body which has been on the wishlist of WWC's for a number of years. We are grateful and glad to hear that some funding is coming our way and to the other working women's Centre's, including the establishment of Working Women's Centre's in all remaining jurisdictions. An exciting time ahead for NTWWC and WWCs. Watch this space...

We are excited to be partnering and working with the Central Australian Working Women's Centre to develop and provide training on Workplace Equality and Respect supported by Our Watch. As we know NTWWC and Working Women's Centre's have long identified the need to work closely with workplaces to improve the culture, conditions, and outcomes for working women and workers in general. Thank you to Janet Taylor and Anna Ryan at CAWLS for their support over the past year.

None of this would be possible without the passion, dedication, commitment and work of our team and Committee. Thank you to our Chair, Treasurer and Finance Officer for their perseverance, efforts and support.

Finally, the NTWWC acknowledges and is grateful for the financial and other support of our funding bodies; the Federal Department of Employment and Workplace Relations, the Northern Territory Government, Territory Families, and Attorney-General's Department, Bert Funds and City of Darwin, our members, donors, and volunteers.

Nicki Petrou
Director



Our People



Mandy Taylor,
Darwin



Annette Wilson,
Darwin



Esther Nambiar,
Darwin



Annette Plowman
Darwin



Anna Yiffer,
Darwin



Michelle Lay,
Darwin

Our 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.

The Committee of Management welcomed and said good bye to Anna Yiffer, Yashneeta Arya and Maria Lovisan.

We acknowledge and thank Anna, Yashneeta and Maria for their contribution and time to the NTWWC.

Lost and Found

During the year, we welcomed Billie Russo, Samantha Ahmat, Janet Taylor and Sherree Smith to our team. The Centre also wishes to acknowledge members of our team that left us during the year, including our volunteers;



Alex Jefferas,
Acting Director



Connie Lamanna,
Administration Officer



Priti Duffield,
Projects Officer



Lianne Blanch
Administration Officer
Over 10 years of Service.



Botimi Russell,
Industrial Relations Officer



Alice Quinn,
Industrial Relations Officer



Stephanie Milosavljevic,
Senior Industrial Relations
Officer

Our Staff

The NT Working Women's Centre is incredibly lucky to be staffed by a team of passionate employees who bring a vast array of experience including in industrial relations and women's policy.

Their expertise in technical industrial relations matters and ability to listen and respond to women in need drives our success.

During the year, we welcomed Billie Russo, Samantha Ahmat, Janet Taylor and Sherree Smith to our team.



Sarah Jane-Hunt,
Remote



Nicki Petrou,
Darwin



Janet Taylor,
Darwin



Jaylene Patten
Darwin



Samantha Ahmat,
Alice Springs



Emily Kilpatrick,
Darwin

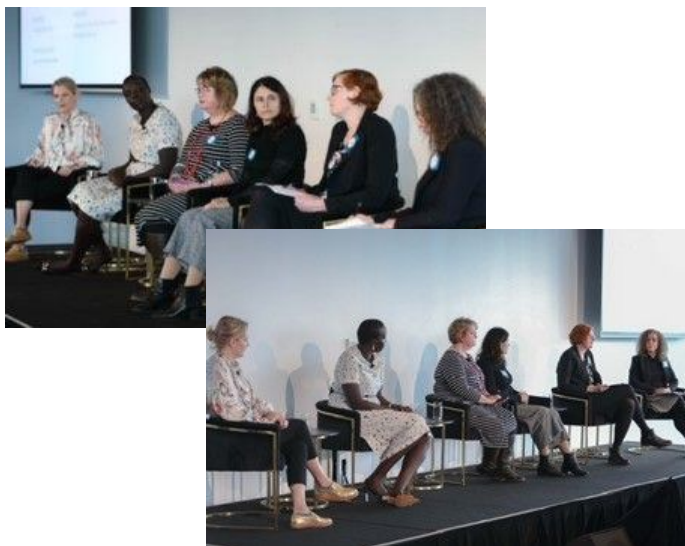


Kay Eade,
Remote



Billie Russo,
Darwin

Year in review



Respect@Work Forum 7 July last year in Sydney at the Museum of Contemporary Art.



NTWWC with the Central Australian Women's Legal Service (CAWLS).



Charles Darwin University (CDU) Womens collective for innovation and change dinner Dec 2022



Workers Day March May 1st 2023



Darwin Seniors Expo 2023

International Women's Day – Darwin March 2023

We hosted a quiz night for the community at the Casuarina All Sports Club to acknowledge and celebrate International Women's Day (IWD), with approximately 60 people attending of all ages and backgrounds. Minister Moss, then Minister for Gender Equity and Diversity spoke about IWD and the work of the NTWWC.

A former client, Emma Sharp shared her experience as a first-time mum with a premature baby requiring a long period of hospitalisation and an inflexible and conflicting parental leave provisions. Emma spoke about the work that she, with the assistance of the NTWWC and others undertook to lobby for change to the Federal laws in this area and was successful.

The event was intended to be accessible and inclusive. We provided activities for children such as art packs and 'goodie bags'. The activities were very popular with children, their families and carers.

The quiz activities for participants had questions involving achievements and milestones for women throughout history and across diverse spheres such as legal, political, entertainment including about evolving workplace rights, gender equality. This provided both an entertaining and educational experience, recognising and celebrating women, and International Women's Day. Prizes were awarded for winning teams and there was a silent auction of donated prizes on the night.



Hidden Heroes - June 2023

We hosted a free public event at Lake Alexander as a celebration of family and community- our Hidden Heroes, who supported us through the pandemic. This also provided an opportunity for community to come together and to learn about the NTWWC. NTWWC remained strong during COVID, responsive to the many changes that COVID brought, including the impact on workers and workplaces.

We provided a barbeque, live music from local musician, Melanie Grey, facepainting and a 'kid's corner' hosted by Fairy Jill, jumping castle, outdoor toys, and activities for children including those young at heart available through the Darwin City Council. Thank you to everyone who came and to those who helped on the day. Special thanks to the Honourable Kate Wordern, Minister for Territory Families who came in support and pitched in on the day.





Nicki Petrou and Alexandra Jeffares

International Women's Day in the Park March 2023



May Day 2023



A visit from our founder Trish Crossin, August 2022



Real Estate Institute of the Northern Territory (REINT) International Women's Day lunch in Darwin



Strategic Planning meeting - Alice Springs September 2022

Business Overview

1

Clients

Easily accessible service whose profile is well known in the territory.

Strategic Goals

- Develop tailored marketing & Communications plan
- Provide projects and activities in regional & remote locations in partnerships with communities to reach more women.
- Utilise partnerships with key stakeholders to make our services more accessible.
- Provide a supportive environment where all women including Aboriginal and Torres Strait Islander and culturally & linguistically diverse women feel culturally safe, and accessible to people with disabilities.
- Have sufficient staff who are adequately skilled to match service demands.

Effective Measures

- NTWWC Becomes a recognisable 'household name'.
- Regional and remote communities are aware of NTWWC resulting in increased client numbers.
- NTWWC undertakes joint projects and activities with relevant stakeholders.
- NTWWC is the service provider of choice for women of all backgrounds.
- High satisfaction received from client feedback and evaluation data to demonstrate high quality of service for client needs.

2

Education & Training

Training and community education to all women and business 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 organisations on relevant topics achieving workplace safety and 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.

Effective Measures

- NTWWC is engaged and through targeted approaches to provide workplace training and meets targets for delivery of community education to all cohorts
- NTWWC demonstrates delivery of workplace training of large and small organisations.
- NTWWC is recognised as a quality provider of workplace relations training and education and receives positive feedback/referrals.
- NTWWC has provided online training, face to face training and webinars to a range of stakeholders.
- NTWWC has successfully delivered training in collaborations with WWCs and other relevant stakeholders.

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.

Effective Measures

- All NTWWC staff and COM will have a supportive workplace culture, and professional development is ongoing.
- NTWWC has a robust risk management plan, that is used and reviewed regularly.
- COM and staff undertake regular ongoing professional development relevant to the needs of NTWWC.
- NTWWC has 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 are enhanced & can be used to demonstrate impact to understand clients' needs.
- Utilise our body of knowledge and analytical evidence to lead advocacy and drive systemic change.
- Continue to develop body of knowledge and data collection to inform training and information sharing.

Effective Measures

- Quantitative and qualitative NTWWC data drives and underpins advocacy work and is published and shared in sector.
- NTWWC uses data to create topical, informative and accurate information sessions, training modules and 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 safety & equity in the workplace both locally/nationally and invited to participate in forums, advisory committees, and contribute to reform etc.
- NTWWC will have strong relationships with like-minded service organisations, sharing data where applicable for maximum impact.

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 issue
- regional, rural, remote workers
- women with disabilities
- eligible small business owners

This year we had an increased focus on reviewing and updating our factsheets in line with the extensive reforms taking place in workplace, work health and safety and discrimination laws and procedures.

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 other Working Women's Centres to deliver training on topics such as sexual harassment in the workplace.

Client Outcomes and Data

This year we had

2,586

Client Contacts

322

Case work Clients



Case-work clients receive a higher level of support, often including advocacy and representation in forums such as the Fair Work Commission and the NT Anti-Discrimination Commission. It also involves negotiating directly with employers towards resolution of workplace issues. This is often preferred by clients as a swifter avenue to resolve their matter than formal complaints processes. Our approach is especially effective when small business employers are unclear about their obligations and grateful for our guidance. This is especially important as it ensures women's workforce participation and economic security continue.

In the last 12 months, our statistics highlights the important role our service plays in the resolution of workplace disputes, resulting in the maintenance of employment.

See casework data - outcomes and impact table.

Case Studies



Case Study 1:

Nelly* – Rolling Contracts and Parental and other entitlements

Nelly had worked for her organisation for 5 years on rolling contracts. She was pregnant and needed to know her parental and workplace rights. She was offered another 12-month employment contract. The contract date ended before her return to work, which created employment insecurity and uncertainty. Additionally, Nelly's pregnancy was deemed high risk requiring her to take her leave much earlier than her due date.

Nelly requested support to advise her HR department of her impending pregnancy and parental leave and sought an extension of her the contract offered to ensure it covered the period while she was away. Nelly also arranged to access some of her leave entitlements prior to the birth of her baby.

Nelly was successful in receiving an extension to her contract, so her job was secure for when she returned to the workforce. Although her organisation was agreeable to Nelly taking long service leave, she did not have sufficient accrued long service leave. Nelly was also concerned that she may need longer than 12 months maternity leave if she could not find suitable child-care. She was advised of her option to request further leave as unpaid and about changes later in the year to Fair Work legislation limiting an employers' ability to consistently rollover employee contracts on a fixed term.



Case Study 2

Manuela* – Harsh Termination- Not Redundancy

Manuela had worked for her employer for 14 years. She was called into a meeting with her employer without advising her of the reason. Manuela was advised that she was being considered for a redundancy, and to think about alternatives. Later in the day, she was asked to hand in her keys, and was walked off the premises, advising her to return to work on Friday for another meeting.

Manuela explained that she felt like she was being treated as a criminal and called our service to ask for advice and information regarding her entitlements. She was advised of her entitlements, and about a proper redundancy process.

The treatment that Manuela received was unfair, unjust, and unreasonable, and not within the guidelines of redundancy best practice. She was advised of her options including to lodge an unfair dismissal application.

Armed with this information, Manuela had the confidence to ask for her full entitlements and negotiated additional terms. From the document provided, NTWWC assessed that her employer had significantly miscalculated her long service leave entitlement.

*Names and identifying details have been changed to protect client confidentiality.



Case Study 3: Violet*– Disability Discrimination

Violet approached our service because her workplace was not accommodating her special needs and instead was attempting to terminate her on the ground that she was unfit to work.

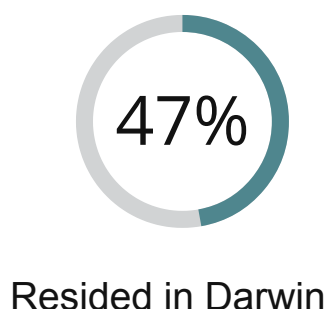
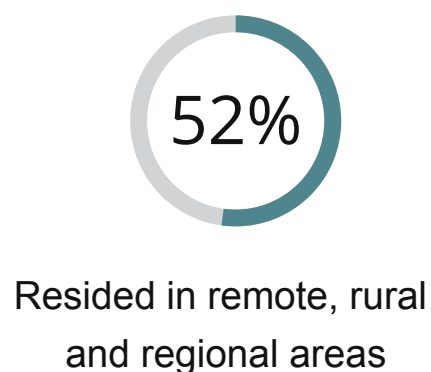
NTWWC explained the different options that were available to Violet including an application to the NT Anti-Discrimination Commission (ADC) which would enable her to seek an interim order preventing her workplace from completing their termination process.

Throughout the NT ADC process, NTWWC helped Violet draft submissions and provide her with more information to support her case.

What our Data tells us

Our Clients (overall):

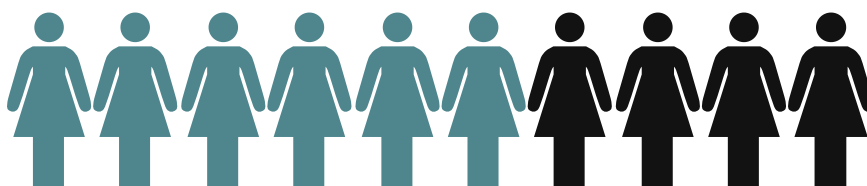
24%
were of Culturally
and Linguistically
diverse backgrounds



19%
were First
Nations

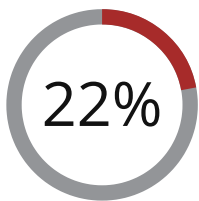


21% Identified as having disability

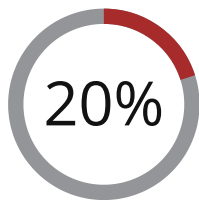


Our greatest source of referrals came from:

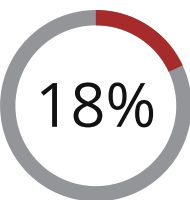
Community organisations



Personal Contacts



Federal Government Agencies



This data indicates to us that we are well connected to the service landscape in the NT, and members of the community familiar with the NTWWC are comfortable recommending our services to others.

What our clients say

"It was very helpful and informed and really appreciated that I was able to access some guidance. Previously I felt really isolated and alone. I am very thankful for the service."	"I could talk through my workplace issues in a safe environment."	"I gained confidence and/or self-esteem "
	"Provided me with helpful and accurate advice, supported me to advocate for myself and ensure my well-being was okay throughout the process."	"I now have better knowledge and skills to protect myself from a similar issue in the future."
"I have options to manage my employment issues."	"I felt empowered during the process."	"It had a positive impact on my life. "

What we are seeing:

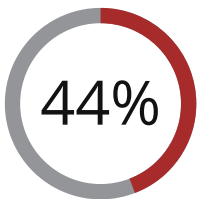
Successive years of NTWWC data depict the issues women seek our assistance for remain consistent with some variation based on any emerging issues or changes in law or policy.

Our data shows that our clients continue to seek most assistance for issues such as workplace conditions, entitlements, bullying, harassment and work health and safety issues. Our top 6 issues during the 12-month period to 30 June 2023:

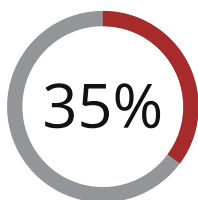
- 1. WH&S (including bullying)
- 2. Workplace bullying and harassment.
- 3. Workers' compensation
- 4. Performance/conduct
- 5. Remuneration
- 6. Termination (unfair dismissal)

Data related to all case work clients (compared to all client contacts) are as follows:

Clients from regional, rural and remote locations



Clients from private sectors



Although there was a fairly equal spread across all 3 sectors, private, public and the community this financial year.

The majority of case work clients work in health and community services.



Discrimination and the law

There have been significant changes in discrimination laws in the Northern Territory with modernisation of the Anti-Discrimination Act, and at a federal level, improving the laws, protections, and responses to sexual harassment, including as a work, health, and safety issue. Disability discrimination, discrimination based on family responsibilities and sexual harassment were the **3** leading areas clients sought assistance in relation to discrimination, although clients do not always identify their issue as discrimination.

The data above demonstrates some consistent issues with NT workplaces and that NTWWC provides services to vulnerable members of our community experiencing severe and complex circumstances. The outcomes data highlights the tangible financial or other results, including the preservation of employer-employee relationships and compliance with the law. 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 clear through client evaluation feedback, follow up case work or because a client has informed us of the outcome of their matter.

In the last 12 months, we have seen an increase in the number of clients requiring greater support and representation. NTWWC were able to dedicate more resourcing following some additional funding to provide increased advocacy and support for clients, (including systemic advocacy). This often involves providing quite intensive support for clients through a very difficult time in their life. This sometimes means working together with other agencies to provide wrap around support and assistance.

The data in the Outcomes and Impacts table describes the positive impact of our service, where it is known. This also highlights the critical role we play in resolving conflicts between employer-employee, resulting in the maintenance of employment where it is safe and appropriate and therefore provides economic security.

Systemic advocacy and consultations

This year the NTWWC participated in **20** Law reform submissions and consultation. Some of these include:

- Good Practice Indicators Framework for Addressing Workplace Sexual Harassment Consultation.
- Jobs and Skills Summit Issues Paper.
- Inquiry into Wage Theft and Legislative frame works in the Northern Territory.
- Review of Legislation and the Justice Response to Domestic and Family Violence in the Northern Territory.
- Submission on the Fair Work Legislation Amendment (Protecting Worker Entitlements) Bill.
- Paid Parental Leave Amendment (Improvements for Families and Gender Equality) Bill.
- Review of the Fair Work Act 2009 small claims procedure.
- Draft Sexual Harassment Disputes Benchbook.
- ANROWS Migrant and Refugee Women's Sexual Harassment in the Workplace Study Roundtable.
- Review into an Appropriate Cost Model for Commonwealth Anti-Discrimination Laws.
- Consultation into the Establishment of a Domestic, Family and Sexual Violence Resource Centre.
- Roundtable - Updating the Fair Work Act to provide stronger protections for workers against discrimination, adverse action and harassment.
- Small Claims Review Tripartite approaches to the recovery of unpaid employee entitlements and,
- Our Watch Consultation on the Government Action Plan to Prevent Violence against women with disabilities.

Casework Data - Outcomes and Impact	Number of Women	Percent
Employer Complied As a result of NTWWC services, the employer of the client complied with relevant industrial legislation	40	25.64%
Employee Complied As a result of NTWWC services, the employee complied with relevant industrial legislation	40	25.64%
Maintained employment The employee was able to resolve their workplace issue to the extent that they were able to remain in their job.	63	40.38%
New Employment NTWWC does not assist clients to find new employment, however, a by-product of our support can be women gaining the confidence they need to seek alternative employment and depart negative workplace environments.	23	14.75%
Received entitlements 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 as part of a broader complaint to the Fair Work Commission, Fair Work Ombudsman or NT Anti-Discrimination Commission	16	10%
The total sum of monies NTWWC obtained on behalf clients was \$109,322.		
Financial Settlement 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 the NT Anti-Discrimination Commission.	12	7.69%
The total sum of settlement monies NTWWC obtained on behalf of clients was \$255,376.		
Maintained Positive Relationship The employee and employer maintained a positive relationship despite the presence of a workplace issue.	30	19.23%
Dispute Resolved At the last point of contact with NTWWC the client no longer had an issue with their employer.	36	23.08%
Avoided Unmeritorious Claims 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.	48	30.77%
Example: a client is terminated unfairly after two months of employment & wishes to lodge an unfair dismissal claim against their employer. NTWWC explains the qualifying period for unfair dismissal there for preventing an inappropriate claim. NTWWC then explores more viable options with the client.		

Our Supporters, Partners and Acknowledgements

Our Funders

Our work would not be possible without funding assistance. We are extremely grateful for funding received from:

- Northern Territory Department of Territory Families, Housing and Communities and Office of Gender Equity and Diversity
- Northern Territory Attorney-General Department and Central Australian Women's Legal Service
- Federal Government Department of Employment and Workplace Relations
- Bert Fund
- City of Darwin

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)
- Bert Fund
- Brian Kelleher
- Cathy Spurr, Halfpennys Lawyers
- Central Australian Women's Legal Service (CAWLS)
- Kingston-Reid Lawyers
- Maurice Blackburn Lawyers
- Multicultural Community Services of Central Australia (MCSCA)
- Our Watch
- Real Estate Institute NT (REINT)
- Shine Lawyers
- Smith Street Social
- Working Women's Centre SA

Acknowledgements

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

- Northern Territory Minister for Women Lauren Moss and Territory Families, Housing and Communities
- Sarah Burchett, Territory Families, Housing and Communities, Office of Gender Equity and Diversity
- Kate Jenkins, Federal Sex Discrimination Commissioner
- Trish Crossin
- NT Anti-Discrimination Commission
- Abbey Kendall Working Women's Centre SA
- Fiona Hunt, and Claire Moore, Basic Rights Queensland
- Amy Williams, Maurice Blackburn Lawyers
- Voyia Ferraz
- Sue and Hugh Bradley
- Shelley Williams, Kat Bennett, Sophie Baartz, Kingston Reid
- Luke Gosling, MP Member for Solomon
- Neda Vanovac
- Senator Malarndirri McCarthy
- Myra Fordham
- Georgia Schmidt
- Robin MacGilvray
- Sherree Smith
- Jessica Lane
- Bevin Lane
- Emma Sharp
- Janet Taylor
- Central Australian Women's Legal Service
- Casuarina All Sports Club
- Our Watch

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
FINANCIAL STATEMENTS
for the year ended 30 JUNE 2023**

SUSANNE LEE & ASSOCIATES PTY LTD

CERTIFIED PRACTISING ACCOUNTANTS

Phone: 0418897757
Email: suelee@bigpond.net.au
PO Box 475 Mudgeeraba QLD 4213
ABN: 29 161 528 481

**NORTHERN TERRITORY WORKING WOMEN'S CENTRE
INCORPORATED**

FINANCIAL STATEMENTS - 30 JUNE 2023

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NORTHERN TERRITORY WORKING WOMEN'S CENTRE INCORPORATED
FINANCIAL STATEMENTS - 30 JUNE 2023

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STATEMENT BY THE MANAGEMENT COMMITTEE

for the year 30th June 2023

In our opinion –

- (a) the accompanying financial report as set out on pages, being a special purpose financial statement, is drawn up so as to present fairly the state of affairs of the Association as at 30th June 2023 and the results of the Association for the year ended on that date;
- (b) the accounts of the Association have been properly prepared and are in accordance with the books of account of the Association; and
- (c) there are reasonable grounds to believe that the Association will be able to pay its debts as and when they fall due.

We confirm as follows:

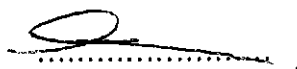
- (a) The name of each committee member of the association during the relevant financial year were:

Chairperson: Alexia Hohipa-Wilson (until 10/10/2022)
Vice Chairperson and Acting Chairperson: Heather Smith until (21/11/2022)
Secretary/Public Officer: Annette Wilson until (20/11/2022) and Vice Chairperson/Acting Chairperson
Secretary/Public Officer: Yashneeta Arya (until 16/5/2023)
Treasurer: Michelle Lay
General Committee: Annette Plowman, Esther Nambiar, Madeleine Thorpe (until 16/10/2022), Mandy Taylor & Anna Yffer (until 16/1/2023), Renee Alexander, Maria Lovisan

- (b) The principal activities of the association during the financial year were:- Provide information, advice, support, training and representation to NT women about work related issues.

The net surplus of the association for the relevant financial year was: **\$120,925.33**

Signed at Darwin on 27/10/23



Chairperson



Committee Member/Treasurer

SUSANNE LEE & ASSOCIATES PTY LTD

CERTIFIED PRACTISING ACCOUNTANTS

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15 Tong Luck Street Millner NT 0810
Mobile 0418 897 757

INDEPENDENT AUDIT REPORT TO THE MEMBERS OF NORTHERN TERRITORY WORKING WOMEN'S CENTRE INCORPORATED for the year ended 30 June 2023

Scope

I have audited the attached special purpose financial report of the Northern Territory Working Women's Centre Incorporated for the year ended 30 June 2023. The Association's committee is responsible for the information contained in the financial report and has determined that the accounting policies used are consistent with the financial reporting requirements of the entity's constitution and are appropriate to meet the needs of the members. I have conducted an independent audit of the financial report in order to express an opinion to the members of the Northern Territory Working Women's Centre Incorporated on its preparation and presentation. No opinion is expressed as to whether the accounting policies used are appropriate to the needs of the members.

The financial report has been prepared for distribution to the members for the purpose of fulfilling the Association's financial reporting requirements under its constitution and the *Associations Act*. I disclaim any assumption of responsibility for any reliance on this report or on the financial report to which it relates, to any person other than the members, or for any purpose other than that for which it was prepared.

My audit has been conducted in accordance with Australian Auditing Standards. My procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial report, and the evaluation of accounting estimates. These procedures have been undertaken to form an opinion as to whether, in all material respects, the financial report is presented fairly in accordance with the basis of accounting described in Note 1 to the financial report and the requirements of the *Associations Act*. These do not require the application of all Accounting Standards. The audit opinion expressed in this report has been formed on the above basis.

Audit Opinion

I have audited the Statement of Income & Expenditure and the Balance Sheet for the Northern Territory Working Women's Centre Incorporated. In my opinion these financial statements:-

1. Comply with Australian Accounting Standards and have been audited in accordance with Australian Auditing Standards and generally accepted audit practises to the extent they are not inconsistent with the standards; presents a true and fair view of the projects for the period; and
2. I hereby certify that all the funds paid under the Funding Agreement between the Commonwealth of Australia (Department of Employment and Workplace Relations) and the Northern Territory Working Women's Centre Incorporated has been expended in accordance with the Terms of the Agreement.
3. I hereby certify that all the funds paid under Funding Agreement between the Northern Territory of Australia (Office of Gender Equity and Diversity) and the Northern Territory Working Women's Centre Incorporated has been expended in accordance with the Terms of the Agreement.



SUSANNE LEE, FCPA
DATED: 2/08/2023

SUSANNE LEE & ASSOCIATES PTY LTD IS A CPA PRACTICE
Liability is limited by a scheme approved under Professional Standards legislation



NORTHERN TERRITORY WORKING WOMEN'S CENTRE INCORPORATED

PROFIT & LOSS

July 2022 through to June 2023

	THIS YEAR	LAST YEAR
INCOME		
Non-Grant Income		
Donations Received		
Cash/Cheque	\$3,942.20	\$591.00
NTWWC Website Donations	\$230.00	\$6,284.75
BERT Donations	\$250,000.00	\$250,000.00
Fundraising	\$180.00	\$1,311.82
Membership		
NTWWC Membership	\$181.80	\$199.98
Training Income		
Work Aware	\$0.00	\$1,365.00
Interest Income		
Interest Recieved/Accured	\$1,812.34	\$124.60
Total Non-Grant Income	\$254,172.20	\$258,240.75
Grants		
Grant - Territory Families Core 2022-27	\$194,000.00	\$0.00
Grant - Territory Families Interim 2021	\$0.00	\$136,363.64
Grant - Fed AG Interim	\$0.00	\$100,000.00
Grant - Fed DEWR	\$350,000.00	\$0.00
Grant - Fed Govt AG Unexp Carried forward	\$175,000.00	\$0.00
Grant - NT ITT Grant	\$31,734.55	\$151,220.00
Grant - DITT Work Stay Play	\$1,000.00	\$0.00
Grant - City of Darwin Hidden Heroes	\$9,830.00	\$0.00
Grant - City of Darwin Unexpended Hidden Heroes	(\$2,165.32)	\$0.00
Grant - TFHC OGED IWD 2023	\$1,500.00	\$0.00
Total Grants	\$760,899.23	\$387,583.64
Total INCOME	\$1,017,245.57	\$647,460.79
Expenses		
Administration		
Advertising	\$2,174.50	\$1,001.86
Audit Fees	\$3,000.00	\$3,000.00
Bank Fees	\$47.48	\$157.23
Bookkeeping/Financial Consult	\$14,680.00	\$0.00
Consulting Fees	\$10,882.66	\$0.00
Furntiure & Equipment < \$5k	\$602.59	\$10,469.93
Catering	\$776.27	\$0.00
Cleaning	\$3,570.00	\$2,478.00
Computer & Database maintenance	\$19,730.58	\$20,164.52
Work Aware Exp Inc Contractor Fees	\$0.00	\$9,113.21
Electricity	\$3,337.93	\$3425.08
Insurance	\$14,235.71	\$7,784.53
Meeting & Planning	\$5,000.48	\$4,415.32
Memberships & Subscriptions	\$4,450.49	\$4,211.35
COM Training/Strategic Planning	\$1,412.05	\$0.00
Photocopier	\$2,065.13	\$680.95
Postage	\$584.23	\$564.33
Promotions	\$11,286.50	\$9,475.83
Rent	\$36,480.65	\$34,358.00
Repairs & Maintenance	\$1,150.53	\$0.00
Resources	\$57.22	\$701.83
Security	\$0.00	\$482.25
Stationary	\$768.64	\$1,337.74
Telephone & Internet	\$10,904.34	\$13,052.14
Translation & Interperating	\$641.55	\$633.12
Travel & Accommodation	\$25,362.30	\$20,279.22
Websites	\$2,111.18	\$1,186.16
Total Administration Expenses	\$175,313.01	\$147,002.60

NORTHERN TERRITORY WORKING WOMEN'S CENTRE INCORPORATED

PROFIT & LOSS

July 2022 through to June 2023

	THIS YEAR	LAST YEAR
Staff Related Expenses		
Employee Provisions Transfer	\$0.00	\$9,773.00
Staff & Committee Amenities	\$906.61	\$2,536.10
Staff Development	\$7,748.55	\$5,699.73
Superannuation	\$85,575.30	\$53,077.10
Wages & Salaries	\$603,289.96	\$380,819.80
Workers Compensation	\$14,986.75	\$1,037.81
Total Staff Related Expenses	\$712,507.17	\$452,943.54
Total EXPENSES	\$887,820.18	\$599,946.14
Operating PROFIT	\$129,425.39	\$47,514.65
Other Income		
Total Other Income	\$0.00	\$0.00
Other EXPENSES		
Transfer to provisions	\$0.00	\$30,000.00
Maternity Leave Allocations	\$3,750.03	\$5,000.00
Long Service Leave Allocations	\$3,750.03	\$5,000.00
WSP Grant Payment	\$1,000.00	\$0.00
Total Other Expenses	\$8,500.06	\$40,000.00
Net PROFIT/(LOSS)	\$120,925.33	\$7,514.65

NORTHERN TERRITORY WORKING WOMEN'S CENTRE INCORPORATED

BALANCE SHEET

July 2022 through to June 2023

	THIS YEAR	LAST YEAR
ASSETS		
Cash at bank/On Hand		
WBC Cash Management	\$419,575.41	\$378,689.07
WBC Invested Funds	\$65,179.37	\$64,522.90
WBC Gift Fund	\$48,196.50	\$45,990.78
WBC Term Deposit	\$203,631.94	\$202,955.79
Petty Cash	\$0.00	\$100.00
Total Cash at Bank/On Hand	\$736,583.22	\$692,258.54
Other Current Assets		
Trade Debtors	\$107.80	\$0.00
Total Assets	\$736,691.02	\$692,258.54

NORTHERN TERRITORY WORKING WOMEN'S CENTRE INCORPORATED

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BALANCE SHEET

July 2022 through to June 2023

	THIS YEAR	LAST YEAR
LIABILITIES		
Current Liabilities		
Grants in Advance/AG Interim	\$0.00	\$175,000.00
Grants in Advance/ NTGov DFSV	\$98,000.00	\$0.00
Unexpected Drant City of Darwin Hidden Heroes	\$2,165.32	\$0.00
Total Current Liabilities	\$115,988.26	\$184,784.52
GST Liabilities		
GST Collated	\$9.80	\$0.00
GST Paid	(\$219.63)	\$0.00
Total GST Liabilities	(\$209.83)	\$0.00
Current Provisions		
Provision for Audit/Consultant Fees	\$3,000.00	\$3,000.00
Provision - Furniture & Equipment	\$13,700.00	\$13,700.00
Provision - IT Equipment	\$20,000.00	\$20,000.00
Total Current Provisions	\$36,700.00	\$36,700.00
Payroll Liabilities		
Accured Wages/Super/Time in Lieu	\$11,150.59	\$0.00
Prov - Employee Entitlements	\$40,367.22	\$48,993.97
Total Payroll Liabilities	\$51,517.81	\$48,993.97
Non-Current Provisions		
Provision - Long Service Leave	\$13,797.16	\$17,602.16
Provision - Redundancies	\$100,420.85	\$100,420.85
Provision - Maternity Leave	\$26,045.28	\$22,295.25
Provision Short/Fixed Term Contracts	\$60,000.00	\$60,000.00
Provision for Strategic Reserve	\$15,044.37	\$25,000.00
Total Non-Current Provisions	\$215,307.66	\$225,318.26
Total LIABILITIES	\$419,303.90	\$495,796.75
NET ASSETS		
	\$317,387.12	\$196,461.79
EQUITY		
Retained Equity	\$196,461.79	\$188,947.14
Current Year Earnings	\$120,925.33	\$7,514.65
Total EQUITY	\$317,387.12	\$196,461.79

NORTHERN TERRITORY WORKING WOMEN'S CENTRE INCORPORATED
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
for the year ended 30 June 2023

1. SUMMARY OF ACCOUNTING POLICIES

The accounting policies adopted by the Association are stated in order to assist in a general understanding of the financial statements. These policies have been consistently applied except as otherwise indicated.

Reporting entity

The association is not a reporting entity because in the committee's opinion there are likely to exist users who are able to command the preparation of reports tailored so as to satisfy all of their information needs, and these accounts are therefore "special purpose accounts" that have been prepared solely to meet the requirements of the Constitution and the *Associations Act*.

The financial statements cover Northern Territory Working Women's Centre Incorporated as an individual entity. Northern Territory Working Women's Centre Incorporated is a not-for-profit Association incorporated in the Northern Territory under the *Associations Act (NT) 2003 (as modified by Part 3, Division 2 of the Stronger Futures in the Northern Territory Regulations 2013)* ('the Act').

The functional and presentation currency of Northern Territory Working Women's Centre Incorporated is Australian dollars.

Comparatives are consistent with prior years, unless otherwise stated.

The accounting policies adopted by the Association are stated in order to assist in a general understanding of the financial statements. These policies have been consistently applied except as otherwise indicated.

Accounting policies

The financial report has been prepared under the historical cost conventions and does not take into account changing money values except to the extent that they are reflected in the revaluation of certain assets.

In order for the financial report to present fairly the state of affairs of the Association and the results of the Association for the year, Australian Accounting Standards have been adopted to the extent disclosed in this note.

- *AASB 101, Presentation of Financial Statements*
- *AASB 108, Accounting Policies, Changes in Accounting Estimates and Errors*
- *AASB 1031, Materiality*
- *AASB 1048, Interpretation of Standards*

Government Grants

Government grants are brought to account as income when the Association receives them. Unspent Grants are transferred to an appropriate liability account.

Assets

Current policy is to depreciate all purchases of a capital nature costing over \$5,000.

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.

Make a 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 make a donation, complete the online payment form at www.ntwwc.com.au/support-us.

We appreciate all contributions.

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

Provide us Feedback

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

Join our Committee of Management

We are always interested to hear from women who are passionate about gender equity, women's rights at work and have governance knowledge and skills.

If you are interested in joining our Committee of Management, please contact us.

Become a volunteer

If you are interested in assisting with events or offering your skills to the Centre we would like to hear from you.

Please email us at admin@ntwwc.com.au



Keep Up to date



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@company/work-aware/

Get in touch with us as www.ntwwc.com.au or
admin@ntwwc.com.au

Call us on (08) 8981 0655 or Freecall 1800 817 055

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