

# ANNUAL REPORT 2013/14



COMMUNITY EMPLOYERS WA

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# OVERVIEW OF COMMUNITY EMPLOYERS WA

## CEWA's objectives are:

- to create the capacity to allow organisations to improve salaries for staff so that they are fair and just;
- to secure a 30% increase in government funding to non-government, not-for-profit community service organisations in Western Australia;
- to ensure vital community services remain viable; and
- to improve the relationship with Government.

CEWA's operations are solely funded by its member organisations, which demonstrates both the commitment of these organisations and the importance they place on achieving CEWA's objectives. CEWA is registered as an Employer Organisation by the Industrial Relations Commission of Western Australia, under the provisions of the Industrial Relations Act 1979.

Community Employers WA seeks to collaborate and cooperate with existing peak and other representative bodies which have aims and objectives similar to CEWA. It is not a peak body. CEWA represents 125 not for profit community service organisations across WA.

## MEETINGS

The following Meetings were held, in accordance with the Rules of CEWA, Sections 10.1 and 14.2:

### Annual General Meeting:

28 November 2013

## BOARD MEMBERS

**President, Co-Chair** Appointed 23/11/2010  
Tony Pietropiccolo, Centrecare

**Secretary, Co-Chair** Appointed 23/11/2010  
Chris Hall, MercyCare

**Treasurer** Appointed 23/11/2010  
Tricia Murray, Wanslea Family Services

**Board Member** Appointed 23/11/2010  
Rhonda Adamsam, The Spiers Centre

**Board Member** Appointed 23/11/2010  
Sue Ash, UnitingCare West

**Board Member** Appointed 23/11/2010  
Joe Calleja, Richmond Fellowship of WA

**Board Member** Appointed 23/11/2010  
Ross Kyrwood, YMCA Perth

**Board Member** Appointed 23/11/2010  
Francis Lynch, Ruah Community Services

**Board Member** Appointed 23/11/2010  
Peter Sirr, Consultant

**Co-opted Member** Appointed 14/4/2011  
Irina Cattalini, WACOSS

**Co-opted Member** Appointed 6/6/2013  
Sheila McHale, Palmerston Association

### Board Meetings:

22 August 2013

24 October 2013

12 December 2013

20 February 2014

21 April 2014

26 June 2014

## CHAIRPERSONS' REPORT

In reflecting on the past 12 months, the saying 'may you live in interesting times', is very appropriate.

At a National level over the past year, we've seen the election of a new Federal Coalition government, a National Commission of Audit, a commitment from the Federal Government to repeal the ACNC Act and the Charities Act, the delivery of a Federal Budget which is aimed primarily at reducing the national debt, the establishment of the National Disability Insurance Scheme, and the initiation of reviews into Competition Policy and Federalism, just to name a few developments. Each of these has the potential to significantly impact on the sustainability of services provided by the Community Sector and link closely to the core objectives of CEWA.

CEWA has again been proactive in advocacy and representing employer members' issues across these major areas. Prior to the Federal election, we spent considerable time meeting with many Federal politicians, particularly from the Coalition, to impress upon them the importance of the Community Services Sector and the role that NFP organisations perform in enhancing civil society. Whilst we are conscious of the government's objective of prudent fiscal management, we remain of the belief that the burden should not be borne by the most marginalised and disadvantaged in our community.

Similarly, with the proposal to repeal the ACNC, we believe that the government needs to be clearer on its plans to regulate and support the sector. To date, whilst there has been some sector consultation, as we write, there remains significant

uncertainty as to the future reporting requirements and regulatory environment.

The multitude of reviews and inquiries initiated by the government, have consumed substantial resources across the sector over the past year. CEWA has endeavoured to respond and contribute to the shaping of the future direction of the support for the Community Sector. Through our submissions, our presentations at Senate inquiries and our meetings and dialogue with the government and the opposition, CEWA has continued to focus on the importance of the sustainability of services in the Community Sector and the benefits which ensue for the broader society.

At a State level, there continues to be a good working relationship between the Government and the Sector. The Partnership Forum membership has been renewed for another term, and three CEWA Board members - Chris Hall, Sue Ash AO, and Irina Cattalini, are continuing on as members of the Forum. Similarly the Funding and Contracting Working Group continues to be active and CEWA is well represented there through Francis Lynch, Sue Ash AO and our Executive Director. The work of this group is important in ensuring the DCSP Policy is implemented effectively, and is a worthwhile forum for raising concerns or issues around contracting and funding.

The establishment of the NDIS and the trial sites under both the Federal and State bodies is arguably the most significant development of the year and has the potential to permanently reshape the sector and the delivery of services. Whilst there are understandable benefits and much excitement with the prospect of participants and their carers having greater choice and control, from an employer's perspective, it does create many challenges and much uncertainty.

The cultural, financial, industrial and HR aspects for employers are still to be fully understood, and as highlighted in a recent Research report commissioned by CEWA in partnership with Curtin University, there are major risks for many stakeholders. CEWA will continue to play a role in keeping members informed on employer issues over the coming year and to advocate where appropriate on key areas.

Looking ahead, in addition to the NDIS rollout, CEWA will continue working on the implementation of our new Strategic Plan, focusing on our four key priorities of:

- Promoting the sustainability of Community Services,
- Engaging with Members and sector partners to support workforce planning
- Undertaking proactive advocacy and representation on employer related issues
- Maintaining a high level of governance

CEWA's financial position remains sound and the support received from members this year has again reaffirmed the need for the work we are undertaking on behalf of NFP employers in the sector.

We would like to thank Board members for their ongoing commitment to CEWA over the past 12 months. In addition to leading significant organisations, Board members give their time and knowledge freely to guide and contribute to discussion around many of the critical sector issues which are very relevant to CEWA members. The governance of CEWA continues to be sound and it was pleasing to see our membership numbers increase through the year.

We again thank our Executive Director John Bouffler for the work he has undertaken throughout the year. Much of what has been achieved over the past 12 months is a result of John's commitment to the sector and the objectives of CEWA,

and his support in working with members and broader sector stakeholders is appreciated.

Lastly, to all of our members we say thank you for your ongoing support. We continue to believe that the strength of CEWA lies in the collective voice of employers who are focused on delivering the best outcomes for people in need and the sustainability of services. Whilst change and uncertainty will continue, the collaboration and support shown by employers across the Community Services sector is often what differentiates us from other sectors, and will ultimately help us in improving the lives of those we assist.



**Tony Pietropiccolo AM**  
Co Chair  
President



**Chris Hall**  
Co Chair  
Secretary

## EXECUTIVE DIRECTOR'S REPORT

Since its establishment in 2008, CEWA has remained focused on three key objectives to:

- Seek the payment of fair and just wages for people working in the sector
- To ensure the ongoing and future viability of the delivery of sustainable community services by NFP's and
- To improve the relations between NFP Community Services sector employers and State and Federal Governments.

Some 6 years have passed since those objectives were set, and so in November 2013, the CEWA Board decided to survey members to determine whether they were still important. An overwhelming majority of respondents rated each of the key objectives as highly important, with the ongoing delivery of sustainably community services ranking the highest at 86%. The first and third objectives also rated highly important at 81% and 78% respectively.

Additionally, the advocacy and representation work of CEWA was rated at 92% as being a highly important part of the role of CEWA.

This feedback, together with the constructive comments on how CEWA could further enhance our work, was incorporated in our new 2014-2017 Strategic Plan sent out to members in June this year. The Plan will act as a road map for our direction and activities over the coming years and will assist us in staying focused on the key issues facing NFP employers in the sector.

The past 12 months have in many ways, been even busier than the preceding year. At a Federal level, the election of the new Coalition government in September 2013, brought a raft of policy changes, reviews

and inquiries. Whilst at an individual organisation level, it may appear possible to ignore these macro issues, in reality, they are likely to have an impact on every community services employer. The Government's stated intention to repeal and disband the ACNC, the adoption of parts of the National Commission of Audit and the review of Competition Policy, are all highly relevant to the sustainability of the services provided by CEWA members.

CEWA has contributed to these and other reviews, and has actively sought to work with the government, and the opposition in maintaining services to support people in need. One area in particular, which CEWA and many other representative bodies sought to influence, was the NPAH funding rollover by the Government. Whilst it was pleasing to see it extended, the additional one year term will end far too quickly and we will shortly need to again advocate on behalf of service providers, as to the importance of this funding being continued. We believe that service providers should be given at least six months' notice for the rollover or non-continuance of funding and we will continue to work with the government and relevant departments to see this implemented.

Throughout the year, CEWA has attended numerous forums, round table discussions and meetings across the community services sector with members of parliament, government bureaucrats and other sector stakeholders. Our advocacy on the importance of the NFP sector in strengthening the fabric of Civil Society and community connectedness, is an area we will keep promoting.

It is apparent that the sector is on the cusp of greater change than has been evidenced for some years. The changes may encompass the slowdown in traditional government funding due to the

pressures on Commonwealth and State debt levels, the broad banding of many government contracts and the new funding models which will progressively be rolled out under NDIS. There is also a growing sense that some of the services historically provided by Not-for-Profit organisations, may be attractive to for-profit organisations, and in particular large multi-nationals. There are unlikely to be simple solutions to these changes, however it will remain critical that NFP's in the sector continue to focus on outcomes, stay close to those they support and their funders, and that they maintain a highly competent workforce.

The governance of CEWA remains strong and we are in compliance with all reporting requirements to the WA Industrial Relations Commission. CEWA's financial position is sound, and the increase of my work to three days per week has enabled CEWA to undertake additional activities on behalf of members. CEWA continues to be hosted by UnitingCare West and our finances are expertly handled by Wanslea. I would like to again thank Sue Ash at UnitingCare West and Tricia Murray, Helen Mo and Romy Miranda and Wanslea for their ongoing guidance and assistance throughout the year.

The Board of CEWA has spent considerable time over the past 12 months working on the Strategic Plan, reviewing various reports and documents and attending numerous meetings with politicians and other government bureaucrats. We are very fortunate to have the support of many highly experienced and long-standing industry leaders across the CEWA Board and membership, and I am very appreciative of their generous contribution of time, resources and knowledge.

Over the coming year, CEWA will continue to keep members informed of relevant

employer related issues. We will also look to facilitate member forums on topics of interest and to represent members' views with politicians and other stakeholders. Our vision of *"the effective and efficient provision of sustainable community services in WA that are recognised as innovative, vital and diverse by the Government and the Community and funded appropriately"*, remains highly relevant in the current environment. With the collective voice of our 125 members, we believe we can and will continue to make a difference and we thank all members for your ongoing interest and support.



**John Bouffler**  
Executive Director

# FINANCIAL STATEMENT AND AUDITOR'S REPORT

## STATEMENT OF RECEIPTS AND PAYMENTS FOR 12 MONTHS ENDING 30 JUNE 2014



COMMUNITY EMPLOYERS WA

	<b>This Reporting Period</b>	<b>Same Period Last Year</b>
	<b>Ended: 30/06/14</b>	<b>Ended: 30/06/13</b>
	<b>\$</b>	<b>\$</b>
<b>OPENING BALANCE</b>	102,072	85,278
<b>RECEIPTS</b>		
Contributions	73,670	93,520
Memberships	140	60
<b>TOTAL RECEIPTS</b>	<b>73,810</b>	<b>93,580</b>
<b>PAYMENTS</b>		
Salaries and related costs	97,537	74,459
Suppliers	4,745	2,327
<b>TOTAL PAYMENTS</b>	<b>102,282</b>	<b>76,786</b>
<b>CLOSING BALANCE</b>	<b>73,600</b>	<b>102,072</b>

I hereby certify, to the best of my knowledge, information and belief, the information provided above is a true and fair reflection of the organisation's service activity during this period.

Signature:

A handwritten signature in black ink, appearing to read 'Tricia Murray', written over a horizontal line.

Name:

Tricia Murray

Position

Treasurer

Date:

29/10/14



## COMMUNITY EMPLOYERS WA

### Statement by the Board

The Board has determined that Community Employers WA (“CEWA”) is not a reporting entity and that this special purpose financial statement should be prepared in accordance with the accounting policies described in Note 1 to the financial statement.

#### **In the opinion of the Board:**

The Financial Statements on pages 5 to 6 of the Audited Accounts present fairly, in all material respects, the financial position of CEWA as at 30 June 2014 and the receipts and payments of CEWA for the year ended on that date.

At the date of this statement there are reasonable grounds to believe that CEWA will be able to pay its debts as and when they fall due.

This statement is made in accordance with a resolution of the Board and is signed for and on behalf of the Board by:



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**Board member:** James Christopher Hall

Date: 29/10/14

## COMMUNITY EMPLOYERS WA

### Secretary Statutory Declaration

REGULATION 79(2) OF THE INDUSTRIAL RELATIONS COMMISSION REGULATIONS 2005

I, James Christopher Hall, being the General Secretary of Community Employers WA of 456 Hay Street, Perth, sincerely declare as follows:

- (a) All relevant books and documents in relation to the financial affairs of Community Employers WA that were required to be provided, were provided.

This declaration is true and I know that it is an offence to make a declaration knowing that it is false in a material particular.

This declaration is made under the Oaths, Affidavits and Statutory Declarations Act 2005.

Declared at Perth.

Dated: 29/10/14



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James Christopher Hall

In the presence of:



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Signature of authorised witness

Brett Campbell (CPA – CD Ex Officio)

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Name of authorised witness and qualification as such witness



**DRY KIRKNESS**  
CHARTERED ACCOUNTANTS  
ABN 40 929 149 789

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Liability limited by a scheme approved  
under the Professional Standards Legislation.

## INDEPENDENT AUDITOR'S REPORT

### TO THE MEMBERS OF COMMUNITY EMPLOYERS WA

#### Report on the Financial Statement

We have audited the accompanying statement of receipts and payments of Community Employers WA for the year ended 30 June 2014, a summary of significant accounting policies and other explanatory information, and statement by the Board (together "the financial statement"). The financial statement has been prepared by the Board using the cash basis of accounting as described in Note 1.

#### The Board's Responsibility for the Financial Statement

The Board of Community Employers WA is responsible for the preparation and fair presentation of the financial statement and has determined that the basis of preparation described in Note 1, is appropriate to meet the reporting requirements of the constitution and the Industrial Relations Act 1979 (WA) and is appropriate to meet the needs of the members. The Board's responsibility also includes such internal control as the Board determines is necessary to enable the preparation of the financial statement that is free from material misstatement, whether due to fraud or error.

#### Auditor's Responsibility

Our responsibility is to express an opinion on the financial statement based on our audit. We conducted our audit in accordance with Australian Auditing Standards. Those standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial statement is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statement. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statement, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statement, 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 entity's internal control.

An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Board, as well as evaluating the overall presentation of the financial statement.

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

#### Opinion

In our opinion, the financial statement present fairly, in all material respects, the cash receipts and payments of Community Employers WA for the year ended 30 June 2014 in accordance with the cash basis of accounting described in Note 1 to the financial statement.

#### Basis of Accounting

Without modifying our opinion, we draw attention to Note 1 to the financial statement, which describes the basis of accounting. The financial statement has been prepared to assist Community Employers WA to meet the reporting requirements of its constitution. As a result, the financial statement may not be suitable for another purpose.

## Report on Compliance with Section 74 of the Industrial Relations Act 1979 (WA)

We have audited the compliance of the finance officials with the requirements of section 74 of the Industrial Relations Act 1979 (WA). The Board and management of Community Employers WA is responsible for compliance with the requirements of section 74 of the Industrial Relations Act 1979 (WA). Our responsibility is to express an opinion on the compliance of the finance officials with the requirements of section 74 of the Industrial Relations Act 1979 (WA), based on our audit conducted in accordance with Australian Auditing Standards.

#### Opinion

In our opinion the finance officials of Community Employers WA have complied with section 74 of the Industrial Relations Act 1979 (WA).



**DRY KIRKNESS**  
Chartered Accountants



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B ROTHMAN  
Partner

Date: 29/10/14  
West Perth  
Western Australia

## NOTES TO THE FINANCIAL STATEMENT

FOR THE YEAR ENDED 30  
JUNE 2014

### **Note 1. Summary of significant accounting policies**

This financial statement is a special purpose financial statement that has been prepared in order to satisfy the reporting requirements of the Board to its members. The Board has determined that the entity is not a reporting entity.

The financial statement covers Community Employers WA as an individual entity, CEWA is a body corporate registered as an organisation of employers under the Industrial Relation Act 1979 (WA).

The financial statement has been prepared on a cash basis of accounting, whereby receipts are recorded when received, payments are recorded when paid, and no assets or liabilities other than cash and bank balances held by Wanslea Family Services Inc on behalf of CEWA are recorded. Australian Accounting Standards, Australian Accounting Interpretations and other authoritative pronouncements of the Australian Accounting Standards Board are not applicable to the cash basis of accounting and therefore have not been applied.

### **Note 2. Administrator**

The books and records are maintained on behalf of CEWA by Wanslea Family Services Inc, a member of CEWA.

### **Note 3. Income Tax**

The principle of mutuality applies to the entity in that income received from members is not assessable and expenditure relating to such income is not deductible. Only non-member income is assessable to income tax. As there is no non-member income, no provision for income tax is required.

## MEMBERS AS AT 30 JUNE 2014

Aboriginal Legal Services WA  
Accordwest  
Activ Foundation Inc  
Advocacy South West Inc  
Advocare  
Albany Youth Support Association  
Alzheimers Australia WA  
Anglicare WA Inc  
ARAFMI  
Armadale Community Family Centre  
Association for Services to Torture  
& Trauma Survivors (ASeTTS)  
Association for the Blind WA  
Asthma Foundation WA Inc.  
Australian Red Cross WA  
Baptistcare  
Beehive Industries Inc  
BJL Connecting Communities  
Bluesky Community Group  
Bunbury Community Legal Centre  
Bunbury Pathways '92 Inc.  
Burdekin – Youth in Action  
Calvary Youth Services Mandurah Inc  
Care Options  
Centacare Employment and Training  
Centacare Family Services  
Centrecare Inc  
Child Inclusive Learning and Development  
Australia Inc (CHILD Australia)  
CLAN WA  
Coeliac Western Australia  
Communicare  
Community Housing Coalition of WA  
Community Legal Centres Association (WA)  
Inc  
Community Vision Inc  
ConnectGroups  
Continence Advisory Service of WA  
Cyrenian House  
Derbarl Yerrigan Health Services Inc  
Drug ARM WA Inc  
Ethnic Communities Council of WA  
Ethnic Disability Advocacy Centre  
Extra Edge Community Services  
Financial Counsellors Association of WA  
Inc.  
Family Support WA Inc  
Fremantle Multicultural Centre Inc  
Good Samaritan Industries  
Gosnells Women's Health Service  
Headwest  
Health Consumers Council (WA) Inc  
Holyoake The Australian Institute For  
Alcohol & Drug Addiction Resolutions  
Identity WA  
Inclusion WA  
Interchange  
Ishar Multicultural Women's Health Centre  
Inc  
Kids Camps Inc  
Koolkuna (The Eastern Region Domestic  
Violence Services Network Inc)  
LAMP Inc  
Lifeline WA  
Linkwest  
Margaret River Community Resource Centre  
Inc  
Meath Care Inc  
Melville Cares Inc  
MercyCare  
Metropolitan Migrant Resource Centre  
MIFWA  
Mission Australia  
Mosaic Community Care Inc  
Multicultural Services Centre of Western  
Australia Inc  
National Disability Services WA  
Ngala Family Resource Centre  
Nulsen  
Outcare (Inc)  
Palmerston Association Inc  
Parkerville Children Youth Care Inc

Pat Thomas Memorial Community House Inc  
Patricia Giles Centre  
Peel and Rockingham Volunteer Resource Centres  
Peel Community Living  
People with Disabilities (WA)  
Perth Home Care Services Inc  
Relationships Australia (Western Australia) Inc  
Richmond Fellowship  
Rise Network  
Rocky Bay Inc  
Ruah Community Services  
Secca  
Serenity Lodge  
Sexual and Reproductive Health WA  
Silver Chain  
Sorcit (formerly Midland Joblink)  
South Coastal Women's Health Services  
Southcare Inc  
Southside Care  
St Bartholomew's House  
St Patrick's Community Support Centre  
St Vincent de Paul Society  
Swan City Youth Service  
Swan Emergency Accommodation  
Technology Assisting Disability WA  
Tenancy WA  
The Gowrie (WA) Inc  
The Salvation Army  
The Spiers Centre Inc  
The WA Aids Council  
Therapy Focus Inc  
Uniting Aid  
UnitingCare West  
Uniting Church in the City  
Valued Independent People Inc  
Vincentcare  
Volunteer Task Force Inc.  
WA No Interest Loans Inc.

WANADA  
Wanslea Family Services Inc  
We Can Community Services  
Westcare Inc  
Western Australian Association for Mental Health  
Western Australian Council of Social Service Inc  
Women's Council for DFV Services (WA)  
Women's Health Resource Centre  
Women's Health Services  
Women's Healthworks  
Yaandina Family Centre  
YMCA Perth  
Youth Focus  
Youth Futures WA

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## CONTACT DETAILS

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Executive Director

Community Employers WA

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