

ANNUAL REPORT

2009/10

TABLE OF CONTENTS

OVERVIEW OF COMMUNITY EMPLOYERS WA	2
BOARD MEMBERS	2
MEETINGS	2
CHAIRPERSONS' REPORT	3
EXECUTIVE DIRECTOR'S REPORT	5
AUDITOR'S REPORT AND FINANCIAL STATEMENT	7
MEMBERS AS AT 30 JUNE 2010	12
CONTACT DETAILS	14

Overview of Community Employers WA

Community Employers WA (CEWA) was established in late 2007, by a group of 29 CEOs of non-government, not-for-profit community service provider organisations in Western Australia.

CEWA's concerns are threefold:

1. Staff in the community sector in WA are not paid fair and just salaries;
2. The community sector in WA needs a stronger and more meaningful relationship with Government; and
3. It is unlikely that community sector organisations will be able to continue to provide certain community services with current government funding levels.

CEWA's primary objective is to secure a 30% increase in government funding to non-government, not-for-profit community service organisations in Western Australia, to create the capacity to allow organisations to improve salaries and wages for staff so that they are fair and just and to ensure that vital community services remain viable.

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.

Community Employers WA was officially launched in November 2008. CEWA now has over 100 members.

Board Members

President, Co Chair	Tony Pietropiccolo, Centrecare
Secretary, Co Chair	Chris Hall, UnitingCare West
Board Member, Treasurer	Tricia Murray, Wanslea Family Services
Board Member	Sue Ash, WACOSS
Board Member	Joe Calleja, Richmond Fellowship of WA
Board Member	John Knowles, Good Samaritan Industries (GSI)
Board Member	Ross Kyrwood, Mission Australia WA
Board Member	Francis Lynch, Ruah Community Services
Board Member	Peter Sirr, Outcare
Co-opted Member	Mark Loader, UnitingCare West

Meetings

The following Meetings were held, in accordance with the Rules of CEWA:

First Annual General Meeting: 19 November 2009

Board Meetings: 1 September 2009
13 October 2009
9 November 2009
17 March 2010
25 May 2010

A Meeting of Founding Members was held on 1 October 2009.

Chairpersons' Report

The last 12 months have been significant in the formation and development of Community Employers WA (CEWA), with a number of key milestones achieved in that time.

In July 2009, CEWA employed its first Executive Director, James Lawton, and in September 2009, CEWA was formally registered as an Employer Organisation with the Western Australian Industrial Relations Commission. By March 2010, our membership had reached over 100.

The two key areas that CEWA has focussed on, and been involved in, are the Economic Audit Committee (EAC) Report implementation and the Equal Remuneration Pay Case at the Federal level.

Economic Audit Committee Implementation

The Economic Audit Committee Report was published in October 2009. Collaborative governance arrangements were established to enable the implementation of the EAC recommendations, with CEWA being included as a stakeholder. These governance arrangements include (but are not limited to) the Partnership Forum, Community Sector Funding Working Group, Community Building Steering Group and the Procurement in Partnership Working Group.

The Partnership Forum brings together senior representatives from State Government agencies and the community sector to address issues of mutual concern with a view to achieving beneficial outcomes for both sectors and for the community. Partnership Forum members are appointed by the Premier for a 12 month term. The Partnership Forum is chaired by Professor Peter Shergold AC, Macquarie Group Foundation Chair, Centre for Social Impact.

The Working Groups provide comment, reports and recommendations to the Partnership Forum.

The Partnership Forum reports to the Premier of Western Australia and will make recommendations to the Premier on the quantum of the current funding shortfall, and ways in which the Government and community sector can work together to ensure the future sustainability of vital community services to Western Australians. It is anticipated, at this stage, that an announcement regarding additional funding for the sector and future sector reform will be made before Christmas.

CEWA has been integrally involved in this process. CEWA Board Members are representatives (in their different capacities) on the following Working Groups:

- Partnership Forum: Chris Hall, Sue Ash
- Funding Working Group: Chris Hall, Sue Ash, Tricia Murray, John Knowles, James Lawton
- Community Building Steering Group: Joe Calleja, Tony Pietropiccolo
- Procurement Working Group: Francis Lynch

Pay Equity Case

CEWA has been working in partnership with the Chamber of Commerce and Industry of Western Australia (CCIWA), to present a submission to Fair Work Australia (FWA) on the current Pay Equity Case that is being lodged by the Australian Services Union at the Federal level. CEWA supports the increase in salaries for staff in principle, but only if any increases in salaries are fully funded by Federal and State Governments. The situation in Western Australia is complicated further as the Western Australian Government has not ceded its industrial relations powers to the Federal system, and as such, community sector organisations in WA may fit under either the State or Federal IR systems, while their funding comes from a combination of Federal, State and other sources. There has been no statement by the State Government yet as to whether it will fund any increases coming out of the FWA Case. Our thanks to Simon Bibby at CCIWA for his support during this year.

Support for CEWA

We have achieved much in the last twelve months, but have only been able to do this by building strong partnerships with the Western Australian Council of Social Service (WACOSS), the Chamber of Commerce and Industry of Western Australia (CCIWA), the Australian Services Union (ASU), the key Peak Bodies, National Disability Services, CEWA Members and the Government of Western Australia. We pass on our thanks to these partners and look forward to continuing to work with them over the coming year.

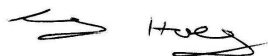
We would like to thank the Board of CEWA, the members of which have given their invaluable time and expertise, on top of an already hectic schedule. There are about to be a couple of changes to the composition of the Board. We have one Board Member that has decided not to renominate, John Knowles, Chief Executive Officer of Good Samaritan Industries (GSI).

On behalf of all the Board, we would like to thank John for supporting CEWA from its inception and providing excellent input both as a Board Member, but also initially as a Consultant in the formative stages of CEWA. John has, and we are sure he will remain, a key advocate for community sector issues, and we value the role that John plays enormously.

We look forward to welcoming a new Board Member, with the announcement of the member being made at the AGM.

The outlook for 2010/2011 is promising at this stage, as we see much needed reform take place in the this vital community services sector, and you can be assured that CEWA will continue to play its part in shaping this reform.

Finally, we would like to pass on our sincere thanks to all of our members for their support and input throughout the year, and for providing further financial contributions to ensure that CEWA remains viable for the next year. We could not have done what we have without that support, and for the real belief in what CEWA has been set up to do; that is, to secure an increase in government funding to non-government, not-for-profit community service organisations in Western Australia, to create the capacity to allow organisations to improve salaries and wages for staff so that they are fair and just and to ensure that vital community services remain viable.



Chris Hall
Co Chair
Secretary



Tony Pietropiccolo
Co Chair
President

Executive Director's Report

The CEWA 2009/10 Action Plan highlighted four key result areas: Advocacy, Membership, Communication & Media and Funding & Corporate. It is against these criteria that I provide my report to the membership.

Advocacy

In the area of *Advocacy*, CEWA has, as commented on in the Chairpersons' Report, been integrally involved in the Economic Audit Committee implementation and the Pay Equity Case, preparing submissions and sitting on relevant working committees.

In addition to these, CEWA has made the following written submissions and presentations:

- 2010/11 Pre-Budget Submission to the WA State Treasurer;
- Submission to Department of Families, Housing, Community Services and Indigenous Affairs, Office of Women, in response to the Issue Paper on the Review of the *Equal Opportunity For Women in the Workplace Act 1999*;
- Submission in response to the Red Tape Reduction Group Report;
- Presentation to the WA ALP's Social and Community Policy Committee; and
- CEWA Member Workshop, with over 35 members attending, on community sector issues with the Leader of the Opposition, Eric Ripper MLA, and Leader of the Opposition in the Upper House, Sue Ellery MLC.

CEWA held meetings with Members of Parliament, including the former Treasurer Troy Buswell MLA, The Leader of the Opposition, Eric Ripper MLA, the Leader of the Opposition in the Upper House, Sue Ellery MLC, Michelle Roberts MLA, Paul Papalia MLA and Lisa Baker MLA.

In the meeting with the former Treasurer on 22 Dec 2009, the Treasurer fully recognised the salaries problems and red tape issues presented by CEWA. He gave his commitment to look seriously at these issues and to do this at the highest levels of government. He also committed that CEWA would be involved in this process, which led in part to CEWA playing a key role in the EAC implementation process.

In June 2010, CEWA was asked to attend a Federal Industrial Relations Commission Hearing, as a witness for a small WA not-for-profit organisation, represented by CCIWA, regarding the new Modern Award conditions and the impact the conditions were having on the viability of the community organisation concerned. Tony Pietropiccolo and Chris Hall gave the Commissioner some background into the issues facing the community sector in Western Australia. This was acknowledged by the Commissioner as being influential in finding in favour of the community service organisation.

CEWA set up an online Petition for staff to sign to raise awareness of the issue of unfair and unjust salaries in the sector. To date we have 3,000 signatures, helping to raise the issue in the public arena.

CEWA also lobbied all sides of politics on key community sector issues, in the lead up to the 2010 Federal Election.

Membership

In the area of *Membership*, a key step for CEWA was attaining registration as an Employer Organisation by the Western Australian Industrial Relations Commission (WAIRC) in September 2009.

Our sincere thanks go to DLA Phillips Fox, and specifically to Allan Drake-Brockman and Brian Jackson, for their invaluable advice and for representing our case before the WAIRC.

Since then, although technically in next year's reporting period, DLA Phillips Fox has also begun a series of Organisational Development Seminars for CEWA members. These have included seminars on 'Employer of Choice', which also covered the Modern Award, and on Sexual Harassment and Bullying in the Workplace. These were well attended and we pass on our thanks to Brian Jackson and Liz Moran from DLA Phillips Fox, for providing their time and expertise in this area.

CEWA held its first AGM for its members, as specified by the Rules of Community Employers WA, on 19 November 2009.

CEWA now has 106 Members.

Communication & Media

In the area of *Communication & Media*, the main objectives have been to maximise awareness of the underfunding of the community services sector, and the subsequent issue of poor salaries and wages, and to provide ongoing, relevant information to the membership.

A range of communication tools have been used including development of a CEWA website by Board Member Francis Lynch, member newsletters and emails, media releases and alerts, presentations at the WACOSS Conference and other forums (including a Mental Health Forum and the Peaks Forum) and developing strong relationships with other key organisations, as highlighted in the Chairpersons' Report.

CEWA received a good amount of media coverage during the year. This included coverage in The West Australian, ABC Television, WA Business News, Community Newspapers, WA Today website, Third Sector Magazine, Our Community website and sector newsletters and websites.

Corporate & Funding

In the area of *Corporate & Funding*, we have again been fortunate to have received funding from our members, in the form of voluntary contributions. This has enabled CEWA to have a balanced budget to the end of the next financial year. The issue of the future role that CEWA has, and the corresponding funding required, is one that the CEWA Board and members will need to address in the near future.

Our finances have been well managed by Wanslea Family Services, and our thanks go to Tricia Murray and Helen Mo for all their work in handling the CEWA financial management. I also need to acknowledge UnitingCare West who has hosted the Executive Director role, providing payroll, office space, IT and administrative support.

Finally, my thanks to Chris and Tony for their fantastic support as Co Chairs, and to all of the other Board Members, for all their input, support and expertise. Their combined leadership and passion has helped CEWA become a relevant and prominent advocate for employer issues.

2010/11 is certainly going to be a major period for CEWA and we all remain hopeful of significant and meaningful outcomes, in terms of funding and future sustainability of services, for the community services sector.



James Lawton
Executive Director

Auditor's Report and Financial Statement


COMMUNITY EMPLOYERS WA

STATEMENT BY THE BOARD

The Board has determined that the Community Employers WA ('CEWA') is not a reporting entity and that this special purpose financial report should be prepared in accordance with the cash basis of accounting outlined in Note 1 to the financial statement.

The accompanying financial statement present fairly the cash position of CEWA as at 30 June 2010 and the receipts and payments of the CEWA for the year ended on that date, in accordance with the cash basis of accounting disclosed in Note 1 to the financial statement.

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


.....
Board member

Dated this *18* day of *November* 2010

STATEMENT OF RECEIPTS AND PAYMENTS
FOR 12 MONTHS ENDING 30 JUNE 2010

CEWA

	This Reporting Period	Same Period Last Year
	Ended: 30/06/10	Ended: 30/06/09
	\$	\$
OPENING BALANCE	101,597	100,833
RECEIPTS		
Contribution	43,477	79,100
Breakfast Launch	4,140	1,050
Membership	400	-
TOTAL RECEIPTS	48,017	80,150
PAYMENTS		
Salaries and related costs	51,752	-
Creditors	7,645	79,386
TOTAL PAYMENTS	59,397	79,386
CLOSING BALANCING	90,218	101,597

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

COMMUNITY EMPLOYERS WA
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2010

NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

This financial report is a special purpose financial report prepared to satisfy its reporting requirements of the Board to its members.

The Board has determined that Community Employers WA ('CEWA'), is not a reporting entity. CEWA is a body corporate registered as an organisation of employers under the Industrial Relation Act 1979

The financial report has been prepared on a cash basis of accounting, whereby receipts are recorded when it is received, payments are recorded when they are paid, and no assets or liabilities other than cash and bank balances held by Wanslea Family Services 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, 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. Non member income only is assessable to income tax. As there is no non member income, no provision for income tax is required.

NOTE 4: GST

CEWA is not registered for GST.



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under the Professional Standards Legislation.

INDEPENDENT AUDIT REPORT

TO THE MEMBERS OF COMMUNITY EMPLOYERS WA

Report on the Financial Report

We have audited the accompanying statements receipts and payments, being a special purpose financial report entitle Statement of Receipts and Payments for 12 Months ending 30 June 2010 for Community Employers WA ('CEWA') for the period ended 30 June 2010.

The Board's Responsibility for the Financial Report

The Board is responsible for the preparation and fair presentation of the financial report and has determined that the accounting policies described in Note 1 to the financial statements, which form part of the financial report, are appropriate to meet the financial reporting requirements of the constitution and are appropriate to meet the needs of the members. The Board's responsibility also includes establishing and maintaining internal controls relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. No opinion is expressed as to whether the accounting policies used, as described in Note 1, are appropriate to meet the needs of the members. We conducted our audit in accordance with Australian Auditing Standards. These Auditing 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 report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, 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 report 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 report.

The receipts and payments statement has been prepared for distribution to members for the purpose of fulfilling the Board's financial reporting requirements under the constitution. We 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.

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

Independence

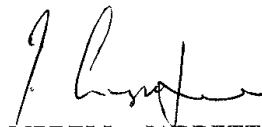
In conducting our audit, we have complied with the independence requirements of the Australian professional ethical pronouncements.

Auditor's Opinion

In our opinion, the attached receipts and payments statement present fairly in accordance with the basis of accounting described in Note 1 to the financial statements, the receipts and payments of CEWA for the year ended 30 June 2010.


DRY-KIRKNESS
Chartered Accountants

Dated: 18 November 2010
West Perth


J LAMPRELL - JARRETT
Partner

Members as at 30 June 2010

Activ Foundation Inc
Advocacy South West Inc
Agencies For South West Accommodation (ASWA)
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.
Baptistcare
BJL Connecting Communities
Bluesky Community Group
Bunbury Pathways '92 Inc.
Burdekin – Youth In Action
Care Options
Centacare Family Services
Centrecare Inc
Child Inclusive Learning and Development Australia Inc (CHILD Australia)
Communicare
Community Housing Coalition of WA
Community Legal Centres Association (WA) Inc
Community Vision Inc
ConnectGroups
Cyrenian House
Derbarl Yerrigan Health Services Inc
Drug ARM WA Inc
Ethnic Communities Council of WA
Extra Edge Community Services
Financial Counsellors Association of WA Inc.
FPWA Sexual Health Service
Good Samaritan Industries
Gosnells Women's Health Service
Health Consumers Council (WA) Inc
Hills Community Support Group Inc.
Holyoake The Australian Institute For Alcohol & Drug Addiction Resolutions
Identity WA
Ishar Multicultural Women's Health Centre Inc
Joondalup Youth Support Services Inc
Kids Camps Inc
Koolkuna (The Eastern Region Domestic Violence Services Network Inc)
LAMP Inc
Landsdale Family Support Association Inc
Lifeline WA
Margaret River Community Resource Centre Inc
Meath Care Inc
Melville Cares Inc
MercyCare
Metropolitan Migrant Resource Centre
Midland Joblink Inc.

Mission Australia
Mosaic Community Care Inc
Multicultural Services Centre of Western Australia Inc
Ngala Family Resource Centre
Nulsen
Outcare (Inc)
Palmerston Association Inc
Parkerville Children Youth Care Inc
Pat Thomas Memorial Community House Inc.
Peel and Rockingham Volunteer Resource Centres
Peel Community Living
People with Disabilities (WA)
Perth Home Care Services Inc
Red Cross WA
Relationships Australia (Western Australia) Inc
Richmond Fellowship
Rocky Bay Inc
Ruah Community Services
Secca
SEMYA
Serenity Lodge
Silver Chain
South Coastal Women's Health Services
Southcare Inc
Southside Care
St Patrick's Community Support Centre
St Vincent de Paul Society
Swan City Youth Service
Swan Emergency Accommodation
Technology Assisting Disability WA
Tenants Advice Service
The Salvation Army
The Spiers Centre Inc
The WA Aids Council
Therapy Focus Inc
Uniting Aid
UnitingCare West
Valued Independent People Inc
Vincentcare
Wanslea Family Services Inc
We Can Community Services
Westcare Inc
Western Australian Association for Mental Health (WAAMH)
Western Australian Council of Social Service Inc (WACOSS)
Western Australian Network of Alcohol and Other Drug Agencies (WANADA)
Women's Council for DFV Services (WA)
Women's Health Resource Centre
Women's Health Services
Women's Healthworks
YMCA Perth
Youth Focus

Contact Details

James Lawton
Executive Director
Community Employers WA

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