



COMMUNITY EMPLOYERS WA

ANNUAL REPORT

2010/11

TABLE OF CONTENTS

OVERVIEW OF COMMUNITY EMPLOYERS WA	2
BOARD MEMBERS	2
MEETINGS	2
CHAIRPERSONS' REPORT	3
EXECUTIVE DIRECTOR'S REPORT	5
FINANCIAL STATEMENT AND AUDITOR'S REPORT	7
MEMBERS AS AT 30 JUNE 2011	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 (founding members) in Western Australia.

CEWA was officially launched in November 2008 and, in September 2009, it was officially registered as an Employer Organisation by the Industrial Relations Commission of Western Australia, under the provisions of the Industrial Relations Act 1979.

CEWA's primary objective has always been 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 is not a peak body. It seeks to collaborate and cooperate with existing peak and other representative bodies which have aims and objectives similar to CEWA.

CEWA represents around 120 community service organisations in WA.

Board Members

President, Co Chair	Tony Pietropiccolo, Centrecare
Secretary, Co Chair	Chris Hall, MercyCare
Board Member, Treasurer	Tricia Murray, Wanslea Family Services
Board Member	Rhonda Adamsam, The Spiers Centre
Board Member	Sue Ash, UnitingCare West
Board Member	Joe Calleja, Richmond Fellowship of WA
Board Member	Ross Kyrwood, YMCA
Board Member	Francis Lynch, Ruah Community Services
Board Member	Peter Sirr, Outcare
Co-opted Member	Irina Cattalini, WACOSS
Co-opted Member	Mark Loader, MercyCare

Meetings

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

Annual General Meeting: 23 November 2010

Board Meetings:
15 July 2010
16 September 2010
23 November 2010
10 February 2011
14 April 2011
9 June 2011

Chairpersons' Report

2010/11 was a year in which the not-for-profit, non-government community services sector in Western Australia took a significant step forward by securing additional State Government funding 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.

It has been an extremely positive result for the community sector with an additional \$600m over four years, resulting in an average 25% increase in contracts by 2014/15.

15% was paid up front, as an across the board price adjustment, from 1 July 2011. Indexation of 4% was applied on top of this and indexation will continue to be applied each year.

The remaining 10% will be used for procurement reform and to address historically under funded contracts. This second stage however will not come into effect until 1 July 2013 and will be rolled out until 30 June 2014.

We would like to acknowledge the Barnett Government for taking this bold step to start securing vital services and beginning genuine social reform. CEWA has been advocating for the past three years for this increased funding and it is pleasing that we have been heard, recognised for the work the sector does and that we have a strong relationship with this Government to continue the work we have started.

The Partnership Forum has remained a positive and effective vehicle to drive change. CEWA Board Members Chris Hall, Sue Ash and Irina Cattalini have been representatives on the Partnership Forum, along with other senior members of both the community sector and Government.

The new Delivering Community Services in Partnership Policy was released in May 2011. The underlying values of the Policy, such as the need to develop a mutually respectful relationship, the importance of reducing bureaucracy and the requirement to maintain transparency and accountability, are critical. The success, or otherwise, of the Policy will be in its implementation or, put another way, the devil is in the detail. The Partnership Forum, as the policy owner, will play a vital role in ensuring that the principles behind the Policy are maintained. We are encouraged by the progress to date, but we are acutely aware that there is still much work to do.

The new procurement and contracting model will also require significant further sector participation and consultation, monitoring and ongoing review to again ensure that it meets its objectives.

Our strong partnerships and consistency of message have been some of the keys to the sector's success. 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.

CEWA has been working in partnership with the Chamber of Commerce and Industry of Western Australia (CCIWA), to present submissions to Fair Work Australia (FWA) on the current Pay Equity Case. CEWA has maintained its position that it supports the increase in salaries for staff, but only if any increases in salaries are fully funded by the Federal Government.

With a decision due soon, it will be a case of 'wait and see' regarding the Federal Government's true commitment to address the funding issues. Our thanks to Simon Bibby at CCIWA for his support during this year.

2011/12 will be another important year. We must not lose sight of the fact that we are only part of the way there to getting the 30% increase in funding that we have sought from our inception. There is much to do regarding the procurement reform, and we urge the Government to not only bring forward the additional 10% of funding from 2014/14 to 2012/13 but to remain true to the principle that this is still part of the 'catch up' in funding that the sector needs for services to remain sustainable rather than seeking additional outputs and outcomes. CEWA will also need to maintain the pressure on the Federal Government to deliver on its Pay Equity Case funding commitment.

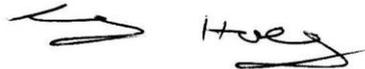
CEWA's strength remains its membership. Our members have once again provided contributions to maintain the operations of the organisation, and specifically helping us to employ our Executive Director, James Lawton. We would sincerely like to thank those member organisations that were able to provide contributions to enable CEWA to continue its role.

There are many people to thank for what has been achieved this year. In fact too many to name and we would risk the chance of omitting certain people and organisations. It has truly been a combined effort, so thank you to everyone who has helped us achieve what we have this year - our partners, our Government and sector colleagues, CEWA members and the CEWA Board.

It is important to recognise our achievements this year, while keeping our eye firmly on the future and not compromising on the outcomes we are seeking for those most vulnerable and disadvantaged in our community. We look forward to working with you all in 2011/12



Tony Pietropiccolo
Co Chair
President



Chris Hall
Co Chair
Secretary

Executive Director's Report

Since its official launch in 2008, Community Employers WA (CEWA) has gone a significant way, in partnership with others, to achieving many of its objectives. While we recognise that there is still much more that can be done, this annual review allows us to reflect on what we have achieved in the last 12 months, as well as what we still need to do.

In addition to the role CEWA has played in helping secure the additional funding from the State Government, as outlined in the report by the Co Chairs, CEWA has continued take an active role in lobbying State and Federal Governments, on behalf of the community sector employers in WA. Meetings have been held with, and letters sent to, politicians at a Federal and State level and on all sides of politics. We have prepared several submissions on different issues affecting employers. CEWA prepared two submissions, in conjunction with CCIWA, to Fair Work Australia regarding the Equal Remuneration Case, including five witness statements from members to support our position. A 2011/12 Pre-Budget Submission was prepared and sent to the WA State Treasurer in December 2010.

In March 2011, CEWA filed a submission to the Commonwealth Department of Treasury on a proposed Not-for-Profit Regulator. Some of our key messages were 'Simplification not Complication', the nature of the body's role (was it one of Regulator or Educator?), whether it should sit as part of the Australian Tax Office and what its impact would be on smaller not-for-profits. As we now know, the Australian Charities and Not-for-profits Commission has been established and so we will have to wait and see what form this takes.

CEWA has also been invited to attend, and present at, a number of sector forums throughout the year, maintaining its profile and awareness of employers' issues. CEWA also held two Member Forums, in conjunction with WACOSS, following the announcement of the State Budget in May 2011. The Forums were held to discuss the implications of the new State funding. While the additional funding has obviously been good news for the sector, it became obvious that it also raised many questions for employers. The first Forum took the form of a Panel that made presentations and took questions from the floor, examining questions such as:

- How much goes towards salaries vs sustainability of services?
- What is the split of federal vs state vs private income of employers and what are the implications?
- How are employers dealing with the issue of either fully or partially funded federal contracts?
- Which staff get increases in salaries – just those on State contracts?
- What are the implications of the FWA decision and how will that affect employers?
- How can we apply pressure on the Federal Government to increase funding?

A second Forum was held for CEWA Members, specifically on the industrial relations issues associated with the new State Funding and Pay Equity Case. This was presented by CCIWA's Senior Labour Relations Consultant, Simon Bibby. Around 60 people attended each Forum and the feedback was extremely positive. We intend to hold further Member Forums in the coming 12 months as we go through this key period of change.

CEWA continued to use the media successfully as a strategy to increase awareness of the underfunding of the community services sector, and the subsequent issue of poor salaries and wages.

On Governance related matters, in order to meet our requirements to the WAIRC, under the Rules of CEWA, CEWA filed its 2010 Annual Report, including Financial and Audit Statement with the Commission in December 2010 and its Annual Submission of Information to the Registrar of the Commission in February 2011

The Rules of CEWA were reviewed by the Board as part of an internal governance review process. The changes are few, but provide greater clarity on the composition of the Board, the ability to co-opt Board Members and setting a maximum number of terms that any one person can remain on the Board. The changes to the Rules are due to be put to the membership prior to the AGM at a Special General Meeting.

In the funding area, 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 for the next financial year and hopefully beyond. Our finances have once again been expertly 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.

The issues of the future role of CEWA, and the corresponding funding required to run it, are ones that the CEWA Board are acutely aware of. And so, in what has been a very positive year for the sector, the Board felt it important to take a step back, look at what CEWA has achieved and to review its objectives to ensure that it remains relevant to the membership.

CEWA has reiterated its commitment to representing not-for-profit employers in the non-government, community service sector in Western Australia and its four key objectives:

- Achieve a 30% increase in funding;
- Strive for improved pay and conditions of workers;
- Ensure the sustainability of community services; and
- Improve the relationship with all levels of Government.

The review involved formulating CEWA's Strategic Plan that will guide its activities until 2013 and this will be sent to all members for comment and discussion in the near future.

Finally, I would like to thank all our partners, the CEWA members, the Co Chairs, Tony and Chris, and the Board Members, for their support, time and expertise in what has been a very successful and challenging year. CEWA's strength is its members and we are very fortunate to have both a strong membership and great representation on the Board to move us forward to achieve the future sustainability of community services for Western Australians.



James Lawton
Executive Director

Financial Statement and Auditor's Report



STATEMENT OF RECEIPTS AND PAYMENTS FOR 12 MONTHS ENDING 30 JUNE 2011

CEWA

	This Reporting Period Ended: 30/06/11	Same Period Last Year Ended: 30/06/10
	\$	\$
OPENING BALANCE	90,218	101,597
RECEIPTS		
Contribution	57,700	43,477
Breakfast Launch	-	4,140
Membership	260	400
TOTAL RECEIPTS	57,960	48,017
PAYMENTS		
Salaries and related costs	62,857	51,752
Creditors	3,523	7,645
TOTAL PAYMENTS	66,380	59,397
CLOSING BALANCING	81,798	90,218

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.

Treasurer

Signature:

Tricia Murray

Name:

Tricia Murray

Date:

14/11/11

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 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 statement as set out on pages 4 to 5 presents fairly, in all material respects, the financial position of CEWA as at 30 June 2011 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:



Board member

Date: 15/11/11



DRY KIRKNESS
CHARTERED ACCOUNTANTS
ABN 40 929 149 789

COMMUNITY EMPLOYERS WA

INDEPENDENT AUDITOR'S REPORT

To the members of Community Employers WA

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

We have audited the accompanying statement of receipts and payments of Community Employers WA for the year ended 30 June 2011, 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 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 is appropriate to meet the needs of the members. The Board's responsibility also includes such internal control as the Board determine 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.

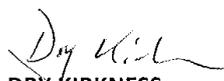
Opinion

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 2011 in accordance with the cash basis of accounting described in Note 1 to the financial statement.

Basis of Accounting and Restriction on Distribution

Without modifying our opinion, we draw attention to Note 1 to the financial statement, which describe 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. Our report is intended solely for Community Employers WA and should not be distributed to any other party.

Date: 15 November 2011
West Perth
Western Australia


DRY KIRKNESS
Chartered Accountants


P J LAMPRELL-JARRETT
Partner

COMMUNITY EMPLOYERS WA

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 30 JUNE 2011

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.

The financial statement has been prepared on a cash basis of accounting, whereby receipts are recorded when it is received, payments are recorded when they 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. ADMINISTRATOR

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.

Members as at 30 June 2011

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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