

# ANNUAL REPORT 2012/13



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 118 community service organisations in WA.

## MEETINGS

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

### Annual General Meeting:

22 November 2012

## BOARD MEMBERS

**President, Co Chair** Appointed 23/11/2010

Tony Pietropiccolo, Centrecare

**Secretary, Co Chair** Appointed 23/11/2010

Chris Hall, MercyCare

**Board Member, Treasurer** Appointed 23/11/2010

Tricia Murray, Wanslea Family Services

**Board Members** 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

Mark Loader (Resigned 11/03/13)

**Co-opted Member** Appointed 14/4/2011

Irina Cattalini, WACOSS

**Co-opted Member** Appointed 6/6/2013

Sheila McHale, Palmerston Association

### Board Meetings:

13 August 2012

25 October 2012

13 December 2012

14 February 2013

18 April 2013

6 June 2013

## CHAIRPERSONS' REPORT

It is a well quoted axiom that 'Change is the only constant'. The past 12 months have been no exception across the community services sector, with the rollout of a new national charities regulator, the ever increasing level of complexity in compliance and reporting, an ageing population and workforce, a move towards person centred approaches and additional demand for services in all areas.

Amidst this changing environment, the role of Community Employers WA in representing the employers in the sector on many key issues has been arguably more important than ever. CEWA has again been very active on behalf of members, ensuring that employers' interests and issues are well understood and supported.

The Partnership Forum in Western Australia has just completed its third year of operation and continues to be an important conduit in facilitating more effective engagement between government agencies and the community Sector. CEWA has again been well represented on the Partnership Forum and we are appreciative of the commitment our four CEWA Board members – Sue Ash, Irina Cattalini, Francis Lynch and Chris Hall - have shown to representing the sector.

The Partnership Forum has been very active over the past 12 months hosting a number of workshops and forums with the sector to explain the rollout of the Component II funding, to understand and start to address a number of the red-tape issues and to update the sector on many other projects and developments. The outstanding work of Peter Conran, Rebecca Brown, Tom Leeming and the team from Department of the

Premier and Cabinet are again to be congratulated for their support, engagement and openness in working constructively with the sector. We look forward to building further on the work of the Partnership Forum as new Committees and members are brought together to continue addressing many of the challenges.

At a Federal level, the launch of the Australian Charities and Not for Profit Commission in December 2012 was one of the most significant developments for the sector in recent years. Following the Productivity Commission Report released in 2010, the Government and many within the sector believed there was a need for a regulator to provide 'light' touch' oversight and support for the sector. As the level of compliance and reporting continued to grow, there was an increasing view that this should be addressed, that red-tape was hampering the effective delivery of services to people in need and that reform of government was overdue.

Unfortunately, notwithstanding the good aims and intentions, we are yet to see material progress in the reduction of red-tape, in the simplifying of reporting or tendering. A number of our members have indicated that the levels of complexity and compliance are the highest they have seen in over 30 years and in some cases, are struggling to maintain their services. The impact this has is not only on those organisations and their staff, but perhaps even more importantly on the people they support – the disadvantaged in our community who they are endeavouring to serve.

The sustainability of community services to those in need remains a key focus for CEWA and with every meeting, consultation paper and discussion, we seek to re-enforce this as a critical plank in a truly civil society.

Looking forward, the next 12 months will present further challenges for the sector and for CEWA to address on behalf of members. The new Federal government has foreshadowed changes to the regulatory environment and a more concerted focus on red-tape reduction, a number of government agencies are progressing the rollout of person centred approaches and the issue of fair and just pay levels across the sector remain as important issues for many employers. These all have implications for employers and we will continue to keep members informed of issues as they arise.

We are also initiating new work on exploring the implications and opportunities for employers with the move to 'person centred approaches'. This will include commissioning an external research project, ongoing discussions with politicians and senior bureaucrats and consultation with employers through members' forums and other activities. CEWA's focus on this area stems from concern that the roll out of the approach warrants further consideration by all involved in order to ensure that the implementation of the new funding mechanisms do not adversely affect the sustainability of services across the State and community service organisations involved within it.

CEWA's financial position remains sound and the support received from members this year has affirmed the need for the work we are undertaking on behalf of employers. The Board is very appreciative of the voluntary contributions received to date which will again enable us to pursue our aims and objectives over the coming 12 months. We are to shortly update our Strategic Plan and will keep members appraised of developments.

We would like to thank Board members for their ongoing commitment to CEWA over the past 12 months. This financial year, Mark Loader stood down from his role as a director and we would like to acknowledge his important contribution to CEWA since it first started. Sheila McHale has kindly agreed to step into the role of a co-opted board member and has been an excellent addition to the board, particularly given her background in the WA government and her breadth of experience.

On behalf of the Board, we would like to thank John Bouffler for the work he undertakes as Executive Director. John has stepped into the role with strong energy, experience and enthusiasm and we are appreciative of his support in guiding CEWA through the multitude of changes and issues across the sector.

Finally, we want to thank all of our Members and partners for their continued support and input over the past 12 months, as we all continue to work for the benefit of the Western Australian community.



**Tony Pietropiccolo AM**

Co Chair  
President



**Chris Hall**

Co Chair  
Secretary

## EXECUTIVE DIRECTOR'S REPORT

I am pleased to provide members with my first report on CEWA's activities over the past year. Let me start by thanking James Lawton for the work he undertook in his tenure with CEWA and for his support through my transition into the role. James, together with the CEWA board was instrumental in contributing to much of what has been achieved to date and his commitment to CEWA is much appreciated.

Over the past 12 months, CEWA has again been very active on several fronts and upon reflection, we are pleased with the feedback we have received regarding the progress that has been made in representing members' views on a wide variety of issues.

At a State level, the Partnership Forum and Department of the Premier and Cabinet were active with consultation on Component II funding which was due to flow from 1 July 2013. CEWA was well represented on the Partnership Forum and in various sub-committees including the Red-Tape Reduction Working Group, the Sustainable Funding and Contracting Implementation Working Group and the Future Directions Project Team. All are important initiatives of government and the sector aimed at improving service delivery and assisting the sustainability of services. A number of these working groups will continue in the new financial year as the Partnership Forum renews its focus and composition and CEWA will remain closely involved in all areas.

Over the past 6 months, CEWA has been a key party in the WA Industrial Relations Commission application by the ASU to address the inequality of pay levels in aspects of State awards following the ERO

and Constitutional Corporation position adopted by the Federal government. The WA IRC recently issued orders supporting the application with funding to come from the Federal government. We commend the work of the ASU on bringing the parties together to achieve a very good outcome for a number of organisations in the sector.

CEWA held two forums on key areas of interest to members in 2012/13 with a session on the implications of supplementation following the ERO and a forum on Self Directed Service Design and Individualised Funding. We were grateful for the support of WACOSS, CCIWA, KPMG - and other guest speakers at these events. Both were very well attended by members with positive feedback.

In the Federal environment, CEWA has been active in meeting with several politicians throughout the year. Meetings were held with Kevin Andrews, Chris Back, Ken Wyatt, Mathais Cormann and Dean Smith, all with the key objective of informing them of the concerns and challenges being faced by employers in the community services Sector. In particular we have articulated members' feedback that the Coalition's proposed reform agenda needs to refocus on the reform of government structures and practices that are placing unacceptable levels of reporting and red-tape burden on the Australian not-for-profit sector.

In some ways, 2012/13 could be classified as the year of consultation papers. With the lead up and launching of the ACNC, the sector was somewhat bombarded with papers on a myriad of issues – a tax review, governance standards, Annual Information Statements, financial reporting, regulatory impact assessments, definition of charity and financial reporting, just to name a few.

Whilst it was understood that the ACNC and Office of Reform for the Not for Profit Sector were keen to make progress with their mandate, the quantum and limited timeframes for such 'consultations' were described by many in the sector as less than optimal.

Notwithstanding this, CEWA was able to contribute to the consultation process and several changes were made as a result of our representations in partnership with others in the Sector. CEWA met with the ACNC Commissioner and senior Executives from the Commonwealth Office for the not-for-profit sector throughout the year and we have maintained constructive dialogue on several key areas around red-tape reduction and minimising reporting.

CEWA prepared and sent its 2013-14 Pre-Budget Submission to the WA State Treasurer in December 2012 and we have continued to keep members updated through periodically emailing on various topics of relevance for employers. We remain compliant with the requirements of the Western Australian Industrial Relations Commission (WAIRC). The Annual Submission of Information together with a Statutory Declaration and 2012 Annual Report were provided to the WAIRC by the CEWA President, Tony Pietropiccolo and Secretary Chris Hall, on 14 February 2013. The Annual General Meeting was held on 22 November 2012 at Lotteries House West Perth.

CEWA's financial position remains sound and we are appreciative of the level of support we have again received from members over recent months. CEWA continues to be hosted by UnitingCare West and our finances are expertly handled by Wanslea. I would like to thank Sue Ash at UnitingCare West and Tricia

Murray and Helen Mo at Wanslea for their ongoing guidance and assistance throughout the year. I would also like to thank the Board for their support and leadership across many areas. Their experience and willingness to attend meetings, assist with consultations and reports, and to share knowledge openly, evidences their significant commitment to the sector and unequivocal support of the Western Australian Community.

Over the next 12 months, key focuses will include ongoing dialogue and employer advocacy with State and Federal politicians, particularly on reducing compliance, reporting and red-tape. The rollout of Self Directed / person centred approaches remains an important area for many members and we believe there is more work to be done at a strategic level to fully understand the longer term implications and opportunities for the community services sector and its impact on the health of the West Australian social service delivery system. The recent election of the Federal Government will bring further changes and we will also be working with the government and bureaucrats to advocate on members' behalf.

We look forward to continuing to represent the collective voice of our 118 members and working towards the ongoing provision of more sustainable community services across Western Australia.



**John Bouffler**  
Executive Director

# FINANCIAL STATEMENT AND AUDITOR'S REPORT

## STATEMENT OF RECEIPTS AND PAYMENTS FOR 12 MONTHS ENDING 30 JUNE 2013



COMMUNITY EMPLOYERS WA

	<b>This Reporting Period</b>	<b>Same Period Last Year</b>
	<b>Ended: 30/06/13</b>	<b>Ended: 30/06/12</b>
	<b>\$</b>	<b>\$</b>
<b>OPENING BALANCE</b>	85,278	81,798
<b>RECEIPTS</b>		
Contribution	93,520	65,950
Membership	60	50
<b>TOTAL RECEIPTS</b>	<b>93,580</b>	<b>66,000</b>
<b>PAYMENTS</b>		
Salaries and related costs	74,459	59,000
Creditors	2,327	3,520
<b>TOTAL PAYMENTS</b>	<b>76,786</b>	<b>62,520</b>
<b>CLOSING BALANCING</b>	<b>102,072</b>	<b>85,278</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:

26/09/13

## 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 2013 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: 31/10/13

## 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:

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: 31/10/13



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James Christopher Hall

In the presence of:



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Signature of authorised witness

Brett Campbell

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Name of authorised witness and qualification as such witness



**DRY KIRKNESS**  
CHARTERED ACCOUNTANTS  
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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 2013, 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 2013 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: 31/10/13  
West Perth  
Western Australia

## NOTES TO THE FINANCIAL STATEMENT

FOR THE YEAR ENDED 30 JUNE 2013

### **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 2013

Accordwest  
Activ Foundation Inc  
Advocacy South West Inc  
Advocare  
Albany Youth Support Association  
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  
BJL Connecting Communities  
Bluesky Community Group  
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.  
FPWA Sexual Health Service  
Fremantle Multicultural Centre Inc  
Good Samaritan Industries  
Gosnells Women's Health Service  
Headwest  
Health Consumers Council (WA) Inc  
Hills Community Support Group Inc.  
Holyoake The Australian Institute For Alcohol  
& Drug Addiction Resolutions  
Identity WA  
Interchange  
Ishar Multicultural Women's Health Centre Inc  
Kids Camps Inc  
Koolkuna (The Eastern Region Domestic  
Violence Services Network Inc)  
LAMP Inc  
Landsdale Family Support Association Inc  
Lifeline WA  
Linkwest  
Margaret River Community Resource Centre Inc  
Meath Care Inc  
Melville Cares Inc  
MercyCare  
Metropolitan Migrant Resource Centre  
Midland Joblink Inc.  
MIFWA  
Mission Australia  
Mosaic Community Care Inc  
Multicultural Services Centre of Western  
Australia Inc  
National Disability Services WA  
Ngala Family Resource Centre

Noah's Ark WA  
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  
Rocky Bay Inc  
Ruah Community Services  
Secca  
Serenity Lodge  
Silver Chain  
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  
The Gowrie (WA) Inc  
The Salvation Army  
The Spiers Centre Inc  
The WA Aids Council  
Therapy Focus Inc  
Uniting Aid  
UnitingCare West  
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  
YMCA Perth  
Youth Focus  
Youth Futures WA

## CONTACT DETAILS

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Executive Director

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