



COMMUNITY EMPLOYERS WA

Annual Report  
**2014/2015**



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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 over 130 not for profit community service organisations across WA.

## Vision

The effective and efficient provision of sustainable Community Services in Western Australia, that are recognised as innovative, vital and diverse by Government and the Community, and are funded appropriately.

## Mission

Community Employers WA represents not for profit employer members engaged in the delivery of Community Services across Western Australia.

## Meetings

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

### Annual General Meeting:

20 November 2014

### Board Meetings:

21 August 2014

23 October 2014

11 December 2014

20 February 2015

16 April 2015

25 June 2015

## 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 *Resigned 20/11/2014*

Rhonda Adamsam, The Spiers Centre

### Board Member *Appointed 23/11/2010*

Sue Ash, UnitingCare West

### Board Member *Appointed 23/11/2010*

Joe Calleja, Richmond Wellbeing

### Board Member *Appointed 20/11/2014*

Bev Jowle, South Coastal Women's Health Service

### Board Member *Appointed 23/11/2010*

Ross Kyrwood, YMCA Perth

### Board Member *Appointed 23/11/2010*

Francis Lynch, Ruah Community Services

### Board Member *Appointed 20/11/2014*

Sheila McHale, Palmerston Association

### Board Member *Resigned 20/11/2014*

Peter Sirr, Consultant

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

Irina Cattalini, WACOSS

### Co-opted Member *Appointed 15/6/2015*

Gordon Trewern, Nulsen

## Chairpersons' Report

**Over the past 12 months, many organisations across the NFP Community Services Sector in WA have initiated significant structural change in preparation and response to the increased demand for services and new models of service delivery. The environment in which community sector organisations operate has continued to evolve and change, not only for the people supported, but also in the expectations and resources provided by governments and the broader community. CEWA has remained very cognisant of the challenges faced by many members, and has again been active in our representation and advocacy work.**

Federally, there were many key issues CEWA sought to raise with the government, including the poorly planned DSS tender, advocacy for homelessness funding, the proposed amendments to taxation for NFP employees and the Competition Policy review. All are significant issues for community employers and will have long term and far reaching implications. Whilst there were some positive outcomes arising from the DSS tender review, there remains much angst around the processes with the tender and the outcomes, as there does for the taxation system and Competition Policy. If the government is to be truly effective in addressing these critical issues, the level of consultation with the sector needs to increase as a priority.

CEWA's work with the West Australian Government has again highlighted the importance of building strong relationships across all levels and political parties. The Partnership Forum remains a key plank in the sector's capacity to work with the government on key issues affecting employers and services. In particular, we are appreciative of the commitment from four of CEWA's board members – Sue Ash, Gordon Trewern, Irina Cattalini and Chris Hall in representing the sector as members of the Forum. The Chair of the Forum, Robyn Kruk AM, has recently noted that "WA is special because it has the Forum to collaboratively bring the arms of government and the NFP sector together with a coherent and collaborative structure supporting changes in policy direction in relation to the service delivery system". The Forum is unique across Australia and provides an important platform for engagement.

Aligned to the Partnership Forum has been the Funding and Contracting Working Group which is now Co-Chaired by our Executive Director, John Bouffler. We also have one of our Directors, Sue Ash AO on the Working Group, together with several CEWA members. The Working Group is a key conduit to the ongoing implementation and oversight of DCSP Policy, to broader tendering issues and to working with government bureaucrats to strengthen the collective understanding of challenges and solutions to service delivery.

CEWA's advocacy work also extended into other areas aligned to our objective of the sustainability of services, such as the WA Government's decision to cut Financial Counselling funding significantly. This unilateral decision was particularly disappointing as there was no meaningful consultation with the sector prior to the announcement, nor consideration given to the preventative nature of the work done by Financial Counsellors.

For many members, the increased focus on Consumer Directed Care has extended well beyond the NDIS and trial sites. Again, this is challenging the sustainability of many organisations and we continue to highlight the importance of capacity building for the sector in our discussions and interactions with government.

Going forward, CEWA will continue to focus our advocacy work on the areas touched on earlier, as well as the increased need to focus on the co-design of services and the simplification of outcomes measurements. The reduction of red-tape and the administrative burden remains an important issue for NFP employers, as is the need for sustainability of services, prevention investment and good governance.

CEWA's financial position was again well supported by members in the annual call for contributions and the Board is very grateful for the tangible acknowledgement of the relevance of the work we undertake. Our membership numbers increased by an additional six new members again this year, further confirming interest in our advocacy for employers.

We thank the CEWA board members for their ongoing support over the past 12 months. In particular, we would like to acknowledge the contributions of Peter Sirr and Rhonda Adamsam who resigned from the Board at the 2014 AGM. Both were longstanding directors and we are appreciative of their input. During the year, we welcomed Bev Jowle and Gordon Trewern as new Board directors and again express our thanks for their interest in the work of CEWA.

On behalf of the Board, we extend our gratitude to our Executive Director, John Bouffler, for the work he undertakes in representing CEWA. His commitment to the sector, to members and to advocating on behalf of CEWA's members remains strong and we are grateful for his support and leadership.

Finally, to our members and to various stakeholders, we thank you for your ongoing support. Since inception, our three primary objectives have remained at the forefront of all we do. We continue to firmly believe that the collective and considered voice of community sector employers who are focused on the sustainability of services and supporting those who experience marginalisation and disadvantage in their lives, provides a strong platform for the increased effectiveness of the sector's advocacy and representation work. We look forward to again working with you over the coming year.



**Tony Pietropiccolo AM**

Co-Chair  
President



**Chris Hall**

Co-Chair  
Secretary

## Executive Director's Report

**CEWA's Vision is "The effective and efficient provision of sustainable Community Services in Western Australia, that are recognised as innovative, vital and diverse by the Government and the Community, and funded appropriately. "As with all Visions, Missions and Values, I believe it is important that we endeavour to keep them front of mind when going about our work. Questions around who we serve, who are the beneficiaries and how do they measure the benefits, are critical for all of us, and can on occasion be secondary to the day to day challenges faced.**

CEWA's key objectives continue to be our focus, and the representation and advocacy on behalf of employers in the NFP Community Services sector, remain at the forefront of what we do. It is interesting when discussing the NFP sector with various groups, be they government, corporates or the general community, as to how integral they view the work done by NFPs. They concur with the differentiating characteristics and value proposition of NFPs – a copy of which we've included in this report, and often have a story or an involvement to share. However, they do also often express some surprise when the complexity and the uncertainty in the sector is explained, or when we talk of the sustainability of services, the changing dynamics of service provision and the consequences of a smaller sector.

The past 12 months have arguably added to that uncertainty. The Commonwealth DSS tender has been described by many as a debacle with minimal consultation and no co-design or consideration given to the nuances of service models and service delivery, especially in rural and regional areas. CEWA was very active in our advocacy work with the then Federal Minister, with other members of Parliament and with the media. The initiation of a Senate Inquiry provided a further opportunity for input, as did discussions at a state level for programs which are jointly funded, and around areas where there would be gaps due to the defunding of certain services. It was pleasing to see some changes and additional funding as a result of the work of CEWA and many across others the sector, and yet we remained disappointed with the final outcomes. CEWA also provided submissions on other Federal issues including: the Taxation Review and implications for employers; the Competition Policy Review and the importance of not focusing solely on minimising costs; and through our Commonwealth Pre-Budget Submission on the need to establish indexation of contracts.

Much of CEWA's work over the past 12 months was also focused on State Government issues – through The Partnership Forum and the Funding and Contracting Working Group. During the year, CEWA was appointed as Co-Chair of the Working Group together with the Director of Funding and Contracting Services from the Department of Finance. The Working Group comprises the CEOs and senior executives of a number of NFPs and key representatives from each of the main government departments who provide funding to the sector. The group presents an important and unique opportunity for the NFP sector to engage

with government on a broad array of issues relating to the DCSP Policy and the procurement of services.

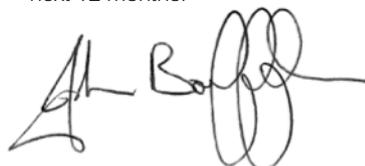
Throughout the year, CEWA again met with, and wrote to, a number of politicians and senior bureaucrats to reiterate the critical role of the NFP sector and the challenges being faced by employers. We hosted and attended forums on employer related topics and provided members with regular updates on key employer issues for the sector. We have also started collaborating with a newly established community services employer organisation based in Queensland and have spent some time working with them to discuss the common challenges for members and how we can collectively share our resources and join in our advocacy work.

CEWA's governance remains sound and we continue to be in compliance with the reporting requirements of the WA Industrial Relations Commission. Financial contributions on an accrual basis relating to the 2014/15 year were marginally down on the previous 12 months, however the organisation is in an acceptable financial position. The material increase in contributions as shown in the current financial accounts is primarily due to timing issues of receipt. CEWA continues to be hosted by UnitingCare West and our finances are managed by Wanslea. I would again like to thank Sue Ash AO at UnitingCare West and Tricia Murray, Helen Mo, Romy Miranda and Cherrin Cai at Wanslea for their ongoing support and guidance throughout the year.

I am very appreciative of the Board's assistance over the past 12 months as we have worked on implementing the Strategic Plan and in meeting with various stakeholders. The NFP Community Services sector in Western Australia is very fortunate to have a group of committed, highly experienced sector leaders who are willing and able to represent employers on a wide range of issues, and do so with a constant focus on the importance of the work each of you undertake.

The coming year will see further challenges for NFP employers, with more funding pressures, the continued roll out of NDIS and the uncertainties that the model is bringing, and with a Federal Government election which is likely to result in a new raft of promises from both major parties. CEWA will continue to engage with members and sector partners in providing meaningful support and information affecting employers and our advocacy work will be ongoing. Since year end, we have held an important forum which has given us a renewed commitment to keep highlighting the sustainability of community services and the difference the sector makes.

We look forward to continuing to work with members over the next 12 months.



**John Bouffler**  
Executive Director

## Community Services Sector Value Proposition

**What is it that the Not-for-profit Community Services Sector delivers that other organisations don't to the same extent (ie government and private sector)?**

**Not-for-profit Community Service organisations by definition and legal status, exist to provide community benefit and do not create a financial profit which can be distributed to "shareholders". They add value to the wider community through most, if not all of the following characteristics:**

1. A stronger sense of community connectedness and a net contributor to social cohesion and social capital
2. The opportunity for people across communities to volunteer time, resources and skills
3. Capacity to raise donations and encourage philanthropy
4. A significant level of longstanding investment in assets and infrastructure for the benefit of the community
5. A potential partner for Corporate Social Responsibility to be embedded into for-profit organisations and where long-term partnerships can be created
6. A stronger degree of trust, empathy, compassion and respect with clients and in the wider community
7. The reinvestment of all monies solely towards their constitutional aims and objectives
8. The value of the financial investment by government, and philanthropic and corporate partners, is enhanced by the Mission focus of NFP entities which often includes cross subsidisation or the provision of additional services
9. A greater willingness to cross subsidise services so that there is broader geographical and service coverage
10. A higher level of preparedness by employees to work in and support the Values and Mission of the community services organisation
11. A higher level of social innovation and capacity to respond to changing circumstances driven by Mission

# Financial Statement and Auditor's Report

## STATEMENT OF RECEIPTS AND PAYMENTS FOR 12 MONTHS ENDING 30 JUNE 2015

	This Reporting Period	Same Period Last Year
	Ended: 30/06/15	Ended: 30/06/14
	\$	\$
OPENING BALANCE	73,600	102,071
RECEIPTS		
Contributions	130,405	73,670
Memberships	60	140
TOTAL RECEIPTS	130,465	73,810
PAYMENTS		
Salaries and related costs	105,459	97,537
Suppliers	2,628	4,745
TOTAL PAYMENTS	108,087	102,282
CLOSING BALANCE	95,978	73,600

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: 

Name: Tricia Murray

Position: Treasurer

Date: 22/10/15

## 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 2015 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: James Christopher Hall**

Date: 23/10/15

**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: 23/10/15



**James Christopher Hall**

In the presence of:



Signature of authorised witness

**Bret Campbell (CPA – CD Ex Officio)**

Name of authorised witness and qualification as such witness

# Independent Auditor's Report to the members of Community Employers WA

## Report on the Financial Statements

We have audited the accompanying financial statements being special purpose financial statements of Community Employers WA, which comprises the statement of financial position as at 30 June 2015, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the statement by the Board.

### **The Board's Responsibility for the Financial Statements**

The Board of Community Employers WA is responsible for the preparation and fair presentation of the financial statements and has determined that the basis of preparation described in Note 1, is appropriate to meet the requirements of the rules 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 and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

### **Auditor's Responsibility**

Our responsibility is to express an opinion on the financial statements 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 about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, 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 statements 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 management, as well as evaluating the overall presentation of the financial statements.

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 statements presents fairly, in all material respects, the financial position of Community Employers WA as at 30 June 2015, and its financial performance and its cash flows for the year then ended in accordance with the accounting policies described in Note 1 to the financial statements.

### **Basis of Accounting**

Without modifying our opinion, we draw attention to Note 1 to the financial statements which describes the basis of accounting. The financial statements have been prepared to assist Community Employers WA to meet the reporting requirements of its rules and the Industrial Relations Act 1979 (WA). As a result, the financial statements 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 are 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  
  
B ROTHMAN  
Partner

Date: 23rd October 2015

West Perth  
Western Australia

**DRY** / **KIRKNESS**

# Notes to the Financial Statement

## FOR THE YEAR ENDED 30 JUNE 2015

ABN 65 631 915 277

### Summary of Significant Accounting Policies

#### 1 (a) Basis of Preparation

The financial statements are special purpose financial statements that have been prepared in order to satisfy the reporting requirements of the rules and the Industrial Relations Act 1979 (WA). The Board has determined that the entity is not a reporting entity.

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

The financial statements have been prepared on a cash basis of accounting, whereby receipts 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.

#### (b) Comparative Figures

Comparatives are consistent with prior years, unless otherwise stated.

#### (b) Income Tax

The principal 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.

#### (c) Revenue and Other Income

##### *Member Contributions*

Member contributions are recognised when received.

##### *Member Subscriptions*

Member subscriptions are recognised when received.

# CEWA Membership List

## AS AT 30 JUNE 2015

Aboriginal Legal Services of WA Inc	Consumers of Mental Health WA	Margaret River Community Resource Centre Inc	Southside Care
Accordwest	Continence Advisory Service of WA	Meath Care Inc	St Bartholomew's House
Activ Foundation Inc	Cyrenian House	Melville Cares Inc	St Patrick's Community Support Centre
Advocacy South West Inc	Derbarl Yerrigan Health Services Inc	MercyCare	St Vincent de Paul Society
Advocare	Escare Inc	Metropolitan Migrant Resource Centre	Swan City Youth Service
Albany Youth Support Association	Ethnic Communities Council of WA	MIFWA	Swan Emergency Accommodation
Alzheimer's Australia WA	Ethnic Disability Advocacy Centre	Mission Australia	Technology Assisting Disability WA
Anglicare WA Inc	Extra Edge Community Services	Mosaic Community Care Inc	Tenancy WA
Armadale Community Family Centre	Family Support WA Inc	Multicultural Services Centre of Western Australia Inc	The Gowrie (WA) Inc
Association for Services to Torture & Trauma Survivors (ASeTTS)	Financial Counsellors Association of WA Inc.	National Disability Services WA	The Salvation Army
Association for the Blind WA	Fremantle Multicultural Centre Inc	Ngala Family Resource Centre	The Spiers Centre Inc
Asthma Foundation WA Inc	Good Samaritan Industries	Nulsen	The WA Aids Council
Australian Red Cross WA	Gosnells Women's Health Service	Outcare (Inc)	Therapy Focus Inc
Baptistcare	Headwest	Palmerston Association Inc	Uniting Aid
Beehive Industries of WA	Health Consumers Council (WA) Inc	Parkerville Children Youth Care Inc	UnitingCare West
BJL Connecting Communities	Helping Minds	Pat Thomas Memorial Community House Inc.	Uniting Church in the City
Bluesky Community Group	Holyoake The Australian Institute For Alcohol & Drug Addiction Resolutions	Pathways Southwest	Valued Independent People Inc
Brightwater Care Group	Hope Community Services	Patricia Giles Centre	Vincentcare
Bunbury Community Legal Centre	Identity WA	Peel and Rockingham Volunteer Resource Centres	Volunteer Task Force Inc.
Burdekin – Youth in Action	Inclusion WA	Peel Community Living	WA Blue Sky Inc
Calvary Youth Services Mandurah Inc	Interchange	People with Disabilities (WA)	WA No Interest Loans Inc.
Care Options	Ishar Multicultural Women's Health Centre Inc	Perth Home Care Services Inc	WANADA
Centacare Employment and Training	Key Assets WA Inc	Relationships Australia (Western Australia) Inc	Wanslea Family Services Inc
Centacare Family Services	Kids Camps Inc	Richmond Wellbeing	We Can Community Services
Centrecare Inc	Koolkuna (The Eastern Region Domestic Violence Services Network Inc)	Rise Network	Westcare Inc
Child Inclusive Learning and Development Australia Inc (CHILD Australia)	LAMP Inc	Rocky Bay Inc	Western Australian Association for Mental Health
CLAN WA	Lifeline WA	Ruah Community Services	Western Australian Council of Social Service Inc
Coeliac Western Australia	Linkwest	Secca	Women's Council for DFV Services (WA)
Communicare		Sexual and Reproductive Health WA	Women's Health Resource Centre
Community Legal Centres Association (WA) Inc		Shelter WA	Women's Health Services
Community Vision Inc		Silver Chain	Women's Healthworks
ConnectGroups		South Coastal Women's Health Services	Yaandina Family Centre
Consumer Credit Legal Service WA		South West Refuge Inc	YMCA Perth
		Southcare Inc	Youth Focus
			Youth Futures WA

## Contact Details

**John Bouffler**

Executive Director  
Community Employers WA

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