



COMMUNITY EMPLOYERS WA

Annual Report
2016/2017

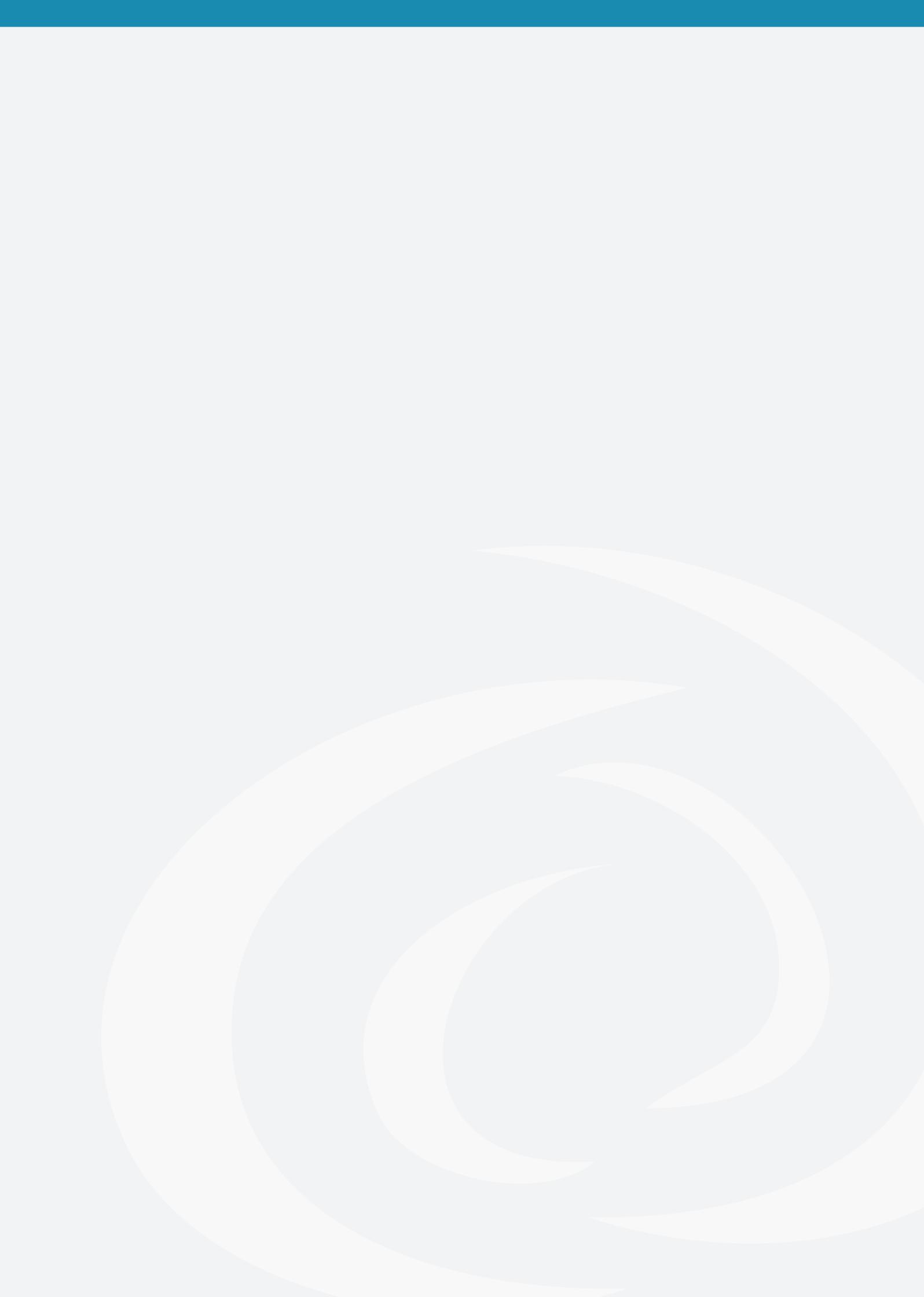


Table of Contents

Overview Of Community Employers WA	4
Board Members	4
Meetings	4
Chairpersons' Report	5
Executive Director's Report	6
Financial Statement and Auditor's Report	7
Members as at 30 June 2017	13
Contact Details	14

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 135 not for profit community service organisations across WA.

Meetings

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

Annual General Meeting:

17 November 2016

Board Meetings:

18 August 2016

20 October 2016

14 December 2016

23 February 2017

20 April 2017

21 June 2017

Board Members

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

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

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

Board Member *Appointed 19/11/2015*
Neil Hamilton, Accordwest

Board Member *Appointed 20/3/2017*
Amanda Hunt, UnitingCare West

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

Board Member *Appointed 20/11/2014*
Sheila McHale, Palmerston Association

Board Member *Appointed 19/11/2015*
Ashley Reid, Cancer Council WA

Board Member *Appointed 15/6/2015*
Gordon Trewern, Nulsen

Co-opted Member *Appointed 14/12/2016*
Louise Giolitto, WACOSS

Co-opted Member *Appointed 16/6/2016*
Neil Guard, Richmond Wellbeing

Chairpersons' Report

2016/17 could be characterised as another year of uncertainty and change across the NFP community services sector, and across State and Federal governments. From an NFP employer perspective, we continue to hear that proposed reforms and uncertainty of funding continuity make it more challenging to implement long term plans, to invest and innovate, and to give service users, staff and boards, confidence in the ongoing sustainability of services.

CEWA is very cognisant of these issues, and continues to actively advocate on behalf of members in a range of employer areas. At a State level, the long lead up to the election in March this year, provided an ideal opportunity to engage with a wide cross section of politicians, to discuss many of the key issues we hear from members. We were also given the opportunity to provide input into key government policy planning, through targeted forums. Issues including;

- the Equal Remuneration Order
- the indexation policy changes
- financial counselling funding reinstatement
- workforce training, development and capacity building
- contract maturities and timeframes
- Processes for tendering contracts
- The sector's ongoing engagement with politicians and senior bureaucrats

are all relevant to the work of CEWA and our objectives as an NFP employer representative body.

With the new WA Labor government, have come a wide range of changes, many of which will take 12-18 months or more, to work through the government and the NFP sector. We are conscious and somewhat cautious about the speed of reform, and as with any major change initiatives, will need to be worked through very carefully, drawing on the knowledge and experience of many stakeholders. There has been much discussion in recent years around the co-design of services, and the sector looks forward to the new government embedding this across departments in a clear and consistent way.

The Partnership Forum and Funding and Contracting Working group have been wound up, and the government's focus is now on election commitments and the Supporting Communities Policy. The establishment of a Service Priority Review, the Supporting Communities Forum and the Sustainable Health Review, are three key areas we are contributing to and watching with much interest. Additionally, the merging of the four key government departments with which the sector predominantly engages, has the potential to reshape the integration of services and establishment of clear and measurable outcomes. We also look forward to hearing at a more strategic level, of the government's plans for the building of stronger and vibrant communities, and the NFP sector's role in that.

At the Federal level, our sense is that there remains much to do in building strong levels of engagement between the government and the NFP sector. CEWA has been very involved in the Productivity Commissions Inquiry into Human Services over the past 18 months, with our advocacy primarily highlighting the importance of looking

beyond economic and efficiency drivers, with the need to focus on the importance of civil society and the development of social capital and cohesion. In an increasingly individualised world, it remains important that we also think holistically about community. And from an employer perspective, with the Commonwealth, certainty of funding, outcomes and sustainability continue to remain key, as do the timeframes for contracting arrangements.

Over the coming 12 months, CEWA will again remain focused on our representation work at both a State and Federal level, and will seek to specifically advocate on key employer issues. Funding reforms over the next period are likely to reshape service delivery for many organisations, and it will be important that this is undertaken in a considered and appropriate way for all involved. We will continue to maintain close working relationships with key stakeholders and to keep members informed of changes.

CEWA's financial position for the year was again satisfactory and we remain appreciative of the support shown by members in the call for contributions, which reaffirmed the need for the advocacy and representation work we are undertaking on behalf of NFP employers. We had 6 new members join and now have 136 employer members. The governance of CEWA remains sound and our external auditors provided an unqualified opinion on the accounts.

The Board of CEWA has again been very supportive and we would like to express our thanks to all members. The new CEO of WACOSS, Louise Giolitto joined the Board, and we are appreciative of the close working relationship CEWA maintains with WACOSS. Amanda Hunt, the new CEO of UnitingCare West also joined the Board, and we thank both Louise and Amanda for supporting our work.

To our Executive Director, John Bouffler, we extend our thanks for his leadership of CEWA over the past 12 months. John continues to undertake the advocacy work on behalf of members with professionalism and a strong commitment to the sector.

Finally, to our members and various stakeholders we thank you for your ongoing support. We look forward to continuing to represent the collective voice of members, and advocating for the sustainability of services.



Tony Pietropiccolo AM

Co-Chair
President



Chris Hall AM

Co-Chair
Secretary

Executive Director's Report

The 2016/17 year has been another period of change and uncertainty for many, and CEWA is pleased to have been able to maintain our advocacy and representative work for employers across the NFP community services sector.

The Vision of CEWA focuses on the provision of sustainable Community Services in WA, and we continue to promote the importance of sustainability in all our advocacy work. We agree that service users should be at the centre of the provision of services, and it is paramount that they be consulted and involved in service design. Similarly, for services to meet the ongoing needs of service users, there needs to also be a focus on the sustainability of services, and how to achieve that. The increasing focus on co-design has been welcomed by many, and we remain keen for the government to ensure that the principles are embedded in all funded services, and that all stakeholders are engaged appropriately.

Evidence of the effectiveness of this has been mixed over the past year. Whilst there is progress being made with the roll out of NDIS, the winding back and then partial reinstatement of funding for financial counselling, the lengthy processes with the Adult Justice Rehabilitation and Reintegration services tender, and the more recent examples in the early intervention and family support area, have heightened the need for more effective consultation with stakeholders earlier in the process. There is also a need for a more consistent approach across government and the sector in relation to the designing of outcomes, the process of tendering and setting realistic timeframes for responses.

CEWA has been actively engaged in several of these and other areas, and continues to advocate on behalf of NFP employers. The longstanding issue of the Equal Remuneration Order, remains one that neither the previous, nor current WA government have adequately addressed, and is arguably one of the most critical issues for the sustainability of services. During the year, CEWA and WACOSS commissioned a detailed study by Curtin University, on the sustainability impacts of the ERO. The results of that study again highlighted the increasing impact of the ERO, and were presented to numerous politicians, government leaders and other stakeholders.

In an environment where funding agreements are being indexed at less than 1% pa, and where legislated salaries are increasing at 5%+pa, it is clear that the risk of some organisations becoming insolvent will increase, and in many cases, service levels will be gradually reduced. It is imperative that the new State government prioritises work with the sector in seeking to address this, as has been the case in other States around Australia.

Following the State election, CEWA's role in co-chairing the Funding and Contracting Working group came to an end. We are watching with interest as to whether the new Supporting Communities Forum will implicitly include the implementation of the DCSP Policy in their work. CEWA remains engaged in working with the Department of Finance and the Department of the Premier and Cabinet in discussing this and other employer issues. The extensive reforms and structural changes being made by the new State government, highlight the importance for the sector in maintaining existing relationships and building new ones.

As noted in the Chairpersons' report, CEWA has been involved throughout the year in a cross section of sector employer issues. The lead up to the State election saw lobbying on key matters, we have contributed to various reviews being undertaken by the new government and we have sought to ensure that the employer voice in sustaining services, is well represented.

CEWA remains active in attending various sector forums, discussions and meetings with government representatives, members and other sector stakeholders. We maintain good working relationships with many peak bodies, and seek to keep members informed of relevant employer issues. We continue to link in to our Queensland counterpart – Community Services Industry Alliance, and to share perspectives on many common national and state developments. Pleasingly, we had six new members join CEWA during the year – three of which were regional. Since year end, an additional six have also joined. Whilst we haven't actively targeted new members, it is good to see that many feel there is value in the advocacy work we do.

Over the coming year, we await with interest as to the final recommendations from the Productivity Commission Inquiry into Human Services, and the Federal government's response. Similarly, the review of the ACNC act, the review of DGR tax arrangements, and the lead up to the 2019 Federal election, are all important areas for the sector to monitor. At a State level, CEWA is involved in the State Training Board Steering Committee on VET apprenticeships and traineeships, and we will look to advocate on workforce issues being experienced by some in the sector. The Machinery of Government changes, the Service Priority Review and the Sustainable Health Review, all remain importance areas of change for employers in the sector. We will also continue to link in with the CEO's for Gender equity, and will promote the importance of supporting women in particular, with fair and just pay levels.

UnitingCare West continues to host CEWA and our thanks to Amanda Hunt and the team for their ongoing support. Wanslea has looked after our finances since our inception, and our thanks again go to Tricia Murray, Helen Mo and Susannah Nankivell for their patience and expertise. CEWA's governance remains sound and we are in compliance with all reporting requirements to the WA IRC.

The addition of Amanda Hunt and Louise Giolitto to the board this year provided further sector insight and expertise, and I am grateful for their preparedness to join the board. Our thanks too, to all board members for sharing their time and knowledge. Lastly, thank you to Tony Pietropiccolo AM and Chris Hall AM for their longstanding support. It was great to see Chris recognised earlier in the year with an Order of Australia award.

We again look forward to working with members as we seek to achieve the effective and efficient provision of sustainable community services in WA.



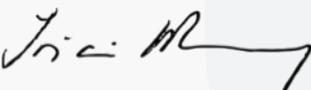
John Bouffler
Executive Director

Financial Statement and Auditor's Report

STATEMENT OF RECEIPTS AND PAYMENTS FOR 12 MONTHS ENDING 30 JUNE 2017

	This Reporting Period	Same Period Last Year
	Ended: 30/06/17	Ended: 30/06/16
	\$	\$
OPENING BALANCE	91,369	95,970
RECEIPTS		
Contributions	92,090	95,750
Membership fees	60	70
Lotterywest grant	4,912	-
Forum	-	7,530
ERO consultation	8,000	-
TOTAL RECEIPTS	105,062	103,350
PAYMENTS		
Salaries and related costs	102,619	100,709
Forum expenses	-	5,040
Cranlana programme	5,950	-
Other expenses	4,211	2,210
TOTAL PAYMENTS	112,780	107,959
CLOSING BALANCE	83,651	91,369

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: 20/10/17

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 2017 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 AM

Date: 20/10/17

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: 20/10/17



James Christopher Hall AM

In the presence of:



Signature of authorised witness

Matthew Braganza (CPA Australia)

Name of authorised witness and qualification as such witness

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

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of Community Employers WA ("CEWA"), which comprises the statement of financial position as at 30 June 2017, 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, and notes to the financial statements, including a summary of significant accounting policies, and the statement by the Board.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of Community Employers WA as at 30 June 2017, and its financial performance and its cash flows for the year then ended in accordance with the accounting policies described in Note 1.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's

Responsibilities for the Audit of the Financial Statements section of our report. We are independent of CEWA in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional

Accountants (the Code) that are relevant to our audit of the financial statements in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

Emphasis of Matter – Basis of Accounting

We draw attention to Note 1 to the financial statements, which describes the basis of accounting. The financial statements have been prepared for the purpose of fulfilling the Board's financial reporting responsibilities under the rules and the Industrial Relations Act 1979 (WA). As a result, the financial statements may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Responsibilities of the Board for the Financial Statements

The Board of CEWA is responsible for the preparation and fair presentation of the financial statements and has determined that the basis of preparation described in Note 1 to the financial statements are appropriate to meet the financial reporting 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.

In preparing the financial statements, the Board is responsible for assessing CEWA's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the Board either intend to liquidate CEWA or to cease operations, or has no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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 CEWA's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Board.
- Conclude on the appropriateness of the Board's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on CEWA's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to

draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause CEWA to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the Board regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

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

Opinion

We have audited the compliance of the finance officials with the requirements of section 74 of the Industrial Relations Act 1979 (WA).

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

Responsibilities

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.



DRY KIRKNESS



B ROTHMAN
Partner

Date: 20 October 2017

West Perth
Western Australia

DRY / KIRKNESS

Notes to the Financial Statement

FOR THE YEAR ENDED 30 JUNE 2017

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.

The following significant accounting policies, which are consistent with the previous period unless otherwise stated, have been adopted in the preparation of these financial statements;

(b) Comparative Figures

Comparatives are consistent with prior years, unless otherwise stated.

(c) 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 for income tax. As there is no non-member income, no provision for income tax is required.

(d) Revenue and Other Income

Member Contributions

Member contributions are recognised when received.

Member Subscriptions

Member subscriptions are recognised when received.

CEWA Membership List

CEWA MEMBERSHIP AS AT 30 JUNE 2017

Aboriginal Legal Services of WA Inc	Consumer Credit Legal Service WA Inc	Margaret River Community Resource Centre Inc	St John of God Outreach Services
Accordwest	Consumers of Mental Health WA	Meath Care Inc	St Patrick's Community Support Centre
Activ Foundation Inc	Continenence Advisory Service of WA	Melville Cares Inc	St Vincent de Paul Society
Advocacy South West Inc	Cyrenian House	MercyCare	Sudbury Community House Association
Advocare	Derbarl Yerrigan Health Services Inc	Metropolitan Migrant Resource Centre	Swan City Youth Service
Albany Youth Support Association	Desert Blue Connect	MIFWA	Technology Assisting Disability WA
Alzheimer's Australia WA	Employment Law Centre of WA	Mission Australia	Tenancy WA
Anglicare WA Inc	Enable WA	Mosaic Community Care Inc	360 Health
Armadale Community Family Centre	Escare Inc	Multicultural Services Centre of Western Australia Inc	The Gowrie (WA) Inc
Association for Services to Torture & Trauma Survivors (ASeTTS)	Ethnic Communities Council of WA	National Disability Services WA	The Salvation Army
Asthma Foundation WA Inc	Ethnic Disability Advocacy Centre	Ngala Family Resource Centre	The Spiers Centre Inc
Australian Red Cross WA	Family Support WA Inc	Nulsen	The WA Aids Council
Avivo	Financial Counsellors Association of WA Inc	Outcare	Therapy Focus Inc
Baptistcare	Fremantle Multicultural Centre Inc	Palmerston Association Inc	Uniting Aid
Beehive Industries of WA	Fremantle Women's Health Centre	Parkerville Children Youth Care Inc	UnitingCare West
Black Swan Health Ltd	Goldfields Individual and Family support Association	Pathways Southwest	Uniting Church in the City
Bladder and Bowel Health WA	Good Samaritan Industries	Pat Thomas Memorial Community House Inc.	Vincentcare
Bluesky Community Group	Gosnells Women's Health Service	Patricia Giles Centre	Visibility
Brightwater Care Group	Headwest	Peel Volunteer Resource Centres	Volunteer Task Force Inc.
Bunbury Community Legal Centre	Health Consumers Council (WA) Inc	Peel Community Living	WA Blue Sky Inc
Burdekin – Youth in Action	Helping Minds	People with Disabilities (WA)	WA No Interest Loans Inc.
Cahoots Org	Holyoake The Australian Institute For Alcohol & Drug Addiction Resolutions	Pivot Support Services	WANADA
Calvary Youth Services Mandurah Inc	Hope Community Services	Relationships Australia (Western Australia) Inc	Wanslea Family Services Inc
Cancer Council WA	Identity WA	Richmond Wellbeing	Westcare Inc
Care Options	Indigo Junction	Rise Network	Western Australian Association for Mental Health
Centacare Employment and Training	Interchange WA	Rocky Bay Inc	Western Australian Council of Social Service
Centacare Family Services	Ishar Multicultural Women's Health Centre Inc	Ruah Community Services	Women's Council for DFV Services (WA)
Centrecare Inc	Key Assets WA Inc	Sexual Health Quarters	Women's Health and Family Services
Child Inclusive Learning and Development Australia Inc (CHILD Australia)	Koolkuna (The Eastern Region Domestic Violence Services Network Inc)	Shelter WA	Yaandina Family Centre
CLAN WA	LAMP Inc	Silver Chain	YACWA
Coeliac Western Australia	Lifeline WA	South Coastal Women's Health Services	YMCA Perth
Communicare	Linkwest	South West Refuge Inc	Youth Focus
Community Legal Centres Association (WA)		Southcare Inc	Youth Futures WA
Community Vision Inc		Southern Cross Care (WA) Inc	
ConnectGroups		Southside Care	
		St Bartholomew's House	

Contact Details

John Bouffler
Executive Director

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