



Working Women's Centre SA Inc

ANNUAL REPORT 2018/2019

"IT HAPPENED IN A MEETING, INDISTINGUISHABLE FROM AN INFINITE LIST OF OTHERS CONVENED AT TRADES HALL, ADELAIDE. YET THIS WAS A NOTABLE MEETING. ITS MINUTES RECORD THE FORMAL ORIGINS, ON DECEMBER 1ST 1978 (IN AN ERA BEST REMEMBERED FOR THE IMPETUOUS DRIVING ENERGY OF PROGRESSIVE CHANGE), OF THE SOUTH AUSTRALIAN WORKING WOMEN'S CENTRE."

WWW.WWCSA.ORG.AU

Always was, always will be.



The Working Women's Centre Inc SA Management Committee and Staff acknowledge that the Kauna people are the traditional and continual custodians of the land upon which we carry out our work. First Nations' sovereignty has never been ceded.



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Photography:

Elle Dawson Scott & Shaylee Leach

Illustrations:

Catherine Story

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Working Women's Centre Inc

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Supported by

***The Office for Women SA
The Fair Work Ombudsman
SA Unions.***



VISION

The Working Women's Centre SA Inc. is a leader in the campaign for the achievement of, and access to, work, fair pay and conditions for all working women, so that they may enjoy a balanced and quality life.

MISSION

The Working Women's Centre SA Inc. will actively work for change so that women seeking and in paid employment have their needs met by ensuring that their voice is heard, and that they are as powerful, leightmate, equal and resepcted contributors to work, union, political, social and economic domains.

OBJECTS

The principle purpose for which the Association is established is to be a charity whose purpose is the relief of poverty, suffering, distress, misfortune, disability, and helplessness in the context of women in the workplace.

The Association pursues its principle object by:

1. Enhancing women's participation in and contribution to workplace arrangements that improve their economic prosperity and welfare, focusing in particular on:
 - *Women working in areas which may be precarious and/or low status employment, casual and part- time employment, award free areas, home based employment and low paid work;*
 - *Aboriginal and Torres Strait Islander women;*
 - *Women from non-English speaking backgrounds;*
 - *Women who have a disability;*
 - *Women in regional, rural and remote areas;*
 - *Women with family responsibilities;*
 - *Women on visas;*
 - *Women of mature age;*
 - *Young women, and;*
 - *Such other people as may experience particular disadvantage in the workforce.*
2. Increasing women's knowledge of the legal, policy, and institutional frameworks that promote workplace reform; fair and efficient arrangements for remuneration; employment conditions, and; working patterns in a safe working environment.
3. Providing a safety net of industrial relations related services to women who are otherwise unable to access them and participate effectively in the labour force.
4. Enhancing work related services provided by other organisations to women.
5. The Association may do all such other things as may be incidental to the attainment of the principle object.

THE TEAM

Director

Abbey Kendall

Client Services Officer

Sarah Davenport

Industrial Officers

Teresa Von Wasserling

Sonya Carmody

Emma Johnson

Kylie Porter

Ajsa Bajartarvevic

Training Officer

Cassandra Deon Wiedra

Administration Assistant

Shaylee Leach

Chair

Michelle Hogan

Vice Chair

Melissa Stokes

Secretary

Abbey Kendall

Treasurer

Dr Bec Neil

Committee Members

Sarah Andrews

Emma Thornton

Dr Claire Bartholomaeus

Dr Suzanne Franzway

Dr Nadine Levy

Gilda Campbell

Community Representatives

Michelle Hogan

Gilda Campbell

Union Representatives

Sarah Andrews

Catherine Story

Small Business Representative

Dr Bec Neil



CHAIR'S REPORT

Michelle Hogan

The constitution of the WWC states our purpose as being to enhance women's participation in and contribution to workplace arrangements that improve their economic prosperity and welfare.

We nominate a number of key target groups of women including ATSI, NESB, Visa holders, regional and remote, differently abled, old/young, with family or single, and with non-binary sexual and gender orientation. Our funding agreement also specifies that we work with 'vulnerable workers', which includes men. We do the latter predominately through education and campaigns.

The WWC Management Committee is particularly proud to present this report on our activities in our 40th year – not least because it has been a major achievement just to get to 40(!) but also because it has been a year of major rejuvenation of the Centre. After 20 years of service, our past Director, Sandra Dann retired at the beginning of 2019.

In the period of planning as part of her transition to retirement, the WWC Management Committee re-examined the role of the Director, which up until that point had incorporated a training component. It had become increasingly obvious that we could not grow the training arm of the Centre without separating this role. As a result, we completed a business case for instigating a dedicated fee for service training position, which has resulted in the employment of Cassandra Deon Wierdra and the expansion of our training programs.

We have grown the work and partnership with the SA Women's Safety Services and will continue to train on Domestic Violence in the Workplace. We also now offer a wide variety of other training including bullying and sexual harassment at work, training related to our campaigns, along with a range of information sessions.

Anne Purdy was employed as a Project Officer over 2018, completing an update of our policies in the first half of the financial year, and the Executive also did an internal review of our staffing practice, to ensure that the Centre could meet our operational needs and to improve workplace culture and practice. This work raised the poor state of our internal infrastructure, in terms of supporting our staff to grow the Centre's client services, and we contracted Claire Thomson in May 2019 to complete an Operational Review.

We also have four new staff members and the new team has come together with enthusiasm and energy for the future. The Management Committee has been gratified and proud of how quickly they have thrown themselves into the work and they have been getting great results for clients. So thank you Emma Johnson, Ajsa Bajraktarevic and Kylie Porter.

The skills and experience developed by Industrial Officers at the Centre is unique and the Management Committee pays tribute to Sonya Carmody, Teresa Van Wasserling and Jaspreet Kaur for their work and dedication to the clients of the Centre.

This work is demanding and it sits between industrial and women's sectors - many great women have worked with the Centre over our 40 years and have gone on to demonstrate how highly valued the skills and experience developed at the Centre are - and how they can be utilised in many different forums. Most recently Anne has joined Women's Safety Services in the Women's Services Sector and Jas is now an Industrial Officer at the United Firefighters Union, as part of the trade union movement.

Our Client Services Officer Sarah Devenport has held the fort for Industrial Officer absences over the year and we thank her for her work in both roles – the CSO position is a crucial first point of contact and Sarah has also been helping out with promotion and communications.

Over the past 12 months we have also had the benefit of a number of women who took up short term contract positions and the Committee thanks them all for their work. Leading the whole gang, I want to thank our new Director, Abbey Kendall – she has hit the ground running and we are very grateful for her innovative and energetic approach towards taking the Centre into our next 40 years.

Of course this year we are particularly noting the contributions of the women on whose shoulders we stand – forty years of advocacy and practical assistance, in the 125th year of suffrage, WWC continues to lead the way in South Australia and nationally on projects to improve women's access and participation in the paid workforce. As part of my address at our AGM and before Sally McManus takes the stage, I will outline some of the contributions the Centre has made over the last 40 years.



Kaz Eaton and Michelle Hogan

For the purposes of this 2018-9 governance report, I am very happy to report that we are in the black in our budget (as you will see in our financial report) and we head into our government funding contract negotiations next year with a rejuvenated team and updated infrastructure to position us competitively for the future.

Our funding environment has always been challenging and a distraction when the demand for our service continues to grow. We will certainly be calling on your support and ideas in seeking refunding – including gaining commitments from all political parties to support our funding bid. We will need your help to get these commitments.

In my role as Chair I want to thank everyone for their work on the Management Committee over the last year.

DIRECTOR'S REPORT

Abbey Kendall



2019 is the 125th year since suffrage in South Australia.

The anniversary of this significant victory for women causes us to reflect, think and commemorate as well as to discuss the enormity of the achievement of being the fourth jurisdiction in the world to do so.

All through the year, the Office for Women and the Centre for Democracy have reminded us and educated us about the roles that civil society and, in particular, women activists had in winning the vote. These included the formation of the Women's Suffrage League as well as the Working Women's Trade Union. These organisations were pivotal in the push for equality. Both were concerned with the status of women, using advocacy, information and education as tools to agitate and ultimately achieve electoral equality.

2019 also marks another milestone: this year the WWC celebrates its 40th year of operation. The coinciding of these two anniversaries has caused me to reflect on our Centre's own beginnings, the progress we have made and the work that is left to do.

In 1996 the Working Women's Centre published a book 'Talking Back', authored by Catherine Murphy. In the book, Catherine Murphy talks about why the Centre was established:

"The Working Women's Centre was established in response to the particularity of women's issues. It was women who identified the way in which women workers, especially working-class women and non-English speaking women were profoundly disadvantaged within a segregated and gendered social, political and economic system.

It was women who defined where those gaps lay, strategized mechanisms to interpret the issues and get them validated within mainstream (male) political agendas. Then it was the women who rolled up their sleeves and got on with the task of tackling the visionary and seriously political task of imagining response, solutions, actions and transformations these 'need' and the unnecessary burdens women carry.

Women working for women. Unity and strength in numbers. Equality and justice. Sisters."

It strikes me that these words could easily have been written by our sisters Mary Lee or Augusta Zadow many years before women achieved suffrage, in 1884, as they organised and forced the political foundations we stand on today. There can be no doubt that Ms Murphy's words describe the core of our work in 2019. I know this because every day in the Centre, we still tackle that visionary and political task as we re-imaginine solutions for women on individual and structural levels.

Of course, we are no longer fighting for the vote. Today we are instead engaged in the fight for wage and superannuation equity, the right to be safe from violence and sexual harassment at work and for the sharing and the monetary recognition of the work of caring, both outside and inside the formal labour market. In our 40th year, we are focused on delivering exceptional service to the individual workers who come through the Centre, but also on expanding our outreach to ensure that- like our sisters before us - our impacts are structural and permanent.

The last year, wage and super theft, the gig economy and family violence have dominated the political discourse.

Industry Super Australia estimates that workers, in South Australia, are missing out on of 238 million dollars in superannuation payments each year, and are, on average missing out on around \$1,600 a year in superannuation.

On average women are retiring with 47% less superannuation than men. Perhaps unsurprisingly then, between 2011 and 2016, women over the age of 55 were the fastest-growing cohort of homeless Australians.

Wage theft is an epidemic across the country. The McKell Institute identifies that the combined impact of underpaid wages and non-payment of superannuation is likely costing South Australian workers more than \$500 million per year. This figure is so shockingly high that it might provoke many readers to doubt.

Sadly, the staff and supporters of the Centre were not surprised. We know from our casework that workers are being ripped off. Many workers contact the Centre to discuss bullying or sexual harassment and learn that they are the victim of wage theft or that their boss is years behind in superannuation contributions. **This story is all too common.**

Sitting behind these statistics are our clients. Our clients are often the women who are working two jobs to earn a living wage, they are the primary caregivers and they are the most likely of all us to work in lowly paid industries. Our clients are Indigenous women, women of colour, working-class white women. They are women who speak English and those who don't.

They are born in Australia and they are migrants. Our clients are from the LGBTIQ community, they are living with disabilities and they are caring for those who live with a disability and caring for their parents. Our clients are often the victims and survivors of family violence. As far as I can tell, they are of all political persuasions.

As outlined by the diversity of our clients, more of which can be read about in our case summaries of this report, we understand that discrimination overlaps and that it is severe for people with colour and worse again for women of colour living with a disability. Through reading the stories of our clients, I hope you will recognise how pivotal the Centre is to our community and why it is more important than ever that we are creative, show up, get loud, organise and channel the strength of the activist women who came before.

In February 2019, I joined the Working Women's Centre team. In my first few weeks, while I fumbled around reading, learning and asking rudimentary questions in a bid to catch up quickly on 40 years of achievements. It was quickly reinforced to me that an institution like the Working Women's Centre does not arise overnight. It takes years of providing trusted advice, relentless campaigning and grassroots advocacy by all members of staff and our volunteer management committee. I am honoured to deliver my inaugural Director's report as a member of that team.

SNAPSHOT

Prevalence of Wage Theft

Historically the Working Women's Centre has dealt with underpayment issues secondary to other issues. For example, a woman might present with an issue regarding bullying and harassment and as we converse with her, it becomes clear that she is also being underpaid. In the last 6 months we have noticed that women are presenting with underpayment issues first. It is likely that this is due to heightened social commentary about "wage theft" and precarious work. We also note that when there is increased commentary about the gender pay gap, we receive an increased numbers of calls about their employment conditions.

Sexual Harrassment and Workers Compensation

The #metoo movement has provided a platform for women to tell their stories about sexual harassment in the workplace. Often women who publicly speak out about sexual harassment are established and have a level of social capital to cope (to some extent) with the inevitable backlash. Predominately, the women presenting to the Centre are part of an underclass and have very little social capital to successfully prosecute sexual harassment matters. We have noticed an increase in women reporting sexual harassment and we are identifying a psychological injury and suggesting that they make a workers compensation claim. We know that women are more likely to make claims for psychological injuries, but we expect to see an increase in women utilising the workers compensation system as opposed to the Australian Human Rights Commission or Equal Opportunity Commission, to seek compensation. There is work to do with respect to removing prejudice and barriers to women in the workers compensation system. There is also significant law reform work to do to ensure that sexual harassment is taken seriously in the workplace and addressed properly through our Occupational Health and Safety laws.

Dismissing women over the age 55

There has been an increase in women, over the age of 55, presenting at the centre having been dismissed. These women are often long-term employees (10 plus years) and have very little prospect of being gainfully employed post dismissal. We are also noticing that many of these women have very little superannuation and are being forced onto Newstart social security benefits. We are in the process of updating our database to ensure that we can collect data about their superannuation benefits and their transition onto welfare. In many cases, these clients are forced to settle for small amounts of compensation through the unfair dismissal process.

SNAPSHOT



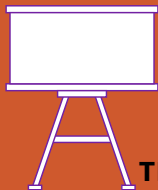
1062
TELEPHONE ADVICE
SESSIONS



215
CASES OPENED



42%
OF CALLERS WERE
WORKING LESS THAN FULL
TIME HOURS



74
TRAINING SEMINARS



1590
WORKERS TRAINED IN
SAFE WORKPLACE
PRACTICES



2
LAW REFORM
SUBMISSIONS



11%
OF CALLERS WERE LIVING
WITH A DISABILITY



11%
OF CALLERS AND
CLIENTS WERE FROM
NON ENGLISH SPEAKING
BACKGROUNDS



80%
OF CALLERS WERE FROM
METRO AREAS



40%
OF CLIENTS WERE
REFERRED TO US BY THE
FAIR WORK OMBUDSMAN

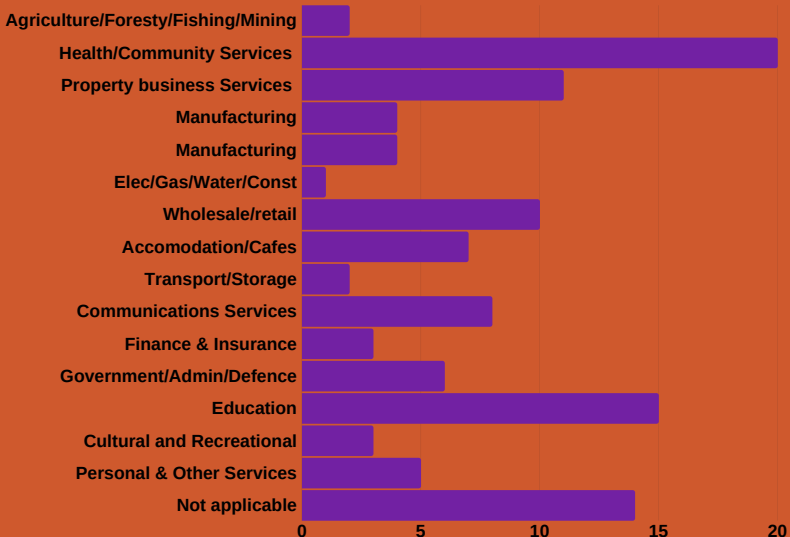


29%
OF CALLERS WERE OVER
THE AGE OF 55

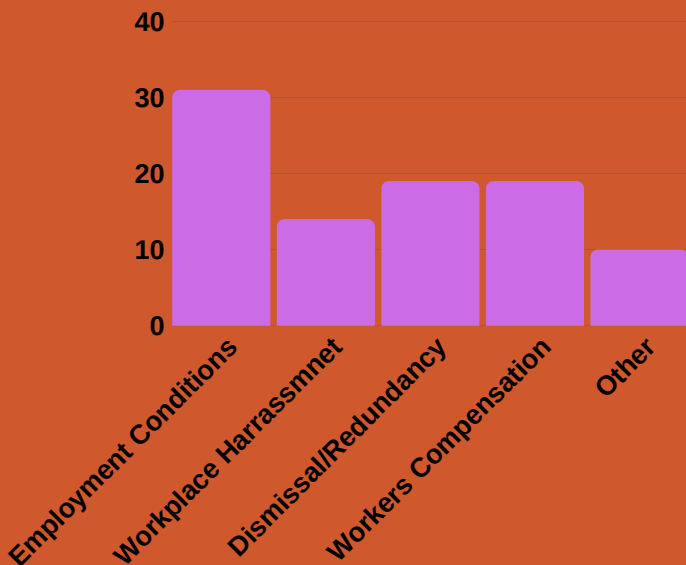


96%
OF CALLERS IDENTIFIED AS
A WOMAN

INDUSTRIES



ISSUES

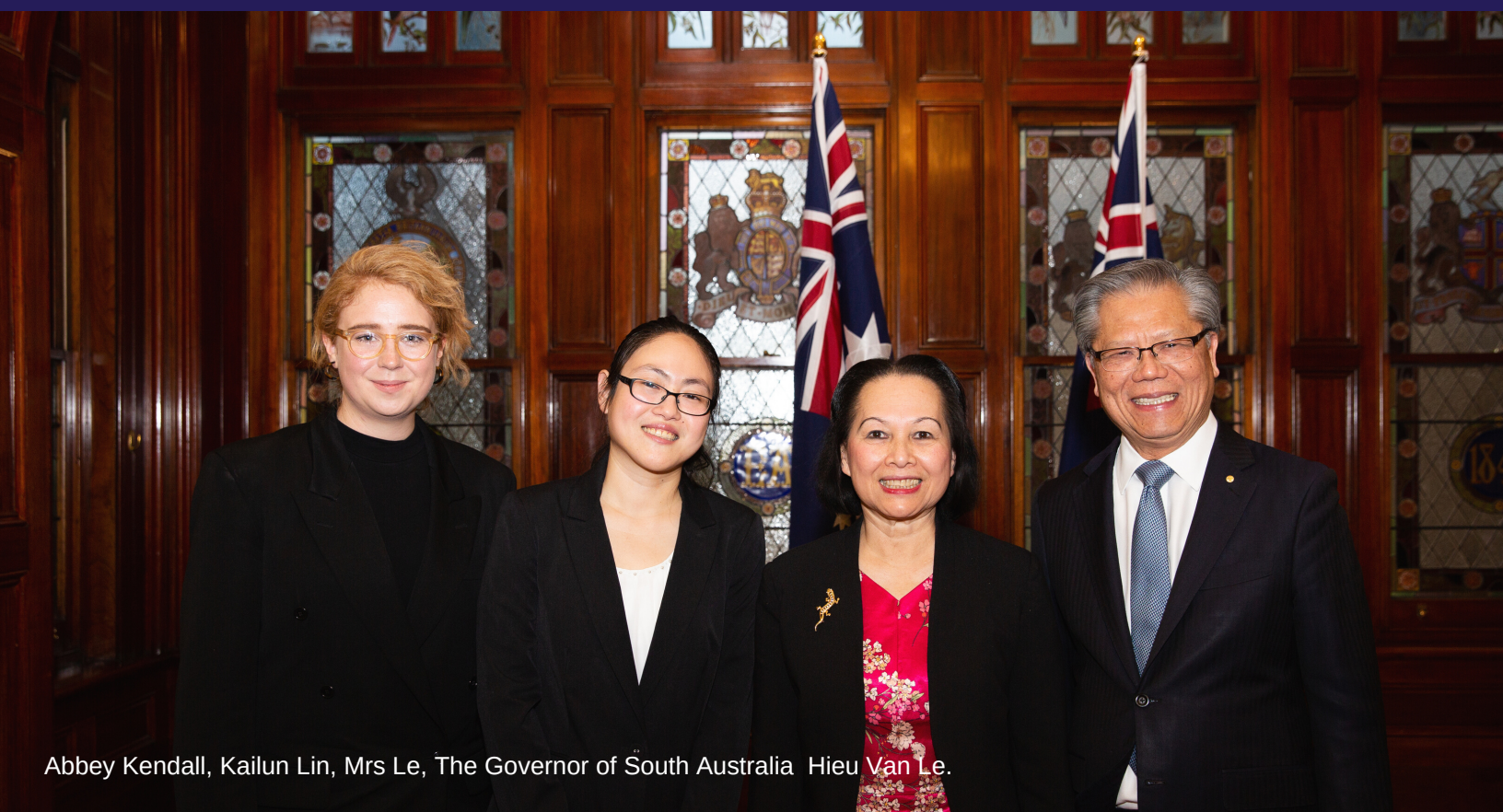


KAILUN'S STORY

Kailun, a Chinese migrant worker, took a job as a casual waiter in 2017. Kailun was paid \$10.00 an hour at first and then within a few months her hourly rate increased to \$13.00 an hour. Kailun was underpaid \$10 - \$13.00 an hour throughout her employment. When Kailun accepted the job she knew that she wasn't being paid the legal minimum but she was desperate to get a job and this was her first job in Australia. As Kailun gained more confidence and realised the extent of the wage theft, she raised the issue with her employer.

Kailun was immediately dismissed from her job. The employer failed to provide any payslips and failed to make any superannuation contributions. Kailun is owed over \$12,000 in wages and over \$2,000 in superannuation. Kailun did not give up. She came to the Working Women's Centre and lodged an unfair dismissal application. Kailun won her unfair dismissal case and was awarded 12 weeks of wages at the legal rate.

The media picked up Kailun's story and reported on it in the Advertiser. Kailun has since been speaking publicly about her journey and on 4 September 2019, Kailun was the keynote at our 40th Anniversary Government House Reception. Kailun addressed the Governor, politicians, WWC funders, members of the judiciary, friends and supporters of the Centre to tell her story. Kailun's speech was the highlight of the night and we are pleased that Kailun has permitted us to publish her speech.



Abbey Kendall, Kailun Lin, Mrs Le, The Governor of South Australia Hieu Van Le.



Good evening ladies and gentlemen!

It's my honor to speak here, and I am very glad to share my story.

My name is Kailun Lin, and I am the client of Working Women's Centre. With their help, I won my unfair dismissal case, and my story was published in the newspaper 'The Advertiser'. Now let me start my story.

I worked in a noodle bar in Mawson Lakes as a waitress. At the beginning, I did know my pay would be under minimum legal wage, but I would increase gradually. As long as I performed well, my wage would reach to legal pay in half year. So I chose to take the job, because I was new to the workforce, it was not easy to find a job and I need income to support my family. I did appreciate him giving me the work, in return, I worked hard and being a trustworthy and helpful staff who normally did more work than others. Unfortunately, I found what he told me about wage was a lie. After my husband and I had a talk with the employer about my pay, I was dismissed the day I went back to work.

After I was dismissed, I felt sad, but I did not think about take actions against him. Because I did not know what action I can take. After I found out relevant information, I concerned the possible consequence which could affect his family, mainly the kid. However, what my previous employer did changed my mind. Firstly, after my husband represented me to talk to him, he sent me a message to threaten me that if I took action, he would tell all Chinese employer he knew, so I could not find a job in Chinese Community. He also asked two girls who worked there as same as me to lie about their wage. At the beginning, when I asked them how much they got paid, they told me \$13 per hour, as same as me. Half hour later, they sent me message saying that they made mistake, they got pay \$19.5 per hour. Last thing was I found out he gossiped about my family issue to other staff working there.

So I started to take action, I found Working Women's Centre by legal aid suggestion. The staff of Working Women's Centre helped me with legal process. My case ended with the conference held in the Fair Work Commission. Here is a funny story. Before the conference. My previous employer sent me an email stated, he lodged a Final Notice in Magistrates Court of South Australia (Civil Division), he asked compensation for his holiday and stress he suffered, because I took action, and the amount he asked was much more than compensation I could get. I did worry after I received, so I searched for legal advice. After several phone calls, I was sure he tried to frighten me, so I would withdraw the case. I believed he definitely suffered lots of stress, because he forgot I represented him to talk to telecommunication ombudsman. He also forgot I am a strong and tough person. So the story ended with he wasting \$52 application fee.

It seemed I was so unlucky that time, but finally the luck came to me. I was lucky to be helped by the Working Women's Centre during the whole process.

I think my case was not easy for the Working Women's Centre, because I didn't have evidence such as contract, payslip and record to prove I worked there 13 hours per week, I also paid by cash. My previous employer provided more evidence and witness statements than me. However we won. The documents my representative prepared and questions she asked were clear and professional, so the Commissioner believed us, and my compensation was based on 13 hours working time. There is no doubt staff of Working Women Centre are hero for me and my case, although the enemy was a little bit weak.

I am lucky with help from the Working Women Centre, because back that time, my family suffered financial difficulty, so I could not afford to hire a lawyer. And the story would change without their help.

I think there are many women who are new to the workforce, as same as me, not knowing their rights. Some working women may know their rights, but financial situation stops them taking action. They all need help. And the Working Women's Centre is the best choice. They provide a comfortable environment for people like me to talk about what happened to us. And their experience also makes them understand what happened to the clients effectively.

So I hope the Working Women's Centre can exist as long as they can to help working women. I also want to say Thank you to all staff of the Working Women's Centre. And Thanks for your listening.



CASE WORK

Exploitation of Migrant Worker by Employer and Migration agent

Indy came to the Centre to seek advice about recovering lost wages from an Employer in rural Victoria. The worker had paid a migration agent \$15,000 to apply for a working visa on her behalf and find her employment.

The worker paid the majority of these monies prior to travelling to Australia and entered Australia on a tourist visa, as directed by the Migration Agent. Indy was told to obtain a tourist visa and come to Australia while the Migration Agent found her employment. The migration agent promptly found her employment when she arrived in Australia, despite the agent's failure to apply for a working visa. The employer, a motel in rural Victoria employed Indy to work 40 hours a week but only pay her 20 hours a week in cash while until her working visa had been approved. 4 months after she started work with the employer, she found out that the Migration Agent had not made the working visa application on her behalf. Soon after, Indy fled Victoria to live with family friends in Adelaide. The WWC calculated her underpayment and worked with the Migrant Worker's Centre in Victoria to pressure the Migration Agent to return her fees to avoid further action by the WWC.

We also made a verbal offer of settlement with the employer on the same basis. The migration agent and the employer paid the outstanding wages and the worker returned to the Philippines. Indy was ecstatic and relieved that she was able to recover her stolen wages and visa fees confidentially.

Casual Employee asks to be paid superannuation

Rose has been working for a small manufacturing business on a regular and systematic casual basis for almost 4 years. About a year ago, Rose realised her employer has not been paying superannuation correctly, she reported this to the ATO and did not hear anything further. Rose calculated she is owed approximately \$4200.00 in unpaid superannuation contributions. She decided to bring this up with her employer directly and as a result has been experiencing severe workplace bullying. Rose was forced to lodge a worker's compensation claim as her doctor deemed it unsafe for her to be in the workplace. Rose's workers compensation claim was rejected on the basis that her employer acted reasonably.

To date, the employer has not paid the superannuation contributions despite being threatened with action. Rose believes that her employer is waiting to see if Rose will spend time and money on recovering the unpaid super.

Wage Theft Impacts Retirement

Sarah is a woman in her late 50's worked for a small business in a rural city for over 20 years. Sarah has calculated that she had been underpaid \$120,000.00 over the course of her employment. Aside from the lost wages, Sarah has realised how that underpayment has affected her superannuation balance. Sarah calculates that the superannuation lost on the unpaid wages would have significantly increased her superannuation balance, giving her an extra \$100,000 to retire on.

Sarah is angry that she has sacrificed so much by trying to do her best for a boss who knew he was underpaying her, at a time of life when she should have been looking forward to retirement.

All names have been changed to protect the identity of our clients.

WORKING WOMEN'S CENTRE SA INCORPORATED

FINANCIAL STATEMENTS For the Year Ended 30th June, 2019

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Prepared by:

Lee Green & Co. Pty. Ltd.

Working Women's Centre SA Inc.

Profit & Loss [With Last Year]

July 2018 through June 2019

12/09/2019

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	This Year	Last Year
Income		
Income from Grants	\$706,212.70	\$679,472.72
Donations	\$2,237.00	\$1,624.00
UTLC	\$0.00	\$6,000.00
Augusta Zadow 2018	\$3,853.31	\$0.00
SA Feminist Collective Funding	\$825.00	\$1,272.73
Centrelink PPL Funds	\$5,754.80	\$6,993.83
Interest Received	\$6,990.16	\$6,544.87
W/Place White Ribbon Training	\$22,500.00	\$63,990.00
BAS Rounding	\$2.09	\$4.07
Total Income	<u>\$748,375.06</u>	<u>\$765,902.22</u>
Expenses		
Accounting/Payroll Fees	\$15,818.29	\$9,691.88
Advertising & Promotion	\$804.55	\$0.00
Audit Fees	\$1,080.00	\$1,100.00
Bank Account Fees	\$1,054.02	\$847.80
Board Expenses	\$1,727.40	\$4,200.00
Car Parking	\$42.46	\$6.54
Cleaning	\$2,312.83	\$917.36
Computer & Software Expenses	\$17,811.11	\$2,942.00
Conferences	\$0.00	\$145.46
Electricity	\$5,229.72	\$5,416.27
Equip Lease - (Copier)	\$1,944.00	\$1,944.00
Equipment/Furniture Purchases	\$4,812.73	\$0.00
Functions	\$5,068.98	\$2,533.03
Insurance	\$5,002.39	\$4,668.32
Industrial Seminars	\$436.37	\$1,913.18
Meal Allowances	\$242.95	\$0.00
Postage & Courier	\$1,099.13	\$427.49
Printing & Stationery	\$3,379.99	\$4,056.75
Rent	\$40,010.85	\$37,600.15
Repairs & Maintenance	\$6,295.63	\$1,131.00
Staff Training & Development	\$4,762.77	\$351.50
Staff Amenities	\$889.95	\$761.96
Subs, Books & Journals	\$1,818.47	\$450.00
Sundry Expenses	\$278.14	\$127.27
Telephone/Fax/Internet	\$10,788.64	\$9,274.87
Travel & Accommodation	\$2,030.07	\$2,977.58
Website Development & Updating	\$0.00	\$2,691.00
Employment Expenses		
Wages & Salaries	\$644,358.00	\$528,323.35
Prov E/ee Entitlements - An Lv	-\$31,618.84	-\$11,335.32
Prov E/ee Entlmnts - Lng Sv L	-\$84,769.08	\$21,255.77
Prov E/ee Entl - Redundancy	-\$116,393.02	-\$506.08
Occ Superannuation	\$59,758.99	\$57,684.38
Workcover Levy	\$7,870.95	\$9,123.88
Total Employment Expenses	<u>\$479,207.00</u>	<u>\$604,545.98</u>
Total Expenses	<u>\$613,948.44</u>	<u>\$700,721.39</u>
Operating Profit	<u>\$134,426.62</u>	<u>\$65,180.83</u>
Other Income		
Net Profit/(Loss)	<u>\$134,426.62</u>	<u>\$65,180.83</u>

Working Women's Centre SA Inc.

Station Arcade
136 North Terrace
Adelaide SA 5000

Balance Sheet [Last Year Analysis]

June 2019

12/09/2019

10:36:56 AM

	This Year	Last Year
Assets		
Current Assets		
Cash at Bank - Cheque Account	\$14,597.40	\$16,127.53
Investments - At Call A/c	\$741,626.71	\$902,033.12
Visa Business Card	-\$4,978.21	-\$206.50
Term Deposit Payroll Account	\$22,057.42	\$21,529.94
Petty Cash Imprest	\$250.00	\$300.00
Prepayments	\$5,242.01	\$4,770.82
Accounts Receivable	\$14,286.18	\$12,408.00
Total Current Assets	\$793,081.51	\$956,962.91
Non-Current Assets		
Furniture & Equipment	\$4,812.73	\$10,380.00
Acc Dep - Furniture & Equip	-\$4,812.73	-\$10,380.00
Computers & Information Techno	\$17,544.93	\$40,138.00
Acc Dep - Electronic Equip	-\$17,544.93	-\$40,138.00
General Equipment	\$0.00	\$15,082.00
Acc Dep - General Equip	\$0.00	-\$15,082.00
Total Non-Current Assets	\$0.00	\$0.00
Total Assets	\$793,081.51	\$956,962.91
Liabilities		
Current Liabilities		
Payroll Clearing ADP A/c	\$478.00	\$1,241.00
Payroll Clearing Occ Super A/c	\$4,361.21	\$5,935.14
Payroll Clearing Workcover A/c	-\$185.30	\$1,184.91
Accounts Payable	\$21,691.22	\$26,718.15
Accrued Expenses	\$4,319.00	\$13,461.00
Accrued Salaries & Wages	\$14,887.13	\$53,063.48
Accrued Super & W/cover	\$1,964.33	\$14,760.68
Grant In Adv - SA Feminist Col	\$2,539.70	\$2,539.70
NT WWC-FWO Re Database	\$4,545.45	\$4,545.45
Revenue In Adv-Womens Serv Net	\$1,436.32	\$1,436.32
Revenue In Adv-Augusta Zadow S	\$8,900.00	\$8,900.00
Revenue In Adv-Kilburn Blair A	\$3,326.42	\$3,326.42
Revenue In Adv-Rentokil	\$40,000.00	\$40,000.00
Revenue In Adv-Life Quilt Proj	\$2,446.45	\$2,446.45
Rev In Adv-Reclaim The Night	\$3,157.11	\$3,157.11
Revenue In Adv-IWD Collective	\$3,902.27	\$4,727.27
Revenue In Adv-Augusta Zadow S	\$6,146.69	\$0.00
Rev in Adv-Guardian Early L	\$10,000.00	\$10,000.00
Rev In Adv-Adelaide White Ribb	\$1,400.00	\$1,400.00
Revenue In Adv - DV Training	\$0.00	\$2,000.00
Prov'n For Furniture Replaceme	\$6,000.00	\$6,000.00
Prov'n For Minor Equipment Rep	\$5,000.00	\$5,000.00
Prov'n For Staff Training & De	\$10,000.00	\$10,000.00
Prov'n For Website Dev & Maint	\$10,000.00	\$10,000.00
Provision for Annual Leave	\$13,526.72	\$45,145.56
Prov'n For IT/Database Upgrade	\$15,000.00	\$15,000.00
Total Current Liabilities	\$194,842.72	\$291,988.64

Working Women's Centre SA Inc.

Balance Sheet [Last Year Analysis]

June 2019

12/09/2019

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	This Year	Last Year
Non-Current Liabilities		
Provision for Lng Sv Lv >7 YRS	\$9,613.58	\$73,623.87
Provision for LSL > 4 YRS<7YRS	\$3,730.57	\$24,489.36
Provision E/ee Redundancy	\$164,686.62	\$281,079.64
Total Non-Current Liabilities	\$178,030.77	\$379,192.87
Total Liabilities	\$372,873.49	\$671,181.51
Net Assets	\$420,208.02	\$285,781.40
Members' Funds		
Opening Balance	\$285,781.40	\$220,600.57
Surplus This Year	\$134,426.62	\$65,180.83
Total Members' Funds	\$420,208.02	\$285,781.40

WORKING WOMEN'S CENTRE SA INCORPORATED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30TH JUNE, 2019

1. STATEMENT OF ACCOUNTING POLICIES

(a) Basis of Preparation

These financial statements are a special purpose financial report prepared in order to satisfy the requirements of the Associations Incorporation Act 1985 (as amended). It has been determined that Working Women's Centre SA Incorporated is not a reporting entity as defined in Statements of Accounting Concepts 1: Definition of the Reporting Entity, and therefore, as there is no requirement to apply accounting standards in the preparation and presentation of these statements, none have been adopted.

The Profit and Loss [With Last Year] has been prepared on an accruals basis of accounting in order to recognise the transactions in the period to which they correctly relate. The Statement shows more than just the receipts and payments for the year.

(b) Non-Current Assets and Depreciation

Furniture and equipment assets were traditionally recorded at cost and depreciated using the straight-line method over the period of their useful lives. Now that all existing assets have been fully depreciated, all current asset purchases are treated as an expense in the year incurred. During the current year, assets on hand were summarised for insurance purposes and an adjustment has been made to the totals disclosed in the Balance Sheet.

(c) Provision for Employee Entitlements

The provisions for employee entitlements relates to amounts expected to be paid to employees for long service leave, annual leave and redundancy and is based on legal and contractual entitlements and assessments having regard to experience of staff departures and leave utilisation. Current rates of pay are used in the calculation of these provisions. During the current year, the Centre's long-term Director, Sandra Dann, retired and all of her applicable entitlements were paid out or reversed. For this reason, there has been a significant reduction in all employee entitlements owing as at 30th June, 2019.

(d) Provision for Future Expenditure

All government funded organisations are now expected to fund their own capital and major maintenance expenditure. For this to occur in an orderly fashion it is necessary to allocate a portion of each year's funding to a specific provision account in the balance sheet.

(e) Income Tax

Working Women's Centre SA Incorporated is exempt from Income Tax.


WORKING WOMEN'S CENTRE SA INCORPORATED

STATEMENT BY THE MANAGEMENT COMMITTEE

The financial statements set out on pages 1 to 5 present fairly the results of the activities of Working Women's Centre SA Incorporated for the year ended 30th June, 2019 and its state of affairs as at that date.

Having made sufficient enquires, the Management Committee has reasonable grounds to believe that Working Women's Centre SA Incorporated will be able to meet its debts as and when they fall due.

This Statement is made in accordance with a resolution of the Management Committee.


Chairperson


Director

18 October 2019


TREASURER

REPORT BY THE MANAGEMENT COMMITTEE


In accordance with Section 35(5) of the Associations Incorporation Act, 1985, the Management Committee of Working Women's Centre SA Incorporated hereby states that during the year ended 30th June, 2019 -


- (a)
 - (i) no officer of the association;
 - (ii) no firm of which the officer is a member; and
 - (iii) no body corporate in which an officer has a substantial financial interest,

has received or become entitled to receive a benefit as a result of a contract between the officer, firm or body corporate and the association.

- (b) no officer of the association has received directly or indirectly from the association any payment or other benefit of a pecuniary value.

This Statement is made in accordance with a resolution of the Management Committee.


Chairperson


Director

8 October 2019


TREASURER

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WORKING WOMEN'S CENTRE SA INCORPORATED

Report on the Audit of the Special Purpose Financial Report (SPFR)

I have audited the SPFR, set out on pages 1 to 6, of Working Women's Centre SA Incorporated (the Centre) for the year ended 30th June, 2019.

In our opinion the SPFR has been properly prepared and gives a true and fair view of the financial position of the Centre as at 30th June, 2019 and the results for the year ended on that date. During our audit, I have obtained all of the information and explanations that I have required.

Basis for opinion

I conducted my audit generally in accordance with Australian Auditing Standards. My responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Special Purpose Financial Report section of my report. I am independent of the Committee in accordance with those ethical requirements of APES 110 that are relevant to my audit of the SPFR in Australia. I have also fulfilled my other ethical responsibilities in accordance with APES 110.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Emphasis of Matter – Basis of Accounting

I draw your attention to Note 1(a) of the SPFR, which describes the basis of accounting. The SPFR has been prepared for the purpose of fulfilling the Committee's financial reporting requirements under the constitution. As a result, the SPFR may not be suitable for another purpose. My opinion is not modified in respect of this matter.

Qualification – Accounting for Cash

As is common for organisations of this type, it is not practicable for the Centre to maintain an effective system of internal control over income from activities until their initial entry in the accounting records. Accordingly, my audit in relation to these items was limited to amounts recorded.

Responsibility of the Committee for the Special Purpose Financial Report

The Committee is responsible for the preparation of a SPFR that gives a true and fair view and they have determined that the basis of preparation described in Note 1 to the SPFR is consistent with the reporting requirements of the constitution and is appropriate to meet the needs of the members. The Committee's responsibility also includes such internal controls as they determine are necessary to enable the preparation of a SPFR that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the SPFR, the Committee is responsible for assessing the Centre's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting.

The Committee is responsible for overseeing the Centre's financial reporting process.

Auditor's Responsibilities for the Audit of the Special Purpose Financial Report

My objectives are to obtain reasonable assurance about whether the SPFR as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit, generally conducted in accordance with 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 SPFR.

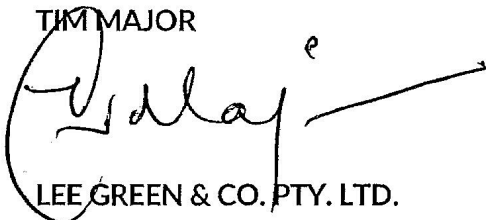
As part of an audit, generally in accordance with Australian Auditing Standards, I exercise professional judgement and maintain professional scepticism throughout my work. I also:

- Identify and assess the risks of material misstatement of the SPFR, 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 my 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 controls.
- Obtain an understanding of internal controls 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 the Centre's internal controls.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Committee.
- Conclude on the appropriateness of the Committee'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 the Centre's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the SPFR or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the Centre to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the SPFR, including the disclosures, and whether the SPFR represents the underlying transactions and events in a manner that achieves fair presentation.

When considered necessary, I communicate with the Committee or the Treasurer regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal controls that I identify during my work.

Signed at Dulwich this 12th day of September, 2019.

TIM MAJOR



LEE GREEN & CO. PTY. LTD.

