



Annual Report

1 July 2023 – 30 June 2024

Working Women's Centre South Australia Inc

Acknowledgement of Country

The Working Women's Centre SA Inc. (WWC SA) Board and staff acknowledge the Kurna people as the Traditional Owners of the land upon which we predominately carry out our work. We pay our respects to Kurna Elders past and present, and recognise that sovereignty was never ceded. We extend these respects to the Traditional Owners of the 40+ Aboriginal Nations of South Australia.

As the WWC SA embarks on our first Reconciliation Action Plan, we are committed to including reconciliation in all aspects of our work. We aim to foster meaningful relationships, respect, and collaboration with First Nations people, ensuring their voices are heard and listened to. Together, we will work towards a more inclusive and equitable future for all, honoring the rich cultural heritage of the Kurna people and advocating for justice and equality in our community.

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Objects

The principal 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 principal object by:

- 2.1** Enhancing women's participation in and contribution to workplace arrangements that improve their economic prosperity and welfare, focusing in particular on:
 - 2.1.1** women working in areas which may be precarious and/or low status employment, casual and part-time employment, award-free areas, homebased employment and low paid work;
 - 2.1.2** Aboriginal and Torres Strait Islander women;
 - 2.1.3** Women from non-English speaking backgrounds;
 - 2.1.4** Women who have a disability;
 - 2.1.5** Women in regional, rural and remote areas;
 - 2.1.6** Women with family responsibilities;
 - 2.1.7** Women on visas;
 - 2.1.8** Women of mature age;
 - 2.1.9** Young women, and;
 - 2.1.10** Such other people as may experience particular disadvantage in the workforce.
- 2.2** 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.
- 2.3** Providing a safety net of industrial relations related services including by providing legal services to women who are otherwise unable to access them and participate effectively in the labour force.
- 2.4** Enhancing work-related services provided by other organisations to women.
- 2.5** The Association may do all such other things as may be incidental to the attainment of the principal object.

People

Director

Abbey Kendall

Deputy Director

Nikki Candy

Senior Lawyer

Emma Johnson

Lawyers

Angela Scarfo

Caitlin Feehan

Alice Bitmead

Dharani Rana

Grace Hensell

Hiranya Ekanayake

Training Officers

Cassandra Deon-Wierda

Holly Giblin

Client Services Coordinator

Sarah Devenport

Client Services Officer

India Candy

Finance Officer

Jacqueline Shaw

Education and Training Consultant

Kate Coleman

WWC Board Chair

Ann-Marie Hayes

Deputy Chair

Isobel Phoebe Montgomery

Secretary

Claire Thomson

Treasurer

Wan Zhang

Union Representatives

Louise Firrell

Roushan Walsh

Meredith Farmer

Catherine Story

Community Representatives

Claire O'Connor SC

Mellissa Stokes

Small Business representative

Sarah Gunn

Volunteers

Thais Martins

Gabriella Candido

Hayley Tan

Lejla Cavcic

Suzy Jeong



Chair's Report

Ann-Marie Hayes



It has been another big year at the Working Women's Centre SA (WWC SA), where much of the work and discussions we had during 2023 came to fruition with successful tenders and funding.

The first successful tender is linked to the Department of Employment and Workplace Relations. WWC SA, as one of the three existing Working Women's Centres, sought and gained additional funding focused on Advice, Advocacy and support services for working women. This has enabled us to significantly expand the advocacy, training and education teams.

The funding coincided with the Board receiving the education and training review report that had been undertaken by Kate Coleman earlier in the year which assisted us to rethink and restructure our education and training staffing and programs.

A big thanks and farewell to Kate who has now completed the transitional work that was required to assist the new manager and staff. We have appreciated her approach to the review and her commitment and hard work supporting WWC SA as she has done so many times.

We welcome Maddie Sarre to the newly created role of Advocacy and Education Manager, with a focus on ensuring the recommendations from the review are implemented and our advocacy role remains strong in SA for vulnerable women and workers, with the capacity to link to other key campaigns and efforts both across the state and nationally.

An unexpected surprise was our successful tender to set up a national peak. This resulted in a number of governance changes and personnel changes in a fairly short time to respond to the new situation!

The SA Board set up an interim subcommittee of the WWC SA to ensure oversight of both financial and governance as we began the development of the national peak. The subcommittee reports to the board while governance structures are discussed and finalised over the next six months. Thank you to Claire Thompson who is secretary of WWC SA Inc and the subcommittee.

A big thank you to Abbey Kendall and Nikki Candy who managed three roles during this time; Interim CEO WWC Australia, Director & Deputy Director of WWC SA.

Congratulations to Abbey Kendall who is now the Inaugural CEO of the Working Women's Centre (WWC) Australia. Thank you so much Abbey for all the work, strategic thinking and planning that has occurred over the last five years in the role of Director of WWC SA. As the national office co-locates with WWC SA, it is great to have Abbey and her team very close and maintain friendships, partnerships and linkages. It is clear from the last few months that the WWC Australia will be a very successful peak with the leadership and expertise that Abbey has brought to the role.

Nikki Candy is now formally the Director of WWC SA and has been outstanding in juggling so many roles and tasks. We are incredibly lucky to have Nikki in this role as we know her competencies, knowledge and expertise well; Nikki has been a fabulous Deputy Director. Congratulations Nikki, we look forward to the next period with your leadership.



We have also welcomed Anne Purdy as Deputy Director very recently and look forward to her contribution to the management of the Centre.

During the last financial year, the Board undertook not-for-profit governance training as a whole group and individual members of the executive committee have attended courses over the past year. We said a fond farewell and big thank you to a long-term Board member Cath Story. Her ideas, thinking and commitment to feminism and unionism will be sorely missed.

We are very aware of the need for strong and supportive stewardship as we expand and oversee the development of both WWC SA & WWC Australia.

The recent planning session affirmed our ongoing commitment to the needs of vulnerable women and workers with a particular focus on:

- Sexual violence at work and the intersection of precarious employment;
- Maintaining the focus on unrepresented workers including Aboriginal and migrant women;
- Ensuring this work will be active in all three areas of Legal, Advocacy and Education; and
- Continuing to develop partnerships with other like-minded organisations and groups.

This year has been a period of growth and change for WWC SA, so we will ensure that the focus over the next year is very much on consolidation and stability, supporting our new leadership team and quality outcomes from all the teams for those we serve.

With the recent Australia wide expansion there are now eight WWCs; this includes the three long standing and five newly established Centres.

I leave you with this image of a group of more than 18 women from all over Australia in a Sydney meeting room for the inaugural meeting of all eight WWCs and introducing WWC Australia as the peak body. This was a significant event for the further enhancement of the lives of women and vulnerable workers in Australia. Our intent at WWC SA is to ensure that we assist in the development of a strong and sustainable peak with its own clear governance structure over the next six months.

Thank you to all the Staff and Board members in this remarkably busy but positive year of expansion, employment, and moving!

Director's Report

Abbey Kendall



As I look back on my fifth and final year as Director of the Working Women's Centre South Australia, I'm deeply proud of the work we have done, the impact we have made, and the service we have grown. There has been a lot of change, but the change did not alter our fundamental values of working in solidarity, with a feminist approach, and to a high standard. My vision was to grow and support the best feminist team of workplace lawyers, advocates, activists, and educators in South Australia, and I think we have achieved this. This vision ensures that working-class women—women who cannot afford a lawyer and who are not members of their union—have a safety net, a safety net that offers them the best representation there is because that's what working-class women deserve. To achieve this, we needed funding, and many tireless hours went into funding advocacy.

Funding Advocacy

It has been a long and challenging journey towards securing sustainable funding for Working Women's Centres across the country, and it started long before I joined the Centre, but I am thrilled to report that the Centre is larger and more secure than it has ever been. We are also experiencing the largest expansion of the Working Women's Centre network, and by the end of the year, there will be centres in every state and territory.

Our new sister centres are mostly partnerships of community legal centres, Women's Legal Services, unions, and workers' compensation advisory services—leading to the establishment of new centres in Western Australia, the Australian Capital Territory, Tasmania, Victoria, and New South Wales, and the expansion of services in the Northern Territory, Queensland, and of course, here in South Australia. The next couple of years are crucial to our longevity, and I see this as a once-in-a-generation opportunity to build an impenetrable structure.

South Australia, with the enthusiastic support of the Northern Territory and Queensland centres, successfully secured the funding to establish the federal peak body. This peak, WWC Australia, will be based in Adelaide, South Australia, and it is the first peak, we believe, to be federally funded and based in Adelaide.

This accomplishment is a testament to the strength of our work, advocacy, and the positive impact we have had over the last year. The future of Working Women's Centres is bright, and I am focused on building a network of centres that work in partnership across the country, keeping Working Women's Centres as hubs of activism and service. I look forward to continuing my journey as the CEO of WWC Australia, driving forward our collective mission.

Last year, we promised to focus on education and advocacy in a way that would truly honour Michelle Hogan's memory, and I'm proud to report that we achieved this. We followed on from our trip to Timor Leste and partnered with SA Unions to sponsor two Timorese WWC activists, Beatriz 'Betty' da Costa Fernandes and Violande "Allaan" Neves de Araújo Carvalho, to travel to Adelaide, South Australia, and complete the Anna Stewart Memorial Program. We report further on Betty and Allaan's placement in our Advocacy report.

Further, we report on the issue of Stolen Wages and the labour exploitation of Aboriginal women as domestic servants. In recent years, WWC SA has committed itself to addressing the under-recognised issue of stolen wages in South Australia. This is an area of immense importance, particularly in light of the State's racially discriminatory policies that persisted well into the 1970s. These policies left many Aboriginal workers either unpaid or grossly underpaid for their labour, often in domestic or pastoral roles.

Our Centre has been actively working with Associate Professor Natalie Harkin and the Aboriginal Legal Rights Movement to assist Aboriginal women in accessing their employment records from the state archives, a process often hindered by bureaucratic obstacles. The decolonisation of these records is essential for truth-telling and reconciliation.

In the last year, we critically reviewed our education and training programs with the aim to improve outcomes for working women. The goal was to ensure that our services remained relevant and impactful in the changing workplace landscape. The review provided a clear vision for free and fee-for-service, feminist, and accessible workplace training, and ultimately led to allocating a large proportion of funding to expand the Education and Advocacy team.

I feel immensely proud and privileged to have worked at the Centre over the last five years, in what is an incredible 45-year history of feminist activism. I am thankful to the Board—many of these women have supported me both professionally and personally. I want to particularly thank Melissa Stokes, Cath Story, Claire Thomson, Kate Coleman, Ann-Marie Hayes, and of course, the late Michelle Hogan. I can't thank you enough for your support, kindness, and love.

I feel very grateful to have worked with such brilliant and passionate people across the three arms of the Centre. I'm excited to see how Emma Johnson leads the legal team and how Maddie Sarre persuades decision-makers to ensure just, fair, and feminist workplaces and communities. Thank you to our funders, supporters, and volunteers.

In my humble opinion, there is no better or more experienced person to be the Director than Nikki Candy. Nikki is a smart, strategic, and thoughtful woman. I can't wait to see what the South Australian team does next.



Treasurer's Report

Wan Zhang



I am pleased to present the Treasurer's Report for the 2023-24 financial year on behalf of the Working Women's Centre SA (WWC SA). This year has been marked by the remarkable alignment between our budget and actual financial outcomes, highlighting the Centre's continued commitment to prudent financial management and effective resource allocation.

For the 2023-24 financial year, WWC SA received a total grant of nearly \$1.9 million, reflecting an increase of half a million compared to the previous year. This boost in funding has strengthened our ability to support vulnerable workers and expand our reach within the community. The additional resources have allowed the Centre to grow its team, hiring new staff to further enhance our service delivery in response to the rising demand for our services and the evolving scope of our work.

As in previous years, we maintained our practice of using monthly budgets to closely track our financial performance, comparing actuals against budget on a monthly basis. I can confirm that our financial results for this year have been in line with our expectations.

The \$1.9 million in grants not only allowed us to maintain and expand our core services, providing advice and representation for vulnerable workers, but also enabled us to deliver community legal education sessions. These initiatives not only strengthen our support for workers facing issues such as sexual harassment, discrimination, and unfair workplace treatment but also play an important role in raising awareness and educating the broader community.

In terms of expenses, the majority of our costs continue to be related to employment, reflecting the nature of our work as a service delivery organisation. The increase in staffing levels has naturally led to a rise in employment expenses, but these costs are in line with the increased funding and service delivery targets.

Looking forward, we are optimistic about the opportunities that lie ahead. The WWC SA is in a strong financial position, and with the support of our funders and stakeholders, we are well-equipped to continue advocating for positive change in the workplace.

In closing, I would like to thank the WWCSA team, as well as our supporters and funders, whose contributions have made this year such a success. The future is bright, and I am confident that the Centre will continue to thrive and make a meaningful difference in the lives of those we serve.

Legal Report

Emma Johnson



In the 2023-2024 year our legal team was comprised of Abbey Kendall Principal Lawyer, Emma Johnson Senior Lawyer, and Lawyers Nikki Candy, Alice Bitmead, Angela Scarfo and Caitlin Feehan.

In July 2023 we welcomed Dharani Rana to the legal team as a Lawyer with a focus meeting our outreach objectives. Dharani came to the Centre with previous experience in the community legal sector. In March 2024 Grace Hensel also joined our team as a Lawyer, filling a vacancy due to increased funding, creation of new leadership positions, and movement of staff within the Centre. Grace has experience representing workers from her previous employment at the Australian Services Union.

I am proud to say that at the end of the year, in June 2024, I was appointed as Principal Lawyer. I am very excited to lead the legal team to continue in its future successes. Abbey Kendall, previous Director/Principal Lawyer, was appointed CEO of Working Women's Centre Australia. I want to thank Abbey for her mentorship over the last five years, and for her astute leadership and vision for the legal team.

Advice and casework summary

Over the past year we have continued our litigation strategy with a focus on sexual harassment and discrimination matters. We have commenced representing clients in the new sexual harassment dispute jurisdiction of the Fair Work Commission.

Case study

Mary was a teenage apprentice working in a male dominated industry. She experienced sexual harassment at work and was dismissed when she raised this with her employer.

The WWC represented Mary in the Fair Work Commission Sexual Harassment jurisdiction, and finalised her matter on the basis that the workplace would undertake sexual harassment training, she received apologies from the respondents and will be allowed to speak about her experience of sexual harassment in a deidentified way. It was important to Mary that she be able to share her story in future to encourage women in similar situations to speak up. Mary received compensation of \$40,000 for the pain, hurt and suffering caused to her and has now found a new job where she is continuing her apprenticeship.

We have represented clients in the Fair Work Commission in General Protections applications, Unfair Dismissal applications, and disputes. We have represented clients in all types of discrimination matters, in both discrimination Jurisdictions; our local Equal Opportunity Commission and the Federal Australian Human Rights Commission. We have pursued multiple matters beyond these Commissions, and have filed matters in the Federal Circuit and Family Court of Australia, and the Federal Court of Australia. We also continue to represent clients in the South Australian Employment Tribunal for underpayment of wages and pecuniary penalties claims, especially in instances where we are also assisting in a discrimination matter.

We have advised 570 workers in relation to sexual harassment and discrimination

We have opened 136 cases in relation to sexual harassment and discrimination

Case study

Greta* is a young woman working in hospitality. Shortly after commencing work as an assistant manager at a hospitality venue, her manager began sexually harassing her by touching her inappropriately and making flirtatious remarks. The harassment occurred when the manager would drink to excess whilst working and would regularly become visibly intoxicated during shifts. The harassment escalated into physical abuse, where the manager would slap and shove Greta "as a joke", and would throw things at her as she tried to work. Greta began to feel unsafe leaving the venue for fear that he would sexually harass or assault her and would need other staff to walk her to her car for her safety.

When she ultimately made a complaint of sexual harassment to the business owner, the owner refused to investigate her complaint and told her that, as an up-and-coming worker in the hospitality industry, it would not be in her interests to make a complaint against her manager, forcing her to resign. We represented Greta to make a complaint of sexual harassment, sex-based harassment, sex discrimination and victimisation in the Australian Human Rights Commission and at conciliation. We successfully negotiated a \$75,000 settlement from the employer as well as \$7,500 from the manager personally as compensation. The settlement included a restricted confidentiality clause where Greta could speak publicly about her experiences of sexual harassment in a de-identified manner.

From our experience, clients often contact the Centre with multiple issues they need assistance with. Employers who breach the law have often done so in multiple ways. It is not uncommon for clients to come to us for dismissal advice, discrimination advice and some type of entitlement or underpayment enquiry.

49% of clients came to us with 2 or more issues they required advice on

18% of clients presented with 3 or more issues they required advice on

Case Study

Riya was working as a casual care attendant for an aged care provider. She had been working on a regular and systematic basis for more than 12 months, doing the same shifts each week. After Riya advised her manager that she was pregnant, she requested casual conversion so that she would have stability in returning to work after parental leave.*

Her manager advised her that she could not be made permanent part time as she was going to be taking unpaid parental leave imminently. We represented Riya in filing a General Protections claim in the Fair Work Commission and resolved the complaint without having to go to conciliation. We negotiated casual conversation where Riya was made permanent part time, with enshrined minimum weekly hours that best suited her. We negotiated for this to be backdated so that Riya accrued leave entitlements since her first request for casual conversion (without having to pay back any of the casual loading she had received), and compensation for the distress the experience caused her. Riya has now had her baby and is looking forward to returning to secure work when she is ready to do so.

Amendments to the law for protections for workers experiencing domestic and family violence

On 1 September 2023, the Equal Opportunity Act 1984 (SA) (Equal Opportunity Act) was amended to prohibit discrimination on the basis of domestic abuse. Section 85T(1) (g) of the Equal Opportunity Act defines discrimination as to discriminate on the basis of being, or having been, subjected to domestic abuse. Division 2 applies to discrimination against workers, and states that it is unlawful for an employer to discriminate against an employee:

- (a) In the terms or conditions of employment; or
- (b) By denying or limiting access to opportunities for promotion, transfer, or training, or to other benefits connected with employment; or
- (c) By dismissing the employee; or
- (d) By subjecting the employee to other detriment.

We welcome this amendment into the Equal Opportunity Act. Clients who come to us who are experiencing domestic and family violence, and who are discriminated against on that basis, can now make a discrimination claim in the Equal Opportunity Commission, or as a part of a General Protections claim in the Fair Work Commission.

Free + Equal Human Rights Conference 2024

In June 2024 we attended the Free + Equal Human Rights Conference hosted by the Australian Human Rights Commission in Sydney. On the first day we attended the "Rights on Time" panel show, where a panel of Human Rights experts discussed their perspectives about how a Human Rights Act would help protect the rights of people across our communities.

At the conference on the following day, we attended an array of sessions which focussed on various key human rights issues. We were particularly impressed with the session on Enhancing Australia's anti-discrimination laws and heard from Professor Nareen Young, Kate Eastman SC, Ghassan Kassisieh, Associate Professor Sarah Moulds and Robin Banks.



*In the last financial year,
Working Women's Centre SA recovered*

\$986,978.48

on behalf of working women and vulnerable workers

WORKING WOMEN'S CENTRE

This year we recovered a total of \$986,978.48 for our clients.

This amount includes unpaid wages, general damages for sexual harassment and discrimination complaints, and compensation for clients who were unfairly dismissed or terminated from their workplace.



Advocacy Report

Ongoing, direct funding for Working Women's Centres

This report outlines the advocacy work undertaken by the Working Women's Centre South Australia (WWC SA) during the financial year 2023-2024. Our commitment to supporting domestic workers, fostering international solidarity with Working Women's Centre Timor-Leste, and advocating for legislative reform has been the focus of our advocacy work this year.

Continuing professional development and pro bono partnerships

In the reporting period the legal team participated in continuing professional development sessions with Kate Eastman SC, Australian Services Union SA/NT, Chris Charles from the Aboriginal Legal Rights Movement, Natalie Wade from Equality Lawyers, Patrick North and Tim Downie from Johnston Withers, and Sanmati Verma from Human Rights Law Centre.

This year we have been fortunate to connect with pro bono partner law firms including HWL Ebsworth, and Clayton Utz.

We continue to have the guidance of the excellent barristers on our pro bono panel, and thank barristers Hannah Tonkin, Simon Blewett, Paris Dean, Patrick McCabe, Anne Sibree, Jane Abbey, Rick Manuel, Mark Irving, Philippa Ewens, Jane Powell, Leah Marrone, Allison Ballard and Eloise Theodore. A special mention needs to be made to Sagorika Platel and Kate Sheridan who are currently assisting us in a Federal Court matter.

Practical Legal Placements

The Centre continues to host students for Practical Legal Training placements. It was our pleasure to host students Isabella Candeloro and Radhe Kharel this year.

Committees

Our lawyers are representatives on various committees throughout the community. These include Australian Labour and Employment Relations Association, Respect@Work Community of Practice, National Community Legal Centres Employment Law Network, South Australian Employment Tribunal Legal Practitioners Stakeholder Group, City of Adelaide Gender Equality Steering Group, Sex Industry Decriminalisation Action Committee, South Australian Council of Social Services Policy Council and the SA Unions Women's Standing Committee.

Domestic Servitude Lunch at Taoundi

In December, WWC SA hosted a Domestic Servitude Lunch, featuring Associate Professor Natalie Harkin from Flinders University, and Elisabeth Lino de Araujo from APHEDA (Union Aid Abroad).

Natalie Harkin is a Narungga poet and Research Fellow at Flinders University living on Kurna Yerta, South Australia. She engages archival-poetic methods to document community Memory Stories and decolonise state archives, and is a member of SA's inaugural State Records/State Library Aboriginal Reference Group. Her research centres on Aboriginal women's domestic service and labour histories, and Indigenous Living-Legacy / Memory Story archiving innovations for our time.

Elisabeth is the founder of the Working Women's Centre Timor-Leste (WWCTL) in Dili, Timor-Leste. The WWCTL focusses on advocacy for domestic and vulnerable female workers.

The discussions focused on domestic servitude of Aboriginal and Timorese women. The stories of Aboriginal and Timorese women are distinct, but they share common themes of systemic exploitation and stolen wages. This event was a pivotal moment in raising awareness about the intersection of race, gender, and labour rights, and highlighted the need for further advocacy, particularly in solidarity with Aboriginal women in South Australia, where historic stolen wages remain unresolved and unremedied.



Australian Human Rights Commission Amendment (Costs Protection) Bill 2023

In February 2024, Abbey Kendall, Director, and Caitlin Feehan, Lawyer, represented WWC SA at Parliament House in Canberra, during the Senate Inquiry on the Australian Human Rights Commission Amendment (Costs Protection) Bill 2023. The proposed legislation aimed to eliminate the financial risk faced by women pursuing legal action for sexual harassment and discrimination.

Too often the threat of having to pay the other parties' legal costs, if a sexual harassment claim was unsuccessful in the courts, was a major deterrent that discouraged women speaking-up and taking legal action. The fear of incurring significant legal costs often resulted in serious incidences of sexual harassment not being prosecuted in the courts. The purpose of the proposed legislation was to ensure victim-survivors of workplace harassment can recover their legal costs if their claim is successful and (in most cases) be protected from having to pay the costs of the other party if their legal claim is unsuccessful.

Abbey and Caitlin gave evidence in the Senate and shared stories and experiences of clients of the WWC SA. The WWC SA is pleased to report the Bill successfully passed, and in September 2024 the Costs Protection Bill became law.



Working Women's Centre Timor-Leste Visit

During this reporting period, we had the Honor of hosting Betty and Allaan from the Working Women's Centre Timor-Leste as part of the Anna Stewart Memorial Project Training Program. This two-week initiative is designed to empower women to take active roles within their unions.

Betty and Allaan attended the Centre and shadowed and met with the legal, advocacy and education teams of the WWC SA to learn about the SA Centre's ongoing legal work and projects. They were also hosted by the United Workers Union, visiting members at worksites and attending meetings.

Hosting Betty and Allaan not only reinforced our commitment to international solidarity with Timor-Leste, but also strengthened the enduring friendship between our two organizations.



YES campaign

In the financial year 2023-2024, the Working Women's Centre SA actively supported the "Yes" campaign for the Voice to Parliament, which emerged from the Uluru Statement from the Heart. Our staff volunteered their time outside of work to distribute campaign material leading up to the referendum, and handed-out how-to-vote information at polling stations on 14 October 2023.

Our statement on The Voice emphasized that although the referendum was a significant step towards acknowledging First Nations rights, it was not the final resolution to the historical injustices faced by Aboriginal people in Australia.

The unsuccessful outcome of the referendum was devastating.

The WWC SA remains resolute in our commitment to standing in solidarity with First Nations peoples. The outcome highlights the ongoing need for truth-telling, education, and advocacy. We continue to call on the Australian government to negotiate a treaty with First Nations peoples and urge all sectors of society to engage in truth-telling about our shared history.

As we move forward, we will maintain our focus on advocating for women, work, and labour rights in South Australia, holding ourselves accountable to our community and supporters as we seek to create meaningful change.

Training and Education Report

Training and Education Team Report for 2023-2024

This report summarizes the activities and achievements of the Training and Education Team for the financial year 2023-2024. In the reporting period we continued our mission of empowering women, and working to make workplaces safer for women, through education and training.

During this reporting period, we successfully delivered 28 training sessions. Our most popular training programs continue to be Preventing and Addressing Sexual Harassment and Recognising and Responding to Domestic and Family Violence.

The revenue received through the Centre's fee-for-service training in the reporting period was an impressive \$71,930.

In the reporting period we continued our education and training partnership with the Aboriginal Legal Rights Movement (ALRM), to deliver sexual harassment prevention training sessions to ALRM and members of South Australian Aboriginal Community Controlled Organisations Network (SAACCON). The WWC SA partnered with Khatija Thomas to co-deliver the training and to consult and assist with ongoing development of the program. Khatija is a proud Kokatha woman, lawyer and community worker with decades of experience working in Aboriginal Community Controlled Organisations and justice spaces. We worked with Khatija to finalise the training content and co-delivered the pilot training session to ALRM in October 2023. Following the pilot session with ALRM, we delivered sessions to IncomePro and Taundi. We look forward to continuing to work with the ALRM and SAACCON to increase the uptake of these sessions and continue delivery of the program.

Education and Training Review

In April 2024, the WWC SA engaged long-time supporter and contributor Kate Coleman, to conduct a review of our education and training. The review sought advice on future education and training opportunities. Kate commenced part-time employment on 5 February to review and audit existing fee-for-service and free training programs. This involved conducting consultations with key stakeholders and clients, designing training protocols, advising on educational principles and practices, and making recommendations regarding position descriptions and key personnel requirements for WWC training services.

In her report, Kate made a total of 30 recommendations for continuing to expand and improve our education work. The report sets out a strong vision for educating with purpose and using education to shift attitudes in workplaces.



Excerpt from Education and Training Review Report:

"We know that adults learn best when they want to learn something, when it's relevant to them and when they can relate their own experiences to the subject matter. Motivation to acquire new skills, or knowledge depends on some kind of self-interest, for work or for pleasure. Changing behaviours sometimes occurs because of consequences. You will be prosecuted, lose your job, suffer some kind of loss, family breakdown or social isolation. Changing attitudes is an act of transformation. And it can sometimes be life changing.

Transformative education challenges our assumptions, beliefs and values by challenging power, establishment, and conformity. Self-interest and motivation can be met by the hope that the world can work differently, that the status quo is a construct and that through action we can thrive in a fair, democratic, more equal society."

Kate's review and recommendations have been invaluable, offering deep insights and actionable recommendations that will significantly enhance the quality and impact of our training work. We are incredibly grateful for Kate's expertise, hard work and dedication to improving the work of the WWC SA. Her contributions will have a lasting impact on the quality, purpose and delivery of our education and training objectives. We look forward to growing our education work further in the year to come.



Farewell Cassandra!

In June 2024, we said farewell to Cassandra Deon-Wierda, our outgoing Training Officer, who is departing the Centre after five years. We express our gratitude for Cassandra's work in building the training and education client base, which was due to her exceptional client service and stakeholder engagement. Her dedication, passion, and commitment have made a lasting impact on the Centre and our training clients. We wish her all the best in her future endeavors and thank her for her work over the past five years.



Outreach Report

2023-2024



In July 2023, the Centre welcomed a new staff member, , in the role of Lawyer with a focus on our outreach objectives. The outreach lawyer is responsible for planning and conducting community engagement, community legal education and regional outreach.

Community Engagement

During 2023-2024, the Centre held several community engagements sessions. We partnered and met with a wide range of community stakeholders, mainly not-for-profit organisations, including TAFE SA, the Women's Information Service, the University of Adelaide, the Australian Red Cross, the Australian Migrant Resource Centre, Community Justice Services SA, local councils and libraries, and many more.

These sessions provided community stakeholders with information about the Centre and our work, as well as common workplace issues, such as sexual harassment, discrimination, wage theft and minimum entitlements. The sessions also established referral pathways between our respective organisations to ensure clients receive holistic support – workplace assistance from the Centre and social support from the relevant community organisation.



Community Legal Education

Fact sheets and small business resources

Over the last year, the Centre published several fact sheets and resources on our website for both workers and small businesses.

The topics of resources for workers varied from race discrimination, self-representing in sexual harassment matters, responding to allegations in disciplinary matters and more.

For small businesses, we started a series called 'Creating inclusive workplaces' and have so far focused on creating inclusive workplaces for LGBTIQA+ people, people with disabilities and people of racially diverse backgrounds.

Community education sessions

Over the last year, the Centre held several free community legal education sessions, far exceeding the minimum requirements in our funding agreements. The sessions were held in partnership with not-for-profit community organisations and were fully attended by our key target cohorts such as women, young people, students, people from culturally and linguistically diverse backgrounds and more. The sessions covered topics including the National Employment Standards, sexual harassment, discrimination, bullying and underpayment of wages.

Additionally, in October 2023, the Centre held a small business training session for South Australia Council of Social Services members. The session educated members about recent changes to the Fair Work Act 2009 (Cth) in respect of the gender pay gap, pay secrecy, labour hire arrangements and fixed term contracts, and employers' obligations in light of these reforms.

Regional outreach

During 2023-2024 the Centre conducted two outreach trips to regional SA. In November 2023, we travelled to Mount Gambier, where we met with local organisations and local branches of state-wide organisations. We also hosted free information sessions at Mount Gambier Library, which is a central community hub in the area.



In May 2024, we travelled to Port Lincoln and Ceduna, where we met with local organisations including West Coast Youth and Community Support, Yarredi, Yadu Health and more. We also held free information sessions in partnership with local youth hubs, which aimed to introduce basic employment information to young workers, including the difference between casual and part-time/full-time employment, industrial awards, minimum wages and junior rates.

During our trip to Port Lincoln, we were also able to meet with clients and conduct face-to-face legal advice appointments.



Feedback from people who attended our sessions

When asked which part of our session was most worthwhile, some attendees wrote:

"The underpayment and rates as a young person, I didn't know this!"

"Learning about the definitions of sexual harassment and discrimination."

"Learning about my rights and what I should be paid."

"I'm happy to have learned about the service as I can use their assistance if I need help in the future. I didn't know about all the rights for women that the presentation covered."

Law Student Volunteer Program Report

Sarah Devenport

With the successful introduction of the Law Student Volunteer Program (LSVP) in the 2022/2023 period, the Working Women's Centre SA (WWC) volunteer program has continued to grow and flourish in the 2023/2024 reporting period.

About the Law Student Volunteer Program (LSVP)

The Law Student Volunteer Program is a volunteer program, funded by the Attorney Generals Department, designed to provide law students and recent law graduates with firsthand experience dealing with clients and legal matters within a community legal centre. The program is aimed at providing students with opportunities that they may not have otherwise had previously.



The program asks volunteers to commit to volunteering one day per week at the Centre for the duration of the university semester.

The program is coordinated and supervised by our Client Service Coordinator, Sarah Devenport, and Lawyer, Angela Scarfo, who are both constant points of contact for our students, providing training and supervision in an ongoing capacity to enhance and foster growth in skills and confidence.

The program is designed to train law student volunteers to undertake client intake and assist the legal team with appropriate legal tasks. We aim to provide law students with experience of the full life cycle of client's legal claim at the Centre. A typical day for our volunteers might include:

- Answering enquiries, via telephone and online, for legal advice
- Completing intake and assessment of the clients' legal issues
- Setting appointments for our legal team
- Exposure to legal advice appointments, conciliation conferences and court appearances by our solicitors
- Drafting legal documents, including letters to clients and documents for courts and tribunals
- Legal research; and
- Calculating underpayment of wages

During the 2023/2024 period the Law Student Volunteer Program had two intakes, one in Semester 2, 2023 and the second in Semester 1, 2024. In each semester we were able to host two volunteers.

Semester 2, 2023

The Working Women's Centre SA was extremely pleased to welcome back previous volunteers Gabriella Candido and Hayley Tan, who recommitted their time to volunteering in the program on day per week.

The growth witnessed, in both Hayley and Gabriella, has been incredible to watch. We witnessed significant growth in their confidence in dealing with and assisting our vulnerable clients through intake and casework, and their increase in knowledge of employment and industrial matters.

The entire WWC team thanks Hayley and Gabriella for committing a year of their lives volunteering for the Centre and wish them the best of luck with their future endeavours. We know that they will both be very successful in anything they put their mind too.



Semester 1, 2024

In Semester 1, 2024, the Law Student Volunteer Program recommenced with the successful recruitment of two new volunteers, Lejla Cacvic and Suzy Jeong. Both Lejla and Suzy undertook an extensive training program aimed at increasing volunteers' knowledge of employment and industrial matters. They were trained to spot legal issues and identify advice matters. We also aimed to build their confidence in managing calls from vulnerable clients before

commencing volunteering one day per week for the duration semester 1 for 2024.

The program gave Lejla and Suzy their first experiences volunteering and working within a community legal centre, dealing with vulnerable clients, and a thorough introduction to employment law and the ways in which the WWC assists vulnerable workers in South Australia.

The WWC team and our clients thank that incredible contribution made by both Lejla and Suzy by volunteering at the Centre in Semester 1, 2024 and wish them the best of luck in the future.



The Working Women's Centre is looking forward to expanding its Law Student Volunteer Program in the 2024/2025 period with the expansion of our team and the office facilities to host further volunteers.

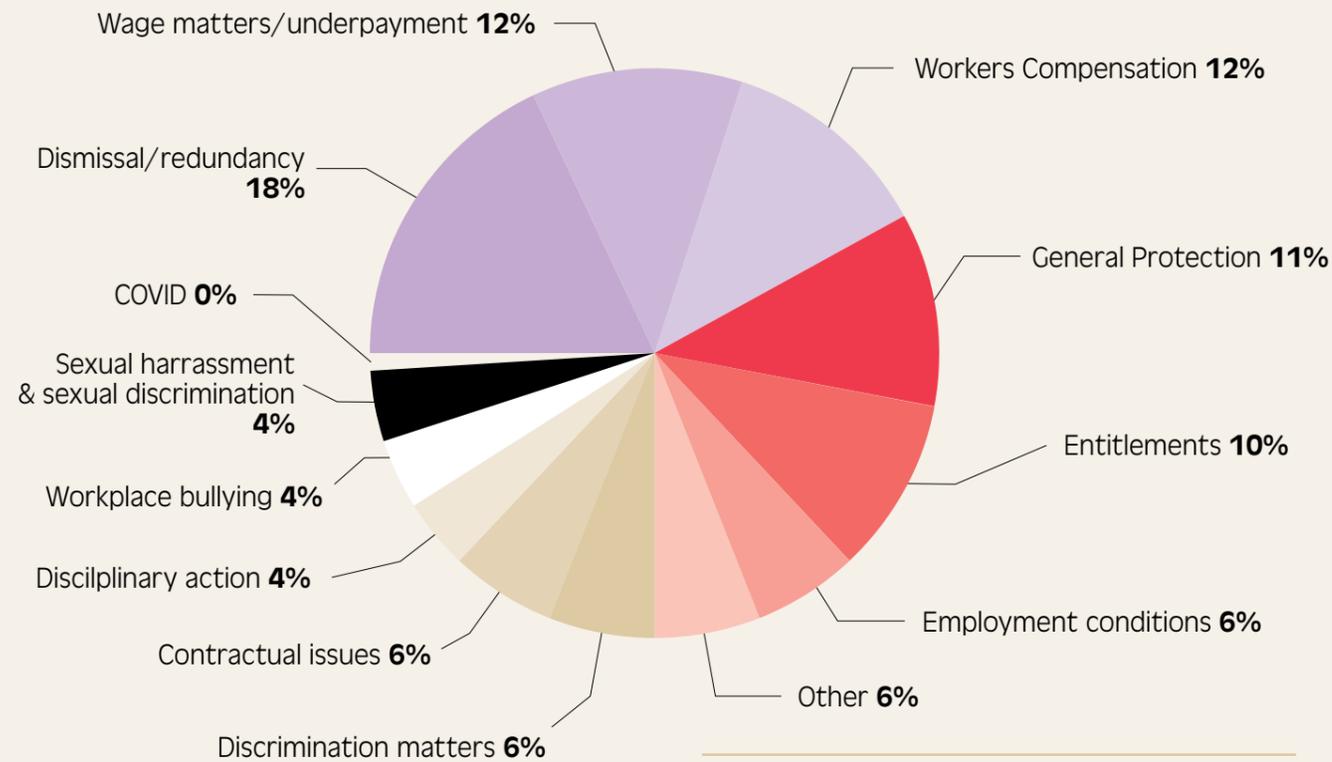
Our Clients: statistical snapshot

Who are we advising and about what?

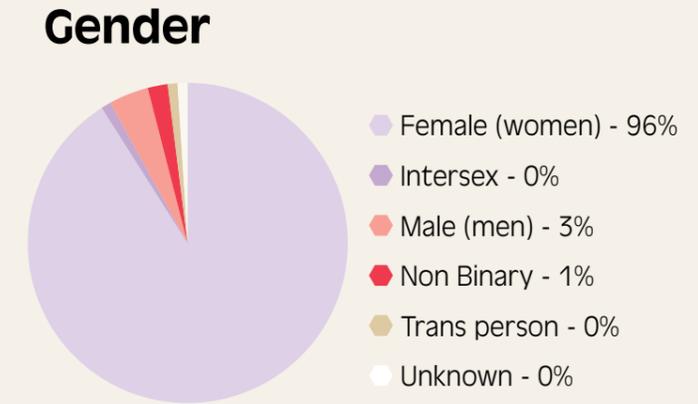
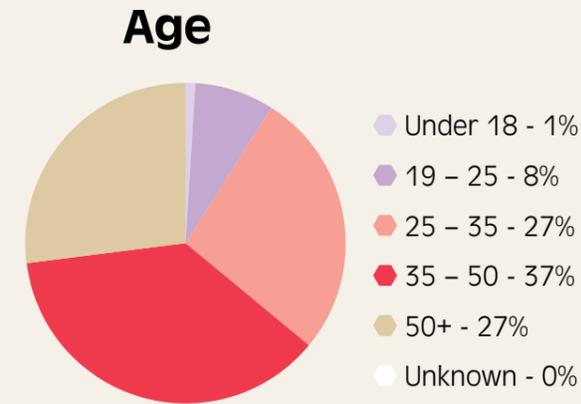


Explainer: A large proportion of our women contact our office with multiple issues and require multiple advice sessions.

Advice Types



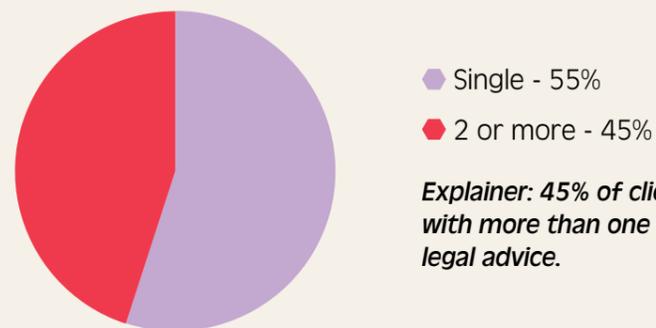
22% of the matters we deal with relate to sexual harassment, discrimination and general protections in the workplace.



Employment Status

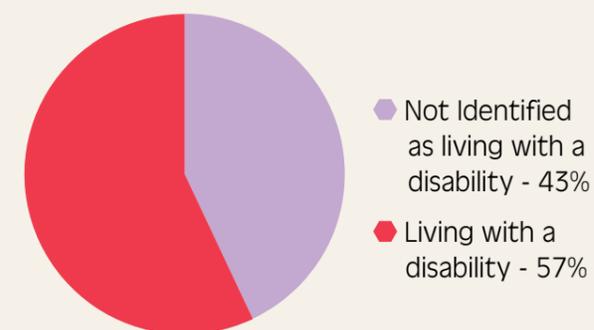


Multiple Issues

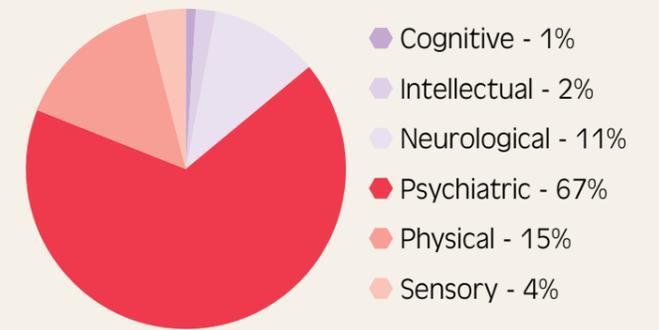


Explainer: 45% of clients present with more than one issue requiring legal advice.

Disability

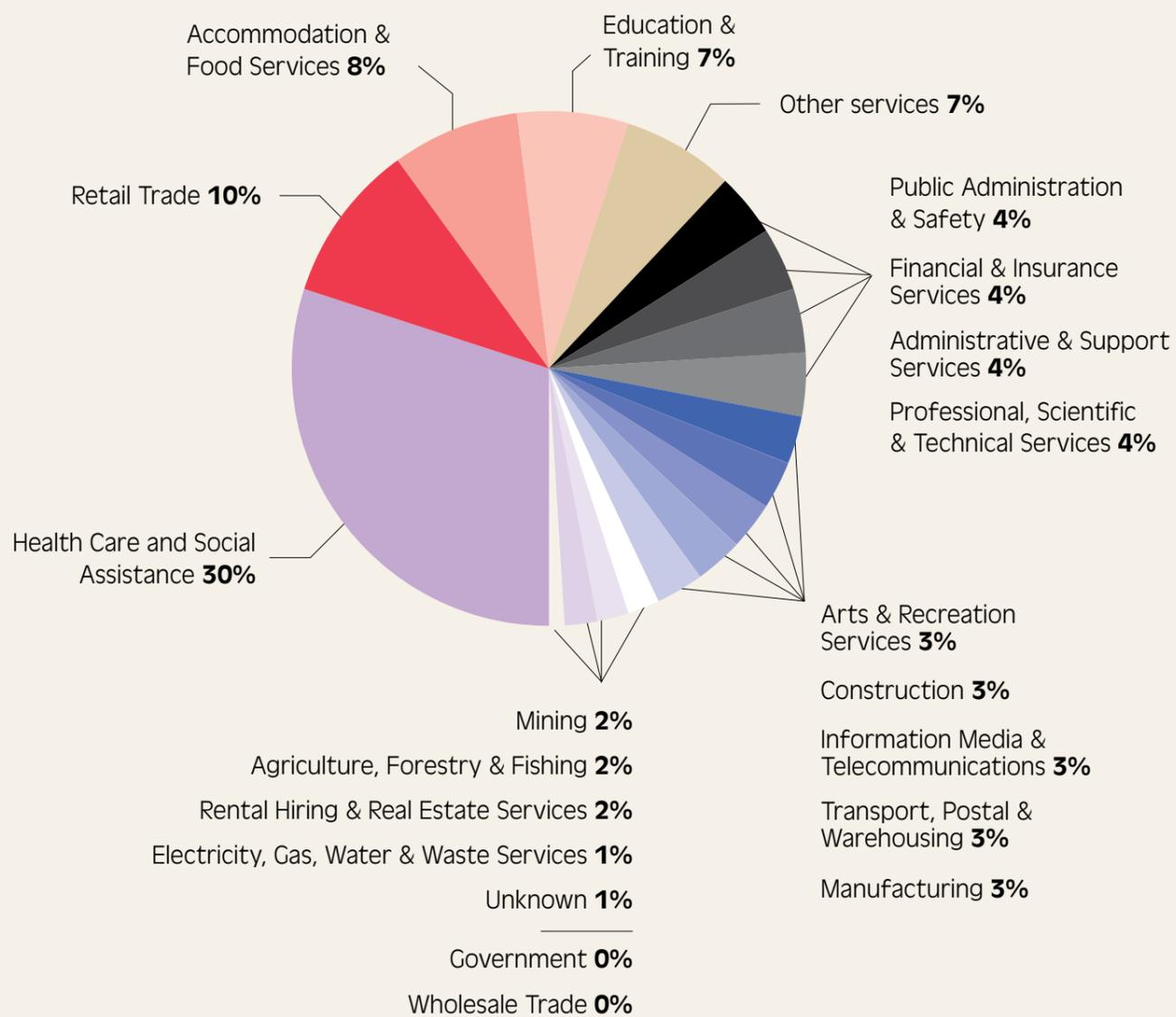


Disability Type



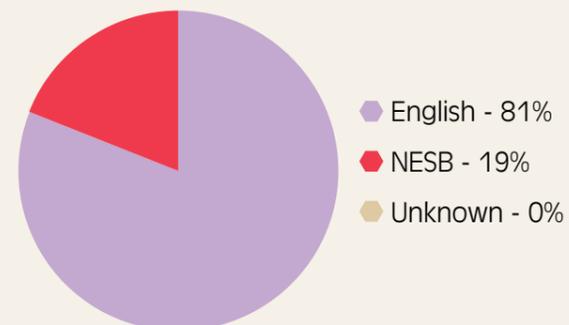
Explainer: We ask every person who contacts the Centre for advice whether they are living with a disability, including any mental health conditions such as depression or anxiety.

Industries



Explainer: Unsurprisingly, our clients worked in feminised and low paid industries. These industries also have high rates of discrimination and sexual harassment.

Language spoken at home

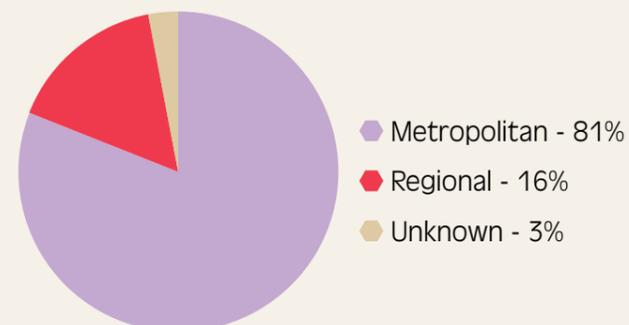


Top 6 languages spoken by our clients (aside from English)

(aside from English)

- Mandarin
- Hindi
- Chinese
- Spanish
- Persian Farci
- Portuguese

Residence

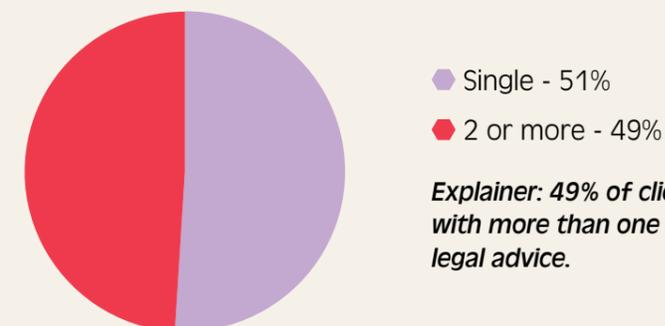


First Nations Identity



Explainer: 5% of our clients identified as Aboriginal.

Multiple Issues



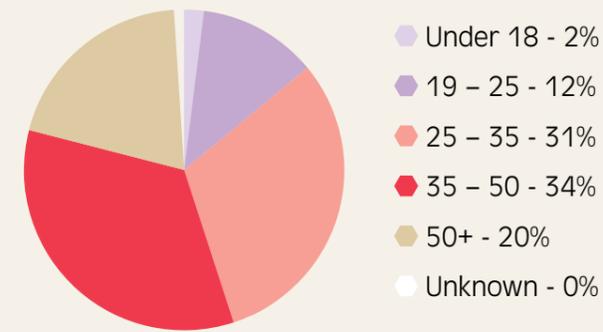
Explainer: 49% of clients present with more than one issue requiring legal advice.

Who we are representing

When a client has an issue that meets our casework policy, we may provide additional assistance and open a case, which can include support to pursue their own matter and full representation where the matter is in line with our litigation strategy.

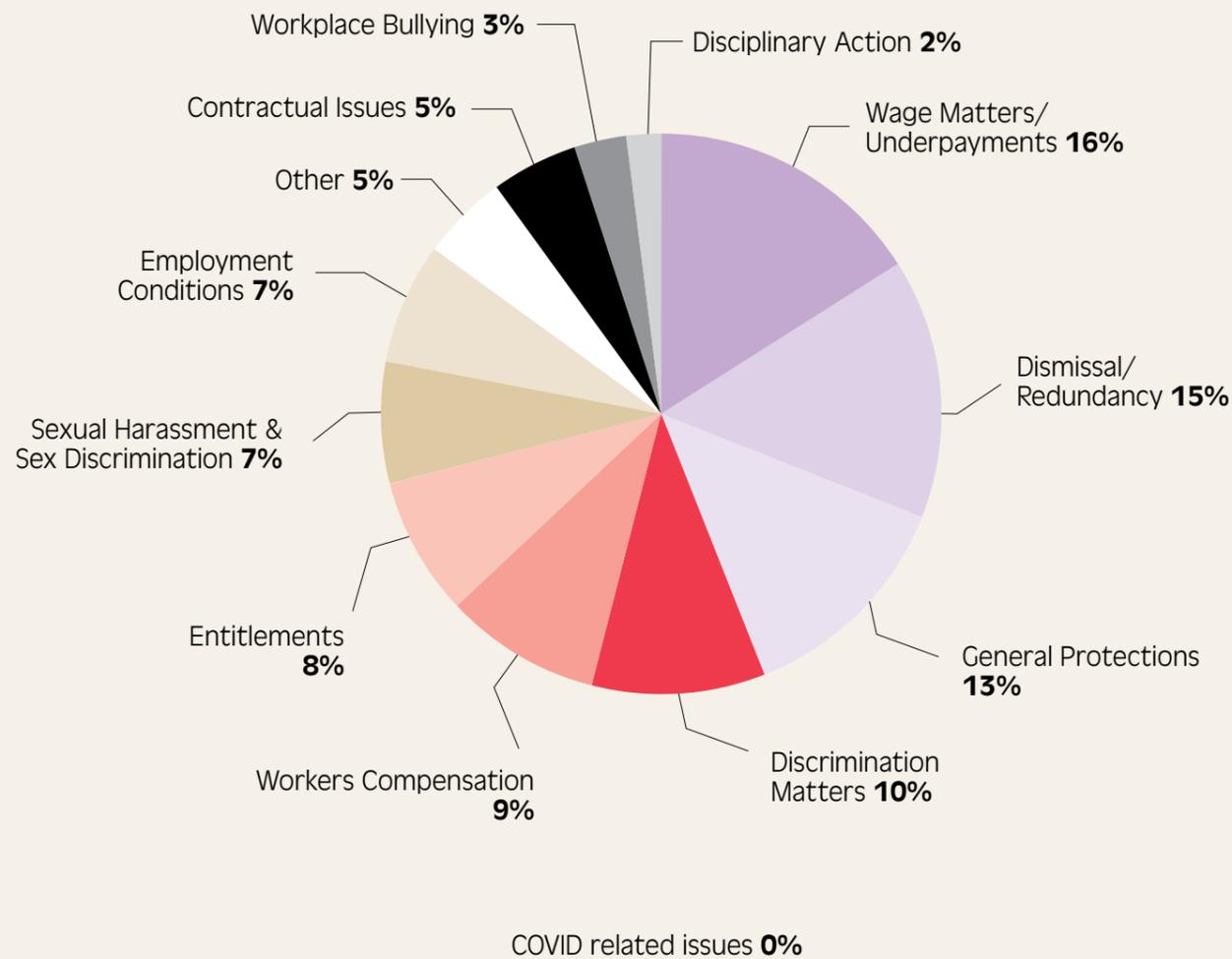


Enquiry Age Group



Explainer: Given the vulnerability and risk of homelessness for women over the age of 55, we prioritise older women in our representation services.

Case Matter Types

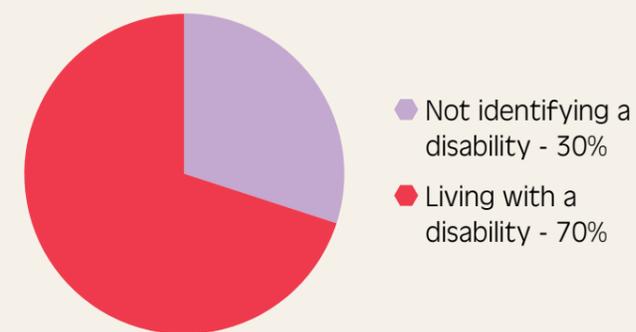


Explainer: Representational services are most appropriate for workers who are no longer employed (due to dismissal or sexual harassment and discrimination).

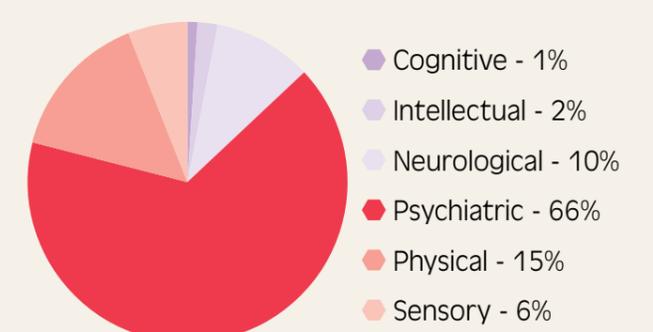
Employment Status



Disability

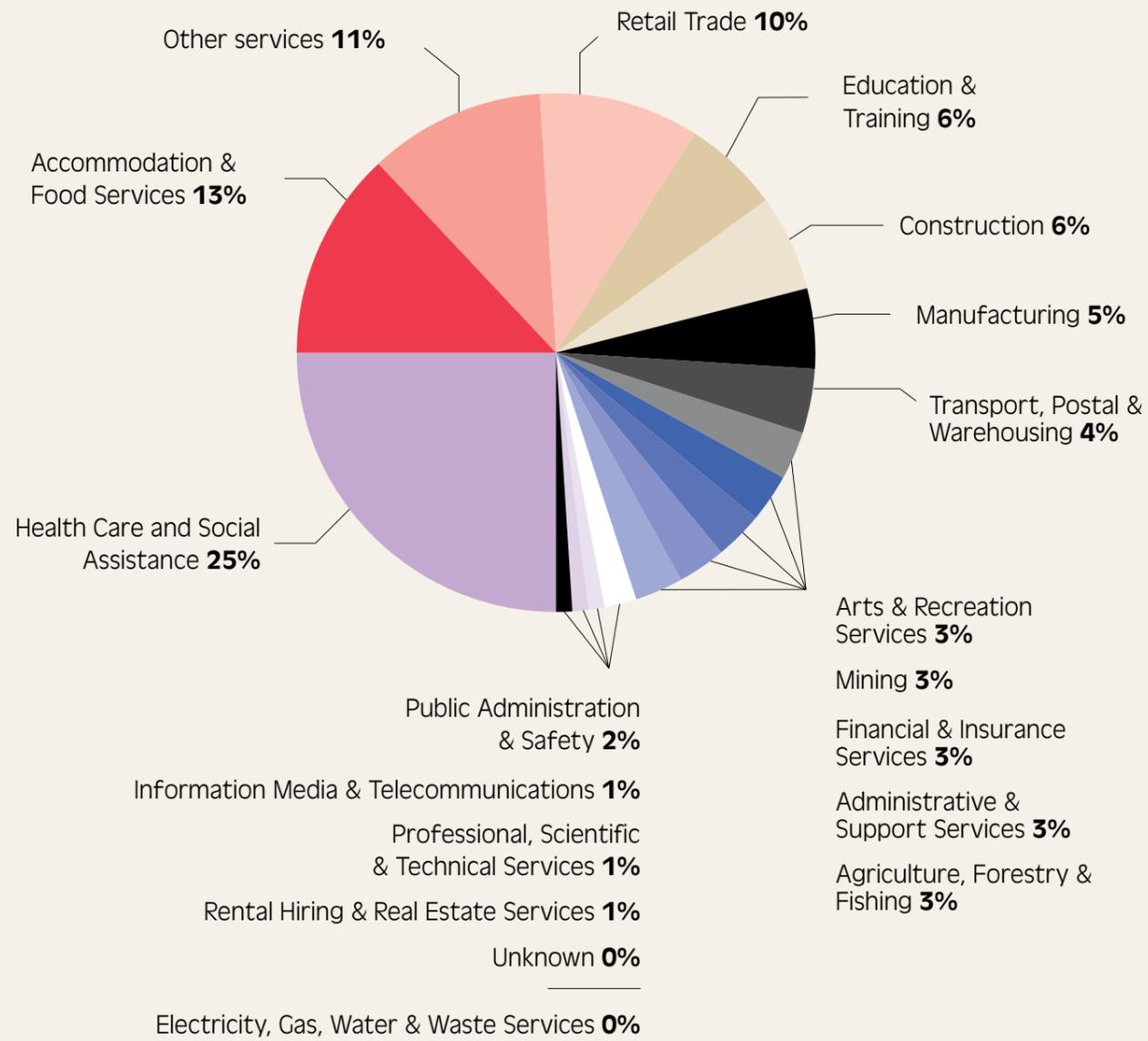


Disability Type

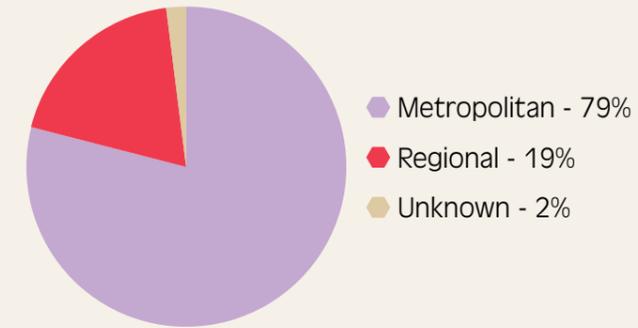


Explainer: We ask every person who contacts the Centre for advice whether they are living with a disability, including any mental health conditions such as depression or anxiety.

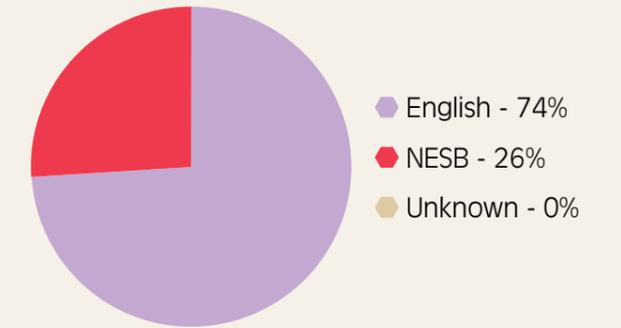
Industries



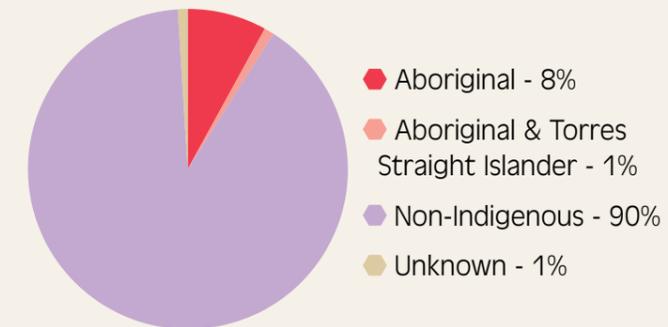
Residence



Language



First Nations Identity



Contents

3	Income and Expenditure Statement
5	Statement of Financial Position
7	Notes to the Financial Statements
8	Statement of Cash Flows
9	Movements in Equity
10	Management Committee Reports
11	Auditor's Report

Working Women's Centre South Australia Incorporated

Working Women's Centre Inc
ABN 54 253 257 443
For the year ended 30 June 2024

Prepared by Lee Green & Co Pty Ltd

Income and Expenditure Statement

Working Women's Centre Inc For the year ended 30 June 2024

	2024	2023
Income		
Income from Grants		
Grant Revenue - Minister for the Status of Women	536,945.00	512,352.00
Grant Revenue - Office of the Fair Work Ombudsman	336,617.91	341,409.09
Grant Revenue - Attorney General's Department - Frontline Support To Address Workplace Sexual Harassment	765,425.04	449,625.03
Grant Revenue - Department of Human Services - ENU - RAP Development Grant	-	9,050.00
Grant Revenue - Department of Human Services - Grants SA - Young Queer Women Employment Support Project	-	23,695.00
Department of Employment and Workplace Relations - South Australia	113,495.04	-
Department of Employment and Workplace Relations - National Body	51,240.83	-
Total Income from Grants	1,803,723.82	1,336,131.12
Donations		
Donations	13,037.50	5,485.77
Total Donations	13,037.50	5,485.77
Other Income		
Fee For Service Training Revenue	63,430.00	49,771.82
Interest Received	26,341.29	47.74
Centrelink PPL Funds	-	9,749.40
Other Revenue	592.86	443.69
Total Other Income	90,364.15	60,012.65
Total Income	1,907,125.47	1,401,629.54
Expenditure		
Accounting/Payroll Fees	-	10,610.01
Advertising & Promotion	7,752.50	4,526.46
Audit Fees	2,180.00	2,770.00
Bank Account Fees	615.76	809.33
Board Expenses	13,945.84	4,449.79
Car Parking	189.68	57.74
Cleaning	3,332.40	2,485.54
Computer & Software Expenses	26,229.17	51,327.67
Consulting & Accounting	15,000.00	17,663.36
Electricity	4,230.57	4,119.80
Equip Lease - (Copier)	1,433.35	1,433.40
Functions	1,377.48	2,857.67
Insurance	21,053.53	17,618.71
Outreach Events	12,327.92	-
Postage & Courier	452.11	767.74
Printing & Stationery	3,870.07	4,589.96
Project Fees (Consultants)	3,450.00	2,773.34
POC Consultancy	6,600.00	-

The accompanying notes form part of these Financial Statements.

Income and Expenditure Statement

	2024	2023
Prov'n for Equipment/Furniture Purchases	40,000.00	2,358.13
Prov'n for IT Equip/Database Upgrade Expense	63,000.00	-
Prov'n for Relocation Expenses	40,000.00	-
Reconciliation Action Plan	10,750.00	10,250.00
Rent & Occupancy	92,266.21	73,435.34
Repairs & Maintenance	693.68	1,019.50
Staff Training & Development	24,395.68	49,007.68
Sundry Expenses	2,907.41	8,509.05
Telephone/Fax/Internet	12,418.00	9,290.23
Translating & Interpreting Services	1,355.10	3,251.40
Travel & Accommodation	3,548.42	18,568.85
Website Development & Updating	828.00	650.00
Employment Expenses		
Wages & Salaries	1,156,492.73	883,454.98
Prov E/ee Entitlements - An Lv	(1,749.11)	6,777.51
Prov E/ee Entitlements - Lng Sv L	29,770.73	7,705.65
Prov E/ee Entl - Redundancy	60,481.86	37,557.46
PPL EA Provision	73,856.45	-
Staff Amenities	1,706.00	1,410.29
Meal Allowances	-	2,491.80
Superannuation	143,224.98	104,461.78
Workcover Levy	21,544.26	14,793.32
Vicarious Trauma Allowance	3,900.00	-
Total Employment Expenses	1,489,227.90	1,058,652.79
Total Expenditure	1,905,430.78	1,363,853.49
Current Year Surplus/ (Deficit)	1,694.69	37,776.05

The accompanying notes form part of these Financial Statements.

Statement of Financial Position

Working Women's Centre Inc As at 30 June 2024

	NOTES	30 JUNE 2024	30 JUNE 2023
Assets			
Current Assets			
Cash and Cash Equivalents			
Bank SA Society Cheque Account		68,526.54	884,801.78
Bank SA Business Access Saver Account		1,993,313.17	-
Bank SA Term Deposit - 1 - 2760		323,000.00	-
Bank SA Term Deposit - 2 - 8260		150,002.00	-
Bank SA Term Deposit - 3 - 7460		150,000.00	-
Bank SA Term Deposit - Payroll Account		-	22,770.22
Bank SA Term Deposit - Hindley St Lease - 1560		19,097.00	19,097.00
Total Cash and Cash Equivalents		2,703,938.71	926,669.00
Trade and Other Receivables			
Accounts Receivable		5,940.00	71,556.84
Prepayments		40,993.12	20,529.32
Accrued Interest on Investments		17,022.02	47.74
Total Trade and Other Receivables		63,955.14	92,133.90
Total Current Assets		2,767,893.85	1,018,802.90
Total Assets		2,767,893.85	1,018,802.90
Liabilities			
Current Liabilities			
Bank Overdraft			
Bank SA Visa Business Card 2 - WWC		1,807.83	4,476.60
Total Bank Overdraft		1,807.83	4,476.60
Accounts Payable		13,588.33	18,808.23
GST Payable			
Goods and services tax		169,762.15	23,598.97
Total GST Payable		169,762.15	23,598.97
Total Current Liabilities		185,158.31	46,883.80
Payroll Liabilities			
Payroll Clearing - RTWSA A/c		(1,348.95)	(4,765.55)
PAYG Withholdings Payable		19,457.00	14,678.00
Superannuation Payable		5,952.63	-
Total Payroll Liabilities		24,060.68	9,912.45
Accruals			
Accrued Expenses		-	14,941.12
Accrued Salaries & Wages		44,550.28	32,801.97
Wages Payable - Payroll		-	(137.53)
Total Accruals		44,550.28	47,605.56

The accompanying notes form part of these Financial Statements.

Statement of Financial Position

	NOTES	30 JUNE 2024	30 JUNE 2023
Grants in Advance			
Grant in Adv - Department of Employment and Workplace Relations - South Australia		760,416.96	-
Grant in Adv - Department of Employment and Workplace Relations - National Body		548,759.17	-
Grant In Adv - Attorney General's Department - Frontline Support To Address Workplace Sexual Harassment		-	30,000.00
Total Grants in Advance		1,309,176.13	30,000.00
Revenue In Advance			
Donations to the Anna Stewart Project in memory of Michelle Hogan		5,274.14	5,155.00
Donation from Professor Robert Hattam		10,773.60	-
Revenue In Adv-Augusta Zadow Scholarship		8,900.00	8,900.00
Revenue In Adv-Fee For Service Training		10,200.00	7,600.00
Revenue In Adv-IWD Collective		2,887.27	2,887.27
Revenue In Adv-Reclaim The Night		1,273.54	1,273.54
Total Revenue In Advance		39,308.55	25,815.81
Provisions			
Provision for Annual Leave		62,438.30	64,187.41
Provision for Furniture Replacement		40,000.00	-
Provision for IT Equip/Database Upgrade		63,000.00	-
Provision for Long Service Leave < 5 Yrs		37,856.33	50,169.71
Provision for Paid Parental Leave		73,856.45	-
Provision for Relocation Expenses		40,000.00	-
Total Provisions		317,151.08	114,357.12
Non-Current Liabilities			
Provisions			
Provision for Long Service Leave > 5 Yrs		54,245.36	12,161.25
Provision for Employee Redundancy Payments		231,579.16	171,097.30
Total Provisions		285,824.52	183,258.55
Total Non-Current Liabilities		285,824.52	183,258.55
Total Liabilities		2,205,229.55	457,833.29
Net Assets		562,664.30	560,969.61
Member's Funds			
Opening Balance		560,969.61	523,193.56
Current Year Earnings		1,694.69	37,776.05
Total Member's Funds		562,664.30	560,969.61

The accompanying notes form part of these Financial Statements.

Notes to the Financial Statements

Working Women's Centre Inc For the year ended 30 June 2024

Summary of Significant Accounting Policies

These Financial Statements are a special purpose financial report prepared in order to satisfy the requirements of the Associations Incorporation Act 1985 (as amended) and the Australian Charities and Not-for-profits Commission Act 2012. It has been determined that Working Women's Centre South Australia 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 Financial Statements, only the following have been adopted:

- AASB 101, *Presentation of Financial Statements*
- AASB 107, *Statement of Cash Flows*
- AASB 108, *Accounting Policies, Changes in Accounting Estimates and Errors*
- AASB 124, *Related Party Disclosures*
- AASB 1048, *Interpretation of Standards*
- AASB 1054, *Australian Additional Disclosures*

The Financial Statements have been prepared on an accruals basis of accounting in order to recognise the transactions in the period to which they relate. The Financial Statements show more than just the receipts and payments for the year.

The following significant accounting policies, which are consistent with the previous period unless stated otherwise, have been adopted in the preparation of these Financial Statements.

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. All existing assets were fully depreciated a number of years ago. All subsequent asset purchases were treated as an expense in the year incurred.

For disclosure purposes only, the sum insured for assets owned by the Centre is \$100,000.00.

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 are 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.

Provision for Future Expenditure

All government funded organisations are now expected to fund their own capital, maintenance, equipment upgrades and redundancy 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 Statement of Financial Position.

Income Tax

Working Womens Centre Incorporated is exempt from Income Tax.

Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO). Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in Statement of Financial Position.

Statement of Cash Flows

Working Women's Centre Inc For the year ended 30 June 2024

	2024	2023
Operating Activities		
Receipts from grants	3,147,084.36	1,294,299.45
Receipts from donations	13,037.50	5,585.77
Cash receipts from other operating activities	81,731.75	74,278.07
Payments to suppliers and employees	(1,607,706.89)	(1,312,307.49)
Interest received	26,341.29	47.74
GST - Net	171,752.92	25,595.56
Net Cash Flows from Operating Activities	1,832,240.93	87,499.10
Other Activities		
Other activities	(52,302.45)	(16,650.28)
Net Cash Flows from Other Activities	(52,302.45)	(16,650.28)
Net Cash Flows	1,779,938.48	70,848.82
Cash and Cash Equivalents		
Cash and cash equivalents at beginning of period	922,192.40	851,343.58
Net change in cash for period	1,779,938.48	70,848.82
Cash and cash equivalents at end of period	2,702,130.88	922,192.40

Movements in Equity

Working Women's Centre Inc
For the year ended 30 June 2024

	2024	2023
Equity		
Opening Balance	560,969.61	523,193.56
Increases		
Surplus for the Period	1,694.69	37,776.05
Total Increases	1,694.69	37,776.05
Total Equity	562,664.30	560,969.61

Management Committee Reports

Working Women's Centre Inc
For the year ended 30 June 2024

STATEMENT BY THE MANAGEMENT COMMITTEE

The Financial Statements set out on pages 3 to 10 present fairly the results of the activities of Working Women's Centre South Australia Incorporated for the year ended 30th June, 2024 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 South Australia 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.

REPORT BY THE MANAGEMENT COMMITTEE

In accordance with Section 35(5) of the Associations Incorporation Act, 1985 (as amended), the Management Committee of Working Women's Centre South Australia Incorporated hereby states that during the year ended 30th June, 2024 -

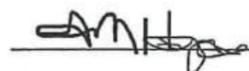
- (a) (i) no officer of the Association;
- (ii) no firm of which the officer is a member; and
- (iii) no body corporate in which an officer has a substantial financial interest,

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 pecuniary value.

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

Signed in accordance with a resolution of the Management Committee on:



Chairperson

Date 10 / 10 / 2024



Director

Date 9 / 10 / 2024



Treasurer

Date 10 / 10 / 2024

Auditor's Report

Working Women's Centre Inc For the year ended 30 June 2024

Independent Auditor's Report to the Members

I have audited the accompanying Financial Statements, being a special purpose financial report, of Working Women's Centre South Australia (the Association), which comprises the Committee's Reports, the Statement of Financial Position as at 30 June 2024, the Income and Expenditure Statement for the year then ended, the Statement of Cash Flows and the notes, comprising a summary of significant accounting policies and other explanatory information.

Management Committee's Responsibility for the Financial Statements

The Management Committee of the Association 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 Associations Incorporation Act, 1985 (as amended), the Australian Charities and Not-for-profit Commission Act, 2012 and is also appropriate to meet the needs of the members. The Management Committee's responsibility also includes such internal controls as the Management Committee determines are 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

My responsibility is to express an opinion on the Financial Statements based on my audit work. I have conducted my audit generally in accordance with Australian Auditing Standards. Those standards require that I comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance 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 judgment, 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 Association's bookkeeping procedures, 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 Association's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Management Committee, as well as evaluating the overall presentation of the Financial Statements. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Opinion

In my opinion, the Financial Statements present fairly, in all material respects, the financial position of Working Women's Centre South Australia as at 30 June 2024 and its financial performance for the year then ended in accordance with the accounting policies described in Note 1 to the Financial Statements, and the requirements of the Associations Incorporation Act, 1985 (as amended) and the Australian Charities and Not-for-profits Commission Act, 2012.

Basis of Accounting and Restriction on Distribution

Without modifying my opinion, I draw attention to Note 1 to the Financial Statements, which describes the basis of accounting. The Financial Statements have been prepared to assist Working Women's Centre South Australia to meet the requirements of various acts of Parliament. As a result, the Financial Statements may not be suitable for another purpose.

Signed at Dulwich this 10th day of October, 2024.

TIM MAJOR

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