

The Women's Council for Domestic and Family Violence Services (WA) continue to produce quarterly newsletter for members providing updates about sector developments and project work. This will be a good opportunity for all Refuges and/or members to also showcase programs, initiatives or upcoming events in their own services. Please send any contributions you would like included in the next newsletter to admin@womenscouncil.com.au by **Monday November 22nd to be included in the December 2010 newsletter.**

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ANGELA HARTWIG

Gender-based violence is the most serious issue facing women and girls in Australia today and unfortunately, whilst we still have such high levels of violence against women, we cannot claim to have achieved equality for women.

The Australian Bureau of Statistics show that *one in three* women in Australia experience physical violence at some point in their adult lives and almost *one in five* women have experience sexual violence.
(ABS, 2006, *Personal Safety Survey*)

A recent case of sexual harassment in WA involving a high profile CEO, is a primary example of how gender based violence can play out for many women in the workplace whereby a boss, misuses their position of power and male privilege. It is unlawful under the *Equal Opportunity Act 1984* to sexually harass a person. Under the *Equal Opportunity Act* sexual harassment includes an unwelcome sexual advance or request for sexual favours or unwelcome conduct of a sexual nature.

The Federal Government estimates it spends about \$1.9 billion every four years on addressing domestic/family violence and sexual assault through payments, programs and services. The *National Plan to Reduce VAW and their Children* brings together

the efforts of all governments and the community on an agreed set of common goals. The National Plan is a 12 year strategy to prevent domestic/family violence and sexual assault and will aim to deliver greater justice for victims and improve support services.

The pay inequity in the sector is alarming with pay gaps between public service and the non-government community as high as \$29,210 (57%) for the same base grade Senior Social Worker. In addition over 80% of the sector is female and there is a disgraceful gender pay gap in Western Australia. Women are paid 27% less than men in Western Australia, and this is significantly larger than the national average of 17%. The current shortfall in funding equates to \$198m per annum. See up-date on Pay Equity case from the Australian Services Union within this edition of E-news.

Remember to **SAVE THE DATES** of 24-26 November so that you can attend the 20th Annual Silent Domestic Violence Memorial March and a 2 day Conference with International speakers Allan Wade, Cathy Richardson and Linda Coates from the Centre for Response-based Practice in Canada, this will be a unique opportunity.

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Save the date!

24th November 2010

The Women's Council for Domestic and Family Violence Services invites all community members to attend the 20th Annual Silent Domestic Violence Memorial March to remember and honour all those who have lost their lives as a result of domestic homicide. The Rally commences at Stirling Gardens (cnr Barrack Street and St Georges Terrace) with speakers at 10.45am followed by a silent march at 12noon. RSVP for catering purposes to Terri Aldridge on 9420 7264 or admin@womenscouncil.com.au

Detailed information will become available shortly on www.womenscouncil.com.au

25th & 26th November 2010

The Women's Council for Domestic and Family Violence Services (WA) would like to inform you of this unique training opportunity which promises to be a remarkable event. We welcome Cathy Richardson, Allan Wade, and Linda Coates, from the Centre for Response-Based Practice, Canada to Western Australia for this two day event.

Registration brochure will be available soon. Costs will apply.

Keeping Kids Safe Project update



keeping **KIDS** safe

Keeping Kids Safe on the national stage – In July I presented at the International Congress of Applied Psychology, on Keeping Kids Safe. This was a massive international conference with over 3000 delegates (not all of them watched me though – phew!). The presentation centred on the consultations with children and young people completed last year. The key messages being the importance of listening to children and young people in Refuge and the vital role that Child support workers, advocates, counsellors and other staff play in children's experiences. The presentation was very well received with many people taking an interest in the project and acknowledging the importance of both staffing and listening to children. The conference was also a great opportunity to network and hear about other programs running around Australia, and the world. There are many exciting programs running on the east coast that are making their way west, and many lessons were learnt from other workers in the field. It was fantastic to get such great exposure, not only for the project, but to raise the profile of the importance of child centred staff, and the 'voices' of children in Refuge.

There are some training opportunities coming up, so keep your eyes on your inbox! In November there will be a major conference – a save the date has already been sent out. An expert from Canada in children and domestic and family violence programs will be presenting at this conference, providing an amazing opportunity to share our stories, ways of working, and learn from other perspectives. Subsidies will be on offer for rural and remote workers, so I strongly encourage child support staff to come along to this great conference! More information will be available very soon as we finalise all the details!

If you have any enquiries please feel free to contact me on 9420 7284 or louise@womenscouncil.com.au.

Cheers, Louise.

Safe at Home and Domestic Violence Outreach Programs

The Safe at Home and Domestic Violence Outreach Services came on board on the 1st July 2010. Some are still recruiting staff but the majority are up and running and supporting clients. The service providers are as follows:



Safe at Home – Metropolitan

NORTH WEST METROPOLITAN AREA
Pat Giles Centre Inc – 9304 3832
Stirling Women's Centre

SOUTH WEST METROPOLITAN AREA
Lucy Saw Centre – 9527 6872
Ruah Community Services

NORTH EAST METROPOLITAN AREA
Stirling Women's Centre

SOUTH EAST METROPOLITAN AREA
Ruah Community Services

Safe at Home – Regional Area

SOUTH WEST REGION (Bunbury)
South West Refuge – 9791 6885

WHEATBELT REGION (Northam)
Share and Care Community Services – 9622 8731

Domestic Violence Outreach – Regional/Remote Area

GREAT SOUTHERN REGION (Albany)
Anglicare WA

PEEL REGION (Mandurah)
Pat Thomas House

MURCHISON (Geraldton)
Chrysalis Support Services – 9964 1853

GOLDFIELDS (Kalgoorlie)
Goldfields Women's Refuge

PILBARA (Karatha)
Pilbara Community Legal Service – 9144 1611

These services provide support to women and children escaping domestic and family violence. Eligibility for Safe at Home relies on a comprehensive risk and safety assessment and is not intended for those in high risk situations.

For further information on the Safe at Home or Domestic Violence Outreach programs please contact Jackie Newbigin on 08 9420 7285 or email jackie@womenscouncil.com.au.

Why are the allowances for the new Social, Community, Home Care and Disability Services Industry Award 2010, being delayed until July 1st 2011?

The ASU had sought in October 2009, to have the new allowances deferred until July 2011 because:

- that would coincide with the first payment of the Pay Equity case, after we win the increases for our members.
- It would reduce the "Take Home Pay" claims. Take Home Pay Orders, [THPO], are available to employees who suffer a reduction in salary due to the introduction of the modern awards.

- The workload for small Community Service Organisations having to argue against THPO was considered by most employer groups and the ASU to be too onerous. We would be bound to prosecute in every case.
- The THPO would apply because of the reduction in some allowances, even with the increases in others, could decrease the take home pay of our members.
- With the expected first payment for the Pay Equity, and possible losses would be absorbed by the increase.
- With the salaries being so low in the sector, even a small deduction was

unacceptable. Nobody wanted this to happen.

The Full bench of Fair Work Australia rejected that claim after argument by one of the employer groups so the Award was registered as it was.

ASU and most other stakeholders met the Fair Work Ombudsman in May but we would not take the appeal unless every employer group agreed, because we had done that in October and our arguments were the same.

Jobs Australia took the issue of the Allowances to FWA and was granted a delay in the introduction of the allowances.

Starick Services' Children's Programme Annual Art Exhibition 2010

Our children are our strength...they represent our future and the overall well-being of tomorrows world! Please come and join us... experience their world through their eyes and explore with their hearts.

This great annual event will be held from the 24th-27th November 2010 as part of the 16 Days of Activism. The children's activities and artwork will be on display with some items for sale. All proceeds are donated to Starick Services Inc.

Venue: 1 City Farm Place, East Perth (Royal St into Lime St, near Claisebrook Train Station)

Time: 10am to 4pm (3pm closing on 27th November)

ALBANY UPGRADED

The Albany Women's Centre has been granted a Lotterywest grant of almost \$122,000 to makeover the interior of the Centre! Work is commencing mid October and we aim to be finished at the end of November. The service will continue to operate out of another office with clients in a loaned house and although it's expected to be a challenging time, we're all thrilled with the prospect of having an environment better suited to healing and recovery. All contact details will remain the same during this period.

Sonya Bell, Coordinator, Albany Women's Centre, ANGLICARE WA

CEO report

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The WCDFVS has submitted an application to Lotterywest seeking funding for travel and accommodation to enable Refuge and DFV services who are organisational members to send one delegate from each rural and remote location in WA. The Keeping Kids Safe project will provide funds to assist Child Support Workers to attend, so watch this space, the Registration Brochure with further details will be sent out in September!

Benefits of the Climate Change Readiness for Community Services Project for Community Service Organisations

Community services who wish to undergo energy audits and minor retrofits to reduce their energy consumption should apply. Those wishing to undergo minor (up to \$1000) and major (up to \$25 000) retrofits will, however, need to meet certain selection criteria. Retrofits may range from installing energy efficient light globes, weatherproofing and appliance timers to the installation of photovoltaic system.

Organisations who take part in the project can receive behavioural education for their staff to reduce energy wasting habits and ensure that any retrofits have the maximum benefit. Retrofits themselves will decrease the consumption of energy used throughout the organisations' premises, resulting in smaller energy and water bills and less greenhouse pollution. These efficiency measures will insulate organisations from the continued rise in energy and water tariffs. Increasing energy efficiency will also place organisations in a better position to respond to future measures aimed to improving sustainability.

This project is supported by funding from the Australian Government

If you are interested in participating in this project or would like more information, please contact Luke van Zeller on 9430 8200 or luke@wacoss.org.au