



# THE YEAR IN REVIEW

Annual Report

2018 - 2019

The Child and Family Welfare Association of South Australia Incorporated

ABN: 84 671 295 106

Association Number: A 20169

*trading as*

**CHILD** AND **FAMILY FOCUS** SA



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## **FROM THE CHAIR**

### **Sue Thomas – Chairperson and State Director, Life Without Barriers**

It has been another interesting year for those of us working in the children and family support sector.

CAFFSA as a peak body has continued to grow and develop in response to sector need. Whilst we experienced some challenges, we believe we have remained a relevant sector voice at key forums and meetings with government.

CAFFSA has worked this year to build its profile as a relevant and responsive industry association and has taken on the task of sector and workforce development with an appetite for meaningful upskilling of the front-line child and family services workforce. Whilst there is much that we still intend to achieve in this space over the coming years, we are pleased with the range of training and professional development initiatives that we have been able to offer our members in the last 12 months. We are excited to be adding a Diploma of Leadership to our service offering next year and continuing to offer the Certificate IV in Child, Youth and Family Intervention as well as our, now Australian Association of Social Workers (AASW)-accredited, programs in case note writing and professional supervision.

Our interaction and relationship, as a sector, with the Department for Child Protection (DCP) has continued to evolve and develop over the past 12 months. CAFFSA continues to believe that a partnership approach to child safety and family wellbeing is one that is marked by open and honest dialogue with each other and with our funders. Overall, the increasing level of consultation and robust dialogue with DCP has been encouraging as we move into the next phase of service delivery in

child protection and in-home care. We remain committed to an agenda of promoting open co-design processes for the commissioning of new services and will continue to push for that approach with DCP. The DCP / CAFFSA Executive Forum has continued to be a useful vehicle for progressing some robust, but honest, conversations.

I thank the other members of the CAFFSA Board for their engagement in business planning and strategic governance discussions in May this year as we continue to work towards our leadership goal of a full transition to a Board of governance. Successfully engaging in our first-ever ASES accreditation process has highlighted the work that we still need to do in order to achieve this; however, we are confident that CAFFSA will build a modern and responsive skills-based Board as we move in to 2020. I am particularly pleased that we now have the Policy and Advocacy sub-committee as a dedicated forum to collate sector feedback that informs our advocacy to government.

To the CAFFSA team, I am extremely grateful for your continued work, commitment and contributions to the cohesiveness and collaboration of the non-government sector. The range of engagement opportunities that have been offered this year are a fabulous example of the dedicated commitment to ensuring that as many of our members as possible have an opportunity to influence the policy and advocacy work that we do. I thank you all for your hard work and continued enthusiasm for the work and I look forward to seeing CAFFSA continue to mature and evolve as a voice for the sector.

***Sue Thomas, CAFFSA Chair***

***State Director, Life Without Barriers***

***October 2019***



## ***FROM THE CHIEF EXECUTIVE OFFICER***

### **Rob Martin – CEO, Child and Family Focus SA**

I am pleased to offer this annual report as an overview of the work completed in 2018/2019.

Our members may have noticed a subtle shift in our focus during the year as we have worked to position CAFFSA as the South Australian peak body *and* industry association for child and family wellbeing. We have actively committed our brand to championing the wellbeing of children and their families as our first and foremost objective.

Navigating the complex terrain of functioning as both a peak body as well as an industry association has not been without its challenges. Whilst CAFFSA has worked to continue representing sector needs and concerns, particularly as they relate to the advocacy necessary for enhanced sector support for vulnerable children and their families, we have at the same time shifted our approach to sector development whereby workforce training and opportunities for upskilling have become core components of our industry association role. We continue to be committed to the long-term goal of a well-resourced, well trained sector where the workforce is appropriately equipped and sufficiently skilled to respond to the increasingly complex needs that South Australian families are living with.

Whilst child safety, child protection and out-of-home care have always been, and will remain, core components of CAFFSA's work, our new focus on child and family wellbeing reflects our interest in and commitment to advocating for stronger prevention and early intervention initiatives which support families to keep their children safe in their home environment. In keeping with this focus, CAFFSA has worked closely with the Department for Human Services, the Early Intervention Research Directorate and other sector stakeholders to inform the design of the South Australian Early Intervention Strategy, and has been an active participant in the consultation processes that have been conducted around this.

Family Matters has continued to be a priority for CAFFSA, and we have welcomed the opportunity to reform the structure of the Campaign in South Australia such that it aligns with the National Campaign Strategy and workplan. The support of Aboriginal Elders and Leaders in South Australia has meant that the Campaign continues to gain traction both within government as well as within the non-government family support sector.

We have continued to try and reflect the perspectives and needs of the broader child and family wellbeing sector in South Australia, and have redesigned our engagement agenda to bring a more diverse range of service providers to the table; a reinvigorated Policy and Advocacy sub-committee has assisted us to reflect a broader range of issues and concerns amongst our membership, and we are pleased to see representatives from agencies who are actively working in early intervention with vulnerable children and their families.

We continue to negotiate a rapidly changing policy environment and some large-scale changes to commissioning, procurement and contracting for sector services. We have been successful as a peak body in supporting some very high-level conversations and negotiations between the Department for Child Protection and sector service providers, including those relating to new contract KPI's, contract terms and conditions as well as reporting and acquittal.

I have been particularly grateful this year to the CAFFSA Board for their leadership and support as we move through the process of scaling up our business, and plan for a reinvigorated and contemporary business model that emphasises our emerging role in workforce development and training. The support and feedback of our membership has been critical in this work, and we continue to try and be as responsive to member needs as we can.

Finally, to the CAFFSA team, you are indeed the 'Dream Team', and I am absolutely excited for what the next 12 months has in store for us all; keep up the outstanding work!

Cheers,

A handwritten signature in black ink, appearing to read "Rob Martin".

***Rob Martin***

***Chief Executive Officer, Child and Family Focus SA***

***October 2019***



## ***CAFFSA BOARD MEMBERS 2018 - 2019***

Ms. Sue Thomas, Life Without Barriers (Chairperson)

Ms. Susan Richards, Aboriginal Family Support Services (Deputy Chairperson)

Ms. Kerry Court, Uniting Country SA (Treasurer)

Ms. Nancy Penna, Anglicare SA (Secretary)

Ms. Leanne Haddad, Centacare

Ms. Kirsty Drew, Junction Australia

Mr. Craig Rigney, Kornar Winmil Yunti

Ms. Elizabeth Ward, Centacare Country SA

## **CAFFSA STAFF 2018 - 2019**

**Rob Martin**, Chief Executive Officer

**Rebecca Paddon**, Sector Development Lead

**Joanne Else**, Family Matters (SA) Lead

**Dr. Heather Pearce**, Policy and Advocacy Lead

**Susan Lane**, Project Manager, Carer Respite Review

**Adele Popow**, Administration and Support Officer

**Nicole Black**, Trainer and Assessor

**Sarah Murton**, Trainer and Assessor

**Clare Johnston**, Trainer and Assessor

**Margaret Bonnar**, Trainer and Assessor

*FINANCIAL REPORT 2018 - 2019*

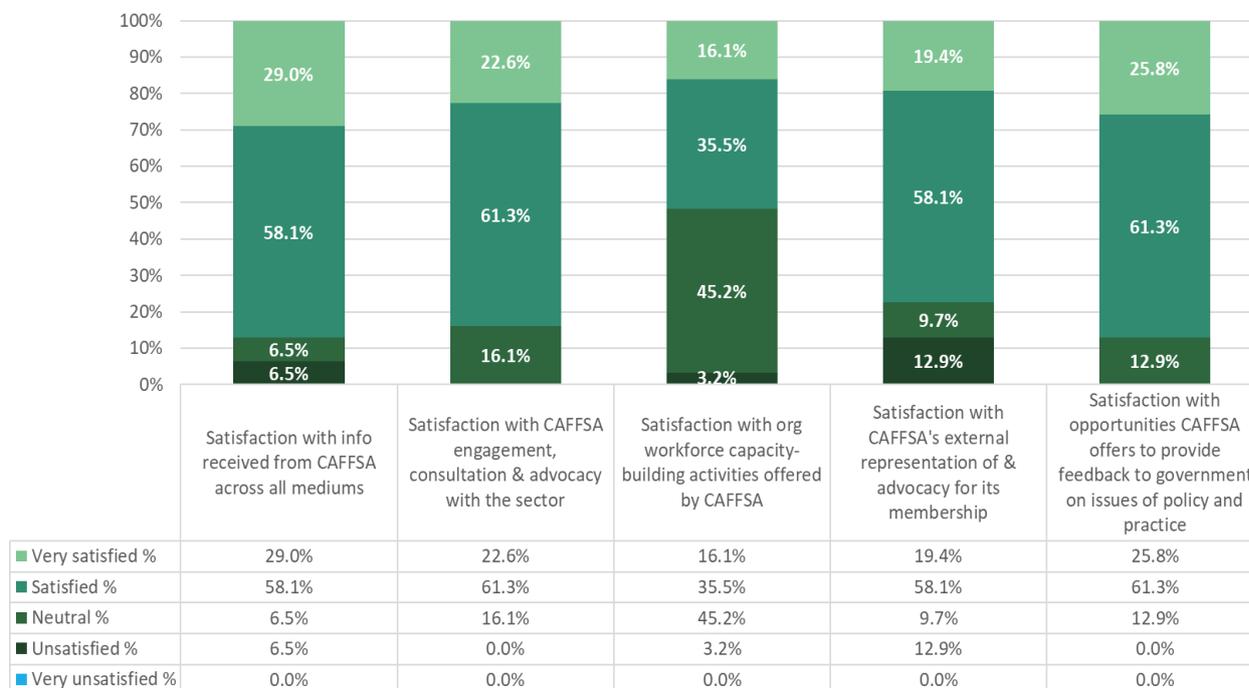
\*Please refer to the list of appendices

## **HIGHLIGHTS 2018 - 2019**

- ✓ **CAFFSA Submission** – Statutes Amendments (Domestic Violence) Bill 2018
- ✓ **CAFFSA Submission** – Response to the Social Workers Registration Bill 2018
- ✓ **CAFFSA Response** – Criminal Law Consolidation (Foster Parents and Other Positions of Authority) Amendment Bill 2018
- ✓ **CAFFSA Discussion Paper** – Fostering a culture of collaboration and partnership in child protection and family support
- ✓ **CAFFSA Presentation** – DCP Industry Day October 2018; collaboration and partnership
- ✓ **CAFFSA Presentation** – KWY Child Protection Symposium: ‘Whiteness in Social Work Practice’
- ✓ **14 graduates** of the Certificate IV in Child, Youth and Family Intervention
- ✓ **34 participants** in the CAFFSA Professional Supervision workshop
- ✓ **14 participants** in the CAFFSA Case Note Writing and Professional Documentation workshop
- ✓ **220 total participants** in CAFFSA members’ meetings
- ✓ **174 participants** in Family Matters Master’s Workshops at Flinders University
- ✓ **32 participants** signing up to Every Child Campaign Working Group in South Australia
- ✓ **37 participants** attending the CAFFSA CEO / CFO Forum alongside DCP
- ✓ **15 participants** attending a forum with representatives of the New York Foundling
- ✓ **26 participants** attending the practice forum of the Australian Children’s Safety Alliance
- ✓ **6 meetings** of the DCP / CAFFSA Executive
- ✓ **7 meetings** of the Family Matters Working Group SA
- ✓ **2019 Family Matters Day of Action** was celebrated in Light Square on 25<sup>th</sup> May 2019
- ✓ **890 CAFFSA Facebook page followers**

## MEMBER SURVEY RESULTS 2018 - 2019

In an analysis of CAFFSA's annual member survey results, it was pleasing to see that overall member satisfaction with CAFFSA as a peak body and industry association was high. The following bar chart was developed from the responses provided by 31 respondents to the 2019 survey.



Overall satisfaction levels were either high or very high across the four primary questions around CAFFSA's role as a peak body and industry association; the high level of neutral responses for the question relating to satisfaction with workforce capacity building activities was attributed to the very formative status of many of CAFFSA's training initiatives, and the low level of saturation that has been achieved to date.

CAFFSA was particularly pleased with the range of qualitative (written) responses that were received from respondents, with a range of helpful insights and suggestions around how we can better serve the needs of the non-government child and family wellbeing sector.

One of the more poignant pieces of feedback was around CAFFSA's timeliness with sector updates and information dissemination around critical meetings and forums where we attend as a sector representative; this will be focus for our team in 2019-2020 as we work to implement a more targeted and responsive communications strategy.

Other pertinent feedback included observations around CAFFSA's assertiveness on key policy and advocacy issues, and a need to be more proactive in identifying policy solutions that could benefit the sector as well as vulnerable children and families; this is feedback that will be considered in the context of the next strategic planning cycle that has been planned for early 2020.

CAFFSA's role as the auspicing agency for the Family Matters Campaign in South Australia continued to be viewed as a key priority for the organisation, which we hope reflects a genuine commitment on behalf of the sector to continue to embed the principles of the Family Matters Campaign in the day-to-day operations of individual agencies.

Other priorities for CAFFSA members in the coming year are provided in the figure below:

What do you see as the most important role(s) for CAFFSA as a sector peak body and industry association in the next 12 months?



It was clear that the top five priorities for CAFFSA member organisations in 2019-2020 were:

- 1. Advocacy with and on behalf of the child and family wellbeing sector**
- 2. Improving the relationships between the sector and government stakeholders**
- 3. Policy development**
- 4. Training and staff development**
- 5. Networking and events**

These will be considered by the CAFFSA Board and the Executive when we work to develop the next three-year strategic plan and annual operational business plan in the first half of 2020.

## **PROGRESS AGAINST THE STRATEGIC PLAN 2018-2020**

### **CAFFSA AS A PEAK BODY**

CAFFSA continues to operate as South Australia's only dedicated peak body and industry association for child and family wellbeing.

With over 50 agencies, community groups and sector stakeholders as members, CAFFSA has crystallised its role as a representative body, but also as a provider of workforce development and training opportunities.

CAFFSA has continued to support the meetings of the DCP – CAFFSA Executive, and this has proven to be an invaluable forum for the planning and implementation of sector engagement in the lead up to the contract reform process and re-contracting of out-of-home care services in 2019. The resulting sector briefings and roundtables were a poignant example of CAFFSA's unique ability to bring decision makers from within government and the sector together on issues of common importance.

With the transition of family support services to the Department for Human Services as part of a machinery of government change, CAFFSA has played a notable role in bringing the sector's voice to the planning process for the design of an early intervention strategy for South Australia. Joining other key sector agencies as well as the Department for Child Protection, CAFFSA was able to provide valuable feedback to government on how best to embark on a process of consultation and engagement in order to inform the new strategy.

CAFFSA completed the respite care review in October 2018, which was submitted to the Department for Child Protection with a series of recommendations for reforming respite care provision in South Australia. The final report and findings were furnished by extensive consultations with kinship and foster carers around how they could be better supported in their caring role. CAFFSA will continue to support DCP in 2019/2020 to implement those recommendations that carers identified as most important to them, particularly those that allow greater flexibility in the utilisation of respite. CAFFSA thanks former Policy and Advocacy Lead Susan Lane for her work and dedication to the respite care review project.

CAFFSA has continued to make written submissions on new legislation or legislative amendments, and wrote and submitted responses to the following:

- ✓ **CAFFSA Submission** – Statutes Amendments (Domestic Violence) Bill 2018
- ✓ **CAFFSA Submission** – Response to the Social Workers Registration Bill 2018
- ✓ **CAFFSA Response** – Criminal Law Consolidation (Foster Parents and Other Positions of Authority) Amendment Bill 2018

Along with its written responses and submissions, CAFFSA has continued to maintain close dialogue with Minister Rachel Sanderson throughout the year and has worked to provide her with timely and

relevant feedback from the sector, particularly in relation to key performance indicators and measures for sector services and new contracts in 2019.

In 2018/19, CAFFSA continued its role as an independent attendee on the weekly DCP Care Concern Assessment Panel, represented by Dr. Heather Pearce. While CAFFSA's role on the panel has traditionally been to provide outside oversight on DCP judgements and actions regarding care concerns, significant efforts have been made over the past 18 months to expand CAFFSA's role on the panel; this includes efforts to address systemic issues affecting organisational performance and child wellbeing; and regular meetings with relevant DCP stakeholders to relay the systemic, sector-wide issues experienced by CAFFSA's membership.

In 2019/20, CAFFSA will continue to expand its role in the Care Concern space, facilitating increased collaboration and consultation in Care Concern management and reform. This will include: regular monitoring and reporting of systemic Care Concern issues at CAFFSA membership meetings, for feedback to DCP; regular meetings with DCP's Care Concern Management Unit, Carer Assessment and Registration Unit, and Quality and Safeguards team (leading Care Concern reform) to compile, convey and action systemic issues relevant to CAFFSA's membership; increased consultation between DCP and CAFFSA's membership on Care Concern policy and practice reform; preparation of a discussion paper on Care Concern issues affecting the sector; and creation of a sector consultation forum on Care Concerns with representation from relevant DCP stakeholders.

CAFFSA has continued to seek support from its sister peaks in Victoria, New South Wales and Queensland, particularly in relation to its agenda on fulfilling the roles of both a peak body and an industry association. We continue to be grateful to the Association of Children's Welfare Agencies (ACWA) in NSW for its continued partnership with CAFFSA for the delivery of the accredited Certificate IV in Child Youth and Family Intervention, as well as to the Centre for Excellence in Child and Family Welfare in Victoria for its ongoing support of CAFFSA's growth as a provider of sector development and workforce training initiatives. Much of the engagement reform work that CAFFSA is planning for 2019/2020 has been modelled on the Victorian OPEN Network, and will work to embed a range of practice specific networks in South Australia in place of general members' meetings, for relevant stakeholders to share and develop evidence around best practice approaches to working with vulnerable children and families within their remit.

The CAFFSA Board has continued to work towards its role as a governing body and was delighted to engage with Adam Parkinson in May 2019 to develop a more robust and responsive business model to inform future service and program planning. The Board is committed to developing a service offer for its members in South Australia that is relevant and responsive to sector need and refining its value proposition to something that goes beyond just 'representation'. Whilst representing the needs and perspectives of member agencies will always be core business for CAFFSA, there is an appetite to further grow CAFFSA's networks, engagement mechanisms, and opportunities for the sector to meaningfully and pro-actively shape and influence policy in South Australia. The provision of sector training and workforce development will come to form a core component of CAFFSA's business model over the next three years, as will its role in influencing and guiding government thinking and planning for a responsive child and family workforce in South Australia.

## POLICY AND PRACTICE DEVELOPMENT

CAFFSA has been incredibly grateful to the Sidney Myer Foundation for their generous grant of \$100,000, which enabled CAFFSA to complete its first ever ASES accreditation. This has taken the best part of 12 months as the team (led by Dr. Heather Pearce) has worked to quite literally build CAFFSA 'from the ground up'. CAFFSA is now set to transition into its next stage of organisational development, equipped with the full range of policies, procedures and operational documentation required to function as a contemporary non-profit organisation.

Whilst the wellbeing of children and families will always be the pre-eminent focus for CAFFSA and will underpin all of our advocacy and lobbying work, we have been particularly interested in how we can better support a responsive and well-skilled workforce to provide for the increasingly complex needs of South Australian children and families. Developing a training strategy and a whole-of-workforce strategy for child and family wellbeing in this state continues to be one of our most important goals.

We have continued to benefit from our partnership agreement with the Association of Children's Welfare Agencies (ACWA) in NSW in order to deliver the Certificate IV in Child, Youth and Family Intervention, and have also been grateful to the Australian Association of Social Workers (AASW) in South Australia for endorsing our two non-accredited courses as recognised continuing professional development (CPD) hours for social workers.

The submission to DCP of the CAFFSA Carer Respite Review in October 2018 marked the completion of 18 months of work for Susan Lane, who led a complex series of consultations with key staff within DCP and the sector as well as foster and kinship carers around policy and practice changes that could assist in the delivery of more timely, accessible and appropriate respite support. CAFFSA looks forward to continuing conversations with DCP around respite care reform in South Australia so that it can effectively meet the needs of a growing foster and kinship carer base in this state.

With the announcement of the machinery of government changes that transitioned family support services from the Department for Child Protection and the Department of Education to the Department for Human Services, CAFFSA has been intimately involved in the conversations and negotiations between DHS and the sector on the development of an Early Intervention Strategy for South Australia. This is work that has continued well in to 2019-2020, and it is a strategy to which CAFFSA remains committed.

Supporting the Family Matters Campaign in SA remained a priority for CAFFSA in 2018/2019, and we continue to be grateful to the community members, Elders and organisational representatives who attend the Family Matters Working Group meetings. With a new plan for 19/20 in place, the working group continues to work towards providing genuine, safe spaces for Aboriginal families to have a say over decisions that impact on their children.

CAFFSA has been pleased to support the work of the Australian Children's Safety Alliance (ACSA) in 2018/2019 and looks forward to continued work with this dedicated group of sector professionals who are looking for new and responsive ways of supporting women and children in situations of domestic and family violence.

CAFFSA has been pleased with the level of support from the sector and attendance at our newly established Policy and Advocacy sub-committee in 18/19 and has positioned this forum as the principle means by which members can influence CAFFSA advocacy activity. A major achievement for the sub-committee during the year was the work completed alongside DCP to amend the guidelines for preferred providers of psychological assessment providers (PSA) such that all participants in a psychological assessment would receive feedback on the outcome of their assessments. This was a major concern for the sector and involved a great deal of effort on behalf of CAFFSA staff and our membership to have the preferred provider guidelines amended.

CAFFSA supported the Social Worker's Registration Bill when it was introduced to Parliament this year and provided a submission to the Parliamentary sub-committee which was considering the impacts of the new legislation. A copy of the submission has been attached as an appendix.

## SECTOR DEVELOPMENT

CAFFSA was pleased to welcome seven organisations to its membership in 2018-2019. Attracting new members from across the continuum of child and family support services continues to be a priority for CAFFSA, and we were delighted to receive new membership applications from the following organisations:

- **InComPro**
- **The HenderCare Foundation**
- **Hessel Care Foundation**
- **Save the Children (SA)**
- **BackPacks4SAKids**
- **Raising Literacy Australia**
- **The Benevolent Society**

Supporting workforce training continued to be a priority for CAFFSA in 2018/2019, and we were particularly pleased with attendance rates and feedback from participants at training sessions hosted throughout the year. Training and workforce development highlights have included:

- ✓ **14 graduates** of the Certificate IV in Child, Youth and Family Intervention
- ✓ **34 participants** in the CAFFSA Professional Supervision workshop
- ✓ **14 participants** in the CAFFSA Case Note Writing and Professional Documentation workshop

We are also grateful to the Australian Association of Social Workers (AASW) in South Australia for endorsing our two non-accredited courses as recognised continuing professional development (CPD) hours for social workers, and hope that by doing so we can better support the social worker workforce in South Australia to retain and develop their skills base.

## *FUTURE FOCUS - 2019 - 2020*

Specific strategies for 2020 include:

- Consultation with member agencies and sector stakeholders on the next three-year strategic plan for CAFFSA;
- Design of a whole-of-sector workforce development strategy for the child and family workforce in South Australia;
- Development of a clinical supervision training program for managers and supervisors in child protection and family support settings;
- Implementation of a Diploma in Leadership in partnership with the Association of Children's Welfare Agencies (ACWA);
- Securing new premises for CAFFSA in the Adelaide CBD;
- Reforming the CAFFSA service offer and value proposition for members;
- Transition to a percentage-based membership fee structure;
- A targeted strategy for recruiting individual members who can participate in CAFFSA networks and practice forums;
- Continued support of the DCP Carer Recruitment and Retention Taskforce;
- Continued work alongside DHS to implement the Early Intervention Strategy for South Australia;
- Providing a response to government on the consultation on the Children and Young People (Safety) Act 2017 in October 2019;
- Increasing resources for the Family Matters Campaign in South Australia and implementing the 2019/2020 Family Matters Action Plan;
- Support to grow the Australian Children's Safety Alliance (ACWA); and
- Building momentum in South Australia for the Every Child Campaign

## *APPENDICES*

1. Audited Financial Report, 2018-2019
2. Family Matters (SA) Report 2019
3. CAFFSA Submission on the Social Worker's Registration Bill 2018



### Child and Family Welfare Association of SA Inc Audit Report

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#### Report on the Financial Report

We have audited the accompanying financial report of Child and Family Welfare Association of SA Inc (the association), which comprises the Statement of Income and Expenditure, Balance Sheet, Notes to and forming part of the Financial Statements and other explanatory notes for the financial year ended 30 June 2019.

#### Committee's Responsibility for the Financial Report

The Committee of the association is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards (including Australian Accounting Interpretations) and the Associations Incorporation Act 1985, and for such internal control as management determines is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error. In Note 1, management also states in accordance with Accounting Standard AASB 101: Presentation of Financial Statements, that the financial report complies with International Financial Reporting Standards.

#### Auditor's Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. We conducted our audit in accordance with Australian Auditing Standards. Those Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the committee, as well as evaluating the overall presentation of the financial report.

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

#### Independence

In conducting our audit, we have complied with the independence requirements of Australian professional ethical pronouncements.

#### Auditor's Opinion

In our opinion:

- (i) The financial report gives a true and fair view of the financial position of Child and Family Welfare Association of SA Inc as 30 June 2019, and of its performance for the year ended in accordance with the Australian Accounting Standards and the Associations Incorporation Act 1985; and
- (ii) the financial report also complies with International Financial Reporting Standards as disclosed in Note 1.

Signed on: 2th October 2019

Matthew White, CA 90085  
Business Initiatives Pty Ltd  
200 William Street, Norwood SA 5067

**STATEMENT OF INCOME AND EXPENDITURE  
FOR THE YEAR ENDED 30 JUNE 2019**

	2019	2018
<b>GRANT &amp; MEMBERSHIP INCOME</b>		
Grant - Dept Families & Communities	135,335.00	430,888.00
Membership Fees	21,023.18	18,938.17
	<u>156,358.18</u>	<u>449,826.17</u>
<b>OTHER INCOME</b>		
Family Matters Campaign	207,100.00	62,500.00
OPG Panel Sitting Fee	7,178.28	5,790.06
Other Revenue	3,740.91	104,982.54
Research - Best Practice	-	-
Seminar & Training	59,635.00	12,437.50
Interest Received	3,556.58	2,989.63
	<u>281,210.77</u>	<u>188,699.73</u>
<b>TOTAL INCOME</b>	<u>437,568.95</u>	<u>638,525.90</u>

**STATEMENT OF INCOME AND EXPENDITURE  
FOR THE YEAR ENDED 30 JUNE 2019**

	2019	2018
<b>LESS : EXPENDITURE</b>		
Admin Support	98,608.92	59,669.52
Bank Fees	129.10	101.90
CAFWA Conference Expenses	-	-
CAFWA Management	130,628.44	131,045.20
Insurance	1,758.19	2,460.91
Meeting Costs & Catering	13,509.03	3,693.06
Merchant Fees	-	-
Office & Meeting Room Hire	11,283.16	8,518.35
Phone & Internet	3,834.00	12,908.46
Printing & Stationery	3,406.17	1,268.39
Consultancy	169,784.51	156,201.35
Seminars & Training Expenses	45,073.05	3,590.91
Subscriptions & Memberships	2,221.09	2,221.45
Sundry Expenses	12,734.22	9,085.12
Travel & Accommodation	1,861.97	1,786.36
Vehicle Expenses	6.55	-
<b>TOTAL OPERATING EXPENSES</b>	<u>494,838.40</u>	<u>392,550.98</u>
<b>NET SURPLUS / DEFICIT</b>	<u>- 57,269.45</u>	<u>245,974.92</u>

**BALANCE SHEET  
FOR THE YEAR ENDED 30 JUNE 2019**

	<b>2019</b>	<b>2018</b>
<hr/>		
<b>ACCUMULATED FUNDS</b>		
Balance at Beginning of Year	642,491.91	396,516.99
This Year's Surplus	- 57,269.45	245,974.92
	<u>585,222.46</u>	<u>642,491.91</u>
	<b>585,222.46</b>	<b>642,491.91</b>
<b>ACCUMULATED FUNDS ARE REPRESENTED BY :</b>		
<b>CURRENT ASSETS</b>		
Bendigo Bank Cheque Account	316,017.42	491,538.83
Accounts Receivable	112,970.00	-
	<u>428,987.42</u>	<u>491,538.83</u>
	<b>428,987.42</b>	<b>491,538.83</b>
<b>TOTAL ASSETS</b>	<b>428,987.42</b>	<b>491,538.83</b>
<b>CURRENT LIABILITIES</b>		
GST Payable/(Refundable)	14,636.45	19,918.41
<b>TOTAL LIABILITIES</b>	<b>14,636.45</b>	<b>19,918.41</b>
<b>NET ASSETS</b>	<u><b>414,350.97</b></u>	<u><b>471,620.42</b></u>

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2019**

**1 STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES**

These financial statements are a special purpose financial report. They have been prepared specifically to report on the financial performance of the association. They are based upon historic costs and do not take into account the changing value of money. The accrual and going concern basis of accounting have been applied.

No regard has been paid to the application of Accounting Standards or other mandatory professional reporting requirements (Urgent Issues Group Consensus Views) issued by Australian professional accounting bodies except where specifically stated.

**Property, Plant and Equipment**

Property, plant and equipment are included at cost or at valuation. All assets, excluding freehold land and buildings, are depreciated over their useful lives to the company.

## **FAMILY MATTERS SOUTH AUSTRALIA 2019 REPORT SUMMARY**

### **Family Matters Working Group South Australia - 2019 Report**

The Family Matters Working Group in South Australia (hereafter FMWGSA) commits this report to SNAICC noting that its role in South Australia is to further the priorities of the National Family Matters Roadmap, and to work alongside community, government and non-government partners in order to further the over-arching objective of reducing the over-representation of Aboriginal children in the South Australian child protection system (reported at 33% in the 2019 Report on Government Services) and to increase the percentage of children placed in accordance with the ATSI CPP (65% in 2018)<sup>1</sup>.

In 2019, the FMWGSA has refreshed its local strategy to focus on creating more meaningful opportunities for Aboriginal families to take part in the discussions and decisions that affect them and their children. This means providing safe and culturally respectful spaces for families to engage in problem identification and the implementation of family and community-based solutions to issues that may lead to young people coming in to contact with the Department for Child Protection. The FMWGSA is supportive of local level Aboriginal family led decision making and encourages the Department for Child Protection to increase its efforts in the implementation of family group conferencing approaches to its work with all Aboriginal families and children.

The FMWGSA supported a 'Week of Action' event on 25<sup>th</sup> May 2019 in the Adelaide CBD, celebrating Aboriginal cultural connections, cultural heritage and the important role of Elders in supporting children and families. The FMWGSA is grateful for the support of Tauto Sansbury (Co-Chair), Aunty Heather Agius and Aunty Yvonne Agius as respected community Elders and leaders in keeping the campaign both relevant and connected to communities.

Family Matters South Australia's implementation of priority change efforts is entirely linked to levels of resourcing to support the Working Group's strategy; whilst the Working Group has been able to rely on modest financial contributions from the Department for Child Protection and sector partners

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<sup>1</sup> Office of the Guardian for Children and Young People (2019). 'Snapshot of Australian Aboriginal Children and Young People in Care and/or Detention from the *Report on Government Services 2019*, April 2019, accessed at [www.gcyp.sa.gov.au](http://www.gcyp.sa.gov.au)

over the last two years, any substantial scaling up of change efforts will require a much more targeted investment in campaign infrastructure, including additional staff to support family and community engagement initiatives.

Family Matters SA acknowledges recent initiatives by DCP to develop specific responses for Aboriginal families and children (including the Aboriginal Action Plan 2019-20), and also acknowledges a slight reduction in the disproportionality ratio of Aboriginal children in Out-of-Home-Care during the 2018-2019 period compared to the previous year (7.15 compared to 7.24 in 2016-17)<sup>2</sup>. FMWGSA also acknowledges the appointment of the first ever Commissioner for Aboriginal Children and Young People in this state and has gratefully welcomed the Commissioner (Ms. April Lawrie) to the working group membership.

Family Matters SA is supportive of the policy and strategy shifts that have taken place within DCP and the Department of Human Services, including the renewed focus on Aboriginal families in the design phases of the state government's early intervention strategy; the FMWGSA is mindful however that the only indicators that are truly indicative of success of these policies and strategies are the rates of removal of Aboriginal children (removal ratios) as well as the disproportionality ratios of Aboriginal and Torres Strait Islander children in care. It will continue to be these figures that are of most interest to the Working Group in holding government accountable for its commitment to the Family Matters Campaign principles and objectives.

The FMWGSA reports that, to its knowledge and in consideration of its networks, Aboriginal families and communities in SA continue to want to take part in and have control over the decisions affecting their children, and continue to want them to have every opportunity to be raised in, and thrive in, safe and happy families and communities. This is going to require a very significant scaling up of current initiatives designed to support Aboriginal families early, as well as those initiatives that seek to reunite Aboriginal children with their families in a timely manner.

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<sup>2</sup> Office of the Guardian for Children and Young People (2019). 'Snapshot of Australian Aboriginal Children and Young People in Care and/or Detention from the *Report on Government Services 2019*, April 2019, accessed at [www.gcyp.sa.gov.au](http://www.gcyp.sa.gov.au)

## Appendix 3 - CAFFSA Submission on the Social Worker's Registration Bill 2018

Leslie Guy  
Secretary to the Committee  
Parliament House  
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ADELAIDE SA 5001

Attention Please Mr. Leslie Guy

### **RE: Child and Family Focus SA – Response to the Social Workers Registration Bill 2018**

The Child and Family Welfare Association of South Australia (trading as *Child and Family Focus SA*) welcomes the opportunity to provide feedback on the ***proposed Social Workers Registration Bill 2018***.

As South Australia's peak body and industry association for child and family wellbeing, Child and Family Focus SA (hereafter CAFFSA) is highly supportive of the move to make registration of practicing social workers in South Australia mandatory.

As a sector representative of over 55 non-government organizations and community groups, Child and Family Focus SA is acutely aware of the important role that social workers play in the child and family wellbeing service sector. As a profession that arguably has more contact with vulnerable children and families than any other, the need to register the profession in order to maintain fidelity of practice and to safeguard families is of paramount importance.

At the time of writing, I am also a member of staff in the School of Social Work, College of Education, Psychology and Social Work at the Flinders University of South Australia. As both a practicing social worker as well as a social work educator, I am committed to the registration of the profession in order to raise the profile of social work by encouraging best practice in the field.

I would like to offer this submission as a preface to the provision of oral evidence to the Joint Committee should it consider this useful.

I submit this to you in good faith and hope that it is taken under due consideration.

Yours faithfully

A handwritten signature in black ink, appearing to read 'Rob Martin', with a horizontal line extending to the right.

Rob Martin, Chief Executive Officer

**Child and Family Focus SA**

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#### **SUBMISSION – Social Worker’s Registration Bill 2018**

CAFFSA recognizes that the role of the social work profession in the delivery of child and family wellbeing services in this state and across the country is absolutely critical.

As a profession that holds as its discerning feature a concern for social justice, human rights and the dignity of all persons, social work can be distinguished from the other allied health and mental health professions by reference to its values base, and the principles of practice that are built around it.

CAFFSA, in line with the position taken by SACOSS, agrees that one of the principle drivers for registration of the social work profession in South Australia has been the observed failure of the profession to properly safeguard vulnerable children and families. Registration is a legislative measure that is designed to not only safeguard the public and consumers of social work services, but also to safeguard and strengthen the fidelity of the profession.

The issue of maintaining adherence with practice standards as well as the profession’s code of ethics has been historically controversial, with many practicing social workers not required to demonstrate adherence with continuing professional development or to provide evidence of maintaining ethical conduct in line with the AASW Code of Ethics.

Whilst an ideal regulatory scheme for the social work profession would be one that is national in scope and which is overseen by the Australian Health Practitioners Regulation Agency (AHPRA), CAFFSA, along with SACOSS, recognizes that in the absence of the uptake by AHPRA of national registration for social work practitioners, that a state by state registration agenda has been deemed a necessary pursuit.

The following issues and concerns have been articulated by both SACOSS and by the School of Social Work at the Flinders University of South Australia. CAFFSA acknowledges the work that has been done to date by Mr. Ross Womersley and Dr. Catherine Earl of SACOSS and Associate Professor Lorna Hallahan at Flinders University on both of their submissions and is in full agreement and support with their respective positions on the Bill.

### **Eligibility for registration**

It has been acknowledged that many practitioners in the child and family wellbeing sector are trained and qualified as social workers but hold differing role titles. It is common for social workers to practice as 'case managers', 'senior practitioners', 'youth workers', and 'support workers'. The Bill will need to recognize that some of these roles 'require' a social work qualification, and thereby, registration as a social worker, whereas others would not. This means that a person would not need to be registered as a social worker, even if they had a social work qualification, if they were not appointed to a role that required them to be social work qualified.

### **Composition of the Board**

CAFFSA supports the recommendation made by the Flinders University of South Australia that whilst the Bill in its current form provides that Board members are selected from nominations provided by the Australian Association of Social Workers (AASW), in the long term that AASW will not necessarily represent the bulk of practicing social workers. In this vein, we suggest that nominations be received via an open call for applications from eligible nominees, with applications assessed and appointments made by the Minister.

### **Safeguarding**

A range of corrective mechanisms have been articulated in the Bill in order to provide for disciplinary measures for misconduct or the committing of prescribed offenses. CAFFSA supports such safeguarding mechanisms but echoes the stance of the Flinders University submission that corrective mechanisms must be supported by developmental and protective safeguards that operate at the

social policy level and the agency level which includes provisions for mandatory training and continuous professional development for registered social workers. Maintaining and enforcing professional standards of practice is considered here to be just as necessary as enforcing corrective mechanisms for misconduct.