

IMPACT REPORT

2022-23



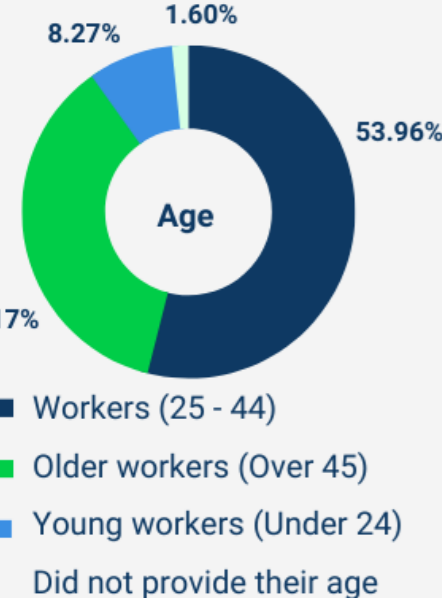
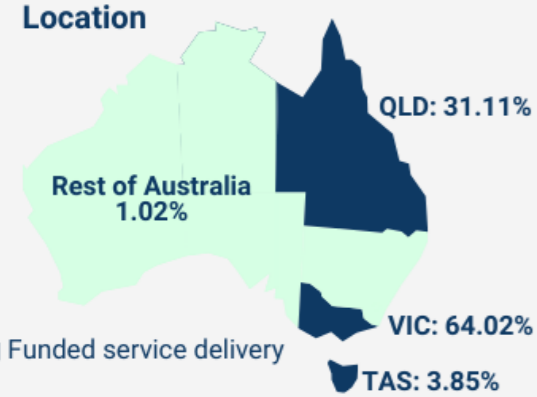
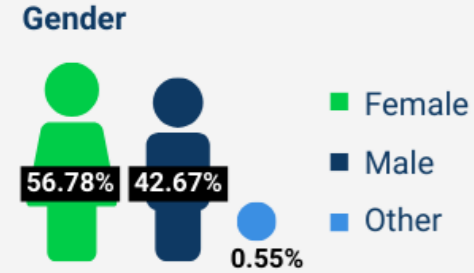
JobWatch
Employment Rights Legal Centre

2022-23 JOBWATCH HIGHLIGHTS

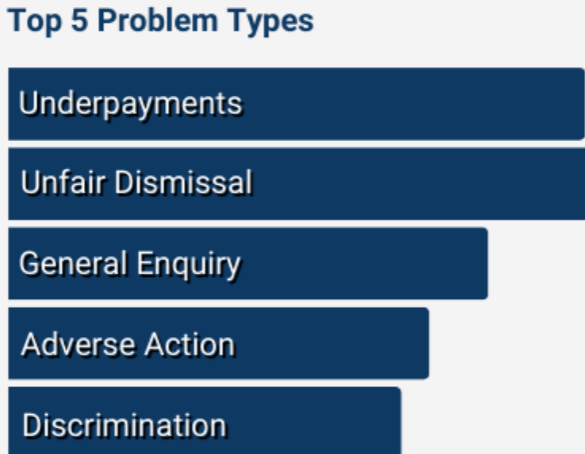
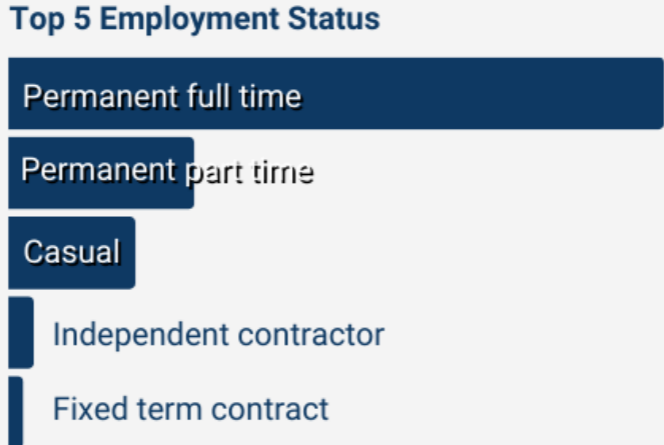
Telephone Information Service

16,114
caller assistances

CALLER DEMOGRAPHICS



CALL CHARACTERISTICS



190
student interns and volunteers

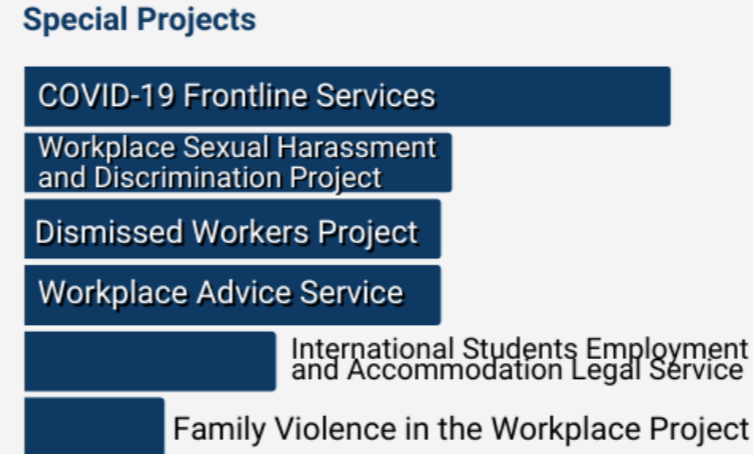
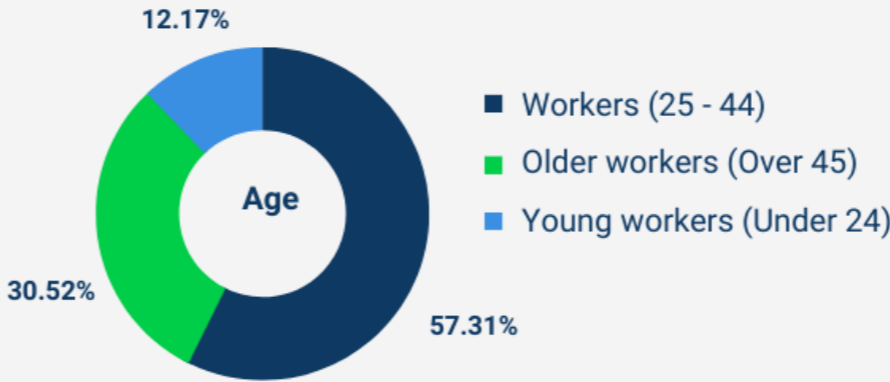
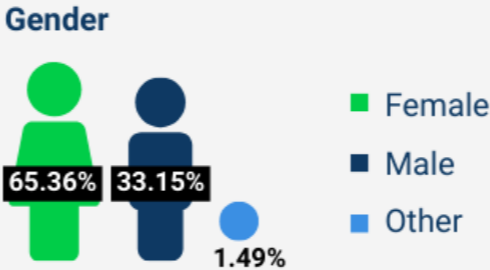
19
submissions

Legal Practice

\$934,573.22
of entitlements recovered

534
client files opened

CLIENT DEMOGRAPHICS



Community Engagement

197,809
website hits (adjusted)

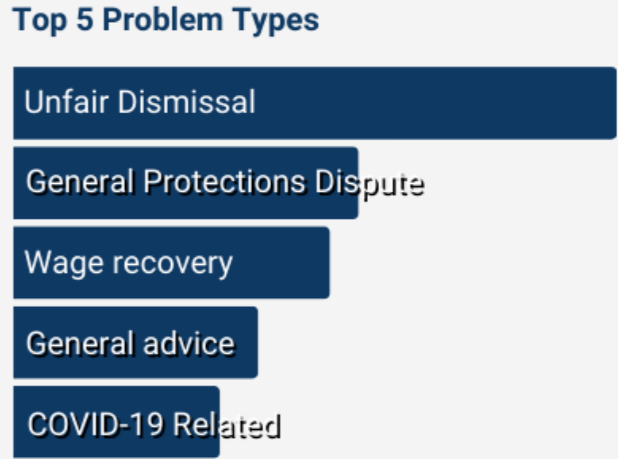
3,190
social media followers

116
media hits

50
community presentations

24
CPD seminars

76
legal education resources



JobWatch is an independent, not-for-profit employment rights community legal centre supporting workers in Victoria, Queensland and Tasmania with their rights at work. Established in 1980, we are a unique specialist legal service. We are committed to improving the lives of workers, particularly the most vulnerable and disadvantaged.



About Us

JobWatch is an independent, not-for-profit employment rights community legal centre supporting workers in Victoria, Queensland and Tasmania with their rights at work. Established in 1980, we are a unique specialist legal service. We are committed to improving the lives of workers, particularly the most vulnerable and disadvantaged.

Our Vision

A society where all workers are empowered and protected, with access to employment justice.

Our Purpose

To support and protect the employment rights of vulnerable workers, especially those most disadvantaged.

Acknowledgement of Country

JobWatch acknowledges the Aboriginal and Torres Strait Islander peoples of this nation. We acknowledge the traditional custodians of the lands on which we are located and where we conduct our business. We pay our respects to ancestors, and Elders, past, present and emerging.

Our People

Our experienced and dedicated team is led by Executive Director Zana Bytheway and is supported by a significant number of law students, who assist JobWatch on the Telephone Information Service (TIS) and with casework. We are grateful for their contributions.

Committee of Management as at 30 June 2023

- Dianne Cullen (Chair)
- Kathryn Duncan (Deputy Chair)
- Sandrah Crabb (Treasurer)
- Terry McGann (Secretary)
- Adrian Chevalier
- Joanna Fitch
- Tamsin Webster

Staff as at 30 June 2023

- Zana Bytheway
- Gabrielle Marchetti
- Melissa Favasuli
- John O'Hagan
- Michael Giannopoulos
- Héloïse Williams
- Sharmiah Srithanan
- Katie Gamble
- Laura Boehm
- Paul Goddard
- Morgan Nyland
- Amanda Chan
- Priscilla Tung
- Lilian Tang
- Alan Hawkey
- Geoff Charles
- Craig Whittingham
- Nadia Oosthuizen

IN 2022-23

Over 16,000 assistances

We increased access to justice for the most vulnerable workers across Victoria, Queensland and Tasmania.

Doubled strategic litigation

We doubled the number of cases brought to various courts and tribunals to create positive outcomes for clients and legal precedents on key issues.

Tripled the amount of entitlements recovered

We achieved real outcomes with over \$934,000 recovered in employee entitlements for our clients.

Highlighted employment rights issues

We drew public attention to employment rights issues that matter, for example widespread media attention on workplace pregnancy discrimination.

A message from the Chair and Executive Director

On behalf of the JobWatch Committee of Management, staff, student interns and volunteers, we are pleased to present JobWatch's 2022-23 Impact Report.

A key theme for this year was *awareness of employment rights*.

We have achieved greater awareness than ever before, with digital campaigns viewed by 737,435 people, nearly 200,000 page views of our website, 50 community presentations to 2,300 people, over 100 instances of media coverage and 76 new and updated legal education resources. This substantial growth in awareness has helped us deliver significant positive outcomes for workers, with over 16,000 assistances on our free Telephone Information Service.

This growth has also helped to create a public platform for JobWatch to advocate for systemic-level change.

In the current environment, with a government keen on implementing changes in industrial relations, we have seen some significant and positive law reform:

- Paid family and domestic violence leave available to all workers in Australia as part of the National Employment Standards.
- Additional legal avenues for workers to address workplace sexual harassment.
- The ability for eligible employees to dispute employer refusals of requests for flexible working arrangements.
- Inclusion of superannuation as an entitlement under the National Employment Standards from 2024.
- Protections for migrant and visa workers.

These significant changes to the rights of workers did not happen overnight. They were the result of years, and in some cases decades, of advocacy by JobWatch and other organisations.

Positive impact has many forms. In some cases, positive impact can look like Rhonda's outcome, for whom JobWatch was able to recover over \$27,000 in entitlements. In other cases, it might be new federal legislation being passed ten years after we first started raising an issue. It may take time, but worthwhile reform will happen!

We now have to navigate uncertain times as the significant funding that we received due to the COVID-19 pandemic has now ceased. As a result, we expect that the level of assistance that we can provide will reduce accordingly with a 20 per cent decrease in Telephone Information Service assistances and halving of legal advice and representation. This will result in escalating unmet demand and add to the frustration and pain of vulnerable workers already adversely affected by the economic downturn and who have nowhere to go for accessible legal assistance.

This is of immense concern; the need in the community for employment law services is only going to increase with an anticipated recession and corresponding loss of employment for thousands of workers across the country. It is unfathomable that at a time when the demand for JobWatch's services is greater than ever, we will need to start turning concerned workers away. Having relied on JobWatch for 43 years and unable to afford legal assistance, they will be denied real access to justice.

We take this opportunity to implore government decision-makers to consider how workers can be supported by employment law services through this tumultuous time. The appetite for legislative change to improve conditions for workers is strong, however it must be strongly supported by a corresponding commitment to increasing funding for the provision of legal services.

Having employment rights is different from being able to enforce them. Employment law services such as JobWatch not only ensure that there is awareness of employment rights but that workers can exercise those rights.

Special Thanks

The important work that we do is driven by the dedication and continued efforts of our valued staff, our student interns and volunteers and Committee of Management. We are a small but mighty team, creating impact and change for thousands of workers.

We acknowledge and are grateful for the financial and other support we have received from the Commonwealth of Australia Attorney-General's Department, the Fair Work Ombudsman, the Victorian State Government, Victoria Legal Aid, Victorian Legal Services Board and Commissioner and Victoria Law Foundation.

Our sincere thanks to our generous pro-bono partners, Wisewould Mahony, Hall & Wilcox, Sparke Helmore and Clayton Utz for their invaluable contributions including secondments and consultations.



Dianne Cullen

Dianne Cullen
Chair



Z. Bytheway

Zana Bytheway
Executive Director

Telephone Information Service

JobWatch's vital Telephone Information Service (TIS) continues to assist over 16,000 Victorian, Queensland and Tasmanian workers every year with their rights at work. Through the TIS, JobWatch provides comprehensive, free and confidential legal information and referrals to the most vulnerable workers, those with nowhere else to turn.

In 2022-23, there were 16,114 assistances on the TIS, maintaining our assistance level from the previous year.

Over the past twelve months as Australians have begun to put the health impacts of the COVID-19 pandemic behind them, the economic impact has continued to play a significant role in people's employment. As interest rates rise and the cost of living increases, we have seen increases in calls to the TIS relating to employers directing employees to reduce work hours, reduce pay rates and accept demotions, as well as employers dismissing workers and making positions redundant.



I am grateful for the existence of JobWatch and the service it provides. It was very helpful at a time when I really didn't understand my rights and my employer's obligations.



JobWatch TIS caller

We expect that such calls will increase due to the economic downturn over the coming months and years, with a large cohort of vulnerable workers at risk of precarious housing, family violence and poor wellbeing overall due to losing their financial lifeline through employment.

Increasing funding to JobWatch, a specialist employment law community legal centre, is more important than ever before, to reduce the negative flow-on effects of unemployment, underemployment, and underpayments on vulnerable workers.

The screenshot shows a news article from The Age. The title is "Melbourne workers waiting longer to retire than since the early '70s". The authors are Josh Gordon and Nell Geraets, dated February 23, 2023. A sub-headline reads: "Geoff Charles is nearly 76, but retirement is not on his radar." Below the text is a photograph of Geoff Charles, an older man with a white beard and glasses, sitting in a grey office chair in a home office. A caption below the photo states: "Geoff Charles is nearly 76 and still works as a phone consultant from home. He has no plans to stop. JOE ARMAD". A second caption below the photo reads: "He works three days a week as a phone consultant for JobWatch, fielding calls from employees who have lost jobs or face other workplace rights issues."

Article from The Age, 23 February 2023, featuring Geoff Charles, a long-time JobWatch TIS phone consultant.

Case Study: Ted

Ted has been working for a furniture retailer for the past few years as a permanent full-time salesperson. One day, his employer called a snap staff meeting and told all staff that they would have to go through a redundancy process due to the economic downturn. The employer expected that half of all positions would be made redundant over the course of one week.

Ted called JobWatch immediately after the staff meeting so that he could understand his rights. We discussed redundancy with him, explaining the legislation around redundancy pay and notice of termination, as well as alerting him to clauses within Modern Awards which require consultation on workplace changes.

Ted was interested in accepting a redundancy but had a further concern about a restraint of trade clause in his contract that would prevent him from working in furniture sales in the future. He wondered whether that clause would be negated if he was made redundant and didn't leave by choice.

We explained that whether or not he left by choice wouldn't necessarily impact the validity of a restraint of trade clause in his contract. However, we did also highlight that these clauses are typically difficult to enforce as employers would need to be able to demonstrate loss in court. We suggested to Ted that he consider whether or not his employer would be likely to try to enforce the clause, if his role was one that had specialised knowledge that would result in economic loss for his employer.

Ted decided to wait to see what would happen with the redundancy process at his workplace, and said that he would make further decisions from there. We sent him our Redundancy and Notice of Termination Fact Sheets to have on hand for reference.



Case Study: Edie

Edie had been working in healthcare for over a decade, and had been with her current employer for two years when she quickly had to leave a family and domestic violence situation, enter temporary housing and take over the sole custody of her two young children.

Edie developed complex health issues following the family and domestic violence, and her doctor determined that she was temporarily unable to return to work. Edie's employer arranged an independent medical examination and following this, Edie was deemed fit to work, contrary to the medical advice from her treating doctors.

When Edie attempted to take leave to trial new medication for her health condition, she was told that if she took more leave, she would face disciplinary action. Edie was upset by her employer's treatment and wished to resign.

JobWatch advised Edie about disability discrimination claims and her options for remaining employed under flexible working arrangements due to her experience of family and domestic violence or her disability.

However, Edie decided that she couldn't keep working with her employer, and requested that we assist her with negotiating the terms of her resignation. JobWatch successfully negotiated a favourable settlement with Edie's employer on her behalf.



Legal Practice

Through a range of specifically funded projects, JobWatch's legal practice supports vulnerable Victorian workers with their rights at work.

This year, this included:

- The final year of the COVID-19 Frontline Services Project;
- Workplace Sexual Harassment and Discrimination Project;
- Family Violence in the Workplace Project;
- Dismissed Workers Project; and
- International Students Employment and Accommodation Legal Service.

JobWatch has focused on strategic litigation, bringing double the number of cases to various courts and tribunals to create legal precedent on key issues, and secure significant financial compensation for our clients.

In 2022-23, we opened 534 new matters through the Legal Practice and recovered \$934,573.22 in entitlements, a 310% increase on the previous year.

Every day, JobWatch lawyers assist workers to assert their employment rights through the provision of dedicated legal advice, representation, and advocacy. They use the law to create real change for people, providing real access to justice.



Prior to you contacting me, whenever I tried to follow up on any entitlements, I keep hitting a brick wall. When you initially called me, it was the first time I felt heard. You have no idea what that meant to me, and the subsequent strength it gave me. For this I will be forever grateful. Your professionalism, and friendly, non-judgemental, honest approach, is to be admired. I have the upmost respect for you, and am so appreciative that you took on my case. I thank you for all your time, effort and support.



JobWatch Legal Practice client

Special Projects

Fair Work Commission Workplace Advice Service

For many years now, JobWatch has been a proud pro-bono partner of the Fair Work Commission's free Workplace Advice Service. Through this service, we provide dedicated free legal advice to eligible employees referred by the Commission.

In 2022-23, we assisted 116 clients through the Workplace Advice Service.

Family Violence and the Workplace Project

Experiences of family violence have always impacted upon employment. Through years of experience supporting vulnerable workers, JobWatch has seen family violence impact not only physical and emotional health, but also financial stability through termination of employment or other adverse action.

As a consequence of years of advocacy by JobWatch and other organisations, the introduction of paid family and domestic violence leave was a significant milestone this year. This change will make a world of difference for many of our clients.

In 2022-23, we assisted 39 clients through the Family Violence and the Workplace Project.

Dismissed Workers Project

Unfair dismissal and redundancy are consistently two of the top reasons for calls to JobWatch's TIS. To support the most vulnerable members of our community at this time of great financial and emotional stress, we deliver dedicated legal advice and support through the Dismissed Workers Project. We focus on workers who are particularly vulnerable due to their age, gender, cultural or linguistic background, visa status, or other similar factors.

In 2022-23, we assisted 116 clients through the Dismissed Workers Project, with 39 eligible clients referred to our partner Justice Connect.

COVID-19 Frontline Services

In the last year of the COVID-19 Frontline Services Project, JobWatch saw the ongoing evolution of the employment law issues faced by our callers and clients. During the early years of the COVID-19 pandemic, the focus was on JobKeeper payments and stand-down, then subsequently on mandatory vaccination directions. The current issues being presented by callers and clients are the result of the stressed economy. Redundancies, reduced hours and reduced pay rates due to the post-pandemic economic difficulties faced by employers are all playing a part.

Though funding for this Project has now ceased, the need from the community certainly has not abated, rather the need will escalate and continue to do so for years to come.

In 2022-23, we assisted 180 clients through the COVID-19 Frontline Services Project.

Special Projects (continued)

International Students Employment and Accommodation Legal Service (ISEALS)

We have continued to work with our Project partners WEstjustice, South-East Monash Legal Service, Study Melbourne and Victoria Legal Aid to deliver this important project, assisting a large number of international students with dedicated legal advice for their employment issues.

As the borders have opened after the COVID-19 pandemic and international students have returned to Melbourne, JobWatch has been focused on providing work rights legal information to this group, delivering 11 presentations at 8 different education institutions.

We know that statistically, international students are vulnerable to workplace exploitation such as underpayments, due to their visa status. Supporting their understanding of their work rights is critical to better prevent exploitation.

In 2022-23, we assisted 70 clients through ISEALS.

Workplace Sexual Harassment and Discrimination Project

In the first full financial year of the Workplace Sexual Harassment and Discrimination Project, this service experienced an incredible level of demand. When compared to the original projected numbers for the Project, we provided double the number of TIS assistances, and triple the number of clients assisted with dedicated legal advice from our lawyers.

A significant outcome during the course of this Project was a case where we assisted a client who had experienced workplace sexual harassment with a sex discrimination claim. This claim resulted in not only significant financial compensation, but also a substantial alteration of a proposed non-disclosure / confidentiality clause from her settlement agreement. Our client wanted to have the option to speak openly about her experience and didn't want to be prevented from raising awareness about the issue of workplace sexual harassment.

Our lawyer's ground-breaking confidentiality clause precedes the Australian Human Rights Commission's recent publication of their 'Guidelines on the Use of Confidentiality Clauses in the Resolution of Workplace Sexual Harassment Complaints' on the Respect@Work website. We propose to continue this important work.

In 2022-23, we assisted 119 clients through the Workplace Sexual Harassment and Discrimination Project.



Case Study: Faisal

Faisal was employed as a pizza delivery driver. During his first shift, he was required to make deliveries in the rain, on his motorbike, without any training. He fell off his motorbike and he was then summarily dismissed after notifying his employer that he was unable to attend work due to his injuries.

Faisal sought legal assistance through ISEALS. On his behalf, JobWatch lodged a General Protections Dispute - Termination claim with the Fair Work Commission and later with the Federal Circuit and Family Court of Australia.

The court proceedings were long and protracted, partly because of difficulties with serving documents on the three Respondents (the former employer and its two company directors) and also because of the Respondents' failure to participate in the proceedings, which eventually led to a judgment in default.

Ultimately the Court found that the employer dismissed Faisal as a result of the injuries he sustained in the motorcycle accident, amounting to adverse action.

The Court also found that, in breach of the Fair Work Act 2009 (Cth) and the relevant Modern Award, the employer had failed to:

- provide a Fair Work Information Statement;
- pay minimum wages and superannuation;
- pay any wages in full when they were due;
- provide pay slips.

The Court determined that the Second and Third Respondents (company directors of the employer) were involved in the employer's contraventions. All three Respondents were ordered to pay compensation for unpaid wages, future economic loss, non-economic loss, and interest to Faisal.

The Respondents were also ordered to pay pecuniary penalties and legal costs to JobWatch. The Respondents ignored the Court orders and JobWatch has recently served a statutory demand on the employer.

These proceedings have been highly resource intensive. Faisal was not a union member and he could not have afforded a private lawyer. Without JobWatch, he would not have enforced his employment rights, nor the judgment debt.

Community Education, Awareness and Law Reform

A crucial part of JobWatch's role is in the prevention of workplace exploitation. Our vision as an organisation is **'A society where all workers are empowered and protected, with access to employment justice,'** but this can only be achieved when all workers have the tools they need to address exploitative work practices.

Our prevention work focuses on:

- **Direct education** through comprehensive and user-friendly community legal education to different groups in the community;
- **Public awareness** through engaging with media and establishing digital campaigns on core issues;
- **Law reform** through government advocacy to promote workplace justice and equity for all workers.

These three elements of our work combined in the September 2022 release of the report *'Understanding Pregnancy Discrimination'* by Associate Professor Dominique Allen and Adriana Orifici from Monash University, using JobWatch data.

JobWatch, along with Monash University, were able to leverage the report release into significant public awareness activities through media coverage in The Age, Sydney Morning Herald, Brisbane Times, WA Today, The Guardian, Herald Sun, Daily Telegraph, NT News, The Mercury, and over 50 regional and local newspapers and radio interviews. In the two weeks immediately following this media attention, JobWatch experienced *double* the number of calls to our TIS relating to pregnancy, breastfeeding, or parental discrimination.

We have continued direct education for the community on this issue with the publication of a Pregnancy and Breastfeeding Discrimination Fact Sheet, the delivery of a public webinar during Victorian Law Week, and an ongoing digital advertising campaign directing people to our education resources.

At the launch event, with Victorian Attorney-General Jaclyn Symes in attendance, JobWatch was able to call for legislative amendments to address issues identified in the report:

It is about 'time' that time limits be reviewed for discrimination claims. With sexual harassment claims now subject to a 24 month time limit when going through the Australian Human Rights Commission, our state laws should be reviewed to ensure a longer time limit for making discrimination claims.

The time limit for sexual harassment claims was increased to 24 months in last year's Respect@Work Bill in recognition of the fact that complaints initiated under the Sex Discrimination Act 1984 are sensitive in nature. The Bill's authors recognised that it may be difficult for a person to lodge a complaint within six months of the incident/s occurring, particularly in circumstances where the person's mental health has been negatively affected, the person fears victimisation and/or lacks awareness about their legal rights and protections.

It's obvious that all these same points apply to cases of discrimination, particularly pregnancy discrimination which is sensitive in nature. Once again, mental health can be negatively affected, women may fear victimization, and may lack awareness about their legal rights and protections or they may be paralysed by the daunting prospect of enforcing those rights. Combined with the lack of time associated with the general life upheaval of pregnancy, childbirth and parenting, it would make sense for time limits to be extended to 24 months to allow women time to make a discrimination claim given their extenuating life circumstances.

Speech by Zana Bytheway at report launch event, 7 September 2022

We were able to take this law reform work further with media support through coverage in The Australian in November 2022 for our call to amend state discrimination claim time periods. We will continue our advocacy work in this space to ensure consistency between federal and state discrimination claims.



Sector Engagement

As Victoria's only specialist employment rights community legal centre, we take a leading role in the sector on employment law issues. In 2022-23, we have been involved in:

- The Respect@Work Council
- The Victorian Responsible Gambling Foundation
- The Law Institute of Victoria's Workplace Relations Committee
- Woor Dungin Committee

We have also been involved in supporting other community legal centres and legal sector entities through delivering 24 tailored continuing professional development training sessions, speaking at sector conferences, established warm referral pathways, secondary consultations, feedback and consultation on the creation of resources.



I have really enjoyed my involvement over the past couple of months and have learnt a lot about both the functioning of a CLC and the substantive law. I have been reflecting since the completion of my internship and found my experience to be highly rewarding and fulfilling.



Internship Program

In 2022-23, we hosted 190 students from our university partners.

Our long-standing partnerships with the University of Melbourne, Monash University, Deakin University, La Trobe University and Australian Catholic University continue to assist us to deliver high quality services to callers on our TIS. We thank our partner universities for their ongoing support and commitment to increasing students' frontline experience with employment law.

We are also pleased to further develop our new partnership with Victoria University.

JobWatch TIS Intern



Our valued interns and volunteers

- Abbey Hill
- Adam Yahya
- Agnes Muchai
- Akhila Vandothra
- Alan Martin
- Alana Kam
- Alexander Makrides
- Alexandra Agostini
- Alexandra Green
- Alexis Mae Montilla
- Alisha Chhem
- Alysha Yacono
- Amber Cambareri
- Amber Paton
- Amy Griffiths
- Amy Leembruggen
- Anastasia Kolesnikov
- Andrew Dickinson
- Andrew Plozza
- Andrew Swabey
- Angela Damianopoulos
- Angela Yong
- Angelique Katsalas
- Angus Kitt
- Anjuni Dassanayake
- Anna Chok
- Anna Renehan
- Anthony Gagliardi
- Anthony Rosella
- Apryl Christidis
- Arie Chen
- Arion Austin-Crowe
- Artur Katz
- Ava Dullard
- Ayanttu Genemo
- Benjamin Broadby
- Bosky Singh
- Bridget Sowersby
- Bridie Greene
- Caitlin Ilievski
- Catherine Kritharides
- Catherine Li
- Christiane Dean
- Ciara Smith
- Claire Wingrove-Lupton
- Clara Sim
- Clinton Nguyen
- Craig Whittingham
- Daphne Ju
- David Drentin
- Deandra Silvalobo
- Denis Matson
- Dhinya Edirisinghe
- Dior Garbellotto
- Eduardo D'Ambrosio
- Elizabeth Seychell
- Ellie Ritter
- Eloise Hartill
- Emmanuel Choi
- Emmanuel Vonrussell
- Erik Hristovski
- Esra Doganer
- Ethan Apostolakis
- Ethan Dossetor
- Flora Al-Asaly
- Franchesca Ramos
- Genevieve Marcocci
- Georgia Jenkins-Smales
- Georgia Lazarakis
- Goldie O'Gorman
- Grace Hart
- Greta Chen
- Hamish Webster
- Hannah Barraza
- Hanyin Zhang
- Harley Dickerson
- Heidi Triegaardt
- Hekmat Fahimi
- Hening Jiang
- Het Patel
- Huang Qiushi
- Idhil Yussuf
- Ilan Abrahmas
- Iris Petropoulos
- Isabella Corsini
- Isabella Watson
- Isabelle Keen
- Jacinta Masters
- Jacob Corkery
- Jacqueline Mendoza
- Jamie Oslington
- Janice Chan
- Jennifer Quinn
- Jenny Mikakos
- Jeremy Kwon
- Jessica Grizancic
- Jian Shi
- Jing Li
- Jo Wang
- Jonathan Li
- Joshua Kelly
- Julia Duncan
- Kate O'Brien
- Katrianne Worthington-Mow
- Kelly Jun
- Kenneth Caccam
- Kevin Lim
- Kosta Kavaleris
- Lachlan Atkinson
- Lauren Rametta
- Ledia Terolli
- Lenka Mitrevska
- Leo Crnogorcevic
- Levi West
- Li Syuen Chan
- Lily Zheng
- Linda Zeng
- Luca Orlando
- Madeleine Andreopoulos
- Madeline Lee
- Maeve Harris
- Mariah Tiganis
- Marlan De Silva
- Mary Youkhana
- Mason McMurray
- Matilda Longbottom
- Matthew Gowlett
- Matthew Harper-Gomm
- Max Pratt
- Megan Coyle
- Melvin Innocent
- Michael Kim
- Michael Niu
- Michelle Jellett
- Minju Kwak
- Miranda Sellings
- Monique Sayer
- Nadia Oosthuizen
- Natasha Ceranic
- Nathan Retmock
- Nicholas Allen
- Nicholas Hui
- Nicholas Kierce
- Nicholas Plithakis
- Nicholas Watson-Munro
- Nick Zavattiero
- Nipuna De Alwis
- Nithini Perera
- Otis Elston
- Patrick Groenewegen
- Pawan Nanthakumar
- Philip Al Ayeck
- Qianbi Liu
- Qingyang Liu
- Raaya Singh
- Reem Osman
- Rika Sewpersad
- Ringo Feng
- Ruirui Tian
- Sara Amiri
- Sarah Crockett
- Saran Kamara
- Shannan De Zilva
- Shaun James
- Shobhan Smyrek
- Siena Hillebrand
- Silvena Nguyen
- Sohniya K Selvaraj
- Sopheakneath Tim
- Sophia Patikisa
- Sophia Yap
- Stephannie Yi
- Teagan Connor
- Theodoula Vorenas
- Tiarna Porcaro
- Trong Dinh
- Veronica Cust
- Wai Lei
- Wenshan Zhong
- Weshin Zeyto
- Xiaotong Li
- Yan Wong
- Yathavan Karunanithy
- Yi Tong Ng
- Yifan Wang
- Yuemeng Du
- Yujin Im
- Zihan Ma

JOB WATCH INC
ABN 74 615 132 361
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2023

JOB WATCH INC
ABN 74 615 132 361
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2023

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JOB WATCH INC.
A.B.N. 74 615 132 361
STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2023

	NOTE	2023	2022
INCOME			
Grants - Project Funds:			
DBI/VLA (State Funding)		1,604,144	1,396,718
OFWO (Commonwealth Funding)		438,955	409,091
Miscellaneous Income		61,466	63,110
Interest		64,437	8,719
TOTAL REVENUE		<u>2,169,002</u>	<u>1,877,638</u>
EXPENDITURE			
Salary & On-Costs:			
Salaries		1,393,839	1,076,862
Salaries - Salary Packaging		138,000	135,874
Leave Provisions		(23,336)	87,589
Superannuation		142,882	118,175
Other employment related costs		45,707	62,177
		<u>1,697,092</u>	<u>1,480,677</u>
Operating Expenses			
Accounting Fees		38,741	34,483
Audit Fees		8,100	6,000
Client Disbursements and Costs		11,161	8,291
Conferences (Inc. Fees, Travel and Accom)		5,374	434
Sundry expenses		10,474	2,525
Depreciation		20,251	17,965
IT Support and Software		62,410	58,130
Insurances		5,292	3,535
Marketing and Promotion		14,607	15,977
Memberships		12,331	14,235
Printing, Stationary and Postage		20,426	6,920
Rent and Outgoings		88,337	86,384
Practice Certificates		2,962	2,382
Staff Amenities		12,219	21,264
Telephones		54,706	34,838
		<u>367,391</u>	<u>313,363</u>
TOTAL EXPENDITURE		<u>2,064,483</u>	<u>1,794,040</u>
Current year operating surplus/(deficit) before income tax		104,519	83,598
Income tax expense		-	-
Net current year operating surplus/(deficit) after income tax		<u>104,519</u>	<u>83,598</u>
Other comprehensive income		-	-
TOTAL OPERATING SURPLUS/(DEFICIT) & COMPREHENSIVE INCOME		<u>104,519</u>	<u>83,598</u>

The accompanying notes form part of these financial statements

JOB WATCH INC.
A.B.N. 74 615 132 361

STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2023

	NOTE	2023	2022
Current Assets			
Cash and Cash Equivalents	2	2,562,770	3,307,200
Trade and other receivables	3	<u>40,665</u>	<u>18,376</u>
Total Current Assets		<u><u>2,603,435</u></u>	<u><u>3,325,576</u></u>
Non-Current Assets			
Property Plant & Equipment	4	<u>84,370</u>	<u>16,058</u>
Total Non-Current Assets		<u><u>84,370</u></u>	<u><u>16,058</u></u>
Total Assets		<u><u>2,687,805</u></u>	<u><u>3,341,634</u></u>
Current Liabilities			
Trade and Other Payables	5	120,525	118,850
Received in advance	6	241,760	950,354
Provisions for Employee Benefits	7	<u>434,247</u>	<u>485,676</u>
Total Current Liabilities		<u><u>796,532</u></u>	<u><u>1,554,880</u></u>
Non Current Liabilities			
Provisions for Employee Benefits	7	<u>13,710</u>	<u>13,710</u>
Total Non-Current Liabilities		<u><u>13,710</u></u>	<u><u>13,710</u></u>
Total Liabilities		<u><u>810,242</u></u>	<u><u>1,568,590</u></u>
Net Assets		<u><u>1,877,563</u></u>	<u><u>1,773,044</u></u>
Members' Funds			
Retained Surpluses		<u><u>1,877,563</u></u>	<u><u>1,773,044</u></u>
Total Members' Funds		<u><u>1,877,563</u></u>	<u><u>1,773,044</u></u>

The accompanying notes form part of these financial statements

JOB WATCH INC.
A.B.N. 74 615 132 361

STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2023

	Note	Retained Earnings	Total
Balance at 1 July 2021		1,689,446	1,689,446
Surplus attributable to the entity		83,598	83,598
Other comprehensive income		-	-
Balance at 30 June 2022		<u>1,773,044</u>	<u>1,773,044</u>
Surplus attributable to the entity		104,519	104,519
Other comprehensive income		-	-
Balance at 30 June 2023		<u><u>1,877,563</u></u>	<u><u>1,877,563</u></u>

The accompanying notes form part of these financial statements

**JOB WATCH INC.
A.B.N. 74 615 132 361**

**CASH FLOW STATEMENT
FOR THE YEAR ENDED 30 JUNE 2023**

	NOTE	2023	2022
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from government grants		1,334,505	1,258,188
Receipts from members and other income		39,177	65,310
Interest received from investments		47,172	8,719
Payments to Suppliers and wages and labour cost		<u>(2,076,721)</u>	<u>(1,723,065)</u>
Net cash provided by/(used in) operating activities		<u>(655,867)</u>	<u>(390,848)</u>
CASH FLOWS FROM INVESTING ACTIVITIES			
Redemption of term deposits		-	250,000
Proceeds from sale of plant and equipment		-	-
Purchase of plant and equipment		<u>(88,563)</u>	<u>(6,867)</u>
Net cash used in investing activities		<u>(88,563)</u>	<u>243,133</u>
NET INCREASE/(DECREASE) IN CASH HELD		(744,430)	(147,715)
Cash at Beginning of the year		<u>3,307,200</u>	<u>3,454,915</u>
Cash at end of the year	2	<u><u>2,562,770</u></u>	<u><u>3,307,200</u></u>

CASH FLOW INFORMATION

Reconciliation of Net Cash Provided by Operating Activities to Operating Result

Operating surplus	104,519	83,598
Add Back		
Depreciation	20,251	17,965
Profit on disposal of assets		-
Changes in Assets and Liabilities		
Decreases/(increases) in receivable & prepaid expenses	(22,289)	(1,419)
Increases/(decrease) in creditors & other payables	1,675	(30,960)
Increase/(decrease) grants in advance	(708,594)	(547,621)
Increases/(decrease) in provisions	(51,429)	87,589
Net Cash provided by operating activities	<u>(655,867)</u>	<u>(390,848)</u>

JOB WATCH INC.
A.B.N. 74 615 132 361

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2023

NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The Board has determined that the Association is not a reporting entity because it is unlikely there are users of these financial statements who are not in a position to require the preparation of reports tailored to their information needs.

Accordingly, these financial statements have been prepared to satisfy the Committee's reporting requirements under the Australian Charities and Not-for-profits Commission Act 2012 . The Association is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards.

Statement of Compliance

The financial statements have been prepared in accordance with the mandatory Australian Accounting Standards applicable to entities reporting under the Australian Charities and Not-for-profits Commission Act 2012 . These special purpose financial statements do not comply with all the recognition and measurement requirements in Australian Accounting Standards.

The recognition and measurement requirements that have not been complied with are those specified in AASB 15 Revenue from Contracts with Customers and AASB 1058 Income of Not-for-Profit Entities as, in accounting for income, recognition of some grant income has been deferred until the related expenses are incurred without assessing whether there are enforceable performance obligations to transfer a good or service to a third party which are sufficiently specific to know when the performance obligation has been satisfied. Refer to Note 1(f) Revenue below.

Basis of Preparation

The financial statements, except for the cash flow information, have been prepared on an accrual basis and are based on historical costs unless otherwise stated in the notes. Material accounting policies adopted in the preparation of these financial statements are presented below and have been consistently applied unless stated otherwise. The amounts presented in the financial statements have been rounded to the nearest dollar.

Accounting Policies

a. Income Tax

The Association is exempt from paying income tax by virtue of Section 50-45 of the Income Tax Assessment Act, 1997. Accordingly, tax effect accounting has not been adopted.

b. Property, Plant and Equipment (PPE)

Leasehold improvements and office equipment are carried at cost less, where applicable, any accumulated depreciation.

The depreciable amount of all PPE is depreciated over the useful lives of the assets to the association commencing from the time the asset is held ready for use.

Leasehold improvements are amortised over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

JOB WATCH INC.
A.B.N. 74 615 132 361

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2023

NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Con't)

c. Impairment of Assets

At the end of each reporting period, the board reviews the carrying amounts of its tangible fixed assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, an impairment test is carried out on the asset by comparing the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell, and value in use, the asset's carrying amount. Any excess of the asset's carrying amount over its recoverable amount is recognised in the income and expenditure statement.

d. Cash and Cash Equivalents

Cash and cash equivalents include cash on hand, deposits held at call with banks, and other short-term highly liquid investments with original maturities of three months or less.

e. Accounts Receivable and Other Debtors

Accounts receivable and other debtors include amounts due from members as well as amounts receivable from donors. Receivables expected to be collected within 12 months of the end of the reporting period are classified as current assets. All other receivables are classified as non-current assets.

f. Revenue and Other Income

Revenue is brought to account when received and to the extent that it relates to the subsequent period it is disclosed as a liability.

All grant income is recognised as revenue in the year of receipt except where substantially all the related expenses will be incurred in subsequent accounting periods without assessing whether sufficiently specific performance obligations exist. These unspent funds are deferred as a liability in the financial statements until spent for the purpose received. This does not comply with AASB 15 Revenue from Contracts with Customers or AASB 1058 Income of Interest revenue is recognised using the effective interest rate method, which for floating rate financial assets is the rate inherent in the instrument.

Donation income is recognised when the entity obtains control over the funds which is generally at the time of receipt. All revenue is stated net of the amount of goods and services tax (GST).

JOB WATCH INC.
A.B.N. 74 615 132 361

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2023

NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Con't)

g. 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 the statement of financial position.

Accounts payable and other payables represent the liability outstanding at the end of the reporting period for goods and services received by the association during the reporting period that remain unpaid. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

i. Employee Benefits

Provision is made for the Association's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits have been measured at the amounts expected to be paid when the liability is settled. Provision is made for the Association's liability for long service leave from commencement of employment service with the Association.

j. Provisions

Provisions are recognised when the association has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured. Provisions are measured at the best estimate of the amounts required to settle the obligation at the end of the reporting period.

JOB WATCH INC.
A.B.N. 74 615 132 361

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2023

	2023	2022
NOTE 2 - CASH ASSETS		
Cash on Hand	323	1,019
Cash at Bank	<u>2,562,447</u>	<u>3,306,181</u>
	<u>2,562,770</u>	<u>3,307,200</u>
NOTE 3 - TRADE AND OTHER RECEIVABLES		
Trade & Sundry Debtors	2,770	150
Prepayments	15,161	12,758
Accrued Interest	17,266	-
Bond - Security Deposits	<u>5,468</u>	<u>5,468</u>
	<u>40,665</u>	<u>18,376</u>
NOTE 4 - PROPERTY PLANT & EQUIPMENT		
Computers - at Cost	235,125	147,204
Less Accumulated Depreciation	<u>(154,191)</u>	<u>(137,685)</u>
	<u>80,934</u>	<u>9,519</u>
Office Furniture & Equipment	152,923	152,281
Less Accumulated Depreciation	<u>(149,487)</u>	<u>(145,742)</u>
	<u>3,436</u>	<u>6,539</u>
	<u>84,370</u>	<u>16,058</u>
NOTE 5 - TRADE & OTHER PAYABLES		
Current		
Trades and other payables	95,067	47,218
Accrued expenses	25,458	71,632
GST payable	-	-
	<u>120,525</u>	<u>118,850</u>
NOTE 6 GRANTS IN ADVANCE		
Funding Grants in Advance - VLA Surplus	16,459	11,192
Funding Grants in Advance - Other	<u>225,301</u>	<u>939,162</u>
	<u>241,760</u>	<u>950,354</u>
NOTE 7 - PROVISIONS FOR EMPLOYEE BENEFITS		
<i>Current Liability</i>		
Annual Leave	196,842	219,925
Long Service Leave	<u>237,405</u>	<u>265,751</u>
	<u>434,247</u>	<u>485,676</u>
<i>Non Current Liability</i>		
Long Service Leave	<u>13,710</u>	<u>13,710</u>

Associations Incorporation Act 1991

ANNUAL STATEMENTS GIVE TRUE AND FAIR VIEW OF FINANCIAL POSITION
AND PERFORMANCE OF INCORPORATED ASSOCIATION

We. Dianne Cullen
and JANDRAH CRABB
being members of the board of Job Watch Inc. certify that –

The statements attached to this certificate give a true and fair view of the financial position and performance of Job Watch Inc during and at the end of the financial year of the association ending on 30 June 2023.

Signed: Dianne Cullen
Dated: 9th November 2023

Signed: 
Dated: 9 November 2023

**JOB WATCH INC.
A.B.N. 74 615 132 361**

CERTIFICATE BY DIRECTORS OF THE BOARD

I, JANDRAX CRAOB of
60 REILLYS TRACK, BARKERS CREEK, VIC 3450, certify
that:

- a. I attended the general meeting of the association held on
28 Nov 2023 2023.
- b. The financial statements for the year ended 30 June 2023 were submitted to the members of
the association at its general meeting.

Dated : 28 November 2023



.....
Committee Member

**AUDITOR'S INDEPENDENCE DECLARATION
UNDER DIVISION 60-40 OF
THE AUSTRALIAN CHARITIES AND NOT-FOR-PROFIT COMMISSION ACT 2012
TO MEMBERS OF
JOB WATCH INC**

I declare that, to the best of my knowledge and belief, during the year from 1 July 2022 to 30 June 2023 there have been no contraventions of any applicable code of professional conduct in relation to the audits of the above named entity.



Geoffrey B Johnson
Chartered Accountant
Rucker Audit & Assurance Pty Ltd
Doncaster East VIC

Dated : 10th November 2023

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF JOB WATCH INC.

Opinion

I have audited the accompanying financial report, of Job Watch Inc., which comprises the statement of financial position as at 30 June 2023, statement of changes in equity, statement of cash flows and the statement of profit or loss and other comprehensive income for the year then ended, notes comprising a summary of significant accounting policies and the certification by members of the committee.

In my opinion, the accompanying financial report of Job Watch Inc. has been prepared in accordance with Div 60 of the Australian Charities and Not-for-profits Commission Act 2022 (ACNC Act) including:

- a) giving a true and fair view of the Association's financial position as at 30 June 2022 and of its financial performance for the year then ended; and
- b) complies with Australian Accounting Standards to the extent described in Note 1 to the financial statements, and the requirements of the Associations Incorporation Reform Act 2012 (Vic) and Div 60 of the Australian Charities and Not-for profits Commission Regulation 2022.

Basis for Opinion

I conducted my audit in accordance with Australian Auditing Standards. My responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of my report. I am independent of the association in accordance with the Associations Incorporation Reform Act 2012 (Vic) and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (the Code) that are relevant to my audit of the financial report in Australia. I have also fulfilled my other ethical responsibilities in accordance with the Code.

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

Emphasis of Matter - *Basis of Accounting*

I draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the association's reporting responsibilities under the *Associations Incorporation Reform Act 2012 (Vic)* and the *Australian Charities and Not-for-profits Commission Act 2012*. As a result, the financial report may not be suitable for another purpose. My opinion is not modified in respect of this matter.

Responsibility of the Committee for the Financial Report

The committee of the association are responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 of the financial report is appropriate to meet the requirements of the *Associations Incorporation Reform Act 2012 (Vic)* and the *Australian Charities and Not-for-profits Commission Act 2012* and the needs of the members. The committee's responsibility also includes such internal control as the committee determine is necessary to enable the preparation of a financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

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

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
JOB WATCH INC.**

Auditor's Responsibility for the Audit of the Financial Report

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

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

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the committee.
- Conclude on the appropriateness of responsible entities' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the association's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions that may cause the Association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.



**Geoffrey B Johnson FCA
of Rucker Audit & Assurance Pty Ltd**

Doncaster East, Victoria

Dated this 10th day of November 2023

JobWatch

Melbourne Metro – (03) 9662 1933
Regional VIC, QLD, TAS – 1800 331 617

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MELBOURNE VIC 3000

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