



NCOSS Sector Development e-Bulletin

October 2009

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1. Sector News and Resources:

- **Labour dynamics and the non-government community services workforce in Australia**

This significant new research on the NSW NGO workforce, commissioned by the Department of Premier and Cabinet and the Department of Community Services, highlights many of the critical workforce issues previously identified by the sector. These include the centrality of funding arrangements to workforce management and development. Completed by researchers at the UNSW Social Policy Research Centre, the report includes the findings from extensive consultation processes and strategies to build the capacity and sustainability of the workforce.

View on-line: [Labour dynamics and the non-government community services workforce in Australia](#)

- **Managing in a Downturn, by PriceWaterhouseCoopers, and Centre for Social Impact and the Fundraising Institute Australia**

The Managing in a downturn survey report was released in July 2009. Collaboration between the Centre for Social Impact, PricewaterhouseCoopers and the Fundraising Institute Australia resulted in 263 not-for-profits across Australia responding to the survey. The focus of the survey was NGO perceptions of the impact of the economic downturn on their income and expenditure in the six months preceding April/May 2009 and “management actions in response to the downturn”.

In August ProBono Australia provided a one page summary of the findings.

Download Report: [Managing in a downturn](#)

http://www.probonoaustralia.com.au/news/detail.html?filename_num=288665

- **NCOSS Indigenous Women's Leadership Program (IWLP) 2009 Closing Ceremony**

An inspiring Closing Ceremony for the Indigenous Women's Leadership Program was held on 9.9.09 at Tranby Aboriginal College, Glebe.



Dr Dawn Casey, Director of the Power House Museum, presented certificates to the graduates of the program; all leading women from across NSW.

Dr Dawn Casey is seen here with some of the graduates:
Donna Creighton, Adell Hyslop, Vivianne Freeman, Jannice Luland and Paula Chatfield.

NCOSS is hoping that the success of the 2009 program will assist in securing funding for another IWLP in 2010, so keep an eye on the NCOSS website .

Read more: <http://www.ncoss.org.au/content/view/2586/111/>

For background information: <http://www.ncoss.org.au/content/view/1854/178/>

- **NCOSS Strategic Plan 2009-2012**

NCOSS provides independent and informed policy and industry development advice and plays a key coordination and leadership role for the non government social and community services sector in New South Wales. We have just completed our new Strategic Plan, available below.

View on-line: [NCOSS Strategic Plan 2009-12](#)

- **Facing Up! Hot Topic – free unique discussion forum 24 Nov 2009, Sydney**

NCOSS and the Corruption Prevention Network present Facing Up! - a free unique discussion forum. As government agencies increasingly deliver services to the poorest and most vulnerable people in our community through not-for-profit organisations, questions of transparency promotion and fraud and corruption prevention arise.

Do not-for-profit organisations have the necessary rigour in policies, practices and procedures to reflect public expectations? If not, what is needed?

Date: 9:15am to 12:00noon, Tuesday, 24 November 2009

Location: McKell Building, 2-24 Rawson Place, Sydney

View flyer on-line: <http://www.ncoss.org.au/resources/090828-Facing-Up-Hot-Topic-Flyer.pdf>

- **DoCS funded NGOs invited to child protection training: *Identifying & Responding to Risk of Harm***

NGOs funded by the Department of Community Services' (DoCS) are encouraged to participate in the DoCS facilitated short course, Identifying & Responding to Risk of Harm. It is currently being held across NSW in all regions until 3 December.

More information: [Local Community Services Association \(LCSA\)](#)

Download: [Identifying & Responding to Risk of Harm Training calendar](#)

- **Surviving in tough and demanding times while keeping true to course PILCH NSW Seminar 4**

The PILCH NSW Seminar, 'Surviving in tough and demanding times while keeping true to course', presented by Betty Hounslow, Deputy CEO Fred Hollows Foundation, will be held on the 22nd October, 6:00-7:30 pm, Phillip St, Sydney

View on-line: [PILCH Seminar 4 flyer](#)

2. Management Support Unit (MSU):

- **Competitive Tendering Report**

“Broadly viewed across the sector, government agencies have moved to position themselves less as responding to needs identified by local communities, and more as purchasers of pre-defined services. Community organisations have thus become sellers, or ‘vendors’ of services and in many cases are required to ‘compete’ with each other for a share of the ‘market’ “(p1)

(To Market, to Market – Competitive Tendering and the Purchase of Service in the Community Sector. p1, 2009)

This report is the culmination of research by Michael Darcy of Social Justice Social Change Research Centre, University of Western Sydney, Jane Mclvor of Sector Connect and Mary Waterford of Western Sydney Community Forum.

View on-line: [To Market, To Market](#)

- **Think Local: Why small local organisations are important to healthy democratic communities especially now**

Do you remember what the acronym SONG stands for? SONG = Small Organisations Non Government. In 2008, Voice For Song prepared an ‘issues paper’ that continues to be very pertinent in the context of the question “How do we ‘value’ the community sector?”

It is an astute and quotable summary of the unique contributions, ‘value’, and characteristics of small local NGOs.

View on-line: [Think Local](#)

- **Grants management guide for not-for profits**

CPA Australia are an organisation for financial, accounting and business professionals. In 2007 they released ‘Grants in Australia; management and accountability made easy for not-for-profit organisations’. It continues to provide straightforward guidance for not-for-profit bodies to manage grants and satisfy accountability requirements.

Download: [Grants in Australia, CPA, Feb 2007](#)

- **Australian Taxation Office compliance program for Not For Profit organisations**

It's that time of year- tax time!

Need easy access to an overview of the ATO Compliance Program 2009-10 for NFP organisations? It includes their approach, headline Issues, and specific compliance issues.

View on-line: [Australian Tax Office Compliance Program 2009-10 NFP](#)

- **Volunteering Australia: Review of National Standards for Involving Volunteers in Not for Profit Organisations**

Volunteering Australia has completed the first stage of its consultation regarding the National Standards publication. The report, Review of the National Standards for Involving Volunteers in Not for Profit Organisations Phase One : Initial Consultation, includes information on how the National Standards are currently used and issues related to accreditation.

More information: [Volunteering Australia](#)

Download: [Review of the National Standards for Involving Volunteers in Not for Profit Phase One: Initial Consultation](#)

- **Volunteering Australia: Fourth National Survey of Volunteering Issues**

“The National Survey of Volunteering Issues helps Volunteering Australia understand what issues are emerging in the sector and what factors help or hinder effective volunteering. Volunteering Australia uses this information to formulate policy positions to put to government, and also to target where our research and consultation efforts should be directed.

This is the fourth National Survey of Volunteering Issues, which includes questions and themes from previous years' surveys to enable us to compare and track volunteering trends, as well as including some new themes such as employee volunteering, the measurement of volunteer contribution and volunteers' sense of community belonging.”

Deadline is the 30th of October 2009

Complete survey: http://www.surveymonkey.com/s.aspx?sm=nbfcT1LZQj5VIGBuTORGbQ_3d_3d

- **Anti-Discrimination Board Training Calendar available**

The Anti-Discrimination Board has “unique expertise in administering anti-discrimination law and extensive experience in providing training to the public, business and community sectors”. Courses include: Grievance handling skills; Grievance management and resolution skills; Skills training for Contact Officers; Recruitment and termination; Implementing EEO; Harassment and bullying prevention; Managing diversity in the workplace; and Working with disability

More information: [ADB Seminars 2009](#)

- **Mental Health Coordinating Council Partnership Development Labs**

The Mental Health Coordinating Council invites you to attend the MHCC Partnership Development Labs, which they describe as a ‘uniquely creative space’ and ‘no ordinary think-tank’. It is being held on 16 October 2009 at Australian Technology Park Sydney.

Lab 1: ‘Discovering New Models of Mental Health Carer Respite in Partnership’ by Anna Yip,
from the MHCC Carer Respite Project

Lab 2: ‘Strategies of Cooperation and Collaboration in the Mental Health Sector’ by Dr Diane Hutchinson,
Senior Economics Lecturer, Faculty of Economics and Business, University of Sydney

Lab 3: ‘Crafting Agreements to Suit Your Partnership’ by Joanne Oakey, Director of Aspect Legal.

More Information: <http://www.mhcc.org.au/sector-development/partnership-development-labs.aspx>

3. Insurance:

- **Review of the Fire Service Levy**

Liz Shreeve, Senior Project Officer, NCOSS Community Cover, provides a one-page overview of the Fire Service Levy (FSL) now charged by state governments on insurance premiums in NSW, Victoria and Tasmania. It will be reviewed as part of the Henry Review of Taxation. Liz also writes a timely reminder “Check your insurance policy to see if you are covered but remember, no insurance policy will cover you for deliberate breaches of the Act so make sure your organisation is fully aware of it’s OH&S responsibilities”.

View on-line: <http://ncoss.org.au/projects/insurance/downloads/resources/090901Review-Fire-Service-Levy.pdf>

4. NCOSS ICT Strategy:

- **Interconnectedness to develop a shared ethic**

You may find inspiration in the global approach discussed by UK Prime Minister Gordon Brown.

In his online MP4 talk, *Wiring a web for global good*, you will tackle how to “use today's interconnectedness to develop our shared global ethic -- and work together to confront the challenges of poverty, security, climate change and the economy”.

For more information: http://www.ted.com/talks/gordon_brown.html

- **Service Record System (SRS) designed by Infoxchange Australia.**

SRS is a web-based client management system that is designed to enhance effective communication across multiple services, whilst maintaining the confidentiality/isolation of each organisation's client files. ‘SRS is currently being used in agencies that work in the community services, housing and disability sectors, including three Queensland homeless hubs (The Cairns Homelessness Service Hub, The Hub in Townsville and Brisbane Homelessness Service Centre)’ (Infoxchange Newsletter 11.9.09)

More information: <http://info.s2s.org.au/service-record-system>

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