



## MEETING MINUTES

### First Nations Advocates Against Family Violence – Members’ Teams Meeting

Thursday, 24 April 2025 at 2:30pm AEST (via Teams)

1. **Acknowledgement of Country**

2. **Welcome and Apologies**

Attendees: Wynetta Dewis (QIFVLS), Kathleen Wincen (AFLSQ), Letisha Peters (), John Tonkin (FVSLAC), Corina Martin (AFLSWA), Jake Smith (SiSTas), Denise Ranby (Thiyama-li), Phynea Clarke (CAAFLU)

FNAAFV attendees: Jenn Fitzgerald, Kari Greenswag, Marlo Slavin, Lianne Brown, Priya Devendran

Apologies: Kerry Staines (FNAAFV), Heather Smith (NPYWC), Julie Perkins (Many Rivers)

**Members Meeting:**

3. Minutes from previous meeting – sent on 17 April 2025; no corrections submitted

4. Actions from last meeting – Kari

| <b>Actions</b>  | <b>Timeframe</b> | <b>Level of completion</b> |
|---|------------------|----------------------------|
| Priya to send an email with Expression of Interest form for Members to circulate in their networks to be part of the SSP working group                                  |                  | Completed                  |
| Kari to send Conference Registration form to Members  |                  | Completed                  |
| For social media tiles: Lianne to send CEOs quotes they would like to attach their names to and be used as a basis for social media tiles                               |                  | Completed                  |
| Action for Members suggested to engage with local federal members – both the incumbent and the challenger; talk to Priya if you would like policy reminders/information |                  | Standing Reminder          |
| Members to have FNAAFV data form completed for each service by 15 March 2025, in line with required 6-monthly reporting.  |                  | Standing Reminder          |

5. Current/Hot Topics – NIAA pay parity funding

a. AFLSWA had a meeting yesterday with NIAA regarding this topic

- i. In spite of previous agreement in pay parity application (which was approved and accepted), funding dictated to be spent only on wages now.
- ii. AFLSWA has now spent the money within previously agreed scope for use of the money
- iii. There is funding from other sources, but even after putting wages up, if they have to spend the rest of the money on salaries only, but there are other staff who would be left behind on their pay
- iv. Have a verbal understanding, but no clarity on what the exact line items will be

b. 2 main issues: the consent NIAA is asking for, and NIAA’s reversal

- i. For the consent question: Marlo will address at the Commonwealth meeting next week, because all services seem to be in slightly different situations, it may be best each judge for



**FIRST NATIONS  
ADVOCATES AGAINST  
FAMILY VIOLENCE**

themselves whether providing consent through NIAA is in their best interest. *[Postscript notes: AGD has notified us verbally they have contacted jurisdictions to suggest jurisdictions communicating directly with providers to be clear on whether and what consent they need and for what purpose. NIAA has confirmed to us in writing that the Cth AGD provided baseline funding figures for FVPLS (which is what providers will receive from NIAA in 2024-25), plus the one-off funding amount under the \$8.6m pay parity measure. NIAA states this email was sent by AGD to jurisdictions on 17 December.]*

- ii. In relation to the reversal: Jenn & Marlo have had further conversations with NIAA, and it seems that NIAA will not move on this. They admit they made a mistake when they provided the previous advice on pay parity funds. So far, they are saying further meetings with providers will be required to loop back surplus and pay parity discussions. We are asking for every process from here to be streamlined and for NIAA to take full responsibility for their mistake. Jenn referred to a FNAAFV Board meeting coming up Monday 28 April to strategise FNAAFV's response to this.

*[Postscript note: FNAAFV's Board of Directors met on 28 April and developed a strategy for responding to NIAA's reversal. This is due for review and action by Kerry as CEO upon her return on Tuesday 6 May.]*

- c. For John, NIAA gave options for how to use funding for items other than wages
    - i. This indicates, along with Wynetta's experiences with NIAA, that NIAA are not saying the same things to the different services
  - d. Some services gave staff a "Recognition Payment", which was allowable to be used for the pay parity funding
  - e. NIAA has said there will be a workplace assessment and a budget due as deliverables as part of pay parity
6. Standing Item: **Transition to AG's department update from all**
- a. Action: Marlo will circulate the data reporting template & transition feedback document to members – *[Update: this has now been actioned and the data working group met on Thursday 1 May to discuss the new template. Please email any feedback you wish to share with FNAAFV to collect and pass back to AGD – send this in writing to FNAAFV by 7 May.]*
  - b. **Action: When services receive draft contracts, please send to Marlo so she can forward to KWM and help with the review process**

**Project/Policy Updates**

7. Election looming – Pryia
  - a. Reminder: if anyone is interested in being part of the SSP working group, please submit your EOI, and then circulate it amongst your networks
8. Budget – tabled for May
9. Submission updates – Priya; none
10. Surplus – Marlo & Jenn; tabled for May
11. Data – Marlo
  - a. **Action for Members: Please send data form (word document Kari sent) with the 6 additional questions back to FNAAFV**



**FIRST NATIONS  
ADVOCATES AGAINST  
FAMILY VIOLENCE**

- b. Reason for collection: for FNAAFV & the sector working toward data sovereignty and being positioned to identify unmet need and present a state of the sector report of our own and for FNAAFV to advocate on behalf of FVPLS providers.
- c. Corina to send reporting template that was sent by WA to AFLSWA to Jenn for reference – completed.
- d. Question from Wynetta: to KPIs in new agreement match in the previous agreement?
  - i. QLD have received the new agreement, but KPIs are different
  - ii. Phynea – CAAFLU have not yet received agreements; is concerned about stats and data because the data they're asked for does not provide a clear picture of what the services do/who they help
  - iii. John – anticipating another few weeks before he sees the contract
- e. There is a provision that FVPLS sector could be exempt from reporting for 2 years, but that's a mismatch between the KPIs being met is necessary to retain funding
- f. Marlo to bring these concerns to next meeting w/ Commonwealth departments 30 April. *[Update: Another meeting with all parties to the NAJP transition including jurisdictions will take place Tuesday 6 May]*

**12. Guest Speaker 1: Pipeline Talent @ 3:30pm**

- a. Presenter: Rachelle Towart from Pipeline Talent
- b. Pipeline Talent is a recruitment agency for executive level positions for First Nations persons; in particular able to do CEO & Board recruitment
- c. Has a unique reference check process to include checking cultural ability/eligibility with a known Elder
- d. Use Hogan's Personality Inventory (endorsed by Indigenous psychologist association)
- e. Also created dreamjobz.com.au (Seek for First Nations), separate from Pipeline and is its own platform that covers all types of positions (every job possible, not just identified or executive ones)
  - i. Costings go from Basic (\$99) to elite (\$499), and Aboriginal businesses get 10% off
  - ii. Can also tailor a subscription to company's needs
  - iii. Question on fill rate: currently don't know the fill rate because it's only been 3 months in operation
  - iv. Employer side has a lot of data that can be accessed

**13. Guest Speaker 2: SVA @ 3:45pm**

- a. Presenter: Annabelle Roxon from SVA
- b. SVA is a non-profit consulting firm and only works with companies that have a social impact
- c. Do work on: strategy, outcomes management, how to be more effective, structure, financial sustainability, implementation planning & work across many different sectors (legal, family violence, housing, etc.)
- d. Within the package that was sent, SVA also included some fees for their services
- e. Members can have a free consultation with SVA to see how SVA can help and what the fees might be

**General Business**

**14. General Business**

2025 Member's Conference – Registration Email sent; reach out to Kari with questions

Emerging Leader's Day – current info in registration email; please send Kari your 2 nominations (full name & email)

**15. Next members meeting, Thursday 29 MAY 2025, 2:30pm AEST**



**FIRST NATIONS**  
ADVOCATES AGAINST  
FAMILY VIOLENCE



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|---|------------------|-----------------------------------|
| Marlo will circulate the data reporting template & transition plan to gather feedback from members  |                  | Complete - see emails 29 April AM |
| When services receive draft contracts, please send to Marlo so she can forward to KWM and help with the review process  |                  |                                   |
| Members to send Data Form (in word doc format) to Kari  |                  |                                   |
| Action for Members suggested to engage with local federal members – both the incumbent and the challenger; talk to Priya if you would like policy reminders/information |                  | Standing Reminder                 |
| Members to have FNAAFV data form completed for each service by 15 March 2025, in line with required 6-monthly reporting.  |                  | Standing Reminder                 |
| If anyone is interested in being part of the SSP working group, please submit your EOI, and then circulate it amongst your networks                                     |                  | Standing Reminder                 |