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PRESIDENT'S DESK

Much has happened since the last newsletter.

The tragic terrorist attacks in the US. The Ansett crisis. These events and their aftermath have, and will continue to have, a profound impact on the political and economic systems around the world and in Australia. We are all coming to terms in our own ways with these events and their implications as they continue to play out. And now as Australia moves into the Federal Election, there is a continuing requirement to focus on the big picture as well as at our local level.

At the local level, on the BPW Pilbara front since June we have enjoyed:

THE AGM This was an excellent night with the guest speaker of *Margaret Bertling* on **Networking nationally from the North West**. At the AGM a new Committee was elected and we are already busy working together on providing you with a full BPW Pilbara calendar! I would like to thank all those who contributed last year for making a successful and busy year.

THE WA DIVISION CONFERENCE Six members from BPW Pilbara (Kate Bone, Kathy Barrett-Lennard, Nicole Boak, Nerida Kickett, Valeri Pain and myself) attended the conference in Geraldton. The Pilbara presence was impressive with Valeri's informative web presentation, Nicole's perfectly presented stand, not to mention our gecko's (and club salute – thanks Nerida!). The sessions provided a taste for the topics that they covered and the networking was worthwhile. We also took the opportunity to make some suggestions for improvements to the business processes of the conference.

DINING AT THE KIH After a survey of our members we have changed our meeting nights to Wednesday and settled into meeting and dining in the Goldfinch Room. We have been made welcome by the KIH and we have received lots of positive feedback from our members.



PROFESSIONAL DEVELOPMENT:

We have had a fine feast of information to help us develop in our businesses and in our personal lives. As well as Margaret Bertling and feedback from the Division Conference, we had **JPs-what do they do?** Our panel of JPs, *Bev Moxham, Jan Park & Fatima Rebola Gibson* filled a very interested audience in on what they do and why they do it.

Coming up in October we have *Catherine Kenna* (a recent finalist in the Telstra Business Womens Award – congratulations!) and *Tonia Swetman* (a director on the Dampier Port Authority Board) sharing the news on **Women on Boards and Awards**. It is a sad fact that on most boards there are still not many women.

In November we are hoping to discuss **The Future** with some high school students. BPW Pilbara is trying to work towards developing an appropriate annual award for a female student at each of the high schools. If this a topic that you have an interest in please contact Chris Morton.

At the end of the year we will give you the opportunity to showcase your business, **A Local BPW Business Expo**. Members can bring along a display for the evening. The first few who register their interest to Nicole will have the opportunity to practice their business 'commercial' on a friendly audience. This is in line with Linda Macedonio's piece in the book "Masters of Networking" that some of us took the opportunity to buy from Robyn Henderson.

The committee is drafting the 2002 calendar of events for BPW Pilbara in early November. Currently on the planning board is a **Health and Well-being Workshop** covering topics like work related stress. So what professional development would you like to receive through BPW Pilbara in 2002? Please contact a committee member with your suggestions for topics or speakers.

HOT ISSUES:

BPW Pilbara has been considering the following issues and we have included some articles in this newsletter on a few.



AIR TRAVEL TO REGIONAL AND RURAL AUSTRALIA With the recent Ansett crisis this is a topic of significant concern to those of us who live in the North West. BPW Pilbara has written to local, state and federal members on this issue and raised our concern through the BPW Divisional Conference. Contact Valeri Pain on this issue.

PAID MATERNITY LEAVE BPW Australia has issued a press release on this issue. It has been a topic in the press since the recent decision by a Catholic University to move to paid maternity leave. Is this a topic of concern to you? If so please contact myself.

WORKING HOURS There has been some recent discussion in the media about the increasing number of working hours in Australia - depending on the sources we are either second highest or highest of the OECD countries. What is the impact of longer working hours on women and our community? Included in this newsletter is a brief reference where those interested can obtain some preliminary information. If you have any thoughts on this or consider it is something we should pursue please contact myself.

BULLYING IN THE WORKFORCE

BPW WA Division is considering the issue of workplace bullying and it was a workshop topic at the recent Division Conference. If you are interested in this topic please contact Kathy Barrett-Lennard.

WOMEN SERVING ON THE FRONT LINE This was raised several months ago and Tamara Bianchini is maintaining a watching brief on our behalf.

Finally, our membership has declined somewhat in this financial year. Is it because we are becoming too busy? Certainly as the year plays out, yet again life in the Pilbara seems to get busier (and my meetings in Perth seem to often coincide with the BPW Pilbara evening!). We have recently undertaken a survey of members and look forward to implementing the results. However if you are getting value from BPW Pilbara, please bring a friend, or recommend us to a new arrival in town. Get in touch with Valeri (as the VP-IP) if you have any issues or want to suggest a new contact.

Jessica Worrall, President

14/10/2001

DIARY DATES:

○ 17thOctober, BPW Pilbara Club Meeting – Agenda “Women on Boards & Awards” Catherine Kenna and Tonia Swetman will share their experiences.

Special Feature: Nerida Kickett will demonstrate the New Club Salute!

○ 22ndOctober, National Breast Cancer Foundation

Pink Ribbon Day

○ 23rdOctober, SES Cyclone Ready Information Night.

7.30pm - Tambrey Centre, Sunset Room

○ 25-28thOctober, Presidents' Meeting in Cyprus

○ 31stOctober, Dept Sport & Rec – School Girls Breakfast 8.30-10am - Karratha Sport & Rec Club

○ 21stNovember, BPW Pilbara Club Meeting –

Agenda “The Future” - featuring local High School Students with discussion on setting up Annual Awards

○ 12thDecember, BPW Pilbara Club Meeting –

Agenda “Business Expo” - an opportunity to profile your business & network with others in business



A worthwhile seminar...

Whilst in Perth recently, I attended a 1-day seminar entitled “The Essentials of Credibility, Composure and Confidence”.

The course was presented in one of the function rooms at the Langley Plaza Hotel. When I entered the room I was rather surprised to see many rows of chairs set out in a meeting format, about 400 and most chairs were filled by women - there was one man in attendance. There were a number of repeat participants to Skillpath Seminars.

My immediate thought was that it would be a little awkward to make notes, and this proved to be the case. There was a constant juggle between putting pens, an envelope containing papers and a booklet on the floor to participate in “icebreaker” activities, then pick them all up again next time I needed to make notes.

The seminar was presented by an American, Michelle Guzy, a very skilled presenter. There were a number of self-improving books, tapes and CDs available for sale, both Michelle's products and those of other authors.

The seminar content covered self-confidence and self esteem and I felt a lot of the day's messages were reflected in our regular BPW meetings. We were reminded of the essential need to value ourselves, have productive communication, visualise the outcome required, celebrate our successes and goal setting to name a few of the highlighted areas.

Another session about avoiding the destructive art of comparing ourselves to others and overcoming such self-victimisation. We were advised to become our own Public Relations Department - keep an achievement file, learn to present our ideas, share information judiciously, cultivate allies, build a network of mentors and peers ... doesn't it all sound familiar?

In summary, it was a worthwhile seminar to attend with similar messages to the some of the sessions I have attended, which have been organised by BPW.

Reviewed by Pat Kregor

Life

“Never let the seeds stop you from enjoying the watermelon”
From the movie: Made For Each Other

My last great read...

By Valeri Pain

After a paddle around a great shoreline, there's nothing better than a beautiful little bay, clear water, a quick swim then a beach chair with a good book. They might look a bit tatty after their journeys, but my books are well-loved companions.

THE TATTOOED MAP, by Barbara Hodgson.

This book has an interesting format, not dull old, text only pages for this author! Old ticket stubs, maps, scribbles and torn notes litter the pages. Join Lydia in her adventures as she travels thru North Africa, as the mysterious marks on her hand develop into a detailed and macabre map, spreading across her hand.

Printed by Byzanti Books in Hong Kong. ISBN 0-8118-0817-3



MEMBER PROFILE – Billie McCarthy

Name : Billie McCarthy

Partner: Lawrence Roberts

Children: None!!

Qualifications: Diploma of Teaching (ECE)
Bachelor of Education

Work History: I worked in the Commonwealth Bank for two years before venturing to Curtin Uni (Which was W.A.I.T. back in those days) to complete my Dip. Teach. degree.

My first teaching post was Roebourne. I taught there for 4 years, and loved every moment of it!! Even though it was tough going sometimes the little kids were always great. After Roebourne I took a years leave without pay – during this so-called holiday I taught in London. This was an eye opener, our education system runs rings around theirs.

My next posting was to Karratha - Pegs Creek Primary School - for two years. Then to Perth - Gibbs Street Primary School - for 5 years. Then I was posted to Millars Well, which is where I am now. This is my second year here.

Main Interests: I have loved playing team sports over the years, but don't play so much any more, due to back problems! I love long lunches with friends.

Like to try: Getting married one day (Maybe!!)!!

What I want to get out of BPW: Friendship, Networking and interesting speakers/topics covered.

Put into BPW: Friendship.

Wish: To get a life!! Reading back over this my life is a little dull!!!

Greatest achievement: Bungy Jumping and white river rafting in New Zealand. Also travelling overseas on my own!

Editors Note – Wow, Bungy Jumping that's hardly the content of a dull & boring life, especially when added to all your other amazing achievements!



WOW! HAVE YOU SEEN OUR WEBSITE

– check it out at www.karratha.com/~bpwpilbara/



What's the goss ?

Valeri Pain has visited BPW House in Canberra, and reports that for about \$75/night you can have a very comfortable place to stay, with light breakfast included,

when you are visiting Canberra. Close to all the things that matter, the house is manned by the lovely Kerry Hollis during the day, and all yours in the evening. While your there you can check out the “Pilbara Art” that now adorns the walls!

Catch the butterfly?

How carefully have you read this newsletter?

Did you spot the stray butterfly??

The first to contact the editor wins a Club Gecko!



Congratulations ...

☞ **Nerida Kickett** – on your new position & promotion as Administration Manager with Kellogg Joint Venture.

☞ **Kathy Barrett-Lennard** – on your new position as Branch Manager with Workpac

☞ **Linda O'Brien** – on your new position as Executive Officer with the Karratha & Districts Chamber of Commerce & Industry

☞ **Catherine Kenna** – Telstra Business Woman of the Year Award Finalist



Women in Business

We all start at the beginning with an idea and vision.

A growing number of women are taking up the challenge of owning and managing their own businesses as a means of gaining greater professional and personal satisfaction.

In the Pilbara, times of progress have encouraged Home Based Business as an option to minimising the rising cost of premises allowing the growth and development of women in Business. With this encouragement, women wishing to enter into Business, commence researching and planning their venture to ensure Business success. One key factor in developing a successful business is to have a passion for what you are doing, follow your strengths, interests and believe in yourself and your business. With investigating the brief points listed below, strength and awareness of being a Women in Business materialise to confirm suitability of the business and changes required to your current commitments.

Honest evaluation of Self, Lifestyle and Family
Acknowledge Business Idea
Seek Confidential support and Business Assistance
Conduct intensive Market Research
Assess for viability and suitability
Plan Business focus and direction

For further information and assistance, established businesses and commencing businesses are encouraged to access the Karratha Business Enterprise Centre on 9144 4668.

KDCCI 2001 Business Awards -

Don't forget to cast your vote for this years Karratha & Districts Chamber of Commerce & Industry Business Awards – **Voting Form Attached**



SITES TO VISIT:

Check out these sites next time you log on:-
Choice Magazine – www.choice.com.au
The Well Bookstore – www.thewell.com.au

Bureau of Meteorology - www.bom.gov.au
Women's Electoral Lobby - www.pcug.org.au/other/wel/
Australian Women's Health Network - www.awhn.org.au/
Yoga Site – www.yogasite.com

Pilbara Art on Tour

Many BPW Pilbara members viewed the exhibition *Intervention - Contemporary Art from the Pilbara* while it was displayed at the Karratha City Shopping Centre from September 13 to 30 - thank you for your interest and comments.



The exhibition received more than 2,200 visitors, which included over 500 very enthusiastic school students. The seven artists and I have been thrilled with the response to the exhibition, and we are looking forward to more feedback while it tours WA and interstate during 2002 and 2003.

Intervention is the first exhibition from the Pilbara to tour beyond this region, and the fact that the itinerary already includes six regional venues is very encouraging.

Itinerary to date is:

2002

Vancouver Arts Centre, Albany January 28 to Feb 22
Geraldton Regional Art Gallery, March 29 to May 19
The Cannery Arts Centre, Esperance June 7 - 30
Katanning Gallery, Katanning July 31 to August 15
Goldfields Arts Centre Gallery, Kalgoorlie October 25 to November 11

2003

Bunbury Regional Art Galleries, April/May dates tbc

Intervention will also be shown in Perth before travelling interstate.

ART ON THE MOVE is managing the tour of the exhibition, as well as being a major funding source. Telstra Country Wide is the major corporate sponsor, with Western Power, Qantaslink, the Shire of Roebourne, ArtsWA and the Gordon Darling Foundation all being important contributors of support for the exhibition.

I or one of the artists plan to visit the exhibition at each venue, to present talks and run workshops, and we are looking forward to being part of its ongoing journey.

Annette Davis, Exhibition Curator.

Editors Note: Congratulations on a wonderful exhibition you have got our very talented Pilbara Artists on the move!



You've got mail

Do we have your current e-mail address? If you have joined up recently, e-mail one of the Executive team and let them know to add you to the e-mailing list. This is a great communication tool for members to use, especially to get in contact with the Executive Committee and converse with fellow BPW's. Why not get a few e-mail addresses from members tonight to add to your address book!

STOP PRESS!

The Department of Sport and Recreation & Active Women Program is hosting the Schoolgirls Breakfast sponsored by Healthway promoting the message Smarter Than Smoking.

The aim of the breakfast is to encourage girls to continue physical activity and to recognise and acknowledge the achievements of women in sport. In a community like Karratha it is essential that young female athletes do not lose their desire to achieve success or accept challenges in the sporting arena.

To reinforce this message elite female athletes from major sporting disciplines will attend the breakfast. The athletes will be interacting with the students throughout the breakfast and will form a post-breakfast discussion panel.

The athletes attending will be:

Liane Tooth - Four time Olympian dual Gold Medallist hockey player.

Melissa McClure - Captain Western Australian Women's Basketball Team.

Details are as follows.

Date; Wednesday, 31st October 2001

Time; 0830 – 1000

Venue; Karratha Sport & Recreation Club (Outside Patio Area)

TOPICAL ISSUE-MEMBER'S ARTICLES

If any Member would like to publish an article of interest to fellow Members, please email it to Kate Bone to include in the December Newsletter at kate@kisser.net.au or post it to BPW Pilbara, PO Box 1450, KARRATHA WA 6714.

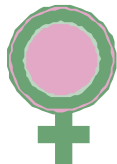
More on smoking and our youth ...

The Pilbara Public Health Unit and Quit WA are joining forces to clamp down on the illegal sale and supply of tobacco products to children in the Pilbara region. In a survey conducted in 2000, it was found that approximately 28% of retailers were willing to sell tobacco products to minors.

The Department of Health has launched an education campaign starting from the 23rd of September, aimed at increasing awareness in the community about the fact that it is offence to *sell or supply* tobacco products to minors.

If you suspect a retailer or individual of selling or supplying cigarettes to children please contact Quit WA at the Department of Health on 9222 2090 or 9222 2015.

If you would like to help restrict the sales of tobacco products to children please contact Pilbara Public Health on 9185 5255



WOMEN'S HEALTH – Breast Cancer

Fay Cechner from the Well Women's Clinic contributed this article

In Australia, breast cancer is the second most common cancer in women after non-melanocytic skin cancers. The lifetime risk of developing breast cancer in women in Western Australia is 1 in 12. In 1998 there were 904 newly diagnosed cases of breast cancer and 201 deaths from breast cancer. Breast cancer accounts for 30% of all female cancers.

The cause of breast cancer is not known, however research has identified a number of risk factors. These are gender, age and family history. The main risk factors in the development of breast cancer are gender and age. More than 70% of all breast cancers occur in women aged 50 and over. Men can also develop breast cancer however it is rare and accounts for less than 1% of all breast cancers.

Family history of breast cancer is a risk factor but should not be overstated as nine out of ten cases of breast cancer occur in women with no family history.

Other risk factors include geographic factors, reproductive hormone factors and lifestyle factors including diet, alcohol intake, smoking, body size and exercise.

As there is no known way to prevent breast cancer, early detection is the best protection. If breast cancer is detected early the extent of treatment may be reduced and there is a greater chance of being cured.

In early breast cancer, there may be no warning symptoms or signs. For this reason it is very important to undergo regular breast examinations.

Breast self-examination, breasts check by a doctor and mammographies are three screening tests for breast cancer. Breast self examination (BSE) can be used by women to get to know the normal look and feel of their own breast. By doing BSE regularly you can recognise changes that may be the sign of early breast cancer. BSE should be practiced at the same time each month. The best time is a couple of days after the end of your period when your breasts are less likely to be tender or lumpy. If you no longer have periods, choose a regular day each month. It is important to remember that 9 out of 10 breast changes are not a sign of breast cancer but any change does need to be checked by your doctor.

Regular and annual examination of the breasts by a GP is recommended for women over 40 years. It can also be done if a woman finds a change in breast tissue following BSE. GP's have their own techniques for examining breasts, however it is similar to the BSE. They will also feel for the presence of enlarged lymph glands in the armpits.

Mammography is an x-ray examination of the breast. This can often identify small breast cancers before it can be felt by BSE or by GP's breast checks.

A government funded national mammography screening program Breastscreen, is operational throughout Australia. Out of every 100 women screened, approximately 93 will go home from their mammogram with nothing to worry about, 6

will be asked to come in for further assessment and then go home all clear and one woman will be diagnosed with breast cancer. So have a screening mammogram, it may save your life.

The Breastscreen van will be in KARRATHA at Warambie Community Health Centre on 12/11/01 to 10/01/02, with Christmas break from 19/12/01 to 03/01/02.

For more information contact the Cancer Foundation Helpline 131120, Sharon Harwood Regional Education Officer Karratha 08 9144 1111 or for appointments contact Breastscreen on 13 2050

"National Breast Cancer Foundation Pink Ribbon Day"

Monday 22 October is the National Breast Cancer Foundation **Pink Ribbon Day**. Funds raised by the Foundation through the sale of pink ribbons are directed to breast cancer research. Further information, or the purchase of pink ribbons can be organised through the National Breast Cancer Foundation, ph: 02 9235 3444, fax: 02 9233 3442 or email: NBCFoundation@aol.com

apesma WOMENSNEWS Special Scholarship Issue, October 2001

WORKPLACE BULLYING

Many workplaces have policies about workplace bullying and complaint processes. Other methods of redress may also be available. If you are aware of workplace bullying contact your local APESMA Industrial Officer for advice.

"Workplace bullying includes behaviors such as harassment, abuse, victimisation and mobbing. It is costly to individuals and the businesses in which they work. The harmful effects can include personal injuries, stress, ill health, poor occupational health and safety, lost productivity, high staff turnover and so on.

The Queensland Government has set up a Workplace Bullying Taskforce aimed at examining the extent and characteristics of workplace bullying, the groups of workers most at risk, strategies to increase awareness of the issue, and government responses including possible regulatory protection against workplace bullying. Further information about the taskforce is available at <http://www.whs.qld.gov.au/taskforces/bullying.htm>"

apesma WOMENSNEWS Special Scholarship Issue, October 2001

Working Hours

While most developed countries have been reducing working hours via regulatory initiatives, Australia is one of the few countries to buck the trend. Australia - along with USA and Britain - is one of the few OECD countries to have experienced a reversal in the long-term trend to reducing working time. It gets worse. In Australia it is unpaid overtime which is the driver of the longer day.

Gender plays a role in the issue of overtime. Female full-time employees are less likely than male employees to do overtime, but when they do overtime it is more unlikely to be unpaid. More information is available from the ACTU website: <http://www.vunions.com.au/vunions/actu/>



Do you have any bright ideas for BPW Pilbara's future?

The Executive will be meeting to make plans for 2002 – if you have any ideas big or small please contact someone on the committee so that your ideas can be included in the planning session to be held in early November.

Health & Well-being Workshop

Plans are also being put in place now for what is sure to be a fabulous workshop - if you have a suggestion or would like to help please contact Tamara Bianchini or Annette Davis.



BPW State Conference –

This is the first in a series of Workshop Reviews from the BPW WA State Conference

“Not So Secret Women’s Business” -
Victoria Carlton



Victoria Carlton has 30 years experience in education and has established centres in WA to help students of all ages achieve their full potential. Victoria started her business out of a frustration felt by working in the Education system and the inability of the education curriculum to establish basic skill levels in students and cater for those that didn’t fit ie: gifted children, children with learning difficulties.

This 1-day seminar (which had to be imparted in under 1 hr at the conference) is designed to create transformation and balance in your business and help you to achieve your dreams. It is a seminar that recognises and encourages the special gifts that women bring to the world of business.

Little known facts:

- 38% of businesses are owned by women
- 9 million women in business
- \$3.6 trillion is generated in sales

Victoria believes that women bring feminine gifts to the world of business.

Women have:

- A global view
- See the big picture
- Use their left and right brain
- A gentleness which is in fact strength and assertiveness
- A love of ritual ie: flowers on desks, lighting a candle to signify start of work
- A belief in honesty and integrity
- A more flexible, nurturing approach
- A relationship first attitude to business

Victoria believes in learning to “Dream Your future”.

Dreaming helps focus goals on:

- What you want to create
- What is your vision
- What difference will your business make to the world
- Formulate future goals
- Drawing a business plan

Victoria also looks at recognising and maximising your ‘Multiple intelligences’.

These focus on the following areas:

- Verbal Linguistics - vocabulary use, word skill
- Mathematics / Logical - number use, puzzles
- Intrapersonal – know yourself, journaling
- Interpersonal - people interaction, communication
- Visual spatial - creativity, putting ‘things’ together from nothing
- Naturalistic - environmental consequences ie use of recycled paper, investing in ‘green’ company shares
- Physical / kinesthetic - body intelligence, health
- Musical – wide exposure

These Multiple Intelligence’s are necessary in having balanced business skills. We are naturally stronger on some more than others. We should focus on attracting people around us, particularly in the work environment, who are strong in our weaker intelligence’s to provide balance in the work place.

Emotional Intelligence is the name given to the ‘glue’ adults and children use to piece together their skills and use them in the workplace successfully. Emotional intelligences enable our lives to be functional, successful and organised.

Daniel Coleman, who is a leading researcher in this area, believes emotional intelligence can be taught to children.

Part of Victoria’s strategy at the learning center is focusing on providing safe, nurturing environments where feelings can be expressed in appropriate ways and that produce adults who can focus, commit, organise and carry through. They also have good self-discipline and an ability to form goals and stick to them.

It has been determined that your EQ level is a high indicator of business acumen and Victoria has workshops on discovering your EQ level and strategies to increase your EQ level and ways to create an emotionally intelligent environment.

She unfortunately didn’t have time to really go into these areas. She also looks at time management issues, networking effectively and strategies to help maintain focus and follow through in the one-day seminar of this title.

Book references given by Victoria as well worth a read and for which she has found inspirational and thought provoking.

- “Work Less, Make More’ – Jennifer White
- “The Seed Handbook” – Lynne Franks
- “The Artists Way” – Julia Cameron
- “Emotional Intelligence” - Daniel Coleman

Reviewed by Nicole Boak

A word from Fred ...

It is a pleasure to be invited to write a few lines for the *Business and Professional Women of the Pilbara*. As some of you will be aware, the Pilbara has been a part of my life for 22 years. I take pleasure in observing the increasing numbers of strong locally based groups and associations developing and continuing to grow in the area. In a relatively short period of time your group has developed to offer valuable opportunities for personal and professional growth for the women of the region and you must be congratulated on your progress.

I would like to take this opportunity to introduce myself and my staff to those of you who may not have met us. As your local State Member of Parliament, I consider it a vital part of my role to stay in touch with the needs of the people I represent. Much has happened since the change of Government that occurred in January, not long after I met some of you at the *Meet the Candidates* evening at the Tambrey Centre. Since then I have had the pleasure of dealing with some of you on a personal or professional basis, and would urge anyone who may have any concerns, questions or other matters they would like to see addressed to see my staff or I.

As you will be aware, with the change in State Government, I spend more time in Parliament than in the past. However this does not mean that I am less available to my constituents. Your needs are still my priority. When I am not in my office, Roman Raudonikis, my Electorate Officer and Michelle Crawford, my Research Officer are both available to assist with concerns. I am in contact with them several times a day and am available to everybody on my mobile phone number. Please do not hesitate to contact us any time for assistance.

It is now over two weeks since the State Budget was handed down, I imagine you are aware of the range of funding that will directly impact positively upon the Pilbara. However there are other areas that will have an effect on our region. For example, as you will no doubt be aware, Sheila McHale MLA has the portfolios of Community Development, Women’s Interests, Seniors and Youth, Disability Services, and Culture and the Arts. In the recent budget there were plenty of commitments to develop and increase funding in these areas including additional support for volunteer organisations, introduction of the Family Strength Program, improvement of domestic violence programs and assistance to carers. There has also been an increase in funding to develop and promote the arts in regional WA.

If there are any specific areas of the budget you would like further information on, our office is happy to provide further information, and/or to liaise with other Members on your behalf.

Fred Riebeling - Member for Burrup
September 2001



BPW STATEMENT – Paid Maternity Leave

Working women across Australia need paid maternity leave. Not just women who work in large corporations or wealthy institutions. Not just women who work in government or senior and professional women who can negotiate such terms. Paid maternity leave needs to be made available to women in factories, women working in small businesses that make up such a large sector of our workforce and women running those businesses.

Australia needs its working women to have paid maternity leave. In other countries where such civilised provisions exist – which is the majority of the world, they have less cause to worry about a rapidly declining birth rate with women increasingly choosing career over family formation.

“**BPW Australia** represents the interests of working women across Australia and takes the voices of women to government policy makers – and these voices are increasingly saying that Australia should catch up with the rest of the world and offer paid maternity leave to women in the workforce.

BPW Australia in representing working women in micro, small and home-based business is aware that they are entitled to the same rights and the same resource as corporate and public service. BPW Australia is therefore advocating forcefully a system of universal responsibility.

BPW Australia is prepared to support a policy of reform that recommends a system of responsibility.”

Jo-ann Partridge - BPW Sparklist

More on Paid Maternity Leave...

“In June 2000 the International Labour Organisation (ILO) adopted a new Maternity Protection Convention and Recommendation. Governments, such as the Australian Government, are now considering whether to ratify this convention and implement its associated recommendation.

The standard also provides us with guidance, particularly in the context of enterprise bargaining, on the minimum acceptable level of maternity protection as agreed internationally. It could be argued that Enterprise Bargaining Agreements, especially those in developed countries like Australia, should exceed this level.

The Convention includes provisions for employed women (including those in atypical forms of work) to receive not less than 14 weeks maternity leave paid at two thirds of the women's previous earnings. Other elements include medical and health benefits, employment protection and non-discrimination provisions, many of which are already in place in Australia.

Australian legislation provides for access to a comparatively good duration of maternity leave of 1 year. However most countries, including developing countries, provide paid maternity leave. Australia, New Zealand and the USA make a stark contrast to this norm.

A copy of “A Table of Comparisons of Maternity Leave Provisions Around the World” will be available on the women's network section of the APESMA website shortly. The address is: <http://www.apesma.asn.au/women/index.htm>”

apesma WOMENSNEWS Special Scholarship Issue, October 2001

BPW Pilbara thanks Ansett

BPW Pilbara would like to extend it thanks to John McGowan and his team at Ansett for the support extended to us over the last 18 months. Ansett's support for the community has always been notable in the North West and will be sorely missed. To John and his team, we are thinking of you in these difficult times and hope that we will continue to work with you all in some form in the future, here in Karratha.

Cyclone Season

Karratha SES invite BPW Pilbara members to attend a **Cyclone Ready Information Night**. Tuesday 23rd October at 7.30pm at the **Tambrey Centre** in the **Sunset Room**.

GUEST SPEAKER REGISTER

Do you have someone in mind to be a Guest Speaker at our next meeting? There are plenty of local people in our area, with a lot of expertise and knowledge from which we are sure many **BPW** members will get value. If you have anyone in mind, please advise some one on the Executive Committee [contact details are at the top of the Newsletter].

MEMORABLE QUOTE'S

I have an everyday religion that works for me: Love yourself first and everything else falls into line.

ì **Lucille Ball**

Highly effective women know that they are not perfect, what work in progress is? Still, they accept themselves, blemishes and all. They know that you can't love if you don't love yourself first. You are your dearest and oldest friend, the only being who has been with you each and every moment from the beginning of your life. You alone know the depths of your heart, the dreams you hold sacred and all that you can be.

Starting today, strive to be an even better friend to yourself. Treat yourself with the respect, kindness and support you deserve. Celebrate your uniqueness, embrace your faults. Set an example for how you want others to treat you.

Do these things and the journey that is life becomes more interesting and joyful. Best of all, no matter where you go, you'll never be alone. Your loving friend will always be at your side, cheering you on each step of the way.

Source; What Highly Effective Women Know

ì **Beth Mende Conny**

Don't Take Life Too Seriously

Save the whales. Collect the whole set.

A day without sunshine is like, night.

On the other hand, you have different fingers.

I just got lost in thought. It was unfamiliar territory.

MEETING DO'S & DON'TS

Please make sure you let Nicole Boak, 9144 1828 during business hours, know if you are **NOT** attending the meeting. You can also e-mail Nicole at chrisandnicole@kisser.net.au. If you don't, you will still be charged for your meal, as catering numbers must be paid for.

Please be mindful that the commencement time is 7pm. Remember to turn off your mobile phone whilst the meeting is in progress, normally approximately 1 hour. Please make sure you have your say on your views and ideas for **BPW**, *it is your Club*.

Please remember this is your Newsletter, I need items from you to put into it. So next time you think of something, e-mail it to me at kate@kisser.net.au or post it to BPW Pilbara, PO Box 1450 KARRATHA WA 6714.

If there is something missing, not correct, or you would like to see changed, please let me know, I am always open to changes and new ideas.

Regards; Kate Bone



Cast Your Vote

for our small businesses

Help your favourite business or individual achieve recognition through this year's Small Business Awards program! **Vote now** and return this form to the Karratha & Districts Chamber of Commerce & Industry at PO Box 10, Karratha 6714 or **fax 9143 1884, or by phoning 9144 1999**.
Bookings are also open now for the Gala Awards Presentation Dinner on Saturday 3 November 2001 at the Karratha City Shopping Centre.
Small Business Awards recognise and reward outstanding organisations and individuals and are open to all.

BUSINESS AWARDS

- Woodside Energy People's Choice Award for Best Business with 1-3 Employees
- Titan Resources NL People's Choice Award for Best Business with 4-5 Employees
- Shire of Roebourne People's Choice Award for Best Business with 6-9 Employees
- Hamersley Iron People's Choice Award for Best Business with 10-30 Employees
- Western Power People's Choice Award for Best New Business
- Robe River Iron Associates People's Choice Peninsula Enterprise Award for Best Business in Roebourne, Wickham & Point Samson
- North West Radio/WAFM People's Choice Customer Service Award
- WA Tourism Commission & Pilbara Tourism & Convention Bureau People's Choice Best Visitor Services Award
- North West Telegraph People's Choice Community Service Award
- Telstra Country Wide People's Choice Beyond Business Award – Disability 'Meeting No Barriers' *
- West Pilbara College of TAFE Small Business Commitment to Training Award *
- Pilbara Development Commission Award for Best Business with a Regional Focus *

INDIVIDUAL AWARDS

- QantasLink Employee of the Year Award
- Rotary Club of Karratha Pride of Workmanship Award for Best Tradesperson of the Year
- Small Business Development Corporation Young Business Achiever Award *
- Golden West Network (GWN) Business Person of the Year Award *
- Karratha Business Enterprise Centre Award for Best Micro or Mobile Business *



VOTING FORM

Business or Individual you wish to nominate: _____

Category (if known): _____

Your name: _____

Contact phone number: _____

Number of bookings for Presentation Dinner: _____

Your Comments: _____

Voting Closes 27th October 2001

* Selection Criteria applies – closing date 24th October 2001.