

**2008 – 2009
ANNUAL REPORT**

**SOUTH AUSTRALIAN YOUTH ARTS BOARD
CARCLEW YOUTH ARTS**



**Government
of South Australia**

SEPTEMBER 2009

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South Australian Youth Arts Board and Carclew Youth Arts – 2008-2009

In May 1981, a Committee was established by the Government to review and recommend on the role of the Youth Performing Arts Council. The Committee noted that 'Youth arts policy and programs have a fundamental role in shaping the quality of life for youth and the contribution which future leaders will have to the community'.

The Committee recommended the setting up of a new body – 'The South Australian Youth Arts Board' (SAYAB), and its operations arm Carclew Youth Arts Centre.

The South Australian Youth Arts Board (SAYAB) was formed in November 1988 and has been responsible for the delivery of high quality youth arts activity and career pathway programs since that time. SAYAB is a ministerially appointed Board of Management that governs the advocacy, funding and sustainability of an active, vibrant and diverse arts and cultural identity for South Australian children and young people. Carclew/SAYAB is classified as a corporate agency under the *Public Sector Management Act 1995*, and is bound by certain sections of that Act.

The 2008-09 year commenced with new leadership for SAYAB and Carclew with Tricia Walton newly appointed as Director/CEO of Carclew and Executive Officer to SAYAB on 16 June 2008, and with Kate Gould appointed as Chair of the Board soon after that date.

2008-09 has been a year underpinned by consolidation and thorough planning by SAYAB and Carclew. A feature of the work undertaken throughout 2008-09 has been a review of current programs aimed at focused decision-making and future program delivery.

Organisational achievements for the year include:

- Consultation for, and development and endorsement of, SAYAB's *Directions 2009-2013* document and Guiding Principles (endorsed 23/04/09).
- Revised budget, organisational structure, programs and staffing needs including implementing performance management and review process for all staff.

SAYAB Directions 2009-2013 (endorsed 23/04/09)

Vision

South Australia is known nationally for the exceptional arts and cultural environment and outstanding creative experiences available to children and young people.

Mission

The South Australian Youth Arts Board will provide dynamic arts and cultural programs and opportunities for children and young people 26 and under as both artists and audience.

SAYAB will work strategically across the State with government agencies, the arts and culture sector and the broader community to establish youth arts as a priority. SAYAB's critical role is to develop policy, secure commitment and seek dedicated funding for youth arts and the development of young arts professionals.

(SAYAB's Mission is at all times informed by SAYAB's Guiding Principles.)

Goals

Goal One: Industry Development

Support the needs of youth arts in South Australia and promote its pivotal role in the development of the broader arts industry.

SAYAB:

- 1.1 Advocates for strong government and non-government support for youth arts
- 1.2 Develops independent young artists and artworkers
- 1.3 Ensures festivals and arts organisations deliver high quality arts experiences for children and young people
- 1.4 Encourages artistic innovation and risk taking

Goal Two: Arts and Education

Promote and support the arts as both a curriculum area and a learning methodology for South Australian schools and communities.

SAYAB:

- 2.1 Advocates the importance of children's and young people's experiences as artists and audience in both their formal education and social development
- 2.2 Initiates strategies for live performance and workshops across all genres of the arts in schools
- 2.3 Supports training and development for artists and educators SAYAB Directions 2009-

Goal Three: Community

Engage with communities to explore and understand the value of the arts for all young South Australians, ensuring creative pathways and experiences are accessible to all.

SAYAB:

- 3.1 Actively involves children and young people in planning, decision making and creative expression
- 3.2 Supports programs that address issues relating to diversity or disadvantage
- 3.3 Creates sustainable partnerships with artists, families, communities and cultural organisations
- 3.4 Promotes and celebrates children and young people's achievements in the arts

Goal Four: Governance and Management

Aspire to manage and govern the business of the organisation to the highest industry standards.

SAYAB:

- 4.1 Manages finances well and within budget
- 4.2 Adheres to sound governance practices
- 4.3 Employs effective management practices within the organisation
- 4.4 Models and supports sound operations and governance within the youth arts sector

Operations

SAYAB is the board of Carclew Youth Arts. Staff at Carclew Youth Arts undertake the following strategies and initiatives to address the Board's goals:

- Funding programs for youth arts organisations in communities
- Funding for Patch Theatre and AFYP (Come Out)
- Grants for arts projects and the development of young artists
- Scholarships and Awards
- Training and professional development initiatives
- Community access initiatives
- Arts and education initiatives
- Communications and advocacy
- Marketing and sponsorship
- Intergovernmental relations

Highlights of SAYAB funding programs

Australian Festival for Young People - Come Out

Come Out 09 was presented between 18–30 May in Adelaide and across regional South Australia and featured a total of 63 events for, by and with children and young people from 0 to 18 years of age. Come Out 09 was themed *Colliding Worlds* and included performance, literature, visual arts, moving image and participation projects.

A total of 56 artistic companies representing more than 300 artists were involved in the production and presentation of Come Out 09 which reached a total of 105,355 young people and their families from across South Australia.

Come Out 09 featured two international projects – *Jason and the Argonauts* (Visible Fictions, UK) and a collaboration with Italy's Compagnia TPO and Teatro Metastasio to produce and premiere *Children's Cheering Carpet Saltbush* for Come Out 09. Come Out 09 also presented a range of projects by highly respected national companies and artists representing Queensland, New South Wales, Victoria and Tasmania. Professional artists from The Snuff Puppets (VIC) and Circus Monoxide (NSW) were engaged in long-term residency programs with local young arts companies Cirkidz and D'Faces of Youth Arts (Whyalla).

Come Out primarily engages its audiences through schools and supports their engagement by the provision of an Arts Education Manager through the Department of Education and Children's Services, and the development of a Teachers' Resource which is distributed at the program launch to teachers across South Australia. Many of South Australia's foremost companies and artists also produced and presented works for Come Out 09.

Patch Theatre Company

The second half of 2008 saw a wave of repertoire activity.

Special Delivery was presented at the Sydney Opera House, the Victorian Arts Centre and in Port Augusta with great success. *Emily Loves to Bounce* spent five months on the road with eight different configurations of cast and crew and was acknowledged with the presentation of the APACA Drover's Touring Legend Award in August.

Mr McGee and the Biting Flea also won Patch's first Helpmann Award for Best Children's Presentation 2008.

Pigs Bears and Billy Goats Gruff played to packed houses over five weeks of performances at the Odeon Theatre in Norwood, Hopgood Theatre in Noarlunga and Shedley Theatre in Elizabeth.

In addition, Patch undertook planning and visioning in preparation for a re-brand in 2009 and continued to develop new works *The Happiest Show on Earth* and *Simple Magic*.

Riverland Youth Theatre

Riverland Youth Theatre (RYT) was successful in its application to the Australia Council for triennial funding resulting in confirmed program funding for the years 2009 – 2011; a first for regional youth theatre and a significant milestone. This is recognition of the company's hard work artistically and its slow progress towards financial stability in a difficult environment.

'Wireless Voices' was RYT's major project resulting in an original serial play performed by a cross-generational cast on ABC Radio during this year's Come Out 09 Festival. The project involved nearly 200 young people from seven different schools participating in sound composition workshops resulting in a radio play performed as a live state-wide broadcast from the Renmark Institute (audience 300 plus) on the Peter Goers show ABC Local Radio.

Cirkidz

At the close of 2008 Cirkidz received the news that it was not successful in attracting federal funding support from the Australia Council. This forced the company into critical review with the board and staff undergoing intense planning and business model revision. The outcome of this has been a stronger more vibrant company with a focus on artistic excellence and strong business principles. Cirkidz combined with interstate professional company Circus Monoxide to create 'Freaky', one of the stand-out performances of the Come Out 09 program.

Restless Dance Theatre

Bedroom Dancing was the major work by the Restless Dance Youth Ensemble for 2009 which has a highly successful season at the Queens Theatre as part of Come Out 09. The project exceeded its audience and box office targets and broke new ground in being the first promenade production by the company

Highlights of Carclew Youth Arts Strategic Initiatives

In 2008-2009 Carclew Youth Arts strategic initiatives saw some exceptional outcomes:

Lowdown

Lowdown is the national publication of performing arts for children and young people. In 2008-09 *Lowdown* converted to on-line publication for 2009 and 2010. The plans for publishing *Lowdown* on-line continue the long running history of support for artists and educators through a commitment to information technology and communication. Carclew continued to publish the annual *Directions: The National Guide to Tertiary Education in the Arts* out of the *Lowdown* office, with a distribution of 1500. *Lowdown* averages 600 annual subscriptions with an annual readership of 36,000.

Breeding Ground Intensive

Breeding Ground is an intensive development experience for emerging young arts practitioners designed to offer creative immersion with other practitioners. In recent years the Industry Development team has identified a growing trend of young artists engaging with writing using a range of media including the use of zines, e-zines, comics, multimedia, multi-artforms or cross-media works, websites, animation, live performance and spoken word. In 2008-09 Carclew worked in a producing role with the 'Format' and

'2%' Collectives to deliver 'The Big Word Program'. Other partners included Merge Magazine and a group of Young Adelaide based 'indie' publishers and writers.

The Big Words Program was a showcase and networking event for people interested in DIY and artist-run approaches to publishing, text and multi-disciplinary art platforms. It was developed to coordinate events and spaces that drew together those with an interest in DIY, participatory culture, activism and the arts. The Big Words Program included a major exhibition and three small special focus indie publishing workshops.

Carclew's Off The Couch

The Off the Couch live music program is now delivered as part of Carclew's commitment to industry development. Off The Couch is a unique series of youth delivered live music events, which promote and showcase the talents of emerging young bands and musicians based in South Australia. It supports and educates young talented songwriters, musicians and electronic artists; it creates opportunities for 'behind the scenes' skills development and provides young South Australians and the live-music-loving public an opportunity to hear the future of original Australian music. In 2008-09 Off The Couch engaged 44 young mentorees in various aspects of event planning and management. They were offered 20 information and development sessions delivered by representatives from across the live music industry. The team then pulled together a highly successful series of six live music events which featured over 40 groups of young emerging artists and attracted a total audience of 6,200.

Blak Nite 09

Blak Nite is a free for all ages event that showcases the artistic and cultural talents of South Australia's young Indigenous people between the ages of 5 years and 27 years as a focus event in the Come Out 09 Festival program. The event is maturing and now employs over 100 young people as performers and arts workers.

Blak Nite is an important training ground for many Indigenous young people wishing to gain experience within the industry. Blak Nite 09 has given the opportunity for an emerging event producer to gain experience over two events in order to gain critical exposure to the rigour and reality of event management. There is also support in mentoring, training and the development of Indigenous young people through the advisory committee. This year there was 50% regional and remote representation in the Blak Nite program.

Anangu Pitjantjatjara Yankunjatjara Lands Project, Working toward celebrating healthy communities

The Carclew Indigenous Arts and Culture Program completed delivery of a 3-year project: the Anangu Pitjantjatjara Yankunytjatjara (APY) Lands Project. This project sought to address alcohol and substance misuse (and other contemporary social issues) affecting 15 to 20 year olds in the APY Lands through the delivery of arts and cultural workshops (with a focus on education, health and wellbeing). Young people worked with professional musicians, filmmakers and dancers to devise and record their original work.

The focus was on young people who are engaged in, or at risk of engaging in, alcohol and substance abuse. The workshop program engages young people who have dropped out, or are at risk of dropping out, of the traditional education system. Over the period of the project 43 young people connected with the team of artists to create and record original music and document the work through film making. The project saw a 97% increase in the number of young people engaged in school, TAFE or work since their

involvement in this project. There was a 90% reduction of substance misuse by those mentored by the project.

The Cargo Public Art Project (Roxby Downs)

The Cargo Public Art Project was a year-long community cultural development project, delivered in two stages with the second and concluding stage in July to November 2008. Carclew's artistic team worked with over 400 students from Roxby Downs Area School and Roxby's St Barbara's Parish School. The project provided opportunities for students to be involved in the design and development of a unique commemorative public artwork to celebrate the 20th anniversary of the Roxby Downs township that reflects the ideas of the local children and young people.

The Cargo Public Art Project was supported through the BHP Billiton Youth Arts Fund assistance from the Municipal Council of Roxby Downs and TAFE SA Roxby Downs.

Arid Sites (Port Augusta)

Arid Sites was a public art training and employment program in Port Augusta and was programmed as part of the Regional Centre of Culture. The project brought together talented young visual artists and highly skilled professionals to create collaborative commissioned public artworks that exuded artistic excellence.

The project achieved the promotion of positive images created by young members of the Indigenous communities living in Port Augusta. The young artists were involved in a success-orientated project that also focussed on commitment and dedication to the aims of the project. Carclew provided professional development opportunities to the local artist, who was employed as a tutor, and participants. They were presented with a model for a public arts project that involved young people having key involvement in all stages of the project.

Two of the participants were offered Administrative Traineeships with the Pt Augusta City Council Public Library and Cultural Centre as a direct outcome of this project.

The Projector Bike

The Projector Bike is a powerful mobile projection unit that is available for use by local artists as a new tool for the creation and exhibition of ephemeral digital media public art through the medium of drawing with light directly onto the façade of buildings or onto trees and other built or natural structures.

The Projector Bike was primarily used by young emerging artists, with members of the general public able to use the equipment when it is out in public. This intriguing and unusual project saw 23 young artists engaged in 16 events showing works to audiences totalling 1,500. This technology combination is unique in South Australia and the project equipment and methodology continues to attract increasing interest.

Future Plans

South Australia is already a leader in Australia in youth arts programming, support and infrastructure. The year 2008-09 has been one in which considerable work has been undertaken in reviewing SAYAB/Carclew existing structures and revising existing programs in order to secure and build youth arts for the coming years. Some of the outcomes of this work will now be rolled out in 2009-10 including:

- The outcomes of a review of the structure and process for SAYAB funding of youth arts companies in line with the Board's *Directions 2009-2013*. The results of the

review will ensure sustained support for and investment in youth arts activity of national standard and create opportunities for emerging companies and artists to become established.

- Future planning for the Odeon Theatre which consolidates the theatre's role as South Australia's dedicated children and young people theatre through establishing Patch Theatre as the Odeon's resident company. Patch is dedicated to exceptional quality theatre-making for children from 4 to 8 years of age with a methodology firmly informed by early childhood education theory. Patch's work is internationally renowned and their experienced staff will also ensure ongoing delivery of high quality technical mentoring and work experience for South Australia's schools and students.
- Development of a program of mentorship for young and emerging artists in which the professional careers of the 8 artists are assisted each year through a 10 month long mentoring relationship with recognised established artists in their field.
- Revised identity and branding followed by development of collateral and website for improved external and internal communications in line with *Directions 2009-2013* (to be launched October 2009).

South Australia's Strategic Plan

SAYAB/Carclew Youth Arts addresses the following SASP targets:

T1.7 Performance in the public sector - customer and client satisfaction with government service:

Carclew programs and the theatre companies receiving annual funding through SAYAB all evaluate projects and programs collating quantitative and qualitative data. Examples of feedback include:

"This was a valuable stepping stone in GrannyFlat's development. It was the first time these young guys have been on an organised tour and all learnt what is required to make something like this work. I consider us to be very lucky to have worked with such a professional team and to have experienced the right way to do things on the road." - **Dave Morphet, GrannyFlat Manager – Off the Couch**

'The artists and the staff were very patient and had a great knack for encouraging the students to take risks and look at the world around them in new ways.' - **Teacher, Blakeview Primary School – Arts Blast**

'The Playfull Expo values us teachers and we can truly value the performers.'
–**Teacher, Torrensville Primary School - Playfull**

"BHP Billiton wanted to make a significant contribution to the community's celebration of the 20th anniversary. The outcome is not only a tremendous piece of public art, but importantly, it has developed lasting skills within the community" – **Kym Winter-Dewhirst, BHP Billiton – Cargo in Roxby**

"The students have taken their experience out into the community and shared in the success of the project. Seeing students in the media has raised the profile of the students, the school and the community. The sculpture looks great. It achieved its aim of interacting with people across the community to develop an artistic piece that represents Roxby Downs." – **Principal, Roxby Downs Area School – Cargo in Roxby**

“Just thought I would share with your team an unexpected outcome of the Arid Sites project held recently in Port Augusta. Two of the participants, Tahnee and Zeta, will be commencing administrative traineeships with the Public Library and Cultural Centre next week. This has come about due to the enthusiasm and commitment shown by the participants and the wonderful benches that were created.” - Tina Dunemann, Manager Library & Community Information Service, Port Augusta Public Library – Arid Sites

T4.3 Cultural engagement – institution:

Through the Full House program Carclew actively attracts new audiences to the Odeon Theatre to experience quality South Australian theatre for children and young people. Many of the schools and young people in these audiences would not normally attend theatre and this is their first ‘in theatre’ experience.

T5.1 Boards and committees:

According to the Carclew Youth Arts Centre Inc. Constitution and Rules, the members of the South Australian Youth Arts Board must consist of not less 3 females and not less than 3 male members

T5.2 Chairs of boards and committees:

The Chair of SAYAB is a woman.

T6.1 Aboriginal wellbeing:

Carclew programming delivers unique and successful long-term development opportunities for young Indigenous artists in metropolitan, regional and remote communities focussed on developing pride and building future leadership skills.

T6.22 People with disabilities:

No people with disabilities are employed at present at Carclew, however SAYAB funds the annual program of Restless Dance Theatre, a youth dance company for young people with disabilities.

T6.23 Women:

Seventy-five per cent of Carclew employees are women.

T6.24 Aboriginal employees:

Thirteen per cent of Carclew employees are Aboriginal.

Public Sector Management Act Reporting Requirements

MANAGEMENT OF HUMAN RESOURCES

The Company employs the following staff at the indicated levels. Staff are engaged under the *South Australian Government Wages Parity (Salaried) Enterprise Agreement 2006* unless on specific contracts.

EMPLOYEE NUMBERS, GENDER AND STATUS

Total Number of Employees	
Persons	24
FTEs	22.3

Gender	% Persons	% FTEs
Male	25%	27%
Female	75%	73%

Number of Persons During the 08-09 Financial Year	
Separated from the agency	5
Recruited to the agency	5

Number of Persons at 30 June 2009	
On Leave without Pay	-

Number of Employees by Salary Bracket

Salary Bracket	Male	Female	Total
\$0 - \$47 999	1	4	5
\$48 000 - \$60 999	5	7	12
\$61 000 - \$77 199	-	6	6
\$75 500 - \$94 999	-	1	1
\$95 000 +	-	-	-
TOTAL	6	18	24

Status of Employees in Current Position

FTEs	Ongoing	Short-Term Contracts	Long-Term Contracts	Other (Casual)	Total
Male	1	1	4	0.4	6.4
Female	0.5	1.4	14.4	0.1	16.4

TOTAL	1.5	2.4	18.4	0.5	22.8
PERSONS	Ongoing	Short-Term Contracts	Long-Term Contracts	Other (Casual)	Total
Male	1	1	4	2	8
Female	1	2	15	1	19
TOTAL	2	3	19	3	27

Carclew Youth Arts also contracted eight Arts Administration Trainees placed in other host arts organisations during the year.
Three casual Theatre Technicians at Odeon Theatre were employed under the Theatre, Entertainment etc. (South Australia) Award.

Executives by Gender, Classification, Status and Rights to Ongoing Employment

	Ongoing		Contract Tenured		Contract Untenured		Other (Casual)		Total	
Classification	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Director/CEO	-	-	-	-	-	1	-	-	-	-

Director/CEO contract ends mid 2013 with an option for two year renewal.

LEAVE MANAGEMENT

Average Days Leave Per Full Time Equivalent Employee

Leave Type	2005-06	2006-07	2007-08	2008-09
Sick Leave	5.4	9.6	7.2	6.5
Family Carer's Leave	0.1	0.2	0.5	0.3
Miscellaneous Special Leave	-	-	0.2	0.2

WORKFORCE DIVERSITY

Aboriginal and/or Torres Strait Islander Employees

Salary Bracket	Aboriginal staff	Total staff	Percentage Aboriginal	Target*
\$0 - \$47 999	2	5	40%	2%
\$48 000 - \$60 999	-	12	0%	2%
\$61 000 - \$77 199	1	6	17%	2%
\$75 500 - \$94 999	-	1	0%	2%
\$95 000 +	-	-	0%	2%
TOTAL	3	24	13%	2%

* Target from SASP

Number of Employees by Age Bracket by Gender

Age Bracket	Male	Female	Total	% of Total	Workforce Benchmark *
15-19	-	-	-	0%	6.5%
20-24	1	2	3	12.5%	10.3%
25-29	-	4	4	16.7%	11.1%
30-34	2	3	5	21%	10.7%
35-39	-	4	4	16.7%	11.7%
40-44	-	1	1	4.1%	11.4%
45-49	2	1	3	12.5%	11.9%
50-54	-	2	2	8.3%	10.3%
55-59	-	-	-	0%	8.2%
60-64	-	1	1	4.1%	5.3%
65+	1	0	1	4.1%	2.6%
TOTAL	6	18	24	100%	100%

*Source: Australian Bureau of Statistics Australian Demographic Statistics, 6291.0.55.001 Labour Force Status (ST LM8) by sex, age, state, marital status – employed – total from Feb 78 Supertable, South Australia at May 2009.

Cultural and Linguistic Diversity

	Male	Female	Total	% Agency	SA Community*
Number of employees born overseas	1	6	7	29.2%	20.3%
Number of employees who speak language(s) other than English at home	-	1	1	4.2%	16.6%

*Benchmarks from ABS Publication Basic Community Profile (SA) Cat No.2001.1, 2006 census.

**Number of Employees with Disabilities
(According to Commonwealth DDA Definition)**

Male	Female	Total	% of Agency
-	-	-	0%

Documented Review of Individual Performance Management

Employees with ...	% Total Workforce
A review within the past 12 months	74%
A review older than 12 months	26%
No review	0%

LEADERSHIP AND MANAGEMENT DEVELOPMENT

Leadership and Management Training Expenditure

Training and Development	Total Cost	% of Total Salary Expenditure
Total training and development expenditure	\$15 270	2%
Total leadership and management development expenditure	\$4183	0.3%

Accredited Training Packages by Classification

Classification	Number of Accredited Training Packages
Trainee	10

EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS

SAYAB and Carclew are committed to provide employment in line with the EEO principles and do not discriminate because of race, gender, sexuality, disability, age, marital status or religious belief. Staff, artists and volunteers are selected on the basis of merit and people of Australian Aboriginal or Torres Strait Island descent are strongly encouraged to apply for available positions.

OCCUPATIONAL HEALTH, SAFETY AND INJURY MANAGEMENT

The Carclew OHS&W Committee continues to address possible risk issues as they are identified. Minutes from the quarterly OHS&W Committee meetings are presented to the SAYAB Board for their information and all accidents, incidents and near misses are reported and discussed in the Committee meetings. The Carclew OHS&W Committee consists of Tricia Walton, Director/CEO and Responsible Officer for SAYAB and Carclew; Sidsel Fawkes, Manager – Finance & Operations; Leigh Mangin, Program Manager; Marg Crompton, Project Manager and Bev Growden, GM Australian Festival for Young People.

Fire wardens are appointed for each area and undertake regular training. Evacuation and lock-down procedures have been reviewed and communicated to all staff.

New staff is taken through an induction process and induction manuals and hand books are updated regularly.

'*Feldenkrais – Awareness Through Movement*' classes, led by Ollie Black, are held every six weeks and all staff are encouraged to take part.

OHS Notices and Corrective Action Taken

Number of notifiable occurrences pursuant to OHS&W Regulations Division 6.6	Nil
Number of notifiable injuries pursuant to OHS&W Regulations Division 6.6	Nil
Number of notices served pursuant to OHS&W Act s35, s39 and s40	Nil

Agency gross workers compensation expenditure for 2008-09 compared with 2007-08

Expenditure	2008-09 (\$m)	2007-08 (\$m)	Variation (\$m) + (-)	% Change + (-)
Income Maintenance	-	-	-	-
Lump Sum Settlements Redemptions – Sect.42	-	-	-	-
Lump Sum Settlements Permanent Disability – Sect.43	-	-	-	-
Medical/Hospital Costs combined	-	-	-	-
Other	-	-	-	-
Total Claims Expenditure	-	-	-	-

Comment: Negligible

Meeting Safety Performance Targets

	Base: 2005-06	Performance: 12 months to end of June 2009			Final Target
	Numbers	Actual	Notional Quarterly Target	Variation	Numbers
1. Workplace Fatalities	-	-	-	-	0
2. New Workplace Injury Claims	-	3	0.25	2	0
3. New Workplace Injury Claims Frequency Rate	-	-	-	-	0
4. Lost Time Injury Frequency Rate	-	-	-	-	0
5. New Psychological Injury Claims	-	-	-	-	0
6. Rehabilitation and Return to Work:					
6a. Early Assessment within 2 days	-	-	-	-	80% or more
6b. Early Intervention within 5 days	-	-	-	-	80% or more
6c. RTW within 5 business days	3	100%	-	-	75% or more
7. Claim Determination:					
7a. Claims determined in 10 business days	3	100%	-	-	75% or more
7b. Claims still to be determined after 3 months	-	-	-	-	3% or less
8. Income Maintenance Payment for Recent Injuries:					
2007-08 Injuries (at 24 months development)	-	-	-	-	
2008-09 Injuries (at 12 months development)	-	-	-	-	

CONTRACTUAL AGREEMENTS

No contractual agreements in excess of \$4 million were entered into during the year.

ACCOUNT PAYMENT PERFORMANCE

Particulars	Number of accounts paid	Percentage of accounts paid (by number)	Value in \$A of accounts paid	Percentage of accounts paid (by value)
Paid by due date	503	100%	\$4 071 666	100%
Paid late, within 30 days of due date	-	-	-	0%
Paid more than 30 days from due date	-	-	-	0%

Creditors' accounts are generally paid within 30 days of invoice date; artists, arts workers and grant recipients are paid within 7 when possible.

FRAUD

No incidents of fraud were detected or suspected in the 2008-09 financial year. The Finance Sub Committee, consisting of one SAYAB board member, the Director, and Manager – Finance & Administrations, meets regularly to examine and discuss the financial reports before they are presented to the Board. Financial and administration procedures are reviewed regularly to minimise risk.

CONSULTANTS

Three consultants were engaged during the year to the total value of \$6 168.

Robert Pitt	Risk assessment and Engineer's report for Odeon Theatre	\$2 210
Ollie Black	Policy development	\$1 100
Finlaysons	Legal advice	\$2 859

OVERSEAS TRAVEL

No overseas travel occurred during the year.

REPORTING AGAINST THE CARERS RECOGNITION ACT

Section A: Reporting in relation to Carers who are Consumers

N/A

Section B: Reporting in relation to Carers who are Employees

No current employees at Carclew Youth Arts are carers as specified in the Carers Recognition Act.

1. Have you consulted carers who are employees of your agency on workplace policies and practices which affect them?

No

2. Has there been allocation of staff and/or resources to undertake these processes?

No

3. Have you developed information about the rights of carers who are employees?

No

4. Has the Carers Charter and the Carers Recognition Act been promoted and distributed across your organisation?

No

5. Do you provide training to managers to raise awareness about carers who are employees and their needs?

No

6. Do you have a corporate strategy in place to ensure information and communication is provided to carers who are employees which will assist them to make choices in relation to employment arrangements?

Preparing one

7. Has your agency consulted carers who are employees on their needs for information and preferred means of distribution?

No

8. Do you provide information which is specific to carers who are employees of your organisation?

No

9. Do you have information for employees eg young carers, Aboriginal carers, carers of culturally and linguistically diverse backgrounds?

In part

10. Do you have strategies for carers who are your employees, which will support them to maintain their health and wellbeing?

No

DISABILITY ACTION PLAN

SAYAB and Carclew Youth Arts support the *Government's Disability Policy – Promoting Independence* by ensuring information and access to workshops and events are inclusive of people with disabilities. Organisational policies commit to anti-discrimination, duty of care and equal opportunity principles and Carclew's employees, tutors, art workers and volunteers are selected on the basis of merit.

Access to information and support is provided to small to medium disability arts organisations through annual program.

ASBESTOS MANAGEMENT

Carclew has several areas identified as containing asbestos. These areas are marked and monitored by annual inspection and an asbestos register is kept on site.

As part of Carclew's renovation during the year, some asbestos was removed. This work was carried out by licensed contractors and all waste material was contained and disposed of according to regulations.

URBAN DESIGN CHARTER

N/A

FREEDOM OF INFORMATION

No applications were received under the Freedom of Information Act during the year. Applications under the Freedom of Information Act for the access to documents in the possession of the South Australian Youth Arts Board or Carclew Youth Arts should be accompanied by a \$21.50 application fee and directed in writing to:

Ms Tricia Walton, Director/CEO
Carclew Youth Arts
11 Jeffcott Street
North Adelaide, SA, 5006.

ENERGY EFFICIENCY ACTION PLAN

Ducted air conditioning system has now been installed in the Carclew House and the window mounted air conditioners have been removed.

Performance against Annual Energy Use Targets

	Energy Use (GJ)	GHG Emissions	Business Measures (m ²)
Base Year 2006-07			
Carclew Youth Arts	229	75	620
Odeon Theatre	411	92	1430
Total	640	167	2050
Base Year 2006-07		Energy Efficiency (MJ per m²)	
Carclew Youth Arts		370	
Odeon Theatre		288	
Total		313	
2008-09			
Carclew Youth Arts	196	50	620
Odeon Theatre	356	94	1430
Total	541	144	2050
2008-09		Energy Efficiency (MJ per m²)	
Carclew Youth Arts		317	
Odeon Theatre		242	
Total		265	
Target (for Year Being Reported)		300 MJ per m²	
Final Target (for 2014)		275 MJ per m²	

The target is to improve the energy efficiency of the Carclew House and Odeon Theatre by 12% from 2006-07 levels by 2014.

GREENING OF GOVERNMENT OPERATIONS

As a result of the environmental assessment carried out by Flinders University student Jess Green and the Green Policy produced in the previous year a 'Green Committee' was established during the year with members from both Carclew and Come Out staff. The purpose of the committee is to monitor and implement recycling and energy saving at Carclew.

AUDITED FINANCIAL REPORTS

Please see Attachment 1.

STATISTICS – Carclew Youth Arts

Please see Attachment 2.

STATISTICS – SAYAB Funded Companies

Please see Attachment 3.