



COMMUNITY EMPLOYERS WA

STRATEGIC PLAN

2014 – 2017

JUNE 2014

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Mission

Community Employers WA represents not for profit employer members engaged in the delivery of Community Services across Western Australia.

Vision

The effective and efficient provision of sustainable Community Services in Western Australia, that are recognised as innovative, vital and diverse by the Government and the Community, and funded appropriately.

Our Story

CEWA was established in late 2007, by a group of 29 CEOs of non-government, not-for-profit community service provider organisations (founding members) in Western Australia.

CEWA was officially launched in November 2008 and in September 2009, it was registered as an Employer Organisation by the Industrial Relations Commission of Western Australia, under the provisions of the Industrial Relations Act 1979.

CEWA's operations are solely funded by voluntary contributions from its member organisations, which demonstrates both the commitment of these organisations and the importance they place on achieving CEWA's objectives.

CEWA is not a peak body. As a registered employer body, it seeks to collaborate and cooperate with existing peak and other representative bodies which have aims and objectives similar to CEWA.

CEWA represents over 125 community service organisations across WA which in turn employ over 10,000 staff.

Objectives

CEWA's key Objectives are:

- Improve the pay and conditions of workers in the NFP Community Services Sector;
- Ensure the sustainability of Community Services;
- Support members in accessing appropriate resources, information and advice to maintain their services; and
- Engage in advocacy to strengthen the Sector's relationship with all levels of Government.

Strategic Priorities 2014-2017

CEWA has established four key Strategic Priorities for 2014-2017.

1. **Work** with Members and Governments to promote the **Sustainability of Community Services**
2. **Engage with Members** and sector partners to provide meaningful support and information on **Workforce Planning** for the NFP Community Services Sector
3. **Undertake Proactive Advocacy and Representation** on employer related issues for the NFP Community Services Sector
4. **Maintain** a high level of **Governance** for the organisation.

Strategic Initiatives

1. Sustainability of Community Services

- 1.1. **Engage with the Commonwealth Government** for adoption of a clear and consistent Wage Indexation Policy based on the WA State Government Policy.
- 1.2. **Advocate both State and Commonwealth Governments** for fair and just pay and conditions for NFP Community Sector employees.
- 1.3. **Lobby all governments on red-tape reduction, on reducing the administrative burden on employers** and on maintaining support for the NFP Community Services sector.
- 1.4. **Seek to influence the debate** on the implications on Civil Society of multinationals and other for profits expanding their delivery of Community Services.

2. Workforce Planning and Membership support

- 2.1. **Identify opportunities for workforce planning and development, and sharing of best practices across the Sector.** Particular areas to focus on include understanding workforce needs and gaps for employers now and in the future, the preparedness of organisations for a changing workforce environment and related HR and IR issues.
- 2.2. **Provide information and hold Member Forums** to keep the membership informed and to gather feedback on issues concerning employers in the sector which can then be used to advocate with government and other parties.
- 2.3. **Explore opportunities to register CEWA as an employer organisation with Fair Work Australia**, to represent WA community service employers at the Federal level.
- 2.4. **Further develop partnerships and communicate with all levels of Government, at a State and Federal level and with all major parties, Government and Opposition.**
- 2.5. **Work collaboratively and further strengthen partnerships with key stakeholders**, including but not limited to WACOSS, community sector peak bodies, NDS WA, the ASU and CCI WA.

3. Proactive Advocacy & Representation

- 3.1. **Represent NFP community service employers on relevant Forums, Working Groups and sector presentations.** Initiate and encourage discussion on key sector issues with Boards, CEO's and other industry leaders and aim to promote good governance, the importance of the sector and the work undertaken.
- 3.2. **Act for Members as a voice in the broader community.** Particular areas to focus on include the nature of Civil Society, a value proposition for the NFP Community Services sector and the concept of a 'market' for services.
- 3.3. **Prepare and present submissions**, on behalf of employers in the sector, on relevant Community Services Sector issues.
- 3.4. **Collect and/or provide relevant sector research and information** to share with members and other relevant parties in support of CEWA's objectives and to influence discussion on the importance of the NFP Sector and the support for maintaining services.
- 3.5. **Undertake topical research to contribute to the debate on the sustainability of community services.**
- 3.6. **Link with other state based employer and advocacy groups** to broaden the support for the sustainability of services and fair and just wages.

4. Governance

- 4.1. **Ensure the capacity and sustainability of CEWA to deliver the strategic priorities through the establishment of a sound funding and resources base.**
- 4.2. **Ensure there is broad sector representation on the CEWA Board and establish a transparent process for maintaining and renewing board members.**
- 4.3. **Develop effective administrative systems and processes to ensure compliance with legislation and the Rules of CEWA.**

Key Measures

CEWA will be measured by:

- The level of increase in wages and conditions for staff and the ability of employers to recruit and retain experienced and qualified staff;
- The extent to which NFP Community sector services can be sustained;
- The level of interest and attendance at various forums and events;
- The influence, and level of communication, with Government; and
- Member feedback, satisfaction and ongoing financial contributions.

CEWA Members as at June 2014

Aboriginal Legal Services of WA Inc
Accordwest
Activ Foundation Inc
Advocacy South West Inc
Advocare
Albany Youth Support Association
Alzheimer's Australia WA
Anglicare WA Inc
ARAFMI
Armadale Community Family Centre
Association for Services to Torture & Trauma Survivors (ASeTTS)
Association for the Blind WA
Asthma Foundation WA Inc.
Australian Red Cross WA
Baptistcare
Beehive Industries of WA
BJL Connecting Communities
Bluesky Community Group
Bunbury Community Legal Centre
Burdekin – Youth in Action
Calvary Youth Services Mandurah Inc
Care Options
Centacare Employment and Training
Centacare Family Services
Centrecare Inc
Child Inclusive Learning and Development Australia Inc (CHILD Australia)
CLAN WA
Coeliac Western Australia
Communicare
Community Housing Coalition of WA
Community Legal Centres Association (WA) Inc
Community Vision Inc
ConnectGroups
Consumers of Mental Health WA
Continence Advisory Service of WA
Cyrenian House
Derbarl Yerrigan Health Services Inc
Ethnic Communities Council of WA

Ethnic Disability Advocacy Centre
Extra Edge Community Services
Financial Counsellors Association of WA Inc.
FPWA Sexual Health Service
Fremantle Multicultural Centre Inc
Good Samaritan Industries
Gosnells Women's Health Service
Headwest
Health Consumers Council (WA) Inc
Holyoake The Australian Institute For Alcohol & Drug Addiction Resolutions
Hope Community Services
Identity WA
Inclusion WA
Interchange
Ishar Multicultural Women's Health Centre Inc
Kids Camps Inc
Koolkuna (The Eastern Region Domestic Violence Services Network Inc)
LAMP Inc
Family Support WA
Lifeline WA
Linkwest
Margaret River Community Resource Centre Inc
Meath Care Inc
Melville Cares Inc
MercyCare
Metropolitan Migrant Resource Centre
MIFWA
Mission Australia
Mosaic Community Care Inc
Multicultural Services Centre of Western Australia Inc
National Disability Services WA
Ngala Family Resource Centre
Nulsen
Outcare (Inc)
Palmerston Association Inc
Parkerville Children Youth Care Inc
Pathways Southwest Inc
Pat Thomas Memorial Community House Inc.

Patricia Giles Centre
Peel and Rockingham Volunteer Resource Centres
Peel Community Living
People with Disabilities (WA)
Perth Home Care Services Inc
Relationships Australia (Western Australia) Inc
Richmond Fellowship
Rise Network
Rocky Bay Inc
Ruah Community Services
Secca
Serenity Lodge
Shelter WA
Silver Chain
Sorcit
South Coastal Women's Health Services
Southcare Inc
Southside Care
St Bartholomew's House
St Patrick's Community Support Centre
St Vincent de Paul Society
Swan City Youth Service
Swan Emergency Accommodation
Technology Assisting Disability WA
Tenancy WA
The Gowrie (WA) Inc
The Salvation Army
The Spiers Centre Inc
The WA Aids Council
Therapy Focus Inc
Uniting Aid
UnitingCare West
Uniting Church in the City
Valued Independent People Inc
Vincentcare
Volunteer Task Force Inc.
WA No Interest Loans Inc.

WANADA
Wanslea Family Services Inc
We Can Community Services
Westcare Inc
Western Australian Association for Mental Health
Western Australian Council of Social Service Inc
Women's Council for DFV Services (WA)
Women's Health Resource Centre
Women's Health Services
Women's Healthworks
Yaandina Family Centre
YMCA WA
Youth Focus
Youth Futures WA