

Where are we going by when?

Strategic intent statements

Vision
(what we aspire to)

Relevant and sustainable Community Services organisations in Western Australia.

Mission
(why we exist)

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

Objectives
(what we must do well)

Three key objectives:

- The payment of fair and just wages to workers in the WA NFP Community Services Sector
- Ensure the sustainability of Community Services
- Engage in advocacy to strengthen the Sector's relationship with all levels of Government



COMMUNITY EMPLOYERS WA

Value proposition of the NFP sector

- A stronger sense of community connectedness and a net contributor to social cohesion and social capital
- The opportunity for people across communities to volunteer time, resources and skills
- Capacity to raise donations and encourage philanthropy
- A significant level of longstanding investment in assets and infrastructure for the benefit of the community
- A potential partner for Corporate Social Responsibility to be embedded into for-profit organisations and where long-term partnerships can be created
- A stronger degree of trust, empathy, compassion and respect with clients and in the wider community
- The reinvestment of all monies solely towards their constitutional aims and objectives
- The value of the financial investment by government, and philanthropic and corporate partners, is enhanced by the Mission focus of NFP entities which often includes cross subsidisation or the provision of additional services
- A greater willingness to cross subsidise services so that there is broader geographical and service coverage
- A higher level of preparedness by employees to work in and support the Values and Mission of the Community services organisation
- A higher level of social innovation and capacity to respond to changing circumstances driven by Mission

How are we going to get there?

Strategic themes and programs

Strategies

Programs

Owner

When

Horizon 1 Focus Areas (Year 1 to Year 3)

(1)
Sustainability of community services

1. Advocate with State Government to fund the ERO, to re-adopt the 2008 Wage Indexation Policy and on any other employer issues
2. Engage with State and Commonwealth governments to promote fair and just pay and conditions for NFP community sector workers, through appropriate costing and funding
3. Continue to influence the important role of sustainable NFPs in a healthy civil society.

ED and Board

Ongoing

(2)
Workforce Planning and Membership Support

1. Identify opportunities for workforce planning and development and sharing of best practice through Communities of Practice and other initiatives to build sustainable and healthy workforces
2. Provide sector updates and facilitate Member forums on employer related issues
3. Work collaboratively with key stakeholders including peak bodies, government and unions.

ED

Ongoing

(3)
Proactive Advocacy and Representation

1. Represent issues for NFP employers on relevant forums, working groups and other sector events
2. Prepare and present submissions and research on relevant employer matters as required
3. Act for members in highlighting the unique and differentiating characteristics of NFP organisations

ED and Board

Ongoing

(4)
Governance

- Ensure sound funding and resources to support the effective delivery of the strategic themes
- Ensure there is broad sector representation on the CEWA Board and clear processes for attracting and retaining board members
- Maintain effective administrative systems and processes to ensure good governance and compliance with legislation & the Rules of CEWA

ED and Co-Chairs

Ongoing