

# Revisiting the Vision 2004

*Valuing Volunteering – A Shared Vision*



**2005 – 2007 Goals**



Department for  
Community Development  
Volunteering Secretariat

## **Acknowledgment**

A special thanks to all the volunteers and organisations who provided their time and input in consultations and interviews as part of Revisiting the Vision.

The Volunteering Secretariat also acknowledges the many thousands of volunteers who contribute their knowledge, skills and expertise for the wellbeing of the Western Australian community.

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## Message from the Minister



In 2002, I launched *Valuing Volunteering – A Shared Vision* which outlined a vision for volunteering in Western Australia, underpinning principles and a range of goals for Government and the community to work towards.

*Shared Vision* was revisited in 2004 to ensure that these goals were still relevant and to identify emerging issues and future directions for volunteering in WA.

I had the pleasure of launching *Revisiting the Vision 2004: Valuing Volunteering – A Shared Vision* on Thank a Volunteer Day, 5 December 2004. The new goals will provide a good practice framework to strengthen and extend participation in volunteering and foster the volunteering contribution to the social, economic, environmental and cultural capital of the Western Australian community. Revisiting the Vision also provides a range of exemplar case studies of achievements in the volunteering sector in recent years.

This document supplements the report and provides a summary of the affirmed existing goals and new goals. The State Government is committed to continue working towards the goals in Shared Vision Goals 2005-2007 to enhance and support volunteering in Western Australia. Volunteers, community organisations, public and private sector agencies are again encouraged to continue their commitment and energy to Shared Vision Goals 2005-2007.

A handwritten signature in black ink that reads "Sheila M McHale". The signature is fluid and cursive, with a large initial 'S'.

**Hon Sheila M McHale MLA**

Minister with responsibility  
for Volunteering

## *Revisiting the Vision 2004: Valuing Volunteering – A Shared Vision*

*Revisiting the Vision 2004: Valuing Volunteering – A Shared Vision* was launched on Thank a Volunteer Day, 5 December 2004 by the Hon. Sheila M<sup>c</sup>Hale, Minister with responsibility for Volunteering.

The original *Shared Vision* was developed in 2002 through an extensive community consultation process and identified a vision for volunteering in Western Australia, principles and a range of goals. *Shared Vision* was revisited in 2004 in consultation with volunteers, community organisations, private and public sector agencies to ensure that these goals were still relevant and to identify emerging issues and future directions for volunteering in Western Australia.

### **2005–2007 Shared Vision Goals**

The new *Shared Vision* outlines goals for Government and the community to work towards over the next two years. The Goals for 2005-2007 capture the new and ongoing challenges identified in the revisitation, updates goals that have been achieved, and reaffirms goals that remain relevant. It provides a good practice framework to strengthen and extend participation in volunteering and highlights the volunteering contribution to the social, economic, environmental and cultural capital of the Western Australian community.

## Volunteering in WA

- Almost 429,000 Western Australians, around one-third of the population, are volunteers.
- In WA volunteers contribute over 70 millions hours a year, worth an estimated \$800 million dollars.
- Rural Western Australia recorded the highest volunteering rate in Australia with 45% of the population involved in volunteering.
- Although baby boomers (35 – 54 years) account for 40% of the WA adult population, they account for almost half the number of volunteers in 2000.
- Volunteer rates are highest for people who are working. Of these, managers and administrators are the most likely to volunteer (56%), followed by professionals (46%).
- The most common reason Western Australians volunteer is 'to help others/community' (49%).
- The most common reason for Western Australians becoming involved in volunteering was they 'knew someone involved' (32%).
- Almost half (48%) of all Western Australian volunteers had been volunteering for more than 10 years.

*Western Australia's Volunteers Topic Sheet No. 1 (2004)*

# The Vision

Volunteering is encouraged, supported and valued to strengthen and sustain communities in Western Australia.

## Shared Principles

**Choice** – Volunteering is undertaken freely and out of choice, not as a result of coercion or compulsion.

**Diversity** – Volunteering is an inclusive activity open to all who are able and suitable to do the task, regardless of age, cultural background, sexual orientation, values or beliefs. Volunteering respects the rights, dignity and culture of others.

**Mutuality** – Volunteers contribute their time, effort, knowledge, experience and skills without financial gain. Benefits volunteers may gain include a sense of self-worth, new skills, experience, networks, enjoyment and social inclusion in the wider community.

**Recognition** – Volunteers have their contribution to the social, cultural, environmental and economic wellbeing of the community recognised in the development of policies and practices.

**Independence** – Community based groups and organisations that involve volunteers maintain autonomy to identify needs and ways to address those needs and freedom to express their views.

# Shared Vision Goal 1: Diversity in Volunteering

*The opportunity to volunteer, participate and contribute to the community is available to people of all ages, backgrounds, interests and abilities.*

Diversity Subgoals	Status
1.1 That specific recruitment strategies are developed to attract young people, “baby boomers”, seniors, people from culturally and linguistically diverse backgrounds and Indigenous people into volunteering.	Relevant
1.2 That short-term volunteering opportunities are developed that have clearly defined outcomes to attract people who have limited time to volunteer.	Relevant
1.3 That young people, people with disabilities and people from diverse cultural backgrounds are encouraged and supported to participate on management committees and in developing events, programs and services on a voluntary basis.	Relevant
1.4 That people with disabilities are welcomed and accommodated as volunteers where appropriate to the activity	Relevant
1.5 That volunteering opportunities are promoted within the education system, including tertiary institutions, to encourage young people to participate in volunteering.	Relevant
1.6 That volunteering opportunities are created that foster mutual understanding and improved communication across generations.	Relevant
1.7 That the State Government, in consultation with community members, will identify and address specific issues that have an impact on volunteering among Indigenous and ethnic communities.	Underway
1.8 That the State Government provides funds to pilot recruitment programs to encourage diversity in volunteering.	Underway
1.9 That staff working with volunteers are trained and supported to manage volunteers with challenging issues in their lives such as long-term unemployment, mental health and drug issues.	New goal

# Shared Vision Goal 2: Pre-entry Requirements to Volunteering

*Volunteers are appropriately recruited, selected, matched and supervised to ensure the best outcomes for the volunteers themselves and the organisations and people they volunteer with.*

Pre-entry Requirements Subgoals	Status
2.1 That organisations develop effective selection processes to identify unsuitable volunteers. This may include Police checks, visa checks, the signing of statutory declarations to state there is no criminal record held and reference checks, as appropriate.	Relevant – amended
2.2 That by matching people with suitable volunteer activities, the rights of potential volunteers with a criminal record are balanced with the need to protect vulnerable people in the community.	Relevant
2.3 That organisations budget for the cost of Police checks where necessary.	Relevant – amended
2.4 That organisations develop effective supervision processes where volunteers are working with vulnerable people or in vulnerable situations to minimise risk.	Relevant – updated
2.5 That volunteer managers and volunteers are aware of confidentiality issues in relation to clients and the organisation.	Relevant
2.6 That volunteer confidentiality agreements are developed, promoted, fully explained to volunteers by staff and then signed by the volunteers and manager.	Relevant – extended
2.7 That organisations develop policies that outline the rationale for and details of volunteer selection and matching and these policies and processes are made available to all volunteers at initial contact.	Relevant – extended

## Shared Vision Goal 3: Training

*Volunteers and volunteer managers are appropriately trained to ensure a knowledgeable and skilled volunteering community.*

Training Subgoals	Status
3.1 That induction training is offered to ensure volunteers understand their duty of care and the extent and limitations of their role.	Relevant
3.2 That volunteers are consulted in the determination of their training needs and interests, which may include accredited training.	Relevant
3.3 That it is recognised that volunteers' time is valuable and training should be relevant to their needs and interests.	Relevant
3.4 That local training opportunities for volunteers are identified and partnerships developed with other agencies.	Relevant
3.5 That volunteer managers/coordinators are provided with appropriate training in the management of volunteers.	Relevant
3.6 That funding submissions and budgets include the cost of relevant training for volunteers and volunteer managers/coordinators.	Relevant
3.7 That across government discussions are held to examine the impact of the new Australian Quality Training Framework on access to accredited training for volunteers and volunteer managers and to identify strategies to ensure relevant accessible training in these areas remains available.	New goal
3.8 That staff who work alongside volunteers are provided with information and training about the roles of the volunteers and the outcomes they will be working towards.	New goal

# Shared Vision Goal 4: Risk Management

*Community organisations proactively identify and minimise risks to volunteers, staff and clients by developing and implementing appropriate risk management strategies.*

Risk Management Subgoals	Status
4.1 That the State Government continues to identify and develop ways of reducing the high cost of public liability insurance premiums for the volunteering community.	Relevant
4.2 That the State Government monitors the impact of legislation developed to protect volunteers and reduce the cost of public liability insurance on the volunteering community.	Relevant
4.3 That organisations ensure volunteers understand their roles and responsibilities and are aware of any particular safety issues that may affect them or others during the course of their voluntary activity.	Relevant
4.4 That sound risk management strategies are promoted and adopted in the volunteering community to protect the health and safety of volunteers and clients.	Relevant
4.5 That organisations research a range of insurance policies to ensure appropriate policies are in place that provide protection for volunteers and clients.	Relevant but extended
4.6 That the State Government produces an information package for community organisations detailing the kinds of insurance likely to be required in different situations and the factors to be considered when making insurance choices.	New Goal

# Shared Vision Goal 5: Financial Issues

*The full range of costs of involving volunteers is recognised as part of the core operating expenses of an organisation and is appropriately funded.*

Financial Issues Subgoals	Status
5.1 That organisations discuss reimbursement of out-of-pocket expenses with potential volunteers as part of the selection process and accommodate as appropriate.	Relevant
5.2 That costs associated with involving volunteers are included in budgets and funding submissions. This may include recruitment, management and support, training, insurance, reimbursement of out-of pocket expenses and recognition events.	Relevant
5.3 That the costs of involving volunteers in services funded by the State Government is acknowledged by the funding agency in funding programs.	Relevant
5.4 That the State Government monitors the impact of new funding arrangements on the volunteering community.	Relevant
5.5 That the economic value of the contribution of volunteers to the outputs of organisations are identified, quantified and acknowledged.	New goal

## Shared Vision Goal 6: Volunteering and the Public and Private Sector

*Employees in the public and private sectors are encouraged and supported to contribute to the community through volunteering.*

Volunteering in the Public & Private Sector Subgoals		Status
6.1	That public sector agencies develop high standards of management of volunteers.	Relevant
6.2	That public sector agencies monitor policies and guidelines for the involvement of volunteers in public sector agencies and encourage best practice.	Relevant
6.3	That public sector agencies report on the extent of participation and achievements of volunteers in annual reports, including employees as volunteers.	Relevant but extended
6.4	That State Government identifies strategies to encourage public sector workers to participate in volunteering.	Amended
6.5	That strategies are developed to encourage the private involvement in volunteering.	Amended
6.6	That private and public sector organisations are aware of policies and processes needed to develop and conduct an employee volunteering program.	New goal
6.7	That the Volunteering Secretariat encourages and support the development and implementation of employee volunteering programs.	New goal
6.8	That the State Government considers the development of an across government policy on employee volunteering in the public sector.	New goal

## Shared Vision Goal 7: Promoting Volunteering

*Volunteers and their contribution are acknowledged, valued and celebrated by the community. Volunteering is profiled and promoted to encourage new involvement and foster existing participation in volunteering.*

Promoting Volunteering Subgoals	Status
7.1 That volunteering opportunities that exist in both the Government and non-government sector are promoted through volunteer resource centres.	Relevant
7.2 That relationships are developed to promote volunteering to encourage greater participation.	Incorporated in Goal 7.3
7.3 That relationships with businesses, media and the community are developed to promote volunteering, encourage participation and highlight the achievements of individual volunteers and community organisations.	Relevant and extended
7.4 That organisations develop practices that recognise the work of individual volunteers in the eyes of their clients, fellow volunteers, paid workers and the local community.	Relevant
7.5 That the achievements of volunteers are highlighted and volunteers are thanked for their contribution during National Volunteers Week (second week in May, following Mothers Day) and United Nations International Volunteer Day, known as Thank a Volunteer Day in Western Australia (5 December).	Relevant
7.6 That International Volunteer Day/Thank a Volunteer Day (5 December) is promoted throughout the community to acknowledge and thank volunteers and promote and celebrate volunteering.	Relevant
7.7 That the contribution of volunteers to public sector agencies is acknowledged in departments' budgets and reporting mechanisms.	Incorporated in Goal 5.5 & 6.3
7.8 That the State Government continues to have a Minister with responsibility for Volunteering and a Volunteering Secretariat with a specific resource allocation to implement and develop Government policy on volunteering, monitor issues and coordinate research and evaluation of volunteering initiatives.	Relevant
7.9 That awareness of Thank a Volunteer Day and National Volunteers Week is increased to assist with planning events and celebrations.	New goal

# Shared Vision Goal 8: Flexibility and Variety in Volunteering

*Organisations create opportunities to volunteer that are flexible and varied to meet the different interests, motivations and time commitments of volunteers.*

Flexibility and Variety in Volunteering Subgoals	Status
8.1 That different models of volunteering involvement are developed by organisations to suit the time availability of volunteers including one-off, virtual volunteering, corporate team volunteering and family volunteering.	New goal
8.2 That different opportunities for volunteering involvement are developed by organisations to suit the different motivations of volunteers.	New goal
8.3 That there is recognition of informal volunteering as well as formal volunteering as a valuable form of civic participation.	New goal
8.4 That there is acknowledgment of the different forms community participation can take in Indigenous and culturally diverse communities.	New goal





Volunteering Secretariat  
Office for Seniors Interests and Volunteering  
Department for Community Development  
4th floor, May Holman Centre  
32 St Georges Terrace  
Perth WA 6000

Tel: (08) 9220 1111  
Toll Free: 1800 617 233 (country only)  
Fax: (08) 9220 1133  
Email: [volunteering@dcd.wa.gov.au](mailto:volunteering@dcd.wa.gov.au)  
[www.community.wa.gov.au/volunteers](http://www.community.wa.gov.au/volunteers)