

Churches of Christ Homes & Community Services Inc

Remuneration benchmarking

In 2006, COCWA benchmarked all their salaried positions against the all industries mean for similar positions using the Mercers remuneration tool. They discovered that due to their being in a traditionally female-dominated industry, their employees were being remunerated at less than their counterparts in more male-dominated industries. COCWA therefore adjusted remuneration according to the all industries mean to ensure that their employees were being compensated fairly in comparison to peers in other industries.

This led to a significant increase in remuneration for some employees.

Skills and Career development

Churches of Christ Homes and Community Services Incorporated provide comprehensive training and skills development for all employees. 87% of their workforce is female and the training is to both improve their skills and prepare them for career advancement.

Examples include:

- Induction training and a buddy program
- Assistance for employees to undertake training to qualify as an Enrolled Nurse or Registered Nurse.
- Involvement in the Better Skills for Better Care Program that provides government incentives for employees to train in a range of clinical areas.
- Provision of traineeships for existing and new employees.

Family Friendly Policies

Paid parental leave of 6 to 12 weeks is provided dependant upon length of service.

82% of COCWA staff work either part-time or in a job-share arrangement, and the organisation promotes a family-friendly workplace with flexible shifts and the ability to purchase additional annual leave and carers leave.

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