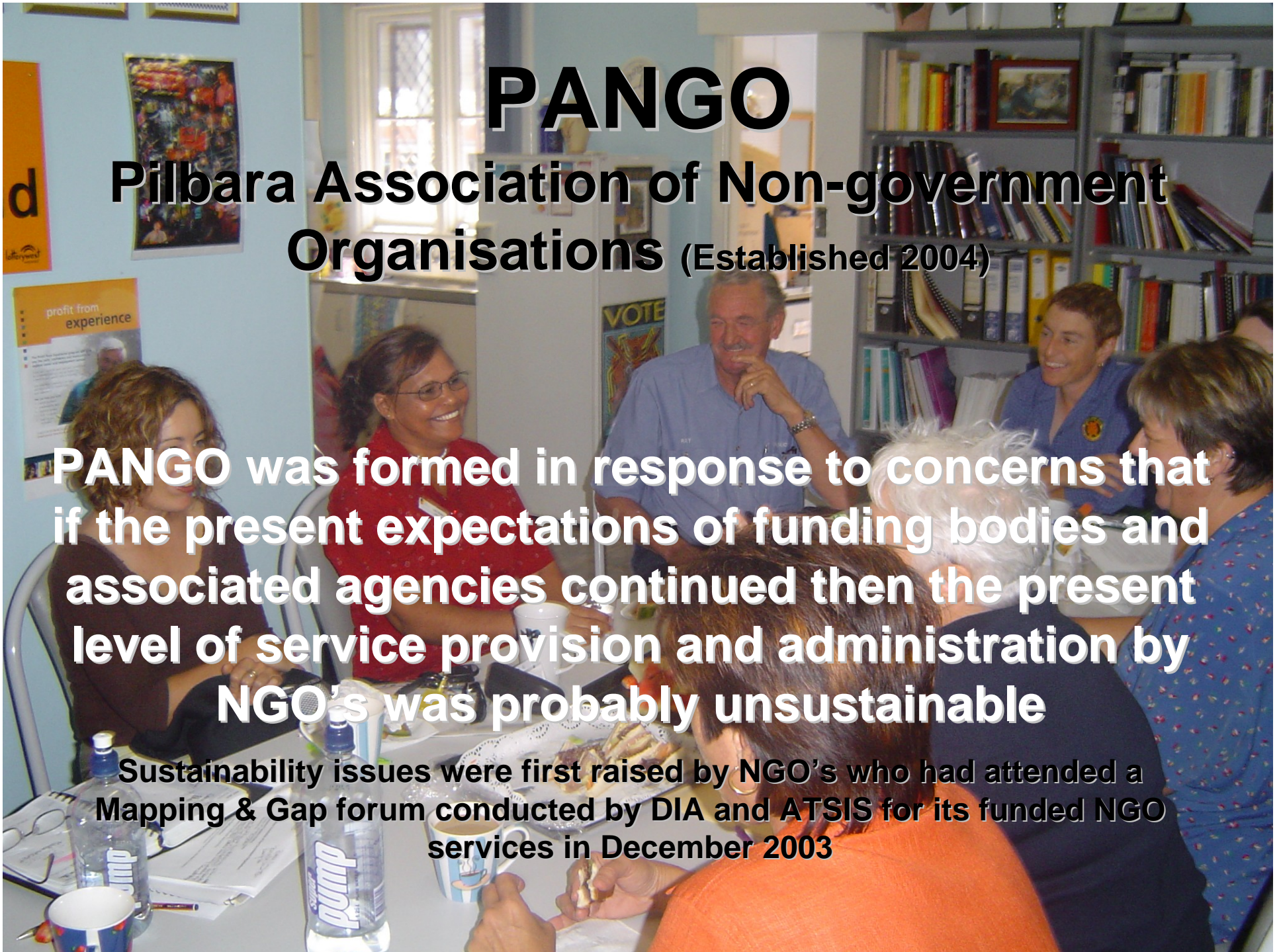


# PANGO

## Pilbara Association of Non-government Organisations (Established 2004)

**PANGO was formed in response to concerns that if the present expectations of funding bodies and associated agencies continued then the present level of service provision and administration by NGO's was probably unsustainable**

**Sustainability issues were first raised by NGO's who had attended a Mapping & Gap forum conducted by DIA and ATSI for its funded NGO services in December 2003**



## Who are PANGO?


- Executive peak body – assisting local Pilbara NGOs in a broad range of services to help reduce costs and become more efficient and effective in service delivery to the communities
- Membership of 27 groups (increasing across the Pilbara)
- PANGO member groups deliver health, childcare, aged care, youth, education, homeless, housing, training, employment and cultural services to the community
- Current NGO workforce affiliated with PANGO is around 400 (high number of Aboriginal employees)

**PANGO Member:**

**Wangka Maya Pilbara Aboriginal Language Centre**

**PANGO Member: Combined University Centre for Rural Health**

## **Barriers to NGO Sustainability:**

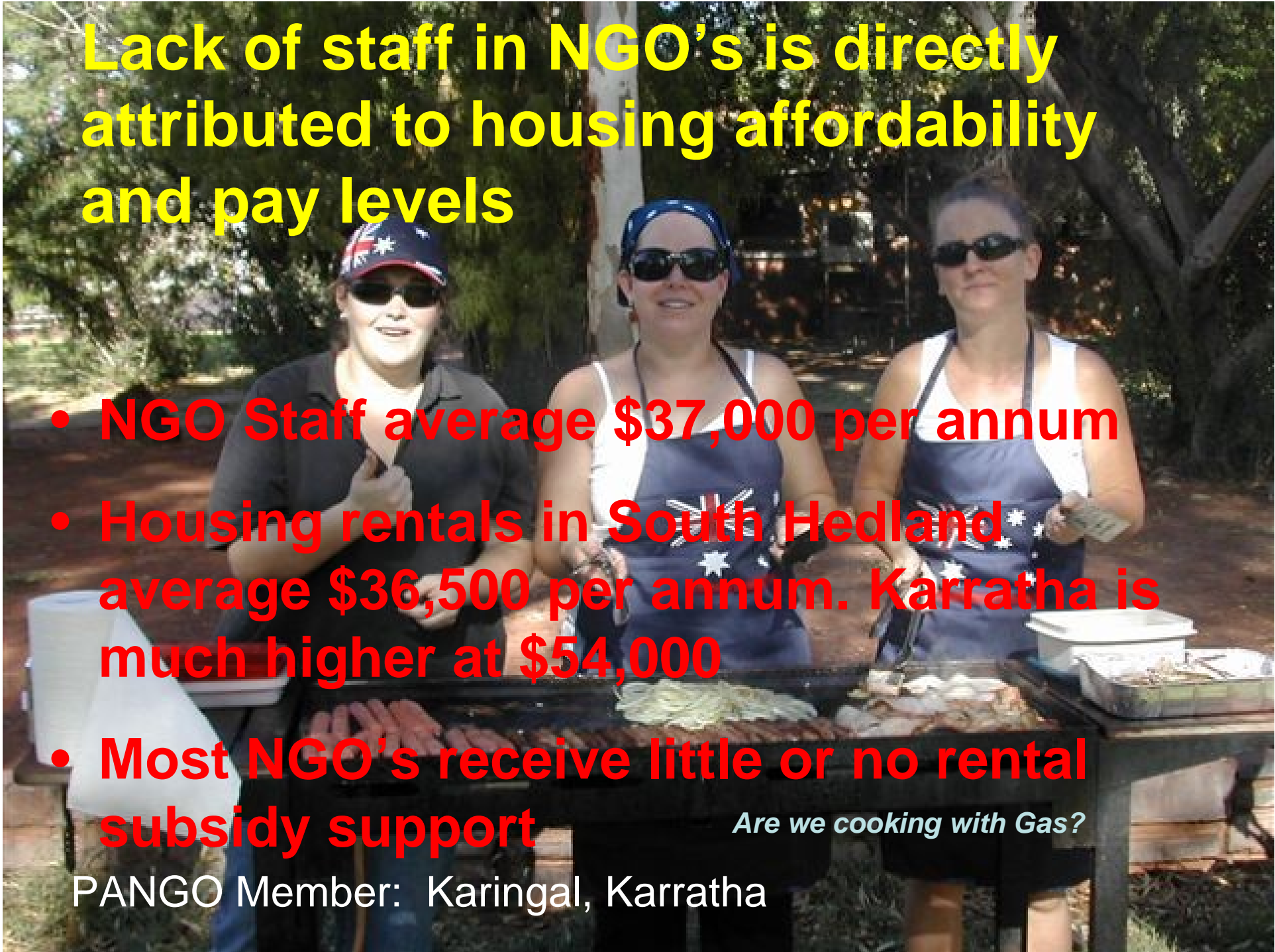
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- 1. Accommodation / Housing affordability**
  - 2. Recruitment and Retention**
  - 3. Funding (CPI, IT, HR etc...)**
  - 4. Expectations (More with less)**
  - 5. Increasing costs**

# Lack of staff in NGO's is directly attributed to housing affordability and pay levels

- NGO Staff average \$37,000 per annum
- Housing rentals in South Hedland average \$36,500 per annum. Karratha is much higher at \$54,000
- Most NGO's receive little or no rental subsidy support

*Are we cooking with Gas?*

PANGO Member: Karingal, Karratha



*Funding levels have risen very little over the years.*

- WA Government introduced Indexation Policy 2004. Not recognised by some.
- Federal Government have NO funding policies for NGOs.
- No recognition of extra costs and increases in fuel, insurance & maintenance over the years.

PANGO Member: Well Women's Centre



*Examples of Current Situation*

**Rose Nowers Day Care Centre:**

**In crisis following months of staff shortages and lack of resources**

**Wirraka Maya Health Service:**

**Struggling to obtain extra funding for a house to enable employment of a second doctor. A number of staff short.**

PANGO Member: Rose Nowers Day Care Centre



*Examples of Current Situation*

**Youth Involvement Council:**

**Housing affordability is impacting on our youth; both directly and indirectly through services due to staff shortages**

**Karratha Youth Program:!**

**Struggling to maintain services due to staff shortages and the SAAP service has had to close due to funding levels**

PANGO Member: Youth Involvement Council (YIC)





*Examples of Current Situation*

**Pilbara Regional Domestic Violence Council:**

**No longer an entity following the inability to fill paid positions plus management committee**

**Yaandina (Roebourne):**

**Struggling to maintain staffing levels to give quality services to the elderly while up to date resources are badly needed.**

**Pilbara Indigenous Womens Corporation:**

**Seeking a new Manager as well as part-time casual staff for new Young Mothers Hostel.**

**PANGO Member: Bloodwood Tree Association**

N A I D O C

*Current PANGO actions*

**LOBBYING GOVERNMENT:**

Seeking review of all funded agencies (ensure contracts have relevant resources to guarantee services can continue to be delivered).

Seeking immediate housing support through GROH to avoid crisis.

Seeking equity in both pay and conditions.

**COMMUNITY HOUSING PLANS**

Instrumental in moving towards alternative community housing project (Land / houses)



1833 Thursday April 10 2008

