



Hospitality Disability Network WA

Membership Application

The Hospitality Disability Network WA (HDNWA) are a not-for-profit member organisation who aim to support the Hospitality and Tourism industry in Western Australia to increase sustainable employment for people with disability by facilitating opportunities, finding talent for roles and increasing awareness through shared knowledge and training offered with being connected to the network.

HDNWA will screen and job match for open roles and present suitable candidates forward for interview as well as providing post placement support to employers and candidates after successful placement.

To make the partnership successful we ask ordinary members to:

- Informing HDN of job vacancies including role types available as they go to market.
- Making reasonable adjustments for interview when required.
- Making reasonable adjustments where required on the job in collaboration with the HDN WA.
- Willingness to provide a testimonial following completion of a candidate's probation period.
- Featuring on our website as a Hospitality Member.

Our values are an important part of what we do



Impact – We make a difference through the pursuit of meaningful employment for people living with disability



Integrity – We are honest and fair. We do what we say we will do



Challenge – We are courageous. We challenge bias and advocate for positive change



Respect – Everyone is an individual and should be treated as such. Everyone deserves courtesy and empathy

Perks

E-Learning Disability Confidence Training – As a member you can avail of our free offering to access a suite of four e-learning modules, these focus on the employee journey for candidates with disability with tips on how interview, onboard, train and sustain employment for people with disability.

Build Ability Mentoring Program – Once a candidate with disability is hired members can access the mentoring platform. A mentor/ disability advocate in the business is identified and the connection is made with the employee with disability who has been placed in the business. Facilitated by the HDN team who provides a dedicated co-ordinator to pair those involved and support the mentor.

The mentoring program aims to focus on the career development and sustainability of employment for the candidate and to build the confidence of the mentor and organisation.

Small to medium hospitality and tourism enterprise toolkit. This guide helps members navigate the path toward sustainably hiring a person with a disability onto your team. It encompasses all steps and provides an easy to understand and follow guide to assist your journey. We at HDN, are always also available to assist in this process.

Membership Category

Applications for membership will be submitted to the Board for approval and notice of the Board's decision will be given in writing.

- Ordinary Member** – open to any organisation, corporation, partnership, company, sole trader, government department where their primary business is to provide hospitality and tourism services directly to individual consumers in WA; and where people are employed in the business to provide those services directly to consumers.
- Associate Member** - open to any organisation, corporation, partnership, company, sole trader, government department who are suppliers of any goods or services to business listed in the above Ordinary Member description.

Terms

Membership is for one year and is currently complimentary. The Board will review membership fees at the end of each financial year.

You will receive an invitation to the Annual General meeting held yearly to vote and can also nominate forward new board members.

One of the core benefits of attending HDNWA member events is the opportunity to network with other industry participants. An important condition of attendance at HDNWA events is that members do not use these events as an opportunity to market the services of their organisation to other members, or as a means to recruit members to join their organisation.

As HDN (WA) Inc are the recipient of a federal government grant to build employer confidence we may release information regarding your business name, size of organisation ABN and pay award, to the Department of Social Services.

I understand that the information I/my organisation contributes here will be used in reporting that HDN (WA) Inc will provide to the Centre for Social Impact (CSI) for the purposes of evaluation of the Building Employer Confidence program. I consent to the information contributed here to be released to CSI for this purpose. I understand that the name of my organisation will never appear in any public or published findings from the evaluation, as everything will be published anonymously.

Further information on HDNWA membership is listed in the HDNWA Rules of Incorporation. This can be made available to you upon request.

Membership Application Details

As per the HDNWA Rules of Incorporation, all new membership applicants must be nominated by a current HDNWA member representative

Each organisation is required to nominate an employee with authority to represent the business and vote on HDNWA matters. Representatives may be changed with three day's notice in writing

Member Organisation

Organisation Name:
ABN:
Pay Award:
Address:
Phone:

Organisation Representative

Representative Name:	
Position:	
Email:	Phone:
Signature:	Date:

Nominating Member (To be completed by a current member)

Nominating Member Name:	
Organisation:	
Email:	Phone:
Signature:	Date: