



AUSTRALIAN SERVICES UNION
South Australia and Northern Territory Branch

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The Opportunities for the Community Sector in the Award Modernisation Process

SACOSS Knowledge Café – 17 September 2009



Changing Industrial Relations Policy Environment

- *Fair Work Act* – commenced 1 July 2009
- Progressively replacing *Work Choices*
- Major changes to bargaining and Award System





New safety net

- Comprises:
 - National Employment Standards for all national system employees from 1 January 2010
 - ‘Modern’ Awards to provide an additional safety net for most employees from 1 January 2010



Award Modernisation Process





Award Modernisation – The Process

- Complex, unpredictable process – eg, Clerks, Airlines issues
- SACS, Disability, CETSS, CASH etc in Stage 4
- 47 Awards for sector (now separated from health) to be ‘modernised’ into one Award
- Draft out 6 October
- Consultation and submissions period
- To be made in December, operational 1 January





Award Modernisation – The Issues

- Real effect in this sector because many on Award and funded on Award rates
- Could be calamitous results on take home pay
- Effectiveness of BOOT test?
- Floor for bargaining but little bargaining
- State or Federal jurisdiction for community sector?
- Current state of debate
- Who will be covered?
- Currently mix of Federal and State Awards
- What do we take with us if we go?
- How will unfair dismissal provisions affect community sector?





Opportunities from Award Modernisation for Workforce Development in Community Sector

- No longer state differentials in Awards
- Many employers now beyond state borders – commonality in terms of instruments
- Clear opportunity for pay equity case in national arena based on equal remuneration principles – success of Queensland to draw on
- Real wages shift via successful case/funding will contribute in large way to addressing low pay issue significantly inhibiting attraction/retention/workforce development
- Opportunities through one instrument and ability to review this instrument to improve access to other conditions, portability



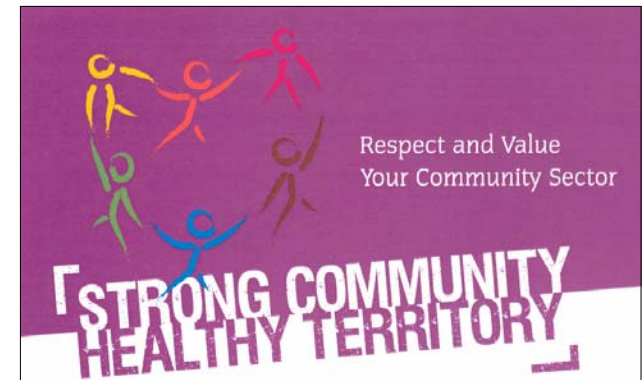
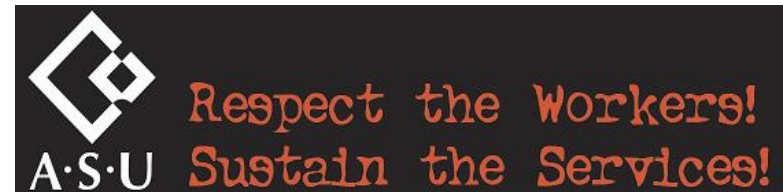


Making the Most of our Opportunities

- Working together key
- Queensland excellent example of success – in case and in funding
- Already much to build on in SA through SCHS collaboration on workforce development
- ASU now has **national** plan for workforce development which goes beyond wages as do other key organisations



It's all happening!



ASU National Plan

1. New career structures that deliver significantly improved wages.
2. New education pathways that ensure the development of a highly skilled workforce.
3. An end to competitive tendering and short term funding cycles.
4. Establishment of an industry certification and accreditation body.

ASU National Plan

5. Accreditation of all services as part of a long term commitment to quality service delivery.
6. The certification and registration of all staff.
7. Improved conditions of employment that bring our industry into line with other professions.
8. New staffing arrangements that introduce staff client ratios which ensure safe staffing levels.
9. Increased levels of funding to ensure quality services.



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