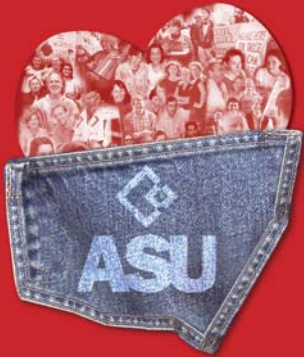


ACTIVE STRONG UNITED



CARE 09

community, advocacy,
respect and equity.

The campaign begins.

In 2008 over 2000 members were part of building and endorsing the CARE Claim. Now it's time to begin to campaign for our claim.

What do we want?

- **A new Award or a new Agreement** for our industry ready for 1 July 2009
- It needs to include the conditions of our current Award that we've already fought for
- **6% pay increases each year for three years** as a phase in of the CARE Claim
- Introduction of Portability of Long Service Leave
- Agreement by the State Government to **a new taskforce to look at how we move to new career paths and new education pathways** in the future
- **30 minutes paid handover** time for all shifts in Social, Community and Disability Services

This bulletin outlines the 2009 campaign to achieve this. It is the first step of our long term CARE Campaign.

This is a members campaign and we need every member, every workplace and every sub-branch, care committee and regional town involved.



WHAT IS THE CARE CLAIM?

IN 2008 SACS MEMBERS VOTED IN THEIR WORKPLACES ON THE CARE CLAIM. THEN IN NOVEMBER 2008, ASU SACS DELEGATES DEBATED, AND FINALLY AGREED ON THAT CLAIM.

- Parity of wages and conditions with public sector jobs
- Paid study leave provisions for work related study, including time off for study and attendance, payment of costs and funding for replacement
- New and improved career paths including:
 - The establishment of at least three career pathways: 1. care and support, 2. case work, community development and specialist roles, 3. Leadership
 - The recognition of advanced practitioners through higher wages
 - Realigning the current Award grades to provide a longer incremental scale aligned with public sector wages
 - Provision of funding to bring all staff to at least Certificate IV by 2012
 - The establishment of a "Social and Community Services Accreditation and Certification Board" made up of employer, peak and union representatives to certify all staff against standards determined by this Board. Over time these standards will be linked to education pathways including degree courses and recognition of prior learning;
 - The establishment of degree courses approved by the SACS Accreditation and Certification Board with Universities and the provision of HECS free places in these courses
- Funding to provide all staff with adequate and on-going training
- 26 weeks paid parental leave, in addition to four weeks paid leave for the partner; to allow grandparents to access this leave if they are the primary care giver; and includes that the employee have the right to take the leave at half pay for a longer period.
- The establishment of a portability of long service leave scheme within the industry
- Improved long service leave entitlements which increase the entitlement to three months leave after ten years and allow pro-rata access to leave after five years
- Access to career break schemes which are funded by the employer (such as reduced pay for four years to have the fifth off) and that such a scheme be portable throughout the industry
- Six weeks annual leave for all shift workers
- The establishment of client staff ratios to ensure staff safety and enhanced client service
- That no employee work alone without an appropriate risk assessment
- That government fund and employers provide a minimum of 30 minutes paid handover time where they do not currently exist
- That sleepover shifts be replaced with standup shifts with the appropriate shift allowance
- An end to competitive tendering arrangements via the accrediting of all services by the Social and Community Services Accreditation and Certification Board
- The adoption of funding models which, like Health and Education, deliver ongoing recurrent funding and only use short term funding for the delivery of specific purpose programs
- That all claims and wage increases be fully funded

WHAT DO WE WANT IN 09?

WE HAVE ALWAYS SAID THAT THE CARE CAMPAIGN IS A LONG TERM CAMPAIGN. IN 2009 WE WANT TO BEGIN IMPLEMENTING PHASE 1 OF THE CARE CLAIM. WE WANT GOVERNMENT TO FUND THE FOLLOWING IMPROVEMENTS:

- **Wage increases of 6% per annum (for three years) representing real increases in pay of about 4% per annum – 12% real increase over 3 years, bridging the gap with public sector wages**
- **In 2009 the introduction of the new classification of Advance practitioner to be included into the NSW SACS Award, as envisaged in the Homelessness White paper, with an allowance of \$2,000 per annum.**
- **A commitment by the NSW Government to implement portable Long Service Leave, as is now the case in the ACT, Victoria and Queensland.**
- **Additional funding for all services to implement paid maternity leave from 1st July 09.**
- **Additional funding in 2009/10 equivalent to 30 mins per shift per employee to fund staff handover time.**
- **The establishment of a whole of government task force to determine how NSW will build on the National Research that identifies the need for new career and education pathways for the SACS sector and develop a comprehensive plan in relation to:**
 - **the desirability, feasibility and the cost of the development and implementation of new career paths that would be aligned to new education pathways in the Social and Community Service Industry. This project would include investigation of the following:**
 - **The relevance of VET training and its possible alignment with career paths**
 - **The relevance of Degree and post graduate education and its possible alignment with career paths**
 - **A review by a tripartite body of Government, NCOSS and the ASU into the feasibility and desirability of certification of staff and the accreditation of services. A report to be delivered by 1 November 2009.**
 - **A review of the appropriateness of competitive tendering. This review to be conducted in conjunction with the proposals to move to the certification of staff and the accreditation of all services. These reviews to be completed by 1 November 2009.**

IMPLEMENTING THE CARE CLAIM

WHAT ARE WE GOING TO DO?

HOW WILL WE IMPLEMENT THE CARE CLAIM IN 2009?

During the first half of 09 we will be campaigning to get both the State and Federal governments to fully fund Phase 1 of the Care Claim.

- The ASU leadership has already met with the three State Ministers with responsibility for the Sector and outlined to them the details of the claim and what we want funded in this year's budget. You can read the ASU claim at www.asumembers.org.au.
- In March and April we will be asking members to do eight things:
 1. In your workplace VOTE to endorse the CARE Claim.
 2. As a staff group, write to your employer asking them to formally endorse the CARE Claim.
 3. Participate in the first day of Campaign Action – 17 May – attend the CARE Rally in Sydney and in Regional centres.
(More details on this will follow).
 4. Be sure your workplace is represented at the forthcoming sub-branch meetings.
(See page 6 of this bulletin).
 5. Talk to everyone you know about the campaign – spread the word.
 6. Ask non-members to join the campaign – get them to join the ASU today.
 7. Talk to politicians
 8. Hold workplace and local events

Your ASU Delegate or Contact Person will be receiving more detailed information about the campaign in the next week or so.

WHAT WE WILL DO IF EMPLOYERS WANT AN EBA BEFORE THE NEW AWARD OR AGREEMENT ON 1 JULY 2009

From 2009 all new agreements must be "CARE Compliant".

The CARE Claim has been endorsed. It is a claim that aims to significantly improve the wages and conditions of SACS workers. It also aims to address the workforce development crisis facing the SACS industry.

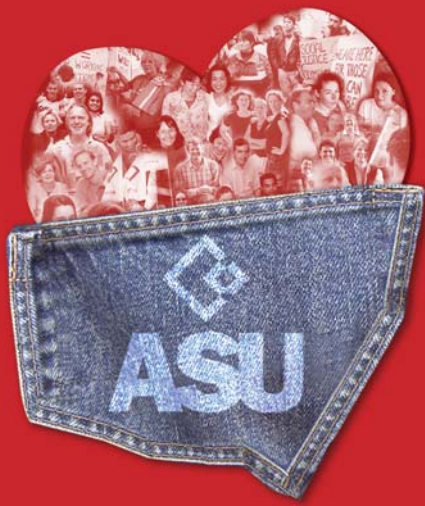
The ASU will shortly publish a DRAFT CARE Agreement – this is the Agreement that we say must replace the SACS Award from 1 July 2009.

This DRAFT CARE Agreement will show how we plan to phase in the CARE Claim over the coming years. The first Agreement will cover the first three years..

The ASU accepts that some very large employers will want their own agreement. It is imperative that no new agreement entered into undermines the CARE Campaign on the pay and conditions of our workers. To ensure that this does not happen the **ASU will only support agreements that are "CARE COMPLIANT"**.

A CARE COMPLIANT AGREEMENT:

- Provides for wage increases that are at least 6% above the Award for each year of the agreement
- If they replace the Award in total then they must cover all of the matters that were in the Award
- Provides a specific commitment from the employer to support the CARE Campaign and to join the ASU in lobbying Government to achieve the CARE Claim, especially portability of LSL
- Provides for not less than 12 weeks paid maternity leave
- Can contain conditions that are superior to the Award but not less than the Award
- Must begin to establish a link between an education pathway and a career path

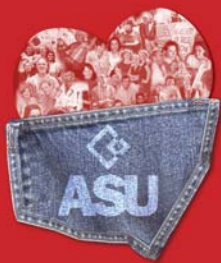


CARE

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respect and equity.

YOUR LOCAL SUB-BRANCH AND CARE COMMITTEE MEETINGS

COMMITTEE	VENUE	DATE	TIME
Inner City	NCOSS Meeting Room	Thursday 19 March	1pm
Blacktown	Relationships Australia Level 2, 125 Main Street (corner of Sunnyholt Road) Blacktown	Tuesday 24 March	3.30pm-5pm
Parramatta	Western Sydney Community Forum Level 4, 146 Marsden Street, Parramatta	Monday 23 March	3.30pm-5pm
Penrith	South Penrith Neighbourhood Centre Corner Trent Street and Birmingham Road, South Penrith	Thursday 2 April	5pm
Inner West	Rozelle Neighbourhood Centre 665A Darling Street, Rozelle	Wednesday 25 March	4pm
Illawarra	Albion Park Rail Neighbourhood Centre Cnr Avenue & Tongarra Road, Albion Park	Friday 20 March	12.30pm
Central Coast	Mingara Club Mingara Drive, Tumby Umbi	Tuesday 7 April	5pm
Blue Mountains	Mountains Community Resource Network	Wednesday 18 March	3.30pm
Central West	PSA Office Shop 4 201 Howick Street, Bathurst	Monday 6 April	12.30pm
Albury	Glenecho Neighbourhood House 949 Burrows Road, Glenroy	Wednesday 25 March	4.30pm
Sutherland	Southern Sydney Therapy Centre 248 The Bouvarde, Miranda	Tuesday 17 March	1pm
Liverpool/Fairfield	Liverpool Youth Accommodation Assistance Company, 57-59 Nagle Street, Liverpool	Wednesday 18 March	1pm
St George	Riverwood Community Centre 151 Belmore Road North, Riverwood	Thursday 19 March	1pm
Armidale	Cameron Lodge Corner Dangar & Barney Streets, Armidale	Tuesday 17 March	5.30pm-7.30pm
Port Macquarie	Port Aloha Motel 3 School Street, Port Macquarie	Wednesday 18 March	5.30pm-7.30pm
Newcastle	ASU Office Suite 4, Rear of Devonshire House at 408 King Street (access off Devonshire street)	Thursday 19 March	5.30pm-7.30pm
Canberra	The Irish Club 6 Parkinson Street, Weston, ACT	Thursday 19 March	6.30pm
Northern Branch	The Winsome Hotel Bridge Street Lismore	Thursday 19 March	5pm



CARE

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respect and equity.

Join the CARE Campaign – Join the Union

I apply for membership of the ASU NSW/ACT (Services Branch) and to the ASU of NSW, and I agree to abide by the Rules of each Union.

Full Time Part Time Casual Other _____ (please tick one)

MRS MS MR OTHER _____ M F

(PLEASE PRINT)

SURNAME _____ FIRST NAME _____ DATE OF BIRTH _____
(OPTIONAL)

HOME ADDRESS _____

SUBURB _____ POSTCODE _____

HOME PHONE _____ MOBILE _____

EMAIL ADDRESS _____

YOUR EMPLOYER _____

YOUR JOB TITLE _____

YOUR WORK LOCATION/ADDRESS (INCLUDING FLOOR) _____

SUBURB _____ POSTCODE _____

WORK PHONE _____ WORK FAX _____

DO YOU IDENTIFY AS ABORIGINAL OR A TORRES STRAIT ISLANDER? YES NO

SIGNATURE OF APPLICANT _____ DATE _____

FAX OR MAIL THIS APPLICATION TO:

Australian Services Union
NSW & ACT (Services) Branch
PO Box 1865 Strawberry Hills NSW 2012

FAX 02 9698 8936

T 02 9310 4000
Outside Sydney Area 1300 784 278
www.asuservices.labor.net.au

SUBSCRIPTION RATES 2007/08

(please tick one)

INCOME		Weekly
Up to \$12,999	<input type="checkbox"/>	\$2.90
\$13,000 - \$15,999	<input type="checkbox"/>	\$4.75
\$16,000 - 26,999	<input type="checkbox"/>	\$6.60
\$27,000 - 32,999	<input type="checkbox"/>	\$7.75
\$33,000 and over	<input type="checkbox"/>	\$9.00

payment options (PLEASE TICK ONE PAYMENT OPTION AND FILL OUT THE APPROPRIATE SECTION BELOW)

DIRECT DEBIT (FORTNIGHTLY PERIODICAL PAYMENT)

CUSTOMERS AUTHORITY

I/WE NAME OF CUSTOMERS GIVING THE DIRECT DEBIT REQUEST

AUTHORISE **ASU NSW/ACT SERVICES BRANCH** USER ID NUMBER **063003** TO ARRANGE FOR FUNDS TO BE DEBITED FROM MY/OUR ACCOUNT AT THE FINANCIAL INSTITUTION IDENTIFIED BELOW THROUGH THE BULK ELECTRONIC CLEARING SYSTEM (BECS). THIS AUTHORISATION IS TO REMAIN IN FORCE IN ACCORDANCE WITH THE TERMS DESCRIBED IN THE SERVICE AGREEMENT.

DETAILS OF THE ACCOUNT TO BE DEBITED. ALL DETAILS MUST BE SUPPLIED

NAME OF FINANCIAL INSTITUTION

BRANCH

ACCOUNT NAME

BSB NUMBER

ACCOUNT NUMBER

WE AUTHORISE THE FOLLOWING: 1. THE DEBIT USER TO VERIFY THE DETAILS OF THE ABOVE MENTIONED ACCOUNT WITH MY/OUR FINANCIAL INSTITUTIONS. 2. THE FINANCIAL INSTITUTION TO RELEASE INFORMATION ALLOWING THE DEBIT USER TO VERIFY THE ABOVE MENTIONED ACCOUNT DETAILS.

WE UNDERSTAND AND ACKNOWLEDGE THAT: 1. THE DEBIT USER MAY, IN ITS ABSOLUTE DISCRETION, DETERMINE THE ORDER OF PRIORITY OF PAYMENTS IF ANY OF ANY MONEYS PURSUANT TO THIS REQUEST OR ANY AUTHORITY MANDATE. 2. THE DEBIT USER MAY, IN ITS ABSOLUTE DISCRETION, AT ANY TIME BY NOTICE IN WRITING TO ME/US TERMINATE THIS REQUEST AS TO FUTURE DEBITS. 3. THE DEBIT USER MAY BY PRIOR ARRANGEMENT AND ADVICE TO ME/US, VARY THE AMOUNT OF FREQUENCY OF FUTURE DEBITS.

SIGNATURE

DATE

CREDIT CARD (PERIODIC PAYMENT)

PLEASE TICK MONTHLY THREE MONTHLY SIX MONTHLY ANNUALLY

MASTERCARD BANKCARD VISA (please tick one)

CREDIT CARD NUMBER

EXPIRY DATE

SIGNATURE

DATE

I would like to be involved in

(please tick)

- ACTIVIST LISTS UNION TRAINING
- EMAIL LISTS BECOMING A DELEGATE
- DISTRIBUTING UNION INFORMATION
- A SUB BRANCH AND/OR WORKPLACE COMMITTEE

PLEASE FAX BACK TO 02 9698 8936