

DRAFT SACS CARE CLAIM

Introduction

The **CARE** campaign is about a new vision for social and community services in NSW and the ACT.

Our vision is about a highly skilled, well educated, well paid workforce. It's about quality service delivery.

These **DRAFT STANDARDS FOR SOCIAL AND COMMUNITY SERVICES** have been developed by the participation of over 2,000 ASU members in the CARE Survey. The Claim sets out both long and short term goals.

The Claim: A summary

- Parity of wages with the public sector
- Paid study leave
- New and improved career paths
- Funding to provide all staff with adequate and ongoing training.
- 26 weeks paid maternity leave
- Portability of Long Service Leave
- Improved Long Service Leave entitlements
- Career break schemes
- 6 weeks annual leave for shift workers
- Staff client ratios
- No staff working alone without a risk assessment
- Paid handover time
- Sleepover shifts abolished
- An end to competitive tendering
- An end to short term funding
- All claims and future wage increases to be fully funded.

The Claim: In detail

Wage Parity and New Career Paths

- Parity of wages with the public sector including parity of shift allowances.
- The introduction of "paid study leave" for those staff undertaking work related study at their own expense.
- Government to provide agreed levels of funding to allow workers attendance at relevant training and the employment of replacement staff in workplaces where the service cannot be left unattended.
- Three new career pathways: 1) Leadership, 2) Specialist workers and 3) Case workers, Support workers and Community Development workers.
- Certification of all staff including the provision of funding to bring all staff to Certificate IV Level by 2012.
- The provision of funding to provide for 5,000 HECS free places in Universities for degree courses approved by the Social and Community Services Accreditation Board in 2013, 2014 and 2015.

Improved Leave Entitlements

- Introduction of 26 weeks paid maternity leave which can include leave for the primary care giver
- The introduction of portable Long Service Leave (ie service with all employers in the sector counts)
- Access to Long Service Leave after five years and three months after ten years.
- Schemes that provide for career breaks allowing workers to take one year off in every five years.
- The introduction of 6 weeks annual leave for all shift workers.

Safe Workplaces and Quality Support

- Development of Staff Client ratios to enhance quality service delivery in

consultation with community providers and ASU and with special attention to the different models and different clients.

- No staff working alone without comprehensive risk assessment being undertaken.
- The provision of "paid handover time" of a minimum of 30 minutes
- Sleepovers to be abolished and replaced by standup shifts with the appropriate penalty rate.

Reform the Funding System

- All items of this claim must be fully funded. This means real increases in funding to address the workforce crisis and improve quality service delivery.
- New methods for indexing grants so that the grants keep pace with increased costs, maintain their real value and are provided in a timely and routine way.
- No application of efficiency dividends to community sector grants.
- An end to competitive tendering and a system of service registration, quality assessment or accreditation of all service providers to a set of Industry Standards to ensure Quality Service Delivery and developed in consultation with the ASU and the Sector.
- A reduction of short-term/pilot funding where there is no ongoing funding strategy for successful programs.
- The implementation of longer term funding agreements of a minimum of three years and up to five or ten years.
- An acceptance by government that whilst volunteers are a very important part of a caring society, government must commit to funding a full time staffing cohort to deliver quality services.

For further details please go to page 6