

TIME TO GET EQUAL PAY READY

YOU MUST BE RECLASSIFIED BY JULY 1ST TO ACCESS EQUAL PAY.
UNLESS YOU ARE RECLASSIFIED YOU WILL NOT BE EQUAL PAY READY

ASU Members Equal Pay Celebration and Briefing

Sydney Town Hall
March 15th

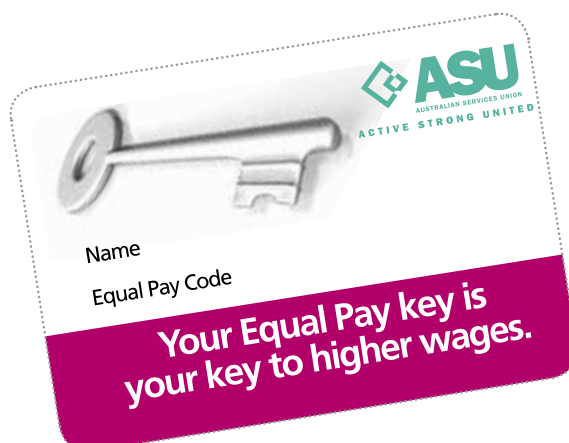
Industry Information Session
10am - 1pm

ASU Delegates and Members
Equal Pay Celebration & Briefing
1.30pm- 3pm

Attend the Industry Information Sessions and Your Local ASU Members' Meetings.
Full details of all Industry Information sessions and ASU
sub-branch meetings are on page 4.

FIVE EASY STEPS TO EQUAL PAY YOUR EQUAL PAY KEY

In the week of March 5th you will receive your unique Equal Pay Key from the ASU. This key will give you access to a confidential members only part of the ASU website. Here, you will find all the resources you need to build your application for RECLASSIFICATION.



THE FWA DECISION

Fair Work Australia has awarded all SACS workers in Australia the Queensland rates of pay. These are the wages that we have fought for. It is the work of ASU members that has secured this decision.

IN SUMMARY THE FWA DECISION FOUND:

- The work of social and community service workers has been undervalued on the basis of gender.
- The rates of pay should be significantly increased.
- The rates of pay should effectively be the same as the Queensland rates of pay.
- The new rates should phase in over an 8 year period, not a 6 year period.
- The minimum graduate entry points for 3rd and 4th year graduates should be increased by one pay point on the new Modern Award scale so that they are the same as the Queensland Award.

THE FIVE STEPS

THE ASU, NCOSS AND NDS HAVE AGREED ON A RECOMMENDED PROCESS FOR RECLASSIFYING ALL OF THE 25,000 SACS WORKERS IN NSW. THIS IS A SUMMARY FROM AN EMPLOYEE'S PERSPECTIVE. FOR THE FULL DETAILS GO TO WWW.ASUMEMBERS.ORG.AU

FIVE EASY STEPS TO EQUAL PAY

On the 1st of July 2012 the SCHADS (the new SACS Modern Award) will come into full operation. This means that the new 8 level classification structure that replaces the current 6 level structure of the NSW SACS Award will have to be fully implemented from that date. As a result all Social, Community and Disability workers in NSW will need to be reclassified under the SCHADS (SACS Modern Award) structure.

The Australian Services Union (ASU), National Disability Service (NDS) and the Council Of Social Services NSW (NCOSS) will be working together to ensure that this occurs in a smooth and orderly way and that there is a consistent industry approach to the issues that will arise as we move to reclassify 25,000 employees.

The NSW SACS Award classification structure and the SCHADS (SACS Modern Award) classification structure are vastly different and each individual position and worker will need to be reclassified based on their individual role responsibilities, qualifications, skills and experiences. We will be working together to develop a guide on where indicative roles are most likely classified under the SCHADS Award to assist organisations and employees in this process. However each worker will be unique because of your individual qualifications, skills and experiences. You know your work better than anyone – you need to be involved in this process!

The ASU, NDS and NCOSS support the following process for reclassifications:

1. PREPARE YOURSELF (NOW – 1 MARCH 2012)

You should ensure that your job description is up to date. Unless you have an accurate job description you will NOT be able to make your application for reclassification.

2. OBTAIN A COPY OF THE AGREED CLASSIFICATION GUIDE (FROM 1 MARCH 2012)

- Jobs Australia and the ASU are working on an agreed Classification Guide. This will help you work out in a general sense where you would ordinarily expect your job to be classified.
- This is a guide only and how you are exactly classified will be determined by your actual job, qualifications and experience.
- As an ASU member you will find this guide on the ASU member only website which you can access with your "Equal Pay Key".

3. EMPLOYEES MAKE AN APPLICATION FOR RECLASSIFICATION; EMPLOYERS MAKE AN ASSESSMENT (1 MARCH 2012 – 30 APRIL 2012)

- Unless you want your employer to classify you, you will need to make an application for reclassification which must be submitted to your employer by 30 April 2012.
- As an ASU member you will be able to access a specifically designed website that will help you build your application.
- You know your job, your qualifications and your experience better than anyone. To ensure that you are reclassified properly – you need to be involved in this process
- During this time employers and managers will also be looking at where they think you should be classified and they will assess the applications that you make.

FIVE STEPS TO RECLASSIFICATION AND EQUAL PAY: HOW TO BE "EQUAL PAY READY".

- 1 Prepare Your Organisation – Prepare Yourself
- 2 Obtain a Copy of the Agreed Classification Guide
- 3 Employees – Make an application for reclassification, Employers – Make an Assessment
- 4 Exchange Information
- 5 Reconcile any differences



- If you do not submit an application with your employer by 30 April then your employer will immediately proceed to step 4.
- Organisations should NOT provide individual employees with offers of reclassification until employees have had an opportunity to make an application.

4. LODGING YOUR APPLICATION - EXCHANGING INFORMATION (1 MAY 2012 – 30 JUNE 2012)

- By 30 April 2012 you must submit your application for reclassification to your employer.
- Your employer will then notify you if they agree or disagree with your application and they will provide you with a copy of their assessment of where you should be classified.
- If your employer agrees with your application you will be reclassified to that level from 1 July.

5. RECONCILE ANY DIFFERENCES FROM 1 JULY 2012

- If you are unhappy with how you have been classified (provided you made an application) you will be entitled to lodge an appeal.
- A panel will be established at an industry level comprising of a representative nominated by the union, a representative nominated by the appropriate peak bodies and an independent third representative.
- Either party can seek the assistance of this board in resolving any disputes that remain.
- This is a non-binding process.

ONLY ASU MEMBERS WILL HAVE THE EQUAL PAY KEY

All ASU members MUST make an application for reclassification under the Modern Award by 30 April if they want the full benefits of Equal Pay.

The Modern Award contains a completely different classification structure from the NSW SACS Award.

In the week of 5 March the ASU will send all members a unique electronic key that will enable you to access the member's only part of the ASU website.

This website will contain an online tool that will build your application for reclassification for you using the information YOU put into the tool. The tool will tell you what you need to complete your application for reclassification.

You will need to make an application for each job you have.

If you are covered by an Enterprise Agreement you MUST still complete the application for reclassification. You will only know what pay rise you are entitled to and when you are entitled to that pay increase once you have been properly reclassified.

Every member should attend one of the forthcoming industry information sessions or ASU sub-branch or regional meetings for further information.

NON - MEMBERS WILL NOT BE ABLE TO ACCESS THE ASU EQUAL PAY WEBSITE. NON-MEMBERS CAN JOIN THE ASU BY GOING TO WWW.ASUMEMBERS.ORG.AU

INDUSTRY INFORMATION SESSIONS

AND ASU MEMBERS' MEETINGS

Having the right information will be crucial in making sure you get the most from Equal Pay. The ASU and NDS and NCOSS have organised a number of Industry Information sessions in the coming weeks. In addition there will be meetings for ASU members ONLY. Make the most of Equal Pay - attend an Information session and the ASU members meeting in your local area.

INDUSTRY INFORMATION SESSIONS

AREA	DATE	TIME	TO REGISTER
Sydney Sydney Town Hall, George St	Thursday 15 March	10am - 1pm	emily@asu.org.au
Gosford	Friday 16 March	10am - 1pm	patrick@asu.org.au
Liverpool	Monday 19 March	10am - 1pm	margaret@asu.org.au
Lismore	Tuesday 20 March	10am - 1pm	punita@asu.org.au
Coffs Harbour	Monday 19 March	10am - 1pm	punita@asu.org.au
Queanbeyan	Thursday 22 March	10am - 1pm	naomi@asu.org.au
Wollongong	Monday 26 March	10am - 1pm	naomi@asu.org.au
Albury	Tuesday 27 March	10am - 1pm	margaret@asu.org.au
Penrith	Wednesday 28 March	10am - 1pm	tom@asu.org.au
Tamworth	Thursday 29 March	10am - 1pm	suek@asu.org.au
Orange	Thursday 5 April	10am - 1pm	tom@asu.org.au
Chatswood	Tuesday 10 April	10am - 1pm	patrick@asu.org.au
Broken Hill	Thursday 12 April	10am - 1pm	angus@asu.org.au

ASU MEMBERS-ONLY BRIEFINGS

AREA	DATE	TIME	LOCATION	RSVP
ACT	Wednesday 28 March	4pm	Unions ACT 189 Flemington Road, Mitchell	naomi@asu.org.au
Albury	Tuesday 27 March	2pm	TBA	margaret@asu.org.au
Bathurst	Wednesday 4 April	2pm	BINC 96 Russell St, Bathurst	tom@asu.org.au
Blue Mountains	Tuesday 6 March	3.30pm	MCRN, Corner San Jose, Loftus St, Lawson	tom@asu.org.au
Broken Hill	Thursday 12 April	1.30pm	Trades Hall, Cnr Blende and Sulphide St, Broken Hill	angus@asu.org.au
Campbelltown	Tuesday 20 March	1pm	TBA	margaret@asu.org.au
Canterbury Bankstown	Thursday 12 April	1pm	Punchbowl Community Centre, 44 Rossmore Ave, Punchbowl	angus@asu.org.au
Central Coast	Friday 16 March	1.30pm	TBA	patrick@asu.org.au
Coffs Harbour	Monday 21 March	1.30pm	TBA	punita@asu.org.au
Dubbo	Wednesday 21 March	1pm	UnitingCare Burnside, 214 Darling St Dubbo	tom@asu.org.au
Far South Coast	Wednesday 21 March	12pm	TBA Bega	naomi@asu.org.au
Goulburn	Wednesday 21 March	5pm	Goulburn Family Support Offices, 85 Goldsmith Street, Goulburn	angus@asu.org.au
Illawarra	Friday 9 March	3.30pm	TBA	naomi@asu.org.au
Lismore	Thursday 8 March	5pm	4 Carrington Street, Lismore	punita@asu.org.au
Newcastle	Wednesday 21 March	5.30pm	Suite 4, Devonshire House, 406 - 408 King Street, Newcastle West	suek@asu.org.au
Orange	Thursday 5 April	1.30pm	TBA	tom@asu.org.au
Parramatta	Thursday 12 April	5.30pm	Western Sydney Community Forum, level 4, 146 Marsden St, Parramatta	angus@asu.org.au
Penrith	Thursday 28 March	1.30pm	TBA	tom@asu.org.au
South Coast	Tuesday 20 March	12pm	TBA Nowra	naomi@asu.org.au
Southern Highlands	Wednesday 21 March	1pm	Stafford Cottage, 22 Bendooley Street, Bowral	angus@asu.org.au
Sydney City	Thursday 15 March	1.30pm	Sydney Town Hall, George Street	emily@asu.org.au