

**ACTIVE STRONG UNITED**

# Equal Pay discussions roll on with government



# Wages up 2.8%

# SACS Award wages will rise by 2.8%

A rise that is just a bit ahead of inflation. This will occur from the first pay period on or after 28th September 2009 as discussions continue with both the State and Federal government about Equal Pay. For members who are employed under the old WorkChoices arrangements (NAPSA) there is no pay increase as a result of the last decision by the so called "Fair Pay Commission", which was established by the Howard government and has now been abolished by the Rudd government.

In the mean time the ASU is in discussions with both the State and Federal government about the outcomes of the Queensland Equal Pay case and its implications for SACS workers not just in NSW but across Australia. If discussions do not bring some advance in this area in the coming weeks then members can expect to be asked to "ramp up" the Equal Pay campaign.

Pay rates for members under the NSW SACS Award and for members under the NSW SACS NAPSA can be found at [www.asumembers.org.au](http://www.asumembers.org.au)

# EQUAL WORK EQUAL PAY



The Hon. Nathan Rees, MP  
Premier and Minister for the Arts  
Parliament House  
Macquarie Street Sydney 2000

Dear Premier,

It has now been 4 months since the Queensland Industrial Relations Commission awarded SACS workers in Queensland equal pay. On the 7th August thousands of SACS workers rallied in Sydney, Lismore, Dubbo, and Albury calling on the NSW Government to support our calls for pay equity. Since then, there has been a deafening silence from you and your government. I urge you to support our call for equal pay. Premier, equal work deserves equal pay.

Yours sincerely,

Signed: \_\_\_\_\_

Name: \_\_\_\_\_

Workplace: \_\_\_\_\_

When you have signed this post card please either hand it to your ASU workplace delegate or put it in an envelope and post it to the ASU at PO Box 1865, Strawberry Hills NSW 2012. They will then be forwarded to the Premier.

Authorised by Sally McManus, Branch Secretary, Australian Services Union NSW & ACT (Services) Branch

## EQUAL PAY- SEND A MESSAGE TO THE PREMIER

Whilst discussions are continuing with government it's important that we keep up the pressure. This week the ASU has launched a new "Postcard" campaign as part of our struggle for Equal Pay. Members can obtain postcards either from their delegate, their organiser, or by calling the ASU office on (02) 9310 4000.

**Postcards are to be filled in by members and returned to the ASU office so we can deliver them on a weekly basis to the Premier.**

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**The ACT government will introduce legislation for portable long service leave**

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**In the coming weeks the ASU expects to be able to announce the details of a new National Campaign for Equal Pay for SACS workers.**

### **DISABILITY WORKERS NEW BIG WINNERS IN EQUAL PAY FIGHT**

In another big win for SACS workers the Queensland Industrial Relations Commission has awarded significant pay increases for Disability Workers. Once again, the Queensland Industrial Relations Commission has agreed that the work of Disability workers has been devalued and has awarded increases of between 22% and 27%.

This decision builds the evidence that SACS work, wherever it is carried out, is undervalued and that the principle of equal pay for work of equal value must and will prevail in the end.

### **EQUAL PAY CAMPAIGN GOES NATIONAL**

SACS union leaders from around the country have met three times in the last month to discuss how the various State campaigns for Equal Pay can be merged into one National Equal Pay Campaign. The State and Territory branches of the ASU have agreed to work together for Equal Pay and to campaign to ensure that State and Territory governments support the Equal Pay push.

In the coming weeks the ASU expects to be able to announce the details of a new National Campaign for Equal Pay for SACS workers – a campaign in which SACS workers across the country will have one united voice for Equal Pay.

### **PORTABILITY OF LONG SERVICE LEAVE (LSL) COMMENCES IN THE ACT – 1st JULY 2010. VICTORIA ON THE MOVE**

In a major step forward in our overall long term campaign, the ACT government will, in the next few weeks, introduce legislation into the ACT government for portable long service leave for all ACT SACS services and for child care.

The new scheme will mean that service with one employer is recognised as industry service for the purposes of LSL. All employers with more than one employee will be required by the law to be part of the scheme and will pay into the scheme rather than retain their own separate arrangements.

The scheme will provide for 4.33 weeks of leave for each 5 years of service. Individual employers will be able to offer additional entitlements if they wish. The scheme will be managed by an independent body.

The ACT is the first State or Territory to introduce the type of scheme, one of the key claims in the CARE campaign. The ASU congratulates the ACT government on this significant achievement.





**IT'S NOT JUST ABOUT THE MONEY STUPID — REMEMBER THE BIG PICTURE**

Members will recall that the CARE claim is not just about wages – it's about a new deal for our industry. In November 2008 we endorsed a broad set of claims and objectives about the long term future of our industry. This fight is continuing – remember – what we want is:

- Parity of wages with the public sector
- A new classification of advanced practitioner – recognising outstanding practice
- An end to competitive tendering
- Portable LSL
- Accreditation of Services
- Certification of Staff
- Client Staff Ratios
- 26 weeks paid maternity leave
- An end to sleep over shifts
- Improved professional development

**QUEENSLAND SACS WORKERS – STREETS AHEAD**

Let's not forget that the things we want are already being delivered to workers in other States- the Queensland rates are already being phased in and portable LSL will be operative in the ACT from July 1st 2010.

| Grade and Step | NSW      | Level/Paypoint | QLD      | difference |
|----------------|----------|----------------|----------|------------|
| Grade 2 Step 1 | \$33,372 | Level 3 - 1    | \$43,350 | 30%        |
| Grade 2 Step 2 | \$34,810 | Level 3 - 2    | \$45,390 | 30%        |
| Grade 2 Step 3 | \$36,245 | Level 3 - 3    | \$46,410 | 28%        |
| Grade 2 Step 4 | \$37,792 | Level 3 - 4    | \$47,940 | 26%        |
| Grade 3 Step 1 | \$39,131 | Level 4 - 1    | \$51,000 | 27%        |
| Grade 3 Step 2 | \$40,611 | Level 4 - 2    | \$52,020 | 30%        |
| Grade 3 Step 3 | \$42,091 | Level 4 - 3    | \$54,060 | 28%        |
| Grade 3 Step 4 | \$43,571 | Level 4 - 4    | \$55,590 | 28%        |
| Grade 3 Step 5 | \$45,166 | Level 4 - 5    | NA       | NA         |
| Grade 4 Step 1 | \$46,415 | Level 5 - 1    | \$58,650 | 26%        |
| Grade 4 Step 2 | \$47,780 | Level 5 - 2    | \$60,180 | 26%        |
| Grade 4 Step 3 | \$49,148 | Level 5 - 3    | \$61,710 | 26%        |
| Grade 4 Step 4 | \$50,513 | Level 5 - 4    | NA       | NA         |
| Grade 5 Step 1 | \$51,878 | Level 6 - 1    | \$69,628 | 34%        |
| Grade 5 Step 2 | \$54,154 | Level 6 - 2    | \$70,724 | 31%        |
| Grade 5 Step 3 | NA       | Level 6 - 3    | \$71,821 | NA         |
| Grade 6 Step 1 | \$58,709 | Level 7 - 1    | \$75,110 | 28%        |
| Grade 6 Step 2 | \$62,123 | Level 7 - 2    | \$76,755 | 24%        |
| Grade 6 Step 2 | NA       | Level 7 - 3    | \$78,400 | NA         |
| Grade 6 Step 3 | NA       | Level 8 - 1    | \$81,689 | NA         |
| Grade 6 Step 4 | NA       | Level 8 - 2    | \$83,334 | NA         |
| Grade 6 Step 5 | NA       | Level 8 - 3    | \$84,979 | NA         |

**NEW SACS WAGE RATES FROM FIRST FULL PAY PERIOD ON OR AFTER 28th SEPTEMBER**

The NSW Industrial Relations Commission has awarded increases in wages of 2.8% for SACS workers in NSW who are covered by the NSW SACS Award. Those rates of pay are as follows:

| Grade 1 | Per Annum | Weekly   | Hourly |
|---------|-----------|----------|--------|
| Year 1  | 30,091.00 | 577.12   | 15.19  |
| Year 2  | 31,231.00 | 598.98   | 15.76  |
| Year 3  | 32,371.00 | 620.85   | 16.34  |
| Grade 2 | Per Annum | Weekly   | Hourly |
| Year 1  | 34,422.00 | 660.18   | 17.37  |
| Year 2  | 35,904.00 | 688.61   | 18.12  |
| Year 3  | 37,385.00 | 717.01   | 18.87  |
| Year 4  | 38,981.00 | 747.62   | 19.67  |
| Grade 3 | Per Annum | Weekly   | Hourly |
| Year 1  | 40,363.00 | 774.13   | 20.37  |
| Year 2  | 41,889.00 | 803.39   | 21.14  |
| Year 3  | 43,416.00 | 832.68   | 21.91  |
| Year 4  | 44,941.00 | 861.93   | 22.68  |
| Year 5  | 46,586.00 | 893.48   | 23.51  |
| Grade 4 | Per Annum | Weekly   | Hourly |
| Year 1  | 47,876.00 | 918.22   | 24.16  |
| Year 2  | 49,283.00 | 945.21   | 24.87  |
| Year 3  | 50,694.00 | 972.27   | 25.59  |
| Year 4  | 52,102.00 | 999.27   | 26.30  |
| Grade 5 | Per Annum | Weekly   | Hourly |
| Year 1  | 53,510.00 | 1,026.28 | 27.01  |
| Year 2  | 55,857.00 | 1,071.29 | 28.19  |
| Grade 6 | Per Annum | Weekly   | Hourly |
| Year 1  | 60,555.00 | 1,161.39 | 30.56  |
| Year 2  | 64,077.00 | 1,228.94 | 32.34  |

**ALLOWANCES FROM FIRST FULL PAY PERIOD ON OR AFTER 28th SEPTEMBER**

| Item | Clause No. | Brief Description | Amount                          |
|------|------------|-------------------|---------------------------------|
| 1    | 31.1       | First Aid         | \$8.80 per week<br>1.77 per day |
| 2    | 32         | On Call           | 18.24 per day                   |
| 3    | 33         | Motor vehicle     | 0.57                            |

N.B. If you are already paid at above the Award rate then your employer is not bound to increase your wages, however, employers are not precluded from increasing wages further should they so wish.