



#best **NDIS**

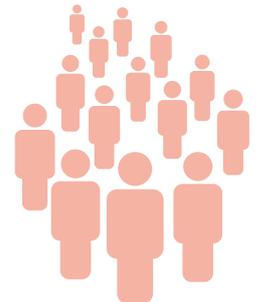
**ASU MAKING THE NDIS
THE BEST IT CAN BE**

FACT SHEET Protecting and improving our wages and conditions

THE ASU IS THE DISABILITY SECTOR UNION: the union for support workers, team leaders, coordinators, social educators, case managers, advocates and managers in non-government disability services.

Our campaign to make the NDIS the best it can be recognises that it is a huge social policy initiative that will have a profound effect on the disability sector. ASU members are working to make sure the NDIS is the best it can be for everyone involved because we know that a quality, professional & sustainable workforce is essential to achieving the goal of delivering real choice and control for people with disabilities and respecting their rights.

The NDIS will mean more funding for disability supports and more jobs in our sector. This is a good thing. But we need to make sure that our wages and conditions are protected so workers stay in the sector and want to come and work in disability services.



If we can protect our Equal Pay increases and good Award conditions we will make the NDIS the best it can be by keeping our current workforce and attracting new workers required to provide additional support.

ASU members already fought for and won Equal Pay for community sector workers, including disability support workers, back in 2012. This means Award wages are going up, twice a year, every year until 2020 thanks to ASU members. This will bring our wages in line with comparable jobs in the public sector.



**ASU EQUAL PAY INCREASES
23% TO 45% BETWEEN 2012 AND 2020**

“ A quality, professional & sustainable workforce is essential to achieving the goal of delivering real choice and control for people with disabilities and respecting their rights. ”

ASU membership is your way to be ready for the NDIS and part of the change. It's your Union, your work & your voice. **Membership fees are tax deductible, join today: www.asu.asn.au/asujoin**



PROTECTING OUR MINIMUM AWARD CONDITIONS FROM CUTS SOUGHT BY EMPLOYER ORGANISATIONS

ASU members are also getting ready to protect our Award conditions. The *Social, Community Home Care and Disability Services Industry Award* will be reviewed next year.

DID YOU KNOW SOME EMPLOYER ORGANISATIONS WANT TO:

- Reduce minimum engagement for casuals
- Take away regular and secure hours for part-time workers
- Increase your hours without paying penalties
- Reduce rest breaks between shifts
- Cancel your shift at short notice which could result in receiving no wages for the cancelled shift
- Extend broken shifts to all employees and increase the span of hours over which broken shifts can be carried out
- Require you to work for 24 hours in a client's home but only be paid for 12 hours
- Reduce your rights to be paid properly when carrying out work from home while on call
- Reduce penalty rates applicable to work adjacent to a sleepover
- Reduce the ability of part-time workers to progress through annual increments

MEANWHILE ASU MEMBERS ARE TRYING TO IMPROVE CONDITIONS:

- Establish annual conversion rights
- 4 hour minimum shifts for casuals
- Improve sleepover allowance and conditions
- Introduce community language allowance, broken shift allowance, better excursion pay
- Improve the classification system to ensure you are paid properly
- Paid domestic violence leave
- Introduce supplementary redundancy entitlements to preserve conditions available under previous awards
- Payment of leave loading on termination
- Clarify award coverage to ensure all eligible workers receive equal pay

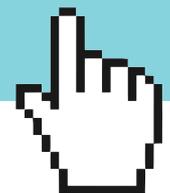
DO CUTS TO OUR MINIMUM CONDITIONS SOUND FAIR?

Do you think it will encourage people to stay and work in our sector?

Want to get involved in resisting these changes & advancing our conditions at work? Contact your Organiser and...

JOIN THE CAMPAIGN

www.asu.asn.au/sacs/ndis



#best **NDIS**

ASU MAKING THE NDIS
THE BEST IT CAN BE