



#best **NDIS**

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

FACT SHEET / **Secure jobs at the centre of service delivery**

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.

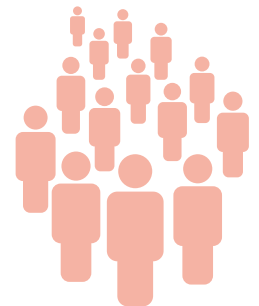
Our campaign to make the NDIS the best it can be recognises that it is a huge social policy initiative that will have a profound effect on the disability sector. ASU members are working to make sure the NDIS is the best it can be for everyone involved because we know that a quality, professional & sustainable 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 and more choice for people with disabilities and more jobs in the sector. This is a good thing.

But we need to make sure that workers can stay in the sector, build long term relationships with their clients and build expertise and skills over time.

Workers do not stay in the sector if they cannot have a secure job or see a future career for themselves.

People with disabilities want expert workers with experience and they want consistency. This means keeping secure jobs for disability workers results in better quality services for people with disabilities.



“ 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**



SECURE JOBS MEAN CONTINUITY OF CARE AND QUALITY OUTCOMES FOR CLIENTS

WE'VE WON RECOGNITION FOR DISABILITY WORKERS IN THE PAST AND WILL IMPROVE SECURITY & STANDARDS IF WE CAMPAIGN TOGETHER

Over many years, the ASU has **campaigned for and won higher paid, more secure jobs** for people working in the disability sector.

The level of qualifications has risen and it is common now for staff to work in teams with good supervision.

However, already some employers are looking to **restructure their organisations to create casual and short term positions instead of permanent and longer term positions** because they are worried the NDIS will not deliver enough funds to cover wages and leave entitlements.

There is also a move in some organisations to **create a "two tiered" workforce** with a small number of permanent supervisors and administrators and a large group of casual, hourly paid, disability workers.

This breaks down the team approach and puts everyone at risk.

WORKFORCE CHURN LEADS TO INFERIOR OUTCOMES FOR CLIENTS



WHAT WE ARE CAMPAIGNING FOR TO IMPROVE JOB SECURITY

The ASU is campaigning for the NDIS to take the high road of secure jobs providing continuity of care, not the low road of cost cutting which means workforce churn through casualisation, and the resulting reduction of service delivery standards.

A fair NDIS pricing model for staff costs is needed, which includes:

- **Secure jobs**, not just short term casual work
- **Career paths** for disability workers
- **Team approaches** and good quality supervision
- **Stability of the workforce** to ensure consistency for people with disabilities

CASUALISATION WON'T CREATE GOOD OUTCOMES FOR ANYONE

Want to get involved in resisting these changes and creating the best NDIS?

JOIN THE CAMPAIGN: www.asu.asn.au/sacs/ndis



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