

#best **NDIS**

ASU MAKING THE NDIS  
THE BEST IT CAN BE

TOOLKIT

Secure jobs at the centre of service delivery

**SECURE JOBS WILL ENSURE THE NDIS IS THE BEST IT CAN BE**



## THE LATEST ON THE NDIS CAMPAIGN

Welcome to the second delegate toolkit for the ASU-NDIS campaign. You can find earlier materials on our campaign website: [www.asu.asn.au/sacs/ndis](http://www.asu.asn.au/sacs/ndis)

The NDIS is a positive change for people with a disability, and we want to ensure that we make the most of the changes for workers in the sector too.

The ASU is campaigning for the NDIS to take the high road of secure jobs, not the low road of cost cutting.

## WHAT'S IN THIS TOOLKIT?

- What we've already achieved
- A word from a worker
- The issue in a nutshell
- How to talk to a colleague about job security

## ABOUT THE NDIS CAMPAIGN

The NDIS campaign is our Union's campaign for workers in the disability sector. It was designed and endorsed by members across the disability sector during our national NDIS Delegates' Summit on 1 September 2015.

The purpose of the campaign is to educate members on the changes that the NDIS will bring and the outcomes we're seeking in four key areas:

1. A decent safety net of pay and conditions to attract, retain and value the workforce.
2. Secure jobs at the centre of service delivery.
3. Professional standards to ensure the highest possible quality care and support.
4. Workforce engagement to make sure workers are part of the change.

“ 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. ”



# WHAT WE HAVE ALREADY ACHIEVED

**Together we're calling on employers and industry to deliver a system that provides choice and control for people with disability while maintaining and improving upon the conditions of workers across the sector.**

After a rocky start, the scheduled rollout of NDIS is well underway. People in Tasmania, South Australia, NSW, Victoria and the ACT now know when the NDIS is coming to them.

**At a local level across each state and territory, disability sector workers and many employers signed on to our workplace resolution endorsing our campaign.**

In early December members celebrated in their workplaces the historic Equal Pay decision handed down in 2012.

The Fair Work Australia decision recognises that workers in the social, community and disability services

sectors were underpaid by more than 30% when compared to employees performing comparable work in other sectors.

Members this year celebrated by sharing their stories of how Equal Pay increases have changed their working lives, and held morning teas and other events across Australia with their colleagues to call for Equal Pay to be protected with the introduction of the NDIS.

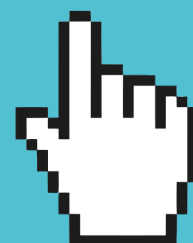
Photos have been uploaded to our ASU Social, Community & Disability Workers Facebook page - have a look and "Like" them. if you haven't already.



*South Australian ASU members at mental health service Diamond House celebrating Equal Pay Day on 1 December 2015.*

## KEEP IN TOUCH

- WEBSITE** [www.asu.asn.au/sacs/ndis](http://www.asu.asn.au/sacs/ndis)
- FACEBOOK** [www.facebook.com/ASUsacsdissability](http://www.facebook.com/ASUsacsdissability)
- TWITTER** [twitter.com/ASUnion](https://twitter.com/ASUnion)
- HASHTAG** #bestNDIS
- EMAIL** [bestNDIS@asu.asn.au](mailto:bestNDIS@asu.asn.au)



## A WORD FROM A WORKER

**Mike Clare has worked in the disability sector at UnitingCare Community as an on-call coordinator for over seven years, supporting people with disabilities to lead satisfying lives.**

During my time in the sector, working hours and rosters have varied quite a lot. Fortunately, my employer, for the most part, works with staff to ensure we have permanent positions and workable rosters, even though our times of work must, of necessity, vary when someone's support needs vary.



**Not all workers in our sector are so fortunate: many have casual jobs and their hours of work can vary greatly.**

Some employers say a casual workforce

gives them greater flexibility to respond to needs. However, employees don't have "casual" lives. Try meeting regular financial commitments, applying for a loan, credit card or mortgage if your employment is casual!

The people we support deserve regular, long-term, dedicated staff to work with them. When I receive phone calls from them, the most frequent question I get is, "Who's coming to see me tomorrow?"

***A core workforce of permanent employees provides the best benefits for the people we support as well as for workers in the sector.***

## SECURE JOBS: THE ISSUE IN A NUTSHELL

**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 develop expertise and skills over time.**

This won't happen if workers cannot have a secure job or see a future career for themselves. Over many years, your Union has campaigned for and won higher pay and job security for people working in the disability sector.

However, some employers are looking to restructure their organisations to create casual and short term positions- using flexibility and choice to move away from permanent and longer term positions.

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.

To dramatically improve job security, the ASU has applied to the Fair Work Commission to amend the sector Award. We are arguing for minimum four hour shifts for part time and casual workers. We are also seeking the right for casual workers to elect to be engaged as permanent workers after six months in a job. The case will be heard in 2016.

**Delegates and members need to have the conversation about job security with their colleagues so we can win it together.**



# HOW TO TALK TO A COLLEAGUE ABOUT JOB SECURITY

Our ability to create an industry with secure jobs grows with each conversation you have! Your work on this campaign will mean we will be stronger in the future to work on the changes you want to see. The more members at your workplace, the more we can build a strong collective in the sector and achieve wins on the issues that affect you.

## A PLAN TO TALK ABOUT JOB SECURITY

- Arm yourself with the facts about how many permanent jobs there are at your workplace.
- Ask your colleague if they are aware of our Union's campaign around NDIS.
- Explain that our Union is supporting the NDIS because not only is it good for clients, it will create more jobs in the sector.
- Explain that we need to make sure that our jobs and the future jobs that will be created are permanent and secure.
- If they are casual, ask if they would like to be permanent.
- Ask if they have had any concerns with short shifts, difficulty planning their lives, difficulty accommodating caring/family responsibilities.
- Explain that our Union is working to ensure that casuals have increased opportunity to have their jobs converted to permanent jobs in the future.
- As a casual they have a right to join a union and be supported and represented.
- If they are not a member, ask them to join.

Don't forget to contact your organiser to get membership kits for your workplace

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## RESPONDING TO OBJECTIONS

***"Unions are meant to fight for our rights, I don't need to join, that's their job!"***

- Yes they are, but **we** are the Union at this workplace. We can only achieve job security if we stand together. The NDIS is going to affect work at this site, it is only by all workers being united that we can make sure the NDIS is the best it can be.
- Only members get the benefits of job security and professional advice and representation.
- Your colleagues who are members are contributing to real change, improved working conditions and pay for everyone, including you.

***"I can't afford it."***

- I understand, joining the Union is a commitment.
- We want to work together to ensure we have job security here. We can only do that if we have a strong voice.
- You can't afford not to join our Union. For job security and to ensure your voice is heard in the NDIS roll out, you should join.
- Did I mention that union fees are also tax deductible?

***"I want to think about it."***

- No worries, was there anything I could help with or find out for you?
- I will follow you up when I see you next time.

