



TOOLKIT

Protecting and improving our wages and conditions

**PROTECTING EQUAL PAY INCREASES & OUR AWARD CONDITIONS
ARE IMPORTANT TO ENSURE THE NDIS IS THE BEST IT CAN BE**



**WELCOME TO
THE NDIS CAMPAIGN!**

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.

This toolkit will help you learn about the success we had with the Equal Pay campaign and how we will work with employers and government to ensure we protect and improve upon the hard won wages and conditions as the NDIS rolls out.

WHAT'S IN THIS TOOLKIT?

- A word from a worker
- Equal Pay in a nutshell
- Ideas for workplace activities
- How to talk to your colleagues about the campaign

**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. ”



A WORD FROM A WORKER

Hi everyone, I'm Del! I am a Team Support at House with No Steps in Queensland and union delegate. I've been a member of our Union since 2013.

Workers and clients are embarking on the journey of NDIS together. It is a very exciting time in our nation's history.

One of the things we need to ensure as workers is that our wages and conditions are not negatively impacted as part of the transition to the NDIS.

“Achieving Equal Pay in 2012 has allowed me to pursue a career in an industry I love and feel passionate about.”

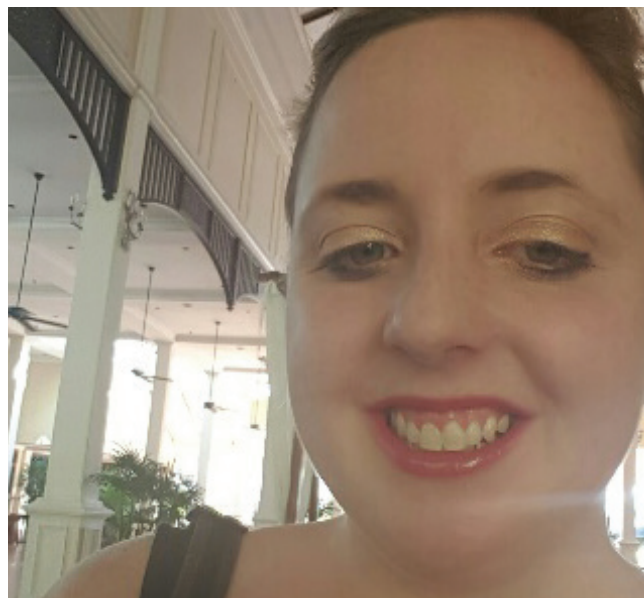


We have won security for our wages and conditions before. Achieving Equal Pay in 2012 has allowed me to pursue a career in an industry I love and feel passionate about, without Equal Pay I wouldn't be able to financially work in this industry.

Being recognised is important, it makes me feel valued and respected. Without the security of Equal Pay and our award conditions, the industry as a whole will lose the professionalism we have brought to the sector.

We need a properly funded NDIS to uphold not only choice and control for the clients, but dignity, respect and protection for workers.

So for me, award conditions are a basic right that we have worked hard for and deserve to have.



“We need a properly funded NDIS to uphold not only choice and control for the clients, but dignity, respect and protection for workers.”

It will be important for us to share the positive stories about our industry and our work as part of this campaign because we work tirelessly to support our clients and make their lives better.

Our Union's campaign to protect our wages and conditions and ensure the NDIS is the best it can be will only work if we get active as delegates and members.

Will you stand with me to be part of a real change?

Cheers, Del



EQUAL PAY THE ISSUE IN A NUTSHELL

On 1 February 2012 social, community and disability services workers won long awaited pay rises in the historic decision by Fair Work Australia in the ASU's Equal Pay Case.

The case, which began in March 2010, was initiated by the ASU to address the gender-based undervaluation of the community services sector and deliver pay increases that recognised the work undertaken. It was the culmination of years of research, preparation and ultimately, the commitment of union members in the sector to fight for equal pay.



The ASU argued in the case that workers in the sector were underpaid by more than 30% when compared to employees performing comparable work in other sectors.

An important element of the Union's victory in the Equal Pay Case was securing a commitment from the then Labor Federal Government to provide the necessary funds for the pay increases. Without that commitment the case was unlikely to succeed and the fact that it had been 30 years since such

a significant decision was last handed down for equal pay supports that view.

The Fair Work Australia decision recommended pay rises be phased in over a period of eight years to mitigate their impact and ensure they were deliverable.

SOCIAL, COMMUNITY & DISABILITY WORKERS

On 1 Dec
celebrate your
ASU Equal Pay Case
increase with
your colleagues*

* and make sure
you're all in the Union
that fought for & won it
www.asu.asn.au/asujoin

Authorized by Linda White, Assistant National Secretary, Australian Services Union,
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A•S•U

This 1 December 2015 we encourage workers to celebrate their Equal Pay Case increase and to remember the outstanding commitment and solidarity of union members in the sector who worked so hard to make it a reality.

**CONTACT YOUR BRANCH FOR UP TO DATE
PAY RATES FOR YOUR WORKPLACE**

#bestNDIS

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

IDEAS TO GET YOUR WORKPLACE INVOLVED IN THE NDIS CAMPAIGN

WORKPLACE ACTIVITIES YOU CAN DO

BY WHEN

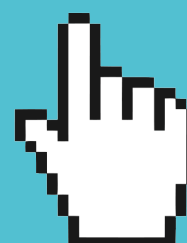
Share stories of why protecting your equal pay increases and award conditions is important. Send your story via the website: www.asu.asn.au/sacs/ndis and they will be posted there, too.	30 November
Host an Equal Pay workplace celebration. For example, as part of a team meeting, host an Equal Pay Morning Tea and get your colleagues to bring a plate, talk about the campaign and how together we can make the NDIS the best it can be.	During week of 30 November - 4 December
Ask a colleague to join our Union - they can do it easily online here: www.asu.asn.au/asujoin	Any day!
Contact your organiser to get extra membership kits for your workplace Equal Pay celebration.	Always have kits on hand

SPEAKERS NOTES FOR YOUR WORKPLACE EVENT

WELCOME & INTRO	Welcome everyone to our Equal Pay morning tea. It was on this day 3 years ago that union members achieved a landmark victory. By standing together we made sure we were valued and appropriately paid for the work we do and it's important for us to stand together again.
CURRENT SITUATION	As we all know the NDIS is just around the corner. The current pricing points for the NDIS put at risk our wages and conditions. We know from the trial sites that the pricing index does not adequately cover penalty rates for weekend or night shifts. The current price index also fails to take into account the realistic back of house expenses needed to operate organisations such as ours.
ACTION	It is great that we have come together today, but this is the first step. Our Union is collating stories about what better wages and conditions across the industry mean for you. I would love it if you could take 5 minutes to go to the website and share your story: www.asu.asn.au/sacs/ndis
JOIN	I also know that some of you are yet to become members of our Union. The only way we can influence the stakeholders that make the decisions about our wages is through strength in numbers. If you would like to join our Union come and see me and I'll give you a membership form.

KEEP IN TOUCH

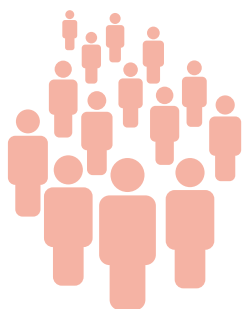
WEBSITE	www.asu.asn.au/sacs/ndis
FACEBOOK	www.facebook.com/ASUsacsdisability
TWITTER	twitter.com/ASUnion
HASHTAG	#bestNDIS
EMAIL	bestNDIS@asu.asn.au



HOW TO TALK TO A COLLEAGUE ABOUT THE NDIS CAMPAIGN

Here are some points to help you speak with your colleagues about the campaign and encourage them to join:

- Ask 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 wages and conditions are protected in the roll out so that it attracts more people to the sector and workers like us want to stay.
- Ask if they knew that union members fought for the wages we have now, through the Equal Pay Case.
- Explain that as a result of that Case, disability support workers have had two wage increases every year since 2012 and will continue to up to 2020.
- Ask them what good wages and conditions mean to them.
- Ask them to add that story to the website here: www.asu.asn.au/sacs/ndis.
- Ask if they are a member. If they aren't one, encourage them to join - they can do it online here: www.asu.asn.au/asujoin.



Some common objections to joining the Union and responses include:

This is what unions are meant to do, why do I need to join?

- We can secure our wages and conditions 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.
- Will you join today and support your colleagues?

I can't afford it.

- I understand, joining the Union is a commitment.
- We want to work together to increase wages. What if the NDIS drives our wages down? That will happen if we don't have a strong voice.
- You can't afford not to join your 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.

#best **NDIS**

ASU MAKING THE NDIS
THE BEST IT CAN BE