



CARE

community, advocacy,
respect and equity.

Australian Services Union

Why the C.A.R.E Campaign?

- A workforce crisis
- Low wages & poor conditions compared to public sector work
- Problems attracting and retaining staff
- Funding problems - short term funding & inadequate funding
- Social inclusion – need skilled workforce to achieve it
- Employers & workers agree



The CARE Campaign to date

- ASU members develop the CARE Claim in 2009
- CARE Alliance
- Ongoing campaign by members
- 2009/10 NSW budget - 1st stage of CARE Claim
- Industry Rally - Sun May 31



Where to now?

- The Claim – the big picture
- The Claim – '09
- The Campaign



C.A.R.E. Claim

– The Big Picture

- New **career structures** and new **education pathways** with significantly improved wages incentive to ongoing learning and skill development
- **Increased levels of funding** to support quality service provision
- **Equality** with public sector wages and conditions
- **New staffing arrangements that introduce staff client ratios** and safe staffing levels.



C.A.R.E. Claim

– The Big Picture

- The certification of all staff
- **Improved conditions of employment** at an industry level that bring our industry into line with other professions
- **An end to competitive tendering and short term funding** cycles.
- **The accreditation of all services** as part of a long-term commitment to quality service Delivery and less regulatory burden



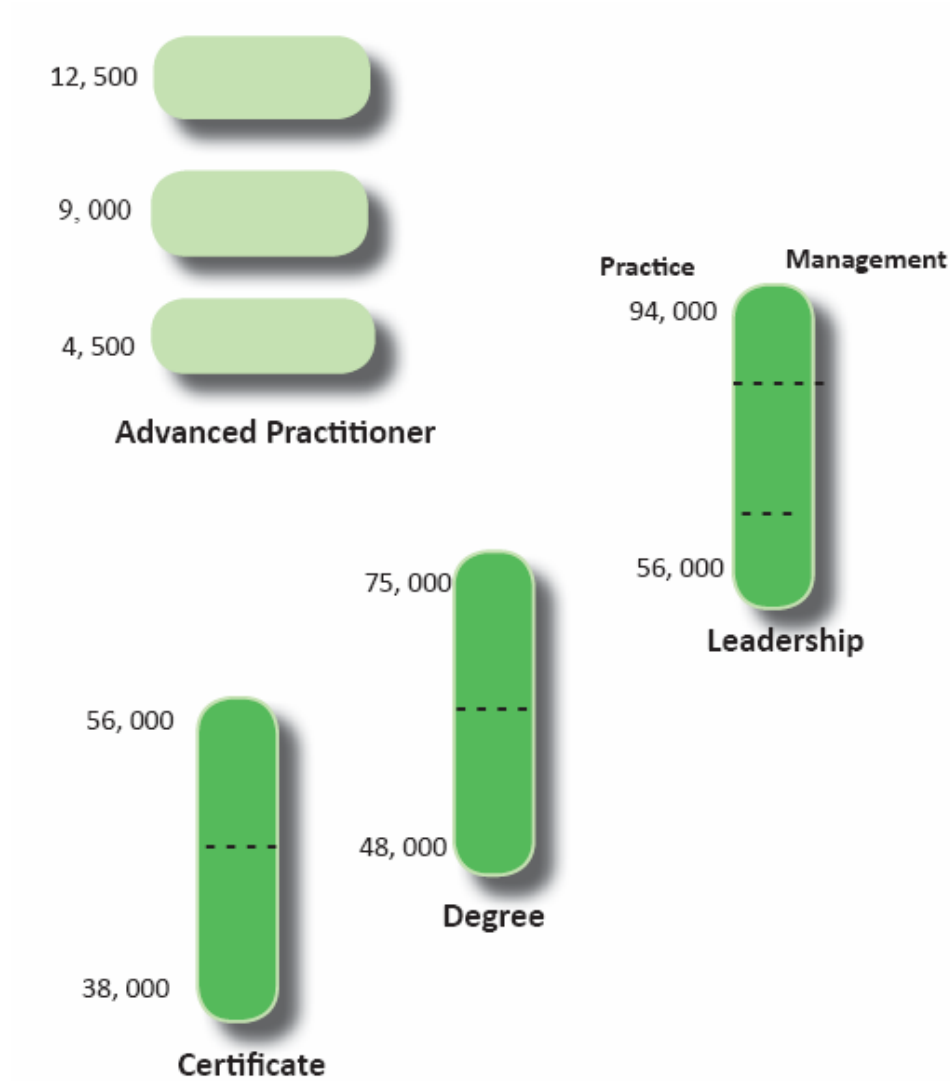
C.A.R.E. Claim

– The Big Picture

- A new three stream career structure with progression within each stream and possible translation between streams.
 - The first is *care and support*
 - The second is *case work , community development, and specialist work*
 - The third pathway would be for those in *leadership – at both management and expert practitioner level*
 - Plus higher rates of pay by being classified as an **Advanced Practitioner**.



CARE Claim – The Big Picture



CARE Claim – The Big Picture

- **Improved conditions of employment**
 - Portable long service leave,
 - Paid maternity leave
 - Paid handover time at all shift changes
 - Improved Long Service leave entitlements
 - Improved annual leave for all shift workers
 - Sleep over shifts – abolished or greatly reduced or improved
 - Paid study leave
 - Funding to provide all staff with adequate and ongoing training
 - Safe workplaces and quality services
 - Client staff ratios
 - Very limited use of lone workers



The Claim – The Big Picture

More Funding

Increased government funding to deliver on the totality of the claim.



2009 NSW Budget :

What we are asking for

In 2009 we want the NSW Government to begin to fund the CARE Claim

- Wage increases of 6% per annum (for three years) representing real increases in pay of about 4% per annum.
- Introduction of the new classification of Advance Practitioner into SACS Award.
- Paid maternity leave
- Paid handover time of a minimum of 30 minutes on every shift



2009 NSW Budget :

What we are asking for

- Portable long service leave in 2010.
- An allocation of an additional 5,000 funded training places for SACS workers.
- Government commitment to undertake a review of competitive tendering
- Funded research project to look at certification of staff and the accreditation of services.



The Claim in '09

How we are going to get it?

- Continued lobbying of local MPs up til June 16 Budget
- May 31 – Day of Action – Rally in Hyde Park
- Post-Budget – decision by ASU about further action if Budget demands are not delivered
- Qld Pay Equity decision - pay rises of 18-30%. Major implications nation-wide.
- Wood Recommendations – implications for the workforce



The CARE Campaign in MAY

What can YOU do to help?

SYDNEY RALLY

Sunday MAY 31

11am

Hyde Park North

Meet at Archibald Fountain

COME and bring your co-workers,
friends and family.



www.asumembers.org.au
1300 784 278



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