



nsw Federation of
Housing Associations inc

Federation Bulletin



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Equal pay ruling - implications for community housing providers

7th February 2012

The Federation is working in a number of ways to keep the community housing sector informed on the equal pay ruling and its implications for the sector. Included in this bulletin are additional facts and information, an introduction to the tools and models that we are developing and an update on our advocacy campaign.

Facts and information

Please see the ruling attached to this email as a PDF. The pay schedule is on page 3.

To ensure that the provisions of the equal pay determination are followed, the Federation recommends that housing providers initially contact their employer advisory body to determine what changes may have to be made to pay classifications.

Some providers may have already transitioned from the SACS or NAPSA Awards to the Social Community Home Care and Disability Services Industry Award 2010 (SCHADS). If so, then you may not have to make any changes to contracts or enterprise agreements other than to check the new pay schedule against what you are currently paying.

If you are still paying according to the SACS/NAPSA classifications then you will need to check what the corresponding classifications will be under the SCHADS Award.

This process needs to occur by 1 July 2012 at the latest (if it hasn't already taken place). Jobs Australia, NDS, NCOSS, ACOSS and ASU are working together now to issue a guide on how this process should occur, and how to deal with any resultant issues. This document will be released in the coming weeks.

The Federation will broker in a specific workshop with Jobs Australia to work through the detail of checking classifications and positions in the community housing sector, if members request it. Please express an interest by emailing [Maja Frolich](#) if you would like to see such a workshop held.

Important dates

- 1 July 2012: a Fair Work Australia (FWA) determination of living wage increase in line with the Consumer Price Index (CPI) increase. This will affect all awards.
- 1 December 2012 – the first equal pay instalment will be due.

Tools and modelling

We are developing a tool that individual organisations will be able to use to help with their own modelling. This tool will calculate the increased costs per year for all staff as the increases are phased in, and the increased costs in total for all staff in your organisation. It will include superannuation and on-costs. We will send it to members this week and make it available on our website.

Advocacy

The Commonwealth has committed \$2 billion nationally to the wages increase (we are yet to have a quantitative commitment by the NSW Government), however this does not address the issue of how the compensatory funding will reach organisations such as community housing providers which are not directly funded by government.

As part of our advocacy work, we are modelling the costs of the ruling on the community housing sector in NSW based on our workforce survey to assess the impact on the sector as a whole. We are pursuing the issue of compensation for non-grant-funded community organisations through our advocacy partnerships with NCOSS and ACOSS. See the attached ACOSS discussion paper for more details of the campaign.

The Federation will be advocating on behalf of the sector with CHD and will raise this issue as a matter of urgency at our quarterly meeting with CHD this Thursday 9th February.

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