

Australian Services Union  
Western Australian Branch

102 East Parade,  
East Perth 6004.  
P.O. Box 8208  
Perth Business Centre,  
Perth WA 6849.

Tel: (08) 9427 7777  
Fax: (08) 9427 7700  
Country  
Callers: 1800 064 657

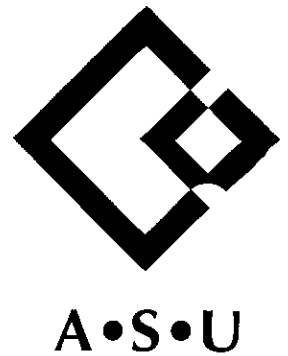
branch.secretary@asuwa.org  
www.asuwa.org

Branch Secretary  
Wayne Wood

Assistant Branch Secretary  
Pat Branson

2<sup>nd</sup> October 2009

Hon Troy Buswell  
Treasurer  
21<sup>st</sup> Floor  
Governor Stirling Tower  
97 St Georges Terrace  
PERTH WA 6000



Dear Hon Buswell

### Pay Equity in the Not for Profit and Community Sector:

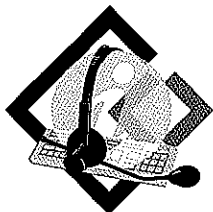
As the coordinator for the Social and Community Services campaign in WA, and the Assistant Branch Secretary of the Australian Services Union, I need to provide you, as state Treasurer, the following information and seek to meet with you to find a way forward.

We have been campaigning in this state and indeed across Australia for the last two years for a significant increase in funding from Government so that employees who provide vital services for needy people in WA can be properly remunerated for their work. Employers cannot simply agree to increase the salaries of their employees, because they are hamstrung by the funding received. The funding agencies have neither the capacity nor the power to simply increase the funding. In fact, there needs to be an imperative for Government to increase the funding so that services can attract and retain experienced, well qualified staff.

Given that WA will not be ceding industrial powers to the Commonwealth, employees in services who are funded by the WA Government, who are not employed by a Constitutional Corporation, will be disadvantaged in respect of pay equity after March 2011. Whilst these employees will be in a minority, I am sure that you would not want WA employees to be so disadvantaged.

For your information, the Australian Services Union has commenced work on a pay equity case nationally. We believe that we will be successful, given the following:

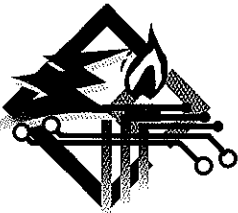
1. We can and will prove work value.
2. In terms of gender, the 83% to 17% ratio in Western Australia is common across the states, give or take a percentage point or two in various states.
3. The Queensland Industrial Relations Commission decision earlier this year provided between 17% and 38% increases to employees



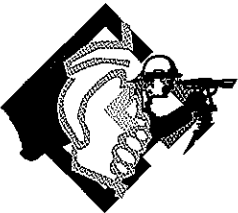
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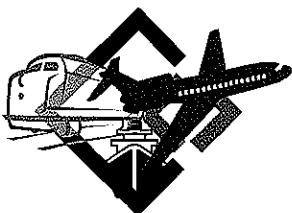
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in the sector. Whilst this does not provide our answer, Work Value and Pay Equity nonetheless has been proven there. Our services in WA are equally vital and our workers are no less skilled.

4. Employers, the ASU and Peak groups, in this state and others, have undertaken extensive studies and all found that there is a need to increase salaries significantly to match those paid by Governments for the same or similar work.
5. We are committed to the task.
6. Employees, their families, supporters and clients have signed further petitions asking us to proceed with ensuring that salaries are increased to a level that will attract and retain skilled and experienced staff to provide their services which are vital to our community.

There are implications for funding, obviously. However, even with pay equity, services will always be more economical to run by the non Government sector because of the lack of bureaucracy.

I am advised by the Community Employers WA, that they have met with you and their case is not unlike ours except that they seek also increased funding for increases to services and represent a small proportion of the organisations in the state.. We recognise that this is important as the unmet needs grow, but services cannot be increased if there are no experienced employees to provide them.

I look forward to hearing back from you or your office by October 23<sup>rd</sup>, so that I can report back to our Delegates and campaign team. I look forward to meeting with you.

Yours sincerely

A handwritten signature in black ink that reads "Pat Branson". The signature is written in a cursive, flowing style.

Pat Branson  
Assistant Branch Secretary