

# Pay Equity – A Snapshot

## Federal Equal Remuneration Case

- Fair Work Australia decision: acknowledged that the work conducted by the social and community services sector is undervalued based on gender and made an Equal Remuneration Order (ERO).
- The order applies to workers in the SACS and CASH classifications of the Social, Community, Home Care and Disability Services Industry Award 2010 (Modern Award) and awards increases of between 19 – 41%. These increases are to be phased in over 8 yrs commencing December 2012.
- **Important to remember that the Qld Transitional Pay Equity Order prevails** until the federal rates catch up. This means that organisations that are bound to pay the Qld pay equity rates (either because they were covered by the original Qld decision or the Fair Work Regulation) are obliged to keep paying in accordance with the Qld rates until the Federal rates are phased in.

## Fair Work Regulation

- Re-drafted Regulation released 10 February 2012
- Purpose is to preserve the outcome that workers on SACS/CASH awards would have transitioned to Qld pay equity rates if Qld had maintained its industrial relations powers
- Covers organisations in Qld who received supplementary funding from the Queensland Government following the Qld pay equity decision and who would have been required to pay increased wage rates for staff that previously fell under the federal SACS and CASH Awards

**QCROSS continues to advocate that both the Commonwealth & State governments should fund the full, fair cost of service delivery for government contracted services.**

**We continue to support pay equity for the sector. Improved wages are vital for the ongoing viability of our industry.**

**The real issue is funding.**

**The continued viability of the community services sector is a key platform of our Fairer Queensland campaign.**

## State Government Funding

- Supplementary funding continues + indexation. Includes more than \$1billion over next 8 years
- The Qld Government is encouraging organisations who are experiencing financial difficulties to contact their usual contract manager, who will work with a senior program officer on a case by case basis
- This response may involve discussing with organisations their financial and service delivery arrangements
- Any totally new programs are funded at Qld pay equity wage rates

## Federal Government Funding

- Committed more than \$2 billion to provide its share of supplementation for the national ERO that takes effect from 1 Dec 2012. Also “recognises that some Qld employers are paying the rates awarded by the Queensland Industrial Relations Commission (QIRC) before the national equal remuneration rates commence. This commitment takes account of the QIRC wage rates that apply from that time”
- Available to organisations who receive Commonwealth funding through payments to the Qld Government as well as those who receive Commonwealth funding directly
- \$30 million to help Regulation employers meet backpay obligations

## The Picture in Queensland

Organisations are in a variety of situations:

- Covered by the outcome of the federal equal remuneration case
- Covered by the Qld pay equity decision
- Bound by the Fair Work Regulation
- Mixture of funding sources including some organisations who receive no government funding at all

## MORE INFORMATION:

General pay equity news through the Pay Equity newsfeed: [www.qcross.org.au/pay-equity](http://www.qcross.org.au/pay-equity)

Industrial Relations Information: [www.communitydoor.org.au/industrial-relations](http://www.communitydoor.org.au/industrial-relations)

Fair Work Regulations news and info: [www.communitydoor.org.au/pay-equity-regulation](http://www.communitydoor.org.au/pay-equity-regulation)

Fairer Queensland campaign: [www.fairerqld.com.au](http://www.fairerqld.com.au)

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