



Social and Community – for the community – with the community – one of the community



**A.S.U**  
Australian Services Union



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Queensland Services Union

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# UNION NEWS

## QUEENSLAND SERVICES UNION WINS PAY EQUITY FOR COMMUNITY WORKERS

The Queensland Services Union has been successful in a case to remedy the vast disparity between government workers and their counterparts employed in non government organizations – who often perform the same or similar work for less pay. These increases average around 18% for and up to 37% over a three year period. This will bring our members into comparability with their government employed colleagues.

In 2008 the Union made application for a new Award for community workers which included higher rates of pay than those currently achieved. The Union argued that the reason that the rates of pay were low was that the work had been undervalued because of gender. Community services workers are overwhelmingly female and not industrially aggressive - being focused instead on providing assistance to disadvantaged individuals, families and communities. There are over 30000 workers in community services in Queensland.

The Queensland Industrial Relations Commission has now released its decision on pay equity for community workers in non government organizations.

The Commission has recognized that the work performed has been undervalued and rates of pay must be corrected.

The Commission recognized that this undervaluation was gender based. This is because care work is seen to be an extension of women's role in the home and not valued properly.

State Secretary David Smith says the decision is a historic one which will significantly improve the wages of workers in this female dominated industry who work under difficult conditions to provide the very important services that support individuals and communities in situations of disadvantage.

The QSU stresses that these pay increases will recognize the value of the work and the workers who do it. The increases will be phased in over a three year period to take account of budgetary concerns that may be had by employers or funding bodies.

The case relied on the evidence of community workers, union officials, workforce experts and academics and is only the third Pay Equity case to be decided in Queensland.

This great improvement was achieved by a Union that cares about its members and about the services they deliver.

**MAKE SURE ALL YOUR WORK COLLEAGUES JOIN THE UNION.  
THIS VICTORY WAS ACHIEVED BY THE UNION AND WILL BENEFIT MANY**