



30 April 2018

Mr Mark Ritter SC
C/ IR Review Secretariat
Department of Mines, Industry Regulation and Safety
2/140 William St
PERTH WA 6000

Transmitted via email

Dear Mark,

Re: Ministerial Review of the State Industrial Relations System

The purpose of this submission is to provide Community Employers WA's (CEWA) brief comments on the interim report that was published on 20 March 2018.

CEWA is a registered Employer Organisation with the Industrial Relations Commission of Western Australia, and represents non-government, not-for-profit (NFP) employers in the community services sector of Western Australia. CEWA has 143 members comprising many of the largest and smaller Community Services Sector employers in WA, and continues to grow in numbers and influence. Our members employ in excess of 25,000 staff and are supported by over 10,000 volunteers. A list of our members is attached in Appendix 1.

Equal Remuneration Order

We wish to clarify the comments made in the report, specifically in section 730 on Page 263 – an extract is provided below.

“730. The Western Australian Government provided funding to the not-for-profit sector as part of the 2011-12 State Budget of \$600 million over four years which was able to be used by SACS sector organisations to meet increases in pay rates resulting from SACS sector pay increases.⁴⁴⁷”

Whilst it is correct to state that the WA Government provided funding to the NFP sector of \$600 million over four years, it is not accurate to draw a link between that money and the payment of salary increases resulting from the SACS case. To do so suggests that this was an intention of the government and the sector at the time. This was not the case and there was no mention of it in any government documentation we have seen, including the referenced fact sheet (447).

The NFP sector had been advocating with government for some time in the mid to late 2000s, for the need to address the 30% salary differential between workers in the NFP sector and those in like

positions in government. In discussions with many sector leaders who were involved in those discussions, the 2011-12 budget allocation was a response to the historical underpayments for government funded NFP services. It is also important to note that many NFPs and workers only received 15%. The monies were never intended, nor described as being used to fund the 9 year, 23-45% legislated SACS increases.

The main reason we are seeking for this to be accurately described, is that many NFP organisations are again finding themselves in a financially unsustainable position, solely due to the legislated ERO payments they are required to make, and the lack of appropriate funding by government. This is the most critical issue for the future of the sector and services.

Paragraph 728 does note that CEWA was supportive of the ERO contingent upon additional funding being made available to employing organisations, and Paragraph 729 also notes that the Federal Government agreed to fund its share of any wage increases. For accuracy and the reasons outlined above, we believe that Paragraph 730 should specifically note that the WA State government hasn't yet funded the ERO.

We propose that the paragraph be amended to state:

730. Whilst the Western Australian Government did provide \$600 million in additional funding to the not-for-profit sector as part of the 2011-12 State Budget, that money was to address the longstanding underfunding of the sector and services. It is noted that the significant legislated 23-45% salary increases resulting from the SACS decision, are yet to be funded by the State Government.

Should you wish to discuss or clarify this further, we will be pleased to do so.

Yours sincerely

John Bouffler
Executive Director



Appendix 1
CEWA MEMBERSHIP AS AT 30 APRIL 2018

Aboriginal Legal Services of WA Inc
Accessibility WA
Accordwest
Activ Foundation Inc
Advocacy South West Inc
Advocare
Albany Youth Support Association
Alzheimer's Australia WA
Anglicare WA Inc
Armadale Community Family Centre
Association for Services to Torture & Trauma Survivors (ASeTTS)
Asthma Foundation WA Inc
Australian Red Cross WA
Avivo
Baptistcare
Beehive Industries of WA
Black Swan Health Ltd
Bladder and Bowel Health WA
Bluesky Community Group
Brightwater Care Group
Bunbury Community Legal Centre
Burdekin – Youth in Action
Cahoots Org
Calvary Youth Services Mandurah Inc
Cancer Council WA
Centacare Employment and Training
Centacare Family Services
Centrecare Inc
Child Inclusive Learning and Development Australia Inc (CHILD Australia)
Chorus
Coeliac Western Australia
Communicare
Community Legal Centres Association (WA)
Community Vision Inc
ConnectGroups
Consumer Credit Legal Service WA Inc
Consumers of Mental Health WA
Cyrenian House
Derbarl Yerrigan Health Services Inc
Desert Blue Connect
Diversity South
Employment Law Centre of WA
Enable WA

Escare Inc
Ethnic Communities Council of WA
Ethnic Disability Advocacy Centre
Family Inclusion Network (WA)
Family Support WA Inc
Financial Counsellors Association of WA Inc
Foodbank WA
55 Central
Fremantle Multicultural Centre Inc
Fremantle Women's Health Centre
Goldfields Individual and Family support Association
Good Samaritan Industries
Gosnells Women's Health Service
Headwest
Health Consumers Council (WA) Inc
Helping Minds
Holoake The Australian Institute For Alcohol & Drug Addiction Resolutions
Hope Community Services
Identity WA
Indigo Junction
Interchange WA
Ishar Multicultural Women's Health Centre Inc
Juniper
Key Assets WA Inc
Koolkuna (The Eastern Region Domestic Violence Services Network Inc)
LAMP Inc
Lifeline WA
Life Without Barriers
Linkwest
Margaret River Community Resource Centre
Meath Care Inc
Melville Cares Inc
MercyCare
Metropolitan Migrant Resource Centre
MIFWA
Mission Australia
Mosaic Community Care Inc
Multicultural Services Centre of Western Australia Inc
National Disability Services WA
Ngala Family Resource Centre
Nulsen
Outcare
Palmerston Association Inc
Parkerville Children Youth Care Inc
Pathways Southwest
Pat Thomas Memorial Community House Inc.
Patricia Giles Centre
Peel Volunteer Resource Centres
People with Disabilities (WA)
Perth Inner City Youth Service
Pivot Support Services

Relationships Australia (Western Australia) Inc
Richmond Wellbeing
Rise Network
Rocky Bay Inc
Ruah Community Services
SECCA
Sexual Health Quarters
Shelter WA
Silver Chain
SMP Personnel
South Coastal Women's Health Services
South West Refuge Inc
Southcare Inc
Southern Cross Care (WA) Inc
Southside Care
Starick Support Services
St Bartholomew's House
St John of God Outreach Services
St Patrick's Community Support Centre
St Vincent de Paul Society
Sudbury Community House Association
Swan City Youth Service
Technology Assisting Disability WA
Tenancy WA
The Gowrie (WA) Inc
The Salvation Army
The Spiers Centre Inc
The WA Aids Council
Therapy Focus Inc
360 Health & Community
Uniting Aid
UnitingCare West
Uniting Church in the City
Visability
Volunteering WA
WA Blue Sky Inc
WA No Interest Loans Inc.
WANADA
Wanslea Family Services Inc
Westcare Inc
Western Australian Association for Mental Health
Western Australian Council of Social Service
Women's Council for DFV Services (WA)
Women's Health and Family Services
Yaandina Family Centre
YACWA
YMCA Perth
Youth Focus
Youth Futures WA