

***Why the time is right
to secure better pay and conditions
for youth workers in Victoria***

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Why improve youth workers pay and conditions?

To assist with addressing youth sector workforce concerns such as high staff turnover, skill shortages, service gaps, increasing demand, mounting workloads and unmet need

To attract and keep qualified, experienced, skilled, competent workers in the youth sector

To address pay equity issues and recognise the value of the work; it's a fair and reasonable thing to do

ACOSS 2008a, Australian community sector survey: Report 2008, ACOSS, Strawberry Hills, NSW.

KPMG. 2007 Survey of the community-managed housing and support workforce: Final report prepared for the Department of Human Services, KPMG, Melbourne.

Rose, J. & Atkens, C. 2006, Who's carrying the can? A report on youth services gaps in Victoria, YACVic & VCOSS, Melbourne.

Wright-Howie, D. 2008 Dear Mr. Rudd, if we really want to end homelessness: All the way home, future directions to address homelessness in Australia, CHP, Melbourne.

How does pay for youth workers in Victoria compare with general wage growth?

Full-time adult ordinary time earnings (May 2009)	\$1,197 per week (\$62,244 per year)
SACS - Victoria - Award 2000 Youth Worker 18 year old Trainee	\$371 per week (\$42,952 less per year)
SACS - Victoria - Award 2000 Youth Worker Qualified Class I 1 st Year	\$623 per week (\$29,848 less per year)
SACS - Victoria - Award 2000 Youth Worker Qualified Class IV 3 rd Year	\$890 per week (\$15,964 less per year)

<http://www.abs.gov.au/AUSSTATS/abs@.nsf/mf/6302.0>

AP796561CRV - Social and Community Services - Victoria - Award 2000 as at 9 October 2008 (variation PR983341)

How does pay for youth workers in Victoria compare to other human service workers?

	Entry level wage	Highest level wage
Youth worker (SACS - Victoria - Award 2000)	\$623 per week (Qualified Class I 1 st Year)	\$890 per week (Qualified Class IV 3 rd Year)
Teacher (Victorian Govt. Schools Agreement 2004)	\$887 per week (\$13,728 more per year)	\$1,512 per week (\$32,344 more per year)
Nurse (Nurses Victorian Health Services Award)	\$674 per week (\$2,652 more per year)	\$1,504 per week (\$31,928 more per year)
Child protection worker (Vic. Public Services Agreement 2006)	\$713 per week (\$4,680 more per year)	\$2,262 per week (\$71,344 more per year)

http://www.asuvic.asn.au/background_research_doc_final_3.pdf

AP796561CRV - Social and Community Services - Victoria - Award 2000 as at 9 October 2008 (variation PR983341)

How does pay for youth workers in Victoria compare to pay for youth workers in Queensland?

Queensland Industrial Relations Commission ruled on wage increases for social and community service workers of between 18% and 37% phased in over 3 years and commencing July 2009

SACS - Victoria - Award 2000 Youth Worker	Queensland Community Services and Crisis Assistance Award – State 2008 Community Service Worker	
Qualified Class I 2 nd Year \$655 per week	July 2009 Level 3 Paypoint 1 \$751 per week (\$5,003 more per year)	July 2011 Level 3 Paypoint 1 \$834 per week (\$9,290 more per year)
Qualified Class IV 3 rd Year \$890 per week	July 2009 Level 8 Paypoint 1 \$1,208 per week (\$16,555 more per year)	July 2011 Level 8 Paypoint 1 \$1,525 per week (\$33,047 more per year)

Comparisons based on equivalent classifications

AP796561CRV - Social and Community Services - Victoria - Award 2000 as at 9 October 2008 (variation PR983341)

http://www.asu.asn.au/media/qsu-payequity-decision_a52008_060509.pdf

http://www.asuvic.asn.au/member_newsletter1.pdf

Have youth worker wages kept pace with other wage increases and the cost of living?

Between 2003-2008:

The Victorian NGO price index was 2.9% per year

(The NGO price index is the annual adjustment to the payments made by the Victorian Government to NGO to cover 'normal' annual cost increases)

Public sector wages increased by 4.2 % on average each year

Melbourne consumer price index increased by 3.1% on average each year

Average weekly earnings increased by 4.7% on average each year

As a result of inadequate indexation youth worker wages in NGOs has not kept pace with public sector wages, the cost of living or average wage growth

The Allen Consulting Group. 2008. *NGO price indexation*. The Allen Consulting Group, Melbourne.

Improving youth worker wages and conditions connects to...

Professionalisation of the youth sector

http://www.surveymonkey.com/s.aspx?sm=YMHwi_2fnswcVA6go1L2L5jw_3d_3d

Accruing cost savings through reduced spending on recruitment

Addressing the gender pay gap

(the majority of workers in the community sector are women and working part-time)

Achieving wage equity between the government and community sector employees

Redressing the decline in fundraising and investment incomes of NGOs as a result of the GFC

Improving OH&S (eg., safer workplaces, adequate staffing levels, reasonable workloads)

Achieving family friendly workplaces (eg., paid parental leave)

Improving youth worker wages and conditions also helps achieve recent government initiatives

Vulnerable Youth Framework, Building Better Youth Services, Growing Victoria Together, A Fairer Victoria

Victorian government's Office for the Community Sector, Strengthening Community Organisations Project, and Community Sector Workforce Capability Framework

The agenda of the new national Office for Youth and the new national youth affairs peak, the Australian Youth Affairs Coalition

'Award modernisation' – Social, Community, Home Care and Disability Services Industry Award 2010 (draft, September 2009)

Rudd Labor government's social inclusion agenda and the National Compact with the Third Sector

Stimulating the economy, and averting and responding to the impacts of the economic downturn

Recent developments

A sufficient increase to the Victorian NGO price index?

The NGO price index has been increased to 3.14% for 2009-2012 for DHS and DEECD funded community organisations (lower than recent increases in public sector wages, the cost of living, and average wage growth)

http://www.vcross.org.au/what-we-do/community-sector/price_indexation.html

Federal Government non-profit 'stimulus package'

\$11 million in Temporary Financial Assistance Grants to 37 community sector organisation

http://www.deewr.gov.au/ministers/stephens/media/releases/pages/article_090827_135339.aspx

Delay to the Victorian Portable Long Service Leave Scheme

<http://www.vcross.org.au/what-we-do/community-sector/plsl.htm>

ASU rally November 10

<http://www.asuvic.asn.au/260.html>

VCROSS, Union, YACVic and other peak's activities aimed at strengthening the youth and community sectors

<http://www.vcross.org.au/what-we-do/community-sector/index.htm>

<http://www.asuvic.asn.au/260.html>

<http://www.yacvic.org.au/>

<http://www.acoss.org.au/>

<http://www.vaada.org.au/>