



NO pay increase from Australian Fair Pay Commission (AFPC)

The AFPC recently handed down its decision into pay increases for Federal employees. The decision was not to increase wages based upon the Current Global Financial Crisis and recent tax cuts.

The LAST pay increase for State based employees?

Not to be outdone the Queensland Industrial Relations Commission (QIRC) last week handed down its decision to increase wages by 2.94% or \$16.20 and 2.5% for allowances for all employees employed under the State system. This increase is effective from 1st September 2009.

This will more than likely be the last major wage decision for the QIRC, given it has been announced that the State Government has agreed in principal to hand over its State Industrial Relations Powers to the Commonwealth.

Up to date wage sheets have already been sent to all Award Service Members and posted on ACSEA's web site, so make sure YOU COMPLY!

Paid maternity leave here soon!

It seems that paid maternity leave will soon become a reality. However, the scheme will not take effect until January 2011 – after the next election.

The Scheme, which will be government-funded, will provide the primary carer with 18-weeks' post-natal leave, paid at the adult federal minimum wages (currently \$543.78 per week).

If the primary carer returns to work before they receive all of their paid maternity leave they may be able to transfer the unused part of their entitlement to another care provider (usually the father) who meets the eligibility requirements. Taxpayers will foot the bill to the tune of \$260 million a year.



AUSTRALIAN COMMUNITY SERVICES EMPLOYERS ASSOCIATION

Bullying the boss – it happens

Unfortunately this occurs more often than we care to admit. Some committee members have been at the wrong end of bullying which is unfortunate especially when they give up their time on a voluntary basis to run what can only be described as a small business.

Recently we witnessed a case of the committee being bullied by staff within a disability organisation. The staff banded together to make life difficult for the new committee. Fortunately those staff are now working somewhere else and the committee is going about repairing the damage they caused whilst they were "pulling the strings".

Office gossip, withholding information and intentionally missing deadlines are among tactics used to bully one in four Australian bosses, according to a new study.

The study into staff that target and harass their managers - behaviour coined 'upwards bullying' - found other common bullying tactics included spreading workplace rumours, skipping meetings and ignoring the views and opinions of managers.

"Upwards bullying, like other forms of workplace bullying, is often more subtle and less obvious to other staff," said Dr Sara Branch, psychologist and study author from Griffith University, "However, it can also include more aggressive behaviours such as yelling, verbal threats, and confrontational phone conversations."

"We found that many managers felt uncomfortable about reporting the bullying for fear of not being taken seriously or being expected to deal with the situation on their own.

"Workplaces need to understand that bullying can occur at any level in an organisation. Although managers clearly have formal authority, they can also be victims of bullying and need just as much support as other staff."



THINK SMART – become a Member

ACSEA membership has been likened to an insurance policy with the free Industrial coverage being the main attraction for members should they get into trouble. HOWEVER to qualify for this you (the member) MUST contact ACSEA in the first instance and follow our advice within the timelines prescribed. Unfortunately already this year some of our members have chosen to act without calling us and whilst we have represented them in the Commission they have HAD TO PAY! A simple phone call could have, (in at least 2 instances) saved them in excess of \$3,500 per member.

Blog... have your say

ACSEA started a new section with our web Blog... HAVE YOUR SAY.

We have received a lot of positive feedback and it is attracting a lot of attention with a high number of both employers, and more particularly employees, visiting the site.



Award modernisation – just the FACTS

We have received a large number of calls from Teachers and Directors within the kindergarten sector who have wanted a balanced view of what is going on over the Award Modernisation Process rather than listening to the fear tactics being spread about by poorly informed individuals.

Teachers and Directors have been told that ACSEA is attempting to reduce their wages etc, however nothing could be further from the truth.

The independent umpire Fair Work Australia, will determine a national benchmark for both wages and conditions under the Award Modernisation Process, and not ACSEA, however misinformation will continue to be spread about by those who are ill-informed.

Attend one of our Seminars and we can put your mind at ease!



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It's the new committee silly season - be aware!



The beginning of a new Committee's tenure is often seen as the perfect time for employees to 'try stuff on'.

One of our long term members (with a new committee) contacted ACSEA because they discovered that an employee's fortnightly pay was being made up of the following features;

- Normal award pay rate
- Annual leave (expressed as an hourly rate on top of the normal hourly rate)
- Leave loading (expressed as an hourly rate on top of the normal hourly rate)
- Sick leave (expressed as an hourly rate on top of the normal hourly rate)

To compound the problem the employer was also giving the employee;

- Annual Leave
- Annual leave loading
- Sick Leave

ALL committees MUST question the largest expenditure of their business... WAGES!

Providing that you have up to date wages information (ACSEA Awards Service, details on the web site www.acsea.org), you can be confident that you're paying the correct wages.

Accessing the new ACSEA Human Resources and Industrial Relations Audit service would have identified these errors and put the member into a more financially beneficial position. For information on these Audits call (07) 3852 5177.

ACSEA guiding new committees

Welcome to all the new committee members who have joined as volunteer management committee members - many for the first time. ACSEA appreciates that when Committees meet for 2 hours every month it doesn't give new Committee Members much time to come to terms with all the new responsibilities associated with the role.

Please don't hesitate to contact ACSEA if you are in any doubt as to your role – we are here to HELP!

Workplace Health and Safety Audits

We have been busy conducting Workplace Health and Safety Audits for members going through both Licensing and Accreditation. This has proven to be a very popular and useful service! Having one of our ACSEA Audits demonstrates to the licensing authorities that the member is proactive about Workplace Health and Safety.

In a number of instances this service alerted the member to both unsafe practices and areas of non compliance and, once the issue had been rectified, assisted them in gaining their Licensing and Accreditation renewal. Call Rebecca on (07) 3852 5177 and book your audit today.

Caveat emptor... bookkeeping and payroll service

It was alarming to hear that one of our members who had taken on a competitor's Mobile bookkeeping and payroll service is being charged much more than what was originally quoted by way of expensive additional fees which weren't initially disclosed. Even more worrying is the fact the service seems not to carry any professional indemnity insurance.

Individuals who push this type of service onto any community "not for profit" organisation should be aware that they need to be transparent in their dealings irrespective of who they associate with and are seen to be acting on behalf of. Buyer beware!

Second series of seminars 2009

Given the significant workplace changes commencing on 1st January 2010 in relation to Awards under which your employees are employed, ACSEA has decided to introduce a second series of seminars for 2009. This second series will cover topics such as;

- New unfair dismissal laws
- National Employment Standards
- New Modern Awards

It seems that many new committee members are confused about the proposed changes and their impact on the Business they are responsible for.

Attendance at these seminars is vital and a full list of seminar dates is overleaf. Call Rebecca at ACSEA now on (07) 3852 5177 and reserve your seat.



Early Childhood Education Certified Agreement

Recently ACSEA surveyed employers from the affiliated community kindergarten sector regarding the term of a new Certified Agreement.

Feedback from the majority of our members would have ACSEA negotiating a short term agreement and not placing staff or community kindergartens at risk by negotiating for something unknown.

In the absence of anything from QIEU, ACSEA recommended a 4.5% increase to the Department of Education and the Arts (DETA) for the upcoming Certified Agreement. Since our Survey the DETA has, after lengthy delays, announced a 4% increase in DECKAS funding.

ACSEA has always had the interests of community employers and their employees in mind when negotiations such as the Early Childhood Certified Agreement are undertaken. We will keep you posted on the outcome of our discussions with DETA / QIEU.



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Are you ready? Be prepared – The changing face of IR

Change is coming • New unfair dismissal laws 10 new National Employment Standards • The new “modern” award

Join us for a very important evening seminar which will clear up a lot of confusion and issues relating to the new Fair Work legislation.

Complex areas such as Industrial Relations and Human Resources will be addressed in a practical, non-academic environment where realistic and workable solutions impacting your actual business can be workshopped.

These seminars are the perfect opportunity for you to understand how ACSEA can work for you and the services that we offer. It is a great opportunity to ask questions and table issues that you may have in your own business.

Venues and dates are as outlined below.

For bookings and information call Rebecca at ACSEA on (07) 3852 5177.

Cost: ACSEA Members: \$20 per person Light refreshments will be served
Non Members: \$30 per person Seminar notes will be provided



Seminar venues and dates

Date	Town	Time	Venue
Monday 12 October	Brisbane North	6pm	Kedron Wavell RSL, Hamilton Rd, Chermside
Wednesday 14 October	Brisbane South	6pm	Springwood Tower Hotel, 9 Murrajong Rd, Springwood
Tuesday 20 October	Toowoomba	6pm	Education Qld District Office Conference Room, Aubigny House, 178 Hume St, Toowoomba
Monday 26 October	Cairns	6pm	Pacific International Hotel, 43 The Esplanade, Cairns
Tuesday 27 October	Townsville	6pm	Townsville RSL Club, 139 Charters Towers Rd, Hermit Park
Wednesday 28 October	Sunshine Coast	6pm	Caloundra RSL Club, 19 West Terrace, Caloundra
Thursday 5 November	Gold Coast	6pm	Nerang RSL & Memorial Club, 69 Nerang Street, Nerang