

Community Sector Charter

We agree to:

1. Consult with the ASU, DHHS on any proposed changes to practice as the level of restrictions change relating to the COVID-19 pandemic. This consultation to start as soon as possible prior to any change being announced.
2. To form COVID-19 Safe plans based on the advice of the Victorian Chief Health Officer and DHHS, in conjunction with the ASU and OH&S representatives.
3. Ensure that workers are able to work from home unless it is impossible to perform the relevant tasks remotely.
4. Not to engage in any unnecessary industrial activity including:
 - a. Bargaining for enterprise agreements unless agreed between the ASU and the agency.
 - b. Not to engage in workplace restructuring and/or redundancies, (that is unrelated to any urgent COVID-19 issues), or any other unnecessary major change; particularly where the agency is receiving Job Keeper.
5. Not engage in frivolous disciplinary action against staff, including:
 - a. Not requiring staff to attend the workplace for meetings around performance counselling or for similar matters.
 - b. Triaging of processes involving employee performance and/or conduct, postpone processes regarding non-urgent concerns that do not expose agency or clients to immediate risk - i.e. matters that do not involve duty of care with clients.
 - c. In matters where workers are being disciplined due to COVID-19 related matters, to ensure process has strong natural justice adherence.
 - d. Work with the ASU to help secure an ongoing funding commitment from the commonwealth government for the award increases contained in the equal remuneration order.
 - i. This includes signing the save equal pay pledge that the ASU have sent to your organisation.
 - ii. Helping to facilitate meetings called by the ASU with staff at your organisation to discuss the issue of equal pay funding.
6. DHHS commit to not enforce key performance indicators that are unachievable due to the COVID-19 pandemic. Especially if seeking to fulfill these KPI's would pose an OH&S risk to community sector staff.
7. Take positive steps to engage with workers and their representatives (OH&S representatives, ASU Delegates & ASU Officials) to identify and implement measures to mitigate the negative impact of the pandemic (e.g. special leave, flexible work)?
8. Ceasing outsourcing to privatised providers and minimise use of casuals and other forms of insecure work.
9. Seeking 20 days Paid Pandemic Leave to match what has been provided to public sector workers.

Name: _____

Title: _____

Agency Name: _____

Signed: _____