

ESSENTIAL NOT EXPENDABLE

The Essential Not Expendable campaign is aimed at achieving the following outcomes

ASU members in the sector are calling on the Andrews state government to work with the ASU to implement the following reforms;

1. Secure Employment

- a. Set as a condition of funding that community sector agencies engage their staff as on-going staff rather than fixed term, other than for genuine fixed term staff leave replacements.
- b. Casual employment to only be used for genuine casual vacancies.

2. Workplace Fairness

- a. Set as a condition of funding that community sector agencies:
 - i. Be bound by a codified DFFH dispute process similar to the COVID-19 dispute process
 - ii. Have a family violence policy approved between the DFFH, ASU and the community sector
 - iii. Agree to allow the ASU to access staff as part of the agencies' induction process

3. Longer Funding Terms

- a. The government to fund agencies for at least 5 year terms as part of each program (other than genuine pilot programs).

4. Sector Sustainability and Reform

- a. The state government should establish and resource a community sector sustainability and reform committee chaired by the lead Minister and with members including the ASU and DFFH community sector peaks.
- b. The committee should have oversight of;
 - i. Sector wide workforce issues / requirements
 - ii. Sector wide training issues / requirements