



nsw Federation of
Housing Associations inc

Federation Bulletin



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Fair Work Australia has handed down decision on Equal Pay Case

In its decision handed down today, Fair Work Australia has found that there is a need to increase wages of workers employed in social and community services.

Fair Work Australia has found that employees in social and community services are not receiving equal pay and that the gap in pay between the SACS industry employees and state and local government employees is due to gender.

In handing down its decision, FWA said:

“In this decision we have concluded that for employees in the SACS industry there is not equal remuneration for men and women workers for work of equal or comparable value by comparison with workers in state and local government employment. We consider gender has been important in creating the gap between pay in the SACS industry and pay in comparable state and local government employment.”

“And, in order to give effect to the equal remuneration provisions, the proper approach is to attempt to identify the extent to which gender has inhibited wages growth in the SACS industry and to mould a remedy which addresses that situation. We have reached some preliminary views about how that might be done, recognising that simply adopting the pay rates resulting from the Queensland Equal Remuneration decision is not appropriate. It is desirable, however, that we give the parties the opportunity to make further submissions on the matters.”

Fair Work Australia is calling for more submissions on how the pay equity may be achieved, including the amount either dollar or percentage, to be included in any equal remuneration order and estimates of the cost.

Today's decision can be downloaded from the Fair Work Australia website here: <http://www.fwa.gov.au/sites/remuneration/decisions/2011fwafb2700.htm>

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