

Social, Community, Home Care and Disability Services Industry Award 2010

Ai Group Response to Questions in Background Paper 2

Q1. Ai Group is asked to identify the evidence concerning the 'Reasonable Cost Model' upon which it relies (at [9])

We seek leave to amend the relevant part of our submission extracted at (1) under paragraph [9] of the Background Paper by replacing 'Reasonable' with 'Efficient'.

In response to the Commission's question, we rely on the following evidence:

- (a) Pages 408 – 512 of the Court Book ('NDIA Efficient Cost Model for Disability Support Workers' and 'NDIA Efficient Cost Model').
- (b) Evidence of Mark Farthing: transcript of proceedings 15 October 2019 at PN828 – PN927.

Q4. Do the parties challenge the proposition that a significant proportion of employers covered by the award are part-time employees? ([at [13])

No.

Q5. The Joint Unions contend that the nature of the work required to be performed by employers in the sector has not undergone fundamental change and that those employers provide the same or similar services as is the point (sic?) (ie pre NDIS), albeit that the extent and scope of their work has expanded. Do the other parties challenge this contention? If so, on what basis? (at [17])

Ai Group has consulted employers that it represents in these proceedings about the Commission's question. It is our understanding, based on the feedback we have received, that the NDIS has resulted in some changes to the services provided.

For example, the NDIS is focused on the provision of care in accordance with a client's choice. Whilst prior to the NDIS, certain services were provided to clients in a community environment, with a group of other clients at a time specified by the employer, such services are now provided on an individualised and tailored basis.

Where a client would previously have been offered an opportunity to engage in a community activity with other clients (we were provided with examples of clients

participating in ten pin bowling and pottery classes); the NDIS is instead directed towards the provision of services that a particular client wants, as and when the client wants them. This could include engagement in a community activity of the client's choosing, at a time and place chosen by the client.