

12 March 2019

The Benevolent Society – Annual Wage Review 2018 – 2019

- 1) The Benevolent Society (TBS) wishes to thank the Expert Panel for the opportunity to make submissions in relation to the Annual Wage Review 2018-2019.
- 2) TBS makes this submission in relation to the Fair Work Commission's powers under the *Fair Work (Transitional Provisions and Consequential Amendments) Act 2009* (the Transitional Act), Item 20 of Part 5 of Schedule 9 to vary the terms of Division 2B State awards.
- 3) The Directions for the Annual Wage Review 2018 -2019 state that parties wishing to participate in final consultations are requested to express interest by 7 May 2019. TBS advises that it wishes to participate in final consultations.

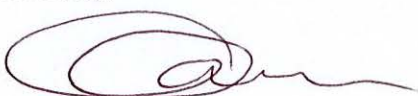
Background

- 4) TBS is a not for profit operating in the community services sector across New South Wales, Queensland and South Australia, as well as providing some services in the Australian Capital Territory and the Torres Strait Islands. These services include:
 - a) Ageing (in home care support for older Australians);
 - b) Child & Family (supports in the area of families, parenting, early childhood, mental health, post adoption, foster care);
 - c) Disability Services (direct support services such as psychology, behavioral support, occupational therapy and case management);
 - d) Social justice and advocacy campaigns (e.g. Every Age Counts, Fix Pension Poverty, Every Child).

Transferring employees

- 5) TBS employees approximately 370 employees under Copied State awards (transferring employees) in our Disability Services business area in New South Wales.
- 6) Transferring employees joined TBS on 1 August 2017. In 2017 and 2018 following increases have applied to the salaries of transferring employees:
 - a) Prior to their transfer to TBS, in the first pay period on or after 1 July 2017 the salaries of transferring employees were increased by 2.5% as a result of a decision by the NSW Industrial Relations Commission.
 - b) In the first pay period on or after 1 July 2018 the salaries of transferring employees were increased by 3.5% as a result of the Annual Wage Review 2017-2018.

Sincerely,



Isabelle Guaran
HR Director