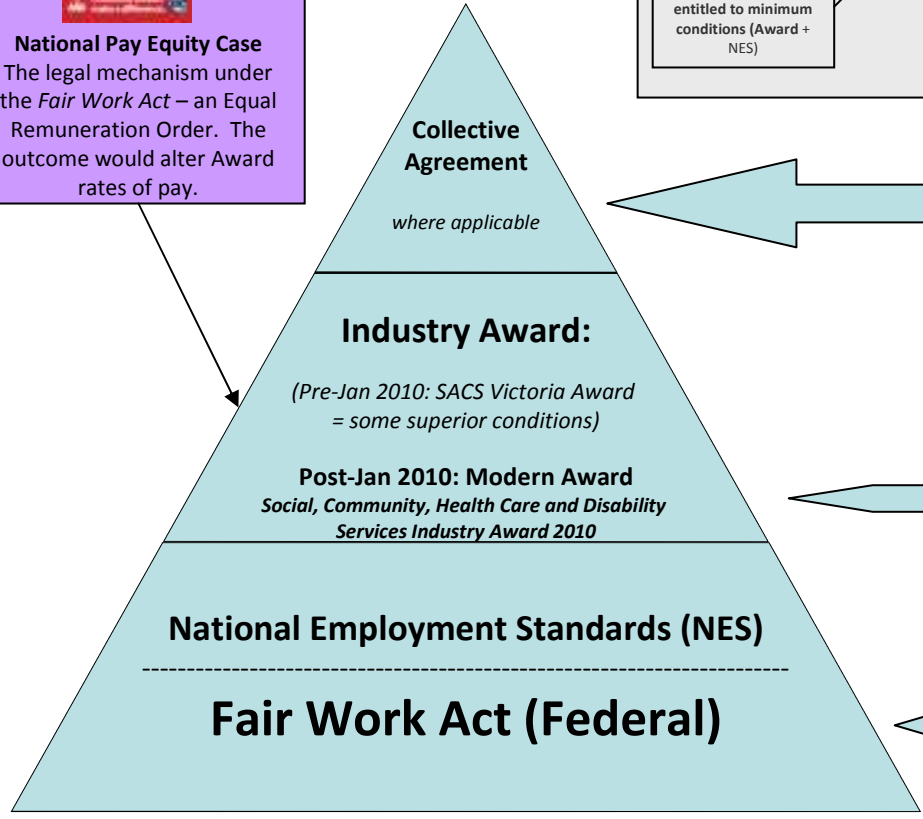
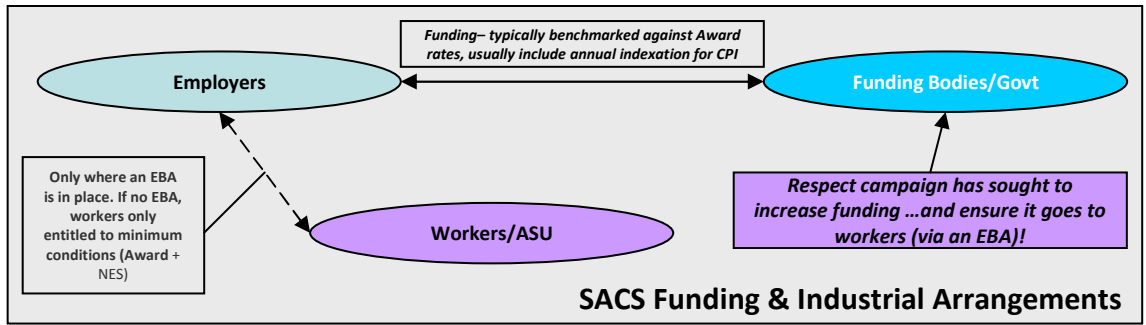


**National Pay Equity Case**  
 The legal mechanism under the *Fair Work Act* – an Equal Remuneration Order. The outcome would alter Award rates of pay.



**Workplace/Sub-sector specific:** Negotiated between workers and employer/s directly, ideally with union involvement. Agreements build on the minima set by the NES and Award. Also give workers more say over their employment standards. *Fair Work Act* specifies that should an agreement pay rate fall below the Award, the Award rate is to apply. Over time & consecutive EBAs, working conditions & pay improve, raising the bar.

Funding bodies, primarily government, tend to benchmark wage component of funding & service agreements (FASAs) against Award rates of pay. Negotiations occur between employers & funding bodies. No representation of workers' interests.

**Industry Standard:** The Modern Award contains some lower conditions than the previously applicable *SACS Vic Award*. Awards apply nationally & there are rigid limitations to altering their content.

**Base Standard:** The *Fair Work Act* forms the base of your conditions at work. Allows for the creation of 10 national minimum standards of employment – the NES. Gives provision for the creation of Awards and collective agreements.

- Industrial Obligations of Employers to SACS Workers as at February 2010
- ASU Campaign – to Improve SACS Workers' Pay

**Funding Bodies**

**SACS: Where do my Pay & Conditions Come From?**