



Kurri Kurri Community Services Ltd.

Matter No: AM2014/286

REVIEW OF THE SUPPORTED EMPLOYMENT SERVICES AWARD 2010

SUBMISSION OF KURRI KURRI COMMUNITY SERVICES LTD

1. BACKGROUND TO THIS SUBMISSION

- 1.1 Kurri Kurri Community Services Ltd (**KKCS**) makes this submission to the Fair Work Commission in opposition to the application of AED Legal to have all wage tools other than the Supported Wage System (**SWS**) removed from the Supported Employment Services Award 2010 (**SES Award**).
- 1.2 KKCS has its own tool currently named in the SES Award, the *Kurri Contracting Service Wage Assessment Tool (KCSWAT)*, and opposes its removal.

2. KURRI CONTRACTING SERVICE

- 2.1 Kurri Contracting Service (**KCS**) is an Australian Disability Enterprise (**ADE**), also referred to as a Supported Employment Service (**SES**), auspiced by KKCS.
- 2.2 For 30 years, KCS has provided employment to people with a disability who live in the local area. KCS was established to increase employment options and life skills for its employees through ongoing training and support while also providing local businesses and organisations with a professional contracting service.
- 2.3 KKCS currently operates five different business units with an overall workforce of 116 staff, roughly a quarter of whom are supported employees. KCS undertakes the following activities:
 - (a) Commercial grounds maintenance;
 - (b) Commercial cleaning;
 - (c) Fire hazard and roadside litter reduction;
 - (d) Graffiti removal;
 - (e) Site rescue and remediation

Kurri Kurri Community Services Ltd

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3. THE KURRI CONTRACTING SERVICE WAGE ASSESSMENT TOOL

- 3.1 In 2004, KCS adopted the KCSWAT, which uses both competency based assessment and productivity assessment of supported employees against the skills matrix relevant to the area in which they are employed.
- 3.2 The KCSWAT operates in conjunction with the *Kurri Contracting Service Enterprise Agreement 2004 (EA05/63) (Agreement)*, which was approved by the NSW industrial Relations Commission on 1 December 2004. The KCSWAT can be found at Schedule 3 of the Agreement.
- 3.3 The calibration of wage determination in the KCSWAT was calculated using percentages from the Australian Liquor, Hospitality & Miscellaneous Workers Unions Supported Employment (Business Enterprises) Award 1993.
- 3.4 The KCS tool was negotiated with the Union (Australian Liquor, Hospitality & Miscellaneous Workers Union). The Union was involved in the development and implementation of the Work Place Agreement as per Clause 3.3.
- 3.5 The competency based wage system is designed to remunerate employees in a fair and equitable manner and is based on the acquisition of and the use of competencies (skills) to a standard of performance linked to output (productivity). The purpose is to provide an equitable method of reward for employees with a disability with medium to high support needs.
- 3.6 The KCSWAT does not discriminate between supported and non-supported employees, because the skills matrix and productivity measures it relies upon are related to the work performed by the employee.

4. THE SUPPORTED WAGES SYSTEM

- 4.1 It is the submission of KKCS that the SWS would not be appropriate for the majority of supported employees engaged by KCS, who have medium to high support needs.
- 4.2 It is the submission of KKCS that the SWS is an appropriate wage assessment tool for employees who have lower support needs, but is inappropriate for the majority of KCS supported employees.

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5. THE APPLICATION

- 5.1 Since its introduction in 2004, no employees or any representative of an employee has challenged the validity of the KCSWAT or questioned its appropriateness for the work undertaken by KCS employees.
- 5.2 At no time has AED Legal approached KKCS to discuss the KCSWAT. We are not aware that they act as an advocate on behalf of any of our employees.

Mike Coddington

CEO, Kurri Kurri Community Services Ltd

20 November 2017

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