

# COMMUNITY SECTOR SURGE POOL

## Information for employees

Throughout the pandemic, the community services sector has gone above and beyond in the delivery of critical care services to the communities that we serve. It is WACOSS' hope that, in the spirit of community, we can come together to overcome the challenges of Omicron and ensure that no one is left behind.

The purpose of the CSSP is to see the continuation of critical care services, irrespective of workforce disruptions due to COVID-19. The CSSP will allow organisations to quickly draw on an additional, appropriately qualified, workforce for immediate deployment to temporarily relieve the impacts of furloughing of staff.

### WHAT DOES THIS MEAN FOR YOU?

- 1 Clients in need will continue to receive care even if their usual provider is affected by furloughing of staff due to COVID-19.**

When critical services are put at risk so are people's lives. The aim of the CSSP is to ensure that people who rely on their service providers and support workers to survive are able to access the support and care that they need during a time of crisis.

- 2 Participating in the CSSP offers an opportunity for work experience.**

During your secondment you may gain access to new environments and experiences, giving you an opportunity to upskill and gain valuable work experience.

- 3 Participating in the CSSP offers an opportunity for networking.**

During your secondment you may have an opportunity to meet new people and create new relationships across the sector which will ultimately strengthen your own network and the overall performance of the community services sector.

- 4 Participation in the CSSP will not affect your primary job.**

Participation in the CSSP is a temporary secondment only and will not impact job security with your regular employer. You won't be worse off by engaging in the surge pool. Your salary will remain the same and continue to be paid by your employer. If you perform higher-duties, you may receive payment even above your current rate. You will continue to accrue annual leave and be entitled to the usual rights per your original contract.



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### **5** Induction, OHS and appropriate PPE to be provided to employees as a condition of secondment.

Seconded employees will be provided with appropriate PPE and induction, including a briefing on the relevant occupational health and safety protocols, into their new role and workplace by the requesting organisation once the MoU and ToS have been signed by all parties.

Without the dedication and commitment of our staff the community services sector, and the services that we provide to the community, falls apart. We know that our staff have had it tough over the last two years as COVID-19 restrictions and uncertainty have put even greater pressures on all of us.

The CSSP is a voluntary service, both for organisations and for individual staff and we understand that everyone's circumstances are different. If you are unsure about whether participation in the CSSP is right for you, please speak to your employer or feel free to contact WACOSS' Business Continuity Coordinator, Milan Vojnovic, to discuss the implications for you.

