

# COMMUNITY SECTOR SURGE POOL

## Information for employers

Throughout the pandemic, the community services sector has gone above and beyond when it comes to continuing to deliver 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 biggest benefit of the CSSP is that clients receiving critical care services will continue to do so, 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.

### WHY SHOULD MY ORGISATION SIGN UP FOR THE CSSP?

#### **1 Clients receiving critical care services will continue to do so, irrespective of workforce disruptions 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, when every other option has been utilised, organisations are able to continue to provide services to clients in need until their normal workforce can return.

#### **2 Participation in the CSSP will strengthen the sector as a whole.**

The purpose of establishing the CSSP is to mitigate the impact to clients and social services due to furloughing of staff. In a very real sense, working together in such a way across the community services sector has the potential to save lives.

#### **3 Opting-in to the CSSP is a low barrier.**

The CSSP is a voluntary service that only requires organisations to opt-in at this stage. Ultimately, the community sector may never come to need this service and this would be a best-case scenario for the communities that we serve. No one can accurately predict the level of disruption that Omicron will bring over the coming weeks and months; the CSSP is a failsafe for the worst-case scenario.



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### **4** WACOSS will resource and facilitate the CSSP.

After reviewing the Memorandum of Understanding (MoU) and registering with WACOSS to participate in the CSSP, organisations will only need to engage if their own services are impacted by furloughing of staff or if there is an organisation in crisis to whom they are able to provide surplus staff for a temporary secondment.

### **5** Seconded staff will have their salary paid by the organisation requesting assistance.

The parent organisation sending their employee for secondment will be able to invoice their salary for the duration of the secondment and manage staff surplus within current resources.

