

Legislative Assembly Select Committee on Essential  
Worker Housing

**Parliament of New South Wales**

Parliament House, Macquarie Street, Sydney, NSW  
2000, Australia

**E** [EssentialWorkerHousing@parliament.nsw.gov.au](mailto:EssentialWorkerHousing@parliament.nsw.gov.au)

Dharawal Country  
Lot 26 Mortlock Avenue,  
Port Kembla 2505.

PO Box 156 **T:** (02) 4256 4333

**E:** [info@cigroup.org](mailto:info@cigroup.org)

**W:** [communityindustrygroup.org.au](http://communityindustrygroup.org.au)

Dear Committee Members,

Thank you for the opportunity to appear before the Legislative Assembly Select Committee on Essential Worker Housing at its hearing of 3<sup>rd</sup> December as part of the Options for essential worker housing in New South Wales. I respond now to the information I took on notice.

The figure I quoted of an average salary of \$70,000 for community workers came from SEEK. However, what I failed to mention at the hearing is that a significant percentage of the community sector workforce are employed on a part-time or casual basis.

The 2024 research report *Australia's Social and Community Services Workforce: Characterisation, classification and value* (Cortis & Blaxland, 2024) released by UNSW Social Policy Research Centre provides an accurate picture of the wage structure in the sector. The report outlines the findings from a study conducted in 2023 which was informed by firsthand accounts of 3,112 workers in the community services sector. The report reflects the findings of Australia's largest ever survey of pay and conditions in social and community services.

The following information comes from the report.

Over 300,000 people work in the social and community services sector, and over three quarters of these workers are women. Less than half of all workers (46.3%) are employed on a full-time basis. Almost as many are employed on a part-time basis (43%) while 9.3% were casual employees.

Full time employment is most common among managers and service leaders, while frontline staff (on lower pay rates) are more likely to be employed on a part time or casual basis.



The research revealed that many part time and casual employees do not work enough hours to make a living, with 23.3% of part-timers and 34.7% of casuals reporting inadequate hours.

The disability sector has the highest percentages of part-time and casual work with 57% employed on a part time basis and 24.6% employed as casuals.

Bearing the above in mind, I cite the findings in the report in relation to the percentage of the workforce by classification under the SCADS Award to respond to the Committee's question about the wage profile of the sector.

<b>SACS Level under SCHADS AWARD</b>	<b>SalaryRange</b>	<b>Percentage of workers employed at this level</b>
<b>Level 1</b>	\$50,307 - \$53,783 p.a. \$25.41 - \$27.17 per hour	2.2%
<b>Level 2</b>	\$66,153 - \$72,177 p.a. \$33.41 - \$36.46 per hour	19.4%
<b>Level 3</b>	\$73,937 - \$79,287 p.a. \$37.35 - \$40.05 per hour	12.9%
<b>Level 4</b>	\$85,284 - \$91,763 p.a. \$43.08 - \$46.35 per hour	21.9%
<b>Level 5</b>	\$97,773 - \$101,984 p.a. \$49.28 - \$51.51 per hour	21.6%
<b>Level 6</b>	\$106,595 - \$111,306 p.a. \$53.84 - \$56.22 per hour	12.5%
<b>Level 7</b>	\$115,286 - \$120,102 p.a. \$72.79 - \$75.83 per hour	4.6%
<b>Level 8</b>	\$125,080 - \$130,005 p.a. \$78.98 - \$82.09 per hour	2.9%

I have been unable to find information on family composition or caring responsibilities. I will continue to research and will advise the Committee Secretariat if I am able to locate such data in the future.

Yours sincerely,



**Nicky Sloan**  
**CEO**