

Australian Services Union NSW & ACT (Services) Branch

2 October 2018

The Hon Greg Donnelly MLC Committee Chair Legislative Council Portfolio Committee No 2 Parliament House Macquarie Street SYDNEY NSW 2000

By hand & email: portfoliocommittee2@parliament.nsw.gov.au

Dear Mr Donnelly,

Re: Disability Support Worker minimum Award rates in NSW non-government organisations

I write in relation to submission no. 343 of the Public Sector Association of NSW to the Committee's current inquiry into the Implementation of the National Disability Insurance Scheme and the Provision of Disability Services in NSW.

That submission outlined at page 20 pay rates for the Social, Community, Home Care and Disability Services Industry Award 2010 (SCHADS Award).

The SCHADS Award is the relevant Modern Award for disability support workers in NSW in non-government organisations. However, the rates listed in the PSA Submission are not the minimum rates that apply in NSW.

The current minimum Award rates that apply to frontline Disability Support Work are:

Classification	Pre-modern award classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift
Level 2 - pay point 1	Community services worker grade 2 - Year 1	\$978.87	\$25.76	\$38.64	\$51.52	\$64.40	\$28.98
Level 2 - pay point 2	Community services worker grade 2 - Year 2	\$1,011.59	\$26.62	\$39.93	\$53.24	\$66.55	\$29.95
Level 2 - pay point 3	Community services worker grade 2 - Year 3	\$1,044.42	\$27.48	\$41.22	\$54.96	\$68.70	\$30.92
Level 2 - pay point 4	Community services worker grade 2 - Year 4	\$1,076.47	\$28.33	\$42.50	\$56.66	\$70.83	\$31.87
Level 3 - pay point 1	Community services worker grade 3 - Year 1	\$1,103.37	\$29.04	\$43.56	\$58.08	\$72.60	\$32.67
Level 3 - pay point 2	Community services worker grade 3 - Year 2	\$1,137.50	\$29.93	\$44.90	\$59.86	\$74.83	\$33.67



Australian Services Union NSW & ACT (Services) Branch

Classification	Pre-modern award classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift
Level 3 - pay point 3	Community services worker grade 3 - Year 3	\$1,166.07	\$30.69	\$46.04	\$61.38	\$76.73	\$34.53
Level 3 - pay point 4	Community services worker grade 3 - Year 4	\$1,194.47	\$31.43	\$47.15	\$62.86	\$78.58	\$35.36
Level 3 - pay point 4	Community services worker grade 3 - Year 5	\$1,207.43	\$31.77	\$47.66	\$63.54	\$79.43	\$35.74

The above rates are taken from the Fair Work Ombudsman's SCHADS Award pay guide. I have attached the full FWO guide to this letter for your reference.

As the Committee would be aware, the Australian Services Union ran an historic Equal Pay case that resulted in the Fair Work Commission issuing an Equal Remuneration Order (ERO) in 2012. That ERO provided for pay increases of between 23 and 45%, to be phased in between 2012 and 2020 to the minimum SCHADS Award pay rates.

There are different transitional rates for each state as the ERO is implemented. The next ERO increase is due in December this year for NGO Disability Support Workers in NSW.

Please feel free to contact me should the committee require any further information.

Yours Sincerely.

Natalie Lang Branch Secretary
Australian Services Union NSW & ACT (Services) Branch



Social, Community, Home Care and Disability Services Industry Award 2010 [MA000100]

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Social and Community Services Employees (State) Award [AN120505] (NSW)

Published 28 June 2018

This pay guide contains pay rates for both $\frac{1 \text{ July } 2018}{2018}$ and $\frac{1 \text{ December } 2018}{2018}$.

Information about the definition and operation of allowances, penalties and overtime can be found in the award and the Pay and Conditions Tool.

and save replies, view tailored information relevant to you and save pages, pay rates and awards. The best way to get general pay and conditions advice is to register for My account on our website. Once you have registered you can ask questions

Equal Remuneration Order arrangements

period on or after 01 December 2012 until the final pay period before 01 December 2020. 2012 and provides an additional Transitional Equal Remuneration Payment (TERP). The TERP is introduced over 9 payments from the first full pay Accommodation classifications of the award. The order preserves a transitional minimum wage applicable at the first full pay period on or after 01 July An Equal Remuneration Order was made on 22 June 2012 with respect to employees in the Social and Community Services and Crisis

account the Equal Remuneration Order review and for Social and Community Services and Crisis Accommodation classifications will also change at 01 December each year to take into The rates set out in this guide will change for all classifications from 01 July each year to take into account the Fair Work Commission's annual wage

Rates of pay - effective 1 July 2018

Social and community services employee - Full-time & part-time

Table 1 of 2

Classification	Pre-modern award classification	Weekly pay rate	Hourly pay	Saturday	Sunday	Public holiday	Afternoon shift
Level 1 - pay point 1	Community services worker grade 1 - Year 1	\$782.00	\$20.58	\$30.87	\$41.16	\$51.45	\$23.15
Level 1 - pay point 2	Community services worker grade 1 - Year 2	\$808.40	\$21.27	\$31.91	\$42.54	\$53.18	\$23.93
Level 1 - pay point 3	Community services worker grade 1 - Year 3	\$837.40	\$22.04	\$33.06	\$44.08	\$55.10	\$24.80
2 - pay point	<u>-</u>	\$965.80	\$25.42	\$38.13	\$50.84	\$63.55	\$28.60
Level 2 - pay point 1	Community services worker grade 2 - Year 1	\$978.87	\$25.76	\$38.64	\$51.52	\$64.40	\$28.98
Level 2 - pay point 2	-	\$996.02	\$26.21	\$39.32	\$52.42	\$65.53	\$29.49
1	2 - Year	\$1,011.59	\$26.62	\$39.93	\$53.24	\$66.55	\$29.95
Level 2 - pay point 3	1-	\$1,026.35	\$27.01	\$40.52	\$54.02	\$67.53	\$30.39
Level 2 - pay point 3	Community services worker grade 2 - Year 3	\$1,044.42	\$27.48	\$41.22	\$54.96	\$68.70	\$30.92
Level 2 - pay point 4	1 -	\$1,053.80	\$27.73	\$41.60	\$55.46	\$69.33	\$31.20
Level 2 - pay point 4	2-	\$1,076.47	\$28.33	\$42.50	\$56.66	\$70.83	\$31.87
Level 3 - pay point 1	Community services worker grade 3 - Year 1	\$1,103.37	\$29.04	\$43.56	\$58.08	\$72.60	\$32.67
Level 3 - pay point 2	Community services worker grade 3 - Year 2	\$1,137.50	\$29.93	\$44.90	\$59.86	\$74.83	\$33.67
Level 3 - pay point 3	3 - Year	\$1,166.07	\$30.69	\$46.04	\$61.38	\$76.73	\$34.53
Level 3 - pay point 4	Community services worker grade 3 - Year 4	\$1,194.47	\$31.43	\$47.15	\$62.86	\$78.58	\$35.36
Level 3 - pay point 4	Community services worker grade 3 - Year 5	\$1,207.43	\$31.77	\$47.66	\$63.54	\$79.43	\$35.74
Level 4 - pay point 1	Community services worker grade 3 - Year 1	\$1,221.06	\$32.13	\$48.20	\$64.26	\$80.33	\$36.15
Level 4 - pay point 1	Community services worker grade 4 - Year 1	\$1,279.86	\$33.68	\$50.52	\$67.36	\$84.20	\$37.89
Level 4 - pay point 2	Community services worker grade 3 - Year 2	\$1,256.23	\$33.06	\$49.59	\$66.12	\$82.65	\$37.19
Level 4 - pay point 2	Community services worker grade 4 - Year 2	\$1,313.90	\$34.58	\$51.87	\$69.16	\$86.45	\$38.90
Level 4 - pay point 3	Community services worker grade 3 - Year 3	\$1,291.32	\$33.98	\$50.97	\$67.96	\$84.95	\$38.23
Level 4 - pay point 3	Community services worker grade 4 - Year 3	\$1,348.39	\$35.48	\$53.22	\$70.96	\$88.70	\$39.92
Level 4 - pay point 4	Community services worker grade 3 - Year 4	\$1,324.03	\$34.84	\$52.26	\$69.68	\$87.10	\$39.20
Level 4 - pay point 4	Community services worker grade 3 - Year 5	\$1,336.99	\$35.18	\$52.77	\$70.36	\$87.95	\$39.58
Level 4 - pay point 4	Community services worker grade 4 - Year 4	\$1,380.03	\$36.32	\$54.48	\$72.64	\$90.80	\$40.86
Level 5 - pay point 1	Community services worker grade 4 - Year 1	\$1,407.28	\$37.03	\$55.55	\$74.06	\$92.58	\$41.66
Level 5 - pay point 1	Community services worker grade 5 - Year 1	\$1,451.21	\$38.19	\$57.29	\$76.38	\$95.48	\$42.96
Level 5 - pay point 2	4 -	\$1,439.92	\$37.89	\$56.84	\$75.78	\$94.73	\$42.63
Level 5 - pay point 2	Community services worker grade 5 - Year 2	\$1,491.39	\$39.25	\$58.88	\$78.50	\$98.13	\$44.16
Level 5 - pay point 3	Community services worker grade 4 - Year 3	\$1,475.19	\$38.82	\$58.23	\$77.64	\$97.05	\$43.67

Classification	Pre-modern award classification	Weekly pay Hour	Hourly pay	Saturday	Sunday	Public holidav	Afternoon shift
l aval 5 - nav naint 3	Community services worker grade 4 - Year 4	\$1.486.06	\$39.11	\$58.67	\$78.22	\$97.78	\$44.00
Level 5 - pay point 3	Community services worker grade 5 - Year 2	\$1,515.49	\$39.88	\$59.82	\$79.76	\$99.70	\$44.87
Level 6 - pay point 1	Community services worker grade 4 - Year 1	\$1,501.38	\$39.51	\$59.27	\$79.02	\$98.78	\$44.45
l evel 6 - pay point 2	Community services worker grade 4 - Year 2	\$1,536.39	\$40.43	\$60.65	\$80.86	\$101.08	\$45.48
Level 6 - pay point 3	Community services worker grade 4 - Year 3	\$1,572.01	\$41.37	\$62.06	\$82.74	\$103.43	\$46.54
Level 6 - pay point 3	Community services worker grade 4 - Year 4	\$1,582.88	\$41.65	\$62.48	\$83.30	\$104.13	\$46.86
Level 6 - pay point 1	Community services worker grade 5 - Year 1	\$1,544.88	\$40.65	\$60.98	\$81.30	\$101.63	\$45.73
Level 6 - pay point 2	Community services worker grade 5 - Year 2	\$1,587.86	\$41.79	\$62.69	\$83.58	\$104.48	\$47.01
Level 6 - pay point 3	Community services worker grade 5 - Year 2	\$1,612.31	\$42.43	\$63.65	\$84.86	\$106.08	\$47.73
Level 7 - pay point 1	Community services worker grade 5 - Year 1	\$1,635.19	\$43.03	\$64.55	\$86.06	\$107.58	\$48.41
Level 7 - pay point 1	Community services worker grade 6 - Year 1	\$1,690.35	\$44.48	\$66.72	\$88.96	\$111.20	\$50.04
Level 7 - pay point 2	Community services worker grade 5 - Year 2	\$1,678.71	\$44.18	\$66.27	\$88.36	\$110.45	\$49.70
Level 7 - pay point 2	Community services worker grade 6 - Year 2	\$1,742.97	\$45.87	\$68.81	\$91.74	\$114.68	\$51.60
Level 7 - pay point 3	Community services worker grade 5 - Year 2	\$1,703.61	\$44.83	\$67.25	\$89.66	\$112.08	\$50.43
Level 7 - pay noint 3	Community services worker grade 6 - Year 2	\$1,767.87	\$46.52	\$69.78	\$93.04	\$116.30	\$52.34
Level 8 - pay point 1	Community services worker grade 6 - Year 1	\$1,792.00	\$47.16	\$70.74	\$94.32	\$117.90	\$53.06
Level 8 - pay point 2	Community services worker grade 6 - Year 2	\$1,844.96	\$48.55	\$72.83	\$97.10	\$121.38	\$54.62
Level 8 - pay point 3	_	\$1,870.57	\$49.23	\$73.85	\$98.46	\$123.08	\$55.38

Table 2 of 2

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- pay point 3 Community services worker grade 2 - Year 3 \$31.60 \$41.22 \$54.96 \$69.33 \$55.46 - pay point 4 Community services worker grade 1 - Year 3 \$32.58 \$42.50 \$55.66 \$70.83 \$55.46 - pay point 1 Community services worker grade 2 - Year 4 \$33.40 \$43.56 \$56.66 \$70.83 \$55.66 \$70.85 \$70.85 \$70.85 \$70.85 \$70.85 \$70.95	1	 1	\$31.06	\$40.52	\$54.02	\$67.53	\$54.02	\$54.02
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- pay point 1 Community services worker grade 3 - Year 1 \$33.40 \$43.56 \$58.08 \$72.60 \$58.08 - pay point 2 Community services worker grade 3 - Year 2 \$34.42 \$44.90 \$59.86 \$74.83 \$59.86 - pay point 3 Community services worker grade 3 - Year 3 \$35.29 \$46.04 \$61.38 \$76.73 \$61.38 - pay point 4 Community services worker grade 3 - Year 4 \$36.14 \$47.15 \$62.86 \$78.53 \$62.86 - pay point 1 Community services worker grade 3 - Year 5 \$36.54 \$47.66 \$63.54 \$79.43 \$63.54 - pay point 2 Community services worker grade 3 - Year 1 \$36.95 \$48.20 \$66.12 \$80.33 \$64.26 - pay point 2 Community services worker grade 3 - Year 2 \$38.02 \$49.59 \$66.12 \$82.65 \$66.12 - pay point 3 Community services worker grade 4 - Year 2 \$38.02 \$49.59 \$66.12 \$82.65 \$66.12 - pay point 3 Community services worker grade 3 - Year 3 \$39.08 \$50.97 \$69.16 \$82.65 \$66.12 - pay point 4 Community services worker grade 4 - Year 3 \$40.80 \$53.22 \$70.96 \$88.70 \$70.96 - pay point 4 Community services worker grade 3 - Year 4 \$40.07 \$52.26 \$69.68 \$87.10 \$69.68 - pay point 4 Community services worker grade 3 - Year 5 \$40.46 \$52.77 \$70.36 \$87.95 \$70.36 \$70.	•		\$32.58	\$42.50	\$56.66	\$70.83	\$56.66	\$56.66
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- pay point 3 Community services worker grade 3 - Year 3 \$35.29 \$46.04 \$61.38 \$76.73 \$61.38 - pay point 4 Community services worker grade 3 - Year 4 \$36.14 \$47.15 \$62.86 \$78.58 \$62.86 - pay point 1 Community services worker grade 3 - Year 5 \$36.54 \$47.66 \$63.54 \$79.43 \$63.54 - pay point 1 Community services worker grade 3 - Year 1 \$36.95 \$48.20 \$64.26 \$80.33 \$64.26 - pay point 2 Community services worker grade 4 - Year 1 \$38.73 \$50.52 \$67.36 \$84.20 \$66.12 - pay point 3 Community services worker grade 4 - Year 2 \$39.77 \$51.87 \$69.16 \$82.65 \$69.16 - pay point 4 Community services worker grade 3 - Year 3 \$39.08 \$50.97 \$67.96 \$84.95 \$67.96 - pay point 4 Community services worker grade 3 - Year 3 \$40.80 \$53.22 \$70.96 \$88.70 \$70.96 - pay point 4 Community services worker grade 3 - Year 4 \$40.07 \$52.26 \$69.68 \$87.10 \$69.68 - pay point 4 Community services worker grade 4 - Year 5 \$40.46 \$55.77 \$70.36 \$87.96 \$70.36	1		\$34.42	\$44.90	\$59.86	\$74.83	\$59.86	\$59.86
- pay point 4 Community services worker grade 3 - Year 4 \$36.14 \$47.15 \$62.86 \$78.58 \$63.54 - pay point 4 Community services worker grade 3 - Year 5 \$36.54 \$47.66 \$63.54 \$79.43 \$63.54 - pay point 1 Community services worker grade 3 - Year 1 \$36.95 \$48.20 \$64.26 \$80.33 \$64.26 - pay point 2 Community services worker grade 4 - Year 1 \$38.73 \$50.52 \$67.36 \$84.20 \$67.36 - pay point 3 Community services worker grade 4 - Year 2 \$39.77 \$51.87 \$69.16 \$86.45 \$67.96 - pay point 4 Community services worker grade 4 - Year 3 \$39.08 \$50.97 \$67.96 \$88.70 \$67.96 - pay point 4 Community services worker grade 3 - Year 3 \$40.80 \$53.22 \$70.96 \$87.10 \$69.68 - pay point 4 Community services worker grade 3 - Year 4 \$40.07 \$52.26 \$69.68 \$87.10 \$69.68 - pay point 4 Community services worker grade 4 - Year 5 \$40.46 \$52.77 \$70.36 \$87.95 \$70.36 \$70.36 \$70.36 \$70.36 \$72.64 \$90.80 \$72.64 \$90.80 \$72.64 \$90.80 \$72.64 \$90.80 \$72.64 \$70.36 \$72.64 \$90.80 \$72.64 \$70.36 \$72.64 \$90.80 \$72.64 \$70.36 \$72.64 \$70.36 \$72.64 \$70.36 \$72.64	1		\$35.29	\$46.04	\$61.38	\$76.73	\$61.38	\$61.38
- pay point 4 Community services worker grade 3 - Year 5 \$36.54 \$47.66 \$63.54 \$79.43 \$63.54 - pay point 1 Community services worker grade 3 - Year 1 \$36.95 \$48.20 \$64.26 \$80.33 \$64.26 - pay point 2 Community services worker grade 4 - Year 2 \$38.73 \$50.52 \$67.36 \$84.20 \$66.12 - pay point 2 Community services worker grade 3 - Year 2 \$39.77 \$51.87 \$69.16 \$82.65 \$66.12 - pay point 3 Community services worker grade 3 - Year 3 \$39.08 \$50.97 \$67.96 \$84.95 \$67.96 - pay point 4 Community services worker grade 4 - Year 3 \$40.80 \$53.22 \$70.96 \$88.70 \$70.96 - pay point 4 Community services worker grade 3 - Year 4 \$40.07 \$52.26 \$69.68 \$87.10 \$69.68 - pay point 4 Community services worker grade 4 - Year 4 \$40.46 \$52.77 \$70.96 \$87.10 \$69.68 - pay point 4 Community services worker grade 4 - Year 5 \$40.46 \$52.77 \$70.36 \$87.95 \$70.36 - pay point 5 Community services worker grade 4 - Year 1	•	ω	\$36.14	\$47.15	\$62.86	\$78.58	\$62.86	\$62.86
- pay point 1 Community services worker grade 3 - Year 1 \$36.95 \$48.20 \$64.26 \$80.33 \$64.26 - pay point 1 Community services worker grade 4 - Year 1 \$38.73 \$50.52 \$67.36 \$84.20 \$67.36 - pay point 2 Community services worker grade 3 - Year 2 \$38.02 \$49.59 \$66.12 \$82.65 \$66.12 - pay point 2 Community services worker grade 4 - Year 2 \$39.77 \$51.87 \$69.16 \$86.45 \$69.16 - pay point 3 Community services worker grade 3 - Year 3 \$40.80 \$50.97 \$67.96 \$84.95 \$67.96 - pay point 4 Community services worker grade 3 - Year 3 \$40.80 \$53.22 \$70.96 \$87.00 \$70.96 - pay point 4 Community services worker grade 3 - Year 4 \$40.07 \$52.26 \$69.68 \$87.10 \$69.68 - pay point 4 Community services worker grade 4 - Year 4 \$40.46 \$52.77 \$70.36 \$87.95 \$70.36 - pay point 4 Community services worker grade 4 - Year 4 \$41.77 \$54.48 \$72.64 \$90.80 \$72.64 - pay point 5 Community services worker grade 4 - Year 1	1	3	\$36.54	\$47.66	\$63.54	\$79.43	\$63.54	\$63.54
- pay point 1 Community services worker grade 4 - Year 1 \$38.73 \$50.52 \$67.36 \$84.20 \$67.36 - pay point 2 Community services worker grade 3 - Year 2 \$38.02 \$49.59 \$66.12 \$82.65 \$66.12 - pay point 2 Community services worker grade 4 - Year 2 \$39.77 \$51.87 \$69.16 \$86.45 \$69.16 - pay point 3 Community services worker grade 3 - Year 3 \$39.08 \$50.97 \$67.96 \$84.95 \$67.96 - pay point 4 Community services worker grade 3 - Year 4 \$40.80 \$53.22 \$70.96 \$88.70 \$70.96 - pay point 4 Community services worker grade 3 - Year 5 \$40.46 \$52.26 \$69.68 \$87.09 - pay point 4 Community services worker grade 4 - Year 5 \$40.46 \$52.77 \$70.36 \$87.95 \$70.36 - pay point 1 Community services worker grade 4 - Year 1 \$42.58 \$54.48 \$72.64 \$90.80 \$72.64 - pay point 1 Community services worker grade 4 - Year 1 \$42.58 \$55.55 \$74.06 \$92.58 \$74.06 - pay point 1 Community services worker grade 4 - Year 1 \$42.58	1	3 -	\$36.95	\$48.20	\$64.26	\$80.33	\$64.26	\$64.26
- pay point 2 Community services worker grade 3 - Year 2 \$38.02 \$49.59 \$66.12 \$82.65 \$66.12 - pay point 2 Community services worker grade 4 - Year 2 \$39.77 \$51.87 \$69.16 \$86.45 \$69.16 - pay point 3 Community services worker grade 3 - Year 3 \$39.08 \$50.97 \$67.96 \$84.95 \$67.96 - pay point 4 Community services worker grade 3 - Year 4 \$40.80 \$53.22 \$70.96 \$88.70 \$70.96 - pay point 4 Community services worker grade 3 - Year 4 \$40.07 \$52.26 \$69.68 \$87.10 \$69.68 - pay point 4 Community services worker grade 3 - Year 5 \$40.46 \$52.77 \$70.36 \$87.95 \$70.36 - pay point 4 Community services worker grade 4 - Year 4 \$41.77 \$54.48 \$72.64 \$90.80 \$72.64 - pay point 1 Community services worker grade 4 - Year 1 \$42.58 \$55.55 \$74.06 \$92.58 \$74.06 - pay point 1 Community services worker grade 5 - Year 1 \$43.92 \$57.29 \$76.38 \$95.48 \$76.38			\$38.73	\$50.52	\$67.36	\$84.20	\$67.36	\$67.36
- pay point 2 Community services worker grade 4 - Year 2 \$39.77 \$51.87 \$69.16 \$86.45 \$69.16 - pay point 3 Community services worker grade 3 - Year 3 \$39.08 \$50.97 \$67.96 \$84.95 \$67.96 - pay point 3 Community services worker grade 4 - Year 3 \$40.80 \$53.22 \$70.96 \$88.70 \$70.96 - pay point 4 Community services worker grade 3 - Year 4 \$40.07 \$52.26 \$69.68 \$87.10 \$69.68 - pay point 4 Community services worker grade 3 - Year 5 \$40.46 \$52.77 \$70.36 \$87.95 \$70.36 - pay point 1 Community services worker grade 4 - Year 4 \$41.77 \$54.48 \$72.64 \$90.80 \$72.64 - pay point 1 Community services worker grade 5 - Year 1 \$42.58 \$55.55 \$74.06 \$92.58 - pay point 1 Community services worker grade 5 - Year 1 \$43.92 \$57.29 \$76.38 \$95.48			\$38.02	\$49.59	\$66.12	\$82.65	\$66.12	\$66.12
- pay point 3 Community services worker grade 3 - Year 3 \$39.08 \$50.97 \$67.96 \$84.95 \$67.96 - pay point 3 Community services worker grade 4 - Year 3 \$40.80 \$53.22 \$70.96 \$88.70 \$70.96 - pay point 4 Community services worker grade 3 - Year 4 \$40.07 \$52.26 \$69.68 \$87.10 \$69.68 - pay point 4 Community services worker grade 3 - Year 5 \$40.46 \$52.77 \$70.36 \$87.95 \$70.36 - pay point 4 Community services worker grade 4 - Year 4 \$41.77 \$54.48 \$72.64 \$90.80 \$72.64 - pay point 1 Community services worker grade 4 - Year 1 \$42.58 \$55.55 \$74.06 \$92.58 \$74.06 - pay point 1 Community services worker grade 5 - Year 1 \$43.92 \$57.29 \$76.38 \$76.38 \$76.38		4 - Year	\$39.77	\$51.87	\$69.16	\$86.45	\$69.16	\$69.16
- pay point 3 Community services worker grade 4 - Year 3 \$40.80 \$53.22 \$70.96 \$88.70 \$70.96 - pay point 4 Community services worker grade 3 - Year 4 \$40.07 \$52.26 \$69.68 \$87.10 \$69.68 - pay point 4 Community services worker grade 3 - Year 5 \$40.46 \$52.77 \$70.36 \$87.95 \$70.36 - pay point 1 Community services worker grade 4 - Year 1 \$41.77 \$54.48 \$72.64 \$90.80 \$72.64 - pay point 1 Community services worker grade 4 - Year 1 \$42.58 \$55.55 \$74.06 \$92.58 \$76.38	וי	3	\$39.08	\$50.97	\$67.96	\$84.95	\$67.96	\$67.96
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- pay point 4 Community services worker grade 3 - Year 5 \$40.46 \$52.77 \$70.36 \$87.95 \$70.36 - pay point 4 Community services worker grade 4 - Year 4 \$41.77 \$54.48 \$72.64 \$90.80 \$72.64 - pay point 1 Community services worker grade 4 - Year 1 \$42.58 \$55.55 \$74.06 \$92.58 \$74.06 - pay point 1 Community services worker grade 5 - Year 1 \$43.92 \$57.29 \$76.38 \$95.48 \$76.38	4 -	3 -	\$40.07	\$52.26	\$69.68	\$87.10	\$69.68	\$69.68
- pay point 4 Community services worker grade 4 - Year 4 \$41.77 \$54.48 \$72.64 \$90.80 \$72.64 - pay point 1 Community services worker grade 4 - Year 1 \$42.58 \$55.55 \$74.06 \$92.58 \$74.06 - pay point 1 Community services worker grade 5 - Year 1 \$43.92 \$57.29 \$76.38 \$95.48 \$76.38	1	3 -	\$40.46		\$70.36	\$87.95	\$70.36	\$70.36
Community services worker grade 4 - Year 1 \$42.58 \$55.55 \$74.06 \$92.58 \$74.06 Community services worker grade 5 - Year 1 \$43.92 \$57.29 \$76.38 \$95.48 \$76.38	1	4 - Year	\$41.77	\$54.48	\$72.64	\$90.80	\$72.64	\$72.64
Community services worker grade 5 - Year 1 \$43.92 \$57.29 \$76.38 \$95.48 \$76.38	1		\$42.58	\$55.55	\$74.06	\$92.58	\$74.06	\$74.06
	1	5	\$43.92	\$57.29	\$76.38	\$95.48	\$76.38	\$76.38

Classification	Pre-modern award classification	Night shift	Overtime -	Overtime -	Overtime -	Less than	Broken shift -
		*	Saturday -	Saturday -	holiday		working beyond a
			hours (full-	hours (full-		shifts	12 hour
			time) or	time) or			span - disability
			hours	hours			services .
			(part-time)	(part-time)			WOFK
	Community services worker grade 4 - Year 2	\$43.57	\$56.84	\$75.78	\$94.73	\$75.78	\$75.78
א כ	5 - Year	\$45.14	\$58.88	\$78.50	\$98.13	\$78.50	\$78.50
. 1		\$44.64	\$58.23	\$77.64	\$97.05	\$77.64	\$77.64
Level 5 - pay point 3		\$44.98	\$58.67	\$78.22	\$97.78	\$78.22	\$/8.22
١	Community services worker grade 5 - Year 2	\$45.86	\$59.82	\$79.76	\$99.70	\$79.76	\$79.70
Level 6 - pay point 1	Community services worker grade 4 - Year 1	\$45.44	\$59.27	\$/9.02	\$98.78	\$79.02	\$00.06 00.02
۱	Community services worker grade 4 - Year 2	\$46.49	\$60.65	\$80.86	\$101.00		\$00.00
•	Community services worker grade 4 - Year 3	\$47.58	\$62.06	\$82.74	\$103.43		\$02.74
Level 6 - pay point 3	Community services worker grade 4 - Year 4	\$47.90	\$62.48	\$83.30	\$104.13	\$01.00	904.00
۱	Community services worker grade 5 - Year 1	\$46.75	\$60.98	\$81.30	\$101.63	\$81.30	901.00
	Community services worker grade 5 - Year 2	\$48.06	\$62.69	\$83.58	\$104.48	\$03.00	900.00
1	Community services worker grade 5 - Year 2	\$48.79	\$63.65	\$84.86	\$106.08	\$64.00	\$00.00 000
ı	Community services worker grade 5 - Year 1	\$49.48	\$64.55	\$86.06	\$107.58	\$86.06	\$60.00
ı	Community services worker grade 6 - Year 1	\$51.15	\$66.72	\$88.96	\$111.20	\$88.96	\$60.90
Level 7 - pay point 2	Community services worker grade 5 - Year 2	\$50.81	\$66.27	\$88.36	\$110.45	\$88.36	\$88.36
1	Community services worker grade 6 - Year 2	\$52,75	\$68.81	\$91.74	\$114.68	\$91.74	\$91.74
·]	•	\$51.55	\$67.25	\$89.66	\$112.08	\$89.66	\$89.66
Level 7 - pay point 3	- 1	\$53.50	\$69.78	\$93.04	\$116.30	\$93.04	\$93.04
Level 8 - pay point 1	1	\$54.23	\$70.74	\$94.32	\$117.90	\$94.32	\$94.32
	Community services worker grade 6 - Year 2	\$55.83	\$72.83	\$97.10	\$121.38	\$97.10	\$97.10
1	Community services worker grade 6 - Year 2	\$56.61	\$73.85	\$98.46	\$123.00	\$30.40	⊕00.∓0

Crisis accommodation employee - Full-time & part-time

Table 1 of 2

Classification Pre-modern award classification Weekly pay Hourly pay Saturday Public Afternoon Level 1 - pay point 1 Community services worker grade 3 - Year 2 \$1,133.7 \$29.93 \$44.90 \$58.08 \$72.80 \$33.67 Level 1 - pay point 2 Community services worker grade 3 - Year 3 \$1,166.07 \$30.69 \$46.04 \$59.86 \$74.83 \$33.67 Level 1 - pay point 3 Community services worker grade 3 - Year 3 \$1,166.07 \$30.69 \$46.04 \$51.38 \$76.73 \$34.53 Level 2 - pay point 4 Community services worker grade 3 - Year 5 \$1,207.43 \$31.77 \$47.66 \$32.86 \$78.83 \$35.36 Level 2 - pay point 3 Community services worker grade 4 - Year 1 \$1,297.86 \$33.68 \$50.52 \$67.36 \$34.90 \$37.89 Level 3 - pay point 4 Community services worker grade 4 - Year 2 \$1,313.90 \$34.58 \$51.87 \$69.16 \$88.40 \$37.89 Level 3 - pay point 4 Community services worker grade 4 - Year 2 \$1,343.93 \$35.48 \$57.29 \$77.64 \$90								
Community services worker grade 3 - Year 1 \$1,133.7 \$29.04 \$43.56 \$58.08 \$72.60	Classification	Pre-modern award classification	Weekly pay		Saturday	Sunday	Public	Afternoon
Community services worker grade 3 - Year 1 \$1,103.37 \$29.04 \$43.56 \$58.08 \$72.60 Community services worker grade 3 - Year 2 \$1,137.50 \$29.93 \$44.90 \$59.86 \$74.83 Community services worker grade 3 - Year 3 \$1,166.07 \$30.69 \$46.04 \$61.38 \$76.73 Community services worker grade 3 - Year 4 \$1,194.47 \$31.43 \$47.15 \$62.86 \$78.58 Community services worker grade 3 - Year 4 \$1,207.43 \$31.77 \$47.66 \$63.54 \$79.43 Community services worker grade 4 - Year 1 \$1,279.86 \$33.68 \$50.52 \$67.36 \$84.20 Community services worker grade 4 - Year 2 \$1,313.90 \$34.58 \$51.87 \$69.16 \$88.70 Community services worker grade 4 - Year 3 \$1,448.39 \$35.48 \$53.22 \$70.96 \$88.70 Community services worker grade 4 - Year 1 \$1,407.28 \$37.03 \$55.55 \$74.06 \$92.58 Community services worker grade 4 - Year 2 \$1,451.21 \$38.19 \$57.29 \$76.38 \$92.58 Community services worker grade 4 - Year 3 \$1,491.39 \$39.25 \$58.84 <th></th> <th></th> <th>rate</th> <th>rate</th> <th></th> <th></th> <th>holiday</th> <th>shift</th>			rate	rate			holiday	shift
Community services worker grade 3 - Year 2 \$1,137.50 \$29.93 \$44.90 \$59.86 \$74.83 Community services worker grade 3 - Year 3 \$1,166.07 \$30.69 \$46.04 \$61.38 \$76.73 Community services worker grade 3 - Year 4 \$1,194.47 \$31.43 \$47.15 \$62.86 \$78.58 Community services worker grade 4 - Year 1 \$1,207.43 \$31.77 \$47.66 \$63.54 \$79.43 Community services worker grade 4 - Year 2 \$1,313.90 \$34.58 \$51.87 \$69.16 \$88.70 Community services worker grade 4 - Year 3 \$1,348.39 \$35.48 \$53.22 \$70.96 \$88.70 Community services worker grade 4 - Year 1 \$1,279.86 \$33.68 \$55.55 \$70.96 \$88.70 Community services worker grade 4 - Year 2 \$1,348.39 \$35.48 \$53.22 \$70.96 \$88.70 Community services worker grade 4 - Year 1 \$1,407.28 \$37.03 \$55.55 \$74.06 \$92.58 Community services worker grade 5 - Year 2 \$1,451.21 \$38.19 \$57.29 \$76.38 \$95.48 Community services worker grade 5 - Year 2 \$1,475.19 \$38.82 \$58.83 <td>Level 1 - pay point 1</td> <td>Community services worker grade 3 - Year 1</td> <td>\$1,103.37</td> <td>\$29.04</td> <td>\$43.56</td> <td>\$58.08</td> <td>\$72.60</td> <td>\$32.67</td>	Level 1 - pay point 1	Community services worker grade 3 - Year 1	\$1,103.37	\$29.04	\$43.56	\$58.08	\$72.60	\$32.67
Community services worker grade 3 - Year 3 \$1,166.07 \$30.69 \$46.04 \$61.38 \$76.73 Community services worker grade 3 - Year 4 \$1,194.47 \$31.43 \$47.15 \$62.86 \$78.58 Community services worker grade 4 - Year 1 \$1,207.43 \$31.77 \$47.66 \$63.54 \$79.43 Community services worker grade 4 - Year 1 \$1,279.86 \$33.68 \$50.52 \$67.36 \$84.20 Community services worker grade 4 - Year 2 \$1,313.90 \$34.58 \$51.87 \$69.16 \$88.70 Community services worker grade 4 - Year 3 \$1,348.39 \$35.32 \$54.48 \$70.96 \$88.70 Community services worker grade 5 - Year 1 \$1,451.21 \$38.19 \$57.29 \$76.38 \$90.58 Community services worker grade 5 - Year 2 \$1,491.39 \$35.32 \$54.48 \$75.78 \$90.58 Community services worker grade 5 - Year 2 \$1,491.39 \$39.25 \$58.88 \$76.38 \$95.48 Community services worker grade 4 - Year 3 \$1,475.19 \$38.82 \$78.23 \$77.64 \$97.05	Level 1 - pay point 2	Community services worker grade 3 - Year 2	\$1,137.50	\$29.93	\$44.90	\$59.86	\$74.83	\$33.67
Community services worker grade 3 - Year 4 \$1,194,47 \$31.43 \$47.15 \$62.86 \$78.58 Community services worker grade 3 - Year 5 \$1,207.43 \$31.77 \$47.66 \$63.54 \$79.43 Community services worker grade 4 - Year 1 \$1,279.86 \$33.68 \$50.52 \$67.36 \$84.20 Community services worker grade 4 - Year 2 \$1,313.90 \$34.58 \$51.87 \$69.16 \$86.45 Community services worker grade 4 - Year 3 \$1,348.39 \$35.48 \$53.22 \$70.96 \$88.70 Community services worker grade 4 - Year 4 \$1,380.03 \$36.32 \$54.48 \$72.64 \$90.80 Community services worker grade 5 - Year 1 \$1,407.28 \$37.03 \$55.55 \$74.06 \$92.58 Community services worker grade 5 - Year 2 \$1,439.92 \$37.89 \$56.84 \$75.78 \$94.73 Community services worker grade 4 - Year 2 \$1,491.39 \$38.82 \$58.23 \$77.64 \$99.70 Community services worker grade 5 - Year 2 \$1,486.06 \$39.11 \$58.23 \$77.64 \$97.78 Community services worker grade 5 - Year 2 \$1,544.88 \$40.65 \$60.98 <td>Level 1 - pay point 3</td> <td>Community services worker grade 3 - Year 3</td> <td>\$1,166.07</td> <td>\$30.69</td> <td>\$46.04</td> <td>\$61.38</td> <td>\$76.73</td> <td>\$34.53</td>	Level 1 - pay point 3	Community services worker grade 3 - Year 3	\$1,166.07	\$30.69	\$46.04	\$61.38	\$76.73	\$34.53
Community services worker grade 3 - Year 5 \$1,207.43 \$31.77 \$47.66 \$63.54 \$79.43 Community services worker grade 4 - Year 1 \$1,279.86 \$33.68 \$50.52 \$67.36 \$84.20 Community services worker grade 4 - Year 2 \$1,313.90 \$34.58 \$51.87 \$69.16 \$86.45 Community services worker grade 4 - Year 3 \$1,348.39 \$35.48 \$53.22 \$70.96 \$88.70 Community services worker grade 4 - Year 4 \$1,380.03 \$35.32 \$54.48 \$72.64 \$90.80 Community services worker grade 5 - Year 1 \$1,407.28 \$37.03 \$55.55 \$74.06 \$92.58 Community services worker grade 4 - Year 1 \$1,451.21 \$38.19 \$57.29 \$76.38 \$95.48 Community services worker grade 5 - Year 2 \$1,439.92 \$37.89 \$56.84 \$75.78 \$94.73 Community services worker grade 4 - Year 3 \$1,475.19 \$38.82 \$58.23 \$77.64 \$97.05 Community services worker grade 5 - Year 2 \$1,515.49 \$39.88 \$59.86 \$79.76 \$99.70 Community services worker grade 5 - Year 2 \$1,514.88 \$40.65 \$60.98 <td>Level 1 - pay point 4</td> <td>Community services worker grade 3 - Year 4</td> <td>\$1,194.47</td> <td>\$31.43</td> <td>\$47.15</td> <td>\$62.86</td> <td>\$78.58</td> <td>\$35.36</td>	Level 1 - pay point 4	Community services worker grade 3 - Year 4	\$1,194.47	\$31.43	\$47.15	\$62.86	\$78.58	\$35.36
Community services worker grade 4 - Year 1 \$1,279.86 \$33.68 \$50.52 \$67.36 \$84.20 Community services worker grade 4 - Year 2 \$1,313.90 \$34.58 \$51.87 \$69.16 \$86.45 Community services worker grade 4 - Year 3 \$1,348.39 \$35.48 \$53.22 \$70.96 \$88.70 Community services worker grade 4 - Year 1 \$1,380.03 \$36.32 \$54.48 \$72.64 \$90.80 Community services worker grade 5 - Year 1 \$1,407.28 \$37.03 \$55.55 \$74.06 \$92.58 Community services worker grade 5 - Year 2 \$1,451.21 \$38.19 \$57.29 \$76.38 \$95.48 Community services worker grade 5 - Year 2 \$1,439.92 \$37.89 \$56.84 \$75.78 \$94.73 Community services worker grade 4 - Year 2 \$1,491.39 \$39.25 \$58.88 \$78.50 \$98.13 Community services worker grade 4 - Year 3 \$1,475.19 \$38.82 \$58.23 \$77.64 \$97.75 Community services worker grade 5 - Year 2 \$1,544.88 \$40.65 \$59.82 \$79.76 \$99.70 Community services worker grade 5 - Year 2 \$1,544.88 \$40.65 \$62.69 <td>Level 1 - pay point 4</td> <td>Community services worker grade 3 - Year 5</td> <td>\$1,207.43</td> <td>\$31.77</td> <td>\$47.66</td> <td>\$63.54</td> <td>\$79.43</td> <td>\$35.74</td>	Level 1 - pay point 4	Community services worker grade 3 - Year 5	\$1,207.43	\$31.77	\$47.66	\$63.54	\$79.43	\$35.74
Community services worker grade 4 - Year 2 \$1,313.90 \$34.58 \$51.87 \$69.16 \$86.45 Community services worker grade 4 - Year 3 \$1,348.39 \$35.48 \$53.22 \$70.96 \$88.70 Community services worker grade 4 - Year 4 \$1,380.03 \$36.32 \$54.48 \$72.64 \$90.80 Community services worker grade 5 - Year 1 \$1,407.28 \$37.03 \$55.55 \$74.06 \$92.58 Community services worker grade 5 - Year 2 \$1,451.21 \$38.19 \$57.29 \$76.38 \$95.48 Community services worker grade 5 - Year 2 \$1,439.92 \$37.89 \$56.84 \$75.78 \$94.73 Community services worker grade 4 - Year 3 \$1,475.19 \$38.82 \$58.23 \$77.64 \$97.05 Community services worker grade 4 - Year 3 \$1,475.19 \$38.82 \$58.23 \$77.64 \$97.05 Community services worker grade 5 - Year 2 \$1,515.49 \$39.88 \$59.27 \$97.76 \$97.78 Community services worker grade 5 - Year 2 \$1,544.88 \$40.65 \$60.98 \$81.30 \$104.48 Community services worker grade 5 - Year 2 \$1,587.86 \$41.79 \$62.69 <td>Level 2 - pay point 1</td> <td>Community services worker grade 4 - Year 1</td> <td>\$1,279.86</td> <td>\$33.68</td> <td>\$50.52</td> <td>\$67.36</td> <td>\$84.20</td> <td>\$37.89</td>	Level 2 - pay point 1	Community services worker grade 4 - Year 1	\$1,279.86	\$33.68	\$50.52	\$67.36	\$84.20	\$37.89
Community services worker grade 4 - Year 3 \$1,348.39 \$35.48 \$53.22 \$70.96 \$88.70 Community services worker grade 4 - Year 4 \$1,380.03 \$36.32 \$54.48 \$72.64 \$90.80 Community services worker grade 4 - Year 1 \$1,407.28 \$37.03 \$55.55 \$74.06 \$92.58 Community services worker grade 5 - Year 2 \$1,451.21 \$38.19 \$57.29 \$76.38 \$95.48 Community services worker grade 4 - Year 2 \$1,439.92 \$37.89 \$56.84 \$75.78 \$94.73 Community services worker grade 4 - Year 2 \$1,475.19 \$38.82 \$58.88 \$78.50 \$98.13 Community services worker grade 5 - Year 2 \$1,486.06 \$39.11 \$58.67 \$78.22 \$97.78 Community services worker grade 5 - Year 2 \$1,515.49 \$39.88 \$59.82 \$79.76 \$99.70 Community services worker grade 5 - Year 2 \$1,587.86 \$41.79 \$62.69 \$83.58 \$104.48 Community services worker grade 5 - Year 2 \$1,612.31 \$42.43 \$63.65 \$84.86 \$106.08	Level 2 - pay point 2	Community services worker grade 4 - Year 2	\$1,313.90	\$34.58	\$51.87	\$69.16	\$86.45	\$38.90
Community services worker grade 4 - Year 4 \$1,380.03 \$36.32 \$54.48 \$72.64 \$90.80 Community services worker grade 4 - Year 1 \$1,407.28 \$37.03 \$55.55 \$74.06 \$92.58 Community services worker grade 5 - Year 1 \$1,451.21 \$38.19 \$57.29 \$76.38 \$95.48 Community services worker grade 4 - Year 2 \$1,439.92 \$37.89 \$56.84 \$75.78 \$94.73 Community services worker grade 5 - Year 2 \$1,491.39 \$39.25 \$58.88 \$78.50 \$98.13 Community services worker grade 4 - Year 3 \$1,475.19 \$38.82 \$58.23 \$77.64 \$97.05 Community services worker grade 5 - Year 2 \$1,587.86 \$39.11 \$58.67 \$78.22 \$97.78 Community services worker grade 5 - Year 2 \$1,515.49 \$39.88 \$59.82 \$79.76 \$99.70 Community services worker grade 5 - Year 2 \$1,587.86 \$40.65 \$60.98 \$81.30 \$101.63 Community services worker grade 5 - Year 2 \$1,587.86 \$41.79 \$62.69 \$83.58 \$104.48 Community services worker grade 5 - Year 2 \$1,612.31 \$42.43 \$63.65 </td <td>Level 2 - pay point 3</td> <td>Community services worker grade 4 - Year 3</td> <td>\$1,348.39</td> <td>\$35.48</td> <td>\$53.22</td> <td>\$70.96</td> <td>\$88.70</td> <td>\$39.92</td>	Level 2 - pay point 3	Community services worker grade 4 - Year 3	\$1,348.39	\$35.48	\$53.22	\$70.96	\$88.70	\$39.92
Community services worker grade 4 - Year 1 \$1,407.28 \$37.03 \$55.55 \$74.06 \$92.58 Community services worker grade 5 - Year 2 \$1,451.21 \$38.19 \$57.29 \$76.38 \$95.48 Community services worker grade 4 - Year 2 \$1,439.92 \$37.89 \$56.84 \$75.78 \$94.73 Community services worker grade 5 - Year 2 \$1,491.39 \$39.25 \$58.88 \$78.50 \$98.13 Community services worker grade 4 - Year 3 \$1,475.19 \$38.82 \$58.23 \$77.64 \$97.05 Community services worker grade 5 - Year 2 \$1,515.49 \$39.88 \$59.82 \$79.76 \$99.70 Community services worker grade 5 - Year 2 \$1,515.49 \$39.88 \$59.82 \$79.76 \$99.70 Community services worker grade 5 - Year 2 \$1,544.88 \$40.65 \$60.98 \$81.30 \$101.63 Community services worker grade 5 - Year 2 \$1,587.86 \$41.79 \$62.69 \$83.58 \$104.48 Community services worker grade 5 - Year 2 \$1,612.31 \$42.43 \$63.65 \$84.86 \$106.08	Level 2 - pay point 4	Community services worker grade 4 - Year 4	\$1,380.03	\$36.32	\$54.48	\$72.64	\$90.80	\$40.86
Community services worker grade 5 - Year 1 \$1,451.21 \$38.19 \$57.29 \$76.38 \$95.48 Community services worker grade 4 - Year 2 \$1,439.92 \$37.89 \$56.84 \$75.78 \$94.73 Community services worker grade 5 - Year 2 \$1,491.39 \$39.25 \$58.88 \$78.50 \$98.13 Community services worker grade 4 - Year 3 \$1,475.19 \$38.82 \$58.23 \$77.64 \$97.05 Community services worker grade 5 - Year 2 \$1,515.49 \$39.88 \$59.82 \$79.76 \$99.70 Community services worker grade 5 - Year 1 \$1,544.88 \$40.65 \$60.98 \$81.30 \$101.63 Community services worker grade 5 - Year 2 \$1,587.86 \$41.79 \$62.69 \$83.58 \$104.48 Community services worker grade 5 - Year 2 \$1,612.31 \$42.43 \$63.65 \$84.86 \$106.08	Level 3 - pay point 1	Community services worker grade 4 - Year 1	\$1,407.28	\$37.03	\$55.55	\$74.06	\$92.58	\$41.66
Community services worker grade 4 - Year 2 \$1,439.92 \$37.89 \$56.84 \$75.78 \$94.73 Community services worker grade 5 - Year 2 \$1,491.39 \$39.25 \$58.88 \$78.50 \$98.13 Community services worker grade 4 - Year 3 \$1,475.19 \$38.82 \$58.23 \$77.64 \$97.05 Community services worker grade 4 - Year 4 \$1,486.06 \$39.11 \$58.67 \$78.22 \$97.78 Community services worker grade 5 - Year 2 \$1,515.49 \$39.88 \$59.82 \$79.76 \$99.70 Community services worker grade 5 - Year 1 \$1,544.88 \$40.65 \$60.98 \$81.30 \$101.63 Community services worker grade 5 - Year 2 \$1,587.86 \$41.79 \$62.69 \$83.58 \$104.48 Community services worker grade 5 - Year 2 \$1,612.31 \$42.43 \$63.65 \$84.86 \$106.08	Level 3 - pay point 1	Community services worker grade 5 - Year 1	\$1,451.21	\$38.19	\$57.29	\$76.38	\$95.48	\$42.96
Community services worker grade 5 - Year 2 \$1,491.39 \$39.25 \$58.88 \$78.50 \$98.13 Community services worker grade 4 - Year 3 \$1,475.19 \$38.82 \$58.23 \$77.64 \$97.05 Community services worker grade 4 - Year 4 \$1,486.06 \$39.11 \$58.67 \$78.22 \$97.78 Community services worker grade 5 - Year 2 \$1,515.49 \$39.88 \$59.82 \$79.76 \$99.70 Community services worker grade 5 - Year 1 \$1,544.88 \$40.65 \$60.98 \$81.30 \$101.63 Community services worker grade 5 - Year 2 \$1,587.86 \$41.79 \$62.69 \$83.58 \$104.48 Community services worker grade 5 - Year 2 \$1,612.31 \$42.43 \$63.65 \$84.86 \$106.08	Level 3 - pay point 2	Community services worker grade 4 - Year 2	\$1,439.92	\$37.89	\$56.84	\$75.78	\$94.73	\$42.63
Community services worker grade 4 - Year 3 \$1,475.19 \$38.82 \$58.23 \$77.64 \$97.05 Community services worker grade 5 - Year 2 \$1,486.06 \$39.11 \$58.67 \$78.22 \$97.78 Community services worker grade 5 - Year 1 \$1,515.49 \$39.88 \$59.82 \$79.76 \$99.70 Community services worker grade 5 - Year 2 \$1,544.88 \$40.65 \$60.98 \$81.30 \$101.63 Community services worker grade 5 - Year 2 \$1,587.86 \$41.79 \$62.69 \$83.58 \$104.48 Community services worker grade 5 - Year 2 \$1,612.31 \$42.43 \$63.65 \$84.86 \$106.08	Level 3 - pay point 2	Community services worker grade 5 - Year 2	\$1,491.39	\$39.25	\$58.88	\$78.50	\$98.13	\$44.16
Community services worker grade 4 - Year 4 \$1,486.06 \$39.11 \$58.67 \$78.22 \$97.78 Community services worker grade 5 - Year 2 \$1,515.49 \$39.88 \$59.82 \$79.76 \$99.70 Community services worker grade 5 - Year 1 \$1,544.88 \$40.65 \$60.98 \$81.30 \$101.63 Community services worker grade 5 - Year 2 \$1,587.86 \$41.79 \$62.69 \$83.58 \$104.48 Community services worker grade 5 - Year 2 \$1,612.31 \$42.43 \$63.65 \$84.86 \$106.08	Level 3 - pay point 3	Community services worker grade 4 - Year 3	\$1,475.19	\$38.82	\$58.23	\$77.64	\$97.05	\$43.67
Community services worker grade 5 - Year 2 \$1,515.49 \$39.88 \$59.82 \$79.76 \$99.70 Community services worker grade 5 - Year 1 \$1,544.88 \$40.65 \$60.98 \$81.30 \$101.63 Community services worker grade 5 - Year 2 \$1,587.86 \$41.79 \$62.69 \$83.58 \$104.48 Community services worker grade 5 - Year 2 \$1,612.31 \$42.43 \$63.65 \$84.86 \$106.08	Level 3 - pay point 3	Community services worker grade 4 - Year 4	\$1,486.06	\$39.11	\$58.67	\$78.22	\$97.78	\$44.00
Community services worker grade 5 - Year 1 \$1,544.88 \$40.65 \$60.98 \$81.30 \$101.63 Community services worker grade 5 - Year 2 \$1,587.86 \$41.79 \$62.69 \$83.58 \$104.48 Community services worker grade 5 - Year 2 \$1,612.31 \$42.43 \$63.65 \$84.86 \$106.08	Level 3 - pay point 3	Community services worker grade 5 - Year 2	\$1,515.49	\$39.88	\$59.82	\$79.76	\$99.70	\$44.87
Community services worker grade 5 - Year 2 \$1,587.86 \$41.79 \$62.69 \$83.58 \$104.48 Community services worker grade 5 - Year 2 \$1,612.31 \$42.43 \$63.65 \$84.86 \$106.08	Level 4 - pay point 1	Community services worker grade 5 - Year 1	\$1,544.88	\$40.65	\$60.98	\$81.30	\$101.63	\$45.73
Community services worker grade 5 - Year 2 \$1,612.31 \$42.43 \$63.65 \$84.86 \$106.08	Level 4 - pay point 2	Community services worker grade 5 - Year 2	\$1,587.86	\$41.79	\$62.69	\$83.58	\$104.48	\$47.01
	Level 4 - pay point 3	Community services worker grade 5 - Year 2	\$1,612.31	\$42.43	\$63.65	\$84.86	\$106.08	\$47.73

Table 2 of 2

Table 2 of 2						
Classification	Pre-modern award classification	Night shift	Overtime -	Overtime -	Dublic holiday	hour break
			Saturday -	Saturday -		between
			first 3 hours	after 3 hours		8
-			-time) or	(full-time) or		
				after 2 hours		
			(part-time)	(part-time)		
l evel 1 - pay point 1	Community services worker grade 3 - Year 1	\$33.40	\$43.56	\$58.08	\$72.60	\$58.08
Level 1 - pay point 2	Community services worker grade 3 - Year 2	\$34.42	\$44.90	\$59.86	\$74.83	\$59.86
Level 1 - pay point 3	Community services worker grade 3 - Year 3	\$35.29	\$46.04	\$61.38		\$61.38
Level 1 - pay point 4	Community services worker grade 3 - Year 4	\$36.14	\$47.15	\$62.86		\$62.86
Level 1 - pay point 4	Community services worker grade 3 - Year 5	\$36.54	\$47.66	\$63.54	\$/9.43	\$67.04
Level 2 - pay point 1	Community services worker grade 4 - Year 1	\$38.73	\$50.52	\$67.36	\$84.20	\$07.00
Level 2 - pay point 2	Community services worker grade 4 - Year 2	\$39.77	\$51.87	\$69.16	\$86.45	\$09. TO
Level 2 - pay point 3	Community services worker grade 4 - Year 3	\$40.80	\$53.22	\$70.96	\$88.70	\$70.96
Level 2 - pay point 4	Community services worker grade 4 - Year 4	\$41.77	\$54.48	\$72.64		\$72.04
Level 3 - pay point 1	Community services worker grade 4 - Year 1	\$42.58	\$55.55	\$/4.06	ļ	\$74.00
l evel 3 - pay point 1	Community services worker grade 5 - Year 1	\$43.92	\$57.29	\$76.38	\$95.48	\$/6.38
Level 3 - pay point 2	Community services worker grade 4 - Year 2	\$43.57	\$56.84	\$75.78	\$94.73	\$75.78
Level 3 - pay point 2	Community services worker grade 5 - Year 2	\$45.14	\$58.88	\$78.50	\$98.13	\$77.50
Level 3 - pay point 3	Community services worker grade 4 - Year 3	\$44.64	\$58.23	\$77.64	\$97.05	\$77.04
Level 3 - nay noint 3	Community services worker grade 4 - Year 4	\$44.98	\$58.67	\$78.22	\$97.78	\$78.22
Level 3 - pay point 3	Community services worker grade 5 - Year 2	\$45.86	\$59.82	\$79.76	\$99.70	\$79.76
Level 3 - pay point 1	Community services worker grade 5 - Year 1	\$46.75	\$60.98	\$81.30	\$101.63	\$81.30
Level 4 - pay point 2	Community services worker grade 5 - Year 2	\$48.06	\$62.69	\$83.58	\$104.48	\$83.58
l evel 4 - pay point 3	Community services worker grade 5 - Year 2	\$48.79	\$63.65	\$84.86	\$106.08	\$84.86

Social and community services employee - Casual

Table 1 of 2

	THE PROPERTY OF THE PROPERTY O				-		
Classification	Pre-modern award classification	Hourly pay	Saturday	Sunday	Public holiday	Afternoon shift	Night shift
Level 1 - pay point 1	Community services worker grade 1 - Year 1	\$25.73	\$30.87	\$41.16	\$56.60	\$28.30	\$28.81
Level 1 - pay point 2	-	\$26.59	\$31.91	\$42.54	\$58.49	\$29.25	\$29.78
Level 1 - pay point 3	Community services worker grade 1 - Year 3	\$27.55	\$33.06	\$44.08	\$60.61	\$30.31	\$30.86
2-	Community services worker grade 1 - Year 1	\$31.78	\$38.13	\$50.84	\$69.91	\$34.95	\$35.59
Level 2 - pay point 1	Community services worker grade 2 - Year 1	\$32.20	\$38.64	\$51.52	\$70.84	\$35.42	\$36.06
ı	<u>-</u>	\$32.76	\$39.32	\$52.42	\$72.08	\$36.04	\$36.69
Level 2 - pay point 2	2 - Year 2	\$33.28	\$39.93	\$53.24	\$73.21	\$36.60	\$37.27
Level 2 - pay point 3	Community services worker grade 1 - Year 3	\$33.76	\$40.52	\$54.02	\$74.28	\$37.14	\$37.81
Level 2 - pay point 3	2 -	\$34.35	\$41.22	\$54.96	\$75.57	\$37.79	\$38.47
Level 2 - pay point 4	1 -	\$34.66	\$41.60	\$55.46	\$76.26	\$38.13	\$38.82
Level 2 - pay point 4	Community services worker grade 2 - Year 4	\$35.41	\$42.50	\$56.66	\$77.91	\$38.95	\$39.66
Level 3 - pay point 1	Community services worker grade 3 - Year 1	\$36.30	\$43.56	\$58.08	\$79.86	\$39.93	\$40.66
Level 3 - pay point 2	Community services worker grade 3 - Year 2	\$37.41	\$44.90	\$59.86	\$82.31	\$41.15	\$41.90
Level 3 - pay point 3	3 - Year	\$38.36	\$46.04	\$61.38	\$84.40	\$42.20	\$42.97
Level 3 - pay point 4	Community services worker grade 3 - Year 4	\$39.29	\$47.15	\$62.86	\$86.43	\$43.22	\$44.00
Level 3 - pay point 4	Community services worker grade 3 - Year 5	\$39.71	\$47.66	\$63.54	\$87.37	\$43.68	\$44.48
Level 4 - pay point 1	3 - Year 1	\$40.16	\$48.20	\$64.26	\$88.36	\$44.18	\$44.98
Level 4 - pay point 1	Community services worker grade 4 - Year 1	\$42.10	\$50.52	\$67.36	\$92.62	\$46.31	\$47.15
Level 4 - pay point 2	3 - Year 2	\$41.33	\$49.59	\$66.12	\$90.92	\$45.46	\$46.28
Level 4 - pay point 2	Community services worker grade 4 - Year 2	\$43.23	\$51.87	\$69.16	\$95.10	\$47.55	\$48.41
Level 4 - pay point 3	Community services worker grade 3 - Year 3	\$42.48	\$50.97	\$67.96	\$93.45	\$46.72	\$47.57
Level 4 - pay point 3	Community services worker grade 4 - Year 3	\$44.35	\$53.22	\$70.96	\$97.57	\$48.79	\$49.67
Level 4 - pay point 4	Community services worker grade 3 - Year 4	\$43.55	\$52.26	\$69.68	\$95.81	\$47.91	\$48.78
1	3 - Year 5	\$43.98	\$52.77	\$70.36	\$96.75	\$48.37	\$49.25
Level 4 - pay point 4	worker	\$45.40	\$54.48	\$72.64	\$99.88	\$49.94	\$50.85
Level 5 - pay point 1	4 -	\$46.29	\$55.55	\$74.06	\$101.83	\$50.92	\$51.84
Level 5 - pay point 1	Community services worker grade 5 - Year 1	\$47.74	\$57.29	\$76.38	\$105.02	\$52.51	\$53.47
1	Community services worker grade 4 - Year 2	\$47.36	\$56.84	\$75.78	\$104.20	\$52.10	\$53.05
1	5 -	\$49.06	\$58.88	\$78.50	\$107.94	\$53.97	\$54.95
Level 5 - pay point 3	4 - Year 3	\$48.53	\$58.23	\$77.64	\$106.76	\$53.38	\$54.35
Level 5 - pay point 3	4 - Year 4	\$48.89	\$58.67	\$78.22	\$107.55	\$53.78	\$54.75
Level 5 - pay point 3	Community services worker grade 5 - Year 2	\$49.85	\$59.82	\$79.76	\$109.67	\$54.84	\$55.83

Table 2 of 2

I dible 7 of 7					
Classification	Pre-modern award classification	Overtime - public holiday	Overtime - Monday to Saturday - first 2	Overtime - Monday to Saturday - after 2	Broken shift - working beyond a 12 hour span -
			hours	hours	disability services
Level 1 - pay point 1	Community services worker grade 1 - Year 1	\$51.45	\$30.87	\$41.16	\$46.31
1	-	\$53.18	\$31.91	\$42.54	\$47.86
Level 1 - pay point 3		\$55.10	\$33.06	\$44.08	\$49.59
Level 2 - pay point 1	-	\$63.55	\$38.13	\$50.84	\$57.20
Level 2 - pay point 1	2 -	\$64,40	\$38.64	\$51.52	\$57.96
Level 2 - pay point 2	Community services worker grade 1 - Year 2	\$65,53	\$39.32	\$52.42	\$58.97
Level 2 - pay point 2	Community services worker grade 2 - Year 2	\$66.55	\$39.93	\$53.24	\$59.90
Level 2 - pay point 3	Community services worker grade 1 - Year 3	\$67.53	\$40.52	\$54.02	\$60.77
Level 2 - pay point 3	Community services worker grade 2 - Year 3	\$68.70	\$41.22	\$54.96	\$61.83
1	1	\$69.33	\$41.60	\$55.46	\$62.39
Level 2 - pay point 4	Community services worker grade 2 - Year 1	\$72.60	\$42.50	\$58.08	\$65.74
1	ω	\$74.83	\$44.90	\$59.86	\$67.34
•	ω	\$76.73		\$61.38	\$69.05
1	3 - Year 4	\$78.58	\$47.15	\$62.86	\$70.72
•	Community services worker grade 3 - Year 5	\$79.43	\$47.66	\$63.54	\$71.48
Level 4 - pay point 1	Community services worker grade 3 - Year 1	\$80.33	\$48.20	\$64.26	\$72.29
•	4 -	\$84.20	\$50.52	\$67.36	\$75.78
ן ו	ပ	\$82.65	\$49.59	\$66.12	\$74.39
Level 4 - pay point 2	4 - Year 2		\$51.87	\$69.16	\$77.81
1	3 - Year 3	\$84.95	\$50.97	\$67.96	\$76.46
4 -	4 - Year 3		\$53.22	\$70.96	\$79.83
Level 4 - pay point 4	Community services worker grade 3 - Year 4	\$87.10	\$52.26	\$69.68	\$78.39
Level 4 - pay point 4	ယ -	\$87.95	\$52.77	\$70.36	\$79.16
Level 4 - pay point 4	4 -	\$90.80	\$54.48	\$72.64	\$81.72
Level 5 - pay point 1	4-	\$92.58	\$55.55	\$74.06	\$83.32
Level 5 - pay point 1	5 - Year 1	\$95.48	\$57.29	\$76.38	\$85.93
Level 5 - pay point 2	4 - Year 2	\$94.73	\$56.84	\$75.78	\$85.25
Level 5 - pay point 2	Community services worker grade 5 - Year 2	\$98.13	\$58.88	\$78.50	\$88.31
	Community services worker grade 4 - Year 3	\$97.05	\$58.23	\$77.64	\$87.35
Level 5 - pay point 3	Community services worker grade 4 - Year 4	\$97.78	\$58.67	\$78.22	\$88.00

Classification	Pre-modern award classification	Overtime - public holiday	Overtime - Monday to	Overtime - Monday to	Broken shift - working beyond a
			Saturday - first 2 hours	Saturday - after 2 hours	12 hour span - disability services work
1 evel 5 - nav point 3	Community services worker grade 5 - Year 2	\$99.70	\$59.82	\$79.76	\$89.73
Level 6 - pay point 1	Community services worker grade 4 - Year 1	\$98.78	\$59.27	\$79.02	\$88.90
Level 6 - pay point 2	Community services worker grade 4 - Year 2	\$101.08	\$60.65	\$80.86	\$90.97
Level 6 - pay point 3	Community services worker grade 4 - Year 3	\$103.43	\$62.06	\$82.74	\$93.08
Level 6 - pay point 3	Community services worker grade 4 - Year 4	\$104.13	\$62.48	\$83.30	\$93.71
Level 6 - pay point 1	Community services worker grade 5 - Year 1	\$101.63	\$60.98	\$81.30	\$97.46
l evel 6 - pay point 2	Community services worker grade 5 - Year 2	\$104.48	\$62.69	\$83.58	\$94.03
l evel 6 - nav noint 3	Community services worker grade 5 - Year 2	\$106.08	\$63,65	\$84.86	\$95.4/
Level 7 - pay point 1	Community services worker grade 5 - Year 1	\$107.58	\$64.55	\$86.06	\$96.82
Level 7 - pay point 1	Community services worker grade 6 - Year 1	\$111.20	\$66.72	\$88.96	\$100.08
Level 7 - pay point 2	Community services worker grade 5 - Year 2	\$110.45	\$66.27	\$88.36	\$99.41
l evel 7 - pay point 2	Community services worker grade 6 - Year 2	\$114.68	\$68.81	\$91.74	\$103.21
Level 7 - pay point 3	Community services worker grade 5 - Year 2	\$112.08	\$67.25	\$89.66	\$100.87
l evel 7 - nav noint 3	Community services worker grade 6 - Year 2	\$116.30	\$69.78	\$93.04	\$104.67
Level 8 - pay point 1	Community services worker grade 6 - Year 1	\$117.90	\$70.74	\$94.32	\$106.11
Level 8 - pay point 2	Community services worker grade 6 - Year 2	\$121.38	\$72.83	\$97.10	\$109.24
Level 8 - pay point 3	Community services worker grade 6 - Year 2	\$123.08	\$73.85	\$98.46	\$110.//

Crisis accommodation employee - Casual

Table 1 of 2

Classification	Pre-modern award classification	Hourly pay	Saturday	Sunday	Public	Afternoon	
					- 4416		
		rate			holiday	shift	
Level 1 - pay point 1	Community services worker grade 3 - Year 1	\$36.30	\$43.56	\$58.08	\$79.86	\$39.93	\$40.66
Level 1 - pay point 2	Community services worker grade 3 - Year 2	\$37.41	\$44.90	\$59.86	\$82.31	\$41.15	\$41.90
Level 1 - pay point 3	Community services worker grade 3 - Year 3	\$38.36	\$46.04	\$61.38	\$84.40	\$42.20	\$42.97
Level 1 - pay point 4	Community services worker grade 3 - Year 4	\$39.29	\$47.15	\$62.86	\$86.43	\$43.22	\$44.00
Level 1 - pay point 4	Community services worker grade 3 - Year 5	\$39.71	\$47.66	\$63.54	\$87.37	\$43.68	\$44.48
Level 2 - pay point 1	Community services worker grade 4 - Year 1	\$42.10	\$50.52	\$67.36	\$92.62	\$46.31	\$47.15
Level 2 - pay point 2	Community services worker grade 4 - Year 2	\$43.23	\$51.87	\$69.16	\$95.10	\$47.55	\$48.41
Level 2 - pay point 3	Community services worker grade 4 - Year 3	\$44.35	\$53.22	\$70.96	\$97.57	\$48.79	\$49.67
Level 2 - pay point 4	Community services worker grade 4 - Year 4	\$45.40	\$54.48	\$72.64	\$99.88	\$49.94	\$50.85
Level 3 - pay point 1	Community services worker grade 4 - Year 1	\$46.29	\$55.55	\$74.06	\$101.83	\$50.92	\$51.84
Level 3 - pay point 1	Community services worker grade 5 - Year 1	\$47.74	\$57.29	\$76.38	\$105.02	\$52.51	\$53.47
Level 3 - pay point 2	Community services worker grade 4 - Year 2	\$47.36	\$56.84	\$75.78	\$104.20	\$52.10	\$53.05
Level 3 - pay point 2	Community services worker grade 5 - Year 2	\$49.06	\$58.88	\$78.50	\$107.94	\$53.97	\$54.95
Level 3 - pay point 3	Community services worker grade 4 - Year 3	\$48.53	\$58.23	\$77.64	\$106.76	\$53.38	\$54.35
Level 3 - pay point 3	Community services worker grade 4 - Year 4	\$48.89	\$58.67	\$78.22	\$107.55	\$53.78	\$54.75
Level 3 - pay point 3	Community services worker grade 5 - Year 2	\$49.85	\$59.82	\$79.76	\$109.67	\$54.84	\$55.83
Level 4 - pay point 1	Community services worker grade 5 - Year 1	\$50.81	\$60.98	\$81.30	\$111.79	\$55.89	\$56.91
Level 4 - pay point 2	Community services worker grade 5 - Year 2	\$52.24	\$62.69	\$83.58	\$114.92	\$57.46	\$58.51
Level 4 - pay point 3	Community services worker grade 5 - Year 2	\$53.04	\$63.65	\$84.86	\$116.68	\$58.34	\$59.40

Table 2 of 2				Overtime Monday to
Classification	Pre-modern award classification Overtime - public not	loay	Saturday - first 2 hours Satur	Saturday - after 2 hours
	Community continues worker grade 3 - Year 1 \$72.60	\$43,56	\$58.08	Θ.
Level 1 - pay point	4	\$44 90	\$59.86	σ
Level 1 - pay point 2	\perp	#A6.04	\$61.38	Σο
Level 1 - pay point 3	igspace	\$40.04	900 CO	5 6
l evel 1 - pay point 4	Community services worker grade 3 - Year 4 \$78.58	\$47.15	907.00	× č
l evel 1 - pay point 4	Community services worker grade 3 - Year 5 \$79.43	\$47.66	\$00.00	1
Cycl 3 - pay point 1	Community services worker grade 4 - Year 1 \$84.20	\$50.52	\$67.36	6
Level 2 - pay point 2	Community services worker grade 4 - Year 2 \$86.45	\$51.87	\$69.16	5
Level 2 - pay point 2	Community services worker grade 4 - Year 3 \$88.70	\$53.22	\$70.96	55
Level 2 - pay point 3	4	\$54.48	\$72.64	4
Level 2 - pay point 1	_	\$55.55	\$74.06	6
Level 3 - pay point 1		\$57.29	\$76.38	80
Level 3 - pay point 2	Community services worker grade 4 - Year 2 \$94.73	\$56.84	\$/5./8	œ
Lovel 3 pay point 2	Community services worker grade 5 - Year 2 \$98.13	\$58.88	\$/8.50	
Level 3 - pay point 2	Community services worker grade 4 - Year 3 \$97.05	\$58.23	\$77.64	¥
Level 3 - pay point 3	4	\$58.67	\$78.22	2
Level 3 - pay point 3	_	\$59.82	\$79.76	76
Level 3 - pay point 3	1	\$60.98	\$81.30	0
Level 4 - pay point	Community services worker grade 5 - Year 2 \$104.48	\$62.69	\$83.58	58
Level 4 - pay point 2	1	\$63.65	\$84 88	ກິ

Rates of pay - effective 1 December 2018

Social and community services employee - Full-time & part-time

Table 1 of 2

		1 1 1				:	1 2 2 3 4 5 10 10 10 10 10 10 10 10 10 10 10 10 10
Classification	Pre-modern award classification	weekiy pay rate	rate	Saturday	Sunday	Public holiday	Afternoon shift
Level 1 - pay point 1	Community services worker grade 1 - Year 1	\$782.00	\$20.58	\$30.87	\$41.16	\$51.45	\$23.15
Level 1 - pay point 2	Community services worker grade 1 - Year 2	\$808.40	\$21.27	\$31.91	\$42.54	\$53.18	\$23.93
Level 1 - pay point 3	Community services worker grade 1 - Year 3	\$837.40	\$22.04	\$33.06	\$44.08	\$55.10	\$24.80
Level 2 - pay point 1	<u> </u>	\$987.20	\$25.98	\$38.97	\$51.96	\$64.95	\$29.23
Level 2 - pay point 1	Community services worker grade 2 - Year 1	\$995.91	\$26.21	\$39.32	\$52.42	\$65.53	\$29.49
Level 2 - pay point 2	Community services worker grade 1 - Year 2	\$1,018.09	\$26.79	\$40.19	\$53.58	\$66.98	\$30.14
Level 2 - pay point 2	2-	\$1,028.47	\$27.07	\$40.61	\$54.14	\$67.68	\$30.45
Level 2 - pay point 3	Community services worker grade 1 - Year 3	\$1,049.10	\$27.61	\$41.42	\$55.22	\$69.03	\$31.06
Level 2 - pay point 3	Community services worker grade 2 - Year 3	\$1,061.14	\$27.92	\$41.88	\$55.84	\$69.80	\$31.41
Level 2 - pay point 4	Community services worker grade 1 - Year 3	\$1,077.15	\$28.35	\$42.53	\$56.70	\$70.88	\$31.89
Level 2 - pay point 4	2-	\$1,092.26	\$28.74	\$43.11	\$57.48	\$71.85	\$32.33
Level 3 - pay point 1	Community services worker grade 3 - Year 1	\$1,119.34	\$29.46	\$44.19	\$58.92	\$73.65	\$33.14
Level 3 - pay point 2	Community services worker grade 3 - Year 2	\$1,153.13	\$30.35	\$45.53	\$60.70	\$75.88	\$34.14
Level 3 - pay point 3	Community services worker grade 3 - Year 3	\$1,180.58	\$31.07	\$46.61	\$62.14	\$77.68	\$34.95
Level 3 - pay point 4	Community services worker grade 3 - Year 4	\$1,207.74	\$31.78	\$47.67	\$63.56	\$79.45	\$35.75
Level 3 - pay point 4	Community services worker grade 3 - Year 5	\$1,216.39	\$32.01	\$48.02	\$64.02	\$80.03	\$36.01
Level 4 - pay point 1	Community services worker grade 3 - Year 1	\$1,256.64	\$33.07	\$49.61	\$66.14	\$82.68	\$37.20
Level 4 - pay point 1	Community services worker grade 4 - Year 1	\$1,295.84	\$34.10	\$51.15	\$68.20	\$85.25	\$38.36
Level 4 - pay point 2	Community services worker grade 3 - Year 2	\$1,291.66	\$33.99	\$50.99	\$67.98	\$84.98	\$38.24
Level 4 - pay point 2	Community services worker grade 4 - Year 2	\$1,330.10	\$35.00	\$52.50	\$70.00	\$87.50	\$39.38
Level 4 - pay point 3	Community services worker grade 3 - Year 3	\$1,326.71	\$34.91	\$52.37	\$69.82	\$87.28	\$39.27
Level 4 - pay point 3	Community services worker grade 4 - Year 3	\$1,364.75	\$35.91	\$53.87	\$71.82	\$89.78	\$40.40
Level 4 - pay point 4	Community services worker grade 3 - Year 4	\$1,358.90	\$35.76	\$53.64	\$71.52	\$89.40	\$40.23
Level 4 - pay point 4	Community services worker grade 3 - Year 5	\$1,367.54	\$35.99	\$53.99	\$71.98	\$89.98	\$40.49
Level 4 - pay point 4	Community services worker grade 4 - Year 4	\$1,396.23	\$36.74	\$55.11	\$73.48	\$91.85	\$41.33
Level 5 - pay point 1	Community services worker grade 4 - Year 1	\$1,444.49	\$38.01	\$57.02	\$76.02	\$95.03	\$42.76
Level 5 - pay point 1	Community services worker grade 5 - Year 1	\$1,473.78	\$38.78	\$58.17	\$77.56	\$96.95	\$43.63
Level 5 - pay point 2	Community services worker grade 4 - Year 2	\$1,477.12	\$38.87	\$58.31	\$77.74	\$97.18	\$43.73
Level 5 - pay point 2	Community services worker grade 5 - Year 2	\$1,511.43	\$39.77	\$59.66	\$79.54	\$99.43	\$44.74
Level 5 - pay point 3	Community services worker grade 4 - Year 3	\$1,512.69	\$39.81	\$59.72	\$79.62	\$99.53	\$44.79

Classification	Pre-modern award classification	Weekly pay	Hourly pay	Saturday	Sunday	Public	Afternoon
		rate	rate				7 00
I DWD E DAY DOINT 3	Community services worker grade 4 - Year 4	\$1,519.94	\$40.00	\$60.00	\$80.00	\$100.00	\$45.00
Level 3 - pay point 3	Community services worker grade 5 - Year 2	\$1.539.56	\$40.51	\$60.77	\$81.02	\$101.28	\$45.57
Level 5 - pay politics	Collinating services worker grade 1 - Vegr 1	\$1.554.06	\$40.90	\$61.35	\$81.80	\$102.25	\$46.01
Level 6 - pay point 1	Community services worker grade + - I car -	\$1,500.68 81,500.68	\$41.83	\$62.75	\$83.66	\$104.58	\$47.06
Level 6 - pay point 2	Community services worker grade 4 - Teat 2	\$1,000.00	4	\$64.47	\$25 56 66.66	\$106.05	\$48 13
I evel 6 - pay point 3	Community services worker grade 4 - Year 3	\$1,625.65	\$42.78	\$04.17	900.00	\$ 100.00	940.54
Level 6 - pay point 3	Community services worker grade 4 - Year 4	\$1,632.89	\$42.97	\$64.46	\$60.94	\$107.40	\$40.07
Lovel 6 - pay point 1	Community services worker grade 5 - Year 1	\$1,583.06	\$41.66	\$62.49	\$83.32	\$104.10	\$40.07
Level o pay point ?	Community services worker grade 5 - Year 2	\$1,623.99	\$42.74	\$64.11	\$85.48	\$106.85	\$48.08
Level o - pay point 2	Community services worker grade 5 - Year 2	\$1.652.52	\$43.49	\$65.24	\$86.98	\$108.73	\$48.93
Level o - pay point o	Collinating services worker grade 5 - Year 1	\$1 688 42	\$44.43	\$66.65	\$88.86	\$111.08	\$49.98
Level / - pay point i	Community services worker grade & Vear 1	\$1 725 20	\$45 40	\$68.10	\$90.80	\$113.50	\$51.08
Level / - pay point i	Community services worker grade 5 Veer 2	\$1 720 Q7	\$45.53	\$68.30	\$91.06	\$113.83	\$51.22
Level 7 - pay point 2	Community services worker grade 5 - 1 car 2	41,1000	646.65 646.65	\$60 08	\$03.30	\$116.63	\$52.48
Level 7 - pay point 2	Community services worker grade o - 1 ear 2	\$1,772.02	9 00	\$00.00	ROS AB	\$115 73	\$52.08
l evel 7 - pay point 3	Community services worker grade 5 - Year 2	\$1,759.02	\$40.29	\$09.44	\$04.04	9440 55	\$22.35 \$21.00
Level 7 - pay point 3	Community services worker grade 6 - Year 2	\$1,801.87	\$47.42	\$71.13	\$94.84	\$118.55	900.00
Lower Pay Point 1	Community services worker grade 6 - Year 1	\$1,843.78	\$48.52	\$72.78	\$97.04	\$121.30	\$34.39
Loyol 8 pay point 2	Community services worker grade 6 - Year 2	\$1,891.80	\$49.78	\$74.67	\$99.56	\$124.45	\$30.00
Level 8 - pay point 3	Community services worker grade 6 - Year 2	\$1,921.69	\$50.57	\$/5.86	\$101.14	\$120.45	φυσ.03

Table 2 of 2

1 0 1							
Classification	Pre-modern award classification	Night shift	Overtime -	Overtime -	Overtime -	Less than	Broken
			Monday to	Monday to	public	10 hour	Shift-
			Saturday -	Saturday -	holiday	break	working
			hours full	hours fill		Shiffs	10 hour
			time) or	time) or			span -
			first 2	after 2			disability
			hours	hours			services
			(part-time)	(part-time)			work
Level 1 - pay point 1	Community services worker grade 1 - Year 1	\$23.67	\$30.87	\$41.16	\$51.45	\$41.16	\$41.16
Level 1 - pay point 2	1 - Year 2	\$24.46	\$31.91	\$42.54	\$53.18	\$42.54	\$42.54
Level 1 - pay point 3	1 - Year 3	\$25.35	\$33.06	\$44.08	\$55.10	\$44.08	\$44.08
Level 2 - pay point 1	1 - Year 1	\$29.88	\$38.97	\$51.96	\$64.95	\$51.96	\$51.96
2 -	2 - Year 1	\$30.14	\$39.32	\$52.42	\$65.53	\$52.42	\$52.42
ı	1 - Year 2	\$30.81	\$40.19	\$53.58	\$66.98	\$53.58	\$53.58
Level 2 - pay point 2	2 - Year 2	\$31.13	\$40.61	\$54.14	\$67.68	\$54.14	\$54.14
Level 2 - pay point 3	1 - Year 3	\$31.75	\$41.42	\$55.22	\$69.03	\$55.22	\$55.22
Level 2 - pay point 3	2 - Year 3	\$32.11	\$41.88	\$55.84	\$69.80	\$55.84	\$55.84
Level 2 - pay point 4	1 - Year 3	\$32.60	\$42.53	\$56.70	\$70.88	\$56.70	\$56.70
Level 2 - pay point 4	2 - Year 4	\$33.05	\$43.11	\$57.48	\$71.85	\$57.48	\$57.48
Level 3 - pay point 1	3 - Year 1	\$33.88	\$44.19	\$58.92	\$73.65	\$58.92	\$58.92
Level 3 - pay point 2	3 - Year 2	\$34.90	\$45.53	\$60.70	\$75.88	\$60.70	\$60.70
Level 3 - pay point 3	3 - Year 3	\$35.73	\$46.61	\$62.14	\$77.68	\$62.14	\$62.14
Level 3 - pay point 4	3 - Year 4	\$36.55	\$47.67	\$63.56	\$79.45	\$63.56	\$63.56
Level 3 - pay point 4	3 - Year 5	\$36.81	\$48.02	\$64.02	\$80.03	\$64.02	\$64.02
	3 - Year 1	\$38.03	\$49.61	\$66.14	\$82.68	\$66.14	\$66.14
Level 4 - pay point 1	Year 1	\$39.22	\$51.15	\$68.20	\$85.25	\$68.20	\$68.20
	Year 2	\$39.09	\$50.99	\$67.98	\$84.98	\$67.98	\$67.98
	4 - Year 2	\$40.25	\$52.50	\$70.00	\$87.50	\$70.00	\$70.00
Level 4 - pay point 3	Year 3	\$40.15	\$52.37	\$69.82	\$87.28	\$69.82	\$69.82
1	Year 3	\$41.30	\$53.87	\$71.82	\$89.78	\$71.82	\$71.82
1	Year 4	\$41.12	\$53.64	\$71.52	\$89.40	\$71.52	\$71.52
1	Year 5	\$41.39	\$53.99	\$71.98	\$89.98	\$71.98	\$71.98
1	Year 4	\$42.25	\$55.11	\$73.48	\$91.85	\$73.48	\$73.48
	Year 1	\$43.71	\$57.02	\$76.02	\$95.03	\$76.02	\$76.02
Level 5 - pay point 1	Community services worker grade 5 - Year 1	\$44.60	\$58.17	\$77.56	\$96.95	\$77.56	\$77.56

Classification	Pre-modern award classification	Night shift	Overtime - Monday to	Overtime - Monday to	Overtime - public	Less than 10 hour	Broken shift -
		-	Saturday -	Saturday -	holiday	break	working
			first 3	after 3		between	beyond a
			hours (full-	hours (full-		shifts	12 hour
			time) or	time) or			span -
			first 2	after 2			disability
			hours	hours			services
			(part-time)	(part-time)			work
	Community services worker grade 4 - Year 2	\$44.70	\$58.31	\$77.74	\$97.18	\$77.74	\$77.74
ηС	ა •	\$45.74	\$59.66	\$79.54	\$99.43	\$79.54	\$79.54
1	Community services worker grade 4 - Year 3	\$45.78	\$59.72	\$79.62	\$99.53	\$79.62	\$79.62
•		\$46.00	\$60.00	\$80.00	\$100.00	\$80.00	\$80.00
	- 1	\$46.59	\$60.77	\$81.02	\$101.28	\$81.02	\$81.02
1		\$47.04	\$61.35	\$81.80	\$102.25	\$81.80	\$81.80
	4-	\$48.10	\$62.75	\$83.66	\$104.58	\$83.66	\$83.66
Level 6 - pay point 3	Community services worker grade 4 - Year 3	\$49.20	\$64.17	\$85.56	\$106.95	\$85.56	\$85.56
Level 6 - pay point 3	Community services worker grade 4 - Year 4	\$49.42	\$64.46	\$85.94	\$107.43	\$85.94	\$85.94
Level 0 - pay point 1		\$47.91	\$62.49	\$83.32	\$104.15	\$83.32	\$83.32
cycl 6 pay point ?	Community services worker grade 5 - Year 2	\$49.15	\$64.11	\$85.48	\$106.85	\$85.48	\$85.48
I	ς.	\$50.01	\$65.24	\$86.98	\$108.73	\$86.98	\$86.98
evel 7 - pay point 3	Community services worker grade 5 - Year 1	\$51.09	\$66.65	\$88.86	\$111.08	\$88.86	\$88.86
7 -		\$52.21	\$68.10	\$90.80	\$113.50	\$90.80	\$90.80
	5	\$52.36	\$68.30	\$91.06	\$113.83	\$91.06	\$91.06
` ı	Community services worker grade 6 - Year 2	\$53.65	\$69.98	\$93.30	\$116.63	\$93.30	\$93.30
٦;	וני	\$53.23	\$69.44	\$92.58	\$115.73	\$92.58	\$92.58
	Community services worker grade 6 - Year 2	\$54.53	\$71.13	\$94.84	\$118.55	\$94.84	\$94.84
Level / - pay point a		\$55.80	\$72.78	\$97.04	\$121.30	\$97.04	\$97.04
Level 8 - pay point 3	Community services worker grade 6 - Year 2	\$57.25	\$74.67	\$99.56	\$124.45	\$99.56	\$99.56
Level o - pay point 3		\$58.16	\$75.86	\$101.14	\$126.43	\$101.14	\$101.14

Crisis accommodation employee - Full-time & part-time

Table 1 of 2

	Pre-modern award classification	Weekly pay	Hourly pay	Saturday	Sunday	Public	Afternoon
		rate	rate			holiday	shift
	Community services worker grade 3 - Year 1	\$1,119.34	\$29.46	\$44.19	\$58.92	\$73.65	\$33.14
	Community services worker grade 3 - Year 2	\$1,153.13	\$30,35	\$45.53	\$60.70	\$75.88	\$34.14
	Community services worker grade 3 - Year 3	\$1,180.58	\$31.07	\$46.61	\$62.14	\$77.68	\$34.95
	Community services worker grade 3 - Year 4	\$1,207.74	\$31.78	\$47.67	\$63.56	\$79.45	\$35.75
	Community services worker grade 3 - Year 5	\$1,216.39	\$32.01	\$48.02	\$64.02	\$80.03	\$36.01
	Community services worker grade 4 - Year 1	\$1,295.84	\$34.10	\$51.15	\$68.20	\$85.25	\$38.36
	Community services worker grade 4 - Year 2	\$1,330.10	\$35.00	\$52.50	\$70.00	\$87.50	\$39.38
	Community services worker grade 4 - Year 3	\$1,364.75	\$35.91	\$53.87	\$71.82	\$89.78	\$40.40
	Community services worker grade 4 - Year 4	\$1,396.23	\$36.74	\$55.11	\$73.48	\$91.85	\$41.33
	Community services worker grade 4 - Year 1	\$1,444.49	\$38.01	\$57.02	\$76.02	\$95.03	\$42.76
	Community services worker grade 5 - Year 1	\$1,473.78	\$38.78	\$58.17	\$77.56	\$96.95	\$43.63
	Community services worker grade 4 - Year 2	\$1,477.12	\$38.87	\$58.31	\$77.74	\$97.18	\$43.73
 	Community services worker grade 5 - Year 2	\$1,511.43	\$39.77	\$59.66	\$79.54	\$99.43	\$44.74
	Community services worker grade 4 - Year 3	\$1,512.69	\$39.81	\$59.72	\$79.62	\$99.53	\$44.79
 	Community services worker grade 4 - Year 4	\$1,519.94	\$40.00	\$60.00	\$80.00	\$100.00	\$45.00
	Community services worker grade 5 - Year 2	\$1,539.56	\$40.51	\$60.77	\$81.02	\$101.28	\$45.57
	Community services worker grade 5 - Year 1	\$1,583.06	\$41.66	\$62.49	\$83.32	\$104.15	\$46.87
Level 4 - pay point 2 Communi	Community services worker grade 5 - Year 2	\$1,623.99	\$42.74	\$64.11	\$85.48	\$106.85	\$48.08
Level 4 - pay point 3 Communi	Community services worker grade 5 - Year 2	\$1,652.52	\$43.49	\$65.24	\$86.98	\$108.73	\$48.93

Table 2 of 2

Classification	Pre-modern award classification	Night shift	Overtime -	Overtime -	Overtime -	Less man IV
			Monday to Saturday -	Monday to Saturday -	public nolliday	between .
			3 hours	after 3 hours		
			time) or	(full-time) or		
			first 2 hours	after 2 hours		
			(part-time)	(part-time)		
l evel 1 - pay point 1	Community services worker grade 3 - Year 1	\$33.88	\$44.19	\$58.92	\$73.65	\$58.92
Level 1 - pay point 2	Community services worker grade 3 - Year 2	\$34.90	\$45.53	\$60.70	\$75.88	\$60.70
Level 1 - pay point 3	Community services worker grade 3 - Year 3	\$35.73	\$46.61	\$62.14	\$77.68	\$62.14
Level 1 - nav noint 4	Community services worker grade 3 - Year 4	\$36.55	\$47.67	\$63.56	\$79.45	\$63.56
Level 1 - pay point 4	Community services worker grade 3 - Year 5	\$36.81	\$48.02	\$64.02	\$80.03	\$64.02
Level 2 - pay point 1	Community services worker grade 4 - Year 1	\$39.22	\$51.15	\$68.20	\$85.25	\$68.20
Level 2 - pay point 2	Community services worker grade 4 - Year 2	\$40.25	\$52.50	\$70.00	\$87.50	\$/0.00
Level 2 - pay point 3	Community services worker grade 4 - Year 3	\$41.30	\$53.87	\$71.82	\$89.78	\$/1.82
Level 2 - pay point 4	Community services worker grade 4 - Year 4	\$42.25	\$55.11	\$73.48	\$91.85	\$/3.48
Level 3 - pay point 1	Community services worker grade 4 - Year 1	\$43.71	\$57.02	\$76.02	\$95.03	\$/6.02
Level 3 - pay point 1	Community services worker grade 5 - Year 1	\$44.60	\$58.17	\$77.56	\$96.95	\$77.56
1	Community services worker grade 4 - Year 2	\$44.70	\$58.31	\$77.74	\$97.18	\$//./4
Level 3 - pay point 2	Community services worker grade 5 - Year 2	\$45.74	\$59.66	\$79.54	\$99.43	\$70.00
Level 3 - pay point 3	Community services worker grade 4 - Year 3	\$45.78	\$59.72	\$79.62	\$99.53	\$79.62
Level 3 - pay point 3	Community services worker grade 4 - Year 4	\$46.00	\$60.00	\$80.00	\$100.00	\$80.00
Level 3 - pay point 3	Community services worker grade 5 - Year 2	\$46.59	\$60.77	\$81.02	\$101.28	\$81.02
Level 3 - pay point 3	Community services worker grade 5 - Year 1	\$47.91	\$62.49	\$83.32	\$104.15	\$83.32
Level 4 - pay point 3		\$49.15	\$64.11	\$85.48	\$106.85	\$85.48
Level 4 - pay point 2	Community services worker grade 5 - Year 2	\$50.01	\$65.24	\$86.98	\$108.73	\$86.98

Social and community services employee - Casual

Table 1 of 2

Classification Pre-modern award classification Pount Pount Public Protect Pount Community services worker grade 1 - Year 1 \$25.69 \$30.91 \$41.16 \$25.69 \$29.25 \$29.25 \$29.26	10010 1 01 1		•	-			1	
pay point 1 Community services worker grade 1 - Year 1 \$25.73 \$30.87 \$41.16 \$56.60 \$28.30 pay point 2 Community services worker grade 1 - Year 2 \$27.55 \$33.06 \$44.08 \$60.61 \$30.37 pay point 3 Community services worker grade 1 - Year 3 \$27.55 \$33.06 \$44.08 \$60.61 \$30.37 pay point 1 Community services worker grade 1 - Year 1 \$32.48 \$38.97 \$51.96 \$77.45 \$30.37 pay point 2 Community services worker grade 2 - Year 1 \$32.49 \$40.91 \$33.84 \$40.91 \$33.84 \$55.22 \$75.93 \$37.22 pay point 3 Community services worker grade 1 - Year 2 \$33.49 \$40.91 \$34.18 \$55.44 \$37.22 pay point 3 Community services worker grade 3 - Year 3 \$34.90 \$41.88 \$55.84 \$76.78 \$38.98 pay point 4 Community services worker grade 3 - Year 3 \$34.90 \$41.49 \$56.70 \$79.04 \$41.73 pay point 4 Community services worker grade 3 - Year 3 \$34.81 \$46.51	Classification	Pre-modern award classification	rate		Sunday	holiday	Anternoon shift	Night Shift
pay point 2 Community services worker grade 1 - Year 2 \$35.59 \$31.91 \$42.54 \$58.49 \$29.25 pay point 1 Community services worker grade 1 - Year 1 \$32.76 \$33.06 \$41.08 \$60.61 \$30.31 pay point 1 Community services worker grade 1 - Year 1 \$32.28 \$39.32 \$52.42 \$72.08 \$36.04 pay point 2 Community services worker grade 1 - Year 2 \$33.34 \$40.61 \$53.36 \$72.08 \$37.26 \$37.20 \$35.64 pay point 2 Community services worker grade 1 - Year 2 \$33.34 \$40.61 \$55.14 \$74.44 \$37.29 pay point 3 Community services worker grade 1 - Year 3 \$35.40 \$41.88 \$55.04 \$75.93 \$37.96 pay point 4 Community services worker grade 3 - Year 1 \$35.83 \$43.11 \$57.48 \$79.04 \$37.29 pay point 4 Community services worker grade 3 - Year 1 \$35.34 \$42.53 \$56.70 \$79.04 \$33.95 pay point 4 Community services worker grade 3 - Year 1 \$41.34 \$43.02 \$45.47	1 - pay point	-	\$25.73	\$30.87	\$41.16	\$56.60	\$28.30	\$28.81
— pay point 1 Community services worker grade 1 - Year 1 \$27.55 \$33.06 \$44.08 \$60.61 \$30.31 — pay point 1 Community services worker grade 2 - Year 1 \$32.76 \$33.27 \$51.96 \$71.45 \$35.72 — pay point 2 Community services worker grade 1 - Year 2 \$33.49 \$40.61 \$53.88 \$73.67 \$36.84 — pay point 3 Community services worker grade 1 - Year 3 \$34.51 \$41.42 \$55.22 \$75.93 \$37.86 — pay point 3 Community services worker grade 1 - Year 3 \$34.51 \$41.42 \$55.22 \$75.93 \$37.96 — pay point 4 Community services worker grade 3 - Year 1 \$35.64 \$42.53 \$56.70 \$38.39 — pay point 4 Community services worker grade 3 - Year 1 \$35.43 \$42.53 \$56.70 \$39.02 — pay point 4 Community services worker grade 3 - Year 1 \$35.43 \$42.53 \$40.71 \$40.51 — pay point 4 Community services worker grade 3 - Year 1 \$43.03 \$43.61 \$62.14 \$91.02 \$31.02 \$31.02 \$31.02	1 - pay point	1 - Year	\$26.59	\$31.91	\$42.54	\$58.49	\$29.25	\$29.78
- pay point 1 Community services worker grade 1 - Year 1 \$32.48 \$38.97 \$51.96 \$71.45 \$35.72 - pay point 2 Community services worker grade 2 - Year 2 \$33.49 \$40.19 \$53.58 \$73.67 \$36.84 - pay point 2 Community services worker grade 1 - Year 2 \$33.49 \$40.19 \$53.58 \$73.67 \$36.84 - pay point 3 Community services worker grade 2 - Year 2 \$33.49 \$40.19 \$53.58 \$73.67 \$36.84 - pay point 3 Community services worker grade 1 - Year 3 \$34.90 \$41.82 \$55.22 \$75.93 \$77.22 - pay point 4 Community services worker grade 2 - Year 3 \$34.90 \$41.88 \$55.22 \$76.78 \$38.99 - pay point 4 Community services worker grade 3 - Year 1 \$35.44 \$42.53 \$56.70 \$77.96 \$38.99 - pay point 4 Community services worker grade 3 - Year 2 \$37.94 \$44.90 \$55.74 \$77.96 \$38.99 - pay point 4 Community services worker grade 3 - Year 3 \$36.83 \$44.19 \$56.70 \$77.96 \$38.99 - pay point 4 Community services worker grade 3 - Year 3 \$36.83 \$44.19 \$56.70 \$77.96 \$38.99 - pay point 4 Community services worker grade 3 - Year 3 \$36.83 \$44.19 \$56.70 \$83.46 \$41.73 - pay point 1 Community services worker grade 3 - Year 1 \$42.63 \$41.60 \$60.70 \$83.46 \$41.73 - pay point 2 Community services worker grade 3 - Year 1 \$42.63 \$41.60 \$60.70 \$83.46 \$44.70 \$44	1 - pay point	grade 1 - Year 3	\$27.55	\$33.06	\$44.08	\$60.61	\$30.31	\$30.86
— pay point 1 Community services worker grade 2 - Year 1 \$32.76 \$39.32 \$52.42 \$72.08 \$36.04 — pay point 2 Community services worker grade 1 - Year 2 \$33.84 \$40.19 \$53.58 \$73.67 \$36.84 — pay point 3 Community services worker grade 1 - Year 3 \$34.51 \$41.42 \$55.22 \$75.93 \$37.96 — pay point 3 Community services worker grade 1 - Year 3 \$34.51 \$41.88 \$35.84 \$76.78 \$37.96 — pay point 4 Community services worker grade 2 - Year 4 \$35.93 \$41.88 \$38.39 — pay point 4 Community services worker grade 3 - Year 1 \$35.93 \$44.19 \$55.84 \$79.04 \$39.52 — pay point 4 Community services worker grade 3 - Year 1 \$35.93 \$44.19 \$55.89 \$81.02 \$41.71 — pay point 4 Community services worker grade 3 - Year 1 \$44.53 \$46.61 \$44.75 \$83.46 \$42.72 — pay point 4 Community services worker grade 3 - Year 1 \$44.67 \$63.56 \$87.40 \$43.70 — pay point 5	2-	worker grade 1 - Year 1	\$32.48	\$38.97	\$51.96	\$71.45	\$35.72	\$36.37
- pay point 2 Community services worker grade 1 - Year 2 \$33.49 \$40.19 \$5.5.8 \$73.67 \$36.84 - pay point 3 Community services worker grade 1 - Year 3 \$34.51 \$41.42 \$55.22 \$75.93 \$37.96 - pay point 3 Community services worker grade 1 - Year 3 \$34.90 \$41.88 \$55.84 \$76.78 \$38.39 - pay point 4 Community services worker grade 3 - Year 3 \$34.90 \$41.88 \$55.84 \$76.78 \$38.39 - pay point 4 Community services worker grade 3 - Year 1 \$35.83 \$42.53 \$86.70 \$79.04 \$39.52 - pay point 1 Community services worker grade 3 - Year 1 \$36.83 \$44.19 \$56.92 \$81.02 \$40.51 - pay point 4 Community services worker grade 3 - Year 1 \$36.83 \$44.19 \$56.92 \$81.02 \$40.51 - pay point 4 Community services worker grade 3 - Year 1 \$47.67 \$62.35 \$86.20 \$88.04 \$42.72 - pay point 5 Community services worker grade 3 - Year 1 \$41.34 \$48.02 \$86.02 \$88.04	ı	2 - Year 1	\$32.76	\$39.32	\$52.42	\$72.08	\$36.04	\$36.69
_ pay point 2 Community services worker grade 2 - Year 2 \$33.84 \$40.61 \$54.14 \$74.44 \$37.22 _ pay point 3 Community services worker grade 1 - Year 3 \$34.51 \$41.42 \$55.22 \$57.59 \$37.96 \$37.96 _ pay point 4 Community services worker grade 1 - Year 3 \$35.44 \$42.53 \$56.70 \$77.96 \$38.98 _ pay point 4 Community services worker grade 3 - Year 3 \$35.93 \$43.11 \$57.48 \$79.04 \$39.52 _ pay point 1 Community services worker grade 3 - Year 1 \$36.83 \$43.11 \$57.48 \$79.04 \$39.52 _ pay point 2 Community services worker grade 3 - Year 3 \$38.84 \$46.61 \$87.70 \$83.46 \$41.73 _ pay point 3 Community services worker grade 3 - Year 3 \$38.84 \$46.61 \$87.40 \$42.72 _ pay point 4 Community services worker grade 3 - Year 3 \$38.84 \$46.61 \$87.02 \$80.70 \$83.46 \$42.72 _ pay point 2 Community services worker grade 3 - Year 1 \$42.63 \$51.15 \$68.20	1	1 - Year 2	\$33.49	\$40.19	\$53.58	\$73.67	\$36.84	\$37.51
- pay point 3 Community services worker grade 1 - Year 3 \$34.51 \$41.42 \$55.22 \$75.93 \$37.96 - pay point 4 Community services worker grade 2 - Year 3 \$34.90 \$41.88 \$55.67 \$77.96 \$38.39 - pay point 4 Community services worker grade 2 - Year 4 \$35.93 \$43.11 \$57.48 \$77.96 \$38.89 - pay point 1 Community services worker grade 3 - Year 1 \$36.83 \$43.11 \$57.48 \$79.04 \$39.52 - pay point 2 Community services worker grade 3 - Year 1 \$36.83 \$44.19 \$58.92 \$81.02 \$40.51 - pay point 2 Community services worker grade 3 - Year 2 \$37.94 \$45.53 \$66.70 \$83.46 \$47.73 - pay point 3 Community services worker grade 3 - Year 5 \$40.01 \$46.61 \$62.14 \$88.04 \$44.73 - pay point 4 Community services worker grade 3 - Year 5 \$40.01 \$46.02 \$88.03 \$44.01 - pay point 3 Community services worker grade 3 - Year 7 \$42.49 \$50.99 \$67.98 \$93.47 \$46.74 <td>1</td> <td>2 - Year 2</td> <td>\$33.84</td> <td>\$40.61</td> <td>\$54.14</td> <td>\$74.44</td> <td>\$37.22</td> <td>\$37.90</td>	1	2 - Year 2	\$33.84	\$40.61	\$54.14	\$74.44	\$37.22	\$37.90
pay point 3 Community services worker grade 2 - Year 3 \$34.90 \$41.88 \$55.84 \$76.78 \$38.39 pay point 4 Community services worker grade 1 - Year 3 \$35.44 \$42.53 \$86.70 \$77.96 \$38.39 pay point 4 Community services worker grade 3 - Year 4 \$35.93 \$43.11 \$57.48 \$79.04 \$38.52 pay point 1 Community services worker grade 3 - Year 1 \$36.83 \$44.19 \$68.92 \$81.02 \$40.51 pay point 2 Community services worker grade 3 - Year 2 \$37.94 \$45.53 \$60.70 \$83.46 \$41.73 pay point 1 Community services worker grade 3 - Year 3 \$38.84 \$46.61 \$66.14 \$80.70 \$88.03 \$44.01 pay point 2 Community services worker grade 3 - Year 1 \$42.23 \$47.67 \$63.56 \$87.40 \$43.77 pay point 2 Community services worker grade 3 - Year 2 \$42.43 \$49.61 \$66.14 \$80.93 \$44.01 pay point 3 Community services worker grade 3 - Year 2 \$42.43 \$55.15 \$60.99 \$80.25	•	1 - Year 3	\$34.51	\$41.42	\$55.22	\$75.93	\$37.96	\$38.65
- pay point 4 Community services worker grade 1 - Year 3 \$35.44 \$42.53 \$56.70 \$77.96 \$38.98 - pay point 4 Community services worker grade 3 - Year 1 \$35.93 \$43.11 \$57.48 \$79.04 \$39.52 - pay point 1 Community services worker grade 3 - Year 2 \$37.94 \$45.53 \$60.70 \$81.02 \$40.51 - pay point 2 Community services worker grade 3 - Year 3 \$38.84 \$46.61 \$62.14 \$85.44 \$42.72 - pay point 1 Community services worker grade 3 - Year 3 \$38.84 \$46.61 \$62.14 \$85.44 \$42.72 - pay point 2 Community services worker grade 3 - Year 3 \$40.01 \$48.02 \$86.36 \$87.40 \$42.72 - pay point 2 Community services worker grade 3 - Year 1 \$42.63 \$51.15 \$66.14 \$90.94 \$45.47 - pay point 3 Community services worker grade 3 - Year 2 \$42.49 \$50.99 \$67.98 \$93.78 \$46.89 - pay point 4 Community services worker grade 3 - Year 3 \$44.89 \$52.37 \$98.25 \$48.13 <td>2</td> <td>2</td> <td>\$34.90</td> <td>\$41.88</td> <td>\$55.84</td> <td>\$76.78</td> <td>\$38.39</td> <td>\$39.09</td>	2	2	\$34.90	\$41.88	\$55.84	\$76.78	\$38.39	\$39.09
- pay point 4 Community services worker grade 2 - Year 4 \$35.93 \$43.11 \$57.48 \$79.04 \$39.52 - pay point 1 Community services worker grade 3 - Year 1 \$36.83 \$44.7.9 \$58.92 \$81.02 \$40.51 - pay point 2 Community services worker grade 3 - Year 3 \$38.84 \$46.61 \$62.14 \$85.44 \$42.72 - pay point 4 Community services worker grade 3 - Year 3 \$38.84 \$46.61 \$62.14 \$85.44 \$42.72 - pay point 1 Community services worker grade 3 - Year 1 \$41.01 \$48.02 \$86.02 \$88.03 \$44.01 - pay point 2 Community services worker grade 3 - Year 2 \$42.49 \$50.99 \$67.98 \$93.78 \$46.74 - pay point 2 Community services worker grade 3 - Year 2 \$42.49 \$50.99 \$67.98 \$93.77 \$48.00 - pay point 3 Community services worker grade 3 - Year 3 \$43.64 \$52.37 \$69.92 \$93.78 \$48.13 - pay point 3 Community services worker grade 3 - Year 3 \$44.49 \$52.37 \$69.92 \$98.25	2 - pay	1 - Year	\$35.44	\$42.53	\$56.70	\$77.96	\$38.98	\$39.69
pay point 1 Community services worker grade 3 - Year 1 \$36 83 \$44.19 \$58 92 \$81.02 \$40.51 pay point 2 Community services worker grade 3 - Year 2 \$37.94 \$45.53 \$60.70 \$83.46 \$41.73 - pay point 3 Community services worker grade 3 - Year 3 \$38.84 \$46.61 \$85.14 \$42.72 - pay point 4 Community services worker grade 3 - Year 4 \$39.73 \$47.67 \$63.56 \$87.40 \$43.70 - pay point 1 Community services worker grade 3 - Year 1 \$42.63 \$56.14 \$90.94 \$45.47 - pay point 2 Community services worker grade 3 - Year 1 \$42.43 \$49.61 \$66.14 \$90.94 \$45.47 - pay point 2 Community services worker grade 3 - Year 2 \$43.75 \$56.99 \$57.00 \$96.25 \$46.89 - pay point 3 Community services worker grade 3 - Year 2 \$43.75 \$52.37 \$69.82 \$96.00 \$48.00 - pay point 4 Community services worker grade 3 - Year 3 \$44.89 \$53.87 \$71.82 \$98.75 \$48.13 - pay	2 -	2 - Year 4	\$35.93	\$43.11	\$57.48	\$79.04	\$39.52	\$40.24
- pay point 2 Community services worker grade 3 - Year 2 \$37.94 \$45.53 \$60.70 \$83.46 \$41.73 - pay point 3 Community services worker grade 3 - Year 3 \$38.84 \$46.61 \$62.14 \$85.44 \$42.72 - pay point 4 Community services worker grade 3 - Year 5 \$40.01 \$40.01 \$63.56 \$87.40 \$43.70 - pay point 1 Community services worker grade 3 - Year 5 \$40.01 \$40.01 \$66.14 \$90.94 \$45.47 - pay point 1 Community services worker grade 4 - Year 1 \$42.63 \$51.15 \$68.20 \$93.78 \$46.67 - pay point 2 Community services worker grade 4 - Year 2 \$42.49 \$50.99 \$67.98 \$93.47 \$46.74 - pay point 3 Community services worker grade 4 - Year 2 \$42.49 \$50.99 \$67.98 \$93.47 \$46.74 - pay point 3 Community services worker grade 4 - Year 3 \$43.76 \$52.50 \$70.00 \$96.25 \$48.13 - pay point 4 Community services worker grade 3 - Year 5 \$44.89 \$53.87 \$71.82 \$98.50 \$98.00 \$48.00 - pay point 4 Community services worker grade 3 - Year 6 \$44.89 \$53.87 \$71.82 \$98.75 \$49.38 - pay point 4 Community services worker grade 4 - Year 7 \$44.89 \$53.87 \$71.82 \$98.75 \$49.38 - pay point 1 Community services worker grade 4 - Year 8 \$44.99 \$53.87 \$71.82 \$98.50 \$49.49 - pay point 1 Community services worker grade 4 - Year 9 \$44.99 \$53.81 \$71.52 \$98.34 \$49.17 - pay point 1 Community services worker grade 4 - Year 1 \$45.93 \$55.11 \$73.48 \$101.04 \$50.52 - pay point 2 Community services worker grade 5 - Year 1 \$45.93 \$55.11 \$73.48 \$101.04 \$50.52 - pay point 2 Community services worker grade 4 - Year 2 \$44.91 \$50.00 \$58.31 \$77.74 \$106.65 \$53.32 - pay point 3 Community services worker grade 5 - Year 2 \$49.71 \$59.66 \$79.54 \$109.37 \$54.68 - pay point 3 Community services worker grade 5 - Year 2 \$49.71 \$50.00 \$50.00 \$10.00 \$53.45 - pay point 3 Community services worker grade 5 - Year 2 \$45.71 \$50.00	ω	3 - Year 1	\$36.83	\$44.19	\$58.92	\$81.02	\$40.51	\$41.24
- pay point 3 Community services worker grade 3 - Year 4 \$39,73 \$47,67 \$63.36 \$87,40 \$43,70 - pay point 4 Community services worker grade 3 - Year 5 \$40.01 \$42.62 \$88.03 \$44.01 - pay point 1 Community services worker grade 3 - Year 5 \$40.01 \$48.02 \$88.03 \$44.01 - pay point 1 Community services worker grade 3 - Year 1 \$41.34 \$49.61 \$66.14 \$90.94 \$45.47 - pay point 2 Community services worker grade 4 - Year 2 \$42.49 \$50.99 \$67.98 \$93.78 \$46.89 - pay point 3 Community services worker grade 3 - Year 3 \$43.64 \$52.50 \$70.00 \$96.25 \$48.13 - pay point 4 Community services worker grade 3 - Year 3 \$43.64 \$52.37 \$69.82 \$96.00 \$48.10 - pay point 4 Community services worker grade 3 - Year 3 \$44.70 \$53.87 \$71.52 \$98.02 \$96.00 \$49.38 - pay point 4 Community services worker grade 3 - Year 3 \$44.79 \$53.87 \$71.52 \$98.75 \$49.13 - pay point 4 Community services worker grade 4 - Year 3 \$44.79 \$53.87 \$71.52 \$98.75 \$49.13 - pay point 1 Community services worker grade 4 - Year 3 \$44.79 \$53.87 \$71.52 \$98.75 \$49.13 - pay point 1 Community services worker grade 4 - Year 4 \$45.93 \$55.11 \$73.48 \$101.04 \$50.52 - pay point 2 Community services worker grade 4 - Year 1 \$47.51 \$57.02 \$76.02 \$104.53 \$52.26 - pay point 2 Community services worker grade 4 - Year 1 \$47.51 \$57.02 \$77.56 \$106.89 \$53.32 - pay point 2 Community services worker grade 4 - Year 2 \$49.71 \$77.56 \$106.89 \$53.32 - pay point 3 Community services worker grade 4 - Year 2 \$49.71 \$59.65 \$79.54 \$109.37 \$54.68 - pay point 3 Community services worker grade 4 - Year 2 \$49.71 \$59.60 \$79.54 \$109.37 \$54.68 - pay point 3 Community services worker grade 5 - Year 2 \$49.71 \$59.60 \$59.72 \$79.54 \$109.37 \$54.68 - pay point 3 Community services worker grade 5 - Year 2 \$49.71 \$59.60 \$79.54 \$109.37 \$54.68 - pay point 3 Community services worker grade 5 - Year 2 \$49.71 \$59.60 \$79.54 \$109.37 \$54.68 \$55.70 \$50.00 \$	1	3 - Year 2	\$37.94	\$45.53	\$60.70	\$83.46	\$41.73	\$42.49
- pay point 4 Community services worker grade 3 - Year 5 \$47.67 \$63.56 \$87.40 \$43.70 - pay point 4 Community services worker grade 3 - Year 5 \$40.01 \$48.02 \$64.02 \$88.03 \$44.01 - pay point 1 Community services worker grade 4 - Year 1 \$42.63 \$51.15 \$66.14 \$90.94 \$45.47 - pay point 2 Community services worker grade 4 - Year 1 \$42.63 \$51.15 \$68.20 \$93.78 \$46.89 - pay point 2 Community services worker grade 3 - Year 2 \$42.49 \$50.99 \$67.98 \$93.47 \$46.74 - pay point 3 Community services worker grade 4 - Year 3 \$43.64 \$52.37 \$69.82 \$96.00 \$48.00 - pay point 4 Community services worker grade 3 - Year 4 \$44.70 \$53.87 \$71.82 \$98.75 \$48.00 - pay point 4 Community services worker grade 4 - Year 3 \$44.89 \$53.87 \$71.82 \$98.75 \$49.38 - pay point 5 Community services worker grade 4 - Year 1 \$44.99 \$53.99 \$71.98 \$98.97 \$49.49 <td>1</td> <td>3 - Year</td> <td>\$38.84</td> <td>\$46.61</td> <td>\$62.14</td> <td>\$85.44</td> <td>\$42.72</td> <td>\$43.50</td>	1	3 - Year	\$38.84	\$46.61	\$62.14	\$85.44	\$42.72	\$43.50
- pay point 4 Community services worker grade 3 - Year 5 \$40.01 \$48.02 \$88.03 \$44.01 - pay point 1 Community services worker grade 3 - Year 1 \$41.34 \$49.61 \$66.14 \$90.94 \$45.47 - pay point 2 Community services worker grade 4 - Year 2 \$42.63 \$51.15 \$68.20 \$93.47 \$46.89 - pay point 2 Community services worker grade 3 - Year 2 \$42.49 \$50.99 \$67.98 \$93.47 \$46.89 - pay point 3 Community services worker grade 4 - Year 2 \$43.64 \$52.50 \$70.00 \$96.25 \$48.13 - pay point 4 Community services worker grade 3 - Year 3 \$44.89 \$53.87 \$71.82 \$98.00 \$49.38 - pay point 4 Community services worker grade 3 - Year 4 \$44.70 \$53.64 \$71.52 \$98.34 \$49.17 - pay point 5 Community services worker grade 4 - Year 1 \$44.89 \$53.87 \$71.98 \$98.75 \$49.38 - pay point 4 Community services worker grade 4 - Year 1 \$45.93 \$55.11 \$73.48 \$101.04 \$50.52 <td>٠ </td> <td>3 - Year</td> <td>\$39.73</td> <td>\$47.67</td> <td>\$63.56</td> <td>\$87.40</td> <td>\$43.70</td> <td>\$44.49</td>	٠	3 - Year	\$39.73	\$47.67	\$63.56	\$87.40	\$43.70	\$44.49
- pay point 1 Community services worker grade 3 - Year 1 \$41.34 \$49.61 \$66.14 \$90.94 \$45.47 - pay point 2 Community services worker grade 4 - Year 2 \$42.49 \$50.99 \$67.98 \$93.78 \$46.89 - pay point 2 Community services worker grade 3 - Year 2 \$42.49 \$50.99 \$67.98 \$93.47 \$46.74 - pay point 3 Community services worker grade 4 - Year 2 \$43.75 \$52.50 \$70.00 \$96.25 \$48.13 - pay point 4 Community services worker grade 3 - Year 3 \$44.89 \$53.87 \$71.82 \$98.75 \$49.80 - pay point 4 Community services worker grade 3 - Year 5 \$44.89 \$53.87 \$71.82 \$98.75 \$49.38 - pay point 4 Community services worker grade 4 - Year 5 \$44.99 \$53.87 \$71.82 \$98.97 \$49.17 - pay point 1 Community services worker grade 4 - Year 1 \$45.93 \$51.11 \$73.48 \$101.04 \$50.52 - pay point 2 Community services worker grade 4 - Year 1 \$47.51 \$76.02 \$76.02 \$104.53 \$52.26 - pay point 3 Community services worker grade 5 - Year	1	3 - Year	\$40.01	\$48.02	\$64.02	\$88.03	\$44.01	\$44.81
- pay point 1 Community services worker grade 4 - Year 1 \$42.63 \$51.15 \$68.20 \$93.78 \$46.89 - pay point 2 Community services worker grade 3 - Year 2 \$42.49 \$50.99 \$67.98 \$93.47 \$46.74 - pay point 3 Community services worker grade 4 - Year 2 \$43.75 \$52.50 \$70.00 \$96.25 \$48.13 - pay point 3 Community services worker grade 3 - Year 3 \$43.64 \$52.37 \$69.82 \$96.00 \$48.00 - pay point 4 Community services worker grade 4 - Year 3 \$44.89 \$53.87 \$71.82 \$98.75 \$49.38 - pay point 4 Community services worker grade 3 - Year 4 \$44.70 \$53.64 \$71.52 \$98.34 \$49.17 - pay point 4 Community services worker grade 4 - Year 4 \$45.93 \$53.99 \$71.98 \$98.97 \$49.49 - pay point 1 Community services worker grade 4 - Year 1 \$47.51 \$57.02 \$76.02 \$10.04 \$50.52 - pay point 2 Community services worker grade 5 - Year 2 \$48.59 \$58.17 \$77.74 \$106.65 \$53.32 - pay point 3 Community services worker grade 4 - Year		3 - Year	\$41.34	\$49.61	\$66.14	\$90.94	\$45.47	\$46.30
- pay point 2 Community services worker grade 3 - Year 2 \$42.49 \$50.99 \$67.98 \$93.47 \$46.74 - pay point 2 Community services worker grade 4 - Year 2 \$43.75 \$52.50 \$70.00 \$96.25 \$48.13 - pay point 3 Community services worker grade 3 - Year 3 \$43.64 \$52.37 \$69.82 \$96.00 \$48.00 - pay point 4 Community services worker grade 4 - Year 3 \$44.89 \$53.87 \$71.82 \$98.75 \$49.38 - pay point 4 Community services worker grade 3 - Year 4 \$44.70 \$53.64 \$71.52 \$98.34 \$49.17 - pay point 4 Community services worker grade 4 - Year 5 \$44.99 \$53.99 \$71.98 \$98.97 \$49.49 - pay point 1 Community services worker grade 4 - Year 1 \$45.93 \$55.11 \$73.48 \$101.04 \$50.52 - pay point 2 Community services worker grade 5 - Year 1 \$48.48 \$58.17 \$77.56 \$106.65 \$53.32 - pay point 2 Community services worker grade 4 - Year 2 \$48.59 \$58.31 \$77.74 \$106.65 \$53.45 - pay point 3 Community services worker grade 4 - Yea	 pay point 	worker grade 4 - Year 1	\$42.63	\$51.15	\$68.20	\$93.78	\$46.89	\$47.74
- pay point 2 Community services worker grade 4 - Year 2 \$43.75 \$52.50 \$70.00 \$96.25 \$48.13 - pay point 3 Community services worker grade 3 - Year 3 \$43.64 \$52.37 \$69.82 \$96.00 \$48.00 - pay point 3 Community services worker grade 4 - Year 3 \$44.89 \$53.87 \$71.82 \$98.75 \$49.38 - pay point 4 Community services worker grade 3 - Year 4 \$44.70 \$53.64 \$71.52 \$98.34 \$49.17 - pay point 4 Community services worker grade 4 - Year 5 \$44.99 \$53.99 \$71.98 \$98.97 \$49.49 - pay point 1 Community services worker grade 4 - Year 1 \$47.51 \$57.02 \$76.02 \$101.04 \$50.52 - pay point 2 Community services worker grade 5 - Year 1 \$48.48 \$58.17 \$77.56 \$106.65 \$53.32 - pay point 3 Community services worker grade 4 - Year 2 \$48.59 \$58.31 \$77.74 \$106.65 \$53.32 - pay point 3 Community services worker grade 4 - Year 2 \$49.71 \$59.66 \$79.54 \$109.37 \$54.68 - pay point 3 Community services worker grade 4 - Ye	1	3 - Year 2	\$42.49	\$50.99	\$67.98	\$93.47	\$46.74	\$47.59
- pay point 3 Community services worker grade 3 - Year 3 \$43.64 \$52.37 \$69.82 \$96.00 \$48.00 - pay point 3 Community services worker grade 4 - Year 3 \$44.89 \$53.87 \$71.82 \$98.75 \$49.38 - pay point 4 Community services worker grade 3 - Year 4 \$44.70 \$53.64 \$71.52 \$98.34 \$49.17 - pay point 4 Community services worker grade 3 - Year 5 \$44.99 \$53.99 \$71.98 \$98.97 \$49.49 - pay point 1 Community services worker grade 4 - Year 1 \$45.93 \$55.11 \$73.48 \$101.04 \$50.52 - pay point 2 Community services worker grade 5 - Year 1 \$48.48 \$57.02 \$76.02 \$104.53 \$52.26 - pay point 2 Community services worker grade 5 - Year 2 \$48.48 \$58.17 \$77.56 \$106.65 \$53.32 - pay point 3 Community services worker grade 5 - Year 2 \$48.59 \$58.31 \$77.74 \$106.89 \$53.45 - pay point 3 Community services worker grade 4 - Year 3 \$49.76 \$59.60 \$79.52 \$109.48 \$54.74 - pay point 3 Community services worker grade 4 - Y	ı	4 - Year 2	\$43.75	\$52.50	\$70.00	\$96.25	\$48.13	\$49.00
- pay point 3 Community services worker grade 4 - Year 3 \$44.89 \$53.87 \$71.82 \$98.75 \$49.38 - pay point 4 Community services worker grade 3 - Year 5 \$44.70 \$53.64 \$71.52 \$98.34 \$49.17 - pay point 4 Community services worker grade 3 - Year 5 \$44.99 \$53.99 \$71.98 \$98.97 \$49.49 - pay point 1 Community services worker grade 4 - Year 4 \$45.93 \$55.11 \$73.48 \$101.04 \$50.52 - pay point 1 Community services worker grade 5 - Year 1 \$47.51 \$57.02 \$76.02 \$104.53 \$52.26 - pay point 2 Community services worker grade 4 - Year 2 \$48.48 \$58.17 \$77.56 \$106.65 \$53.32 - pay point 3 Community services worker grade 5 - Year 2 \$49.71 \$58.31 \$77.74 \$106.89 \$53.45 - pay point 3 Community services worker grade 4 - Year 3 \$49.76 \$59.66 \$79.54 \$109.48 \$54.74 - pay point 3 Community services worker grade 4 - Year 3 \$49.76 \$59.72 \$79.62 \$109.48 \$54.74 - pay point 3 Community services worker grade 4 -	- pay point	3 - Year	\$43.64	\$52.37	\$69.82	\$96.00	\$48.00	\$48.87
- pay point 4 Community services worker grade 3 - Year 4 \$44.70 \$53.64 \$71.52 \$98.34 \$49.17 - pay point 4 Community services worker grade 3 - Year 5 \$44.99 \$53.99 \$71.98 \$98.97 \$49.49 - pay point 4 Community services worker grade 4 - Year 1 \$45.93 \$55.11 \$73.48 \$101.04 \$50.52 - pay point 1 Community services worker grade 4 - Year 1 \$47.51 \$57.02 \$76.02 \$104.53 \$52.26 - pay point 2 Community services worker grade 4 - Year 2 \$48.48 \$58.17 \$77.56 \$106.65 \$53.32 - pay point 3 Community services worker grade 5 - Year 2 \$49.71 \$59.66 \$79.54 \$109.37 \$54.68 - pay point 3 Community services worker grade 4 - Year 3 \$49.76 \$59.72 \$79.62 \$109.48 \$54.74 - pay point 3 Community services worker grade 4 - Year 4 \$50.00 \$60.00 \$80.00 \$110.00 \$55.70 - pay point 3 Community services worker grade 4 - Year 4 \$50.64 \$60.77 \$81.02 \$111.40 \$55.70	ı	4 - Year	\$44.89	\$53.87	\$71.82	\$98.75	\$49.38	\$50.27
- pay point 4 Community services worker grade 3 - Year 5 \$44.99 \$53.99 \$71.98 \$98.97 \$49.49 - pay point 4 Community services worker grade 4 - Year 4 \$45.93 \$55.11 \$73.48 \$101.04 \$50.52 - pay point 1 Community services worker grade 4 - Year 1 \$47.51 \$57.02 \$76.02 \$104.53 \$52.26 - pay point 2 Community services worker grade 4 - Year 2 \$48.48 \$58.17 \$77.56 \$106.65 \$53.32 - pay point 2 Community services worker grade 5 - Year 2 \$48.59 \$58.31 \$77.74 \$106.89 \$53.45 - pay point 3 Community services worker grade 4 - Year 3 \$49.71 \$59.66 \$79.54 \$109.37 \$54.68 - pay point 3 Community services worker grade 4 - Year 3 \$49.76 \$59.72 \$79.62 \$109.48 \$54.74 - pay point 3 Community services worker grade 4 - Year 4 \$50.00 \$60.00 \$80.00 \$110.00 \$55.00 - pay point 3 Community services worker grade 5 - Year 2 \$50.64 \$60.77 \$81.02 \$111.40 \$55.70	1	3 - Year	\$44.70	\$53.64	\$71.52	\$98.34	\$49.17	\$50.06
- pay point 4 Community services worker grade 4 - Year 4 \$45.93 \$55.11 \$73.48 \$101.04 \$50.52 - pay point 1 Community services worker grade 4 - Year 1 \$47.51 \$57.02 \$76.02 \$104.53 \$52.26 - pay point 1 Community services worker grade 5 - Year 1 \$48.48 \$58.17 \$77.56 \$106.65 \$53.32 - pay point 2 Community services worker grade 4 - Year 2 \$48.59 \$58.31 \$77.74 \$106.89 \$53.45 - pay point 3 Community services worker grade 5 - Year 2 \$49.71 \$59.66 \$79.54 \$109.37 \$54.68 - pay point 3 Community services worker grade 4 - Year 3 \$49.76 \$59.72 \$79.62 \$109.48 \$54.74 - pay point 3 Community services worker grade 4 - Year 4 \$50.00 \$60.00 \$80.00 \$110.00 \$55.00 - pay point 3 Community services worker grade 5 - Year 2 \$50.64 \$60.77 \$81.02 \$111.40 \$55.70	1	3 - Year	\$44.99	\$53.99	\$71.98	\$98.97	\$49.49	\$50.39
- pay point 1 Community services worker grade 4 - Year 1 \$47.51 \$57.02 \$76.02 \$104.53 \$52.26 - pay point 1 Community services worker grade 5 - Year 1 \$48.48 \$58.17 \$77.56 \$106.65 \$53.32 - pay point 2 Community services worker grade 4 - Year 2 \$48.59 \$58.31 \$77.74 \$106.89 \$53.45 - pay point 3 Community services worker grade 5 - Year 2 \$49.71 \$59.66 \$79.54 \$109.37 \$54.68 - pay point 3 Community services worker grade 4 - Year 3 \$49.76 \$59.72 \$79.62 \$109.48 \$54.74 - pay point 3 Community services worker grade 4 - Year 4 \$50.00 \$60.00 \$80.00 \$110.00 \$55.00 - pay point 3 Community services worker grade 5 - Year 2 \$50.64 \$60.77 \$81.02 \$111.40 \$55.70		4 - Year	\$45.93	\$55.11	\$73.48	\$101.04	\$50.52	\$51.44
- pay point 1 Community services worker grade 5 - Year 1 \$48.48 \$58.17 \$77.56 \$106.65 \$53.32 - pay point 2 Community services worker grade 4 - Year 2 \$48.59 \$58.31 \$77.74 \$106.89 \$53.45 - pay point 2 Community services worker grade 5 - Year 2 \$49.71 \$59.66 \$79.54 \$109.37 \$54.68 - pay point 3 Community services worker grade 4 - Year 3 \$49.76 \$59.72 \$79.62 \$109.48 \$54.74 - pay point 3 Community services worker grade 4 - Year 4 \$50.00 \$60.00 \$80.00 \$110.00 \$55.00 - pay point 3 Community services worker grade 5 - Year 2 \$50.64 \$60.77 \$81.02 \$111.40 \$55.70	5 - pay point	4 - Year 1	\$47.51	\$57.02	\$76.02	\$104.53	\$52.26	\$53.21
- pay point 2 Community services worker grade 4 - Year 2 \$48.59 \$58.31 \$77.74 \$106.89 \$53.45 - pay point 2 Community services worker grade 5 - Year 2 \$49.71 \$59.66 \$79.54 \$109.37 \$54.68 - pay point 3 Community services worker grade 4 - Year 3 \$49.76 \$59.72 \$79.62 \$109.48 \$54.74 - pay point 3 Community services worker grade 4 - Year 4 \$50.00 \$60.00 \$80.00 \$110.00 \$55.00 - pay point 3 Community services worker grade 5 - Year 2 \$50.64 \$60.77 \$81.02 \$111.40 \$55.70	ر. ي	5 -	\$48.48	\$58.17	\$77.56	\$106.65	\$53.32	\$54.29
- pay point 2 Community services worker grade 5 - Year 2 \$49.71 \$59.66 \$79.54 \$109.37 \$54.68 - pay point 3 Community services worker grade 4 - Year	ı	4 - Year	\$48.59	\$58.31	\$77.74	\$106.89	\$53.45	\$54.42
- pay point 3 Community services worker grade 4 - Year 3 \$49.76 \$59.72 \$79.62 \$109.48 \$54.74 - pay point 3 Community services worker grade 4 - Year 4 \$50.00 \$60.00 \$80.00 \$110.00 \$55.00 - pay point 3 Community services worker grade 5 - Year 2 \$50.64 \$60.77 \$81.02 \$111.40 \$55.70	1	5 - Year	\$49.71	\$59.66	\$79.54	\$109.37	\$54.68	\$55.68
- pay point 3 Community services worker grade 4 - Year 4 \$50.00 \$60.00 \$80.00 \$110.00 \$55.00 - pay point 3 Community services worker grade 5 - Year 2 \$50.64 \$60.77 \$81.02 \$111.40 \$55.70	 pay point 	4 - Year	\$49.76	\$59.72	\$79.62	\$109.48	\$54.74	\$55.73
- pay point 3 Community services worker grade 5 - Year 2 \$50.64 \$60.77 \$81.02 \$111.40 \$55.70	5 - pay point	4 - Year	\$50.00	\$60.00	\$80.00	\$110.00	\$55.00	\$56.00
	1	5 - Year	\$50.64	\$60.77	\$81.02	\$111.40	\$55.70	\$56.71

Table 2 of 2

Level 1 - pay point 1 Community services worker grade 1 - Year 1 \$51.45 \$30.87 \$41.16 \$45.39 \$44.51 \$46.						
1 - pay point 1	Classification	Fie-III Quei II awai u ciassilicanoii	holiday	Monday to Saturday - first 2	Monday to Saturday - after 2	working beyond a
1 - pay point 1 Community services worker grade 1 - Year 1 \$51,45 \$30,87 \$41,16 1 - pay point 2 Community services worker grade 1 - Year 2 \$53,38 \$31,91 \$42,54 1 - pay point 1 Community services worker grade 1 - Year 1 \$64,95 \$38,97 \$51,96 2 - pay point 1 Community services worker grade 2 - Year 1 \$66,98 \$30,32 \$52,42 2 - pay point 2 Community services worker grade 1 - Year 2 \$66,98 \$40,61 \$52,42 2 - pay point 2 Community services worker grade 1 - Year 2 \$66,98 \$40,61 \$54,14 2 - pay point 3 Community services worker grade 2 - Year 3 \$69,80 \$41,42 \$52,22 2 - pay point 4 Community services worker grade 2 - Year 3 \$69,80 \$41,42 \$56,70 2 - pay point 4 Community services worker grade 3 - Year 1 \$73,65 \$41,42 \$56,70 3 - pay point 4 Community services worker grade 3 - Year 2 \$75,88 \$45,53 \$56,70 3 - pay point 4 Community services worker grade 3 - Year 3 \$70,88 \$45,53 \$56,70 4 - pay point 4 Community services worker grade 3 - Year 1 \$82,65 \$44,61 \$56,70 3 - pay point 4 Community services worker grade 3 - Year 1 \$82,68 \$47,				hours	hours	disability services
1 - pay point 2 Community services worker grade 1 - Year 2 \$53.18 \$31.30 \$31.91 \$42.54 \$1.9 point 1 Community services worker grade 1 - Year 1 \$63.95 \$3.89 \$31.96 \$41.08 \$2. pay point 1 Community services worker grade 1 - Year 1 \$65.53 \$3.93 \$32 \$51.96 \$2. pay point 2 Community services worker grade 1 - Year 2 \$66.98 \$40.19 \$51.96 \$2. pay point 3 Community services worker grade 1 - Year 2 \$67.68 \$40.61 \$33.32 \$52.42 \$2. pay point 3 Community services worker grade 1 - Year 3 \$69.03 \$41.42 \$55.22 \$2. pay point 3 Community services worker grade 2 - Year 3 \$69.03 \$41.42 \$55.22 \$3. pay point 4 Community services worker grade 2 - Year 3 \$69.03 \$41.42 \$55.22 \$3. pay point 4 Community services worker grade 2 - Year 3 \$70.88 \$42.53 \$56.70 \$3. pay point 2 Community services worker grade 3 - Year 3 \$77.85 \$44.19 \$57.48 \$4. pay point 3 Community services worker grade 3 - Year 3 \$77.85 \$45.61 \$57.48 \$4. pay point 4 Community services worker grade 3 - Year 3 \$77.85 \$46.61 \$57.48 \$4. pay point 1 Community services worker grade 3 - Year 5 \$80.03 \$43.11 \$57.48 \$4. pay point 1 Community services worker grade 3 - Year 1 \$32.88 \$43.61 \$52.14 \$4. pay point 2 Community services worker grade 3 - Year 1 \$32.88 \$49.61 \$53.56 \$49.91 \$50.00	-	-	\$51.45	\$30.87	\$41.16	\$46.31
2 - pay point 1 Community services worker grade 1 - Year 1 \$64.95 \$3.96 \$44.08 2 - pay point 1 Community services worker grade 2 - Year 1 \$66.33 \$3.93 \$52.42 2 - pay point 2 Community services worker grade 2 - Year 2 \$66.98 \$40.61 \$53.58 2 - pay point 2 Community services worker grade 2 - Year 2 \$66.98 \$40.61 \$52.42 2 - pay point 3 Community services worker grade 2 - Year 2 \$67.68 \$41.42 \$55.22 2 - pay point 3 Community services worker grade 2 - Year 3 \$69.03 \$41.42 \$55.22 2 - pay point 4 Community services worker grade 2 - Year 3 \$70.88 \$41.42 \$55.22 2 - pay point 4 Community services worker grade 3 - Year 3 \$70.88 \$42.11 \$57.48 3 - pay point 1 Community services worker grade 3 - Year 1 \$73.65 \$44.19 \$55.22 3 - pay point 2 Community services worker grade 3 - Year 2 \$71.85 \$43.11 \$57.48 3 - pay point 2 Community services worker grade 3 - Year 3 \$77.88 \$44.19 \$55.89 2 - pay point 4 Community services worker grade 3 - Year 3 \$77.85 \$44.19 \$56.70 9 \$67.00 \$4 - pay point 1 Community services worker grade 3 - Year 5 \$80.03 \$44.66 \$58.92 \$42.90 \$56.70 \$67.00 \$4 - pay point 2 Community services worker grade 3 - Year 5 \$80.03 \$44.67 \$56.14 \$4 - pay point 3 Community services worker grade 3 - Year 1 \$82.68 \$47.67 \$63.56 \$63.56 \$63	ŀ	<u> </u>	\$53.18	\$31.91	\$42.54	\$47.86
2 - pay point 1 Community services worker grade 2 - Year 1 \$68.95 \$33.97 \$51.96 2 - pay point 2 Community services worker grade 2 - Year 1 \$65.53 \$39.32 \$53.58 2 - pay point 2 Community services worker grade 1 - Year 2 \$66.98 \$40.19 \$53.58 2 - pay point 3 Community services worker grade 1 - Year 3 \$69.03 \$41.42 \$55.22 2 - pay point 3 Community services worker grade 2 - Year 3 \$70.88 \$42.53 \$55.74 2 - pay point 4 Community services worker grade 3 - Year 3 \$71.85 \$41.18 \$55.74 3 - pay point 1 Community services worker grade 3 - Year 1 \$77.68 \$42.53 \$56.70 3 - pay point 2 Community services worker grade 3 - Year 2 \$75.88 \$42.53 \$56.70 3 - pay point 2 Community services worker grade 3 - Year 3 \$77.68 \$44.19 \$60.70 3 - pay point 4 Community services worker grade 3 - Year 1 \$77.45 \$44.61 \$63.76 4 - pay point 1 Community services worker grade 3 - Year 1 \$82.26 \$43.01 \$66.14 <td< td=""><td><u>'</u></td><td><u>, , , , , , , , , , , , , , , , , , , </u></td><td>\$55.10</td><td>\$33,06</td><td>\$44.08</td><td>\$49.59</td></td<>	<u>'</u>	<u>, , , , , , , , , , , , , , , , , , , </u>	\$55.10	\$33,06	\$44.08	\$49.59
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	1	4 - Year	\$100.00	\$60.00	\$80.00	\$90.00

Classification	Pre-modern award classification	Overtime - public	Overtime - Monday to	Overtime - Monday to	Broken shift - working beyond a
			Saturday - first 2	Saturday - after 2	12 hour span -
-			_. [4:	hours	disability services
					work
3	\downarrow	\$101.28	\$60.77	\$81.02	\$91.15
Level 5 - pay point 3		\$102.25	\$61.35	\$81.80	\$92.03
Level 6 - pay point 1	_	\$10A A8	\$62.75	\$83.66	\$94.12
Level 6 - pay point 2	+	#100 OF	664 17	\$85.56	\$96.26
Level 6 - pay point 3	_	\$100.95	04.17	\$05.0A	\$06.68
Level 6 - pay point 3	ļ_	\$107.43	\$04.40	\$03.33	\$03.7 <i>A</i>
evel 6 - nav noint 1		\$104.15	\$62.49	\$63.32	÷000.7.1
l aval 6 pay point 2		\$106.85	\$64.11	\$85.48	\$90.17
Level o - pay point 3	Community services worker grade 5 - Year 2	\$108.73	\$65.24	\$86.98	\$97.85
Level 6 - pay point 3	4	\$111.08	\$66.65	\$88.86	\$99.97
Level / - pay point I	4	\$113.50	\$68.10	\$90.80	\$102.15
Level / - pay point	Community services worker grade 5 - Year 2	\$113.83	\$68.30	\$91.06	\$102.44
Level / - pay point 2	Collinality services worker grade 6 - Vear 2	\$116.63	\$69.98	\$93.30	\$104.96
Level / - pay point 2	Collinium y services worker grade 5 - Year 2	\$115.73	\$69.44	\$92.58	\$104.15
Level / - pay point 3	Community services worker grade 6 - Vear 2	\$118 55	\$71.13	\$94.84	\$106.70
Level / - pay point 3	Community services worker grade 6 Veer 4	\$131 30	\$72 78	\$97.04	\$109.17
Level 8 - pay point 1	Community services worker grade 6 Vear 2	\$124.45	\$74.67	\$99.56	\$112.01
Level 8 - pay point 2	Community services worker grade 6 - Year 2	\$126.43	\$75.86	\$101.14	\$113.78

Crisis accommodation employee - Casual

Table 1 of 2

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Classification	Pre-modern award classification	Hourly pay	Saturday	Sunday	Public	Afternoon	Night shift
		rate			holiday	shift	: ':
Level 1 - pay point 1	Community services worker grade 3 - Year 1	\$36.83	\$44.19	\$58.92	\$81.02	\$40.51	\$41.24
Level 1 - pay point 2	Community services worker grade 3 - Year 2	\$37.94	\$45.53	\$60.70	\$83.46	\$41.73	\$42.49
Level 1 - pay point 3	Community services worker grade 3 - Year 3	\$38.84	\$46.61	\$62.14	\$85.44	\$42.72	\$43.50
Level 1 - pay point 4	Community services worker grade 3 - Year 4	\$39.73	\$47.67	\$63.56	\$87.40	\$43.70	\$44.49
Level 1 - pay point 4	Community services worker grade 3 - Year 5	\$40.01	\$48.02	\$64.02	\$88.03	\$44.01	\$44.81
Level 2 - pay point 1	Community services worker grade 4 - Year 1	\$42.63	\$51.15	\$68.20	\$93.78	\$46.89	\$47.74
Level 2 - pay point 2	Community services worker grade 4 - Year 2	\$43.75	\$52.50	\$70.00	\$96.25	\$48.13	\$49.00
Level 2 - pay point 3	Community services worker grade 4 - Year 3	\$44.89	\$53.87	\$71.82	\$98.75	\$49.38	\$50.27
Level 2 - pay point 4	Community services worker grade 4 - Year 4	\$45.93	\$55.11	\$73.48	\$101.04	\$50.52	\$51.44
Level 3 - pay point 1	Community services worker grade 4 - Year 1	\$47.51	\$57.02	\$76.02	\$104.53	\$52.26	\$53.21
Level 3 - pay point 1	Community services worker grade 5 - Year 1	\$48.48	\$58.17	\$77.56	\$106.65	\$53.32	\$54.29
Level 3 - pay point 2	Community services worker grade 4 - Year 2	\$48.59	\$58.31	\$77.74	\$106.89	\$53.45	\$54.42
Level 3 - pay point 2	Community services worker grade 5 - Year 2	\$49.71	\$59.66	\$79.54	\$109.37	\$54.68	\$55.68
Level 3 - pay point 3	Community services worker grade 4 - Year 3	\$49.76	\$59.72	\$79.62	\$109.48	\$54.74	\$55.73
Level 3 - pay point 3	Community services worker grade 4 - Year 4	\$50.00	\$60.00	\$80.00	\$110.00	\$55.00	\$56.00
Level 3 - pay point 3	Community services worker grade 5 - Year 2	\$50 64	\$60.77	\$81.02	\$111.40	\$55.70	\$56.71
Level 4 - pay point 1	Community services worker grade 5 - Year 1	\$0.22\$	\$62.49	\$83.32	\$114.57	\$57.28	\$58.32
Level 4 - pay point 2	Community services worker grade 5 - Year 2	\$53.43	\$64.11	\$85.48	\$117.54	\$58.77	\$59.84
Level 4 - pay point 3	Community services worker grade 5 - Year 2	\$54.36	\$65.24	\$86.98	\$119.60	\$59.80	\$60.89

Table 2 of 2	THE PARTY OF THE P	THE STREET		
Classification	Pre-modern award classification	Overtime - public	Saturday - first 2 hours	Saturday - after 2 hours
l evel 1 - nav noint 1	Community services worker grade 3 - Year 1	\$73.65	\$44.19	\$58.92
Level 1 - pay point 2	Community services worker grade 3 - Year 2	\$75.88	\$45.53	\$60.70
l evel 1 - pay point 3	Community services worker grade 3 - Year 3	\$77.68	\$46.61	\$62.14
l evel 1 - pay point 4	Community services worker grade 3 - Year 4	\$79.45	\$47.67	\$63,56
l evel 1 - pay point 4	Community services worker grade 3 - Year 5	\$80.03	\$48.02	\$64.02
Level 2 - pay point 1	Community services worker grade 4 - Year 1	\$85.25	\$51.15	\$68.20
Level 2 - pay point 2	Community services worker grade 4 - Year 2	\$87.50	\$52.50	\$70.00
l evel 2 - pay point 3	Community services worker grade 4 - Year 3	\$89.78	\$53.87	\$71.82
Level 2 - pay point 4	Community services worker grade 4 - Year 4	\$91.85	\$55.11	\$73.48
Level 3 - pay point 1	Community services worker grade 4 - Year 1	\$95.03	\$57.02	\$76.02
Level 3 - pay point 1	Community services worker grade 5 - Year 1	\$96.95	\$58.17	\$77.56
Level 3 - pay point 2	Community services worker grade 4 - Year 2	\$97.18	\$50.31	\$77.74
Level 3 - pay point 2	Community services worker grade 5 - Year 2	\$99.43	\$59.66	\$79.54
Level 3 - pay point 3	Community services worker grade 4 - Year 3	\$99.53	\$59.72	\$79.00
Level 3 - pay point 3	Community services worker grade 4 - Year 4	\$100.00	\$60.00	\$80.00
Level 3 - pay point 3	Community services worker grade 5 - Year 2	\$101.28	\$60.77	\$87.02
Level 4 - pay point 1	Community services worker grade 5 - Year 1	\$104.15	\$62.49	\$83.32
Level 4 - pay point 2	Community services worker grade 5 - Year 2	\$106.85	\$64.11	\$80.40
Level 4 - pay point 3	Community services worker grade 5 - Year 2	\$108.73	\$65.24	\$00.90

These rates are effective from 1 July 2018 and don't change on 1 December 2018.

Allowances	Rate
First aid allowance - full-time	\$16.03 per week
First aid allowance - part-time or casual	\$0.42 per hour up to a maximum of \$16.03 per week
Hot work allowance - 40°C-46°C (employed at current	\$0.48 per hour
workplace before 8 August 1991)	
Hot work allowance - over 46°C (employed at current	\$0.58 per hour
workplace before 8 August 1991)	
Laundry allowance	\$0.32 per shift up to a maximum of \$1.49 per week
Meal allowance	\$12.88 for a meal
On call allowance - any 24 hour period or part thereof	\$19.20
when on call between the time of finishing ordinary duty on	
Monday to the time of finishing ordinary duty on Friday	
On call allowance - any other 24 hour period or public	\$38.02
holiday, or part thereof	
Sleepover allowance	\$47.04 for each sleepover
Special or protective clothing reimbursement	reimbursement for any rubber gloves, special clothing or safety equipment the employee
	is required to provide
Uniform allowance	\$1.23 per shift up to a maximum of \$6.24 per week
Telephone reimbursement - maintain telephone (on call)	reimbursement for rental charges
Telephone reimbursement - install and maintain telephone (on call)	reimbursement for the cost of installation and rental charges
Overnight away from home reimbursement	reimbursement for the cost of reasonable accommodation and meals
Travelling expenses reimbursement	reimbursement for the agreed cost of reasonable fares, meals and accommodation
	expenses
Vehicle allowance	\$0.78 per km

Disclaimer

The Fair Work Ombudsman is committed to providing advice that you can rely on.

13 13 94 or speak with a union, industry association or workplace relations professional. The information contained in this guide is general in nature. If you are unsure about how it applies to your situation you can call us on