



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

Pay Guide

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

and

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

Published 28 June 2018

This pay guide contains pay rates for both 1 July 2018 and 1 December 2018.

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

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 and save replies, view tailored information relevant to you and save pages, pay rates and awards.

Equal Remuneration Order arrangements

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

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 review and for Social and Community Services and Crisis Accommodation classifications will also change at 01 December each year to take into account the Equal Remuneration Order.

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 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	Community services worker grade 1 - Year 1	\$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	Community services worker grade 1 - Year 2	\$996.02	\$26.21	\$39.32	\$52.42	\$65.53	\$29.49
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 1 - Year 3	\$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	Community services worker grade 1 - Year 3	\$1,053.80	\$27.73	\$41.60	\$55.46	\$69.33	\$31.20
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
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
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	Community services worker grade 4 - Year 2	\$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

Effective: 01/07/2018 & 01/12/2018 Published: 28/06/2018

Classification	Pre-modern award classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift
Level 5 - pay point 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
Level 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 point 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	Community services worker grade 6 - Year 2	\$1,870.57	\$49.23	\$73.85	\$98.46	\$123.08	\$55.38

Table 2 of 2

Classification	Pre-modern award classification	Night shift	Overtime - Monday to Saturday - first 3 hours (full-time) or first 2 hours (part-time)	Overtime - Monday to Saturday - after 3 hours (full-time) or after 2 hours (part-time)	Overtime - public holiday	Less than 10 hour break between shifts	Broken shift - working beyond a 12 hour span - disability services 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	Community services worker grade 1 - Year 2	\$24.46	\$31.91	\$42.54	\$53.18	\$42.54	\$42.54
Level 1 - pay point 3	Community services worker grade 1 - Year 3	\$25.35	\$33.06	\$44.08	\$55.10	\$44.08	\$44.08
Level 2 - pay point 1	Community services worker grade 1 - Year 1	\$29.23	\$38.13	\$50.84	\$63.55	\$50.84	\$50.84
Level 2 - pay point 1	Community services worker grade 2 - Year 1	\$29.62	\$38.64	\$51.52	\$64.40	\$51.52	\$51.52
Level 2 - pay point 2	Community services worker grade 1 - Year 2	\$30.14	\$39.32	\$52.42	\$65.53	\$52.42	\$52.42
Level 2 - pay point 2	Community services worker grade 2 - Year 2	\$30.61	\$39.93	\$53.24	\$66.55	\$53.24	\$53.24
Level 2 - pay point 3	Community services worker grade 1 - Year 3	\$31.06	\$40.52	\$54.02	\$67.53	\$54.02	\$54.02
Level 2 - pay point 3	Community services worker grade 2 - Year 3	\$31.60	\$41.22	\$54.96	\$68.70	\$54.96	\$54.96
Level 2 - pay point 4	Community services worker grade 1 - Year 3	\$31.89	\$41.60	\$55.46	\$69.33	\$55.46	\$55.46
Level 2 - pay point 4	Community services worker grade 2 - Year 4	\$32.58	\$42.50	\$56.66	\$70.83	\$56.66	\$56.66
Level 3 - pay point 1	Community services worker grade 3 - Year 1	\$33.40	\$43.56	\$58.08	\$72.60	\$58.08	\$58.08
Level 3 - pay point 2	Community services worker grade 3 - Year 2	\$34.42	\$44.90	\$59.86	\$74.83	\$59.86	\$59.86
Level 3 - pay point 3	Community services worker grade 3 - Year 3	\$35.29	\$46.04	\$61.38	\$76.73	\$61.38	\$61.38
Level 3 - pay point 4	Community services worker grade 3 - Year 4	\$36.14	\$47.15	\$62.86	\$78.58	\$62.86	\$62.86
Level 3 - pay point 4	Community services worker grade 3 - Year 5	\$36.54	\$47.66	\$63.54	\$79.43	\$63.54	\$63.54
Level 4 - pay point 1	Community services worker grade 3 - Year 1	\$36.95	\$48.20	\$64.26	\$80.33	\$64.26	\$64.26
Level 4 - pay point 1	Community services worker grade 4 - Year 1	\$38.73	\$50.52	\$67.36	\$84.20	\$67.36	\$67.36
Level 4 - pay point 2	Community services worker grade 3 - Year 2	\$38.02	\$49.59	\$66.12	\$82.65	\$66.12	\$66.12
Level 4 - pay point 2	Community services worker grade 4 - Year 2	\$39.77	\$51.87	\$69.16	\$86.45	\$69.16	\$69.16
Level 4 - pay point 3	Community services worker grade 3 - Year 3	\$39.08	\$50.97	\$67.96	\$84.95	\$67.96	\$67.96
Level 4 - pay point 3	Community services worker grade 4 - Year 3	\$40.80	\$53.22	\$70.96	\$88.70	\$70.96	\$70.96
Level 4 - pay point 4	Community services worker grade 3 - Year 4	\$40.07	\$52.26	\$69.68	\$87.10	\$69.68	\$69.68
Level 4 - pay point 4	Community services worker grade 3 - Year 5	\$40.46	\$52.77	\$70.36	\$87.95	\$70.36	\$70.36
Level 4 - pay point 4	Community services worker grade 4 - Year 4	\$41.77	\$54.48	\$72.64	\$90.80	\$72.64	\$72.64
Level 5 - pay point 1	Community services worker grade 4 - Year 1	\$42.58	\$55.55	\$74.06	\$92.58	\$74.06	\$74.06
Level 5 - pay point 1	Community services worker grade 5 - Year 1	\$43.92	\$57.29	\$76.38	\$95.48	\$76.38	\$76.38

Classification	Pre-modern award classification	Night shift	Overtime - Monday to Saturday - first 3 hours (full- time) or first 2 hours (part-time)	Overtime - Monday to Saturday - after 3 hours (full- time) or after 2 hours (part-time)	Overtime - public holiday	Less than 10 hour break between shifts	Broken shift - working beyond a 12 hour span - disability services work
Level 5 - pay point 2	Community services worker grade 4 - Year 2	\$43.57	\$56.84	\$75.78	\$94.73	\$75.78	\$75.78
Level 5 - pay point 2	Community services worker grade 5 - Year 2	\$45.14	\$58.88	\$78.50	\$98.13	\$78.50	\$78.50
Level 5 - pay point 3	Community services worker grade 4 - Year 3	\$44.64	\$58.23	\$77.64	\$97.05	\$77.64	\$77.64
Level 5 - pay point 3	Community services worker grade 4 - Year 4	\$44.98	\$58.67	\$78.22	\$97.78	\$78.22	\$78.22
Level 5 - pay point 3	Community services worker grade 5 - Year 2	\$45.86	\$59.82	\$79.76	\$99.70	\$79.76	\$79.76
Level 6 - pay point 1	Community services worker grade 4 - Year 1	\$45.44	\$59.27	\$79.02	\$98.78	\$79.02	\$79.02
Level 6 - pay point 2	Community services worker grade 4 - Year 2	\$46.49	\$60.65	\$80.86	\$101.08	\$80.86	\$80.86
Level 6 - pay point 3	Community services worker grade 4 - Year 3	\$47.58	\$62.06	\$82.74	\$103.43	\$82.74	\$82.74
Level 6 - pay point 3	Community services worker grade 4 - Year 4	\$47.90	\$62.48	\$83.30	\$104.13	\$83.30	\$83.30
Level 6 - pay point 1	Community services worker grade 5 - Year 1	\$46.75	\$60.98	\$81.30	\$101.63	\$81.30	\$81.30
Level 6 - pay point 2	Community services worker grade 5 - Year 2	\$48.06	\$62.69	\$83.58	\$104.48	\$83.58	\$83.58
Level 6 - pay point 3	Community services worker grade 5 - Year 2	\$48.79	\$63.65	\$84.86	\$106.08	\$84.86	\$84.86
Level 7 - pay point 1	Community services worker grade 5 - Year 1	\$49.48	\$64.55	\$86.06	\$107.58	\$86.06	\$86.06
Level 7 - pay point 1	Community services worker grade 6 - Year 1	\$51.15	\$66.72	\$88.96	\$111.20	\$88.96	\$88.96
Level 7 - pay point 2	Community services worker grade 5 - Year 2	\$50.81	\$66.27	\$88.36	\$110.45	\$88.36	\$88.36
Level 7 - pay point 2	Community services worker grade 6 - Year 2	\$52.75	\$68.81	\$91.74	\$114.68	\$91.74	\$91.74
Level 7 - pay point 3	Community services worker grade 5 - Year 2	\$51.55	\$67.25	\$89.66	\$112.08	\$89.66	\$89.66
Level 7 - pay point 3	Community services worker grade 6 - Year 2	\$53.50	\$69.78	\$93.04	\$116.30	\$93.04	\$93.04
Level 8 - pay point 1	Community services worker grade 6 - Year 1	\$54.23	\$70.74	\$94.32	\$117.90	\$94.32	\$94.32
Level 8 - pay point 2	Community services worker grade 6 - Year 2	\$55.83	\$72.83	\$97.10	\$121.38	\$97.10	\$97.10
Level 8 - pay point 3	Community services worker grade 6 - Year 2	\$56.61	\$73.85	\$98.46	\$123.08	\$98.46	\$98.46

Crisis accommodation employee - Full-time & part-time

Table 1 of 2

Classification	Pre-modern award classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift
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
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
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
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
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
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
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
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
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
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
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
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
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
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
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
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
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
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

Classification	Pre-modern award classification	Night shift	Overtime - Monday to Saturday - first 3 hours (full-time) or first 2 hours (part-time)	Overtime - Monday to Saturday - after 3 hours (full-time) or after 2 hours (part-time)	Overtime - public holiday	Less than 10 hour break between shifts
Level 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	\$76.73	\$61.38
Level 1 - pay point 4	Community services worker grade 3 - Year 4	\$36.14	\$47.15	\$62.86	\$78.58	\$62.86
Level 1 - pay point 4	Community services worker grade 3 - Year 5	\$36.54	\$47.66	\$63.54	\$79.43	\$63.54
Level 2 - pay point 1	Community services worker grade 4 - Year 1	\$38.73	\$50.52	\$67.36	\$84.20	\$67.36
Level 2 - pay point 2	Community services worker grade 4 - Year 2	\$39.77	\$51.87	\$69.16	\$86.45	\$69.16
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	\$90.80	\$72.64
Level 3 - pay point 1	Community services worker grade 4 - Year 1	\$42.58	\$55.55	\$74.06	\$92.58	\$74.06
Level 3 - pay point 1	Community services worker grade 5 - Year 1	\$43.92	\$57.29	\$76.38	\$95.48	\$76.38
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	\$78.50
Level 3 - pay point 2	Community services worker grade 4 - Year 3	\$44.64	\$58.23	\$77.64	\$97.05	\$77.64
Level 3 - pay point 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 4 - 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
Level 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

Classification	Pre-modern award classification	Hourly pay rate	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	Community services worker grade 1 - Year 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
Level 2 - pay point 1	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
Level 2 - pay point 2	Community services worker grade 1 - Year 2	\$32.76	\$39.32	\$52.42	\$72.08	\$36.04	\$36.69
Level 2 - pay point 2	Community services worker grade 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	Community services worker grade 2 - Year 3	\$34.35	\$41.22	\$54.96	\$75.57	\$37.79	\$38.47
Level 2 - pay point 4	Community services worker grade 1 - Year 3	\$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	Community services worker grade 3 - Year 3	\$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	Community services worker grade 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	Community services worker grade 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
Level 4 - pay point 4	Community services worker grade 3 - Year 5	\$43.98	\$52.77	\$70.36	\$96.75	\$48.37	\$49.25
Level 4 - pay point 4	Community services worker grade 4 - Year 4	\$45.40	\$54.48	\$72.64	\$99.88	\$49.94	\$50.85
Level 5 - pay point 1	Community services worker grade 4 - Year 1	\$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
Level 5 - pay point 2	Community services worker grade 4 - Year 2	\$47.36	\$56.84	\$75.78	\$104.20	\$52.10	\$53.05
Level 5 - pay point 2	Community services worker grade 5 - Year 2	\$49.06	\$58.88	\$78.50	\$107.94	\$53.97	\$54.95
Level 5 - pay point 3	Community services worker grade 4 - Year 3	\$48.53	\$58.23	\$77.64	\$106.76	\$53.38	\$54.35
Level 5 - pay point 3	Community services worker grade 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

Classification	Pre-modern award classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift	Night shift
Level 6 - pay point 1	Community services worker grade 4 - Year 1	\$49.39	\$59.27	\$79.02	\$108.65	\$54.33	\$55.31
Level 6 - pay point 2	Community services worker grade 4 - Year 2	\$50.54	\$60.65	\$80.86	\$111.18	\$55.59	\$56.60
Level 6 - pay point 3	Community services worker grade 4 - Year 3	\$51.71	\$62.06	\$82.74	\$113.77	\$56.88	\$57.92
Level 6 - pay point 3	Community services worker grade 4 - Year 4	\$52.06	\$62.48	\$83.30	\$114.54	\$57.27	\$58.31
Level 6 - pay point 1	Community services worker grade 5 - Year 1	\$50.81	\$60.98	\$81.30	\$111.79	\$55.89	\$56.91
Level 6 - pay point 2	Community services worker grade 5 - Year 2	\$52.24	\$62.69	\$83.58	\$114.92	\$57.46	\$58.51
Level 6 - pay point 3	Community services worker grade 5 - Year 2	\$53.04	\$63.65	\$84.86	\$116.68	\$58.34	\$59.40
Level 7 - pay point 1	Community services worker grade 5 - Year 1	\$53.79	\$64.55	\$86.06	\$118.33	\$59.17	\$60.24
Level 7 - pay point 1	Community services worker grade 6 - Year 1	\$55.60	\$66.72	\$88.96	\$122.32	\$61.16	\$62.27
Level 7 - pay point 2	Community services worker grade 5 - Year 2	\$55.23	\$66.27	\$88.36	\$121.50	\$60.75	\$61.85
Level 7 - pay point 2	Community services worker grade 6 - Year 2	\$57.34	\$68.81	\$91.74	\$126.14	\$63.07	\$64.22
Level 7 - pay point 3	Community services worker grade 5 - Year 2	\$56.04	\$67.25	\$89.66	\$123.28	\$61.64	\$62.76
Level 7 - pay point 3	Community services worker grade 6 - Year 2	\$58.15	\$69.78	\$93.04	\$127.93	\$63.97	\$65.13
Level 8 - pay point 1	Community services worker grade 6 - Year 1	\$58.95	\$70.74	\$94.32	\$129.69	\$64.85	\$66.02
Level 8 - pay point 2	Community services worker grade 6 - Year 2	\$60.69	\$72.83	\$97.10	\$133.51	\$66.76	\$67.97
Level 8 - pay point 3	Community services worker grade 6 - Year 2	\$61.54	\$73.85	\$98.46	\$135.38	\$67.69	\$68.92

Table 2 of 2

Classification	Pre-modern award classification	Overtime - public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Broken shift - working beyond a 12 hour span - disability services work
Level 1 - pay point 1	Community services worker grade 1 - Year 1	\$51.45	\$30.87	\$41.16	\$46.31
Level 1 - pay point 2	Community services worker grade 1 - Year 2	\$53.18	\$31.91	\$42.54	\$47.86
Level 1 - pay point 3	Community services worker grade 1 - Year 3	\$55.10	\$33.06	\$44.08	\$49.59
Level 2 - pay point 1	Community services worker grade 1 - Year 1	\$63.55	\$38.13	\$50.84	\$57.20
Level 2 - pay point 1	Community services worker grade 2 - Year 1	\$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
Level 2 - pay point 4	Community services worker grade 1 - Year 3	\$69.33	\$41.60	\$55.46	\$62.39
Level 2 - pay point 4	Community services worker grade 2 - Year 4	\$70.83	\$42.50	\$56.66	\$63.74
Level 3 - pay point 1	Community services worker grade 3 - Year 1	\$72.60	\$43.56	\$58.08	\$65.34
Level 3 - pay point 2	Community services worker grade 3 - Year 2	\$74.83	\$44.90	\$59.86	\$67.34
Level 3 - pay point 3	Community services worker grade 3 - Year 3	\$76.73	\$46.04	\$61.38	\$69.05
Level 3 - pay point 4	Community services worker grade 3 - Year 4	\$78.58	\$47.15	\$62.86	\$70.72
Level 3 - pay point 4	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
Level 4 - pay point 1	Community services worker grade 4 - Year 1	\$84.20	\$50.52	\$67.36	\$75.78
Level 4 - pay point 2	Community services worker grade 3 - Year 2	\$82.65	\$49.59	\$66.12	\$74.39
Level 4 - pay point 2	Community services worker grade 4 - Year 2	\$86.45	\$51.87	\$69.16	\$77.81
Level 4 - pay point 3	Community services worker grade 3 - Year 3	\$84.95	\$50.97	\$67.96	\$76.46
Level 4 - pay point 3	Community services worker grade 4 - Year 3	\$88.70	\$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	Community services worker grade 3 - Year 5	\$87.95	\$52.77	\$70.36	\$79.16
Level 4 - pay point 4	Community services worker grade 4 - Year 4	\$90.80	\$54.48	\$72.64	\$81.72
Level 5 - pay point 1	Community services worker grade 4 - Year 1	\$92.58	\$55.55	\$74.06	\$83.32
Level 5 - pay point 1	Community services worker grade 5 - Year 1	\$95.48	\$57.29	\$76.38	\$85.93
Level 5 - pay point 2	Community services worker grade 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
Level 5 - pay point 3	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 Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Broken shift - working beyond a 12 hour span - disability services work
Level 5 - pay 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	\$91.46
Level 6 - pay point 2	Community services worker grade 5 - Year 2	\$104.48	\$62.69	\$83.58	\$94.03
Level 6 - pay point 3	Community services worker grade 5 - Year 2	\$106.08	\$63.65	\$84.86	\$95.47
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
Level 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
Level 7 - pay point 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	\$110.77

Crisis accommodation employee - Casual

Table 1 of 2

Classification	Pre-modern award classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift	Night 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

Classification	Pre-modern award classification	Overtime - public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours
Level 1 - pay point 1	Community services worker grade 3 - Year 1	\$72.60	\$43.56	\$58.08
Level 1 - pay point 2	Community services worker grade 3 - Year 2	\$74.83	\$44.90	\$59.86
Level 1 - pay point 3	Community services worker grade 3 - Year 3	\$76.73	\$46.04	\$61.38
Level 1 - pay point 4	Community services worker grade 3 - Year 4	\$78.58	\$47.15	\$62.86
Level 1 - pay point 4	Community services worker grade 3 - Year 5	\$79.43	\$47.66	\$63.54
Level 2 - pay point 1	Community services worker grade 4 - Year 1	\$84.20	\$50.52	\$67.36
Level 2 - pay point 2	Community services worker grade 4 - Year 2	\$86.45	\$51.87	\$69.16
Level 2 - pay point 3	Community services worker grade 4 - Year 3	\$88.70	\$53.22	\$70.96
Level 2 - pay point 4	Community services worker grade 4 - Year 4	\$90.80	\$54.48	\$72.64
Level 3 - pay point 1	Community services worker grade 4 - Year 1	\$92.58	\$55.55	\$74.06
Level 3 - pay point 1	Community services worker grade 5 - Year 1	\$95.48	\$57.29	\$76.38
Level 3 - pay point 2	Community services worker grade 4 - Year 2	\$94.73	\$56.84	\$75.78
Level 3 - pay point 2	Community services worker grade 5 - Year 2	\$98.13	\$58.88	\$78.50
Level 3 - pay point 3	Community services worker grade 4 - Year 3	\$97.05	\$58.23	\$77.64
Level 3 - pay point 3	Community services worker grade 4 - Year 4	\$97.78	\$58.67	\$78.22
Level 3 - pay point 3	Community services worker grade 5 - Year 2	\$99.70	\$59.82	\$79.76
Level 4 - pay point 1	Community services worker grade 5 - Year 1	\$101.63	\$60.98	\$81.30
Level 4 - pay point 2	Community services worker grade 5 - Year 2	\$104.48	\$62.69	\$83.58
Level 4 - pay point 3	Community services worker grade 5 - Year 2	\$106.08	\$63.65	\$84.86

Rates of pay - effective 1 December 2018

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

Table 1 of 2

Classification	Pre-modern award classification	Weekly pay rate	Hourly pay 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	Community services worker grade 2 - Year 1	\$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 2 - Year 2	\$1,018.09	\$26.79	\$40.19	\$53.58	\$66.98	\$30.14
Level 2 - pay point 2	Community services worker grade 2 - Year 2	\$1,028.47	\$27.07	\$40.61	\$54.14	\$67.68	\$30.45
Level 2 - pay point 3	Community services worker grade 2 - 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 3 - Year 3	\$1,077.15	\$28.35	\$42.53	\$56.70	\$70.88	\$31.89
Level 2 - pay point 4	Community services worker grade 3 - Year 4	\$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

Effective: 01/07/2018 & 01/12/2018 Published: 28/06/2018

Classification	Pre-modern award classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift
Level 5 - pay point 3	Community services worker grade 4 - Year 4	\$1,519.94	\$40.00	\$60.00	\$80.00	\$100.00	\$45.00
Level 5 - pay point 3	Community services worker grade 5 - Year 2	\$1,539.56	\$40.51	\$60.77	\$81.02	\$101.28	\$45.57
Level 6 - pay point 1	Community services worker grade 4 - Year 1	\$1,554.06	\$40.90	\$61.35	\$81.80	\$102.25	\$46.01
Level 6 - pay point 2	Community services worker grade 4 - Year 2	\$1,589.68	\$41.83	\$62.75	\$83.66	\$104.58	\$47.06
Level 6 - pay point 3	Community services worker grade 4 - Year 3	\$1,625.65	\$42.78	\$64.17	\$85.56	\$106.95	\$48.13
Level 6 - pay point 3	Community services worker grade 4 - Year 4	\$1,632.89	\$42.97	\$64.46	\$85.94	\$107.43	\$48.34
Level 6 - pay point 3	Community services worker grade 5 - Year 1	\$1,583.06	\$41.66	\$62.49	\$83.32	\$104.15	\$46.87
Level 6 - pay point 1	Community services worker grade 5 - Year 2	\$1,623.99	\$42.74	\$64.11	\$85.48	\$106.85	\$48.08
Level 6 - pay point 2	Community services worker grade 5 - Year 2	\$1,652.52	\$43.49	\$65.24	\$86.98	\$108.73	\$48.93
Level 6 - pay point 3	Community services worker grade 5 - Year 1	\$1,688.42	\$44.43	\$66.65	\$88.86	\$111.08	\$49.98
Level 7 - pay point 1	Community services worker grade 6 - Year 1	\$1,725.20	\$45.40	\$68.10	\$90.80	\$113.50	\$51.08
Level 7 - pay point 1	Community services worker grade 6 - Year 2	\$1,729.97	\$45.53	\$68.30	\$91.06	\$113.83	\$51.22
Level 7 - pay point 2	Community services worker grade 6 - Year 2	\$1,772.82	\$46.65	\$69.98	\$93.30	\$116.63	\$52.48
Level 7 - pay point 2	Community services worker grade 6 - Year 2	\$1,759.02	\$46.29	\$69.44	\$92.58	\$115.73	\$52.08
Level 7 - pay point 3	Community services worker grade 6 - Year 2	\$1,801.87	\$47.42	\$71.13	\$94.84	\$118.55	\$53.35
Level 7 - pay point 3	Community services worker grade 6 - Year 1	\$1,843.78	\$48.52	\$72.78	\$97.04	\$121.30	\$54.59
Level 8 - pay point 1	Community services worker grade 6 - Year 2	\$1,891.80	\$49.78	\$74.67	\$99.56	\$124.45	\$56.00
Level 8 - pay point 3	Community services worker grade 6 - Year 2	\$1,921.69	\$50.57	\$75.86	\$101.14	\$126.43	\$56.89

Table 2 of 2

Classification	Pre-modern award classification	Night shift	Overtime - Monday to Saturday - first 3 hours (full- time) or first 2 hours (part-time)	Overtime - Monday to Saturday - after 3 hours (full- time) or after 2 hours (part-time)	Overtime - public holiday	Less than 10 hour break between shifts	Broken shift - working beyond a 12 hour span - disability services 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	Community services worker grade 1 - Year 2	\$24.46	\$31.91	\$42.54	\$53.18	\$42.54	\$42.54
Level 1 - pay point 3	Community services worker grade 1 - Year 3	\$25.35	\$33.06	\$44.08	\$55.10	\$44.08	\$44.08
Level 2 - pay point 1	Community services worker grade 1 - Year 1	\$29.88	\$38.97	\$51.96	\$64.95	\$51.96	\$51.96
Level 2 - pay point 1	Community services worker grade 2 - Year 1	\$30.14	\$39.32	\$52.42	\$65.53	\$52.42	\$52.42
Level 2 - pay point 2	Community services worker grade 1 - Year 2	\$30.81	\$40.19	\$53.58	\$66.98	\$53.58	\$53.58
Level 2 - pay point 2	Community services worker grade 2 - Year 2	\$31.13	\$40.61	\$54.14	\$67.68	\$54.14	\$54.14
Level 2 - pay point 3	Community services worker grade 1 - Year 3	\$31.75	\$41.42	\$55.22	\$69.03	\$55.22	\$55.22
Level 2 - pay point 3	Community services worker grade 2 - Year 3	\$32.11	\$41.88	\$55.84	\$69.80	\$55.84	\$55.84
Level 2 - pay point 4	Community services worker grade 1 - Year 4	\$32.60	\$42.53	\$56.70	\$70.88	\$56.70	\$56.70
Level 2 - pay point 4	Community services worker grade 2 - Year 4	\$33.05	\$43.11	\$57.48	\$71.85	\$57.48	\$57.48
Level 3 - pay point 1	Community services worker grade 3 - Year 1	\$33.88	\$44.19	\$58.92	\$73.65	\$58.92	\$58.92
Level 3 - pay point 2	Community services worker grade 3 - Year 2	\$34.90	\$45.53	\$60.70	\$75.88	\$60.70	\$60.70
Level 3 - pay point 3	Community services worker grade 3 - Year 3	\$35.73	\$46.61	\$62.14	\$77.68	\$62.14	\$62.14
Level 3 - pay point 4	Community services worker grade 3 - Year 4	\$36.55	\$47.67	\$63.56	\$79.45	\$63.56	\$63.56
Level 3 - pay point 4	Community services worker grade 3 - Year 5	\$36.81	\$48.02	\$64.02	\$80.03	\$64.02	\$64.02
Level 4 - pay point 1	Community services worker grade 3 - Year 1	\$38.03	\$49.61	\$66.14	\$82.68	\$66.14	\$66.14
Level 4 - pay point 1	Community services worker grade 4 - Year 1	\$39.22	\$51.15	\$68.20	\$85.25	\$68.20	\$68.20
Level 4 - pay point 2	Community services worker grade 3 - Year 2	\$39.09	\$50.99	\$67.98	\$84.98	\$67.98	\$67.98
Level 4 - pay point 2	Community services worker grade 4 - Year 2	\$40.25	\$52.50	\$70.00	\$87.50	\$70.00	\$70.00
Level 4 - pay point 3	Community services worker grade 3 - Year 3	\$40.15	\$52.37	\$69.82	\$87.28	\$69.82	\$69.82
Level 4 - pay point 3	Community services worker grade 4 - Year 3	\$41.30	\$53.87	\$71.82	\$89.78	\$71.82	\$71.82
Level 4 - pay point 4	Community services worker grade 3 - Year 4	\$41.12	\$53.64	\$71.52	\$89.40	\$71.52	\$71.52
Level 4 - pay point 4	Community services worker grade 3 - Year 5	\$41.39	\$53.99	\$71.98	\$89.98	\$71.98	\$71.98
Level 4 - pay point 4	Community services worker grade 4 - Year 4	\$42.25	\$55.11	\$73.48	\$91.85	\$73.48	\$73.48
Level 5 - pay point 1	Community services worker grade 4 - 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 Saturday - first 3 hours (full- time) or first 2 hours (part-time)	Overtime - Monday to Saturday - after 3 hours (full- time) or after 2 hours (part-time)	Overtime - public holiday	Less than 10 hour break between shifts	Broken shift - working beyond a 12 hour span - disability services work
Level 5 - pay point 2	Community services worker grade 4 - Year 2	\$44.70	\$58.31	\$77.74	\$97.18	\$77.74	\$77.74
Level 5 - pay point 2	Community services worker grade 5 - Year 2	\$45.74	\$59.66	\$79.54	\$99.43	\$79.54	\$79.54
Level 5 - pay point 3	Community services worker grade 4 - Year 3	\$45.78	\$59.72	\$79.62	\$99.53	\$79.62	\$79.62
Level 5 - pay point 3	Community services worker grade 4 - Year 4	\$46.00	\$60.00	\$80.00	\$100.00	\$80.00	\$80.00
Level 5 - pay point 3	Community services worker grade 5 - Year 2	\$46.59	\$60.77	\$81.02	\$101.28	\$81.02	\$81.02
Level 5 - pay point 3	Community services worker grade 4 - Year 1	\$47.04	\$61.35	\$81.80	\$102.25	\$81.80	\$81.80
Level 6 - pay point 1	Community services worker grade 4 - Year 1	\$47.04	\$61.35	\$81.80	\$102.25	\$81.80	\$81.80
Level 6 - pay point 2	Community services worker grade 4 - Year 2	\$48.10	\$62.75	\$83.66	\$104.58	\$83.66	\$83.66
Level 6 - pay point 2	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 6 - pay point 3	Community services worker grade 5 - Year 1	\$47.91	\$62.49	\$83.32	\$104.15	\$83.32	\$83.32
Level 6 - pay point 2	Community services worker grade 5 - Year 2	\$49.15	\$64.11	\$85.48	\$106.85	\$85.48	\$85.48
Level 6 - pay point 3	Community services worker grade 5 - Year 2	\$50.01	\$65.24	\$86.98	\$108.73	\$86.98	\$86.98
Level 7 - pay point 1	Community services worker grade 5 - Year 1	\$51.09	\$66.65	\$88.86	\$111.08	\$88.86	\$88.86
Level 7 - pay point 1	Community services worker grade 6 - Year 1	\$52.21	\$68.10	\$90.80	\$113.50	\$90.80	\$90.80
Level 7 - pay point 2	Community services worker grade 5 - Year 2	\$52.36	\$68.30	\$91.06	\$113.83	\$91.06	\$91.06
Level 7 - pay point 2	Community services worker grade 6 - Year 2	\$53.65	\$69.98	\$93.30	\$116.63	\$93.30	\$93.30
Level 7 - pay point 3	Community services worker grade 5 - Year 2	\$53.23	\$69.44	\$92.58	\$115.73	\$92.58	\$92.58
Level 7 - pay point 3	Community services worker grade 6 - Year 2	\$54.53	\$71.13	\$94.84	\$118.55	\$94.84	\$94.84
Level 8 - pay point 1	Community services worker grade 6 - Year 1	\$55.80	\$72.78	\$97.04	\$121.30	\$97.04	\$97.04
Level 8 - pay point 2	Community services worker grade 6 - Year 2	\$57.25	\$74.67	\$99.56	\$124.45	\$99.56	\$99.56
Level 8 - pay point 3	Community services worker grade 6 - Year 2	\$58.16	\$75.86	\$101.14	\$126.43	\$101.14	\$101.14

Crisis accommodation employee - Full-time & part-time

Table 1 of 2

Classification	Pre-modern award classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift
Level 1 - pay point 1	Community services worker grade 3 - Year 1	\$1,119.34	\$29.46	\$44.19	\$58.92	\$73.65	\$33.14
Level 1 - pay point 2	Community services worker grade 3 - Year 2	\$1,153.13	\$30.35	\$45.53	\$60.70	\$75.88	\$34.14
Level 1 - pay point 3	Community services worker grade 3 - Year 3	\$1,180.58	\$31.07	\$46.61	\$62.14	\$77.68	\$34.95
Level 1 - pay point 4	Community services worker grade 3 - Year 4	\$1,207.74	\$31.78	\$47.67	\$63.56	\$79.45	\$35.75
Level 1 - pay point 4	Community services worker grade 3 - Year 5	\$1,216.39	\$32.01	\$48.02	\$64.02	\$80.03	\$36.01
Level 2 - pay point 1	Community services worker grade 4 - Year 1	\$1,295.84	\$34.10	\$51.15	\$68.20	\$85.25	\$38.36
Level 2 - pay point 2	Community services worker grade 4 - Year 2	\$1,330.10	\$35.00	\$52.50	\$70.00	\$87.50	\$39.38
Level 2 - pay point 3	Community services worker grade 4 - Year 3	\$1,364.75	\$35.91	\$53.87	\$71.82	\$89.78	\$40.40
Level 2 - pay point 4	Community services worker grade 4 - Year 4	\$1,396.23	\$36.74	\$55.11	\$73.48	\$91.85	\$41.33
Level 3 - pay point 1	Community services worker grade 4 - Year 1	\$1,444.49	\$38.01	\$57.02	\$76.02	\$95.03	\$42.76
Level 3 - pay point 1	Community services worker grade 5 - Year 1	\$1,473.78	\$38.78	\$58.17	\$77.56	\$96.95	\$43.63
Level 3 - pay point 2	Community services worker grade 4 - Year 2	\$1,477.12	\$38.87	\$58.31	\$77.74	\$97.18	\$43.73
Level 3 - pay point 2	Community services worker grade 5 - Year 2	\$1,511.43	\$39.77	\$59.66	\$79.54	\$99.43	\$44.74
Level 3 - pay point 3	Community services worker grade 4 - Year 3	\$1,512.69	\$39.81	\$59.72	\$79.62	\$99.53	\$44.79
Level 3 - pay point 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 4 - pay point 1	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	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	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 - Monday to Saturday - first 3 hours (full-time) or first 2 hours (part-time)	Overtime - Monday to Saturday - after 3 hours (full-time) or after 2 hours (part-time)	Overtime - public holiday	Less than 10 hour break between shifts
Level 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 - pay point 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	\$70.00
Level 2 - pay point 3	Community services worker grade 4 - Year 3	\$41.30	\$53.87	\$71.82	\$89.78	\$71.82
Level 2 - pay point 4	Community services worker grade 4 - Year 4	\$42.25	\$55.11	\$73.48	\$91.85	\$73.48
Level 3 - pay point 1	Community services worker grade 4 - Year 1	\$43.71	\$57.02	\$76.02	\$95.03	\$76.02
Level 3 - pay point 1	Community services worker grade 5 - Year 1	\$44.60	\$58.17	\$77.56	\$96.95	\$77.56
Level 3 - pay point 2	Community services worker grade 4 - Year 2	\$44.70	\$58.31	\$77.74	\$97.18	\$77.74
Level 3 - pay point 2	Community services worker grade 5 - Year 2	\$45.74	\$59.66	\$79.54	\$99.43	\$79.54
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 4 - pay point 1	Community services worker grade 5 - Year 1	\$47.91	\$62.49	\$83.32	\$104.15	\$83.32
Level 4 - pay point 2	Community services worker grade 5 - Year 2	\$49.15	\$64.11	\$85.48	\$106.85	\$85.48
Level 4 - pay point 3	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	Hourly pay rate	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	Community services worker grade 1 - Year 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
Level 2 - pay point 1	Community services worker grade 1 - Year 1	\$32.48	\$38.97	\$51.96	\$71.45	\$35.72	\$36.37
Level 2 - pay point 1	Community services worker grade 2 - Year 1	\$32.76	\$39.32	\$52.42	\$72.08	\$36.04	\$36.69
Level 2 - pay point 2	Community services worker grade 1 - Year 2	\$33.49	\$40.19	\$53.58	\$73.67	\$36.84	\$37.51
Level 2 - pay point 2	Community services worker grade 2 - Year 2	\$33.84	\$40.61	\$54.14	\$74.44	\$37.22	\$37.90
Level 2 - pay point 3	Community services worker grade 1 - Year 3	\$34.51	\$41.42	\$55.22	\$75.93	\$37.96	\$38.65
Level 2 - pay point 3	Community services worker grade 2 - Year 3	\$34.90	\$41.88	\$55.84	\$76.78	\$38.39	\$39.09
Level 2 - pay point 4	Community services worker grade 1 - Year 3	\$35.44	\$42.53	\$56.70	\$77.96	\$38.98	\$39.69
Level 2 - pay point 4	Community services worker grade 2 - Year 4	\$35.93	\$43.11	\$57.48	\$79.04	\$39.52	\$40.24
Level 3 - pay point 1	Community services worker grade 3 - Year 1	\$36.83	\$44.19	\$58.92	\$81.02	\$40.51	\$41.24
Level 3 - pay point 2	Community services worker grade 3 - Year 2	\$37.94	\$45.53	\$60.70	\$83.46	\$41.73	\$42.49
Level 3 - pay point 3	Community services worker grade 3 - Year 3	\$38.84	\$46.61	\$62.14	\$85.44	\$42.72	\$43.50
Level 3 - pay point 4	Community services worker grade 3 - Year 4	\$39.73	\$47.67	\$63.56	\$87.40	\$43.70	\$44.49
Level 3 - pay point 4	Community services worker grade 3 - Year 5	\$40.01	\$48.02	\$64.02	\$88.03	\$44.01	\$44.81
Level 4 - pay point 1	Community services worker grade 3 - Year 1	\$41.34	\$49.61	\$66.14	\$90.94	\$45.47	\$46.30
Level 4 - pay point 1	Community services worker grade 4 - Year 1	\$42.63	\$51.15	\$68.20	\$93.78	\$46.89	\$47.74
Level 4 - pay point 2	Community services worker grade 3 - Year 2	\$42.49	\$50.99	\$67.98	\$93.47	\$46.74	\$47.59
Level 4 - pay point 2	Community services worker grade 4 - Year 2	\$43.75	\$52.50	\$70.00	\$96.25	\$48.13	\$49.00
Level 4 - pay point 3	Community services worker grade 3 - Year 3	\$43.64	\$52.37	\$69.82	\$96.00	\$48.00	\$48.87
Level 4 - pay point 3	Community services worker grade 4 - Year 3	\$44.89	\$53.87	\$71.82	\$98.75	\$49.38	\$50.27
Level 4 - pay point 4	Community services worker grade 3 - Year 4	\$44.70	\$53.64	\$71.52	\$98.34	\$49.17	\$50.06
Level 4 - pay point 4	Community services worker grade 3 - Year 5	\$44.99	\$53.99	\$71.98	\$98.97	\$49.49	\$50.39
Level 4 - pay point 4	Community services worker grade 4 - Year 4	\$45.93	\$55.11	\$73.48	\$101.04	\$50.52	\$51.44
Level 5 - pay point 1	Community services worker grade 4 - Year 1	\$47.51	\$57.02	\$76.02	\$104.53	\$52.26	\$53.21
Level 5 - pay point 1	Community services worker grade 5 - Year 1	\$48.48	\$58.17	\$77.56	\$106.65	\$53.32	\$54.29
Level 5 - pay point 2	Community services worker grade 4 - Year 2	\$48.59	\$58.31	\$77.74	\$106.89	\$53.45	\$54.42
Level 5 - pay point 2	Community services worker grade 5 - Year 2	\$49.71	\$59.66	\$79.54	\$109.37	\$54.68	\$55.68
Level 5 - pay point 3	Community services worker grade 4 - Year 3	\$49.76	\$59.72	\$79.62	\$109.48	\$54.74	\$55.73
Level 5 - pay point 3	Community services worker grade 4 - Year 4	\$50.00	\$60.00	\$80.00	\$110.00	\$55.00	\$56.00
Level 5 - pay point 3	Community services worker grade 5 - Year 2	\$50.64	\$60.77	\$81.02	\$111.40	\$55.70	\$56.71

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Classification	Pre-modern award classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift	Night shift
Level 6 - pay point 1	Community services worker grade 4 - Year 1	\$51.13	\$61.35	\$81.80	\$112.48	\$56.24	\$57.26
Level 6 - pay point 2	Community services worker grade 4 - Year 2	\$52.29	\$62.75	\$83.66	\$115.03	\$57.52	\$58.56
Level 6 - pay point 3	Community services worker grade 4 - Year 3	\$53.48	\$64.17	\$85.56	\$117.65	\$58.82	\$59.89
Level 6 - pay point 3	Community services worker grade 4 - Year 4	\$53.71	\$64.46	\$85.94	\$118.17	\$59.08	\$60.16
Level 6 - pay point 1	Community services worker grade 5 - Year 1	\$52.08	\$62.49	\$83.32	\$114.57	\$57.28	\$58.32
Level 6 - pay point 2	Community services worker grade 5 - Year 2	\$53.43	\$64.11	\$85.48	\$117.54	\$58.77	\$59.84
Level 6 - pay point 3	Community services worker grade 5 - Year 2	\$54.36	\$65.24	\$86.98	\$119.60	\$59.80	\$60.89
Level 6 - pay point 3	Community services worker grade 5 - Year 1	\$55.54	\$66.65	\$88.86	\$122.18	\$61.09	\$62.20
Level 7 - pay point 1	Community services worker grade 6 - Year 1	\$56.75	\$68.10	\$90.80	\$124.85	\$62.43	\$63.56
Level 7 - pay point 1	Community services worker grade 6 - Year 2	\$56.91	\$68.30	\$91.06	\$125.21	\$62.60	\$63.74
Level 7 - pay point 2	Community services worker grade 6 - Year 2	\$58.31	\$69.98	\$93.30	\$128.29	\$64.14	\$65.31
Level 7 - pay point 2	Community services worker grade 5 - Year 2	\$57.86	\$69.44	\$92.58	\$127.30	\$63.65	\$64.81
Level 7 - pay point 3	Community services worker grade 6 - Year 2	\$59.28	\$71.13	\$94.84	\$130.41	\$65.20	\$66.39
Level 8 - pay point 1	Community services worker grade 6 - Year 1	\$60.65	\$72.78	\$97.04	\$133.43	\$66.72	\$67.93
Level 8 - pay point 2	Community services worker grade 6 - Year 2	\$62.23	\$74.67	\$99.56	\$136.90	\$68.45	\$69.69
Level 8 - pay point 3	Community services worker grade 6 - Year 2	\$63.21	\$75.86	\$101.14	\$139.07	\$69.53	\$70.80

Table 2 of 2

Classification	Pre-modern award classification	Overtime - public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Broken shift - working beyond a 12 hour span - disability services work
Level 1 - pay point 1	Community services worker grade 1 - Year 1	\$51.45	\$30.87	\$41.16	\$46.31
Level 1 - pay point 2	Community services worker grade 1 - Year 2	\$53.18	\$31.91	\$42.54	\$47.86
Level 1 - pay point 3	Community services worker grade 1 - Year 3	\$55.10	\$33.06	\$44.08	\$49.59
Level 2 - pay point 1	Community services worker grade 2 - Year 1	\$64.95	\$38.97	\$51.96	\$58.46
Level 2 - pay point 1	Community services worker grade 2 - Year 1	\$65.53	\$39.32	\$52.42	\$58.97
Level 2 - pay point 2	Community services worker grade 2 - Year 2	\$66.98	\$40.19	\$53.58	\$60.28
Level 2 - pay point 2	Community services worker grade 2 - Year 2	\$67.68	\$40.61	\$54.14	\$60.91
Level 2 - pay point 3	Community services worker grade 2 - Year 3	\$69.03	\$41.42	\$55.22	\$62.12
Level 2 - pay point 3	Community services worker grade 2 - Year 3	\$69.80	\$41.88	\$55.84	\$62.82
Level 2 - pay point 4	Community services worker grade 2 - Year 3	\$70.88	\$42.53	\$56.70	\$63.79
Level 2 - pay point 4	Community services worker grade 2 - Year 4	\$71.85	\$43.11	\$57.48	\$64.67
Level 3 - pay point 1	Community services worker grade 3 - Year 1	\$73.65	\$44.19	\$58.92	\$66.29
Level 3 - pay point 2	Community services worker grade 3 - Year 2	\$75.88	\$45.53	\$60.70	\$68.29
Level 3 - pay point 3	Community services worker grade 3 - Year 3	\$77.68	\$46.61	\$62.14	\$69.91
Level 3 - pay point 4	Community services worker grade 3 - Year 4	\$79.45	\$47.67	\$63.56	\$71.51
Level 3 - pay point 4	Community services worker grade 3 - Year 5	\$80.03	\$48.02	\$64.02	\$72.02
Level 4 - pay point 1	Community services worker grade 3 - Year 1	\$82.68	\$49.61	\$66.14	\$74.41
Level 4 - pay point 1	Community services worker grade 4 - Year 1	\$85.25	\$51.15	\$68.20	\$76.73
Level 4 - pay point 2	Community services worker grade 3 - Year 2	\$84.98	\$50.99	\$67.98	\$76.48
Level 4 - pay point 2	Community services worker grade 4 - Year 2	\$87.50	\$52.50	\$70.00	\$78.75
Level 4 - pay point 3	Community services worker grade 3 - Year 3	\$87.28	\$52.37	\$69.82	\$78.55
Level 4 - pay point 3	Community services worker grade 4 - Year 3	\$89.78	\$53.87	\$71.82	\$80.80
Level 4 - pay point 4	Community services worker grade 3 - Year 4	\$89.40	\$53.64	\$71.52	\$80.46
Level 4 - pay point 4	Community services worker grade 3 - Year 5	\$89.98	\$53.99	\$71.98	\$80.98
Level 4 - pay point 4	Community services worker grade 4 - Year 4	\$91.85	\$55.11	\$73.48	\$82.67
Level 5 - pay point 1	Community services worker grade 4 - Year 1	\$95.03	\$57.02	\$76.02	\$85.52
Level 5 - pay point 1	Community services worker grade 5 - Year 1	\$96.95	\$58.17	\$77.56	\$87.26
Level 5 - pay point 2	Community services worker grade 4 - Year 2	\$97.18	\$58.31	\$77.74	\$87.46
Level 5 - pay point 2	Community services worker grade 5 - Year 2	\$99.43	\$59.66	\$79.54	\$89.48
Level 5 - pay point 3	Community services worker grade 4 - Year 3	\$99.53	\$59.72	\$79.62	\$89.57
Level 5 - pay point 3	Community services worker grade 4 - Year 4	\$100.00	\$60.00	\$80.00	\$90.00

Classification	Pre-modern award classification	Overtime - public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Broken shift - working beyond a 12 hour span - disability services work
Level 5 - pay point 3	Community services worker grade 5 - Year 2	\$101.28	\$60.77	\$81.02	\$91.15
Level 6 - pay point 1	Community services worker grade 4 - Year 1	\$102.25	\$61.35	\$81.80	\$92.03
Level 6 - pay point 2	Community services worker grade 4 - Year 2	\$104.58	\$62.75	\$83.66	\$94.12
Level 6 - pay point 3	Community services worker grade 4 - Year 3	\$106.95	\$64.17	\$85.56	\$96.26
Level 6 - pay point 3	Community services worker grade 4 - Year 4	\$107.43	\$64.46	\$85.94	\$96.68
Level 6 - pay point 1	Community services worker grade 5 - Year 1	\$104.15	\$62.49	\$83.32	\$93.74
Level 6 - pay point 2	Community services worker grade 5 - Year 2	\$106.85	\$64.11	\$85.48	\$96.17
Level 6 - pay point 3	Community services worker grade 5 - Year 2	\$108.73	\$65.24	\$86.98	\$97.85
Level 6 - pay point 1	Community services worker grade 5 - Year 1	\$111.08	\$66.65	\$88.86	\$99.97
Level 7 - pay point 1	Community services worker grade 6 - Year 1	\$113.50	\$68.10	\$90.80	\$102.15
Level 7 - pay point 2	Community services worker grade 6 - Year 2	\$113.83	\$68.30	\$91.06	\$102.44
Level 7 - pay point 2	Community services worker grade 6 - Year 2	\$116.63	\$69.98	\$93.30	\$104.96
Level 7 - pay point 3	Community services worker grade 5 - Year 2	\$115.73	\$69.44	\$92.58	\$104.15
Level 7 - pay point 3	Community services worker grade 6 - Year 2	\$118.55	\$71.13	\$94.84	\$106.70
Level 8 - pay point 1	Community services worker grade 6 - Year 1	\$121.30	\$72.78	\$97.04	\$109.17
Level 8 - pay point 2	Community services worker grade 6 - Year 2	\$124.45	\$74.67	\$99.56	\$112.01
Level 8 - pay point 3	Community services worker grade 6 - Year 2	\$126.43	\$75.86	\$101.14	\$113.78

Crisis accommodation employee - Casual

Table 1 of 2

Classification	Pre-modern award classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift	Night 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	\$52.08	\$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

Classification	Pre-modern award classification	Overtime - public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours
Level 1 - pay point 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
Level 1 - pay point 3	Community services worker grade 3 - Year 3	\$77.68	\$46.61	\$62.14
Level 1 - pay point 4	Community services worker grade 3 - Year 4	\$79.45	\$47.67	\$63.56
Level 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
Level 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	\$58.31	\$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	\$79.62
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	\$81.02
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	\$85.48
Level 4 - pay point 3	Community services worker grade 5 - Year 2	\$108.73	\$65.24	\$86.98

Allowances

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 workplace before 8 August 1991)	\$0.48 per hour
Hot work allowance - over 46°C (employed at current workplace before 8 August 1991)	\$0.58 per hour
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 when on call between the time of finishing ordinary duty on Monday to the time of finishing ordinary duty on Friday	\$19.20
On call allowance - any other 24 hour period or public holiday, or part thereof	\$38.02
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.

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 13 13 94 or speak with a union, industry association or workplace relations professional.

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