

## SOCIAL, COMMUNITY, HOME CARE AND DISABILITY SERVICES INDUSTRY AWARD 2010 MA000100 FOR WACOSS MEMBERS

Rates effective from the first full pay period commencing on or after **1 July 2017 – 30 November 2017**.

View complete modern award at [SACS Modern Award](#)

### **Using this Pay Scale Summary**

The following Pay Scale Summary provides an outline of the rates of pay, loadings, penalty rates and allowances that most often apply to WACOSS members and their employees covered by the Social, Community, Home Care and Disability Services Industry Award 2010 effective from 1 July 2017 – 30 November 2017.

This Pay Scale Summary should not be used as a substitute for the modern award. Members should always refer to the modern award when determining how to apply employment conditions. Where any inconsistencies arise between this Pay Scale Summary and the modern award, the provisions of the modern award must prevail.

If you have any questions regarding the operation of the modern award's provisions, wages or rates of pay for your employees, please contact **Employer Assist** on **1300 153 154**.

### **Equal Remuneration Order increases**

In addition to the Federal Minimum Wage order each year (on 1 July) the ERO by the Fair Work Commission will also gradually increase pay rates over the 8 years from 1 December 2013. This increase will be effective on 1 December each year for social and community services and crisis accommodation employees covered under the Modern SACS Award. The ERO decision means that employees will receive two wage increases every year on 1 July (Federal Minimum Wage Increase) and 1 December (ERO). Updated pay rates will be provided for the ERO wage increases payable from 1 December 2017.

### **Superannuation**

The minimum Superannuation Guarantee (SG) contribution is **9.5%** for 2017/18 period.

### **Disclaimer**

The hourly pay rates provided below may vary by 1-2 cents from the hourly rates set out in the Fair Work pay guide ([FW Pay Rates](#)). This appears to be a rounding issue. Please note that we have rounded our rates in accordance with the Fair Work Commission's requirements (i.e. weekly rate rounded to nearest 10 cents and hourly rate calculated by dividing weekly rate by 38 hours). We are currently liaising with Fair Work about the discrepancy between rates and will let members know the outcome of these discussions in due course.

The Pay Scale Summary is intended to be used as a guide to provide members with general information and may be subject to change. The contents do not constitute legal advice and should not be relied upon as such. Formal advice addressing the specific needs of your business should be sought prior to taking any action.

## MINIMUM WAGES – 1 JULY 2017 TO 30 NOVEMBER 2017

Classification	Weekly Wage \$	Hourly Rate \$
<b>Social and Community Services Worker 1</b>		
Pay Point 1	\$755.60	\$19.88
Pay Point 2	\$781.10	\$20.56
Pay Point 3	\$809.10	\$21.29
<b>Social and Community Services Worker 2</b>		
Pay Point 1	\$912.50	\$24.01
Pay Point 2	\$941.00	\$24.76
Pay Point 3	\$969.70	\$25.52
Pay Point 4	\$995.60	\$26.20
<b>Social and Community Services Worker 3/ Crisis accommodation employee level 1</b>		
Pay Point 1 (associate diploma/advanced certificate)	\$1,010.30	\$26.59
Pay Point 2	\$1,039.40	\$27.35
Pay Point 3 (3 year degree)	\$1,061.50	\$27.93
Pay Point 4 (4 year degree)	\$1,083.20	\$28.51
<b>Social and Community Services Worker 4/ Crisis accommodation employee level 2</b>		
Pay Point 1	\$1,144.70	\$30.12
Pay Point 2	\$1,174.60	\$30.91
Pay Point 3	\$1,204.70	\$31.70
Pay Point 4	\$1,231.60	\$32.41
<b>Social and Community Services Worker 5/ Crisis accommodation employee level 3</b>		
Pay Point 1	\$1,291.40	\$33.98
Pay Point 2	\$1,319.10	\$34.71
Pay Point 3	\$1,349.90	\$35.52
<b>Social and Community Services Worker 6/ Crisis accommodation employee level 4</b>		
Pay Point 1	\$1,399.70	\$36.83
Pay Point 2	\$1,430.70	\$37.65
Pay Point 3	\$1,461.70	\$38.47
<b>Social and Community Services Worker 7</b>		
Pay Point 1	\$1,506.30	\$39.64
Pay Point 2	\$1,537.80	\$40.47
Pay Point 3	\$1,569.20	\$41.29
<b>Social and Community Services Worker 8</b>		
Pay Point 1	\$1,622.00	\$42.68
Pay Point 2	\$1,653.80	\$43.52
Pay Point 3	\$1,685.80	\$44.36

## ORDINARY HOURS

Week	Hours
For one week	38 hours per week for five days with shifts not exceeding eight hours
For two weeks	76 hours in 10 shifts not exceeding eight hours each
For four weeks	152 hours to be worked as 19 shifts of eight hours each
	By mutual agreement, employee can work up to 10 hours per shift

## SPAN OF HOURS

Employee type	Hours
Day worker	6.00 am and 8.00 pm Monday to Sunday
Shift workers	<ul style="list-style-type: none"> <li>• Afternoon shift: finishes after 8.00 pm and at or before 12 midnight Monday to Friday at 12.5 % loading</li> <li>• Night shift: finishes after 12 midnight or commences before 6.00 am Monday to Friday at 15% loading</li> <li>• Public holiday at 150% loading</li> </ul>

## OVERTIME, WEEKEND AND PUBLIC HOLIDAY RATES

Time Worked	% Rate
<i>Calculate Overtime, Weekend and Public Holiday rates by multiplying the base hourly rate x the % rate</i>	
<b>Rostered – Saturday</b>	150%
<b>Overtime – Social and Community Services Employees</b>	
First 3 hours for Full Time; First 2 hours for Part Time and Casual	150%
Thereafter	200%
<b>Overtime – Disability Services, Home Care and Day Care Employees</b>	
First 2 hours	150%
Thereafter	200%
<b>Rostered or Overtime – Sunday</b>	200%
<b>Rostered or Overtime - Public Holiday</b>	250%

## CASUAL LOADINGS

Time Worked	% Rate
<i>Calculate casual rates by multiplying the base hourly rate x the % rate</i>	
Casual Rate	125%
<b>Overtime –Casual and Part Time Employees (exceeding 38 hours per week, 26 hours per fortnight or 10 hours per day) (overtime rates are in substitution for and not cumulative upon the casual loading)</b>	
Mon - Sat First 2 hours	150%
Mon – Sat Thereafter	200%
Sunday	200%
Public Holiday	250%

**Minimum engagement for casual employees:** social and community services employees except when undertaking disability services work—3 hours; home care employees—1 hour; or all other employees—2 hours.

## ALLOWANCES

Name	Clause	Description	Amount
Uniform Allowance	20.2 (a)	Employees required by the employer to wear uniforms will be supplied with an adequate number of uniforms appropriate to the occupation free of cost to employees. Such items are to remain the property of the employer and be laundered and maintained by the employer free of cost to the employee	
	20.2 (b)	Instead of the provision of such uniforms, the employer may, by agreement with the employee, pay such employee a weekly uniform allowance at the lesser of the following rates:	
		Per week	\$6.24
		Per shift	\$1.23
		Where such employee's uniforms are not laundered by or at the expense of the employer, the employee will be paid a weekly laundry allowance at the lesser of the following rates:	
		Per week	\$1.49
		Per shift	\$0.32
Meal Allowance	20.3	An employee required to work more than one hour of overtime after the employee's ordinary time of ending work will be either provided with a meal or paid a meal allowance. (excludes where an employee could reasonably return home for a meal within period allowed).	\$12.62
		Where overtime exceeds 4 hours, a further allowance will be paid.	\$12.62
First Aid Allowance	20.4	Where an employee holds the appropriate first aid qualification and is appointed by the employer to perform first aid duty, a weekly allowance will be paid.	\$17.73
Travel Allowance	20.5	Where an employee is required to use their own motor vehicle in the performance of their duties, an allowance per km will be paid.	\$0.78
On call Allowance	20.9	An employee required by the employer to be on call (i.e. available for recall to duty) will be paid an allowance in respect to any 24 hour period or part thereof:	
		Monday to Friday	\$21.23
		Any other Time	\$42.04
Sleepover Allowance	25.7	The employee will be entitled to a sleepover allowance for each night on which they sleep over.	\$52.01

## OTHER ALLOWANCES AND ENTITLEMENTS

Further allowances may apply to your employees. It is important that you review the allowances section (clause 20) of the modern award to confirm how the allowances operate and to determine whether any further allowances or entitlements apply to your employees

## CLASSIFICATIONS

For Classification Definitions, please refer to the Classification Schedules in the Modern Award - [SACS Modern Award](#).

## EMPLOYER ASSIST

Industry Legal Group Pty Ltd t/a **Employer Assist** provides workplace relations advice and service to all WACOSS members. Members can obtain general advice at no cost as a part of your member benefits with WACOSS. Employer Assist can provide additional services to members on a fee for service basis. Please contact us on **1300 153 154**, email on [wacoss@employerassist.com.au](mailto:wacoss@employerassist.com.au) or visit our website at [www.industrylegalgroup.com.au](http://www.industrylegalgroup.com.au).