

**Transitional Pay Table
transitioning from the
Community Services
Award (TAS)
to the
Social, Community, Home
Care and Disability Services
Industry (SCHCADS) Award
2010**

**Effective from the first full pay period
commencing on or after 1 July 2020**



Jobs Australia

This pay table sets out the rates of pay that will apply from the first full pay period commencing on or after 1 July 2020.

These rates of pay and allowances have increased due to the **2019-2020 Annual Wage Review increase**.

Classifications from the pre-modern CSA TAS award have been translated to the modern SCHCADS award classifications. Please note that these translations are only indicative of the most likely translations. Other outcomes may also be possible depending on the precise duties of a position but seek further advice if you think that is the case for your organisation.

In line with the transitional rates as set out at paragraph 5.3 and 5.4 of the Equal Remuneration Order, the rates presented in this pay table are generally the higher of either the pre-modern CSA TAS or SCHCADS rates with the inclusion of the annual wage increase and include the current ERO multiplier of 8.

This pay table applies to all employees (regardless of their commencement date) where the CSA TAS Award previously applied.

This pay table has been prepared based on information available from Fair Work Commission.

The rates included in this document are intended to be used as a guide and may be subject to change. The rates have been prepared for general information purposes. No reader should act in complete reliance or fail to act on the basis of the rates contained within this document.

Although every attempt has been made to verify the accuracy of the financial information, Jobs Australia excludes any liability for any loss or damage occasioned by any corporation, organisation, employer or person acting or failing to act as a result of any matter contained in this information guide.

Phasing in from the **Community Services Award (Tasmania) 1995**
to the **Social, Community, Home Care and Disability Services Industry Award 2010**

TRANSITIONAL PAY TABLE

These rates are effective from the first full pay period commencing on or after 1 July 2020

Annual Wage Review Increase

Pre-Modern Award Classifications (CSA TAS)	Modern Award Classifications (SCHCADS)	Weekly Salary	Hourly Rate	Casual Hourly Rate (plus 25%)
Community Services Employee	SACS employees			
Level 1 Grade 1	Level 1.1	\$819.60	\$21.57	\$26.96
Level 1 Grade 2	Level 1.2	\$847.30	\$22.30	\$27.88
Level 1 Grade 2	Level 1.3	\$877.60	\$23.09	\$28.86
Community Services Employee	SACS employees			
Level 2 Grade 1	Level 2.1	\$1,057.02	\$27.82	\$34.78
Level 2 Grade 2	Level 2.2	\$1,090.14	\$28.69	\$35.86
Level 2 Grade 2	Level 2.3	\$1,123.27	\$29.56	\$36.95
Level 2 Grade 2	Level 2.4	\$1,153.38	\$30.35	\$37.94
Community Services Employee	SACS employees			
Level 2B Grade 1	Level 2.1	\$1,060.08	\$27.90	\$34.88
Level 2B Grade 2	Level 2.2	\$1,093.16	\$28.77	\$35.96
Level 2B Grade 3	Level 2.3	\$1,126.03	\$29.63	\$37.04
Level 2B Grade 3	Level 2.4	\$1,153.38	\$30.35	\$37.94
Community Services Employee	SACS employees			
Level 2B Grade 1	Level 3.1 (ass dip/adv'd cert)	\$1,178.92	\$31.02	\$38.78
Level 2B Grade 2	Level 3.2	\$1,212.77	\$31.92	\$39.90
Level 2B Grade 3	Level 3.3 (3 year degree)	\$1,238.62	\$32.60	\$40.75
Level 2B Grade 3	Level 3.4 (4 year degree)	\$1,263.98	\$33.26	\$41.58
Community Services Employee	SACS employees			
Level 3 Grade 1	Level 3.1 (ass dip/adv'd cert)	\$1,178.92	\$31.02	\$38.78
Level 3 Grade 2	Level 3.2	\$1,212.77	\$31.92	\$39.90
Level 3 Grade 3	Level 3.3 (3 year degree)	\$1,238.62	\$32.60	\$40.75
Level 3 Grade 3	Level 3.4 (4 year degree)	\$1,263.98	\$33.26	\$41.58
Community Services Employee	SACS employees			
Level 4 Grade 1	Level 4.1	\$1,360.28	\$35.80	\$44.75
Level 4 Grade 2	Level 4.2	\$1,395.79	\$36.73	\$45.91
Level 4 Grade 3	Level 4.3	\$1,431.48	\$37.67	\$47.09
Level 4 Grade 3	Level 4.4	\$1,460.47	\$38.43	\$48.04
Community Services Employee	SACS employees			
Level 5 Grade 1	Level 5.1	\$1,544.87	\$40.65	\$50.81
Level 5 Grade 2	Level 5.2	\$1,578.53	\$41.54	\$51.93
Level 5 Grade 3	Level 5.3	\$1,615.53	\$42.51	\$53.14
Community Services Employee	SACS employees			
Level 6 Grade 1	Level 6.1	\$1,684.97	\$44.34	\$55.43
Level 6 Grade 2	Level 6.2	\$1,722.59	\$45.33	\$56.66
Level 6 Grade 3	Level 6.3	\$1,760.36	\$46.33	\$57.91
Community Services Employee	SACS employees			
Level 7 Grade 1	Level 7.1	\$1,824.01	\$48.00	\$60.00
Level 7 Grade 2	Level 7.2	\$1,863.08	\$49.03	\$61.29
Level 7 Grade 3	Level 7.3	\$1,901.69	\$50.04	\$62.55
Community Services Employee	SACS employees			
Level 8 Grade 1	Level 8.1	\$1,976.64	\$52.02	\$65.03
Level 8 Grade 1	Level 8.2	\$2,012.21	\$52.95	\$66.19
Level 8 Grade 1	Level 8.3	\$2,048.06	\$53.90	\$67.38

Social, Community, Home Care and Disability Services Industry Award 2010

Allowances: Effective from the first full pay period commencing on or after 1 July 2020

Description	Percentage of the Standard Rate for the Social and Community Services employee level 3, paypoint 3 (Clause 15 of the SCHCADS Award - \$1006.10)	Clause	Amount
Clothing and Equipment Allowance			
Uniform Allowance		20.2	\$1.23/shift or \$6.24/week
Laundry Allowance		20.2	.32c/shift or \$1.49/week
Meal allowance		20.3	\$13.56
Travel Allowance		20.5	.80c per km
Board and lodging deduction		20.8 (a)	\$25.97
Board and lodging deduction		20.8 (b)	\$16.17
First Aid Allowance 1.67%	1.67%	20.4	\$16.80/week
On call allowance			
24 hr period Monday to Friday	2%	20.9 (a)	\$20.12
Other 24 hr period or public holiday	3.96%	20.9 (b)	\$39.84
Sleepover allowance	4.90%	25.7	\$49.30/shift



Social, Community, Home Care and Disability Services Award Loadings and Penalty Rates

Loadings for full-time/part-time employees	Loading
Afternoon shift: Any shift which finishes after 8pm and at or before 12 midnight Monday to Friday.	12.5%
Night shift: Any shift which finishes after 12am midnight or commences before 6.00am Monday to Friday.	15%
Public Holiday shift: Any time worked between midnight on the night prior to the public holiday and midnight of the public holiday.	150%
Saturday Work: time worked between midnight Friday and midnight Saturday	50%
Sunday Work: time worked between midnight Saturday and midnight Sunday.	100%

Loadings for Casuals	Loading
Casual Loading	25%
Afternoon shift: Any shift which finishes after 8pm and at or before 12 midnight Monday to Friday.	12.5% + 25% = 37.5%
Night shift: Any shift which finishes after 12am midnight or commences before 6.00am Monday to Friday.	15% + 25% = 40%
Public Holiday shift: Any time worked between midnight on the night prior to the public holiday and midnight of the public holiday.	150% + 25% = 175%
Saturday Work: time worked between midnight Friday and midnight Saturday	50% + 25% = 75%
Sunday Work: time worked between midnight Saturday and midnight Sunday.	100% + 25% = 125%

Overtime (See clause 28.1 of the SCHCADS award for further details about how to apply overtime.)	Loading
Full-time overtime (time and a half) first 2 hours (disability services, home care and day care employees) first 3 hours (SACS and Crisis Accommodation employees)	50%
Full-time overtime (double time) Beyond the two or three hours above	100%
Part-Time overtime (time and a half) time worked in excess of 38 hours per week or 76 hours per fortnight, or in excess of 10 hours per day first 2 hours	50%
Part-Time overtime (double time) time worked in excess of 38 hours per week or 76 hours per fortnight, or in excess of 10 hours per day after first 2 hours	100%
Casual overtime (time and a half) time worked in excess of 38 hours per week or 76 hours per fortnight, or in excess of 10 hours per day first 2 hours	50% + 25% = 75%
Casual overtime (double time) time worked in excess of 38 hours per week or 76 hours per fortnight, or in excess of 10 hours per day after first 2 hours	100% + 25% = 125%

Note: The loadings above are added to the base rate of pay.

