

**Transitional Pay Table  
transitioning from the  
Social and Community  
Services (ACT) Award  
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 December 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 December 2020**.

These rates of pay and allowances have increased due to the **final instalment of the Equal Remuneration order**.

Classifications from the pre-modern SACS ACT 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 SACS ACT or SCHCADS rates with the inclusion of the annual wage increase and include the current ERO multiplier 9

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

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*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.*

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Transitioning from the **Social & Community Services (ACT) Award 2001**  
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 on or after 1 December 2020

**Annual Wage Review Increase**

Pre-Modern Award Classifications (SACS ACT)	Modern Award Classifications (SCHCADS)	Weekly Salary	Hourly Rate	Casual Hourly Rate
<b>Social Workers</b>				
<b>Community Services Worker</b>	<b>SACS employees</b>			
Level 1.1	Level 1.1	\$819.60	\$21.57	\$26.96
Level 1.2	Level 1.2	\$847.30	\$22.30	\$27.88
Level 1.3	Level 1.3	\$877.60	\$23.09	\$28.86
<b>Community Services Worker</b>	<b>SACS employees</b>			
Level 2.1	Level 2.1	\$1,079.45	\$28.41	\$35.51
Level 2.2	Level 2.2	\$1,113.27	\$29.30	\$36.63
Level 2.3	Level 2.3	\$1,147.10	\$30.19	\$37.74
Level 2.4	Level 2.4	\$1,177.85	\$31.00	\$38.75
Level 2.5	Level 2.4	\$1,177.85	\$31.00	\$38.75
<b>Community Services Worker</b>	<b>SACS employees</b>			
Level 3.1 (w/out a 3 or 4 yr deg)	Level 3.1 (assoc diploma / adv'd cert)	\$1,206.58	\$31.75	\$39.69
Level 3.2	Level 3.2	\$1,241.23	\$32.66	\$40.83
Level 3.3	Level 3.3	\$1,267.69	\$33.36	\$41.70
Level 3.1 (3 yr deg entry)	Level 3.3 (3 year deg entry)	\$1,267.69	\$33.36	\$41.70
Level 3.2 (4 yr deg entry)	Level 3.4 (4 year deg entry)	\$1,293.64	\$34.04	\$42.55
Level 3.3	Level 3.4 (4 year deg entry)	\$1,293.64	\$34.04	\$42.55
Level 3.4	Level 3.4 (4 year deg entry)	\$1,293.64	\$34.04	\$42.55
<b>Community Services Worker</b>	<b>SACS employees</b>			
Level 4.1	Level 4.1	\$1,391.54	\$36.62	\$45.78
Level 4.2	Level 4.2	\$1,427.98	\$37.58	\$46.98
Level 4.3	Level 4.3	\$1,464.67	\$38.54	\$48.18
Level 4.4	Level 4.4	\$1,497.28	\$39.40	\$49.25
<b>Community Services Worker</b>	<b>SACS employees</b>			
Level 5.1	Level 5.1	\$1,591.94	\$41.89	\$52.36
Level 5.2	Level 5.2	\$1,626.05	\$42.79	\$53.49
Level 5.3	Level 5.3	\$1,664.00	\$43.79	\$54.74
Level 5.4	Level 5.3	\$1,664.00	\$43.79	\$54.74
<b>Community Services Worker</b>	<b>SACS employees</b>			
Level 6.1	Level 6.1	\$1,739.22	\$45.77	\$57.21
Level 6.2	Level 6.2	\$1,777.58	\$46.78	\$58.48
Level 6.3	Level 6.3	\$1,816.08	\$47.79	\$59.74
Level 6.4	Level 6.3	\$1,816.08	\$47.79	\$59.74
<b>Community Services Worker</b>	<b>SACS employees</b>			
Level 7.1	Level 7.1	\$1,881.07	\$49.50	\$61.88
Level 7.2	Level 7.2	\$1,920.55	\$50.54	\$63.18
Level 7.3	Level 7.3	\$1,959.60	\$51.57	\$64.46
<b>Community Services Worker</b>	<b>SACS employees</b>			
Level 8.1	Level 8.1	\$2,040.88	\$53.71	\$67.14
Level 8.2	Level 8.2	\$2,080.90	\$54.76	\$68.45
Level 8.3	Level 8.3	\$2,121.21	\$55.82	\$69.78

**Transitional Rates of Pay: Employees whose employment commenced on or prior to 3 June 2002 may be entitled to the following higher rates of pay in accordance with Schedule E of the pre-modern Award.**

<b>Pre-Modern Award Classifications (SACS ACT)</b>	<b>Modern Award Classifications (SCHCADS)</b>	<b>Weekly Salary</b>	<b>Hourly Rate</b>	<b>Casual Hourly Rate</b>
<b>Community Services Worker</b> Level 5.4	<b>SACS employees</b> Level 5.3	<b>\$1,664.00</b>	<b>\$43.79</b>	<b>\$54.74</b>
<b>Community Services Worker</b> Level 6.1	<b>SACS employees</b> Level 6.1	<b>\$1,739.22</b>	<b>\$45.77</b>	<b>\$57.21</b>
Level 6.2	Level 6.2	<b>\$1,777.58</b>	<b>\$46.78</b>	<b>\$58.48</b>
Level 6.3	Level 6.3	<b>\$1,816.08</b>	<b>\$47.79</b>	<b>\$59.74</b>
Level 6.4	Level 6.3	<b>\$1,816.08</b>	<b>\$47.79</b>	<b>\$59.74</b>
<b>Community Services Worker</b> Level 7.1	<b>SACS employees</b> Level 7.1	<b>\$1,881.07</b>	<b>\$49.50</b>	<b>\$61.88</b>
Level 7.2	Level 7.2	<b>\$1,920.55</b>	<b>\$50.54</b>	<b>\$63.18</b>
Level 7.3	Level 7.3	<b>\$1,959.60</b>	<b>\$51.57</b>	<b>\$64.46</b>
<b>Community Services Worker</b> Level 8.1	<b>SACS employees</b> Level 8.1	<b>\$2,040.88</b>	<b>\$53.71</b>	<b>\$67.14</b>
Level 8.2	Level 8.2	<b>\$2,080.90</b>	<b>\$54.76</b>	<b>\$68.45</b>
Level 8.3	Level 8.3	<b>\$2,121.21</b>	<b>\$55.82</b>	<b>\$69.78</b>
Level 8.4	Level 8.3	<b>\$2,121.21</b>	<b>\$55.82</b>	<b>\$69.78</b>

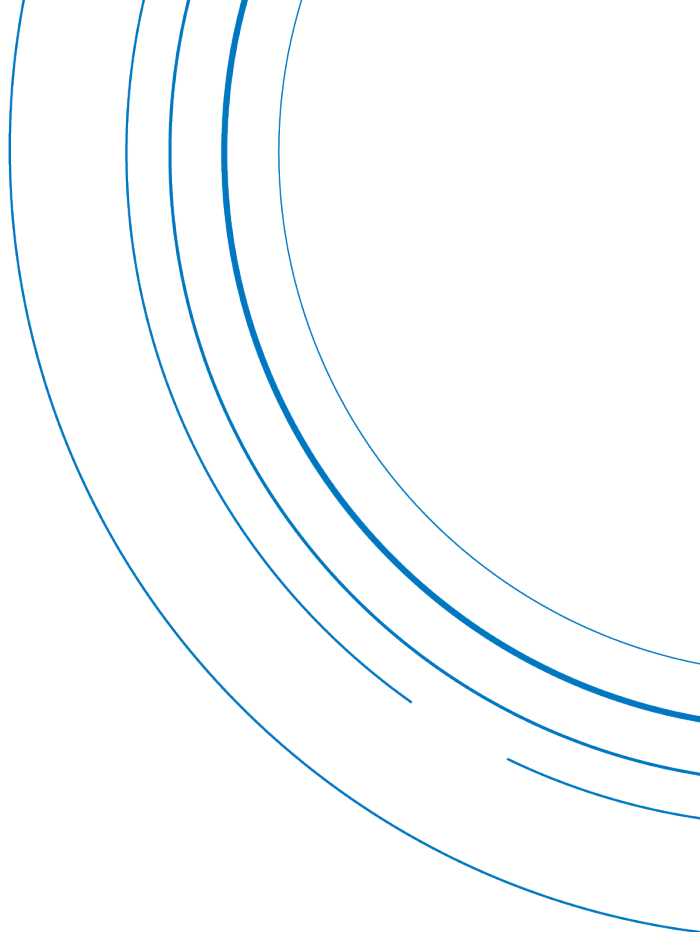
**Social, Community, Home Care and Disability Services Award  
Loadings and Penalty Rates**

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

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

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

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



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