

**Transitional Pay Table
transitioning from the
Social and Community
Services (SACS) Award (NSW)
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**



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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 Equal Remuneration Order**.

Classifications from the pre-modern SACS NSW 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 NSW 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 NSW 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.

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Social and Community Services (NSW) Award
to the **Social, Community, Home Care and Disability Services Industry Award 2010**
TRANSITIONAL PAY TABLE *from the first full pay period commencing on or after 1 December 2020*

Equal Remuneration Order: Final Instalment

Pre-Modern Award Classifications (SACS NSW)	Modern Award Classifications (SCHCADS)	Weekly Salary	Hourly Rate	Casual Rate* (25% loading)
Community Services Worker	SACS employees			
Grade 1 Year 1	Level 1.1	\$819.60	\$21.57	\$26.96
Grade 1 Year 2	Level 1.2	\$847.30	\$22.30	\$27.88
Grade 1 Year 3	Level 1.3	\$877.60	\$23.09	\$28.86
Community Services Worker	SACS employees			
Grade 1 Year 1	Level 2.1	\$1,079.45	\$28.41	\$35.51
Grade 1 Year 2	Level 2.2	\$1,113.27	\$29.30	\$36.63
Grade 1 Year 3	Level 2.3	\$1,147.10	\$30.19	\$37.74
Grade 1 more than 3 years	Level 2.4	\$1,177.85	\$31.00	\$38.75
Community Services Worker	SACS employees			
Grade 2 Year 1	Level 2.1	\$1,079.45	\$28.41	\$35.51
Grade 2 Year 2	Level 2.2	\$1,113.27	\$29.30	\$36.63
Grade 2 Year 3	Level 2.3	\$1,147.10	\$30.19	\$37.74
Grade 2 Year 4	Level 2.4	\$1,177.85	\$31.00	\$38.75
Community Services Worker	SACS employees			
Grade 2 Year 1	Level 3.1 (ass dip/adv'd cert)	\$1,206.58	\$31.75	\$39.69
Grade 2 Year 2	Level 3.2	\$1,241.23	\$32.66	\$40.83
Grade 2 Year 3	Level 3.3 (3 year degree)	\$1,267.69	\$33.36	\$41.70
Grade 2 Year 4	Level 3.4 (4 year degree)	\$1,293.64	\$34.04	\$42.55
Community Services Worker	SACS employees			
Grade 3 Year 1	Level 3.1 (ass dip/adv'd cert)	\$1,206.58	\$31.75	\$39.69
Grade 3 Year 2	Level 3.2	\$1,241.23	\$32.66	\$40.83
Grade 3 Year 3	Level 3.3 (3 year degree)	\$1,267.69	\$33.36	\$41.70
Grade 3 Year 4	Level 3.4 (4 year degree)	\$1,293.64	\$34.04	\$42.55
Grade 3 Year 5	Level 3.4 (4 year degree)	\$1,293.64	\$34.04	\$42.55
Community Services Worker	SACS employees			
Grade 3 Year 1	Level 4.1	\$1,391.54	\$36.62	\$45.78
Grade 3 Year 2	Level 4.2	\$1,427.98	\$37.58	\$46.98
Grade 3 Year 3	Level 4.3	\$1,464.67	\$38.54	\$48.18
Grade 3 Year 4	Level 4.4	\$1,497.28	\$39.40	\$49.25
Grade 3 Year 5	Level 4.4	\$1,497.28	\$39.40	\$49.25



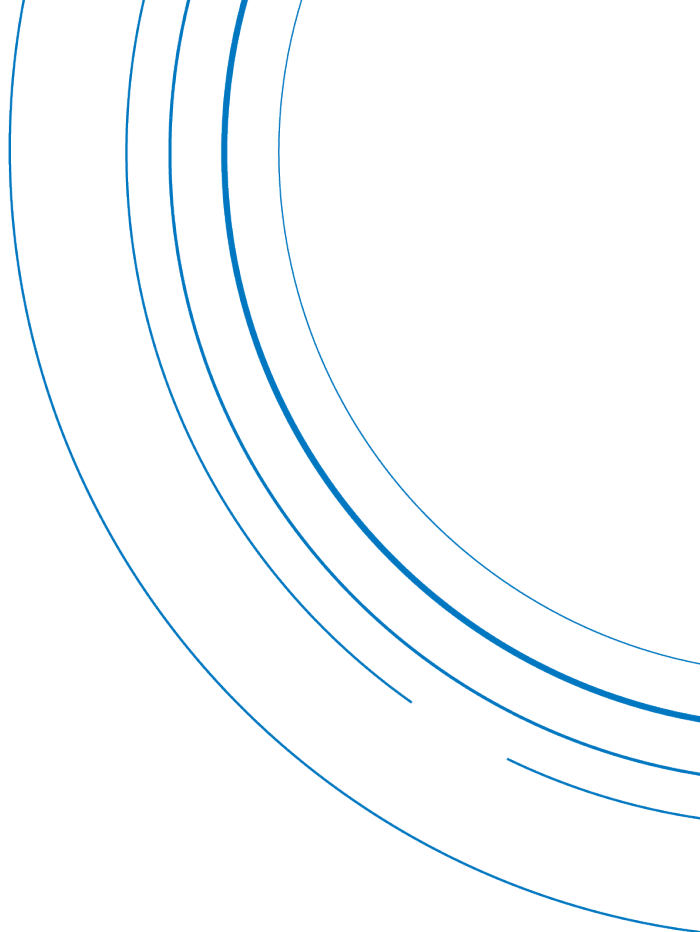
Pre-Modern Award Classifications (SACS NSW)	Modern Award Classifications (SCHCADS)	Weekly Salary	Hourly Rate	Casual Rate* (25% loading)
Community Services Worker	SACS employees			
Grade 4 Year 1	Level 4.1	\$1,391.54	\$36.62	\$45.78
Grade 4 Year 2	Level 4.2	\$1,427.98	\$37.58	\$46.98
Grade 4 Year 3	Level 4.3	\$1,464.67	\$38.54	\$48.18
Grade 4 Year 4	Level 4.4	\$1,497.28	\$39.40	\$49.25
Community Services Worker	SACS employees			
Grade 4 Year 1	Level 5.1	\$1,591.94	\$41.89	\$52.36
Grade 4 Year 2	Level 5.2	\$1,626.05	\$42.79	\$53.49
Grade 4 Year 3	Level 5.3	\$1,664.00	\$43.79	\$54.74
Grade 4 Year 4	Level 5.3	\$1,664.00	\$43.79	\$54.74
Community Services Worker	SACS employees			
Grade 5 Year 1	Level 5.1	\$1,591.94	\$41.89	\$52.36
Grade 5 Year 2	Level 5.2	\$1,626.05	\$42.79	\$53.49
Grade 5 more than 2 years	Level 5.3	\$1,664.00	\$43.79	\$54.74
Community Services Worker	SACS employees			
Grade 5 Year 1	Level 6.1	\$1,739.22	\$45.77	\$57.21
Grade 5 Year 2	Level 6.2	\$1,777.58	\$46.78	\$58.48
Grade 5 more than 2 years	Level 6.3	\$1,816.08	\$47.79	\$59.74
Community Services Worker	SACS employees			
Grade 6 Year 1	Level 7.1	\$1,881.07	\$49.50	\$61.88
Grade 6 Year 2	Level 7.2	\$1,920.55	\$50.54	\$63.18
Grade 6 more than 2 years	Level 7.3	\$1,959.60	\$51.57	\$64.46
Community Services Worker	SACS employees			
Grade 6 Year 1	Level 8.1	\$2,040.88	\$53.71	\$67.14
Grade 6 Year 2	Level 8.2	\$2,080.90	\$54.76	\$68.45
Grade 6 more than 2 years	Level 8.3	\$2,121.21	\$55.82	\$69.78

*As this is the final ERO instalment, NAPSA and State rates have now aligned

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 SCHADS 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.



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