

**Transitional Pay Table
transitioning from the
Disability Support Workers
Award (QLD)
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 and allowances that will apply from the first full pay period commencing on or after **1 December 2020**

These rates of pay have increased due to the **final Equal Remuneration Order instalment**.
Allowances remain unchanged from 1 July 2020.

This pay table applies to organisations that were previously bound by the Disability Support Workers Award and **are** Constitutional (Trading) Corporations (see our guide *Is your organisation a Constitutional Corporation?*). If your organisation is **NOT** a Constitutional (Trading) Corporation you may need to pay in accordance with the higher rates set out in the Transitional Pay Equity Order (TPEO) derived from the Disability Support Workers Award.

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

This pay table applies to all employees (regardless of their commencement date) where the DSW QLD Award would have 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.

Transitioning from the **Disability Support Workers Award**

to the **Social, Community, Home Care and Disability Services Industry Award 2010**

TRANSITIONAL PAY TABLE *Commencing from the first full pay period on or after 1 December 2020*

Annual Wage Review Increase

Pre-Modern Award Classifications (DSP QLD)	Modern Award Classifications (SCHCADS) SACS Employees	Weekly Salary	Hourly Rate	Casual Rate (plus 25%)
Disability Support Worker Level 1 (up to 3 months)	SACS employees Level 1.1	\$819.60	\$21.57	\$26.96
Disability Support Worker Level 2.1	SACS employees Level 1.1	\$819.60	\$21.57	\$26.96
Level 2.2	Level 1.2	\$847.30	\$22.30	\$27.88
Level 2.3	Level 1.3	\$877.60	\$23.09	\$28.86
Disability Support Worker Level 3.1	SACS employees Level 2.1	\$1,079.45	\$28.41	\$35.51
Level 3.1 (Cert III entry)	Level 2.2 (Cert III entry)	\$1,113.27	\$29.30	\$36.63
Level 3.2	Level 2.3	\$1,147.10	\$30.19	\$37.74
Level 3.3	Level 2.4	\$1,177.85	\$31.00	\$38.75
Disability Support Worker Level 4.1	SACS employees Level 2.1	\$1,079.45	\$28.41	\$35.51
Level 4.2	Level 2.2 (Cert III entry)	\$1,113.27	\$29.30	\$36.63
Level 4.3	Level 2.3	\$1,147.10	\$30.19	\$37.74
Level 4.3	Level 2.4	\$1,177.85	\$31.00	\$38.75
Disability Support Worker Level 4.1	SACS employees Level 3.1 (assoc diploma/adv'd cert)	\$1,206.58	\$31.75	\$39.69
Level 4.2	Level 3.2	\$1,241.23	\$32.66	\$40.83
Level 4.3	Level 3.3 (3 year degree)	\$1,267.69	\$33.36	\$41.70
Level 4.3	Level 3.4 (4 year degree)	\$1,293.64	\$34.04	\$42.55



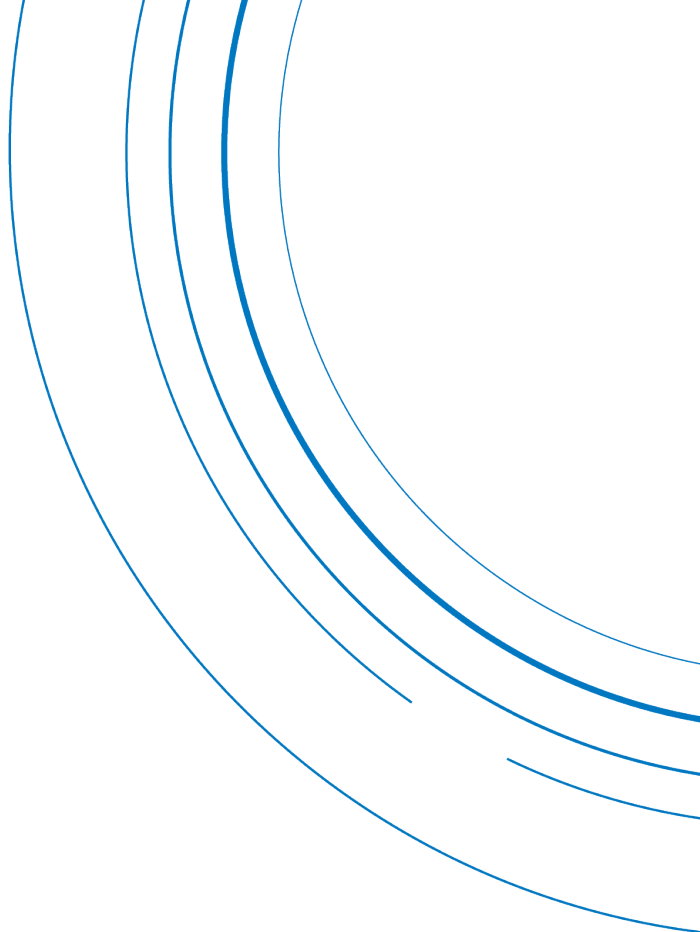
Social, Community, Home Care and Disability Services Award Loadings and Penalty Rates

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.



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