

Social, Community, Home Care and Disability Services Industry (SCHCADS) Award 2010

Social and Community Services Employees

Pay Table

**Effective from the first full pay period
commencing on or after 1 July 2021**



Jobs Australia



Please Note

With the final instalment of the Equal Remuneration Order on 1 December 2020 and the Minimum Wage Increase, all states are now in line with the SCHADS Modern Award, with exception of Level 1 SACS employees.

Employers with level 1 SACS Employee's please refer to the 1 December ERO pay table to confirm if an increase has occurred as at 1 July 2021. If the 2021 rate is lower than that as 1 December the higher rate will be frozen until next years Minimum Wage Review. This is due to level 1 employee's being exempt to the ERO.

This pay table sets out the rates of pay that will apply from the first full pay period commencing on or after **1 July 2021**.

These rates of pay and allowances have increased due to the **2020-2021 Annual Wage Review increase**.

This consolidated pay table includes the pay rates for the following classifications

- Social and Community Services Employees- Page 2
 - Crisis Accommodation Employees- Page 3
 - Home Care Employee- Page 4
 - Family Day Care Employee- Page 5
-

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.

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

PAY TABLE

These rates are effective from the first full pay period on or after 1 July 2021

| Modern Award Classifications (SCHCADS) | Weekly Salary | Hourly Rate | Casual Rate* (25% loading) |
|---|----------------------|--------------------|-----------------------------------|
| SACS employees | | | |
| Level 1.1 | \$840.10 | \$22.11 | \$27.64 |
| Level 1.2 | \$868.50 | \$22.86 | \$28.58 |
| Level 1.3 | \$899.50 | \$23.67 | \$29.59 |
| SACS employees | | | |
| Level 2.1 | \$1,106.39 | \$29.12 | \$36.40 |
| Level 2.2 | \$1,141.07 | \$30.03 | \$37.54 |
| Level 2.3 | \$1,175.76 | \$30.94 | \$38.68 |
| Level 2.4 | \$1,207.25 | \$31.77 | \$39.71 |
| SACS employees | | | |
| Level 3.1 (ass dip/adv'd cert) | \$1,236.69 | \$32.54 | \$40.68 |
| Level 3.2 | \$1,272.22 | \$33.48 | \$41.85 |
| Level 3.3 (3 year degree) | \$1,299.44 | \$34.20 | \$42.75 |
| Level 3.4 (4 year degree) | \$1,326.02 | \$34.90 | \$43.63 |
| SACS employees | | | |
| Level 4.1 | \$1,426.39 | \$37.54 | \$46.93 |
| Level 4.2 | \$1,463.62 | \$38.52 | \$48.15 |
| Level 4.3 | \$1,501.24 | \$39.51 | \$49.39 |
| Level 4.4 | \$1,534.76 | \$40.39 | \$50.49 |
| SACS employees | | | |
| Level 5.1 | \$1,631.81 | \$42.94 | \$53.68 |
| Level 5.2 | \$1,666.74 | \$43.86 | \$54.83 |
| Level 5.3 | \$1,705.65 | \$44.89 | \$56.11 |
| SACS employees | | | |
| Level 6.1 | \$1,782.76 | \$46.91 | \$58.64 |
| Level 6.2 | \$1,821.96 | \$47.95 | \$59.94 |
| Level 6.3 | \$1,861.44 | \$48.99 | \$61.24 |
| SACS employees | | | |
| Level 7.1 | \$1,928.08 | \$50.74 | \$63.43 |
| Level 7.2 | \$1,968.55 | \$51.80 | \$64.75 |
| Level 7.3 | \$2,008.59 | \$52.86 | \$66.08 |
| SACS employees | | | |
| Level 8.1 | \$2,091.92 | \$55.05 | \$68.81 |
| Level 8.2 | \$2,132.95 | \$56.13 | \$70.16 |
| Level 8.3 | \$2,174.28 | \$57.22 | \$71.53 |

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

**Crisis Accommodation Employee
PAY TABLE**

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

2021

| Modern Award Classifications (SCHCADS) | Weekly Salary | Hourly Rate | Casual Rate* (25% loading) |
|---|----------------------|--------------------|-----------------------------------|
| Crisis Accommodation Employee | | | |
| Level 1.1 | \$1,236.69 | \$32.54 | \$40.68 |
| Level 1.2 | \$1,272.22 | \$33.48 | \$41.85 |
| Level 1.3 | \$1,299.44 | \$34.20 | \$42.75 |
| Level 1.4 | \$1,326.02 | \$34.90 | \$43.63 |
| Crisis Accommodation Employee | | | |
| Level 2.1 | \$1,426.39 | \$37.54 | \$46.93 |
| Level 2.2 | \$1,463.62 | \$38.52 | \$48.15 |
| Level 2.3 | \$1,501.24 | \$39.51 | \$49.39 |
| Level 2.4 | \$1,534.76 | \$40.39 | \$50.49 |
| Crisis Accommodation Employee | | | |
| Level 3.1 | \$1,631.81 | \$42.94 | \$53.68 |
| Level 3.2 | \$1,666.74 | \$43.86 | \$54.83 |
| Level 3.3 | \$1,705.65 | \$44.89 | \$56.11 |
| Crisis Accommodation Employee | | | |
| Level 4.1 | \$1,782.76 | \$46.91 | \$58.64 |
| Level 4.2 | \$1,821.96 | \$47.95 | \$59.94 |
| Level 4.3 | \$1,861.44 | \$48.99 | \$61.24 |

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

Home Care Employees

Pay Table

Effective from the first pay period commencing on or after 1 July 2021

Annual Wage Review Increase

| Modern Award Classifications (SCHCADS) Home Care Employees | Weekly Salary | Hourly Rate | Casual Rate* (25% loading) |
|---|----------------------|--------------------|---------------------------------------|
| Home Care Employee Level 1 | | | |
| Level 1 Pay point 1 | \$831.60 | \$21.88 | \$27.35 |
| Home Care Employee Level 2 | | | |
| Level 2 Pay point 1 | \$881.40 | \$23.19 | \$28.99 |
| Level 2 Pay point 2 | \$887.40 | \$23.35 | \$29.19 |
| Home Care Employee Level 3 | | | |
| Level 3 Pay point 1 | \$899.50 | \$23.67 | \$29.59 |
| Level 3 Pay point 2 | \$927.20 | \$24.40 | \$30.50 |
| Home Care Employee Level 4 | | | |
| Level 4 Pay point 1 | \$981.40 | \$25.83 | \$32.29 |
| Level 4 Pay point 2 | \$1,001.00 | \$26.34 | \$32.93 |
| Home Care Employee Level 5 | | | |
| Level 5 Pay point 1 (degree or diploma) | \$1,052.20 | \$27.69 | \$34.61 |
| Level 5 Pay point 2 | \$1,093.70 | \$28.78 | \$35.98 |

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

Family Day Care Employees

Pay Table

Effective from the first pay period commencing on or after 1 July 2021

Annual Wage Review Increase

| Modern Award Classifications (SCHCADS) Family Day Care Employees | Weekly Salary | Hourly Rate | Casual Rate* (25% loading) |
|---|----------------------|--------------------|---------------------------------------|
| Family Day Care Employee Level 1 | | | |
| Level 1 Pay point 1 | \$841.20 | \$22.14 | \$27.68 |
| Level 1 Pay point 2 | \$869.40 | \$22.88 | \$28.60 |
| Level 1 Pay point 3 | \$901.00 | \$23.71 | \$29.64 |
| Level 1 Pay point 4 | \$931.30 | \$24.51 | \$30.64 |
| Family Day Care Employee Level 2 | | | |
| Level 1 Pay point 1 | \$957.70 | \$25.20 | \$31.50 |
| Level 1 Pay point 2 | \$989.00 | \$26.03 | \$32.54 |
| Level 1 Pay point 3 | \$1,020.30 | \$26.85 | \$33.56 |
| Level 1 Pay point 4 | \$1,044.60 | \$27.49 | \$34.36 |
| Family Day Care Employee Level 3 | | | |
| Level 1 Pay point 1 | \$1,071.20 | \$28.19 | \$35.24 |
| Level 1 Pay point 2 | \$1,104.50 | \$29.07 | \$36.34 |
| Level 1 Pay point 3 | \$1,138.50 | \$29.96 | \$37.45 |
| Level 1 Pay point 4 | \$1,169.80 | \$30.78 | \$38.48 |
| Family Day Care Employee Level 4 | | | |
| Level 1 Pay point 1 | \$1,203.70 | \$31.68 | \$39.60 |
| Level 1 Pay point 2 | \$1,216.30 | \$32.01 | \$40.01 |
| Level 1 Pay point 3 | \$1,244.80 | \$32.76 | \$40.95 |
| Level 1 Pay point 4 | \$1,265.40 | \$33.30 | \$41.63 |
| Family Day Care Employee Level 5 | | | |
| Level 1 Pay point 1 | \$1,355.90 | \$35.68 | \$44.60 |
| Level 1 Pay point 2 | \$1,393.40 | \$36.67 | \$45.84 |
| Level 1 Pay point 3 | \$1,431.30 | \$37.67 | \$47.08 |
| Level 1 Pay point 4 | \$1,468.90 | \$38.66 | \$48.32 |

**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.

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

Allowances: Effective from the first full pay period commencing on or after 1 July 2021

| Description | Percentage of the Standard Rate for the Social and Community Services employee level 3, paypoint 3 (Clause 15 of the SCHCADS Award - \$1031.30) | 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 | \$13.78 |
| Travel Allowance | | 20.5 | .80c per km |
| Board and lodging deduction | | 20.8 (a) | \$26.26 |
| Board and lodging deduction | | 20.8 (b) | \$16.35 |
| First Aid Allowance 1.67% | 1.67% | 20.4 | \$17.22week |
| On call allowance | | | |
| 24 hr period Monday to Friday | 2% | 20.9 (a) | \$20.63 |
| Other 24 hr period or public holiday | 3.96% | 20.9 (b) | \$40.85 |
| Sleepover allowance | 4.90% | 25.7 | \$50.53/shift |

