

# Social, Community, Home Care and Disability Services (SCHADS) Award 2010

## Home Care Employee

### Pay Table

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 and allowances that will apply from the first full pay period commencing on or after **1 July 2020**.

These rates of pay have increased due to the 2019-2020 annual wage increase.

**Transitional Provisions:** Please note that transitional provisions for rates of pay (for Home Care Employees and Family Day Care Employees), loadings and penalty rates no longer apply.

***Rates of pay (for Home Care Employees and Family Day Care Employees only), loadings and penalty rates in the Modern Award apply in full. (Social and Community Services employees and Crisis Accommodation employees continue to transition rates of pay until 2020).***

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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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## 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 2020

#### *Annual Wage Review Increase*

Modern Award Classifications (SCHCADS) Home Care Employees	Weekly Salary	Hourly Rate	Casual Rate* (25% loading)
<b>Home Care Employee Level 1</b>			
Level 1 Pay point 1	\$811.30	\$21.35	\$26.69
<b>Home Care Employee Level 2</b>			
Level 2 Pay point 1	\$859.90	\$22.63	\$28.29
Level 2 Pay point 2	\$865.80	\$22.78	\$28.48
<b>Home Care Employee Level 3</b>			
Level 3 Pay point 1	\$877.60	\$23.09	\$28.87
Level 3 Pay point 2	\$904.60	\$23.81	\$29.76
<b>Home Care Employee Level 4</b>			
Level 4 Pay point 1	\$957.50	\$25.20	\$31.50
Level 4 Pay point 2	\$976.60	\$25.70	\$32.13
<b>Home Care Employee Level 5</b>			
Level 5 Pay point 1 (degree or diploma)	\$1,026.50	\$27.01	\$33.77
Level 5 Pay point 2	\$1,067.00	\$28.08	\$35.10

**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
<b>Clothing and Equipment Allowance</b>			
Uniform Allowance		20.2	\$1.23/shift or \$6.24/week
Laundry Allowance		20.2	.32c/shift or \$1.49/week
<b>Meal allowance</b>		20.3	\$13.56
<b>Travel Allowance</b>		20.5	.80c per km
<b>Board and lodging deduction</b>		20.8 (a)	\$25.97
<b>Board and lodging deduction</b>		20.8 (b)	\$16.17
<b>First Aid Allowance 1.67%</b>	<b>1.67%</b>	20.4	\$16.80/week
<b>On call allowance</b>			
24 hr period Monday to Friday	<b>2%</b>	20.9 (a)	\$20.12
Other 24 hr period or public holiday	<b>3.96%</b>	20.9 (b)	\$39.84
<b>Sleepover allowance</b>	<b>4.90%</b>	25.7	\$49.30/shift

**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</b> (See clause 28.1 of the SCHCADS award for further details about how to apply overtime.)	<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.

