

Victorian Disability Services (NGO) Agreement 2019

Pay Table

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



Jobs Australia



This pay table sets out the rates of pay contained within the Victorian Disability Services (NGO) Agreement 2019 which commence from the **first pay period on or after 1 July 2021**

This increase is due to the 2020-2021 Annual Wage Review.

These rates are calculated in accordance with Clause 16 of the Agreement. They incorporate the 2020-2021 Annual Wage Review Increase in line with the Social, Community, Home Care and Disability Services Industry Award and the final instalment of the Equal Remuneration Payment.

Note: These rates of pay apply to organisations that are respondent to the Victorian Disability Services (NGO) Agreement 2019.

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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Victorian Disability Services (NGO) Agreement 2019
Commencing from the first full pay period on or after 1 July 2021
Annual Wage Review Increase

Schedule C.1 Residential:

The weekly salary is the applicable weekly rate if your staff are correctly classified at the applicable level under both the pre-modern award and the modern award. The hourly and casual rates are based upon this figure.

Pre-reform award - Resi Vic	Modern Award (SCHADS) SACS Levels	Weekly Rate	Hourly Rate	Casual Rate (25% loading)
Residential/Support Services Worker Grade 1	SACS employees			
Grade 1	Level 1.1	\$840.10	\$22.11	\$27.64
Grade 1	Level 1.2	\$868.50	\$22.86	\$28.58
Grade 1	Level 1.3	\$899.50	\$23.67	\$29.59
Residential/Support Services Worker Grade 2	SACS employees			
1st year	Level 2.1	\$1,106.39	\$29.12	\$36.40
2nd year	Level 2.2 (Cert IV)	\$1,141.07	\$30.03	\$37.54
3rd year	Level 2.3	\$1,175.76	\$30.94	\$38.68
After 3rd year	Level 2.4	\$1,207.25	\$31.77	\$39.71
Residential/Support Services Worker Grade 3	SACS employees			
1st year	Level 2.1	\$1,106.39	\$29.12	\$36.40
2nd year	Level 2.2 (Cert IV)	\$1,141.07	\$30.03	\$37.54
3rd year	Level 2.3	\$1,175.76	\$30.94	\$38.68
After 3rd year	Level 2.4	\$1,207.25	\$31.77	\$39.71
Residential/Support Services Worker Grade 4	SACS employees			
1st year	Level 2.2 (Cert IV min entry)	\$1,141.07	\$30.03	\$37.54
2nd year	Level 2.3	\$1,175.76	\$30.94	\$38.68
3rd year	Level 2.4	\$1,207.25	\$31.77	\$39.71
Residential/Support Services Supervisor Grade 5	SACS employees			
1st year	Level 3.1 (assoc dip/adv'd cert)	\$1,236.69	\$32.54	\$40.68
2nd year	Level 3.2	\$1,272.22	\$33.48	\$41.85
3rd year	Level 3.3 (3 year degree)	\$1,299.44	\$34.20	\$42.75
After 3rd year	Level 3.4 (4 year degree)	\$1,326.02	\$34.90	\$43.63
Residential/Support Services Supervisor Grade 5	SACS employees			
1st year	Level 4.1	\$1,426.39	\$37.54	\$46.93
2nd year	Level 4.2	\$1,463.62	\$38.52	\$48.15
3rd year	Level 4.3	\$1,501.24	\$39.51	\$49.39
After 3rd year	Level 4.4	\$1,534.76	\$40.39	\$50.49

Schedule C.2 Attendant Care:

The weekly salary is the applicable weekly rate if your staff are correctly classified at the applicable level under both the pre-modern award and the modern award. The hourly and casual rates are based upon this figure.

Pre-reform award Attendant Care Vic Grades	Modern Award (SCHADS) SACS Levels	Weekly Rate	Hourly Rate	Casual Rate (25% loading)
Level 1.1	Level 1.1	\$881.00	\$23.18	\$28.98
Level 1.2	Level 1.2	\$897.70	\$23.62	\$29.53
Level 1.3	Level 1.3	\$914.10	\$24.06	\$30.07
Level 2.1	Level 2.1	\$1,106.39	\$29.12	\$36.40
Level 2.2	Level 2.2	\$1,141.07	\$30.03	\$37.54
Level 2.3	Level 2.3	\$1,175.76	\$30.94	\$38.68
Level 2.3	Level 2.4	\$1,207.25	\$31.77	\$39.71
Level 3.1	Level 3.1 (ass dip/adv'd cert)	\$1,236.69	\$32.54	\$40.68
Level 3.2	Level 3.2	\$1,272.22	\$33.48	\$41.85
Level 3.3	Level 3.3 (3 year degree)	\$1,299.44	\$34.20	\$42.75
Level 3.3	Level 3.4 (4 year degree)	\$1,326.02	\$34.90	\$43.63

Schedule C.3 Day Services:

The weekly salary is the applicable weekly rate if your staff are correctly classified at the applicable level under both the pre-modern award and the modern award. The hourly and casual rates are based upon this figure.

Pre-Modern Award Classifications (DSP VIC)	Modern Award Classifications (SCHCADS) SACS Employees	Agreement-based transitional classification	Weekly Salary	Hourly Rate	Casual Rate (plus 25%)
Adult Training Support Services - Instructors	Social and Community Services employees Level 1	Band 1			
Subdivision 1	Paypoint 1	Level 1	\$907.00	\$23.87	\$29.84
Subdivision 2	Paypoint 2	Level 2	\$925.90	\$24.37	\$30.46
Subdivision 3 (unqualified)	Paypoint 3	Level 3	\$957.50	\$25.20	\$31.50
Adult Training Support Services - Instructors	Social and Community Services employees Level 2	Band 2			
Subdivision 4 (unqualified)	Paypoint 1	Level 3	\$1,106.39	\$29.12	\$36.40
Subdivision 5 (unqualified)	Paypoint 2	Level 3	\$1,141.07	\$30.03	\$37.54
Subdivision 6 (unqualified)	Paypoint 3	Level 3	\$1,175.76	\$30.94	\$38.68
Subdivision 7 (unqualified)	Paypoint 4	Level 3	\$1,207.25	\$31.77	\$39.71
Subdivision 8 (unqualified)	Paypoint 4	Level 3	\$1,207.25	\$31.77	\$39.71
Subdivision 9 (unqualified)	Paypoint 4	Level 3	\$1,207.25	\$31.77	\$39.71
Subdivision 10 (unqualified)	Paypoint 4	Level 3	\$1,207.25	\$31.77	\$39.71
Subdivision 3 (Cert IV)	Paypoint 2	Level 4	\$1,141.07	\$30.03	\$37.54
Subdivision 4 (Cert IV)	Paypoint 3	Level 5	\$1,175.76	\$30.94	\$38.68
Subdivision 5 (Cert IV) without add resp.	Paypoint 4	Level 6	\$1,207.25	\$31.77	\$39.71
Subdivision 6 (Cert IV) without add resp.	Paypoint 4	Level 7	\$1,207.25	\$31.77	\$39.71
Subdivision 7 (Cert IV) without add resp.	Paypoint 4	Level 8	\$1,207.25	\$31.77	\$39.71
Subdivision 8 (Cert IV) without add resp.	Paypoint 4	Level 9	\$1,207.25	\$31.77	\$39.71
Subdivision 9 (Cert IV) without add resp.	Paypoint 4	Level 10	\$1,207.25	\$31.77	\$39.71
Subdivision 10 (Cert IV) without add resp.	Paypoint 4	Level 11	\$1,207.25	\$31.77	\$39.71
Adult Training Support Services - Instructors	Social and Community Services employees Level 3	Band 2			
Subdivision 8 (Cert IV) with add resp. or assoc dip entry)	Paypoint 1 (assoc diploma/adv)	Level 8	\$1,236.69	\$32.54	\$40.68
Subdivision 9 (Cert IV) with add resp. or or assoc dip entry))	Paypoint 2	Level 9	\$1,272.22	\$33.48	\$41.85
Subdivision 10 (Cert IV) with add resp. assoc dip or 3 yr degree entry)	Paypoint 3 (3 yr degree)	Level 10	\$1,299.44	\$34.20	\$42.75
Subdivision 11 (Cert IV) with add resp. assoc dip or 4 yr degree entry)	Paypoint 4 (4 yr degree)	Level 11	\$1,326.02	\$34.90	\$43.63
Subdivision 12 (Cert IV) with add resp. assoc dip or 4 year degree)	Paypoint 4 (4 yr degree)	Level 11	\$1,326.02	\$34.90	\$43.63

Pre-Modern Award Classifications (DSP VIC)	Modern Award Classifications (SCHCADS) SACS Employees	Agreement-based transitional classification	Weekly Salary	Hourly Rate	Casual Rate (plus 25%)
Adult Training Support Services - Instructors	Social and Community Services employees Level 4	Band 3			
Subdivision 13 (Qualified team leaders or Coordinator's)	Paypoint 1	Level 1	\$1,426.39	\$37.54	\$46.93
Subdivision 14 (Qualified team leaders or Coordinator's)	Paypoint 2	Level 2	\$1,463.62	\$38.52	\$48.15
Subdivision 14 (Qualified team leaders or Coordinator's)	Paypoint 3	Level 3	\$1,501.24	\$39.51	\$49.39
Subdivision 14 (Qualified team leaders or Coordinator's)	Paypoint 4	Level 4	\$1,534.76	\$40.39	\$50.49
Assistant Program Directors	Social and Community Services employees Level 5	Assistant Program Manager			
Grade 2 Centre (Unqualified)	Paypoint 1	Grade 2 Centre (Unqualified)	\$1,631.74	\$42.94	\$53.68
Grade 2 Centre (Qualified: tertiary, FEEHC or equiv)	Paypoint 2	Grade 2 Centre (Qualified)	\$1,666.70	\$43.86	\$54.83
Grade 1 Centre (Unqualified)	Paypoint 3	Grade 1 Centre (Unqualified)	\$1,705.60	\$44.88	\$56.10
Grade 1 Centre (Qualified: tertiary, FEEHC or equiv)	Paypoint 3	Grade 1 Centre (Qualified)	\$1,705.60	\$44.88	\$56.10
Program Director	Social and Community Services employees Level 6	Program Manager			
Grade 3 Centre (Unqualified)	Paypoint 1	Grade 3 Centre (Unqualified)	\$1,782.76	\$46.91	\$58.64
Grade 3 Centre (Qualified: tertiary, FEEHC or equiv)	Paypoint 2	Grade 3 Centre (Qualified)	\$1,821.96	\$47.95	\$59.94
Grade 2 Centre (Unqualified)	Paypoint 3	Grade 2 Centre (Unqualified)	\$1,861.44	\$48.99	\$61.24
Grade 2 Centre (Qualified: tertiary, FEEHC or equiv)	Paypoint 3	Grade 2 Centre (Qualified)	\$1,861.44	\$48.99	\$61.24
Program Director	Social and Community Services employees Level 7	Program Manager			
Grade 1 Centre (unqualified)	Paypoint 1	Grade 1 Centre (unqualified)	\$1,928.08	\$50.74	\$63.43
Grade 1 Centre (Qualified: tertiary, FEEHC or equiv)	Paypoint 2	Grade 1 Centre (Qualified)	\$1,968.55	\$51.80	\$64.75
Grade 1 Centre (Qualified: tertiary, FEEHC or equiv)	Paypoint 3	Grade 1 Centre (Qualified)	\$2,008.59	\$52.86	\$66.08

FEEHC - Further Education and Employment of Handicapped Adults Certificate.

