

## Pay Guide

### Social, Community, Home Care and Disability Services Industry Award 2010 [MA000100]

Published 28 June 2017

This pay guide contains pay rates for both [1 July 2017](#) and [1 December 2017](#).

Information about the definition and operation of allowances, penalties and overtime can be found in the [award](#) and the [Pay and Conditions Tool](#).

The best way to get general pay and conditions advice is to register for [My account](#) on our website. Once you have registered you can ask questions and save replies, view tailored information relevant to you and save pages, pay rates and awards.

The rates in this guide **don't apply** to employees in the Social and Community Services or Crisis Accommodation streams who were or would have been previously covered by a pre-modern award.

#### Equal Remuneration Order arrangements

An Equal Remuneration Order was made on 22 June 2012 with respect to employees in the Social and Community Services and Crisis Accommodation classifications of the award. The order preserves a transitional minimum wage applicable at the first full pay period on or after 01 July 2012 and provides an additional Transitional Equal Remuneration Payment (TERP). The TERP is introduced over 9 payments from the first full pay period on or after 01 December 2012 until the final pay period before 01 December 2020.

The rates set out in this guide will change for all classifications from 01 July each year to take into account the Fair Work Commission's annual wage review and for Social and Community Services and Crisis Accommodation classifications will also change at 01 December each year to take into account the Equal Remuneration Order.

## Home care employee - Casual

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift	Night shift
Level 1 - pay point 1	\$24.60	\$29.52	\$39.36	\$54.12	\$27.06	\$27.55
Level 2 - pay point 1	\$26.08	\$31.29	\$41.72	\$57.37	\$28.68	\$29.20
Level 2 - pay point 2	\$26.26	\$31.52	\$42.02	\$57.78	\$28.89	\$29.41
Level 3 - pay point 1	\$26.61	\$31.94	\$42.58	\$58.55	\$29.27	\$29.81
Level 3 - pay point 2	\$27.43	\$32.91	\$43.88	\$60.34	\$30.17	\$30.72
Level 4 - pay point 1	\$29.04	\$34.85	\$46.46	\$63.88	\$31.94	\$32.52
Level 4 - pay point 2	\$29.61	\$35.54	\$47.38	\$65.15	\$32.57	\$33.17
Level 5 - pay point 1	\$31.13	\$37.35	\$49.80	\$68.48	\$34.24	\$34.86
Level 5 - pay point 2	\$32.36	\$38.84	\$51.78	\$71.20	\$35.60	\$36.25

Table 2 of 2

Classification	Overtime - public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Broken shift - working beyond a 12 hour span	24 hour care - payment per shift
Level 1 - pay point 1	\$49.20	\$29.52	\$39.36	\$44.28	\$283.36
Level 2 - pay point 1	\$52.15	\$31.29	\$41.72	\$46.94	\$300.40
Level 2 - pay point 2	\$52.53	\$31.52	\$42.02	\$47.27	\$302.56
Level 3 - pay point 1	\$53.23	\$31.94	\$42.58	\$47.90	\$306.56
Level 3 - pay point 2	\$54.85	\$32.91	\$43.88	\$49.37	\$315.92
Level 4 - pay point 1	\$58.08	\$34.85	\$46.46	\$52.27	\$334.48
Level 4 - pay point 2	\$59.23	\$35.54	\$47.38	\$53.30	\$341.12
Level 5 - pay point 1	\$62.25	\$37.35	\$49.80	\$56.03	\$358.56
Level 5 - pay point 2	\$64.73	\$38.84	\$51.78	\$58.25	\$372.80

## Allowances

These rates are effective from 1 July 2017 and don't change on 1 December 2017.

Allowances	Rate
First aid allowance - full-time	\$15.49 per week
First aid allowance - part-time or casual	\$0.41 per hour up to a maximum of \$15.49 per week
Hot work allowance - 40°C-46°C (employed at current workplace before 8 August 1991)	\$0.46 per hour
Hot work allowance - over 46°C (employed at current workplace before 8 August 1991)	\$0.56 per hour
Laundry allowance	\$0.32 per shift up to a maximum of \$1.49 per week
Meal allowance	\$12.62 for a meal
On call allowance - any 24 hour period or part thereof when on call between the time of finishing ordinary duty on Monday to the time of finishing ordinary duty on Friday	\$18.55
On call allowance - any other 24 hour period or public holiday, or part thereof	\$36.73
Sleepover allowance	\$45.45 for each sleepover
Special or protective clothing reimbursement	reimbursement for any rubber gloves, special clothing or safety equipment the employee is required to provide
Uniform allowance	\$1.23 per shift up to a maximum of \$6.24 per week
Telephone reimbursement - maintain telephone (on call)	reimbursement for rental charges
Telephone reimbursement - install and maintain telephone (on call)	reimbursement for the cost of installation and rental charges
Overnight away from home reimbursement	reimbursement for the cost of reasonable accommodation and meals
Travelling expenses reimbursement	reimbursement for the cost of reasonable fares, meals and accommodation expenses
Vehicle allowance	\$0.78 per km

## Disclaimer

The Fair Work Ombudsman is committed to providing advice that you can rely on.

The information contained in this guide is general in nature. If you are unsure about how it applies to your situation you can call our Infoline on 13 13 94 or speak with a union, industry association or workplace relations professional.