

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

Effective from the first full
pay period on or after 1 July 2023



Jobs Australia

This Pay Table sets out the rates of pay that will apply from the first full pay period commencing on or after **1 July 2023**.

These rates of pay and allowances have increased due to the **2022-2023 Annual Wage Review**.

In line with the national minimum wage increase resulting in an adjustment to the Standard Rate, allowances also increase from **1 July 2023**. Some expense related allowances will also increase.

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

PAY TABLE

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Modern Award Classifications (SCHCADS)	Weekly Salary	Hourly Rate	Casual Rate* (25% loading)
SACS employees			
Level 1.1	\$930.70	\$24.49	\$30.61
Level 1.2	\$960.70	\$25.28	\$31.60
Level 1.3	\$995.00	\$26.18	\$32.73
SACS employees			
Level 2.1	\$1,223.85	\$32.21	\$40.26
Level 2.2	\$1,262.23	\$33.22	\$41.53
Level 2.3	\$1,300.60	\$34.23	\$42.79
Level 2.4	\$1,335.29	\$35.14	\$43.93
SACS employees			
Level 3.1 (ass dip/adv'd cert)	\$1,367.86	\$36.00	\$45.00
Level 3.2	\$1,407.17	\$37.03	\$46.29
Level 3.3 (3 year degree)	\$1,437.28	\$37.82	\$47.28
Level 3.4 (4 year degree)	\$1,466.77	\$38.60	\$48.25
SACS employees			
Level 4.1	\$1,577.80	\$41.52	\$51.90
Level 4.2	\$1,618.98	\$42.60	\$53.25
Level 4.3	\$1,660.56	\$43.70	\$54.63
Level 4.4	\$1,697.65	\$44.68	\$55.85
SACS employees			
Level 5.1	\$1,804.98	\$47.50	\$59.38
Level 5.2	\$1,843.75	\$48.52	\$60.65
Level 5.3	\$1,886.76	\$49.65	\$62.06
SACS employees			
Level 6.1	\$1,972.04	\$51.90	\$64.88
Level 6.2	\$2,015.44	\$53.04	\$66.30
Level 6.3	\$2,059.12	\$54.19	\$67.74
SACS employees			
Level 7.1	\$2,132.84	\$56.13	\$70.16
Level 7.2	\$2,177.57	\$57.30	\$71.63
Level 7.3	\$2,221.87	\$58.47	\$73.09
SACS employees			
Level 8.1	\$2,314.06	\$60.90	\$76.13
Level 8.2	\$2,359.44	\$62.09	\$77.61
Level 8.3	\$2,405.12	\$63.29	\$79.11

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Crisis Accommodation PAY TABLE

These rates are effective from the first full pay period on or after 1 July 2023

Modern Award Classifications	Weekly Salary	Hourly Rate	Casual Rate*
Crisis Accommodation Employee			
Level 1.1	\$1,367.86	\$36.00	\$45.00
Level 1.2	\$1,407.17	\$37.03	\$46.29
Level 1.3	\$1,437.28	\$37.82	\$47.28
Level 1.4	\$1,466.77	\$38.60	\$48.25
Crisis Accommodation Employee			
Level 2.1	\$1,577.80	\$41.52	\$51.90
Level 2.2	\$1,618.98	\$42.60	\$53.25
Level 2.3	\$1,660.56	\$43.70	\$54.63
Level 2.4	\$1,697.65	\$44.68	\$55.85
Crisis Accommodation Employee			
Level 3.1	\$1,804.98	\$47.50	\$59.38
Level 3.2	\$1,843.75	\$48.52	\$60.65
Level 3.3	\$1,886.76	\$49.65	\$62.06
Crisis Accommodation Employee			
Level 4.1	\$1,972.04	\$51.90	\$64.88
Level 4.2	\$2,015.44	\$53.04	\$66.30
Level 4.3	\$2,059.12	\$54.19	\$67.74

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Family Day Care Employees

Pay Table

Effective from the first pay period commencing on or after 1 July 2023

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	\$931.90	\$24.52	\$30.65
Level 1 Pay point 2	\$961.70	\$25.31	\$31.64
Level 1 Pay point 3	\$996.60	\$26.23	\$32.79
Level 1 Pay point 4	\$1,030.10	\$27.11	\$33.89
Family Day Care Employee Level 2			
Level 1 Pay point 1	\$1,059.40	\$27.88	\$34.85
Level 1 Pay point 2	\$1,094.00	\$28.79	\$35.99
Level 1 Pay point 3	\$1,128.60	\$29.70	\$37.13
Level 1 Pay point 4	\$1,155.50	\$30.41	\$38.01
Family Day Care Employee Level 3			
Level 1 Pay point 1	\$1,184.90	\$31.18	\$38.98
Level 1 Pay point 2	\$1,221.70	\$32.15	\$40.19
Level 1 Pay point 3	\$1,259.40	\$33.14	\$41.43
Level 1 Pay point 4	\$1,294.00	\$34.05	\$42.56
Family Day Care Employee Level 4			
Level 1 Pay point 1	\$1,331.50	\$35.04	\$43.80
Level 1 Pay point 2	\$1,345.40	\$35.41	\$44.26
Level 1 Pay point 3	\$1,377.00	\$36.24	\$45.30
Level 1 Pay point 4	\$1,399.70	\$36.83	\$46.04
Family Day Care Employee Level 5			
Level 1 Pay point 1	\$1,499.90	\$39.47	\$49.34
Level 1 Pay point 2	\$1,541.30	\$40.56	\$50.70
Level 1 Pay point 3	\$1,583.20	\$41.66	\$52.08
Level 1 Pay point 4	\$1,624.80	\$42.76	\$53.45

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Home Care Employees (Aged Care)

Pay Table

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Annual Wage Review Increase

Modern Award Classifications (SCHCADS) Home Care Employees	Weekly Salary	Hourly Rate	Casual Rate* (25% loading)
Home Care Employee Level 1 (Aged Care)			
Level 1 Pay point 1	\$1,059.90	\$27.89	\$34.86
Home Care Employee Level 2 (Aged Care)			
Level 2 Pay point 1	\$1,121.20	\$29.51	\$36.89
Level 2 Pay point 2	\$1,128.80	\$29.71	\$37.14
Home Care Employee Level 3 (Aged Care)			
Level 3 Pay point 1	\$1,144.20	\$30.11	\$37.64
Level 3 Pay point 2	\$1,179.50	\$31.04	\$38.80
Home Care Employee Level 4 (Aged Care)			
Level 4 Pay point 1	\$1,248.40	\$32.85	\$41.06
Level 4 Pay point 2	\$1,273.30	\$33.51	\$41.89
Home Care Employee Level 5 (Aged Care)			
Level 5 Pay point 1 (degree or diploma)	\$1,338.50	\$35.22	\$44.03
Level 5 Pay point 2	\$1,391.20	\$36.61	\$45.76

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Home Care Employees (Disability Care)

Pay Table

Effective from the first pay period commencing on or after 1 July 2023

Annual Wage Review Increase

Modern Award Classifications (SCHCADS) Home Care Employees	Weekly Salary	Hourly Rate	Casual Rate* (25% loading)
Home Care Employee Level 1 (Disability Care)			
Level 1 Pay point 1	\$921.70	\$24.26	\$30.33
Home Care Employee Level 2 (Disability Care)			
Level 2 Pay point 1	\$974.90	\$25.66	\$32.08
Level 2 Pay point 2	\$981.60	\$25.83	\$32.29
Home Care Employee Level 3 (Disability Care)			
Level 3 Pay point 1	\$995.00	\$26.18	\$32.73
Level 3 Pay point 2	\$1,025.70	\$26.99	\$33.74
Home Care Employee Level 4 (Disability Care)			
Level 4 Pay point 1	\$1,085.50	\$28.57	\$35.71
Level 4 Pay point 2	\$1,107.20	\$29.14	\$36.43
Home Care Employee Level 5 (Disability Care)			
Level 5 Pay point 1 (degree or diploma)	\$1,163.90	\$30.63	\$38.29
Level 5 Pay point 2	\$1,209.80	\$31.84	\$39.80

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Allowances: Effective from the first full pay period commencing on or after 1 July 2023

Description	Percentage of the Standard Rate for the Social and Community Services employee level 3, paypoint 3 (Clause 15.3 of the SCHCADS Award - \$1140.70)	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	\$15.20
Travel Allowance		20.5	.96c per km
Board and lodging deduction		20.8 (a)	\$29.54
Board and lodging deduction		20.8 (b)	\$18.39
First Aid Allowance 1.67%	1.67%	20.4	.50c/shift or \$19.05/week
Broken Shift Allowance			
One unpaid break (other than a meal break)	1.70%	20.12 (a)	\$19.39/shift
Two unpaid breaks (other than a meal break)	1.67%	20.12 (b)	\$25.67/shift
Sleepover allowance	4.90%	25.7	\$55.89/shift
On call allowance			
24 hr period Monday to Friday	2%	20.11(a)	\$22.81
Other 24 hr period or public holiday	3.96%	20.11 (b)	\$45.17

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%
Sunday Work: time worked between midnight Saturday and midnight Sunday.	100%

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 and day workers who work outside the span of 6am-8pm.	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 and day workers who work outside the span of 6am-8pm.	50%
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%

Loadings for Remote Work (See clause 25.10 of the SCHCADS award for further details about how to apply overtime.)	Loading
Full-time and Part-time	
8pm-6am Remote work: Any employee that undertakes remote response work between 8pm and 6am.	150% (first two hours) 200% (thereafter)
Saturday Remote Work:	150%
Sunday remote work:	200%
Public Holidays:	250.0%
Casual employees	
8pm-6am Remote work: Any employee that undertakes remote response work between 8pm and 6am.	175% (first two hours) 225% (thereafter)
Saturday Remote Work:	175%
Sunday remote work:	225%
Public Holidays:	275%



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