

Workplace Relations Circular

For the information of members of Australian Business Industrial

CIRCULAR No.	CASE FILE No.	CIRCULAR DATE	IMPORTANT INFORMATION
2023/017	MA000100	19/06/2023	

SOCIAL, COMMUNITY, HOME CARE AND DISABILITY SERVICES INDUSTRY AWARD 2010 PAY SUMMARY 1 JULY 2023

Further to our circulars on the Annual Wage Review Decision 2023 and Aged Care Industry Work Value Case ('Work Value Case'), an updated Pay and Allowances Summary for the *Social, Community, Home Care and Disability Services Industry Award 2010* is now available. The new Pay and Allowances Summary reflects the **15%** wage increase for home care employees providing services to an aged person ([\[2023\] FWC FB 45](#)) and the **5.75%** wage increase to all classifications ([\[2023\] FWC FB 3500](#)).

The pay rates and allowances in the latest Pay and Allowances Summary will apply from the start of the first full pay period on or after ('ffppooa') **1 July 2023**. However, please note that the Work Value Case wage increase is effective from the start of the ffppooa **30 June 2023**. The previous Pay and Allowances Summary that was made available following the Work Value Case decision is still available upon request.

It is recommended that members compare their existing pay rates and allowances with the updated rates to ensure they are meeting minimum requirements from the effective dates above.

An updated National Training Wage Summary containing the new minimum wages applicable to most trainees will be available upon request shortly.

Please call the TCCI Workplace Advice Line on 1300 765 123 or email advice@mybusiness.com.au if you wish to discuss this circular or require further information

Rates effective from the first full pay period on or after

1 July 2023

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Who does this pay and allowances summary apply to?

Social and Community Services Streams
Crisis Accommodation Classification Streams
Family Day Care Streams
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NOTE: The rates contained within this summary for Social and Community Services Employees Levels 2-8, and Crisis Accommodation Employees Levels 1-4 **include** the Equal Remuneration payment percentages set out in the Equal Remuneration Order made on 22 June 2012 with the final adjustment that came into effect from the ffpooa 1 December 2020.

The following information is based upon the Annual Wage Review decision of the Fair Work Commission published on 02 June 2023 and the Work value case—Aged care industry determination published on 3 March 2023. The calculations are considered to be consistent with those methods and the relevant legislation. While all due care has been taken in the preparation of this information, it is believed to be accurate but no warranty of accuracy or reliability is given and no liability is accepted for errors or omissions or loss or damage suffered as a result of a person acting in reliance thereon. This information is not legal advice. If a legal opinion is sought please contact your legal advisor.

Day Workers

Adult Minimum Wages

Social and community services employees								
Full time / Part time day workers (Clause 15)								
Classification	Ordinary Time					Overtime		
	Weekly Rate	Hourly Rate	Saturday (Ordinary)	Sunday (Ordinary)	Public Holiday (Ordinary)	Time and a Half	Double Time	
Level 1								
Pay point 1	\$ 930.70	\$ 24.49	\$ 36.74	\$ 48.98	\$ 61.23	\$ 36.74	\$ 48.98	
Pay point 2	\$ 960.70	\$ 25.28	\$ 37.92	\$ 50.56	\$ 63.20	\$ 37.92	\$ 50.56	
Pay point 3	\$ 995.00	\$ 26.18	\$ 39.28	\$ 52.37	\$ 65.46	\$ 39.28	\$ 52.37	
Level 2								
Pay point 1	\$ 1,223.85	\$ 32.21	\$ 48.31	\$ 64.41	\$ 80.52	\$ 48.31	\$ 64.41	
Pay point 2	\$ 1,262.23	\$ 33.22	\$ 49.82	\$ 66.43	\$ 83.04	\$ 49.82	\$ 66.43	
Pay point 3	\$ 1,300.60	\$ 34.23	\$ 51.34	\$ 68.45	\$ 85.57	\$ 51.34	\$ 68.45	
Pay point 4	\$ 1,335.29	\$ 35.14	\$ 52.71	\$ 70.28	\$ 87.85	\$ 52.71	\$ 70.28	
Level 3								
Pay point 1	\$ 1,367.86	\$ 36.00	\$ 53.99	\$ 71.99	\$ 89.99	\$ 53.99	\$ 71.99	
Pay point 2	\$ 1,407.17	\$ 37.03	\$ 55.55	\$ 74.06	\$ 92.58	\$ 55.55	\$ 74.06	
Pay point 3	\$ 1,437.28	\$ 37.82	\$ 56.73	\$ 75.65	\$ 94.56	\$ 56.73	\$ 75.65	
Pay point 4	\$ 1,466.77	\$ 38.60	\$ 57.90	\$ 77.20	\$ 96.50	\$ 57.90	\$ 77.20	
Level 4								
Pay point 1	\$ 1,577.80	\$ 41.52	\$ 62.28	\$ 83.04	\$ 103.80	\$ 62.28	\$ 83.04	
Pay point 2	\$ 1,618.98	\$ 42.60	\$ 63.91	\$ 85.21	\$ 106.51	\$ 63.91	\$ 85.21	
Pay point 3	\$ 1,660.56	\$ 43.70	\$ 65.55	\$ 87.40	\$ 109.25	\$ 65.55	\$ 87.40	
Pay point 4	\$ 1,697.65	\$ 44.68	\$ 67.01	\$ 89.35	\$ 111.69	\$ 67.01	\$ 89.35	
Level 5								
Pay point 1	\$ 1,804.98	\$ 47.50	\$ 71.25	\$ 95.00	\$ 118.75	\$ 71.25	\$ 95.00	
Pay point 2	\$ 1,843.75	\$ 48.52	\$ 72.78	\$ 97.04	\$ 121.30	\$ 72.78	\$ 97.04	
Pay point 3	\$ 1,886.76	\$ 49.65	\$ 74.48	\$ 99.30	\$ 124.13	\$ 74.48	\$ 99.30	
Level 6								
Pay point 1	\$ 1,972.04	\$ 51.90	\$ 77.84	\$ 103.79	\$ 129.74	\$ 77.84	\$ 103.79	
Pay point 2	\$ 2,015.44	\$ 53.04	\$ 79.56	\$ 106.08	\$ 132.59	\$ 79.56	\$ 106.08	
Pay point 3	\$ 2,059.12	\$ 54.19	\$ 81.28	\$ 108.37	\$ 135.47	\$ 81.28	\$ 108.37	
Level 7								
Pay point 1	\$ 2,132.84	\$ 56.13	\$ 84.19	\$ 112.25	\$ 140.32	\$ 84.19	\$ 112.25	
Pay point 2	\$ 2,177.57	\$ 57.30	\$ 85.96	\$ 114.61	\$ 143.26	\$ 85.96	\$ 114.61	
Pay point 3	\$ 2,221.87	\$ 58.47	\$ 87.71	\$ 116.94	\$ 146.18	\$ 87.71	\$ 116.94	
Level 8								
Pay point 1	\$ 2,314.06	\$ 60.90	\$ 91.34	\$ 121.79	\$ 152.24	\$ 91.34	\$ 121.79	
Pay point 2	\$ 2,359.44	\$ 62.09	\$ 93.14	\$ 124.18	\$ 155.23	\$ 93.14	\$ 124.18	
Pay point 3	\$ 2,405.12	\$ 63.29	\$ 94.94	\$ 126.59	\$ 158.23	\$ 94.94	\$ 126.59	

The above rates of pay for Level 2 - Level 8 have been adjusted in accordance with the equal remuneration order [PR525485]

Social and community services employees									
Casual day workers, inclusive of 25% casual loading (Clause 15)									
Classification	Ordinary Time					Overtime			
	Hourly Rate	Saturday (Ordinary)	Sunday (Ordinary)	Public Holiday (Ordinary)	Time and a Half	Double Time	Public Holiday (Overtime)		
Level 1									
Pay point 1	\$ 30.62	\$ 42.86	\$ 55.11	\$ 67.35	\$ 42.86	\$ 55.11	\$ 67.35		
Pay point 2	\$ 31.60	\$ 44.24	\$ 56.88	\$ 69.52	\$ 44.24	\$ 56.88	\$ 69.52		
Pay point 3	\$ 32.73	\$ 45.82	\$ 58.91	\$ 72.01	\$ 45.82	\$ 58.91	\$ 72.01		
Level 2									
Pay point 1	\$ 40.26	\$ 56.36	\$ 72.46	\$ 88.57	\$ 56.36	\$ 72.46	\$ 88.57		
Pay point 2	\$ 41.52	\$ 58.13	\$ 74.74	\$ 91.35	\$ 58.13	\$ 74.74	\$ 91.35		
Pay point 3	\$ 42.78	\$ 59.90	\$ 77.01	\$ 94.12	\$ 59.90	\$ 77.01	\$ 94.12		
Pay point 4	\$ 43.92	\$ 61.49	\$ 79.06	\$ 96.63	\$ 61.49	\$ 79.06	\$ 96.63		
Level 3									
Pay point 1	\$ 45.00	\$ 62.99	\$ 80.99	\$ 98.99	\$ 62.99	\$ 80.99	\$ 98.99		
Pay point 2	\$ 46.29	\$ 64.80	\$ 83.32	\$ 101.83	\$ 64.80	\$ 83.32	\$ 101.83		
Pay point 3	\$ 47.28	\$ 66.19	\$ 85.10	\$ 104.01	\$ 66.19	\$ 85.10	\$ 104.01		
Pay point 4	\$ 48.25	\$ 67.55	\$ 86.85	\$ 106.15	\$ 67.55	\$ 86.85	\$ 106.15		
Level 4									
Pay point 1	\$ 51.90	\$ 72.66	\$ 93.42	\$ 114.18	\$ 72.66	\$ 93.42	\$ 114.18		
Pay point 2	\$ 53.26	\$ 74.56	\$ 95.86	\$ 117.16	\$ 74.56	\$ 95.86	\$ 117.16		
Pay point 3	\$ 54.62	\$ 76.47	\$ 98.32	\$ 120.17	\$ 76.47	\$ 98.32	\$ 120.17		
Pay point 4	\$ 55.84	\$ 78.18	\$ 100.52	\$ 122.86	\$ 78.18	\$ 100.52	\$ 122.86		
Level 5									
Pay point 1	\$ 59.37	\$ 83.12	\$ 106.87	\$ 130.62	\$ 83.12	\$ 106.87	\$ 130.62		
Pay point 2	\$ 60.65	\$ 84.91	\$ 109.17	\$ 133.43	\$ 84.91	\$ 109.17	\$ 133.43		
Pay point 3	\$ 62.06	\$ 86.89	\$ 111.72	\$ 136.54	\$ 86.89	\$ 111.72	\$ 136.54		
Level 6									
Pay point 1	\$ 64.87	\$ 90.82	\$ 116.77	\$ 142.71	\$ 90.82	\$ 116.77	\$ 142.71		
Pay point 2	\$ 66.30	\$ 92.82	\$ 119.34	\$ 145.85	\$ 92.82	\$ 119.34	\$ 145.85		
Pay point 3	\$ 67.73	\$ 94.83	\$ 121.92	\$ 149.02	\$ 94.83	\$ 121.92	\$ 149.02		
Level 7									
Pay point 1	\$ 70.16	\$ 98.22	\$ 126.29	\$ 154.35	\$ 98.22	\$ 126.29	\$ 154.35		
Pay point 2	\$ 71.63	\$ 100.28	\$ 128.94	\$ 157.59	\$ 100.28	\$ 128.94	\$ 157.59		
Pay point 3	\$ 73.09	\$ 102.32	\$ 131.56	\$ 160.79	\$ 102.32	\$ 131.56	\$ 160.79		
Level 8									
Pay point 1	\$ 76.12	\$ 106.57	\$ 137.02	\$ 167.46	\$ 106.57	\$ 137.02	\$ 167.46		
Pay point 2	\$ 77.61	\$ 108.66	\$ 139.70	\$ 170.75	\$ 108.66	\$ 139.70	\$ 170.75		
Pay point 3	\$ 79.12	\$ 110.76	\$ 142.41	\$ 174.05	\$ 110.76	\$ 142.41	\$ 174.05		

Crisis accommodation employees								
Full time / Part time day workers (Clause 15)								
Classification	Ordinary Time					Overtime		
	Weekly Rate	Hourly Rate	Saturday	Sunday	Public	Time and a Half	Double Time	Public Holiday
			(Ordinary)	(Ordinary)	(Ordinary)			
Level 1								
Pay point 1	\$ 1,367.86	\$ 36.00	\$ 53.99	\$ 71.99	\$ 89.99	\$ 53.99	\$ 71.99	
Pay point 2	\$ 1,407.17	\$ 37.03	\$ 55.55	\$ 74.06	\$ 92.58	\$ 55.55	\$ 74.06	
Pay point 3	\$ 1,437.28	\$ 37.82	\$ 56.73	\$ 75.65	\$ 94.56	\$ 56.73	\$ 75.65	
Pay point 4	\$ 1,466.77	\$ 38.60	\$ 57.90	\$ 77.20	\$ 96.50	\$ 57.90	\$ 77.20	
Level 2								
Pay point 1	\$ 1,577.80	\$ 41.52	\$ 62.28	\$ 83.04	\$ 103.80	\$ 62.28	\$ 83.04	
Pay point 2	\$ 1,618.98	\$ 42.60	\$ 63.91	\$ 85.21	\$ 106.51	\$ 63.91	\$ 85.21	
Pay point 3	\$ 1,660.56	\$ 43.70	\$ 65.55	\$ 87.40	\$ 109.25	\$ 65.55	\$ 87.40	
Pay point 4	\$ 1,697.65	\$ 44.68	\$ 67.01	\$ 89.35	\$ 111.69	\$ 67.01	\$ 89.35	
Level 3								
Pay point 1	\$ 1,804.98	\$ 47.50	\$ 71.25	\$ 95.00	\$ 118.75	\$ 71.25	\$ 95.00	
Pay point 2	\$ 1,843.75	\$ 48.52	\$ 72.78	\$ 97.04	\$ 121.30	\$ 72.78	\$ 97.04	
Pay point 3	\$ 1,886.76	\$ 49.65	\$ 74.48	\$ 99.30	\$ 124.13	\$ 74.48	\$ 99.30	
Level 4								
Pay point 1	\$ 1,972.04	\$ 51.90	\$ 77.84	\$ 103.79	\$ 129.74	\$ 77.84	\$ 103.79	
Pay point 2	\$ 2,015.44	\$ 53.04	\$ 79.56	\$ 106.08	\$ 132.59	\$ 79.56	\$ 106.08	
Pay point 3	\$ 2,059.12	\$ 54.19	\$ 81.28	\$ 108.37	\$ 135.47	\$ 81.28	\$ 108.37	

The above rates of pay for Level 1 - Level 4 have been adjusted in accordance with the equal remuneration order [PR525485]

Crisis accommodation employees								
Casual day workers, inclusive of 25% casual loading (Clause 15)								
Classification	Ordinary Time					Overtime		
	Hourly Rate	Saturday	Sunday	Public	Holiday	Time and a Half	Double Time	Public Holiday (Overtime)
Level 1								
Pay point 1	\$ 45.00	\$ 62.99	\$ 80.99	\$ 98.99		\$ 62.99	\$ 80.99	\$ 98.99
Pay point 2	\$ 46.29	\$ 64.80	\$ 83.32	\$ 101.83		\$ 64.80	\$ 83.32	\$ 101.83
Pay point 3	\$ 47.28	\$ 66.19	\$ 85.10	\$ 104.01		\$ 66.19	\$ 85.10	\$ 104.01
Pay point 4	\$ 48.25	\$ 67.55	\$ 86.85	\$ 106.15		\$ 67.55	\$ 86.85	\$ 106.15
Level 2								
Pay point 1	\$ 51.90	\$ 72.66	\$ 93.42	\$ 114.18		\$ 72.66	\$ 93.42	\$ 114.18
Pay point 2	\$ 53.26	\$ 74.56	\$ 95.86	\$ 117.16		\$ 74.56	\$ 95.86	\$ 117.16
Pay point 3	\$ 54.62	\$ 76.47	\$ 98.32	\$ 120.17		\$ 76.47	\$ 98.32	\$ 120.17
Pay point 4	\$ 55.84	\$ 78.18	\$ 100.52	\$ 122.86		\$ 78.18	\$ 100.52	\$ 122.86
Level 3								
Pay point 1	\$ 59.37	\$ 83.12	\$ 106.87	\$ 130.62		\$ 83.12	\$ 106.87	\$ 130.62
Pay point 2	\$ 60.65	\$ 84.91	\$ 109.17	\$ 133.43		\$ 84.91	\$ 109.17	\$ 133.43
Pay point 3	\$ 62.06	\$ 86.89	\$ 111.72	\$ 136.54		\$ 86.89	\$ 111.72	\$ 136.54
Level 4								
Pay point 1	\$ 64.87	\$ 90.82	\$ 116.77	\$ 142.71		\$ 90.82	\$ 116.77	\$ 142.71
Pay point 2	\$ 66.30	\$ 92.82	\$ 119.34	\$ 145.85		\$ 92.82	\$ 119.34	\$ 145.85
Pay point 3	\$ 67.73	\$ 94.83	\$ 121.92	\$ 149.02		\$ 94.83	\$ 121.92	\$ 149.02

The above rates of pay for Level 1 - Level 4 have been adjusted in accordance with the equal remuneration order [PR525485]

Family day care employees								
Full time / Part time day workers (Clause 16)								
Classification	Ordinary Time					Overtime		
	Weekly Rate	Hourly Rate	Saturday (Ordinary)	Sunday (Ordinary)	Public Holiday (Ordinary)	Time and a Half	Double Time	
Level 1								
Pay point 1	\$ 931.90	\$ 24.52	\$ 36.79	\$ 49.05	\$ 61.31	\$ 36.79	\$ 49.05	
Pay point 2	\$ 961.70	\$ 25.31	\$ 37.96	\$ 50.62	\$ 63.27	\$ 37.96	\$ 50.62	
Pay point 3	\$ 996.60	\$ 26.23	\$ 39.34	\$ 52.45	\$ 65.57	\$ 39.34	\$ 52.45	
Pay point 4	\$ 1,030.10	\$ 27.11	\$ 40.66	\$ 54.22	\$ 67.77	\$ 40.66	\$ 54.22	
Level 2								
Pay point 1	\$ 1,059.40	\$ 27.88	\$ 41.82	\$ 55.76	\$ 69.70	\$ 41.82	\$ 55.76	
Pay point 2	\$ 1,094.00	\$ 28.79	\$ 43.18	\$ 57.58	\$ 71.97	\$ 43.18	\$ 57.58	
Pay point 3	\$ 1,128.60	\$ 29.70	\$ 44.55	\$ 59.40	\$ 74.25	\$ 44.55	\$ 59.40	
Pay point 4	\$ 1,155.50	\$ 30.41	\$ 45.61	\$ 60.82	\$ 76.02	\$ 45.61	\$ 60.82	
Level 3								
Pay point 1	\$ 1,184.90	\$ 31.18	\$ 46.77	\$ 62.36	\$ 77.95	\$ 46.77	\$ 62.36	
Pay point 2	\$ 1,221.70	\$ 32.15	\$ 48.23	\$ 64.30	\$ 80.38	\$ 48.23	\$ 64.30	
Pay point 3	\$ 1,259.40	\$ 33.14	\$ 49.71	\$ 66.28	\$ 82.86	\$ 49.71	\$ 66.28	
Pay point 4	\$ 1,294.00	\$ 34.05	\$ 51.08	\$ 68.11	\$ 85.13	\$ 51.08	\$ 68.11	
Level 4								
Pay point 1	\$ 1,331.50	\$ 35.04	\$ 52.56	\$ 70.08	\$ 87.60	\$ 52.56	\$ 70.08	
Pay point 2	\$ 1,345.40	\$ 35.41	\$ 53.11	\$ 70.81	\$ 88.51	\$ 53.11	\$ 70.81	
Pay point 3	\$ 1,377.00	\$ 36.24	\$ 54.36	\$ 72.47	\$ 90.59	\$ 54.36	\$ 72.47	
Pay point 4	\$ 1,399.70	\$ 36.83	\$ 55.25	\$ 73.67	\$ 92.09	\$ 55.25	\$ 73.67	
Level 5								
Pay point 1	\$ 1,499.90	\$ 39.47	\$ 59.21	\$ 78.94	\$ 98.68	\$ 59.21	\$ 78.94	
Pay point 2	\$ 1,541.30	\$ 40.56	\$ 60.84	\$ 81.12	\$ 101.40	\$ 60.84	\$ 81.12	
Pay point 3	\$ 1,583.20	\$ 41.66	\$ 62.49	\$ 83.33	\$ 104.16	\$ 62.49	\$ 83.33	
Pay point 4	\$ 1,624.80	\$ 42.76	\$ 64.14	\$ 85.52	\$ 106.89	\$ 64.14	\$ 85.52	

Family day care employees								
Casual day workers, inclusive of 25% casual loading (Clause 16)								
Classification	Ordinary Time				Overtime			
	Hourly Rate	Saturday (Ordinary)	Sunday (Ordinary)	Public Holiday (Ordinary)	Time and a Half	Double Time	Public Holiday (Overtime)	
Level 1								
Pay point 1	\$ 30.65	\$ 42.92	\$ 55.18	\$ 67.44	\$ 42.92	\$ 55.18	\$ 67.44	
Pay point 2	\$ 31.63	\$ 44.29	\$ 56.94	\$ 69.60	\$ 44.29	\$ 56.94	\$ 69.60	
Pay point 3	\$ 32.78	\$ 45.90	\$ 59.01	\$ 72.12	\$ 45.90	\$ 59.01	\$ 72.12	
Pay point 4	\$ 33.88	\$ 47.44	\$ 60.99	\$ 74.55	\$ 47.44	\$ 60.99	\$ 74.55	
Level 2								
Pay point 1	\$ 34.85	\$ 48.79	\$ 62.73	\$ 76.67	\$ 48.79	\$ 62.73	\$ 76.67	
Pay point 2	\$ 35.99	\$ 50.38	\$ 64.78	\$ 79.17	\$ 50.38	\$ 64.78	\$ 79.17	
Pay point 3	\$ 37.13	\$ 51.98	\$ 66.83	\$ 81.68	\$ 51.98	\$ 66.83	\$ 81.68	
Pay point 4	\$ 38.01	\$ 53.21	\$ 68.42	\$ 83.62	\$ 53.21	\$ 68.42	\$ 83.62	
Level 3								
Pay point 1	\$ 38.98	\$ 54.57	\$ 70.16	\$ 85.75	\$ 54.57	\$ 70.16	\$ 85.75	
Pay point 2	\$ 40.19	\$ 56.26	\$ 72.34	\$ 88.41	\$ 56.26	\$ 72.34	\$ 88.41	
Pay point 3	\$ 41.43	\$ 58.00	\$ 74.57	\$ 91.14	\$ 58.00	\$ 74.57	\$ 91.14	
Pay point 4	\$ 42.57	\$ 59.59	\$ 76.62	\$ 93.64	\$ 59.59	\$ 76.62	\$ 93.64	
Level 4								
Pay point 1	\$ 43.80	\$ 61.32	\$ 78.84	\$ 96.36	\$ 61.32	\$ 78.84	\$ 96.36	
Pay point 2	\$ 44.26	\$ 61.96	\$ 79.66	\$ 97.36	\$ 61.96	\$ 79.66	\$ 97.36	
Pay point 3	\$ 45.30	\$ 63.41	\$ 81.53	\$ 99.65	\$ 63.41	\$ 81.53	\$ 99.65	
Pay point 4	\$ 46.04	\$ 64.46	\$ 82.88	\$ 101.29	\$ 64.46	\$ 82.88	\$ 101.29	
Level 5								
Pay point 1	\$ 49.34	\$ 69.07	\$ 88.81	\$ 108.55	\$ 69.07	\$ 88.81	\$ 108.55	
Pay point 2	\$ 50.70	\$ 70.98	\$ 91.26	\$ 111.54	\$ 70.98	\$ 91.26	\$ 111.54	
Pay point 3	\$ 52.08	\$ 72.91	\$ 93.74	\$ 114.57	\$ 72.91	\$ 93.74	\$ 114.57	
Pay point 4	\$ 53.45	\$ 74.83	\$ 96.21	\$ 117.58	\$ 74.83	\$ 96.21	\$ 117.58	

Home care employees—disability care								
Full time / Part time day workers (Clause 17.1)								
Classification	Ordinary Time					Overtime		
	Weekly Rate	Hourly Rate	Saturday (Ordinary)	Sunday (Ordinary)	Public Holiday (Ordinary)	Time and a Half	Double Time	
Level 1								
Pay point 1	\$ 921.70	\$ 24.26	\$ 36.38	\$ 48.51	\$ 60.64	\$ 36.38	\$ 48.51	
Level 2								
Pay point 1	\$ 974.90	\$ 25.66	\$ 38.48	\$ 51.31	\$ 64.14	\$ 38.48	\$ 51.31	
Pay point 2	\$ 981.60	\$ 25.83	\$ 38.75	\$ 51.66	\$ 64.58	\$ 38.75	\$ 51.66	
Level 3								
Pay point 1	\$ 995.00	\$ 26.18	\$ 39.28	\$ 52.37	\$ 65.46	\$ 39.28	\$ 52.37	
Pay point 2	\$ 1,025.70	\$ 26.99	\$ 40.49	\$ 53.98	\$ 67.48	\$ 40.49	\$ 53.98	
Level 4								
Pay point 1	\$ 1,085.50	\$ 28.57	\$ 42.85	\$ 57.13	\$ 71.41	\$ 42.85	\$ 57.13	
Pay point 2	\$ 1,107.20	\$ 29.14	\$ 43.71	\$ 58.27	\$ 72.84	\$ 43.71	\$ 58.27	
Level 5								
Pay point 1	\$ 1,163.90	\$ 30.63	\$ 45.94	\$ 61.26	\$ 76.57	\$ 45.94	\$ 61.26	
Pay point 2	\$ 1,209.80	\$ 31.84	\$ 47.76	\$ 63.67	\$ 79.59	\$ 47.76	\$ 63.67	

Home care employees—disability care								
Casual day workers, inclusive of 25% casual loading (Clause 17.1)								
Classification	Ordinary Time				Overtime			
	Hourly Rate	Saturday (Ordinary)	Sunday (Ordinary)	Public Holiday (Ordinary)	Time and a Half	Double Time	Public Holiday (Overtime)	
Level 1								
Pay point 1	\$ 30.32	\$ 42.45	\$ 54.57	\$ 66.70	\$ 42.45	\$ 54.57	\$ 66.70	
Level 2								
Pay point 1	\$ 32.07	\$ 44.90	\$ 57.72	\$ 70.55	\$ 44.90	\$ 57.72	\$ 70.55	
Pay point 2	\$ 32.29	\$ 45.21	\$ 58.12	\$ 71.04	\$ 45.21	\$ 58.12	\$ 71.04	
Level 3								
Pay point 1	\$ 32.73	\$ 45.82	\$ 58.91	\$ 72.01	\$ 45.82	\$ 58.91	\$ 72.01	
Pay point 2	\$ 33.74	\$ 47.24	\$ 60.73	\$ 74.23	\$ 47.24	\$ 60.73	\$ 74.23	
Level 4								
Pay point 1	\$ 35.71	\$ 49.99	\$ 64.27	\$ 78.56	\$ 49.99	\$ 64.27	\$ 78.56	
Pay point 2	\$ 36.42	\$ 50.99	\$ 65.56	\$ 80.13	\$ 50.99	\$ 65.56	\$ 80.13	
Level 5								
Pay point 1	\$ 38.29	\$ 53.60	\$ 68.92	\$ 84.23	\$ 53.60	\$ 68.92	\$ 84.23	
Pay point 2	\$ 39.80	\$ 55.71	\$ 71.63	\$ 87.55	\$ 55.71	\$ 71.63	\$ 87.55	

Home care employees—aged care								
Full time / Part time day workers (Clause 17.2)								
Classification	Ordinary Time					Overtime		
	Weekly Rate	Hourly Rate	Saturday (Ordinary)	Sunday (Ordinary)	Public Holiday (Ordinary)	Time and a Half	Double Time	
Level 1								
Pay point 1	\$ 1,059.90	\$ 27.89	\$ 41.84	\$ 55.78	\$ 69.73	\$ 41.84	\$ 55.78	
Level 2								
Pay point 1	\$ 1,121.20	\$ 29.51	\$ 44.26	\$ 59.01	\$ 73.76	\$ 44.26	\$ 59.01	
Pay point 2	\$ 1,128.80	\$ 29.71	\$ 44.56	\$ 59.41	\$ 74.26	\$ 44.56	\$ 59.41	
Level 3								
Pay point 1	\$ 1,144.20	\$ 30.11	\$ 45.17	\$ 60.22	\$ 75.28	\$ 45.17	\$ 60.22	
Pay point 2	\$ 1,179.50	\$ 31.04	\$ 46.56	\$ 62.08	\$ 77.60	\$ 46.56	\$ 62.08	
Level 4								
Pay point 1	\$ 1,248.40	\$ 32.85	\$ 49.28	\$ 65.71	\$ 82.13	\$ 49.28	\$ 65.71	
Pay point 2	\$ 1,273.30	\$ 33.51	\$ 50.26	\$ 67.02	\$ 83.77	\$ 50.26	\$ 67.02	
Level 5								
Pay point 1	\$ 1,338.50	\$ 35.22	\$ 52.84	\$ 70.45	\$ 88.06	\$ 52.84	\$ 70.45	
Pay point 2	\$ 1,391.20	\$ 36.61	\$ 54.92	\$ 73.22	\$ 91.53	\$ 54.92	\$ 73.22	

Home care employees—aged care								
Casual day workers, inclusive of 25% casual loading (Clause 17.2)								
Classification	Ordinary Time				Overtime			
	Hourly Rate	Saturday (Ordinary)	Sunday (Ordinary)	Public Holiday (Ordinary)	Time and a Half	Double Time	Public Holiday (Overtime)	
Level 1								
Pay point 1	\$ 34.87	\$ 48.81	\$ 62.76	\$ 76.70	\$ 48.81	\$ 62.76	\$ 76.70	
Level 2								
Pay point 1	\$ 36.88	\$ 51.63	\$ 66.39	\$ 81.14	\$ 51.63	\$ 66.39	\$ 81.14	
Pay point 2	\$ 37.13	\$ 51.98	\$ 66.84	\$ 81.69	\$ 51.98	\$ 66.84	\$ 81.69	
Level 3								
Pay point 1	\$ 37.64	\$ 52.69	\$ 67.75	\$ 82.80	\$ 52.69	\$ 67.75	\$ 82.80	
Pay point 2	\$ 38.80	\$ 54.32	\$ 69.84	\$ 85.36	\$ 54.32	\$ 69.84	\$ 85.36	
Level 4								
Pay point 1	\$ 41.07	\$ 57.49	\$ 73.92	\$ 90.34	\$ 57.49	\$ 73.92	\$ 90.34	
Pay point 2	\$ 41.88	\$ 58.64	\$ 75.39	\$ 92.15	\$ 58.64	\$ 75.39	\$ 92.15	
Level 5								
Pay point 1	\$ 44.03	\$ 61.64	\$ 79.25	\$ 96.87	\$ 61.64	\$ 79.25	\$ 96.87	
Pay point 2	\$ 45.76	\$ 64.07	\$ 82.37	\$ 100.68	\$ 64.07	\$ 82.37	\$ 100.68	

Shiftworkers

Adult Minimum Wages

Social and community services employees								
Full time / Part time shiftworkers (Clause 29)								
Classification	Ordinary Time					Overtime		
	Afternoon Shift	Night Shift	Saturday (Ordinary)	Sunday (Ordinary)	Public Holiday (Ordinary)	Time and a Half	Double Time	
Level 1								
Pay point 1	\$ 27.55	\$ 28.17	\$ 36.74	\$ 48.98	\$ 61.23	\$ 36.74	\$ 48.98	
Pay point 2	\$ 28.44	\$ 29.07	\$ 37.92	\$ 50.56	\$ 63.20	\$ 37.92	\$ 50.56	
Pay point 3	\$ 29.46	\$ 30.11	\$ 39.28	\$ 52.37	\$ 65.46	\$ 39.28	\$ 52.37	
Level 2								
Pay point 1	\$ 36.23	\$ 37.04	\$ 48.31	\$ 64.41	\$ 80.52	\$ 48.31	\$ 64.41	
Pay point 2	\$ 37.37	\$ 38.20	\$ 49.82	\$ 66.43	\$ 83.04	\$ 49.82	\$ 66.43	
Pay point 3	\$ 38.50	\$ 39.36	\$ 51.34	\$ 68.45	\$ 85.57	\$ 51.34	\$ 68.45	
Pay point 4	\$ 39.53	\$ 40.41	\$ 52.71	\$ 70.28	\$ 87.85	\$ 52.71	\$ 70.28	
Level 3								
Pay point 1	\$ 40.50	\$ 41.40	\$ 53.99	\$ 71.99	\$ 89.99	\$ 53.99	\$ 71.99	
Pay point 2	\$ 41.66	\$ 42.59	\$ 55.55	\$ 74.06	\$ 92.58	\$ 55.55	\$ 74.06	
Pay point 3	\$ 42.55	\$ 43.50	\$ 56.73	\$ 75.65	\$ 94.56	\$ 56.73	\$ 75.65	
Pay point 4	\$ 43.42	\$ 44.39	\$ 57.90	\$ 77.20	\$ 96.50	\$ 57.90	\$ 77.20	
Level 4								
Pay point 1	\$ 46.71	\$ 47.75	\$ 62.28	\$ 83.04	\$ 103.80	\$ 62.28	\$ 83.04	
Pay point 2	\$ 47.93	\$ 49.00	\$ 63.91	\$ 85.21	\$ 106.51	\$ 63.91	\$ 85.21	
Pay point 3	\$ 49.16	\$ 50.25	\$ 65.55	\$ 87.40	\$ 109.25	\$ 65.55	\$ 87.40	
Pay point 4	\$ 50.26	\$ 51.38	\$ 67.01	\$ 89.35	\$ 111.69	\$ 67.01	\$ 89.35	
Level 5								
Pay point 1	\$ 53.44	\$ 54.62	\$ 71.25	\$ 95.00	\$ 118.75	\$ 71.25	\$ 95.00	
Pay point 2	\$ 54.58	\$ 55.80	\$ 72.78	\$ 97.04	\$ 121.30	\$ 72.78	\$ 97.04	
Pay point 3	\$ 55.86	\$ 57.10	\$ 74.48	\$ 99.30	\$ 124.13	\$ 74.48	\$ 99.30	
Level 6								
Pay point 1	\$ 58.38	\$ 59.68	\$ 77.84	\$ 103.79	\$ 129.74	\$ 77.84	\$ 103.79	
Pay point 2	\$ 59.67	\$ 60.99	\$ 79.56	\$ 106.08	\$ 132.59	\$ 79.56	\$ 106.08	
Pay point 3	\$ 60.96	\$ 62.32	\$ 81.28	\$ 108.37	\$ 135.47	\$ 81.28	\$ 108.37	
Level 7								
Pay point 1	\$ 63.14	\$ 64.55	\$ 84.19	\$ 112.25	\$ 140.32	\$ 84.19	\$ 112.25	
Pay point 2	\$ 64.47	\$ 65.90	\$ 85.96	\$ 114.61	\$ 143.26	\$ 85.96	\$ 114.61	
Pay point 3	\$ 65.78	\$ 67.24	\$ 87.71	\$ 116.94	\$ 146.18	\$ 87.71	\$ 116.94	
Level 8								
Pay point 1	\$ 68.51	\$ 70.03	\$ 91.34	\$ 121.79	\$ 152.24	\$ 91.34	\$ 121.79	
Pay point 2	\$ 69.85	\$ 71.40	\$ 93.14	\$ 124.18	\$ 155.23	\$ 93.14	\$ 124.18	
Pay point 3	\$ 71.20	\$ 72.79	\$ 94.94	\$ 126.59	\$ 158.23	\$ 94.94	\$ 126.59	

The above rates of pay for Level 2- Level 8 have been adjusted in accordance with the equal remuneration order [PR525485]

Social and community services employees									
Casual shiftworkers (Clause 29)									
Classification	Ordinary Time					Overtime			
	Afternoon Shift	Night Shift	Saturday	Sunday	Public Holiday (Ordinary)	Time and a Half	Double Time	Public Holiday (Overtime)	
Level 1									
Pay point 1	\$ 33.68	\$ 34.29	\$ 42.86	\$ 55.11	\$ 67.35	\$ 42.86	\$ 55.11	\$ 67.35	
Pay point 2	\$ 34.76	\$ 35.39	\$ 44.24	\$ 56.88	\$ 69.52	\$ 44.24	\$ 56.88	\$ 69.52	
Pay point 3	\$ 36.00	\$ 36.66	\$ 45.82	\$ 58.91	\$ 72.01	\$ 45.82	\$ 58.91	\$ 72.01	
Level 2									
Pay point 1	\$ 44.28	\$ 45.09	\$ 56.36	\$ 72.46	\$ 88.57	\$ 56.36	\$ 72.46	\$ 88.57	
Pay point 2	\$ 45.67	\$ 46.50	\$ 58.13	\$ 74.74	\$ 91.35	\$ 58.13	\$ 74.74	\$ 91.35	
Pay point 3	\$ 47.06	\$ 47.92	\$ 59.90	\$ 77.01	\$ 94.12	\$ 59.90	\$ 77.01	\$ 94.12	
Pay point 4	\$ 48.32	\$ 49.19	\$ 61.49	\$ 79.06	\$ 96.63	\$ 61.49	\$ 79.06	\$ 96.63	
Level 3									
Pay point 1	\$ 49.49	\$ 50.39	\$ 62.99	\$ 80.99	\$ 98.99	\$ 62.99	\$ 80.99	\$ 98.99	
Pay point 2	\$ 50.92	\$ 51.84	\$ 64.80	\$ 83.32	\$ 101.83	\$ 64.80	\$ 83.32	\$ 101.83	
Pay point 3	\$ 52.01	\$ 52.95	\$ 66.19	\$ 85.10	\$ 104.01	\$ 66.19	\$ 85.10	\$ 104.01	
Pay point 4	\$ 53.07	\$ 54.04	\$ 67.55	\$ 86.85	\$ 106.15	\$ 67.55	\$ 86.85	\$ 106.15	
Level 4									
Pay point 1	\$ 57.09	\$ 58.13	\$ 72.66	\$ 93.42	\$ 114.18	\$ 72.66	\$ 93.42	\$ 114.18	
Pay point 2	\$ 58.58	\$ 59.65	\$ 74.56	\$ 95.86	\$ 117.16	\$ 74.56	\$ 95.86	\$ 117.16	
Pay point 3	\$ 60.09	\$ 61.18	\$ 76.47	\$ 98.32	\$ 120.17	\$ 76.47	\$ 98.32	\$ 120.17	
Pay point 4	\$ 61.43	\$ 62.55	\$ 78.18	\$ 100.52	\$ 122.86	\$ 78.18	\$ 100.52	\$ 122.86	
Level 5									
Pay point 1	\$ 65.31	\$ 66.50	\$ 83.12	\$ 106.87	\$ 130.62	\$ 83.12	\$ 106.87	\$ 130.62	
Pay point 2	\$ 66.71	\$ 67.93	\$ 84.91	\$ 109.17	\$ 133.43	\$ 84.91	\$ 109.17	\$ 133.43	
Pay point 3	\$ 68.27	\$ 69.51	\$ 86.89	\$ 111.72	\$ 136.54	\$ 86.89	\$ 111.72	\$ 136.54	
Level 6									
Pay point 1	\$ 71.36	\$ 72.65	\$ 90.82	\$ 116.77	\$ 142.71	\$ 90.82	\$ 116.77	\$ 142.71	
Pay point 2	\$ 72.93	\$ 74.25	\$ 92.82	\$ 119.34	\$ 145.85	\$ 92.82	\$ 119.34	\$ 145.85	
Pay point 3	\$ 74.51	\$ 75.86	\$ 94.83	\$ 121.92	\$ 149.02	\$ 94.83	\$ 121.92	\$ 149.02	
Level 7									
Pay point 1	\$ 77.18	\$ 78.58	\$ 98.22	\$ 126.29	\$ 154.35	\$ 98.22	\$ 126.29	\$ 154.35	
Pay point 2	\$ 78.79	\$ 80.23	\$ 100.28	\$ 128.94	\$ 157.59	\$ 100.28	\$ 128.94	\$ 157.59	
Pay point 3	\$ 80.40	\$ 81.86	\$ 102.32	\$ 131.56	\$ 160.79	\$ 102.32	\$ 131.56	\$ 160.79	
Level 8									
Pay point 1	\$ 83.73	\$ 85.25	\$ 106.57	\$ 137.02	\$ 167.46	\$ 106.57	\$ 137.02	\$ 167.46	
Pay point 2	\$ 85.37	\$ 86.93	\$ 108.66	\$ 139.70	\$ 170.75	\$ 108.66	\$ 139.70	\$ 170.75	
Pay point 3	\$ 87.03	\$ 88.61	\$ 110.76	\$ 142.41	\$ 174.05	\$ 110.76	\$ 142.41	\$ 174.05	

The above rates of pay for Level 2- Level 8 have been adjusted in accordance with the equal remuneration order [PR525485]

Crisis accommodation employees								
Full time / Part time shiftworkers (Clause 29)								
Classification	Ordinary Time					Overtime		
	Shift	Night Shift	(Ordinary)	(Ordinary)	Holiday	Half	Time	
Level 1								
Pay point 1	\$ 40.50	\$ 41.40	\$ 53.99	\$ 71.99	\$ 89.99	\$ 53.99	\$ 71.99	
Pay point 2	\$ 41.66	\$ 42.59	\$ 55.55	\$ 74.06	\$ 92.58	\$ 55.55	\$ 74.06	
Pay point 3	\$ 42.55	\$ 43.50	\$ 56.73	\$ 75.65	\$ 94.56	\$ 56.73	\$ 75.65	
Pay point 4	\$ 43.42	\$ 44.39	\$ 57.90	\$ 77.20	\$ 96.50	\$ 57.90	\$ 77.20	
Level 2								
Pay point 1	\$ 46.71	\$ 47.75	\$ 62.28	\$ 83.04	\$ 103.80	\$ 62.28	\$ 83.04	
Pay point 2	\$ 47.93	\$ 49.00	\$ 63.91	\$ 85.21	\$ 106.51	\$ 63.91	\$ 85.21	
Pay point 3	\$ 49.16	\$ 50.25	\$ 65.55	\$ 87.40	\$ 109.25	\$ 65.55	\$ 87.40	
Pay point 4	\$ 50.26	\$ 51.38	\$ 67.01	\$ 89.35	\$ 111.69	\$ 67.01	\$ 89.35	
Level 3								
Pay point 1	\$ 53.44	\$ 54.62	\$ 71.25	\$ 95.00	\$ 118.75	\$ 71.25	\$ 95.00	
Pay point 2	\$ 54.58	\$ 55.80	\$ 72.78	\$ 97.04	\$ 121.30	\$ 72.78	\$ 97.04	
Pay point 3	\$ 55.86	\$ 57.10	\$ 74.48	\$ 99.30	\$ 124.13	\$ 74.48	\$ 99.30	
Level 4								
Pay point 1	\$ 58.38	\$ 59.68	\$ 77.84	\$ 103.79	\$ 129.74	\$ 77.84	\$ 103.79	
Pay point 2	\$ 59.67	\$ 60.99	\$ 79.56	\$ 106.08	\$ 132.59	\$ 79.56	\$ 106.08	
Pay point 3	\$ 60.96	\$ 62.32	\$ 81.28	\$ 108.37	\$ 135.47	\$ 81.28	\$ 108.37	

The above rates of pay for Level 1- Level 4 have been adjusted in accordance with the equal remuneration order [PR525485]

Crisis accommodation employees								
Casual shiftworkers (Clause 29)								
Classification	Ordinary Time					Overtime		
	Afternoon Shift	Night Shift	Saturday	Sunday	Public Holiday (Ordinary)	Time and a Half	Double Time	Public Holiday (Overtime)
Level 1								
Pay point 1	\$ 49.49	\$ 50.39	\$ 62.99	\$ 80.99	\$ 98.99	\$ 62.99	\$ 80.99	\$ 98.99
Pay point 2	\$ 50.92	\$ 51.84	\$ 64.80	\$ 83.32	\$ 101.83	\$ 64.80	\$ 83.32	\$ 101.83
Pay point 3	\$ 52.01	\$ 52.95	\$ 66.19	\$ 85.10	\$ 104.01	\$ 66.19	\$ 85.10	\$ 104.01
Pay point 4	\$ 53.07	\$ 54.04	\$ 67.55	\$ 86.85	\$ 106.15	\$ 67.55	\$ 86.85	\$ 106.15
Level 2								
Pay point 1	\$ 57.09	\$ 58.13	\$ 72.66	\$ 93.42	\$ 114.18	\$ 72.66	\$ 93.42	\$ 114.18
Pay point 2	\$ 58.58	\$ 59.65	\$ 74.56	\$ 95.86	\$ 117.16	\$ 74.56	\$ 95.86	\$ 117.16
Pay point 3	\$ 60.09	\$ 61.18	\$ 76.47	\$ 98.32	\$ 120.17	\$ 76.47	\$ 98.32	\$ 120.17
Pay point 4	\$ 61.43	\$ 62.55	\$ 78.18	\$ 100.52	\$ 122.86	\$ 78.18	\$ 100.52	\$ 122.86
Level 3								
Pay point 1	\$ 65.31	\$ 66.50	\$ 83.12	\$ 106.87	\$ 130.62	\$ 83.12	\$ 106.87	\$ 130.62
Pay point 2	\$ 66.71	\$ 67.93	\$ 84.91	\$ 109.17	\$ 133.43	\$ 84.91	\$ 109.17	\$ 133.43
Pay point 3	\$ 68.27	\$ 69.51	\$ 86.89	\$ 111.72	\$ 136.54	\$ 86.89	\$ 111.72	\$ 136.54
Level 4								
Pay point 1	\$ 71.36	\$ 72.65	\$ 90.82	\$ 116.77	\$ 142.71	\$ 90.82	\$ 116.77	\$ 142.71
Pay point 2	\$ 72.93	\$ 74.25	\$ 92.82	\$ 119.34	\$ 145.85	\$ 92.82	\$ 119.34	\$ 145.85
Pay point 3	\$ 74.51	\$ 75.86	\$ 94.83	\$ 121.92	\$ 149.02	\$ 94.83	\$ 121.92	\$ 149.02

The above rates of pay for Level 1- Level 4 have been adjusted in accordance with the equal remuneration order [PR525485]

Family day care employees								
Full time / Part time shiftworkers (Clause 29)								
Classification	Ordinary Time					Overtime		
	Afternoon Shift	Night Shift	Saturday (Ordinary)	Sunday (Ordinary)	Public Holiday (Ordinary)	Time and a Half	Double Time	
Level 1								
Pay point 1	\$ 27.59	\$ 28.20	\$ 36.79	\$ 49.05	\$ 61.31	\$ 36.79	\$ 49.05	
Pay point 2	\$ 28.47	\$ 29.10	\$ 37.96	\$ 50.62	\$ 63.27	\$ 37.96	\$ 50.62	
Pay point 3	\$ 29.50	\$ 30.16	\$ 39.34	\$ 52.45	\$ 65.57	\$ 39.34	\$ 52.45	
Pay point 4	\$ 30.50	\$ 31.17	\$ 40.66	\$ 54.22	\$ 67.77	\$ 40.66	\$ 54.22	
Level 2								
Pay point 1	\$ 31.36	\$ 32.06	\$ 41.82	\$ 55.76	\$ 69.70	\$ 41.82	\$ 55.76	
Pay point 2	\$ 32.39	\$ 33.11	\$ 43.18	\$ 57.58	\$ 71.97	\$ 43.18	\$ 57.58	
Pay point 3	\$ 33.41	\$ 34.16	\$ 44.55	\$ 59.40	\$ 74.25	\$ 44.55	\$ 59.40	
Pay point 4	\$ 34.21	\$ 34.97	\$ 45.61	\$ 60.82	\$ 76.02	\$ 45.61	\$ 60.82	
Level 3								
Pay point 1	\$ 35.08	\$ 35.86	\$ 46.77	\$ 62.36	\$ 77.95	\$ 46.77	\$ 62.36	
Pay point 2	\$ 36.17	\$ 36.97	\$ 48.23	\$ 64.30	\$ 80.38	\$ 48.23	\$ 64.30	
Pay point 3	\$ 37.28	\$ 38.11	\$ 49.71	\$ 66.28	\$ 82.86	\$ 49.71	\$ 66.28	
Pay point 4	\$ 38.31	\$ 39.16	\$ 51.08	\$ 68.11	\$ 85.13	\$ 51.08	\$ 68.11	
Level 4								
Pay point 1	\$ 39.42	\$ 40.30	\$ 52.56	\$ 70.08	\$ 87.60	\$ 52.56	\$ 70.08	
Pay point 2	\$ 39.83	\$ 40.72	\$ 53.11	\$ 70.81	\$ 88.51	\$ 53.11	\$ 70.81	
Pay point 3	\$ 40.77	\$ 41.67	\$ 54.36	\$ 72.47	\$ 90.59	\$ 54.36	\$ 72.47	
Pay point 4	\$ 41.44	\$ 42.36	\$ 55.25	\$ 73.67	\$ 92.09	\$ 55.25	\$ 73.67	
Level 5								
Pay point 1	\$ 44.40	\$ 45.39	\$ 59.21	\$ 78.94	\$ 98.68	\$ 59.21	\$ 78.94	
Pay point 2	\$ 45.63	\$ 46.64	\$ 60.84	\$ 81.12	\$ 101.40	\$ 60.84	\$ 81.12	
Pay point 3	\$ 46.87	\$ 47.91	\$ 62.49	\$ 83.33	\$ 104.16	\$ 62.49	\$ 83.33	
Pay point 4	\$ 48.10	\$ 49.17	\$ 64.14	\$ 85.52	\$ 106.89	\$ 64.14	\$ 85.52	

Family day care employees								
Casual shiftworkers (Clause 29)								
Classification	Ordinary Time					Overtime		
	Afternoon Shift	Night Shift	Saturday	Sunday	Public Holiday (Ordinary)	Time and a Half	Double Time	Public Holiday (Overtime)
Level 1								
Pay point 1	\$ 33.72	\$ 34.33	\$ 42.92	\$ 55.18	\$ 67.44	\$ 42.92	\$ 55.18	\$ 67.44
Pay point 2	\$ 34.80	\$ 35.43	\$ 44.29	\$ 56.94	\$ 69.60	\$ 44.29	\$ 56.94	\$ 69.60
Pay point 3	\$ 36.06	\$ 36.72	\$ 45.90	\$ 59.01	\$ 72.12	\$ 45.90	\$ 59.01	\$ 72.12
Pay point 4	\$ 37.27	\$ 37.95	\$ 47.44	\$ 60.99	\$ 74.55	\$ 47.44	\$ 60.99	\$ 74.55
Level 2								
Pay point 1	\$ 38.33	\$ 39.03	\$ 48.79	\$ 62.73	\$ 76.67	\$ 48.79	\$ 62.73	\$ 76.67
Pay point 2	\$ 39.59	\$ 40.31	\$ 50.38	\$ 64.78	\$ 79.17	\$ 50.38	\$ 64.78	\$ 79.17
Pay point 3	\$ 40.84	\$ 41.58	\$ 51.98	\$ 66.83	\$ 81.68	\$ 51.98	\$ 66.83	\$ 81.68
Pay point 4	\$ 41.81	\$ 42.57	\$ 53.21	\$ 68.42	\$ 83.62	\$ 53.21	\$ 68.42	\$ 83.62
Level 3								
Pay point 1	\$ 42.87	\$ 43.65	\$ 54.57	\$ 70.16	\$ 85.75	\$ 54.57	\$ 70.16	\$ 85.75
Pay point 2	\$ 44.21	\$ 45.01	\$ 56.26	\$ 72.34	\$ 88.41	\$ 56.26	\$ 72.34	\$ 88.41
Pay point 3	\$ 45.57	\$ 46.40	\$ 58.00	\$ 74.57	\$ 91.14	\$ 58.00	\$ 74.57	\$ 91.14
Pay point 4	\$ 46.82	\$ 47.67	\$ 59.59	\$ 76.62	\$ 93.64	\$ 59.59	\$ 76.62	\$ 93.64
Level 4								
Pay point 1	\$ 48.18	\$ 49.06	\$ 61.32	\$ 78.84	\$ 96.36	\$ 61.32	\$ 78.84	\$ 96.36
Pay point 2	\$ 48.68	\$ 49.57	\$ 61.96	\$ 79.66	\$ 97.36	\$ 61.96	\$ 79.66	\$ 97.36
Pay point 3	\$ 49.83	\$ 50.73	\$ 63.41	\$ 81.53	\$ 99.65	\$ 63.41	\$ 81.53	\$ 99.65
Pay point 4	\$ 50.65	\$ 51.57	\$ 64.46	\$ 82.88	\$ 101.29	\$ 64.46	\$ 82.88	\$ 101.29
Level 5								
Pay point 1	\$ 54.27	\$ 55.26	\$ 69.07	\$ 88.81	\$ 108.55	\$ 69.07	\$ 88.81	\$ 108.55
Pay point 2	\$ 55.77	\$ 56.78	\$ 70.98	\$ 91.26	\$ 111.54	\$ 70.98	\$ 91.26	\$ 111.54
Pay point 3	\$ 57.29	\$ 58.33	\$ 72.91	\$ 93.74	\$ 114.57	\$ 72.91	\$ 93.74	\$ 114.57
Pay point 4	\$ 58.79	\$ 59.86	\$ 74.83	\$ 96.21	\$ 117.58	\$ 74.83	\$ 96.21	\$ 117.58

Home care employees—disability care								
Full time / Part time shiftworkers (Clause 29)								
Classification	Ordinary Time					Overtime		
	Afternoon Shift	Night Shift	Saturday (Ordinary)	Sunday (Ordinary)	Public Holiday (Ordinary)	Time and a Half	Double Time	
Level 1								
Pay point 1	\$ 27.29	\$ 27.89	\$ 36.38	\$ 48.51	\$ 60.64	\$ 36.38	\$ 48.51	
Level 2								
Pay point 1	\$ 28.86	\$ 29.50	\$ 38.48	\$ 51.31	\$ 64.14	\$ 38.48	\$ 51.31	
Pay point 2	\$ 29.06	\$ 29.71	\$ 38.75	\$ 51.66	\$ 64.58	\$ 38.75	\$ 51.66	
Level 3								
Pay point 1	\$ 29.46	\$ 30.11	\$ 39.28	\$ 52.37	\$ 65.46	\$ 39.28	\$ 52.37	
Pay point 2	\$ 30.37	\$ 31.04	\$ 40.49	\$ 53.98	\$ 67.48	\$ 40.49	\$ 53.98	
Level 4								
Pay point 1	\$ 32.14	\$ 32.85	\$ 42.85	\$ 57.13	\$ 71.41	\$ 42.85	\$ 57.13	
Pay point 2	\$ 32.78	\$ 33.51	\$ 43.71	\$ 58.27	\$ 72.84	\$ 43.71	\$ 58.27	
Level 5								
Pay point 1	\$ 34.46	\$ 35.22	\$ 45.94	\$ 61.26	\$ 76.57	\$ 45.94	\$ 61.26	
Pay point 2	\$ 35.82	\$ 36.61	\$ 47.76	\$ 63.67	\$ 79.59	\$ 47.76	\$ 63.67	

Home care employees—disability care								
Casual shiftworkers, inclusive of 25% casual loading (Clause 29)								
Classification	Ordinary Time					Overtime		
	Afternoon Shift	Night Shift	Saturday	Sunday	Public Holiday (Ordinary)	Time and a Half	Double Time	Public Holiday (Overtime)
Level 1								
Pay point 1	\$ 33.35	\$ 33.96	\$ 42.45	\$ 54.57	\$ 66.70	\$ 42.45	\$ 54.57	\$ 66.70
Level 2								
Pay point 1	\$ 35.28	\$ 35.92	\$ 44.90	\$ 57.72	\$ 70.55	\$ 44.90	\$ 57.72	\$ 70.55
Pay point 2	\$ 35.52	\$ 36.16	\$ 45.21	\$ 58.12	\$ 71.04	\$ 45.21	\$ 58.12	\$ 71.04
Level 3								
Pay point 1	\$ 36.00	\$ 36.66	\$ 45.82	\$ 58.91	\$ 72.01	\$ 45.82	\$ 58.91	\$ 72.01
Pay point 2	\$ 37.11	\$ 37.79	\$ 47.24	\$ 60.73	\$ 74.23	\$ 47.24	\$ 60.73	\$ 74.23
Level 4								
Pay point 1	\$ 39.28	\$ 39.99	\$ 49.99	\$ 64.27	\$ 78.56	\$ 49.99	\$ 64.27	\$ 78.56
Pay point 2	\$ 40.06	\$ 40.79	\$ 50.99	\$ 65.56	\$ 80.13	\$ 50.99	\$ 65.56	\$ 80.13
Level 5								
Pay point 1	\$ 42.11	\$ 42.88	\$ 53.60	\$ 68.92	\$ 84.23	\$ 53.60	\$ 68.92	\$ 84.23
Pay point 2	\$ 43.78	\$ 44.57	\$ 55.71	\$ 71.63	\$ 87.55	\$ 55.71	\$ 71.63	\$ 87.55

Home care employees—aged care									
Full time / Part time shiftworkers (Clause 29)									
Classification	Ordinary Time						Overtime		
	Afternoon Shift	Night Shift	Saturday (Ordinary)	Sunday (Ordinary)	Public Holiday (Ordinary)		Time and a Half	Double Time	
Level 1									
Pay point 1	\$ 31.38	\$ 32.08	\$ 41.84	\$ 55.78	\$ 69.73		\$ 41.84	\$ 55.78	
Level 2									
Pay point 1	\$ 33.19	\$ 33.93	\$ 44.26	\$ 59.01	\$ 73.76		\$ 44.26	\$ 59.01	
Pay point 2	\$ 33.42	\$ 34.16	\$ 44.56	\$ 59.41	\$ 74.26		\$ 44.56	\$ 59.41	
Level 3									
Pay point 1	\$ 33.87	\$ 34.63	\$ 45.17	\$ 60.22	\$ 75.28		\$ 45.17	\$ 60.22	
Pay point 2	\$ 34.92	\$ 35.70	\$ 46.56	\$ 62.08	\$ 77.60		\$ 46.56	\$ 62.08	
Level 4									
Pay point 1	\$ 36.96	\$ 37.78	\$ 49.28	\$ 65.71	\$ 82.13		\$ 49.28	\$ 65.71	
Pay point 2	\$ 37.70	\$ 38.53	\$ 50.26	\$ 67.02	\$ 83.77		\$ 50.26	\$ 67.02	
Level 5									
Pay point 1	\$ 39.63	\$ 40.51	\$ 52.84	\$ 70.45	\$ 88.06		\$ 52.84	\$ 70.45	
Pay point 2	\$ 41.19	\$ 42.10	\$ 54.92	\$ 73.22	\$ 91.53		\$ 54.92	\$ 73.22	

Home care employees—aged care									
Casual shiftworkers, inclusive of 25% casual loading (Clause 29)									
Classification	Ordinary Time						Overtime		
	Afternoon Shift	Night Shift	Saturday	Sunday	Public Holiday (Ordinary)		Time and a Half	Double Time	Public Holiday (Overtime)
Level 1									
Pay point 1	\$ 38.35	\$ 39.05	\$ 48.81	\$ 62.76	\$ 76.70		\$ 48.81	\$ 62.76	\$ 76.70
Level 2									
Pay point 1	\$ 40.57	\$ 41.31	\$ 51.63	\$ 66.39	\$ 81.14		\$ 51.63	\$ 66.39	\$ 81.14
Pay point 2	\$ 40.79	\$ 41.59	\$ 51.98	\$ 66.84	\$ 81.69		\$ 51.98	\$ 66.84	\$ 81.69
Level 3									
Pay point 1	\$ 41.30	\$ 42.15	\$ 52.69	\$ 67.75	\$ 82.80		\$ 52.69	\$ 67.75	\$ 82.80
Pay point 2	\$ 42.68	\$ 43.46	\$ 54.32	\$ 69.84	\$ 85.36		\$ 54.32	\$ 69.84	\$ 85.36
Level 4									
Pay point 1	\$ 45.17	\$ 45.99	\$ 57.49	\$ 73.92	\$ 90.34		\$ 57.49	\$ 73.92	\$ 90.34
Pay point 2	\$ 46.07	\$ 46.91	\$ 58.64	\$ 75.39	\$ 92.15		\$ 58.64	\$ 67.02	\$ 92.15
Level 5									
Pay point 1	\$ 48.43	\$ 49.31	\$ 61.64	\$ 79.25	\$ 96.87		\$ 61.64	\$ 79.25	\$ 96.87
Pay point 2	\$ 50.34	\$ 51.25	\$ 64.07	\$ 82.37	\$ 100.68		\$ 64.07	\$ 82.37	\$ 100.68

Allowances

Allowance	Amount
Clothing Allowances (clause 20.2)	
If uniforms are not provided, pay the lower of	\$ 1.23 per shift
	or \$ 6.24 per week
If employees are required to launder uniforms, pay the lower of	\$ 0.32 per shift
	or \$ 1.49 per week
Meal Allowance (clause 20.5)	\$ 15.20 per meal
First Aid Allowance (clause 20.6)	\$ 19.05 per week
Use of own vehicle (clause 20.7)	\$ 0.96 per km
Heat allowance (clause 20.9)	
Exceeding 40 degrees Celsius but not exceeding 46 degrees Celsius	\$ 0.57 per hour
Exceeds 46 degrees Celsius	\$ 0.68 per hour
Board and lodging (deductions from weekly rates) (clause 20.10)	
Employees receiving full adult rate of pay	\$ 29.54 per week
Where employee buys meals at ruling cafeteria rates	an additional \$ 18.39 per week
On call allowance (clause 20.11)	
Ordinary finishing time Monday to ordinary finishing time Friday	\$ 22.81 per 24 hour period
Other 24 hour period or public holiday	\$ 45.17 per 24 hour period
Broken shift allowance (clause 20.12)	
Broken shift with 1 unpaid break	\$ 19.39 per broken shift
Broken shift with 2 unpaid breaks	\$ 25.67 per broken shift
Sleepover allowance (clause 25.7)	\$ 55.89 per night

The award calculates a number of allowances as a percentage of a fixed amount known as the standard rate. The standard rate is the weekly amount payable to a full time, adult social and community services employee level 3, pay point 3 taken from the modern award prior to the application of the equal remuneration order. The standard rate used to calculate the above allowances is \$1140.70.