



THE SENATE

SELECT COMMITTEE ON WORK AND CARE

Answers to questions taken on notice

Public Hearing

Tuesday 15 November 2022, Albany

Answer from Mr Michael van Oudtshoorn, Executive Manager, Marketing Fundraising and Events and Mr Darren McNab, Head of Service Delivery, Activ Albany

Question:

Senator STEELE-JOHN: Do you pay superannuation?

Mr McNab: Michael, would you be able to confirm?

Mr van Oudtshoorn: My understanding is we do pay superannuation, yes. We'd like to put it on record that Activ are aware of the Fair Work review that's being undertaken at the moment for supported employees and Tuesday, 15 November 2022 Senate Page 38 WORK AND CARE SELECT COMMITTEE those living with disability, and we're very supportive of that. At the moment we're adhering to all the requirements and doing the best we can to ensure that we provide fair and equitable pay. On this line of questioning, I did want to raise something that's been a trend that we've noticed at Activ as well around pay. Within our Wembley office, which I appreciate is not in the region, we have a number of supported employees who work in quite skilled roles, including in information technology. A consistent theme that comes across from those employees is that they're reluctant to accept increases in pay because of the risk associated with the loss of their pension, which has been really interesting and eye opening to see, because obviously the challenge there is to remunerate someone fairly and equitably for a greater opportunity in their life. But that risk of the loss of pension in case their circumstances change is a significant barrier for some of those supported employees to accept roles that have a higher pay rate. It is something that we would love to see addressed to provide some surety for those employees so that they can progress in their careers and be paid more but also have that safety net in case something does go wrong.

Answer:

In regards to superannuation, I can confirm we currently pay the award of 10.5% or a minimum \$30 per fortnight, whichever is the greater to all supported employees



Fair Work
OMBUDSMAN

Pay Guide

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

Published 01 July 2022

Pay rates change from 1 July each year, the rates in this guide apply from the first full pay period on or after 01 July 2022.

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.

Equal Remuneration Order arrangements

An Equal Remuneration Order (ERO) 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 pay guide changed for all classifications from 01 July 2020 to take into account the Fair Work Commission's annual wage review. From 01 December 2020 the transitional provisions in the ERO will cease. From that date, the final rate from the ERO (modern award rate plus the Final Equal Remuneration Payment) will apply for Social and Community Services and Crisis Accommodation classifications.

There are continuing transitional arrangements for non-constitutional corporation employers and employees in Queensland. These rates are not covered in this guide, but are available in the [Pay and Conditions Tool](#).

Rates of pay

Social and community services employee - Full-time & part-time

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift	Night shift
Level 1 - pay point 1	\$880.10	\$23.16	\$34.74	\$46.32	\$57.90	\$26.06	\$26.63
Level 1 - pay point 2	\$908.50	\$23.91	\$35.87	\$47.82	\$59.78	\$26.90	\$27.50
Level 1 - pay point 3	\$940.90	\$24.76	\$37.14	\$49.52	\$61.90	\$27.86	\$28.47
Level 2 - pay point 1	\$1,157.31	\$30.46	\$45.69	\$60.92	\$76.15	\$34.27	\$35.03
Level 2 - pay point 2	\$1,193.59	\$31.41	\$47.12	\$62.82	\$78.53	\$35.34	\$36.12
Level 2 - pay point 3	\$1,229.88	\$32.37	\$48.56	\$64.74	\$80.93	\$36.42	\$37.23
Level 2 - pay point 4	\$1,262.72	\$33.23	\$49.85	\$66.46	\$83.08	\$37.38	\$38.21
Level 3 - pay point 1	\$1,293.52	\$34.04	\$51.06	\$68.08	\$85.10	\$38.30	\$39.15
Level 3 - pay point 2	\$1,330.69	\$35.02	\$52.53	\$70.04	\$87.55	\$39.40	\$40.27
Level 3 - pay point 3	\$1,359.16	\$35.77	\$53.66	\$71.54	\$89.43	\$40.24	\$41.14
Level 3 - pay point 4	\$1,387.01	\$36.50	\$54.75	\$73.00	\$91.25	\$41.06	\$41.98
Level 4 - pay point 1	\$1,492.00	\$39.26	\$58.89	\$78.52	\$98.15	\$44.17	\$45.15
Level 4 - pay point 2	\$1,530.94	\$40.29	\$60.44	\$80.58	\$100.73	\$45.33	\$46.33
Level 4 - pay point 3	\$1,570.27	\$41.32	\$61.98	\$82.64	\$103.30	\$46.49	\$47.52
Level 4 - pay point 4	\$1,605.38	\$42.25	\$63.38	\$84.50	\$105.63	\$47.53	\$48.59
Level 5 - pay point 1	\$1,706.88	\$44.92	\$67.38	\$89.84	\$112.30	\$50.54	\$51.66
Level 5 - pay point 2	\$1,743.46	\$45.88	\$68.82	\$91.76	\$114.70	\$51.62	\$52.76
Level 5 - pay point 3	\$1,784.15	\$46.95	\$70.43	\$93.90	\$117.38	\$52.82	\$53.99
Level 6 - pay point 1	\$1,864.80	\$49.07	\$73.61	\$98.14	\$122.68	\$55.20	\$56.43
Level 6 - pay point 2	\$1,905.82	\$50.15	\$75.23	\$100.30	\$125.38	\$56.42	\$57.67
Level 6 - pay point 3	\$1,947.12	\$51.24	\$76.86	\$102.48	\$128.10	\$57.65	\$58.93
Level 7 - pay point 1	\$2,016.83	\$53.07	\$79.61	\$106.14	\$132.68	\$59.70	\$61.03
Level 7 - pay point 2	\$2,059.14	\$54.19	\$81.29	\$108.38	\$135.48	\$60.96	\$62.32
Level 7 - pay point 3	\$2,101.03	\$55.29	\$82.94	\$110.58	\$138.23	\$62.20	\$63.58
Level 8 - pay point 1	\$2,188.20	\$57.58	\$86.37	\$115.16	\$143.95	\$64.78	\$66.22
Level 8 - pay point 2	\$2,231.12	\$58.71	\$88.07	\$117.42	\$146.78	\$66.05	\$67.52
Level 8 - pay point 3	\$2,274.33	\$59.85	\$89.78	\$119.70	\$149.63	\$67.33	\$68.83

Table 2 of 3

Classification	Overtime - Monday to Saturday - first 3 hours (full-time) or first 2 hours (disability services and part-time)	Overtime - Monday to Saturday - after 3 hours (full-time) or after 2 hours (disability services and part-time)	Overtime - public holiday	Less than 10 hour break between shifts	Broken shift - working beyond a 12 hour span - disability services work	Remote work - Monday to Friday - within the span of 6am to 8pm	Remote work - Monday to Friday - first 2 hours - outside the span of 6am to 8pm	Remote work - Monday to Friday - after 2 hours - outside the span of 6am to 8pm
Level 1 - pay point 1	\$34.74	\$46.32	\$57.90	\$46.32	\$46.32	\$23.16	\$34.74	\$46.32
Level 1 - pay point 2	\$35.87	\$47.82	\$59.78	\$47.82	\$47.82	\$23.91	\$35.87	\$47.82
Level 1 - pay point 3	\$37.14	\$49.52	\$61.90	\$49.52	\$49.52	\$24.76	\$37.14	\$49.52
Level 2 - pay point 1	\$45.69	\$60.92	\$76.15	\$60.92	\$60.92	\$30.46	\$45.69	\$60.92
Level 2 - pay point 2	\$47.12	\$62.82	\$78.53	\$62.82	\$62.82	\$31.41	\$47.12	\$62.82
Level 2 - pay point 3	\$48.56	\$64.74	\$80.93	\$64.74	\$64.74	\$32.37	\$48.56	\$64.74
Level 2 - pay point 4	\$49.85	\$66.46	\$83.08	\$66.46	\$66.46	\$33.23	\$49.85	\$66.46
Level 3 - pay point 1	\$51.06	\$68.08	\$85.10	\$68.08	\$68.08	\$34.04	\$51.06	\$68.08
Level 3 - pay point 2	\$52.53	\$70.04	\$87.55	\$70.04	\$70.04	\$35.02	\$52.53	\$70.04
Level 3 - pay point 3	\$53.66	\$71.54	\$89.43	\$71.54	\$71.54	\$35.77	\$53.66	\$71.54
Level 3 - pay point 4	\$54.75	\$73.00	\$91.25	\$73.00	\$73.00	\$36.50	\$54.75	\$73.00
Level 4 - pay point 1	\$58.89	\$78.52	\$98.15	\$78.52	\$78.52	\$39.26	\$58.89	\$78.52
Level 4 - pay point 2	\$60.44	\$80.58	\$100.73	\$80.58	\$80.58	\$40.29	\$60.44	\$80.58
Level 4 - pay point 3	\$61.98	\$82.64	\$103.30	\$82.64	\$82.64	\$41.32	\$61.98	\$82.64
Level 4 - pay point 4	\$63.38	\$84.50	\$105.63	\$84.50	\$84.50	\$42.25	\$63.38	\$84.50
Level 5 - pay point 1	\$67.38	\$89.84	\$112.30	\$89.84	\$89.84	\$44.92	\$67.38	\$89.84
Level 5 - pay point 2	\$68.82	\$91.76	\$114.70	\$91.76	\$91.76	\$45.88	\$68.82	\$91.76
Level 5 - pay point 3	\$70.43	\$93.90	\$117.38	\$93.90	\$93.90	\$46.95	\$70.43	\$93.90
Level 6 - pay point 1	\$73.61	\$98.14	\$122.68	\$98.14	\$98.14	\$49.07	\$73.61	\$98.14
Level 6 - pay point 2	\$75.23	\$100.30	\$125.38	\$100.30	\$100.30	\$50.15	\$75.23	\$100.30
Level 6 - pay point 3	\$76.86	\$102.48	\$128.10	\$102.48	\$102.48	\$51.24	\$76.86	\$102.48
Level 7 - pay point 1	\$79.61	\$106.14	\$132.68	\$106.14	\$106.14	\$53.07	\$79.61	\$106.14
Level 7 - pay point 2	\$81.29	\$108.38	\$135.48	\$108.38	\$108.38	\$54.19	\$81.29	\$108.38
Level 7 - pay point 3	\$82.94	\$110.58	\$138.23	\$110.58	\$110.58	\$55.29	\$82.94	\$110.58
Level 8 - pay point 1	\$86.37	\$115.16	\$143.95	\$115.16	\$115.16	\$57.58	\$86.37	\$115.16
Level 8 - pay point 2	\$88.07	\$117.42	\$146.78	\$117.42	\$117.42	\$58.71	\$88.07	\$117.42
Level 8 - pay point 3	\$89.78	\$119.70	\$149.63	\$119.70	\$119.70	\$59.85	\$89.78	\$119.70

Table 3 of 3

Classification	Remote work on a Saturday - within the span of 6am to 8pm	Remote work - Saturday - first 2 hours - outside the span of 6am to 8pm	Remote work - Saturday - after 2 hours - outside the span of 6am to 8pm	Remote work - Sunday	Remote work - public holiday	Remote work - more than 10 hours a day - first 2 hours	Remote work - more than 10 hours a day - after 2 hours
Level 1 - pay point 1	\$34.74	\$34.74	\$46.32	\$46.32	\$57.90	\$34.74	\$46.32
Level 1 - pay point 2	\$35.87	\$35.87	\$47.82	\$47.82	\$59.78	\$35.87	\$47.82
Level 1 - pay point 3	\$37.14	\$37.14	\$49.52	\$49.52	\$61.90	\$37.14	\$49.52
Level 2 - pay point 1	\$45.69	\$45.69	\$60.92	\$60.92	\$76.15	\$45.69	\$60.92
Level 2 - pay point 2	\$47.12	\$47.12	\$62.82	\$62.82	\$78.53	\$47.12	\$62.82
Level 2 - pay point 3	\$48.56	\$48.56	\$64.74	\$64.74	\$80.93	\$48.56	\$64.74
Level 2 - pay point 4	\$49.85	\$49.85	\$66.46	\$66.46	\$83.08	\$49.85	\$66.46
Level 3 - pay point 1	\$51.06	\$51.06	\$68.08	\$68.08	\$85.10	\$51.06	\$68.08
Level 3 - pay point 2	\$52.53	\$52.53	\$70.04	\$70.04	\$87.55	\$52.53	\$70.04
Level 3 - pay point 3	\$53.66	\$53.66	\$71.54	\$71.54	\$89.43	\$53.66	\$71.54
Level 3 - pay point 4	\$54.75	\$54.75	\$73.00	\$73.00	\$91.25	\$54.75	\$73.00
Level 4 - pay point 1	\$58.89	\$58.89	\$78.52	\$78.52	\$98.15	\$58.89	\$78.52
Level 4 - pay point 2	\$60.44	\$60.44	\$80.58	\$80.58	\$100.73	\$60.44	\$80.58
Level 4 - pay point 3	\$61.98	\$61.98	\$82.64	\$82.64	\$103.30	\$61.98	\$82.64
Level 4 - pay point 4	\$63.38	\$63.38	\$84.50	\$84.50	\$105.63	\$63.38	\$84.50
Level 5 - pay point 1	\$67.38	\$67.38	\$89.84	\$89.84	\$112.30	\$67.38	\$89.84
Level 5 - pay point 2	\$68.82	\$68.82	\$91.76	\$91.76	\$114.70	\$68.82	\$91.76
Level 5 - pay point 3	\$70.43	\$70.43	\$93.90	\$93.90	\$117.38	\$70.43	\$93.90
Level 6 - pay point 1	\$73.61	\$73.61	\$98.14	\$98.14	\$122.68	\$73.61	\$98.14
Level 6 - pay point 2	\$75.23	\$75.23	\$100.30	\$100.30	\$125.38	\$75.23	\$100.30
Level 6 - pay point 3	\$76.86	\$76.86	\$102.48	\$102.48	\$128.10	\$76.86	\$102.48
Level 7 - pay point 1	\$79.61	\$79.61	\$106.14	\$106.14	\$132.68	\$79.61	\$106.14
Level 7 - pay point 2	\$81.29	\$81.29	\$108.38	\$108.38	\$135.48	\$81.29	\$108.38
Level 7 - pay point 3	\$82.94	\$82.94	\$110.58	\$110.58	\$138.23	\$82.94	\$110.58
Level 8 - pay point 1	\$86.37	\$86.37	\$115.16	\$115.16	\$143.95	\$86.37	\$115.16
Level 8 - pay point 2	\$88.07	\$88.07	\$117.42	\$117.42	\$146.78	\$88.07	\$117.42
Level 8 - pay point 3	\$89.78	\$89.78	\$119.70	\$119.70	\$149.63	\$89.78	\$119.70

Crisis accommodation employee - Full-time & part-time

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift	Night shift
Level 1 - pay point 1	\$1,293.52	\$34.04	\$51.06	\$68.08	\$85.10	\$38.30	\$39.15
Level 1 - pay point 2	\$1,330.69	\$35.02	\$52.53	\$70.04	\$87.55	\$39.40	\$40.27
Level 1 - pay point 3	\$1,359.16	\$35.77	\$53.66	\$71.54	\$89.43	\$40.24	\$41.14
Level 1 - pay point 4	\$1,387.01	\$36.50	\$54.75	\$73.00	\$91.25	\$41.06	\$41.98
Level 2 - pay point 1	\$1,492.00	\$39.26	\$58.89	\$78.52	\$98.15	\$44.17	\$45.15
Level 2 - pay point 2	\$1,530.94	\$40.29	\$60.44	\$80.58	\$100.73	\$45.33	\$46.33
Level 2 - pay point 3	\$1,570.27	\$41.32	\$61.98	\$82.64	\$103.30	\$46.49	\$47.52
Level 2 - pay point 4	\$1,605.38	\$42.25	\$63.38	\$84.50	\$105.63	\$47.53	\$48.59
Level 3 - pay point 1	\$1,706.88	\$44.92	\$67.38	\$89.84	\$112.30	\$50.54	\$51.66
Level 3 - pay point 2	\$1,743.46	\$45.88	\$68.82	\$91.76	\$114.70	\$51.62	\$52.76
Level 3 - pay point 3	\$1,784.15	\$46.95	\$70.43	\$93.90	\$117.38	\$52.82	\$53.99
Level 4 - pay point 1	\$1,864.80	\$49.07	\$73.61	\$98.14	\$122.68	\$55.20	\$56.43
Level 4 - pay point 2	\$1,905.82	\$50.15	\$75.23	\$100.30	\$125.38	\$56.42	\$57.67
Level 4 - pay point 3	\$1,947.12	\$51.24	\$76.86	\$102.48	\$128.10	\$57.65	\$58.93

Table 2 of 3

Classification	Overtime - Monday to Saturday - first 3 hours (full-time) or first 2 hours (part-time)	Overtime - Monday to Saturday - after 3 hours (full-time) or after 2 hours (part-time)	Overtime - public holiday	Less than 10 hour break between shifts	Remote work - Monday to Friday - within the span of 6am to 8pm	Remote work - Monday to Friday - first 2 hours - outside the span of 6am to 8pm	Remote work - Monday to Friday - after 2 hours - outside the span of 6am to 8pm
Level 1 - pay point 1	\$51.06	\$68.08	\$85.10	\$68.08	\$34.04	\$51.06	\$68.08
Level 1 - pay point 2	\$52.53	\$70.04	\$87.55	\$70.04	\$35.02	\$52.53	\$70.04
Level 1 - pay point 3	\$53.66	\$71.54	\$89.43	\$71.54	\$35.77	\$53.66	\$71.54
Level 1 - pay point 4	\$54.75	\$73.00	\$91.25	\$73.00	\$36.50	\$54.75	\$73.00
Level 2 - pay point 1	\$58.89	\$78.52	\$98.15	\$78.52	\$39.26	\$58.89	\$78.52
Level 2 - pay point 2	\$60.44	\$80.58	\$100.73	\$80.58	\$40.29	\$60.44	\$80.58
Level 2 - pay point 3	\$61.98	\$82.64	\$103.30	\$82.64	\$41.32	\$61.98	\$82.64
Level 2 - pay point 4	\$63.38	\$84.50	\$105.63	\$84.50	\$42.25	\$63.38	\$84.50
Level 3 - pay point 1	\$67.38	\$89.84	\$112.30	\$89.84	\$44.92	\$67.38	\$89.84
Level 3 - pay point 2	\$68.82	\$91.76	\$114.70	\$91.76	\$45.88	\$68.82	\$91.76
Level 3 - pay point 3	\$70.43	\$93.90	\$117.38	\$93.90	\$46.95	\$70.43	\$93.90

Classification	Overtime - Monday to Saturday - first 3 hours (full-time) or first 2 hours (part-time)	Overtime - Monday to Saturday - after 3 hours (full-time) or after 2 hours (part-time)	Overtime - public holiday	Less than 10 hour break between shifts	Remote work - Monday to Friday - within the span of 6am to 8pm	Remote work - Monday to Friday - first 2 hours - outside the span of 6am to 8pm	Remote work - Monday to Friday - after 2 hours - outside the span of 6am to 8pm
Level 4 - pay point 1	\$73.61	\$98.14	\$122.68	\$98.14	\$49.07	\$73.61	\$98.14
Level 4 - pay point 2	\$75.23	\$100.30	\$125.38	\$100.30	\$50.15	\$75.23	\$100.30
Level 4 - pay point 3	\$76.86	\$102.48	\$128.10	\$102.48	\$51.24	\$76.86	\$102.48

Table 3 of 3

Classification	Remote work on a Saturday - within the span of 6am to 8pm	Remote work - Saturday - first 2 hours - outside the span of 6am to 8pm	Remote work - Saturday - after 2 hours - outside the span of 6am to 8pm	Remote work - Sunday	Remote work - public holiday	Remote work - more than 10 hours a day - first 2 hours	Remote work - more than 10 hours a day - after 2 hours
Level 1 - pay point 1	\$51.06	\$51.06	\$68.08	\$68.08	\$85.10	\$51.06	\$68.08
Level 1 - pay point 2	\$52.53	\$52.53	\$70.04	\$70.04	\$87.55	\$52.53	\$70.04
Level 1 - pay point 3	\$53.66	\$53.66	\$71.54	\$71.54	\$89.43	\$53.66	\$71.54
Level 1 - pay point 4	\$54.75	\$54.75	\$73.00	\$73.00	\$91.25	\$54.75	\$73.00
Level 2 - pay point 1	\$58.89	\$58.89	\$78.52	\$78.52	\$98.15	\$58.89	\$78.52
Level 2 - pay point 2	\$60.44	\$60.44	\$80.58	\$80.58	\$100.73	\$60.44	\$80.58
Level 2 - pay point 3	\$61.98	\$61.98	\$82.64	\$82.64	\$103.30	\$61.98	\$82.64
Level 2 - pay point 4	\$63.38	\$63.38	\$84.50	\$84.50	\$105.63	\$63.38	\$84.50
Level 3 - pay point 1	\$67.38	\$67.38	\$89.84	\$89.84	\$112.30	\$67.38	\$89.84
Level 3 - pay point 2	\$68.82	\$68.82	\$91.76	\$91.76	\$114.70	\$68.82	\$91.76
Level 3 - pay point 3	\$70.43	\$70.43	\$93.90	\$93.90	\$117.38	\$70.43	\$93.90
Level 4 - pay point 1	\$73.61	\$73.61	\$98.14	\$98.14	\$122.68	\$73.61	\$98.14
Level 4 - pay point 2	\$75.23	\$75.23	\$100.30	\$100.30	\$125.38	\$75.23	\$100.30
Level 4 - pay point 3	\$76.86	\$76.86	\$102.48	\$102.48	\$128.10	\$76.86	\$102.48

Family day care employee - Full-time & part-time

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift	Night shift
Level 1 - pay point 1	\$881.20	\$23.19	\$34.79	\$46.38	\$57.98	\$26.09	\$26.67
Level 1 - pay point 2	\$909.40	\$23.93	\$35.90	\$47.86	\$59.83	\$26.92	\$27.52
Level 1 - pay point 3	\$942.40	\$24.80	\$37.20	\$49.60	\$62.00	\$27.90	\$28.52
Level 1 - pay point 4	\$974.10	\$25.63	\$38.45	\$51.26	\$64.08	\$28.83	\$29.47
Level 2 - pay point 1	\$1,001.80	\$26.36	\$39.54	\$52.72	\$65.90	\$29.66	\$30.31
Level 2 - pay point 2	\$1,034.50	\$27.22	\$40.83	\$54.44	\$68.05	\$30.62	\$31.30
Level 2 - pay point 3	\$1,067.20	\$28.08	\$42.12	\$56.16	\$70.20	\$31.59	\$32.29
Level 2 - pay point 4	\$1,092.70	\$28.76	\$43.14	\$57.52	\$71.90	\$32.36	\$33.07
Level 3 - pay point 1	\$1,120.50	\$29.49	\$44.24	\$58.98	\$73.73	\$33.18	\$33.91
Level 3 - pay point 2	\$1,155.30	\$30.40	\$45.60	\$60.80	\$76.00	\$34.20	\$34.96
Level 3 - pay point 3	\$1,190.90	\$31.34	\$47.01	\$62.68	\$78.35	\$35.26	\$36.04
Level 3 - pay point 4	\$1,223.60	\$32.20	\$48.30	\$64.40	\$80.50	\$36.23	\$37.03
Level 4 - pay point 1	\$1,259.10	\$33.13	\$49.70	\$66.26	\$82.83	\$37.27	\$38.10
Level 4 - pay point 2	\$1,272.20	\$33.48	\$50.22	\$66.96	\$83.70	\$37.67	\$38.50
Level 4 - pay point 3	\$1,302.10	\$34.27	\$51.41	\$68.54	\$85.68	\$38.55	\$39.41
Level 4 - pay point 4	\$1,323.60	\$34.83	\$52.25	\$69.66	\$87.08	\$39.18	\$40.05
Level 5 - pay point 1	\$1,418.30	\$37.32	\$55.98	\$74.64	\$93.30	\$41.99	\$42.92
Level 5 - pay point 2	\$1,457.50	\$38.36	\$57.54	\$76.72	\$95.90	\$43.16	\$44.11
Level 5 - pay point 3	\$1,497.10	\$39.40	\$59.10	\$78.80	\$98.50	\$44.33	\$45.31
Level 5 - pay point 4	\$1,536.50	\$40.43	\$60.65	\$80.86	\$101.08	\$45.48	\$46.49

Table 2 of 3

Classification	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - public holiday	Less than 10 hour break between shifts	Remote work - Monday to Friday - within the span of 6am to 8pm	Remote work - Monday to Friday - first 2 hours - outside the span of 6am to 8pm	Remote work - Monday to Friday - after 2 hours - outside the span of 6am to 8pm
Level 1 - pay point 1	\$34.79	\$46.38	\$57.98	\$46.38	\$23.19	\$34.79	\$46.38
Level 1 - pay point 2	\$35.90	\$47.86	\$59.83	\$47.86	\$23.93	\$35.90	\$47.86
Level 1 - pay point 3	\$37.20	\$49.60	\$62.00	\$49.60	\$24.80	\$37.20	\$49.60
Level 1 - pay point 4	\$38.45	\$51.26	\$64.08	\$51.26	\$25.63	\$38.45	\$51.26
Level 2 - pay point 1	\$39.54	\$52.72	\$65.90	\$52.72	\$26.36	\$39.54	\$52.72
Level 2 - pay point 2	\$40.83	\$54.44	\$68.05	\$54.44	\$27.22	\$40.83	\$54.44
Level 2 - pay point 3	\$42.12	\$56.16	\$70.20	\$56.16	\$28.08	\$42.12	\$56.16
Level 2 - pay point 4	\$43.14	\$57.52	\$71.90	\$57.52	\$28.76	\$43.14	\$57.52
Level 3 - pay point 1	\$44.24	\$58.98	\$73.73	\$58.98	\$29.49	\$44.24	\$58.98
Level 3 - pay point 2	\$45.60	\$60.80	\$76.00	\$60.80	\$30.40	\$45.60	\$60.80
Level 3 - pay point 3	\$47.01	\$62.68	\$78.35	\$62.68	\$31.34	\$47.01	\$62.68
Level 3 - pay point 4	\$48.30	\$64.40	\$80.50	\$64.40	\$32.20	\$48.30	\$64.40
Level 4 - pay point 1	\$49.70	\$66.26	\$82.83	\$66.26	\$33.13	\$49.70	\$66.26
Level 4 - pay point 2	\$50.22	\$66.96	\$83.70	\$66.96	\$33.48	\$50.22	\$66.96
Level 4 - pay point 3	\$51.41	\$68.54	\$85.68	\$68.54	\$34.27	\$51.41	\$68.54
Level 4 - pay point 4	\$52.25	\$69.66	\$87.08	\$69.66	\$34.83	\$52.25	\$69.66
Level 5 - pay point 1	\$55.98	\$74.64	\$93.30	\$74.64	\$37.32	\$55.98	\$74.64
Level 5 - pay point 2	\$57.54	\$76.72	\$95.90	\$76.72	\$38.36	\$57.54	\$76.72
Level 5 - pay point 3	\$59.10	\$78.80	\$98.50	\$78.80	\$39.40	\$59.10	\$78.80
Level 5 - pay point 4	\$60.65	\$80.86	\$101.08	\$80.86	\$40.43	\$60.65	\$80.86

Table 3 of 3

Classification	Remote work on a Saturday - within the span of 6am to 8pm	Remote work - Saturday - first 2 hours - outside the span of 6am to 8pm	Remote work - Saturday - after 2 hours - outside the span of 6am to 8pm	Remote work - Sunday	Remote work - public holiday	Remote work - more than 10 hours a day - first 2 hours	Remote work - more than 10 hours a day - after 2 hours
Level 1 - pay point 1	\$34.79	\$34.79	\$46.38	\$46.38	\$57.98	\$34.79	\$46.38
Level 1 - pay point 2	\$35.90	\$35.90	\$47.86	\$47.86	\$59.83	\$35.90	\$47.86
Level 1 - pay point 3	\$37.20	\$37.20	\$49.60	\$49.60	\$62.00	\$37.20	\$49.60
Level 1 - pay point 4	\$38.45	\$38.45	\$51.26	\$51.26	\$64.08	\$38.45	\$51.26
Level 2 - pay point 1	\$39.54	\$39.54	\$52.72	\$52.72	\$65.90	\$39.54	\$52.72
Level 2 - pay point 2	\$40.83	\$40.83	\$54.44	\$54.44	\$68.05	\$40.83	\$54.44
Level 2 - pay point 3	\$42.12	\$42.12	\$56.16	\$56.16	\$70.20	\$42.12	\$56.16
Level 2 - pay point 4	\$43.14	\$43.14	\$57.52	\$57.52	\$71.90	\$43.14	\$57.52
Level 3 - pay point 1	\$44.24	\$44.24	\$58.98	\$58.98	\$73.73	\$44.24	\$58.98
Level 3 - pay point 2	\$45.60	\$45.60	\$60.80	\$60.80	\$76.00	\$45.60	\$60.80
Level 3 - pay point 3	\$47.01	\$47.01	\$62.68	\$62.68	\$78.35	\$47.01	\$62.68
Level 3 - pay point 4	\$48.30	\$48.30	\$64.40	\$64.40	\$80.50	\$48.30	\$64.40
Level 4 - pay point 1	\$49.70	\$49.70	\$66.26	\$66.26	\$82.83	\$49.70	\$66.26
Level 4 - pay point 2	\$50.22	\$50.22	\$66.96	\$66.96	\$83.70	\$50.22	\$66.96
Level 4 - pay point 3	\$51.41	\$51.41	\$68.54	\$68.54	\$85.68	\$51.41	\$68.54
Level 4 - pay point 4	\$52.25	\$52.25	\$69.66	\$69.66	\$87.08	\$52.25	\$69.66
Level 5 - pay point 1	\$55.98	\$55.98	\$74.64	\$74.64	\$93.30	\$55.98	\$74.64
Level 5 - pay point 2	\$57.54	\$57.54	\$76.72	\$76.72	\$95.90	\$57.54	\$76.72
Level 5 - pay point 3	\$59.10	\$59.10	\$78.80	\$78.80	\$98.50	\$59.10	\$78.80
Level 5 - pay point 4	\$60.65	\$60.65	\$80.86	\$80.86	\$101.08	\$60.65	\$80.86

Home care employee - Full-time & part-time

Table 1 of 4

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift	Night shift
Level 1 - pay point 1	\$871.60	\$22.94	\$34.41	\$45.88	\$57.35	\$25.81	\$26.38
Level 2 - pay point 1	\$921.90	\$24.26	\$36.39	\$48.52	\$60.65	\$27.29	\$27.90
Level 2 - pay point 2	\$928.20	\$24.43	\$36.65	\$48.86	\$61.08	\$27.48	\$28.09
Level 3 - pay point 1	\$940.90	\$24.76	\$37.14	\$49.52	\$61.90	\$27.86	\$28.47
Level 3 - pay point 2	\$969.90	\$25.52	\$38.28	\$51.04	\$63.80	\$28.71	\$29.35
Level 4 - pay point 1	\$1,026.50	\$27.01	\$40.52	\$54.02	\$67.53	\$30.39	\$31.06
Level 4 - pay point 2	\$1,047.00	\$27.55	\$41.33	\$55.10	\$68.88	\$30.99	\$31.68
Level 5 - pay point 1	\$1,100.60	\$28.96	\$43.44	\$57.92	\$72.40	\$32.58	\$33.30
Level 5 - pay point 2	\$1,144.00	\$30.11	\$45.17	\$60.22	\$75.28	\$33.87	\$34.63

Table 2 of 4

Classification	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - public holiday	Less than 10 hour break between shifts	Broken shift - working beyond a 12 hour span	Overtime - 24-hour care shift - Monday to Saturday - first 2 hours	Overtime - 24-hour care shift - Monday to Saturday - after 2 hours
Level 1 - pay point 1	\$34.41	\$45.88	\$57.35	\$45.88	\$45.88	\$34.41	\$45.88
Level 2 - pay point 1	\$36.39	\$48.52	\$60.65	\$48.52	\$48.52	\$36.39	\$48.52
Level 2 - pay point 2	\$36.65	\$48.86	\$61.08	\$48.86	\$48.86	\$36.65	\$48.86
Level 3 - pay point 1	\$37.14	\$49.52	\$61.90	\$49.52	\$49.52	\$37.14	\$49.52
Level 3 - pay point 2	\$38.28	\$51.04	\$63.80	\$51.04	\$51.04	\$38.28	\$51.04
Level 4 - pay point 1	\$40.52	\$54.02	\$67.53	\$54.02	\$54.02	\$40.52	\$54.02
Level 4 - pay point 2	\$41.33	\$55.10	\$68.88	\$55.10	\$55.10	\$41.33	\$55.10
Level 5 - pay point 1	\$43.44	\$57.92	\$72.40	\$57.92	\$57.92	\$43.44	\$57.92
Level 5 - pay point 2	\$45.17	\$60.22	\$75.28	\$60.22	\$60.22	\$45.17	\$60.22

Table 3 of 4

Classification	Overtime - 24-hour care shift - Sunday	Remote work - Monday to Friday - within the span of 6am to 8pm	Remote work - Monday to Friday - first 2 hours - outside the span of 6am to 8pm	Remote work - Monday to Friday - after 2 hours - outside the span of 6am to 8pm	Remote work on a Saturday - within the span of 6am to 8pm	Remote work - Saturday - first 2 hours - outside the span of 6am to 8pm
Level 1 - pay point 1	\$45.88	\$22.94	\$34.41	\$45.88	\$34.41	\$34.41
Level 2 - pay point 1	\$48.52	\$24.26	\$36.39	\$48.52	\$36.39	\$36.39
Level 2 - pay point 2	\$48.86	\$24.43	\$36.65	\$48.86	\$36.65	\$36.65
Level 3 - pay point 1	\$49.52	\$24.76	\$37.14	\$49.52	\$37.14	\$37.14
Level 3 - pay point 2	\$51.04	\$25.52	\$38.28	\$51.04	\$38.28	\$38.28
Level 4 - pay point 1	\$54.02	\$27.01	\$40.52	\$54.02	\$40.52	\$40.52
Level 4 - pay point 2	\$55.10	\$27.55	\$41.33	\$55.10	\$41.33	\$41.33
Level 5 - pay point 1	\$57.92	\$28.96	\$43.44	\$57.92	\$43.44	\$43.44
Level 5 - pay point 2	\$60.22	\$30.11	\$45.17	\$60.22	\$45.17	\$45.17

Table 4 of 4

Classification	Remote work - Saturday - after 2 hours - outside the span of 6am to 8pm	Remote work - Sunday	Remote work - public holiday	Remote work - more than 10 hours a day - first 2 hours	Remote work - more than 10 hours a day - after 2 hours
Level 1 - pay point 1	\$45.88	\$45.88	\$57.35	\$34.41	\$45.88
Level 2 - pay point 1	\$48.52	\$48.52	\$60.65	\$36.39	\$48.52
Level 2 - pay point 2	\$48.86	\$48.86	\$61.08	\$36.65	\$48.86
Level 3 - pay point 1	\$49.52	\$49.52	\$61.90	\$37.14	\$49.52
Level 3 - pay point 2	\$51.04	\$51.04	\$63.80	\$38.28	\$51.04
Level 4 - pay point 1	\$54.02	\$54.02	\$67.53	\$40.52	\$54.02
Level 4 - pay point 2	\$55.10	\$55.10	\$68.88	\$41.33	\$55.10
Level 5 - pay point 1	\$57.92	\$57.92	\$72.40	\$43.44	\$57.92
Level 5 - pay point 2	\$60.22	\$60.22	\$75.28	\$45.17	\$60.22

Social and community services employee - Casual

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift	Night shift	Overtime - Monday to Saturday - first 2 hours
Level 1 - pay point 1	\$28.95	\$40.53	\$52.11	\$63.69	\$31.85	\$32.42	\$40.53
Level 1 - pay point 2	\$29.89	\$41.84	\$53.80	\$65.75	\$32.88	\$33.47	\$41.84
Level 1 - pay point 3	\$30.95	\$43.33	\$55.71	\$68.09	\$34.05	\$34.66	\$43.33
Level 2 - pay point 1	\$38.08	\$53.31	\$68.54	\$83.77	\$41.88	\$42.64	\$53.31
Level 2 - pay point 2	\$39.26	\$54.97	\$70.67	\$86.38	\$43.19	\$43.97	\$54.97
Level 2 - pay point 3	\$40.46	\$56.65	\$72.83	\$89.02	\$44.51	\$45.32	\$56.65
Level 2 - pay point 4	\$41.54	\$58.15	\$74.77	\$91.38	\$45.69	\$46.52	\$58.15
Level 3 - pay point 1	\$42.55	\$59.57	\$76.59	\$93.61	\$46.81	\$47.66	\$59.57
Level 3 - pay point 2	\$43.78	\$61.29	\$78.80	\$96.31	\$48.15	\$49.03	\$61.29
Level 3 - pay point 3	\$44.71	\$62.60	\$80.48	\$98.37	\$49.18	\$50.08	\$62.60
Level 3 - pay point 4	\$45.63	\$63.88	\$82.13	\$100.38	\$50.19	\$51.10	\$63.88
Level 4 - pay point 1	\$49.08	\$68.71	\$88.34	\$107.97	\$53.98	\$54.96	\$68.71
Level 4 - pay point 2	\$50.36	\$70.51	\$90.65	\$110.80	\$55.40	\$56.41	\$70.51
Level 4 - pay point 3	\$51.65	\$72.31	\$92.97	\$113.63	\$56.82	\$57.85	\$72.31
Level 4 - pay point 4	\$52.81	\$73.94	\$95.06	\$116.19	\$58.09	\$59.15	\$73.94
Level 5 - pay point 1	\$56.15	\$78.61	\$101.07	\$123.53	\$61.77	\$62.89	\$78.61
Level 5 - pay point 2	\$57.35	\$80.29	\$103.23	\$126.17	\$63.09	\$64.23	\$80.29
Level 5 - pay point 3	\$58.69	\$82.16	\$105.64	\$129.11	\$64.56	\$65.73	\$82.16
Level 6 - pay point 1	\$61.34	\$85.87	\$110.41	\$134.94	\$67.47	\$68.70	\$85.87
Level 6 - pay point 2	\$62.69	\$87.76	\$112.84	\$137.91	\$68.96	\$70.21	\$87.76
Level 6 - pay point 3	\$64.05	\$89.67	\$115.29	\$140.91	\$70.46	\$71.74	\$89.67
Level 7 - pay point 1	\$66.34	\$92.87	\$119.41	\$145.94	\$72.97	\$74.30	\$92.87
Level 7 - pay point 2	\$67.74	\$94.83	\$121.93	\$149.02	\$74.51	\$75.87	\$94.83
Level 7 - pay point 3	\$69.11	\$96.76	\$124.40	\$152.05	\$76.02	\$77.41	\$96.76
Level 8 - pay point 1	\$71.98	\$100.77	\$129.56	\$158.35	\$79.17	\$80.61	\$100.77
Level 8 - pay point 2	\$73.39	\$102.74	\$132.10	\$161.45	\$80.73	\$82.19	\$102.74
Level 8 - pay point 3	\$74.81	\$104.74	\$134.66	\$164.59	\$82.29	\$83.79	\$104.74

Table 2 of 3

Classification	Overtime - Monday to Saturday - after 2 hours	Overtime - public holiday	Broken shift - working beyond a 12 hour span - disability services work	Remote work - Monday to Friday - within the span of 6am to 8pm	Remote work - Monday to Friday - first 2 hours - outside the span of 6am to 8pm	Remote work - Monday to Friday - after 2 hours - outside the span of 6am to 8pm	Remote work on a Saturday - within the span of 6am to 8pm
Level 1 - pay point 1	\$52.11	\$63.69	\$52.11	\$28.95	\$40.53	\$52.11	\$40.53
Level 1 - pay point 2	\$53.80	\$65.75	\$53.80	\$29.89	\$41.84	\$53.80	\$41.84
Level 1 - pay point 3	\$55.71	\$68.09	\$55.71	\$30.95	\$43.33	\$55.71	\$43.33
Level 2 - pay point 1	\$68.54	\$83.77	\$68.54	\$38.08	\$53.31	\$68.54	\$53.31
Level 2 - pay point 2	\$70.67	\$86.38	\$70.67	\$39.26	\$54.97	\$70.67	\$54.97
Level 2 - pay point 3	\$72.83	\$89.02	\$72.83	\$40.46	\$56.65	\$72.83	\$56.65
Level 2 - pay point 4	\$74.77	\$91.38	\$74.77	\$41.54	\$58.15	\$74.77	\$58.15
Level 3 - pay point 1	\$76.59	\$93.61	\$76.59	\$42.55	\$59.57	\$76.59	\$59.57
Level 3 - pay point 2	\$78.80	\$96.31	\$78.80	\$43.78	\$61.29	\$78.80	\$61.29
Level 3 - pay point 3	\$80.48	\$98.37	\$80.48	\$44.71	\$62.60	\$80.48	\$62.60
Level 3 - pay point 4	\$82.13	\$100.38	\$82.13	\$45.63	\$63.88	\$82.13	\$63.88
Level 4 - pay point 1	\$88.34	\$107.97	\$88.34	\$49.08	\$68.71	\$88.34	\$68.71
Level 4 - pay point 2	\$90.65	\$110.80	\$90.65	\$50.36	\$70.51	\$90.65	\$70.51
Level 4 - pay point 3	\$92.97	\$113.63	\$92.97	\$51.65	\$72.31	\$92.97	\$72.31
Level 4 - pay point 4	\$95.06	\$116.19	\$95.06	\$52.81	\$73.94	\$95.06	\$73.94
Level 5 - pay point 1	\$101.07	\$123.53	\$101.07	\$56.15	\$78.61	\$101.07	\$78.61
Level 5 - pay point 2	\$103.23	\$126.17	\$103.23	\$57.35	\$80.29	\$103.23	\$80.29
Level 5 - pay point 3	\$105.64	\$129.11	\$105.64	\$58.69	\$82.16	\$105.64	\$82.16
Level 6 - pay point 1	\$110.41	\$134.94	\$110.41	\$61.34	\$85.87	\$110.41	\$85.87
Level 6 - pay point 2	\$112.84	\$137.91	\$112.84	\$62.69	\$87.76	\$112.84	\$87.76
Level 6 - pay point 3	\$115.29	\$140.91	\$115.29	\$64.05	\$89.67	\$115.29	\$89.67
Level 7 - pay point 1	\$119.41	\$145.94	\$119.41	\$66.34	\$92.87	\$119.41	\$92.87
Level 7 - pay point 2	\$121.93	\$149.02	\$121.93	\$67.74	\$94.83	\$121.93	\$94.83
Level 7 - pay point 3	\$124.40	\$152.05	\$124.40	\$69.11	\$96.76	\$124.40	\$96.76
Level 8 - pay point 1	\$129.56	\$158.35	\$129.56	\$71.98	\$100.77	\$129.56	\$100.77
Level 8 - pay point 2	\$132.10	\$161.45	\$132.10	\$73.39	\$102.74	\$132.10	\$102.74
Level 8 - pay point 3	\$134.66	\$164.59	\$134.66	\$74.81	\$104.74	\$134.66	\$104.74

Table 3 of 3

Classification	Remote work - Saturday - first 2 hours - outside the span of 6am to 8pm	Remote work - Saturday - after 2 hours - outside the span of 6am to 8pm	Remote work - Sunday	Remote work - public holiday	Remote work - more than 10 hours a day - first 2 hours	Remote work - more than 10 hours a day - after 2 hours
Level 1 - pay point 1	\$40.53	\$52.11	\$52.11	\$63.69	\$40.53	\$52.11
Level 1 - pay point 2	\$41.84	\$53.80	\$53.80	\$65.75	\$41.84	\$53.80
Level 1 - pay point 3	\$43.33	\$55.71	\$55.71	\$68.09	\$43.33	\$55.71
Level 2 - pay point 1	\$53.31	\$68.54	\$68.54	\$83.77	\$53.31	\$68.54
Level 2 - pay point 2	\$54.97	\$70.67	\$70.67	\$86.38	\$54.97	\$70.67
Level 2 - pay point 3	\$56.65	\$72.83	\$72.83	\$89.02	\$56.65	\$72.83
Level 2 - pay point 4	\$58.15	\$74.77	\$74.77	\$91.38	\$58.15	\$74.77
Level 3 - pay point 1	\$59.57	\$76.59	\$76.59	\$93.61	\$59.57	\$76.59
Level 3 - pay point 2	\$61.29	\$78.80	\$78.80	\$96.31	\$61.29	\$78.80
Level 3 - pay point 3	\$62.60	\$80.48	\$80.48	\$98.37	\$62.60	\$80.48
Level 3 - pay point 4	\$63.88	\$82.13	\$82.13	\$100.38	\$63.88	\$82.13
Level 4 - pay point 1	\$68.71	\$88.34	\$88.34	\$107.97	\$68.71	\$88.34
Level 4 - pay point 2	\$70.51	\$90.65	\$90.65	\$110.80	\$70.51	\$90.65
Level 4 - pay point 3	\$72.31	\$92.97	\$92.97	\$113.63	\$72.31	\$92.97
Level 4 - pay point 4	\$73.94	\$95.06	\$95.06	\$116.19	\$73.94	\$95.06
Level 5 - pay point 1	\$78.61	\$101.07	\$101.07	\$123.53	\$78.61	\$101.07
Level 5 - pay point 2	\$80.29	\$103.23	\$103.23	\$126.17	\$80.29	\$103.23
Level 5 - pay point 3	\$82.16	\$105.64	\$105.64	\$129.11	\$82.16	\$105.64
Level 6 - pay point 1	\$85.87	\$110.41	\$110.41	\$134.94	\$85.87	\$110.41
Level 6 - pay point 2	\$87.76	\$112.84	\$112.84	\$137.91	\$87.76	\$112.84
Level 6 - pay point 3	\$89.67	\$115.29	\$115.29	\$140.91	\$89.67	\$115.29
Level 7 - pay point 1	\$92.87	\$119.41	\$119.41	\$145.94	\$92.87	\$119.41
Level 7 - pay point 2	\$94.83	\$121.93	\$121.93	\$149.02	\$94.83	\$121.93
Level 7 - pay point 3	\$96.76	\$124.40	\$124.40	\$152.05	\$96.76	\$124.40
Level 8 - pay point 1	\$100.77	\$129.56	\$129.56	\$158.35	\$100.77	\$129.56
Level 8 - pay point 2	\$102.74	\$132.10	\$132.10	\$161.45	\$102.74	\$132.10
Level 8 - pay point 3	\$104.74	\$134.66	\$134.66	\$164.59	\$104.74	\$134.66

Crisis accommodation employee - Casual

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift	Night shift	Overtime - Monday to Saturday - first 2 hours
Level 1 - pay point 1	\$42.55	\$59.57	\$76.59	\$93.61	\$46.81	\$47.66	\$59.57
Level 1 - pay point 2	\$43.78	\$61.29	\$78.80	\$96.31	\$48.15	\$49.03	\$61.29
Level 1 - pay point 3	\$44.71	\$62.60	\$80.48	\$98.37	\$49.18	\$50.08	\$62.60
Level 1 - pay point 4	\$45.63	\$63.88	\$82.13	\$100.38	\$50.19	\$51.10	\$63.88
Level 2 - pay point 1	\$49.08	\$68.71	\$88.34	\$107.97	\$53.98	\$54.96	\$68.71
Level 2 - pay point 2	\$50.36	\$70.51	\$90.65	\$110.80	\$55.40	\$56.41	\$70.51
Level 2 - pay point 3	\$51.65	\$72.31	\$92.97	\$113.63	\$56.82	\$57.85	\$72.31
Level 2 - pay point 4	\$52.81	\$73.94	\$95.06	\$116.19	\$58.09	\$59.15	\$73.94
Level 3 - pay point 1	\$56.15	\$78.61	\$101.07	\$123.53	\$61.77	\$62.89	\$78.61
Level 3 - pay point 2	\$57.35	\$80.29	\$103.23	\$126.17	\$63.09	\$64.23	\$80.29
Level 3 - pay point 3	\$58.69	\$82.16	\$105.64	\$129.11	\$64.56	\$65.73	\$82.16
Level 4 - pay point 1	\$61.34	\$85.87	\$110.41	\$134.94	\$67.47	\$68.70	\$85.87
Level 4 - pay point 2	\$62.69	\$87.76	\$112.84	\$137.91	\$68.96	\$70.21	\$87.76
Level 4 - pay point 3	\$64.05	\$89.67	\$115.29	\$140.91	\$70.46	\$71.74	\$89.67

Table 2 of 3

Classification	Overtime - Monday to Saturday - after 2 hours	Overtime - public holiday	Remote work - Monday to Friday - within the span of 6am to 8pm	Remote work - Monday to Friday - first 2 hours - outside the span of 6am to 8pm	Remote work - Monday to Friday - after 2 hours - outside the span of 6am to 8pm	Remote work on a Saturday - within the span of 6am to 8pm
Level 1 - pay point 1	\$76.59	\$93.61	\$42.55	\$59.57	\$76.59	\$59.57
Level 1 - pay point 2	\$78.80	\$96.31	\$43.78	\$61.29	\$78.80	\$61.29
Level 1 - pay point 3	\$80.48	\$98.37	\$44.71	\$62.60	\$80.48	\$62.60
Level 1 - pay point 4	\$82.13	\$100.38	\$45.63	\$63.88	\$82.13	\$63.88
Level 2 - pay point 1	\$88.34	\$107.97	\$49.08	\$68.71	\$88.34	\$68.71
Level 2 - pay point 2	\$90.65	\$110.80	\$50.36	\$70.51	\$90.65	\$70.51
Level 2 - pay point 3	\$92.97	\$113.63	\$51.65	\$72.31	\$92.97	\$72.31
Level 2 - pay point 4	\$95.06	\$116.19	\$52.81	\$73.94	\$95.06	\$73.94
Level 3 - pay point 1	\$101.07	\$123.53	\$56.15	\$78.61	\$101.07	\$78.61
Level 3 - pay point 2	\$103.23	\$126.17	\$57.35	\$80.29	\$103.23	\$80.29

Classification	Overtime - Monday to Saturday - after 2 hours	Overtime - public holiday	Remote work - Monday to Friday - within the span of 6am to 8pm	Remote work - Monday to Friday - first 2 hours - outside the span of 6am to 8pm	Remote work - Monday to Friday - after 2 hours - outside the span of 6am to 8pm	Remote work on a Saturday - within the span of 6am to 8pm
Level 3 - pay point 3	\$105.64	\$129.11	\$58.69	\$82.16	\$105.64	\$82.16
Level 4 - pay point 1	\$110.41	\$134.94	\$61.34	\$85.87	\$110.41	\$85.87
Level 4 - pay point 2	\$112.84	\$137.91	\$62.69	\$87.76	\$112.84	\$87.76
Level 4 - pay point 3	\$115.29	\$140.91	\$64.05	\$89.67	\$115.29	\$89.67

Table 3 of 3

Classification	Remote work - Saturday - first 2 hours - outside the span of 6am to 8pm	Remote work - Saturday - after 2 hours - outside the span of 6am to 8pm	Remote work - Sunday	Remote work - public holiday	Remote work - more than 10 hours a day - first 2 hours	Remote work - more than 10 hours a day - after 2 hours
Level 1 - pay point 1	\$59.57	\$76.59	\$76.59	\$93.61	\$59.57	\$76.59
Level 1 - pay point 2	\$61.29	\$78.80	\$78.80	\$96.31	\$61.29	\$78.80
Level 1 - pay point 3	\$62.60	\$80.48	\$80.48	\$98.37	\$62.60	\$80.48
Level 1 - pay point 4	\$63.88	\$82.13	\$82.13	\$100.38	\$63.88	\$82.13
Level 2 - pay point 1	\$68.71	\$88.34	\$88.34	\$107.97	\$68.71	\$88.34
Level 2 - pay point 2	\$70.51	\$90.65	\$90.65	\$110.80	\$70.51	\$90.65
Level 2 - pay point 3	\$72.31	\$92.97	\$92.97	\$113.63	\$72.31	\$92.97
Level 2 - pay point 4	\$73.94	\$95.06	\$95.06	\$116.19	\$73.94	\$95.06
Level 3 - pay point 1	\$78.61	\$101.07	\$101.07	\$123.53	\$78.61	\$101.07
Level 3 - pay point 2	\$80.29	\$103.23	\$103.23	\$126.17	\$80.29	\$103.23
Level 3 - pay point 3	\$82.16	\$105.64	\$105.64	\$129.11	\$82.16	\$105.64
Level 4 - pay point 1	\$85.87	\$110.41	\$110.41	\$134.94	\$85.87	\$110.41
Level 4 - pay point 2	\$87.76	\$112.84	\$112.84	\$137.91	\$87.76	\$112.84
Level 4 - pay point 3	\$89.67	\$115.29	\$115.29	\$140.91	\$89.67	\$115.29

Family day care employee - Casual

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift	Night shift	Overtime - Monday to Saturday - first 2 hours
Level 1 - pay point 1	\$28.99	\$40.58	\$52.18	\$63.77	\$31.89	\$32.47	\$40.58
Level 1 - pay point 2	\$29.91	\$41.88	\$53.84	\$65.81	\$32.90	\$33.50	\$41.88
Level 1 - pay point 3	\$31.00	\$43.40	\$55.80	\$68.20	\$34.10	\$34.72	\$43.40
Level 1 - pay point 4	\$32.04	\$44.85	\$57.67	\$70.48	\$35.24	\$35.88	\$44.85
Level 2 - pay point 1	\$32.95	\$46.13	\$59.31	\$72.49	\$36.25	\$36.90	\$46.13
Level 2 - pay point 2	\$34.03	\$47.64	\$61.25	\$74.86	\$37.43	\$38.11	\$47.64
Level 2 - pay point 3	\$35.10	\$49.14	\$63.18	\$77.22	\$38.61	\$39.31	\$49.14
Level 2 - pay point 4	\$35.95	\$50.33	\$64.71	\$79.09	\$39.55	\$40.26	\$50.33
Level 3 - pay point 1	\$36.86	\$51.61	\$66.35	\$81.10	\$40.55	\$41.29	\$51.61
Level 3 - pay point 2	\$38.00	\$53.20	\$68.40	\$83.60	\$41.80	\$42.56	\$53.20
Level 3 - pay point 3	\$39.18	\$54.85	\$70.52	\$86.19	\$43.09	\$43.88	\$54.85
Level 3 - pay point 4	\$40.25	\$56.35	\$72.45	\$88.55	\$44.28	\$45.08	\$56.35
Level 4 - pay point 1	\$41.41	\$57.98	\$74.54	\$91.11	\$45.55	\$46.38	\$57.98
Level 4 - pay point 2	\$41.85	\$58.59	\$75.33	\$92.07	\$46.04	\$46.87	\$58.59
Level 4 - pay point 3	\$42.84	\$59.97	\$77.11	\$94.24	\$47.12	\$47.98	\$59.97
Level 4 - pay point 4	\$43.54	\$60.95	\$78.37	\$95.78	\$47.89	\$48.76	\$60.95
Level 5 - pay point 1	\$46.65	\$65.31	\$83.97	\$102.63	\$51.32	\$52.25	\$65.31
Level 5 - pay point 2	\$47.95	\$67.13	\$86.31	\$105.49	\$52.75	\$53.70	\$67.13
Level 5 - pay point 3	\$49.25	\$68.95	\$88.65	\$108.35	\$54.18	\$55.16	\$68.95
Level 5 - pay point 4	\$50.54	\$70.75	\$90.97	\$111.18	\$55.59	\$56.60	\$70.75

Table 2 of 3

Classification	Overtime - Monday to Saturday - after 2 hours	Overtime - public holiday	Remote work - Monday to Friday - within the span of 6am to 8pm	Remote work - Monday to Friday - first 2 hours - outside the span of 6am to 8pm	Remote work - Monday to Friday - after 2 hours - outside the span of 6am to 8pm	Remote work on a Saturday - within the span of 6am to 8pm
Level 1 - pay point 1	\$52.18	\$63.77	\$28.99	\$40.58	\$52.18	\$40.58
Level 1 - pay point 2	\$53.84	\$65.81	\$29.91	\$41.88	\$53.84	\$41.88
Level 1 - pay point 3	\$55.80	\$68.20	\$31.00	\$43.40	\$55.80	\$43.40
Level 1 - pay point 4	\$57.67	\$70.48	\$32.04	\$44.85	\$57.67	\$44.85
Level 2 - pay point 1	\$59.31	\$72.49	\$32.95	\$46.13	\$59.31	\$46.13
Level 2 - pay point 2	\$61.25	\$74.86	\$34.03	\$47.64	\$61.25	\$47.64
Level 2 - pay point 3	\$63.18	\$77.22	\$35.10	\$49.14	\$63.18	\$49.14
Level 2 - pay point 4	\$64.71	\$79.09	\$35.95	\$50.33	\$64.71	\$50.33
Level 3 - pay point 1	\$66.35	\$81.10	\$36.86	\$51.61	\$66.35	\$51.61
Level 3 - pay point 2	\$68.40	\$83.60	\$38.00	\$53.20	\$68.40	\$53.20
Level 3 - pay point 3	\$70.52	\$86.19	\$39.18	\$54.85	\$70.52	\$54.85
Level 3 - pay point 4	\$72.45	\$88.55	\$40.25	\$56.35	\$72.45	\$56.35
Level 4 - pay point 1	\$74.54	\$91.11	\$41.41	\$57.98	\$74.54	\$57.98
Level 4 - pay point 2	\$75.33	\$92.07	\$41.85	\$58.59	\$75.33	\$58.59
Level 4 - pay point 3	\$77.11	\$94.24	\$42.84	\$59.97	\$77.11	\$59.97
Level 4 - pay point 4	\$78.37	\$95.78	\$43.54	\$60.95	\$78.37	\$60.95
Level 5 - pay point 1	\$83.97	\$102.63	\$46.65	\$65.31	\$83.97	\$65.31
Level 5 - pay point 2	\$86.31	\$105.49	\$47.95	\$67.13	\$86.31	\$67.13
Level 5 - pay point 3	\$88.65	\$108.35	\$49.25	\$68.95	\$88.65	\$68.95
Level 5 - pay point 4	\$90.97	\$111.18	\$50.54	\$70.75	\$90.97	\$70.75

Table 3 of 3

Classification	Remote work - Saturday - first 2 hours - outside the span of 6am to 8pm	Remote work - Saturday - after 2 hours - outside the span of 6am to 8pm	Remote work - Sunday	Remote work - public holiday	Remote work - more than 10 hours a day - first 2 hours	Remote work - more than 10 hours a day - after 2 hours
Level 1 - pay point 1	\$40.58	\$52.18	\$52.18	\$63.77	\$40.58	\$52.18
Level 1 - pay point 2	\$41.88	\$53.84	\$53.84	\$65.81	\$41.88	\$53.84
Level 1 - pay point 3	\$43.40	\$55.80	\$55.80	\$68.20	\$43.40	\$55.80
Level 1 - pay point 4	\$44.85	\$57.67	\$57.67	\$70.48	\$44.85	\$57.67
Level 2 - pay point 1	\$46.13	\$59.31	\$59.31	\$72.49	\$46.13	\$59.31
Level 2 - pay point 2	\$47.64	\$61.25	\$61.25	\$74.86	\$47.64	\$61.25
Level 2 - pay point 3	\$49.14	\$63.18	\$63.18	\$77.22	\$49.14	\$63.18
Level 2 - pay point 4	\$50.33	\$64.71	\$64.71	\$79.09	\$50.33	\$64.71
Level 3 - pay point 1	\$51.61	\$66.35	\$66.35	\$81.10	\$51.61	\$66.35
Level 3 - pay point 2	\$53.20	\$68.40	\$68.40	\$83.60	\$53.20	\$68.40
Level 3 - pay point 3	\$54.85	\$70.52	\$70.52	\$86.19	\$54.85	\$70.52
Level 3 - pay point 4	\$56.35	\$72.45	\$72.45	\$88.55	\$56.35	\$72.45
Level 4 - pay point 1	\$57.98	\$74.54	\$74.54	\$91.11	\$57.98	\$74.54
Level 4 - pay point 2	\$58.59	\$75.33	\$75.33	\$92.07	\$58.59	\$75.33
Level 4 - pay point 3	\$59.97	\$77.11	\$77.11	\$94.24	\$59.97	\$77.11
Level 4 - pay point 4	\$60.95	\$78.37	\$78.37	\$95.78	\$60.95	\$78.37
Level 5 - pay point 1	\$65.31	\$83.97	\$83.97	\$102.63	\$65.31	\$83.97
Level 5 - pay point 2	\$67.13	\$86.31	\$86.31	\$105.49	\$67.13	\$86.31
Level 5 - pay point 3	\$68.95	\$88.65	\$88.65	\$108.35	\$68.95	\$88.65
Level 5 - pay point 4	\$70.75	\$90.97	\$90.97	\$111.18	\$70.75	\$90.97

Home care employee - Casual

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift	Night shift	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours
Level 1 - pay point 1	\$28.68	\$40.15	\$51.62	\$63.09	\$31.54	\$32.12	\$40.15	\$51.62
Level 2 - pay point 1	\$30.33	\$42.46	\$54.59	\$66.72	\$33.36	\$33.96	\$42.46	\$54.59
Level 2 - pay point 2	\$30.54	\$42.75	\$54.97	\$67.18	\$33.59	\$34.20	\$42.75	\$54.97
Level 3 - pay point 1	\$30.95	\$43.33	\$55.71	\$68.09	\$34.05	\$34.66	\$43.33	\$55.71
Level 3 - pay point 2	\$31.90	\$44.66	\$57.42	\$70.18	\$35.09	\$35.73	\$44.66	\$57.42
Level 4 - pay point 1	\$33.76	\$47.27	\$60.77	\$74.28	\$37.14	\$37.81	\$47.27	\$60.77
Level 4 - pay point 2	\$34.44	\$48.21	\$61.99	\$75.76	\$37.88	\$38.57	\$48.21	\$61.99
Level 5 - pay point 1	\$36.20	\$50.68	\$65.16	\$79.64	\$39.82	\$40.54	\$50.68	\$65.16
Level 5 - pay point 2	\$37.64	\$52.69	\$67.75	\$82.80	\$41.40	\$42.15	\$52.69	\$67.75

Table 2 of 3

Classification	Overtime - public holiday	Broken shift - working beyond a 12 hour span	Overtime - 24-hour care shift - Monday to Saturday - first 2 hours	Overtime - 24-hour care shift - Monday to Saturday - after 2 hours	Overtime - 24-hour care shift - Sunday	Remote work - Monday to Friday - within the span of 6am to 8pm	Remote work - Monday to Friday - first 2 hours - outside the span of 6am to 8pm
Level 1 - pay point 1	\$63.09	\$51.62	\$34.41	\$45.88	\$45.88	\$28.68	\$40.15
Level 2 - pay point 1	\$66.72	\$54.59	\$36.39	\$48.52	\$48.52	\$30.33	\$42.46
Level 2 - pay point 2	\$67.18	\$54.97	\$36.65	\$48.86	\$48.86	\$30.54	\$42.75
Level 3 - pay point 1	\$68.09	\$55.71	\$37.14	\$49.52	\$49.52	\$30.95	\$43.33
Level 3 - pay point 2	\$70.18	\$57.42	\$38.28	\$51.04	\$51.04	\$31.90	\$44.66
Level 4 - pay point 1	\$74.28	\$60.77	\$40.52	\$54.02	\$54.02	\$33.76	\$47.27
Level 4 - pay point 2	\$75.76	\$61.99	\$41.33	\$55.10	\$55.10	\$34.44	\$48.21
Level 5 - pay point 1	\$79.64	\$65.16	\$43.44	\$57.92	\$57.92	\$36.20	\$50.68
Level 5 - pay point 2	\$82.80	\$67.75	\$45.17	\$60.22	\$60.22	\$37.64	\$52.69

Table 3 of 3

Classification	Remote work - Monday to Friday - after 2 hours - outside the span of 6am to 8pm	Remote work on a Saturday - within the span of 6am to 8pm	Remote work - Saturday - first 2 hours - outside the span of 6am to 8pm	Remote work - Saturday - after 2 hours - outside the span of 6am to 8pm	Remote work - Sunday	Remote work - public holiday	Remote work - more than 10 hours a day - first 2 hours	Remote work - more than 10 hours a day - after 2 hours
Level 1 - pay point 1	\$51.62	\$40.15	\$40.15	\$51.62	\$51.62	\$63.09	\$40.15	\$51.62
Level 2 - pay point 1	\$54.59	\$42.46	\$42.46	\$54.59	\$54.59	\$66.72	\$42.46	\$54.59
Level 2 - pay point 2	\$54.97	\$42.75	\$42.75	\$54.97	\$54.97	\$67.18	\$42.75	\$54.97
Level 3 - pay point 1	\$55.71	\$43.33	\$43.33	\$55.71	\$55.71	\$68.09	\$43.33	\$55.71
Level 3 - pay point 2	\$57.42	\$44.66	\$44.66	\$57.42	\$57.42	\$70.18	\$44.66	\$57.42
Level 4 - pay point 1	\$60.77	\$47.27	\$47.27	\$60.77	\$60.77	\$74.28	\$47.27	\$60.77
Level 4 - pay point 2	\$61.99	\$48.21	\$48.21	\$61.99	\$61.99	\$75.76	\$48.21	\$61.99
Level 5 - pay point 1	\$65.16	\$50.68	\$50.68	\$65.16	\$65.16	\$79.64	\$50.68	\$65.16
Level 5 - pay point 2	\$67.75	\$52.69	\$52.69	\$67.75	\$67.75	\$82.80	\$52.69	\$67.75

Allowances

Allowances	Rate
Broken shift allowance - 1 unpaid break	\$18.34 per broken shift
Broken shift allowance - 2 unpaid breaks	\$24.27 per broken shift
First aid allowance - full-time	\$18.01 per week
First aid allowance - part-time or casual	\$0.47 per hour up to a maximum of \$18.01 per week
Hot work allowance - 40°C-46°C (employed at current workplace before 8 August 1991)	\$0.54 per hour
Hot work allowance - over 46°C (employed at current workplace before 8 August 1991)	\$0.65 per hour
Laundry allowance	\$0.32 per shift up to a maximum of \$1.49 per week
Laundry allowance - not a uniform	\$0.32 per shift
Meal allowance	\$14.10 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	\$21.57
On call allowance - any other 24 hour period or public holiday, or part thereof	\$42.72
Sleepover allowance	\$52.86 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
Repair and replacement of clothing reimbursement - not a uniform	reimbursement for the reasonable cost incurred in repairing or replacing the clothing with a substitute item
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 agreed cost of reasonable fares, meals and accommodation expenses
Vehicle allowance	\$0.92 per km

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