

Pay Guide

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

and

Community and Aged Care Services (ACT) Award 2002 [AP817098]

Published 27 June 2019

This pay guide contains pay rates for both [1 July 2019](#) and [1 December 2019](#).

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 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. Rates in this pay guide include the TERP.

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

Rates of pay -effective 1 July 2019

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

Table 1 of 2

Classification	Pre-modern award classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift	Night shift
Level 1 - pay point 1	Trainee care worker	\$805.50	\$21.20	\$31.80	\$42.40	\$53.00	\$23.85	\$24.38
Level 1 - pay point 1	Care worker grade 1	\$805.50	\$21.20	\$31.80	\$42.40	\$53.00	\$23.85	\$24.38
Level 2 - pay point 1	Care worker grade 2	\$1,016.80	\$26.76	\$40.14	\$53.52	\$66.90	\$30.11	\$30.77
Level 2 - pay point 1	Care worker grade 3	\$1,016.80	\$26.76	\$40.14	\$53.52	\$66.90	\$30.11	\$30.77
Level 2 - pay point 2	Care worker grade 2	\$1,048.63	\$27.60	\$41.40	\$55.20	\$69.00	\$31.05	\$31.74
Level 2 - pay point 2	Care worker grade 3	\$1,048.63	\$27.60	\$41.40	\$55.20	\$69.00	\$31.05	\$31.74
Level 3 - pay point 1	Care worker grade 3	\$1,131.41	\$29.77	\$44.66	\$59.54	\$74.43	\$33.49	\$34.24
Level 3 - pay point 2	Care worker grade 3	\$1,163.99	\$30.63	\$45.95	\$61.26	\$76.58	\$34.46	\$35.22
Level 4 - pay point 1	Care worker grade 4	\$1,293.97	\$34.05	\$51.08	\$68.10	\$85.13	\$38.31	\$39.16
Level 4 - pay point 2	Care worker grade 4	\$1,327.82	\$34.94	\$52.41	\$69.88	\$87.35	\$39.31	\$40.18
Level 5 - pay point 1	Care worker grade 4	\$1,470.64	\$38.70	\$58.05	\$77.40	\$96.75	\$43.54	\$44.51
Level 5 - pay point 2	Care worker grade 4	\$1,502.20	\$39.53	\$59.30	\$79.06	\$98.83	\$44.47	\$45.46

Table 2 of 2

Classification	Pre-modern award 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	Broken shift - working beyond a 12 hour span - disability services work
Level 1 - pay point 1	Trainee care worker	\$31.80	\$42.40	\$53.00	\$42.40	\$42.40
Level 1 - pay point 1	Care worker grade 1	\$31.80	\$42.40	\$53.00	\$42.40	\$42.40
Level 2 - pay point 1	Care worker grade 2	\$40.14	\$53.52	\$66.90	\$53.52	\$53.52
Level 2 - pay point 1	Care worker grade 3	\$40.14	\$53.52	\$66.90	\$53.52	\$53.52
Level 2 - pay point 2	Care worker grade 2	\$41.40	\$55.20	\$69.00	\$55.20	\$55.20
Level 2 - pay point 2	Care worker grade 3	\$41.40	\$55.20	\$69.00	\$55.20	\$55.20
Level 3 - pay point 1	Care worker grade 3	\$44.66	\$59.54	\$74.43	\$59.54	\$59.54
Level 3 - pay point 2	Care worker grade 3	\$45.95	\$61.26	\$76.58	\$61.26	\$61.26
Level 4 - pay point 1	Care worker grade 4	\$51.08	\$68.10	\$85.13	\$68.10	\$68.10
Level 4 - pay point 2	Care worker grade 4	\$52.41	\$69.88	\$87.35	\$69.88	\$69.88
Level 5 - pay point 1	Care worker grade 4	\$58.05	\$77.40	\$96.75	\$77.40	\$77.40
Level 5 - pay point 2	Care worker grade 4	\$59.30	\$79.06	\$98.83	\$79.06	\$79.06

Social and community services employee - Casual

Table 1 of 2

Classification	Pre-modern award classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift	Night shift
Level 1 - pay point 1	Trainee care worker	\$26.50	\$31.80	\$42.40	\$58.30	\$29.15	\$29.68
Level 1 - pay point 1	Care worker grade 1	\$26.50	\$31.80	\$42.40	\$58.30	\$29.15	\$29.68
Level 2 - pay point 1	Care worker grade 2	\$33.45	\$40.14	\$53.52	\$73.59	\$36.80	\$37.46
Level 2 - pay point 1	Care worker grade 3	\$33.45	\$40.14	\$53.52	\$73.59	\$36.80	\$37.46
Level 2 - pay point 2	Care worker grade 2	\$34.50	\$41.40	\$55.20	\$75.90	\$37.95	\$38.64
Level 2 - pay point 2	Care worker grade 3	\$34.50	\$41.40	\$55.20	\$75.90	\$37.95	\$38.64
Level 3 - pay point 1	Care worker grade 3	\$37.21	\$44.66	\$59.54	\$81.87	\$40.93	\$41.68
Level 3 - pay point 2	Care worker grade 3	\$38.29	\$45.95	\$61.26	\$84.23	\$42.12	\$42.88
Level 4 - pay point 1	Care worker grade 4	\$42.56	\$51.08	\$68.10	\$93.64	\$46.82	\$47.67
Level 4 - pay point 2	Care worker grade 4	\$43.68	\$52.41	\$69.88	\$96.09	\$48.04	\$48.92
Level 5 - pay point 1	Care worker grade 4	\$48.38	\$58.05	\$77.40	\$106.43	\$53.21	\$54.18
Level 5 - pay point 2	Care worker grade 4	\$49.41	\$59.30	\$79.06	\$108.71	\$54.35	\$55.34

Table 2 of 2

Classification	Pre-modern award classification	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - public holiday	Broken shift - working beyond a 12 hour span - disability services work
Level 1 - pay point 1	Trainee care worker	\$31.80	\$42.40	\$53.00	\$47.70
Level 1 - pay point 1	Care worker grade 1	\$31.80	\$42.40	\$53.00	\$47.70
Level 2 - pay point 1	Care worker grade 2	\$40.14	\$53.52	\$66.90	\$60.21
Level 2 - pay point 1	Care worker grade 3	\$40.14	\$53.52	\$66.90	\$60.21
Level 2 - pay point 2	Care worker grade 2	\$41.40	\$55.20	\$69.00	\$62.10
Level 2 - pay point 2	Care worker grade 3	\$41.40	\$55.20	\$69.00	\$62.10
Level 3 - pay point 1	Care worker grade 3	\$44.66	\$59.54	\$74.43	\$66.98
Level 3 - pay point 2	Care worker grade 3	\$45.95	\$61.26	\$76.58	\$68.92
Level 4 - pay point 1	Care worker grade 4	\$51.08	\$68.10	\$85.13	\$76.61
Level 4 - pay point 2	Care worker grade 4	\$52.41	\$69.88	\$87.35	\$78.62
Level 5 - pay point 1	Care worker grade 4	\$58.05	\$77.40	\$96.75	\$87.08
Level 5 - pay point 2	Care worker grade 4	\$59.30	\$79.06	\$98.83	\$88.94

Rates of pay -effective 1 December 2019

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

Table 1 of 2

Classification	Pre-modern award classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift	Night shift
Level 1 - pay point 1	Trainee care worker	\$805.50	\$21.20	\$31.80	\$42.40	\$53.00	\$23.85	\$24.38
Level 1 - pay point 1	Care worker grade 1	\$805.50	\$21.20	\$31.80	\$42.40	\$53.00	\$23.85	\$24.38
Level 2 - pay point 1	Care worker grade 2	\$1,038.84	\$27.34	\$41.01	\$54.68	\$68.35	\$30.76	\$31.44
Level 2 - pay point 1	Care worker grade 3	\$1,038.84	\$27.34	\$41.01	\$54.68	\$68.35	\$30.76	\$31.44
Level 2 - pay point 2	Care worker grade 2	\$1,071.36	\$28.19	\$42.29	\$56.38	\$70.48	\$31.71	\$32.42
Level 2 - pay point 2	Care worker grade 3	\$1,071.36	\$28.19	\$42.29	\$56.38	\$70.48	\$31.71	\$32.42
Level 3 - pay point 1	Care worker grade 3	\$1,158.60	\$30.49	\$45.74	\$60.98	\$76.23	\$34.30	\$35.06
Level 3 - pay point 2	Care worker grade 3	\$1,191.96	\$31.37	\$47.06	\$62.74	\$78.43	\$35.29	\$36.08
Level 4 - pay point 1	Care worker grade 4	\$1,330.81	\$35.02	\$52.53	\$70.04	\$87.55	\$39.40	\$40.27
Level 4 - pay point 2	Care worker grade 4	\$1,365.62	\$35.94	\$53.91	\$71.88	\$89.85	\$40.43	\$41.33
Level 5 - pay point 1	Care worker grade 4	\$1,517.59	\$39.94	\$59.91	\$79.88	\$99.85	\$44.93	\$45.93
Level 5 - pay point 2	Care worker grade 4	\$1,550.15	\$40.79	\$61.19	\$81.58	\$101.98	\$45.89	\$46.91

Table 2 of 2

Classification	Pre-modern award 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	Broken shift - working beyond a 12 hour span - disability services work
Level 1 - pay point 1	Trainee care worker	\$31.80	\$42.40	\$53.00	\$42.40	\$42.40
Level 1 - pay point 1	Care worker grade 1	\$31.80	\$42.40	\$53.00	\$42.40	\$42.40
Level 2 - pay point 1	Care worker grade 2	\$41.01	\$54.68	\$68.35	\$54.68	\$54.68
Level 2 - pay point 1	Care worker grade 3	\$41.01	\$54.68	\$68.35	\$54.68	\$54.68
Level 2 - pay point 2	Care worker grade 2	\$42.29	\$56.38	\$70.48	\$56.38	\$56.38
Level 2 - pay point 2	Care worker grade 3	\$42.29	\$56.38	\$70.48	\$56.38	\$56.38
Level 3 - pay point 1	Care worker grade 3	\$45.74	\$60.98	\$76.23	\$60.98	\$60.98
Level 3 - pay point 2	Care worker grade 3	\$47.06	\$62.74	\$78.43	\$62.74	\$62.74
Level 4 - pay point 1	Care worker grade 4	\$52.53	\$70.04	\$87.55	\$70.04	\$70.04
Level 4 - pay point 2	Care worker grade 4	\$53.91	\$71.88	\$89.85	\$71.88	\$71.88
Level 5 - pay point 1	Care worker grade 4	\$59.91	\$79.88	\$99.85	\$79.88	\$79.88
Level 5 - pay point 2	Care worker grade 4	\$61.19	\$81.58	\$101.98	\$81.58	\$81.58

Social and community services employee - Casual

Table 1 of 2

Classification	Pre-modern award classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift	Night shift
Level 1 - pay point 1	Trainee care worker	\$26.50	\$31.80	\$42.40	\$58.30	\$29.15	\$29.68
Level 1 - pay point 1	Care worker grade 1	\$26.50	\$31.80	\$42.40	\$58.30	\$29.15	\$29.68
Level 2 - pay point 1	Care worker grade 2	\$34.18	\$41.01	\$54.68	\$75.19	\$37.59	\$38.28
Level 2 - pay point 1	Care worker grade 3	\$34.18	\$41.01	\$54.68	\$75.19	\$37.59	\$38.28
Level 2 - pay point 2	Care worker grade 2	\$35.24	\$42.29	\$56.38	\$77.52	\$38.76	\$39.47
Level 2 - pay point 2	Care worker grade 3	\$35.24	\$42.29	\$56.38	\$77.52	\$38.76	\$39.47
Level 3 - pay point 1	Care worker grade 3	\$38.11	\$45.74	\$60.98	\$83.85	\$41.92	\$42.69
Level 3 - pay point 2	Care worker grade 3	\$39.21	\$47.06	\$62.74	\$86.27	\$43.13	\$43.92
Level 4 - pay point 1	Care worker grade 4	\$43.78	\$52.53	\$70.04	\$96.31	\$48.15	\$49.03
Level 4 - pay point 2	Care worker grade 4	\$44.93	\$53.91	\$71.88	\$98.84	\$49.42	\$50.32
Level 5 - pay point 1	Care worker grade 4	\$49.93	\$59.91	\$79.88	\$109.84	\$54.92	\$55.92
Level 5 - pay point 2	Care worker grade 4	\$50.99	\$61.19	\$81.58	\$112.17	\$56.09	\$57.11

Table 2 of 2

Classification	Pre-modern award classification	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - public holiday	Broken shift - working beyond a 12 hour span - disability services work
Level 1 - pay point 1	Trainee care worker	\$31.80	\$42.40	\$53.00	\$47.70
Level 1 - pay point 1	Care worker grade 1	\$31.80	\$42.40	\$53.00	\$47.70
Level 2 - pay point 1	Care worker grade 2	\$41.01	\$54.68	\$68.35	\$61.52
Level 2 - pay point 1	Care worker grade 3	\$41.01	\$54.68	\$68.35	\$61.52
Level 2 - pay point 2	Care worker grade 2	\$42.29	\$56.38	\$70.48	\$63.43
Level 2 - pay point 2	Care worker grade 3	\$42.29	\$56.38	\$70.48	\$63.43
Level 3 - pay point 1	Care worker grade 3	\$45.74	\$60.98	\$76.23	\$68.60
Level 3 - pay point 2	Care worker grade 3	\$47.06	\$62.74	\$78.43	\$70.58
Level 4 - pay point 1	Care worker grade 4	\$52.53	\$70.04	\$87.55	\$78.80
Level 4 - pay point 2	Care worker grade 4	\$53.91	\$71.88	\$89.85	\$80.87
Level 5 - pay point 1	Care worker grade 4	\$59.91	\$79.88	\$99.85	\$89.87
Level 5 - pay point 2	Care worker grade 4	\$61.19	\$81.58	\$101.98	\$91.78

Allowances

These rates are effective from 1 July 2019 and don't change on 1 December 2019.

Allowances	Rate
First aid allowance - full-time	\$16.51 per week
First aid allowance - part-time or casual	\$0.43 per hour up to a maximum of \$16.51 per week
Hot work allowance - 40°C-46°C (employed at current workplace before 8 August 1991)	\$0.49 per hour
Hot work allowance - over 46°C (employed at current workplace before 8 August 1991)	\$0.59 per hour
Laundry allowance	\$0.32 per shift up to a maximum of \$1.49 per week
Meal allowance	\$13.29 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	\$19.78
On call allowance - any other 24 hour period or public holiday, or part thereof	\$39.16
Sleepover allowance	\$48.45 for each sleepover
Special or protective clothing reimbursement	reimbursement for any rubber gloves, special clothing or safety equipment the employee is required to provide
Uniform allowance	\$1.23 per shift up to a maximum of \$6.24 per week
Telephone reimbursement - maintain telephone (on call)	reimbursement for rental charges
Telephone reimbursement - install and maintain telephone (on call)	reimbursement for the cost of installation and rental charges
Overnight away from home reimbursement	reimbursement for the cost of reasonable accommodation and meals
Travelling expenses reimbursement	reimbursement for the agreed cost of reasonable fares, meals and accommodation expenses
Vehicle allowance	\$0.78 per km

Disclaimer

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

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