



**SOCIAL, COMMUNITY, HOME CARE  
AND DISABILITY SERVICES  
INDUSTRY AWARD 2010  
DIVISION 2B TRANSITIONAL WAGE SCHEDULE**

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**PAY RATES**

**DATE OF OPERATION:** This variation will be operable from the first full pay period to commence on or after 1 July 2011.

	<b>Per annum \$</b>	<b>Weekly \$</b>	<b>Hourly \$</b>
<b>Community Services Worker Grade 1</b>			
Year 1	33,258.79	637.87	16.79
Year 2	34,365.07	659.09	17.34
Year 3	35,471.36	680.31	17.90
<b>Community Services Worker Grade 2</b>			
Year 1	37,458.58*	718.42*	18.91*
Year 2	38,892.67	745.93	19.63
Year 3	40,347.23	773.82	20.36
Year 4	41,945.20	804.47	21.17
<b>Community Services Worker Grade 3</b>			
Year 1	43,051.50	825.69	21.73
Year 2	44,588.01	855.16	22.50
Year 3	46,104.03	884.24	23.27
Year 4	47,640.55	913.70	24.04
Year 5	49,299.98	945.53	24.88
<b>Community Services Worker Grade 4</b>			
Year 1	50,590.65	970.28	25.53
Year 2	51,983.76	997.00	26.24
Year 3	53,417.84	1024.51	26.96
Year 4	54,810.94	1051.23	27.66
<b>Community Services Worker Grade 5</b>			
Year 1	56,244.54	1078.34	28.38
Year 2	58,580.53	1123.52	29.57
<b>Community Services Worker Grade 6</b>			
Year 1	63,292.50	1213.90	31.94
Year 2	66,816.24	1281.48	33.72

\* this rate may be potentially affected by item A.8.4 of Schedule A of the modern award. The rates calculated for a CSW Grade 2 year 1 does not consider the effect of A.8.4 and has been calculated to reflect the NAPSA rate plus the AWR 2010 and 2011 Decisions (NAPSA + \$26 + a further 3.4%) only.

**ALLOWANCES** *effective from the first full pay period to commence on or after 1 July 2011*

CLAUSE	BRIEF DESCRIPTION	AMOUNT pw
19.8	<i>Board and Lodging Allowance</i>	
	Where an employer provides board and lodging, the wage rates prescribed in this award will be reduced by the following amounts per week	
	Employees receiving full adult rate of pay	\$21.90 or
	Where employees buy their meals at ruling cafeteria rates, by an additional amount	\$13.63
20.2	<i>Uniform Allowance</i>	
	Per shift or part thereof	\$1.23
	Per week	\$6.24
20.2	<i>Laundry Allowance</i>	
	Per shift	\$0.32
	Per week	\$1.49
	Which ever is the lesser amount	
20.3	<i>Meal allowance</i>	\$11.06
20.4	<i>First Aid</i>	
	<u>Other than Home Care Employees</u> An employee who is trained in first aid and is required to perform first aid duties will be paid an allowance of 1.67% of the standard rate per week  This first aid allowance will be applicable to part time and casual employees on a pro rata basis, on the basis that the ordinary hours of work for full time employees are 38	\$13.14
	<u>Home Care Employees</u> A full time home care employee who is required to hold a current first aid certificate, and is required to be responsible for the provisions of first aid to employees employed by the employer, will receive a weekly first aid allowance of 1.67% of the standard rate per week.  This first aid allowance will be applicable to part time and casual employees on a pro rata	\$13.14

	basis, on the basis that the ordinary hours of work for full time employees are 38	
20.5	<i>Travelling, Transport and Fares</i>	
	Use of own car	\$0.74
20.9	<i>On-Call Allowance</i>	
	An employee required to be on call (that is, available for recall to duty) will be paid an allowance of 2% of the standard rate in respect to any 24 hour period or part thereof during the period between ordinary start time on Monday to ordinary finish time on Friday	\$15.74
	An employee shall be paid an on call allowance of 3.96% of the standard rate for any other time required to be on call	\$31.16

### **CASUAL EMPLOYMENT**

The transition to Modern Award casual loadings does not start until 1 February 2012.