



**SOCIAL AND
COMMUNITY SERVICES
(ACT)
AWARD 2001
WAGES SCHEDULE**

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WAGE RATES

PHASING IN SAFETY NET ADJUSTMENTS CLASSIFICATION LEVELS 1 TO 4

In accordance with the decision of Senior Deputy President Cartwright 31 July 2002 employers may phase in pay increases for the 2000, 2001 and 2002 Safety Net Adjustments for employees classified in Levels 1 to 4 as follows:

Column 1, 2000 Safety Net Adjustment: operative from the first pay period on or after 25 August 2002.

Column 2, 2001 Safety Net Adjustment: operative from the first pay period on or after 25 December 2002.

Column 3, 2002 Safety Net Adjustment: operative from the first pay period on or after 25 April 2003.

Classification Level	Column 1 2000 to apply 25/08/02 \$ per annum	Column 2 2001 to apply 25/12/02 \$ per annum	Column 3 2002 to apply 25/04/03 \$ per annum
Community Services Worker Level 1			
Paypoint 1	23,505.13	24,183.44	25,122.44
Paypoint 2	24,593.57	25,271.88	26,210.88
Paypoint 3	25,682.00	26,464.67	27,403.67
Community Services Worker Level 2			
Paypoint 1	25,682.00	26,464.67	27,403.67
Paypoint 2	26,770.43	27,553.10	28,492.10
Paypoint 3	27,858.87	28,641.54	29,580.54
Paypoint 4	28,842.95	29,625.62	30,564.62
Paypoint 5	29,931.38	30,714.05	31,653.05
Community Services Worker Level 3			
Paypoint 1	30,915.46	31,802.48	32,741.48
Paypoint 2	32,003.89	32,890.91	33,829.91
Paypoint 3	33,092.32	33,979.34	34,918.34
Paypoint 4	34,180.75	35,067.77	36,006.77

Classification Level	Column 1 2000 to apply 25/08/02 \$ per annum	Column 2 2001 to apply 25/12/02 \$ per annum	Column 3 2002 to apply 25/04/03 \$ per annum
Community Services Worker Level 4			
Paypoint 1	34,180.75	35,067.77	36,006.77
Paypoint 2	35,269.19	36,156.21	37,095.21
Paypoint 3	36,357.62	37,244.64	38,183.64
Paypoint 4	37,446.05	38,333.07	39,272.07

TRANSITIONAL PROVISIONS SALARIES FOR ELIGIBLE EMPLOYEES

1. Eligible Employees

- 1.1 This schedule applies only to an employee who was employed on or immediately prior to 3 June 2002 when the award was converted from paid rates to a minimum rates award – an “eligible employee”
- 1.2 If an eligible employee had an award entitlement to a higher award salary rate before 3 June 2002 in respect of his/her classification level and pay point that entitlement shall continue after that date.
- 1.3 When, due to future Safety Net increases to the award, the rates in column 3 exceed the rates in column 5 of table 1.6 an eligible employee must not be paid less than the higher pay rate in column 3 and column 5 of table 1.6 below.
- 1.4 After 3 June 2002 an eligible employee must not be paid not less than whichever is the higher of the two pay rates for their classification appearing respectively in column 3 and column 5 of table 1.6 below.
- 1.5 In accordance with the paid rates decision of 20 October 1998, any future increases in salary rates in the award will not apply to the rates in column 5 of this schedule.

1.6 Table of salary rates

Column 1	Column2	Column 3	Column 4	Column 5
Classification Level	% Trades Relativity	Minimum Annual Rate (inc 2002 SNA) \$	Residual \$	Rates applicable Before conversion to minimum rates\$
Community Services Worker Level 5				
Paypoint 1	155	39,272.07	355.92	39,628
Paypoint 2	160	40,256.16	2,045.84	42,302
Paypoint 3	165	41,344.59	2,088.41	43,433
Paypoint 4	170	42,433.02	3,261.97	45,695
Community Services Worker Level 6				
Paypoint 1	170	42,433.02	3,261.97	45,695
Paypoint 2	175	43,521.46	3,304.54	46,826
Paypoint 3	180	44,609.89	4,478.11	49,088
Paypoint 4	185	45,698.32	4,520.67	50,219
Community Services Worker Level 7				
Paypoint 1	185	45,698.32	6,783.67	52,482
Paypoint 2	190	46,786.75	6,826.24	53,613
Paypoint 3	195	47,875.19	6,868.81	54,744
Community Services Worker Level 8				
Paypoint 1	200	48,963.62	6,911.37	55,875
Paypoint 2	205	50,052.05	6,953.94	57,006
Paypoint 3	210	51,140.49	8,127.51	59,268
Paypoint 4	210	51,140.49	9,258.51	60,399

The rates of pay in this award include the arbitrated safety net adjustment payable under the Safety Net Review- May 2002 Wages decision. This arbitrated safety net adjustment may be offset against any equivalent amount in rates of pay received by employees whose wage and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to certified agreements, currently operating enterprise flexibility agreements, Australian workplace agreements, award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases made under previous National Wage Case principals or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

Weekly Pay Rates

For the purpose of calculating weekly rate of pay, the salaries per annum in the table above are divided by 52.178.

Casual Loading 25%

Hours of Work 38 – hour week

Meal Breaks Monday to Friday allowance of \$6.35 per half hour of the meal break.

Saturday, Sundays and public holidays, allowance of \$8.27 per half hour meal break.

First Aid \$ 10.07 per week

This wage bulletin should be read in conjunction with the Award