



**MISCELLANEOUS WORKERS
KINDERGARTEN &
CHILD CARE CENTRES
(STATE) AWARD
WAGES SCHEDULE**

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WAGE RATES

DATE OF OPERATION: First pay period to commence on or after 1 September 2008.

In accordance with the State Wage Case 2008 Decision of the Industrial Relations Commission of NSW, wage rates and allowances appearing in this award have been increased by the appropriate amounts. Details are set out below:

(i) Child Care Workers employed in long day care centres or services operating more than 41 weeks of the year

Level		Rate at 1/3/08 \$	Rate at 1/9/08 \$
CCW	1	651.28	677.33
CCW	2	656.65	682.92
CCW	3	661.77	688.24
CCW	4	667.12	693.80
CCW	5	673.47	700.41
ACCW	1	679.82	707.01
ACCW	2	693.90	721.66
ACCW	3	716.00	744.64
ACCWQ	1	727.94	757.06
ACCWQ	2	802.12	834.20
ACCWQ	3	840.93	874.57
ACCWQ	4	882.78	918.09

Level		Rate at 1/3/08 \$	Rate at 1/9/08 \$
Asst Co-ord		742.00	771.68
Asst Co-ord Qual		902.40	938.50
Co-ord OOSH	L1	794.96	826.76
Co-ord LDC	L2	814.48	847.06
Co-ord LDC	L3	841.29	874.94
Co-ord LDC	L4	874.87	909.86
Co-ord Qual OOSH		971.25	1010.10
Co-ord Qual LDC	L2	990.77	1030.40
Co-ord Qual LDC	L3	1017.58	1058.28
Co-ord Qual LDC	L4	1051.16	1093.21

(ii) Child Care Workers employed in pre-schools or services operating 41 weeks per year.

Level		Rate at 1/3/08 \$	Rate at 1/9/08 \$
CCW	1	627.77	652.88
CCW	2	632.93	658.25
CCW	3	637.86	663.37
CCW	4	643.00	668.72
CCW	5	649.11	675.07
ACCW	1	655.21	681.42
ACCW	2	668.65	695.40
ACCW	3	690.00	717.60
ACCWQ	1	701.51	729.57
ACCWQ	2	772.83	803.74
ACCWQ	3	810.12	842.52
ACCWQ	4	850.39	884.41
Asst Co-ord		715.00	743.60
Asst Co-ord Qual		869.23	904.00
Co-ord OOSH	L1	769.33	800.10

Level		Rate at 1/3/08 \$	Rate at 1/9/08 \$
Co-Ord Pre-Sch		788.85	820.40
L2			
Co-Ord Pre-Sch		815.66	848.29
L3			
Co-Ord Pre-Sch		849.24	883.21
L4			
Co-Ord Qual OOSH		938.86	976.41
Co-Ord Qual Pre-School		958.38	996.72
L2			
Co-Ord Qual Pre-School		985.19	1024.60
L3			
Co-Ord Qual Pre-School		1018.77	1059.52
L4			

(iii) Child Care Support Workers

<u>Classification</u>	Rate at 1/3/08 \$	Rate at 1/9/08 \$
Support Worker	569.40	592.18
Support Worker (Qualified Cook)	583.00	606.32

(iv) Clause 9(ii) of the Award provides that:

- (i) where an employee other than a Co-ordinator is employed as at 8 July, 1997; and
- (ii) is currently appointed as a leading hand and/or first aid attendant; and
- (iii) is in receipt of an allowance for such appointment;

they shall continue to receive the amount of as an over award payment, whilst they continue in employment in that position with that employer.

(v) Authorised Supervisor

An employee (other than a Co-ordinator: Qualified or a Co-ordinator) who is required by the employer to act as an Authorised Supervisor in accordance with the *Childrens (Care and Protection) Act 1997*, shall be paid an additional amount of:

\$	Rate at 1/3/08 \$	Rate at 1/9/08 \$
Weekly	31.10	32.34
Daily	6.22	6.47

(vi) Junior Employees

Junior Employees engaged as Child Care Workers Grades 1-4 shall be paid the following percentages of the appropriate adult rate of pay:

Age	Percentage Per Week %
Under 17 years of age	70
At 17 years of age	80
At 18 years of age	90
At 19 years of age and over	100

(vii) Junior employees employed otherwise in accordance with the provisions of subclause (ii), of this clause, shall be paid the appropriate adult rate of pay.

(viii) Part-Time Employees

(a) Rates

For each hour worked during ordinary time, part-time employees shall be paid the hourly equivalent of the minimum weekly wage prescribed by this Award for the class of work performed by them.

(b) Minimum Starts

1. Child Care Support Worker

A part-time employee engaged as a child care support worker or child care support worker (qualified cook) working a single shift on any day shall be paid a minimum of two hours for each start.

2. Out of School Hours Care

A part-time employee working a single shift shall be paid a minimum of two hours for each start

3. Broken Shift Workers

An employee working a broken shift pursuant to paragraph (a) Day Workers of subclause (i) of Clause 5 – Hours of this award, shall be paid a minimum of two hours for each of the two shifts so worked.

4. All other part-time employees shall be paid a minimum of 3 hours for each start.

(ix) Casual Employees

(a) Rates

Casual employees, for each hour worked during ordinary time shall be paid the hourly equivalent of minimum weekly wage prescribed by this award for the class of work performed by them, plus an additional amount of 15 per centum of the appropriate weekly rate. Casuals are entitled to annual leave payments under the *Annual Holidays Act, 1944*. The employer must make the payment by adding an additional one-twelfth of the ordinary time casual hourly rate to the aggregate ordinary pay after each engagement.

(b) Minimum Starts

1. Child Care Support Worker

A casual employee engaged as a child care support worker or child care support worker (qualified cook) working a single shift on any day shall be paid a minimum

2. Out of School Hours Care

A casual employee working a single shift shall be paid a minimum of two hours for each start.

3. Broken Shift Workers

An employee working a broken shift pursuant to paragraph (a) Day workers of subclause (i) of clause 5 – Hours of this award, shall be paid a minimum of two hours for each of the two shifts so worked.

4. All other casual employees shall be paid a minimum of three hours for each start.

(x) Child Care Support Worker (Qualified Cook)

The rate of pay prescribed for a Child Care Support Worker (Qualified Cook) includes any allowance for the responsibility of directing or supervising the duties of an assistant cook, where such is employed.

(xi) The hourly rates of part-time and casual employees shall be calculated to the nearest whole cent, any amount not exceeding a half cent to be disregarded

(xii) Broken Shifts

Employees working broken shifts shall be paid the following additional allowances:

From first full pay period to commence on or after 1 September 2008:

- (a) For each broken shift so worked – a shift allowance of **\$11.96** per day extra or **\$59.80** per week.
- (b) Excess fares allowance – at the rate of **\$8.30** per week.

(xiii) Clause 10(vi)(a) – Qualification Allowance

From first full pay period to commence on or after 1 September 2008:

- (a) An employee who has completed successfully the Commercial Cookery Basic Training Course at the Sydney Technical College or a course deemed by the employer to be an equivalent qualification, shall be paid an additional **\$5.90** per week; such amount shall be part of the ordinary rate of pay for all award purposes.
- (b) An employee who has completed successfully the Hotel and Restaurant Cookery Course at the Sydney Technical College or a course deemed by the employer to be an equivalent qualifications, shall be paid an additional **\$12.55** per week; such amount shall be part of the ordinary rate of pay for all award purposes.

(xiv) Clause 12(iv) – Meal Money

From first full pay period to commence on or after 1 September 2008:

An employee required to work overtime in excess of one and a half hours shall be paid \$6.65 or supplied with a meal of equivalent value.

(xv) Clause 10(iii) – Uniforms

From first full pay period to commence on or after 1 September 2008:

- (i) In the event of an employee being required to wear a uniform, such uniform shall be provided by and laundered at the employers expense or, by mutual agreement, such employee shall be paid **\$4.40** per week as a laundry allowance.
- (ii) Where an employer requires a cook to wear an ordinary white overall or wrap, coat, cap, apron, and trousers usually worn by cooks, such garments shall be laundered either at the employer's expense, or, at the option of the employer, the employee shall be paid **\$6.95** per week as a laundry allowance.