



# TRANSITIONAL ARRANGEMENTS TIMELINE – SACS Employers in New South Wales

## SACS Organisations that are Constitutional Corporations

[National Employment Standards \(NES\)](#) start to apply.

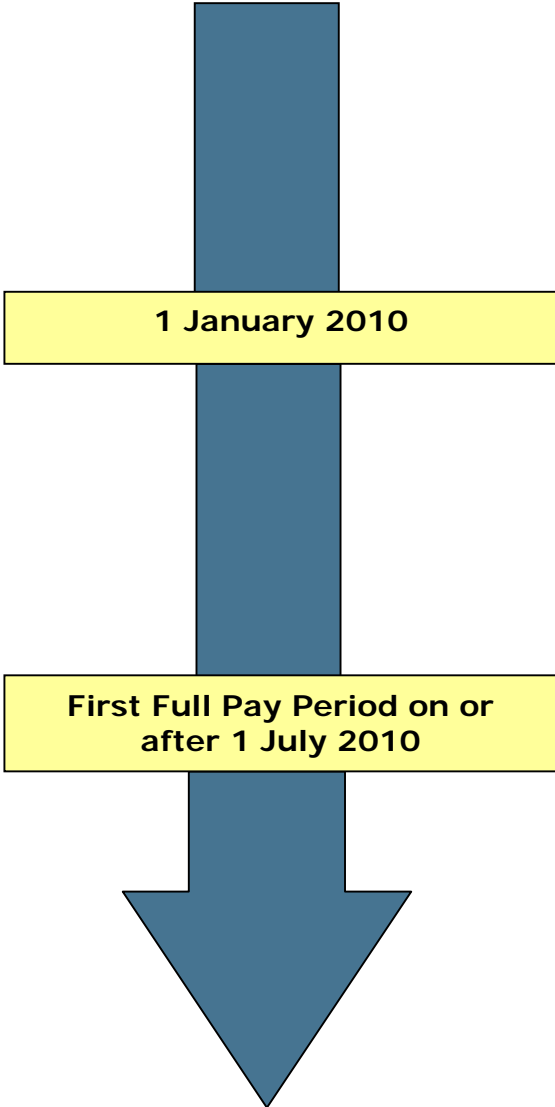
Modern Social, Community, Home Care, Disability Services Industry Award 2010 (“modern SACS Award”) applies except minimum wages, loadings and penalty rates (including casual or part time loading, Saturday, Sunday, public holiday, evening or other penalty, shift allowance/penalty). Minimum wages, loadings and penalties continue to be in accordance with the NAPSA.

This means that award terms such as allowances, overtime, ordinary hours of work, meal breaks, etc applied in full from this time.

[\\$26 per week Annual Wage Review](#) increase handed down by FWA. \$26 per week was added to the Social and Community Services NAPSA minimum wages.

Unlike other sectors, there is no transitioning of minimum wages, loadings and penalty rates at this point in time. These entitlements continue to be derived from the Social and Community Services NAPSA.

## Date Timeline



## SACS Organisations that are not Constitutional Corporations

[National Employment Standards \(NES\)](#) start to apply.

Division 2B state award for the Social and Community Services (State) Award started to apply as of 1 January 2010 for employers in NSW. This Division 2B State Award was in the same terms as the old Social and Community Services Employees (State) Award.

The \$26 per week Annual Wage Review did not apply to non Constitutional Corporations. There were no increases to minimum rates in the Division 2B state award.

Social and Community Services Division 2B State Award continues to apply as normal, with no change.



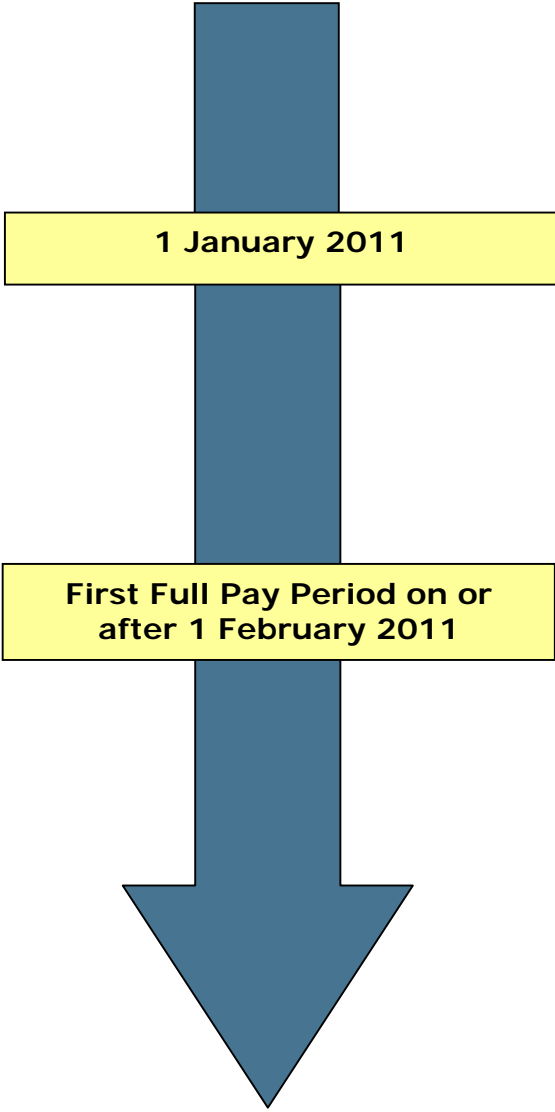
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## SACS Organisations that are Constitutional Corporations

### Date Timeline (continued)

## SACS Organisations that are not Constitutional Corporations

No change for constitutional corporations at these times.



Modern Social, Community, Home Care, Disability Services Industry Award 2010 starts to cover your organisation, but does not yet apply. Division 2B State Award continues to apply in full until the end of January 2011.

Modern Social, Community, Home Care, Disability Services Industry Award 2010 (“the modern SACS Award”) applies except minimum wages, loadings and penalty rates.

Minimum rates and loadings are ‘shifted’ to the NAPSA rates and loadings. Minimum wages are to be paid in accordance with [AFEI Wage Rate Schedule No 3](#) (which is the NAPSA rate + \$26 per week).

If employees are currently receiving a higher wage than what is required under the NAPSA, any above award payments can absorb these increases. Members should however check that they don’t have contractual arrangements with employees to keep their rate of pay a certain level above the award.

All terms of the modern SACS Award (other than wages, penalties and loadings) start in full from this date.

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## SACS Organisations that are Constitutional Corporations

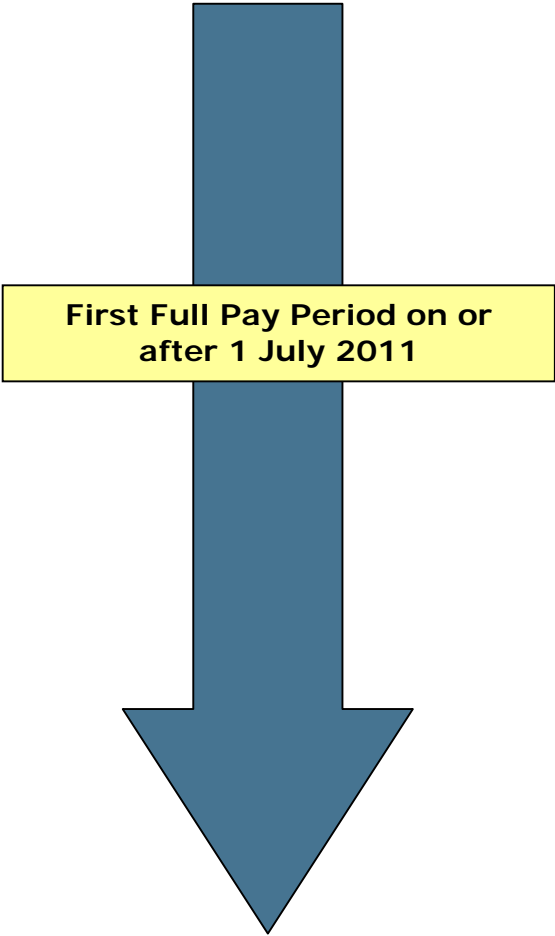
Transitional arrangements start (as set out in Schedule A of the Award).

Employers will be required to transition (or phase-in) the following Modern Award terms:

- 1. Minimum wages
- 2. Casual or part-time loadings
- 3. Saturday, Sunday, evening or other penalty;
- 4. Shift allowance or other penalty

This phase-in will be in accordance with Schedule A of the modern SACS Award. Members will be advised if the outcome of the pay equity application affects these transitional arrangements.

## Date Timeline (continued)



## SACS Organisations that are not Constitutional Corporations

Transitional arrangements start (as set out in Schedule A of the Award).

Employers will be required to transition (or phase-in) the following Modern Award terms:

- 1. Minimum wages
- 2. Casual or part-time loadings
- 3. Saturday, Sunday, evening or other penalty;
- 4. Shift allowance or other penalty

This phase-in will be in accordance with Schedule A of the modern SACS Award. Members will be advised if the outcome of the pay equity application affects these transitional arrangements.

\* This timeline has been prepared exclusively for AFEI members in the Social and Community Services Industry to summarise the operative date of the various changes caused by the introduction of the modern SACS Award.