



CHARITABLE AGED AND DISABILITY CARE SERVICES (STATE) AWARD WAGES SCHEDULE

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WAGE RATES

DATE OF OPERATION; Effective from the first pay period to commence on or after 1 July 2004

				HOURLY PENALTY RATES				
CLASSIFICATION	FULL TIME WEEKLY RATE	F/T & PPT HOURLY RATE	CASUAL HOURLY RATE + 1/12 HOLIDAY	MONDAY TO FRIDAY			SATURDAY	SUNDAY
				10%	12.50%	15.0%	50%	75%
HOME CARE SERVICES								
Home Care Employees								
Grade 1	534.00	14.06	15.46 + 1.29	1.41	1.76	2.11	7.03	10.55
Grade 2	561.10	14.77	16.25 + 1.36	1.48	1.85	2.22	7.39	11.08
Grade 3	601.20	15.83	17.41 + 1.45	1.58	1.98	2.37	7.92	11.87
Live-In Housekeeper								
Grade 1	688.60	18.13	19.94 + 1.67	1.81	2.27	2.72	9.07	13.60
Grade 2	778.10	20.48	22.53 + 1.88	2.05	2.56	3.07	10.24	15.36
Grade 3	922.80	24.29	26.72 + 2.23	2.43	3.04	3.34	12.15	18.22
CARE SERVICES								
Care Service Employees								
New Entrant – Grade 1 – Junior	452.40	11.91	13.10 + 1.10	1.19	1.49	1.79	5.96	8.93
Grade 1	530.70	13.97	15.37 + 1.28	1.40	1.75	2.10	6.99	10.48
Grade 2	544.70	14.34	15.77 + 1.32	1.43	1.79	2.15	7.17	10.76

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	WEEKLY RATE	HOURLY RATE	HOURLY RATE + 1/12 HOLIDAY	10%	12.50%	15%	50%	75%
Care Service Employees continued								
Grade 3	577.70	15.21	16.73 + 1.40	1.52	1.90	2.28	7.61	11.41
Grade 4	607.00	15.98	17.58 + 1.47	1.60	2.00	2.40	7.99	11.99
Grade 5 FROM	645.90	17.00	18.70 + 1.56	1.70	2.13	2.55	8.50	12.75
TO	1053.90	27.74	30.51 + 2.55	2.77	3.47	4.16	13.87	20.81
Care Service Employees – Notes								
<p>(1) Employees classified and paid as Recreational Activities Officers as at 10 November 1998, be reclassified in accordance with the new definitions of Care Service Employee. Employees reclassified at Grade 2 by virtue of the above exercise, shall be paid at Level 3 from the effective date of this award, and continue to be paid so whilst employed in the provision of recreational activities by their current employer. These employees may be required to perform the duties of a Grade 3 Care Service Employee where they have the skill and competence to do so.</p> <p>(2) Salary Band – Grade 5 – Employers and employees may negotiate a rate within the salary band as shown. For the purposes of this award, the rate so negotiated shall be deemed to be the employee's award rate of pay. Salaries in excess of the salary band may also be negotiated between the parties.</p>								

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	WEEKLY RATE	HOURLY RATE	HOURLY RATE + 1/12 HOLIDAY	10%	12.50%	15%	50%	75%
CATERING SERVICES								
Catering Officer								
80 but less than 120 beds	648.50	17.07	18.78 + 1.57	1.71	2.13	2.56	8.54	12.80
120 but less than 200 beds	666.80	17.55	19.31 + 1.61	1.76	2.19	2.63	8.78	13.16
200 but less than 300 beds	685.20	18.04	19.84 + 1.66	1.80	2.26	2.71	9.02	13.53
300 but less than 500 beds	720.20	18.96	20.85 + 1.74	1.90	2.37	2.84	9.48	14.22
500 but less than 1000 beds	778.90	20.50	22.55 + 1.88	2.05	2.56	3.08	10.25	15.38
Assistant Catering Officer								
80 but less than 120 beds	581.20	15.30	16.83 + 1.41	1.53	1.91	2.30	7.65	11.48
120 but less than 300 beds	620.30	16.33	17.96 + 1.50	1.63	2.04	2.45	8.17	12.25
300 but less than 500 beds	666.80	17.55	19.31 + 1.61	1.76	2.19	2.63	8.78	13.16
500 but less than 1000 beds	685.20	18.04	19.84 + 1.66	1.80	2.26	2.71	9.02	13.53
Trainee Catering Officer								
First Year	553.30	14.56	16.02 + 1.34	1.46	1.82	2.18	7.28	10.92
Second Year	563.70	14.84	16.32 + 1.36	1.48	1.86	2.23	7.42	11.13
Third Year	575.50	15.15	16.66 + 1.39	1.52	1.89	2.27	7.58	11.36

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APPRENTICES								
Apprentice Cook								
First Year	346.60	9.12	N/A	0.91	1.14	1.37	4.56	6.84
Second Year	476.60	12.54	N/A	1.25	1.57	1.88	6.27	9.41
Third Year	534.40	14.06	N/A	1.41	1.76	2.11	7.03	10.55
Apprentice Gardener								
First Year	288.90	7.60	N/A	0.76	0.95	1.14	3.80	5.70
Second Year	346.60	9.12	N/A	0.91	1.14	1.37	4.56	6.84
Third Year	462.20	12.16	N/A	1.22	1.52	1.82	6.08	9.12
Fourth Year	519.90	13.68	N/A	1.37	1.71	2.05	6.84	10.26
Diversional Therapist								
First year of experience	556.40	14.65	16.11 + 1.35	1.47	1.83	2.20	7.33	10.99
Second year of experience	585.00	15.40	16.94 + 1.42	1.54	1.93	2.31	7.70	11.55
Third year of experience	613.20	16.14	17.75 + 1.48	1.61	2.02	2.42	8.07	12.11
Fourth year of experience	641.40	16.88	18.57 + 1.55	1.69	2.11	2.53	8.44	12.66
Fifth year and thereafter	668.50	17.60	19.36 + 1.62	1.76	2.20	2.64	8.80	13.20

HOURLY PENALTY RATES								
CLASSIFICATION	FULL TIME	F/T & PPT	CASUAL	MONDAY TO FRIDAY			SATURDAY	SUNDA Y
	WEEKLY RATE	HOURLY RATE	HOURLY RATE + 1/12 HOLIDAY	10%	12.50%	15.0%	50%	75%
Maintenance Supervisor								
Maintenance Supervisor Tradesperson	682.30	17.96	19.75 + 1.65	1.80	2.25	2.69	8.98	13.47
Maintenance Supervisor Otherwise in charge of staff	641.70	16.89	18.58 + 1.55	1.69	2.11	2.53	8.45	12.67
Maintenance Supervisor Otherwise	627.70	16.52	18.17 + 1.52	1.65	2.07	2.48	8.26	12.39

CLERKS								
Junior								
At 16 years or under	288.80	7.60	8.36 + 0.70	0.76	0.95	1.14	3.80	5.70
At 17 years of age	327.50	8.62	9.48 + 0.79	0.86	1.08	1.29	4.31	6.47
At 18 years of age	375.60	9.89	10.88 + 0.91	0.99	1.24	1.48	4.95	7.42
At 19 years of age	423.10	11.14	12.25 + 1.02	1.11	1.39	1.67	5.57	8.36
At 20 years of age	466.40	12.28	13.51 + 1.13	1.23	1.54	1.84	6.14	9.21

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Adult – see notes below								
Grade 1	574.30	15.12	16.63 + 1.39	1.51	1.89	2.27	7.56	11.34
Grade 2	609.50	16.04	17.65 + 1.47	1.60	2.01	2.41	8.02	12.03
Grade 3	646.30	17.01	18.71 + 1.56	1.70	2.13	2.55	8.51	12.76
Grade 4	675.90	17.79	19.57 + 1.63	1.78	2.22	2.67	8.90	13.34
Grade 5	707.20	18.61	20.48 + 1.71	1.86	2.33	2.79	9.31	13.96
<p>(1) Any employee paid on a classification/grade carrying a higher wage rate as at 10 November 1998, shall have the difference between the higher rate and the new agreed grade/rate preserved whilst remaining to undertake the duties associated with the classification held prior to the date referred to above.</p> <p>(2) Clerks who are paid at a grade above that of Grade 5 as at 10 November 1998, shall have the difference between that grade, inclusive of the 1998 State Wage Case increase, and the new agreed grade preserved whilst employed in a clerical position with their current employer.</p> <p>Example: Rate as at 10 Nov 1 Jul 1999 1 Jan 2000 In this example the difference between Grade 5 & 6 as New Grade 5 = 1998 602.70 614.80 at 10 November 1998 is \$19.40. Similar calculations Previous Grade 6 = 585.10 602.70 + 19.40 = 614.80 + 19.40 = 634.20 will need to be made for Grades 7 & 8. 604.50 622.10</p>								

ALLOWANCES SCHEDULE			
ITEM NO.	CLAUSE NO.	BRIEF DESCRIPTION	\$ AMOUNT
1	7(xi)(c)	Broken Shift	6.75 per shift
2	9(iii)(a)	Overtime – Breakfast Allowance	10.19 per meal
3	9(iii)(b)	Overtime – Luncheon Allowance	13.17 per meal
4	9(iii)(c)	Overtime – Evening Meal Allowance	19.30 per meal
5	10(iii)(b)	Overtime – Recall – use of own vehicle **	0.28 per km
6	10(iii)(c)	On call Allowance	10.90 per day (24 hours)
7	14(i)	Climatic and Isolation Allowance	4.38 per week
8	14(ii)	Climatic and Isolation Allowance	8.26 per week
9	17(i)(a)	Cleaning/Scraping work – confined spaces	0.41 per hour
10	17(i)(b)	Cleaning/Scraping work – boiler, flue	0.66 per hour
11	17(iii)	Linen Handling – nauseous nature	0.19 per hour
12	17(v)	Use of own vehicle**	0.536 per km
13	17(ix)	Laundry & Dry cleaning certificate allowance	7.27 per week
14	28(ii)	Leading Hand allowance – in charge of 2 - 5 employees	17.88 per week
15	28(ii)	Leading Hand allowance – in charge of 6 – 10 employees	25.55 per week
16	28(ii)	Leading Hand allowance – in charge of 11 – 15 employees	32.27 per week
17	28(ii)	Leading Hand allowance – in charge of 16 – 19 employees	39.43 per week
18	30(i)(c)	Uniform allowance	5.21 per week
19	30(i)(d)	Special shoe allowance	1.62 per week
20	30(i)(e)	Cardigan or Jumper allowance	1.56 per week
21	30(i)(f)	Laundry allowance – uniform	4.34 per week
22	31(ii)(d)	Sleepover allowance	33.30 per night
23	41(vi)	Apprentice – TAFE examination allowance	1.56 per week