



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 8 October 2008

	Full time \$ per week	Part time \$ per hour	Casual \$ per hour	Casual Holiday Pay \$ per hour
Care Service Employees				
New Entrant Grade 1 Junior	529.30	13.93	15.33	1.28
Grade 1	617.80	16.26	17.89	1.50
Grade 2	656.60	17.28	19.01	1.59
Grade 3	695.90	18.32	20.15	1.68
Grade 4 level 1	732.10	19.27	21.20	1.77
Grade 4 level 2	794.60	20.92	23.01	1.92
Grade 5 from	847.60	22.31	24.54	2.05
Grade 5 to	1252.30	32.96	36.26	3.03
Recreational Activities Officers				
Note: Employees classified and paid as recreational Activities Officers as at 10 November 1998 be classified 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 Grade 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 Level 3 Care Services Employee where they have the skill and competence to do so				
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.				
Apprentices - Cook				
	Full time \$ per week			
1 st year	417.60			
2 nd year	574.10			
3 rd year	643.70			
Apprentices – Gardener				
	Full time \$ per week			
1 st year	358.40			
2 nd year	417.60			
3 rd year	556.70			
4 th year	626.30			

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Maintenance Supervisors				
Maintenance Supervisor (Otherwise)	726.90	19.13	21.05	1.76
Maintenance Supervisor (Otherwise) in charge of staff	742.70	19.55	21.50	1.80
Maintenance Supervisor (tradesperson)	788.30	20.75	22.82	1.91
Trainee Catering Officer				
1 st year	643.10	16.93	18.62	1.56
2 nd year	654.80	17.24	18.96	1.58
3 rd year	668.10	17.59	19.34	1.62
Assistant Catering Officer				
80 - 120 beds	674.50	17.75	19.53	1.63
120 – 300 beds	718.50	18.91	20.80	1.74
300 – 500 beds	770.80	20.29	22.32	1.86
500 – 1000 beds	791.50	20.83	22.92	1.91
Catering Officer				
80 - 120 beds	750.30	19.75	21.72	1.81
120 – 200 beds	770.80	20.29	22.32	1.86
200 – 300 beds	791.50	20.83	22.92	1.91
300 – 500 beds	831.00	21.87	24.06	2.01
500 – 1000 beds	897.00	23.61	25.97	2.17
Diversional Therapist				
1 st year of experience	671.00	17.66	19.43	1.62
2 nd year of experience	704.40	18.54	20.40	1.70
3 rd year of experience	737.40	19.41	21.35	1.78
4 th year of experience	770.30	20.28	22.30	1.86
5 th year of experience and thereafter	801.90	21.11	23.22	1.94

	Full time \$ per week	Part time \$ per hour	Casual \$ per hour	Casual Holiday Pay \$ per hour
Homecare Employees				
Grade 1	621.50	16.36	18.00	1.50
Grade 2	651.90	17.16	18.88	1.58
Grade 3	697.00	18.35	20.18	1.69
Homecare Employee – Live in Housekeeper				
Grade 1	808.00	161.60 per day	185.84 per day	15.49 per day
Grade 2	912.70	182.54 per day	209.93 per day	17.50 per day
Grade 3	1057.70	211.54 per day	243.28 per day	20.28 per day
Clerical and Administrative Employees – Juniors				
At 16 years of age and under	337.90	8.90	9.88	0.82
At 17 years of age	383.10	10.09	11.20	0.93
At 18 years of age	439.30	11.57	12.84	1.06
At 19 years of age	494.90	13.03	14.46	1.20
At 20 years of age	545.70	14.37	15.95	1.32
Clerical and Administrative Employees				
Grade 1	666.80	17.55	19.31	1.61
Grade 2	706.50	18.60	20.46	1.71
Grade 3	747.90	19.69	21.65	1.81
Grade 4	781.00	20.56	22.61	1.89
Grade 5	816.30	21.49	23.63	1.97
Note 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				
Note 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 and the new agreed grade preserved whilst employed in a clerical position with their current employer.				

Penalties, Allowances and Loadings	
	Amount \$
Broken shift	7.89 per shift
Overtime – Breakfast	11.02 per meal
Overtime – Lunch	14.25 per meal
Overtime – Evening Meal	20.80 per meal
Overtime – recall use of own vehicle	0.30 per km
On call allowance (24 hours)	12.80 per day (24 hours)
Climatic & Isolation Allowance	5.12 per week
Climatic & Isolation Allowance	9.66 per week
Cleaning/Scraping work – confined space	0.49 per hour
Cleaning/scraping work – boiler/flue	0.78 per hour
Linen handling – nauseous nature	0.23 per hour
Use of own vehicle	0.58 per km
Laundry & Dry Cleaning Certificate Allowance	8.50 per week
Leading Hand Allowance in charge 2 – 5 employees	20.91 per week
Leading Hand Allowance in charge 6 – 10 employees	29.89 per week
Leading Hand Allowance in charge 11 – 15 employees	37.75 per week
Leading Hand Allowance in charge 16 – 19 employees	46.12 per week
Uniform Allowance	5.64 per week
Special type shoes allowance	1.75 per week
Cardigan or jumper allowance	1.68 per week
Laundry allowance – uniform	4.69 per week
Sleepover allowance	38.90 per night
Apprentice – TAFE Examination allowance	1.82 per week