Australian Government Fair Work OMBUDSMAN

Pay Guide - Social, Community, Home Care and Disability Services Industry Award [MA000100]

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When do the rates in the pay guide apply from? The first full pay period starting on or after 01 December 2026.

What is in this pay guide? It's a summary of the award rates. Go to the award for information about coverage, classifications, conditions and the operation of minimum rates, allowances, penalty rates and overtime.

Where can I go for more information? Our Pay and Conditions Tool can help you work out pay rates, leave, notice and redundancy minimum entitlements based on the information you provide. Our website also provides useful templates, best practice guides, fact sheets and online courses.

Equal Remuneration Order arrangements

An Equal Remuneration Order (ERO) was made on 22 June 2012 with respect to employees in the Social and Community Services and Crisis Accommodation classifications of the award. The order preserves a transitional minimum wage applicable at the first full pay period on or after 01 July 2012 and provides an additional Transitional Equal Remuneration Payment (TERP). The TERP is introduced over 9 payments from the first full pay period on or after 01 December 2012 until the final pay period before 01 December 2020.

The rates set out in this pay guide changed for all classifications from 01 July 2020 to take into account the Fair Work Commission's annual wage review. From 01 December 2020 the transitional provisions in the ERO will cease. From that date, the final rate from the ERO (modern award rate plus the Final Equal Remuneration Payment) will apply for Social and Community Services and Crisis Accommodation classifications.

There are continuing transitional arrangements for non-constitutional corporation employers and employees in Queensland. These rates are not covered in this guide, but are available in the Pay and Conditions Tool.

Disclaimer

The Fair Work Ombudsman is committed to ensuring that information available through this pay guide including data is accurate and incorporates changes to minimum rates of pay, allowances and penalty rates in the award as soon as they come into effect.

However, we cannot guarantee or accept any liability for the accuracy, reliability, currency or completeness of the information available in this pay guide. This is because, for example, there may be a delay between when a change takes effect, and when the information available in the guide is updated.

When considering information available in the pay guide about awards you should also have regard to the terms of the relevant award, which can be found through our Awards page. If our information is inconsistent with the award, then the award applies.

If you need further assistance you can contact us. Alternatively, you may wish to get independent advice from a union, employer association or lawyer on your particular circumstances.
We encourage you to subscribe to email updates to receive alerts when pay rates and entitlements change in this pay guide

Rates of pay

Social and community services employee - Full-time & part-time

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Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift	Night shift
Level 1 - pay point 1	$1,046.90	$27.55	$41.33	$55.10	$68.88	$30.99	$31.68
Level 1 - pay point 2	$1,080.60	$28.44	$42.66	$56.88	$71.10	$32.00	$32.71
Level 1 - pay point 3	$1,119.10	$29.45	$44.18	$58.90	$73.63	$33.13	$33.87
Level 2 - pay point 1	$1,376.49	$36.22	$54.33	$72.44	$90.55	$40.75	$41.65
Level 2 - pay point 2	$1,419.79	$37.36	$56.04	$74.72	$93.40	$42.03	$42.96
Level 2 - pay point 3	$1,462.96	$38.50	$57.75	$77.00	$96.25	$43.31	$44.28
Level 2 - pay point 4	$1,501.95	$39.53	$59.30	$79.06	$98.83	$44.47	$45.46
Level 3 - pay point 1	$1,538.59	$40.49	$60.74	$80.98	$101.23	$45.55	$46.56
Level 3 - pay point 2	$1,582.94	$41.66	$62.49	$83.32	$104.15	$46.87	$47.91
Level 3 - pay point 3	$1,616.71	$42.55	$63.83	$85.10	$106.38	$47.87	$48.93
Level 3 - pay point 4	$1,649.97	$43.42	$65.13	$86.84	$108.55	$48.85	$49.93
Level 4 - pay point 1	$1,774.74	$46.70	$70.05	$93.40	$116.75	$52.54	$53.71
Level 4 - pay point 2	$1,821.07	$47.92	$71.88	$95.84	$119.80	$53.91	$55.11
Level 4 - pay point 3	$1,867.93	$49.16	$73.74	$98.32	$122.90	$55.31	$56.53
Level 4 - pay point 4	$1,909.51	$50.25	$75.38	$100.50	$125.63	$56.53	$57.79
Level 5 - pay point 1	$2,030.20	$53.43	$80.15	$106.86	$133.58	$60.11	$61.44
Level 5 - pay point 2	$2,073.91	$54.58	$81.87	$109.16	$136.45	$61.40	$62.77
Level 5 - pay point 3	$2,122.13	$55.85	$83.78	$111.70	$139.63	$62.83	$64.23
Level 6 - pay point 1	$2,218.02	$58.37	$87.56	$116.74	$145.93	$65.67	$67.13
Level 6 - pay point 2	$2,267.02	$59.66	$89.49	$119.32	$149.15	$67.12	$68.61
Level 6 - pay point 3	$2,316.16	$60.95	$91.43	$121.90	$152.38	$68.57	$70.09
Level 7 - pay point 1	$2,398.95	$63.13	$94.70	$126.26	$157.83	$71.02	$72.60
Level 7 - pay point 2	$2,449.36	$64.46	$96.69	$128.92	$161.15	$72.52	$74.13
Level 7 - pay point 3	$2,499.20	$65.77	$98.66	$131.54	$164.43	$73.99	$75.64
Level 8 - pay point 1	$2,602.75	$68.49	$102.74	$136.98	$171.23	$77.05	$78.76
Level 8 - pay point 2	$2,653.94	$69.84	$104.76	$139.68	$174.60	$78.57	$80.32
Level 8 - pay point 3	$2,705.27	$71.19	$106.79	$142.38	$177.98	$80.09	$81.87

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Classification	Overtime - Monday to Saturday - first 3 hours (full-time) or first 2 hours (disability services and part-time)	Overtime - Monday to Saturday - after 3 hours (full-time) or after 2 hours (disability services and part-time)	Overtime - public holiday	Less than 10 hour break after working overtime	Broken shift - working beyond a 12 hour span - disability services work	Remote work - Monday to Friday - within the span of 6am to 8pm	Remote work - Monday to Friday - first 2 hours - outside the span of 6am to 8pm
Level 1 - pay point 1	$41.33	$55.10	$68.88	$55.10	$55.10	$27.55	$41.33
Level 1 - pay point 2	$42.66	$56.88	$71.10	$56.88	$56.88	$28.44	$42.66
Level 1 - pay point 3	$44.18	$58.90	$73.63	$58.90	$58.90	$29.45	$44.18
Level 2 - pay point 1	$54.33	$72.44	$90.55	$72.44	$72.44	$36.22	$54.33
Level 2 - pay point 2	$56.04	$74.72	$93.40	$74.72	$74.72	$37.36	$56.04
Level 2 - pay point 3	$57.75	$77.00	$96.25	$77.00	$77.00	$38.50	$57.75
Level 2 - pay point 4	$59.30	$79.06	$98.83	$79.06	$79.06	$39.53	$59.30
Level 3 - pay point 1	$60.74	$80.98	$101.23	$80.98	$80.98	$40.49	$60.74
Level 3 - pay point 2	$62.49	$83.32	$104.15	$83.32	$83.32	$41.66	$62.49
Level 3 - pay point 3	$63.83	$85.10	$106.38	$85.10	$85.10	$42.55	$63.83
Level 3 - pay point 4	$65.13	$86.84	$108.55	$86.84	$86.84	$43.42	$65.13
Level 4 - pay point 1	$70.05	$93.40	$116.75	$93.40	$93.40	$46.70	$70.05
Level 4 - pay point 2	$71.88	$95.84	$119.80	$95.84	$95.84	$47.92	$71.88
Level 4 - pay point 3	$73.74	$98.32	$122.90	$98.32	$98.32	$49.16	$73.74
Level 4 - pay point 4	$75.38	$100.50	$125.63	$100.50	$100.50	$50.25	$75.38
Level 5 - pay point 1	$80.15	$106.86	$133.58	$106.86	$106.86	$53.43	$80.15
Level 5 - pay point 2	$81.87	$109.16	$136.45	$109.16	$109.16	$54.58	$81.87
Level 5 - pay point 3	$83.78	$111.70	$139.63	$111.70	$111.70	$55.85	$83.78
Level 6 - pay point 1	$87.56	$116.74	$145.93	$116.74	$116.74	$58.37	$87.56
Level 6 - pay point 2	$89.49	$119.32	$149.15	$119.32	$119.32	$59.66	$89.49
Level 6 - pay point 3	$91.43	$121.90	$152.38	$121.90	$121.90	$60.95	$91.43
Level 7 - pay point 1	$94.70	$126.26	$157.83	$126.26	$126.26	$63.13	$94.70
Level 7 - pay point 2	$96.69	$128.92	$161.15	$128.92	$128.92	$64.46	$96.69
Level 7 - pay point 3	$98.66	$131.54	$164.43	$131.54	$131.54	$65.77	$98.66
Level 8 - pay point 1	$102.74	$136.98	$171.23	$136.98	$136.98	$68.49	$102.74
Level 8 - pay point 2	$104.76	$139.68	$174.60	$139.68	$139.68	$69.84	$104.76
Level 8 - pay point 3	$106.79	$142.38	$177.98	$142.38	$142.38	$71.19	$106.79

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Classification	Remote work - Monday to Friday - after 2 hours - outside the span of 6am to 8pm	Remote work on a Saturday - within the span of 6am to 8pm	Remote work - Saturday - first 2 hours - outside the span of 6am to 8pm	Remote work - Saturday - after 2 hours - outside the span of 6am to 8pm	Remote work - Sunday	Remote work - public holiday	Remote work - more than 10 hours a day - first 2 hours	Remote work - more than 10 hours a day - after 2 hours
Level 1 - pay point 1	$55.10	$41.33	$41.33	$55.10	$55.10	$68.88	$41.33	$55.10
Level 1 - pay point 2	$56.88	$42.66	$42.66	$56.88	$56.88	$71.10	$42.66	$56.88
Level 1 - pay point 3	$58.90	$44.18	$44.18	$58.90	$58.90	$73.63	$44.18	$58.90
Level 2 - pay point 1	$72.44	$54.33	$54.33	$72.44	$72.44	$90.55	$54.33	$72.44
Level 2 - pay point 2	$74.72	$56.04	$56.04	$74.72	$74.72	$93.40	$56.04	$74.72
Level 2 - pay point 3	$77.00	$57.75	$57.75	$77.00	$77.00	$96.25	$57.75	$77.00
Level 2 - pay point 4	$79.06	$59.30	$59.30	$79.06	$79.06	$98.83	$59.30	$79.06
Level 3 - pay point 1	$80.98	$60.74	$60.74	$80.98	$80.98	$101.23	$60.74	$80.98
Level 3 - pay point 2	$83.32	$62.49	$62.49	$83.32	$83.32	$104.15	$62.49	$83.32
Level 3 - pay point 3	$85.10	$63.83	$63.83	$85.10	$85.10	$106.38	$63.83	$85.10
Level 3 - pay point 4	$86.84	$65.13	$65.13	$86.84	$86.84	$108.55	$65.13	$86.84
Level 4 - pay point 1	$93.40	$70.05	$70.05	$93.40	$93.40	$116.75	$70.05	$93.40
Level 4 - pay point 2	$95.84	$71.88	$71.88	$95.84	$95.84	$119.80	$71.88	$95.84
Level 4 - pay point 3	$98.32	$73.74	$73.74	$98.32	$98.32	$122.90	$73.74	$98.32
Level 4 - pay point 4	$100.50	$75.38	$75.38	$100.50	$100.50	$125.63	$75.38	$100.50
Level 5 - pay point 1	$106.86	$80.15	$80.15	$106.86	$106.86	$133.58	$80.15	$106.86
Level 5 - pay point 2	$109.16	$81.87	$81.87	$109.16	$109.16	$136.45	$81.87	$109.16
Level 5 - pay point 3	$111.70	$83.78	$83.78	$111.70	$111.70	$139.63	$83.78	$111.70
Level 6 - pay point 1	$116.74	$87.56	$87.56	$116.74	$116.74	$145.93	$87.56	$116.74
Level 6 - pay point 2	$119.32	$89.49	$89.49	$119.32	$119.32	$149.15	$89.49	$119.32
Level 6 - pay point 3	$121.90	$91.43	$91.43	$121.90	$121.90	$152.38	$91.43	$121.90
Level 7 - pay point 1	$126.26	$94.70	$94.70	$126.26	$126.26	$157.83	$94.70	$126.26
Level 7 - pay point 2	$128.92	$96.69	$96.69	$128.92	$128.92	$161.15	$96.69	$128.92
Level 7 - pay point 3	$131.54	$98.66	$98.66	$131.54	$131.54	$164.43	$98.66	$131.54
Level 8 - pay point 1	$136.98	$102.74	$102.74	$136.98	$136.98	$171.23	$102.74	$136.98
Level 8 - pay point 2	$139.68	$104.76	$104.76	$139.68	$139.68	$174.60	$104.76	$139.68
Level 8 - pay point 3	$142.38	$106.79	$106.79	$142.38	$142.38	$177.98	$106.79	$142.38

Social and community services employee - Casual

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift	Night shift	Overtime - Monday to Saturday - first 2 hours
Level 1 - pay point 1	$34.44	$48.21	$61.99	$75.76	$37.88	$38.57	$48.21
Level 1 - pay point 2	$35.55	$49.77	$63.99	$78.21	$39.11	$39.82	$49.77
Level 1 - pay point 3	$36.81	$51.54	$66.26	$80.99	$40.49	$41.23	$51.54
Level 2 - pay point 1	$45.28	$63.39	$81.50	$99.61	$49.80	$50.71	$63.39
Level 2 - pay point 2	$46.70	$65.38	$84.06	$102.74	$51.37	$52.30	$65.38
Level 2 - pay point 3	$48.13	$67.38	$86.63	$105.88	$52.94	$53.90	$67.38
Level 2 - pay point 4	$49.41	$69.18	$88.94	$108.71	$54.35	$55.34	$69.18
Level 3 - pay point 1	$50.61	$70.86	$91.10	$111.35	$55.67	$56.69	$70.86
Level 3 - pay point 2	$52.08	$72.91	$93.74	$114.57	$57.28	$58.32	$72.91
Level 3 - pay point 3	$53.19	$74.46	$95.74	$117.01	$58.51	$59.57	$74.46
Level 3 - pay point 4	$54.28	$75.99	$97.70	$119.41	$59.70	$60.79	$75.99
Level 4 - pay point 1	$58.38	$81.73	$105.08	$128.43	$64.21	$65.38	$81.73
Level 4 - pay point 2	$59.90	$83.86	$107.82	$131.78	$65.89	$67.09	$83.86
Level 4 - pay point 3	$61.45	$86.03	$110.61	$135.19	$67.60	$68.82	$86.03
Level 4 - pay point 4	$62.81	$87.94	$113.06	$138.19	$69.09	$70.35	$87.94
Level 5 - pay point 1	$66.79	$93.50	$120.22	$146.93	$73.47	$74.80	$93.50
Level 5 - pay point 2	$68.23	$95.52	$122.81	$150.10	$75.05	$76.41	$95.52
Level 5 - pay point 3	$69.81	$97.74	$125.66	$153.59	$76.79	$78.19	$97.74
Level 6 - pay point 1	$72.96	$102.15	$131.33	$160.52	$80.26	$81.72	$102.15
Level 6 - pay point 2	$74.58	$104.41	$134.24	$164.07	$82.03	$83.52	$104.41
Level 6 - pay point 3	$76.19	$106.66	$137.14	$167.61	$83.81	$85.33	$106.66
Level 7 - pay point 1	$78.91	$110.48	$142.04	$173.61	$86.80	$88.38	$110.48
Level 7 - pay point 2	$80.58	$112.81	$145.04	$177.27	$88.63	$90.24	$112.81
Level 7 - pay point 3	$82.21	$115.10	$147.98	$180.87	$90.43	$92.08	$115.10
Level 8 - pay point 1	$85.61	$119.86	$154.10	$188.35	$94.17	$95.89	$119.86
Level 8 - pay point 2	$87.30	$122.22	$157.14	$192.06	$96.03	$97.78	$122.22
Level 8 - pay point 3	$88.99	$124.58	$160.18	$195.77	$97.89	$99.67	$124.58

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Classification	Overtime - Monday to Saturday - after 2 hours	Overtime - public holiday	Broken shift - working beyond a 12 hour span - disability services work	Remote work - Monday to Friday - within the span of 6am to 8pm	Remote work - Monday to Friday - first 2 hours - outside the span of 6am to 8pm	Remote work - Monday to Friday - after 2 hours - outside the span of 6am to 8pm	Remote work on a Saturday - within the span of 6am to 8pm
Level 1 - pay point 1	$61.99	$75.76	$61.99	$34.44	$48.21	$61.99	$48.21
Level 1 - pay point 2	$63.99	$78.21	$63.99	$35.55	$49.77	$63.99	$49.77
Level 1 - pay point 3	$66.26	$80.99	$66.26	$36.81	$51.54	$66.26	$51.54
Level 2 - pay point 1	$81.50	$99.61	$81.50	$45.28	$63.39	$81.50	$63.39
Level 2 - pay point 2	$84.06	$102.74	$84.06	$46.70	$65.38	$84.06	$65.38
Level 2 - pay point 3	$86.63	$105.88	$86.63	$48.13	$67.38	$86.63	$67.38
Level 2 - pay point 4	$88.94	$108.71	$88.94	$49.41	$69.18	$88.94	$69.18
Level 3 - pay point 1	$91.10	$111.35	$91.10	$50.61	$70.86	$91.10	$70.86
Level 3 - pay point 2	$93.74	$114.57	$93.74	$52.08	$72.91	$93.74	$72.91
Level 3 - pay point 3	$95.74	$117.01	$95.74	$53.19	$74.46	$95.74	$74.46
Level 3 - pay point 4	$97.70	$119.41	$97.70	$54.28	$75.99	$97.70	$75.99
Level 4 - pay point 1	$105.08	$128.43	$105.08	$58.38	$81.73	$105.08	$81.73
Level 4 - pay point 2	$107.82	$131.78	$107.82	$59.90	$83.86	$107.82	$83.86
Level 4 - pay point 3	$110.61	$135.19	$110.61	$61.45	$86.03	$110.61	$86.03
Level 4 - pay point 4	$113.06	$138.19	$113.06	$62.81	$87.94	$113.06	$87.94
Level 5 - pay point 1	$120.22	$146.93	$120.22	$66.79	$93.50	$120.22	$93.50
Level 5 - pay point 2	$122.81	$150.10	$122.81	$68.23	$95.52	$122.81	$95.52
Level 5 - pay point 3	$125.66	$153.59	$125.66	$69.81	$97.74	$125.66	$97.74
Level 6 - pay point 1	$131.33	$160.52	$131.33	$72.96	$102.15	$131.33	$102.15
Level 6 - pay point 2	$134.24	$164.07	$134.24	$74.58	$104.41	$134.24	$104.41
Level 6 - pay point 3	$137.14	$167.61	$137.14	$76.19	$106.66	$137.14	$106.66
Level 7 - pay point 1	$142.04	$173.61	$142.04	$78.91	$110.48	$142.04	$110.48
Level 7 - pay point 2	$145.04	$177.27	$145.04	$80.58	$112.81	$145.04	$112.81
Level 7 - pay point 3	$147.98	$180.87	$147.98	$82.21	$115.10	$147.98	$115.10
Level 8 - pay point 1	$154.10	$188.35	$154.10	$85.61	$119.86	$154.10	$119.86
Level 8 - pay point 2	$157.14	$192.06	$157.14	$87.30	$122.22	$157.14	$122.22
Level 8 - pay point 3	$160.18	$195.77	$160.18	$88.99	$124.58	$160.18	$124.58

Table 3 of 3

Classification	Remote work - Saturday - first 2 hours - outside the span of 6am to 8pm	Remote work - Saturday - after 2 hours - outside the span of 6am to 8pm	Remote work - Sunday	Remote work - public holiday	Remote work - more than 10 hours a day - first 2 hours	Remote work - more than 10 hours a day - after 2 hours
Level 1 - pay point 1	$48.21	$61.99	$61.99	$75.76	$48.21	$61.99
Level 1 - pay point 2	$49.77	$63.99	$63.99	$78.21	$49.77	$63.99
Level 1 - pay point 3	$51.54	$66.26	$66.26	$80.99	$51.54	$66.26
Level 2 - pay point 1	$63.39	$81.50	$81.50	$99.61	$63.39	$81.50
Level 2 - pay point 2	$65.38	$84.06	$84.06	$102.74	$65.38	$84.06
Level 2 - pay point 3	$67.38	$86.63	$86.63	$105.88	$67.38	$86.63
Level 2 - pay point 4	$69.18	$88.94	$88.94	$108.71	$69.18	$88.94
Level 3 - pay point 1	$70.86	$91.10	$91.10	$111.35	$70.86	$91.10
Level 3 - pay point 2	$72.91	$93.74	$93.74	$114.57	$72.91	$93.74
Level 3 - pay point 3	$74.46	$95.74	$95.74	$117.01	$74.46	$95.74
Level 3 - pay point 4	$75.99	$97.70	$97.70	$119.41	$75.99	$97.70
Level 4 - pay point 1	$81.73	$105.08	$105.08	$128.43	$81.73	$105.08
Level 4 - pay point 2	$83.86	$107.82	$107.82	$131.78	$83.86	$107.82
Level 4 - pay point 3	$86.03	$110.61	$110.61	$135.19	$86.03	$110.61
Level 4 - pay point 4	$87.94	$113.06	$113.06	$138.19	$87.94	$113.06
Level 5 - pay point 1	$93.50	$120.22	$120.22	$146.93	$93.50	$120.22
Level 5 - pay point 2	$95.52	$122.81	$122.81	$150.10	$95.52	$122.81
Level 5 - pay point 3	$97.74	$125.66	$125.66	$153.59	$97.74	$125.66
Level 6 - pay point 1	$102.15	$131.33	$131.33	$160.52	$102.15	$131.33
Level 6 - pay point 2	$104.41	$134.24	$134.24	$164.07	$104.41	$134.24
Level 6 - pay point 3	$106.66	$137.14	$137.14	$167.61	$106.66	$137.14
Level 7 - pay point 1	$110.48	$142.04	$142.04	$173.61	$110.48	$142.04
Level 7 - pay point 2	$112.81	$145.04	$145.04	$177.27	$112.81	$145.04
Level 7 - pay point 3	$115.10	$147.98	$147.98	$180.87	$115.10	$147.98
Level 8 - pay point 1	$119.86	$154.10	$154.10	$188.35	$119.86	$154.10
Level 8 - pay point 2	$122.22	$157.14	$157.14	$192.06	$122.22	$157.14
Level 8 - pay point 3	$124.58	$160.18	$160.18	$195.77	$124.58	$160.18

Crisis accommodation employee - Full-time & part-time

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift	Night shift
Level 1 - pay point 1	$1,538.59	$40.49	$60.74	$80.98	$101.23	$45.55	$46.56
Level 1 - pay point 2	$1,582.94	$41.66	$62.49	$83.32	$104.15	$46.87	$47.91
Level 1 - pay point 3	$1,616.71	$42.55	$63.83	$85.10	$106.38	$47.87	$48.93
Level 1 - pay point 4	$1,649.97	$43.42	$65.13	$86.84	$108.55	$48.85	$49.93
Level 2 - pay point 1	$1,774.74	$46.70	$70.05	$93.40	$116.75	$52.54	$53.71
Level 2 - pay point 2	$1,821.07	$47.92	$71.88	$95.84	$119.80	$53.91	$55.11
Level 2 - pay point 3	$1,867.93	$49.16	$73.74	$98.32	$122.90	$55.31	$56.53
Level 2 - pay point 4	$1,909.51	$50.25	$75.38	$100.50	$125.63	$56.53	$57.79
Level 3 - pay point 1	$2,030.20	$53.43	$80.15	$106.86	$133.58	$60.11	$61.44
Level 3 - pay point 2	$2,073.91	$54.58	$81.87	$109.16	$136.45	$61.40	$62.77
Level 3 - pay point 3	$2,122.13	$55.85	$83.78	$111.70	$139.63	$62.83	$64.23
Level 4 - pay point 1	$2,218.02	$58.37	$87.56	$116.74	$145.93	$65.67	$67.13
Level 4 - pay point 2	$2,267.02	$59.66	$89.49	$119.32	$149.15	$67.12	$68.61
Level 4 - pay point 3	$2,316.16	$60.95	$91.43	$121.90	$152.38	$68.57	$70.09

Table 2 of 3

Classification	Overtime - Monday to Saturday - first 3 hours (full-time) or first 2 hours (part-time)	Overtime - Monday to Saturday - after 3 hours (full-time) or after 2 hours (part-time)	Overtime - public holiday	Less than 10 hour break after working overtime	Remote work - Monday to Friday - within the span of 6am to 8pm	Remote work - Monday to Friday - first 2 hours - outside the span of 6am to 8pm	Remote work - Monday to Friday - after 2 hours - outside the span of 6am to 8pm
Level 1 - pay point 1	$60.74	$80.98	$101.23	$80.98	$40.49	$60.74	$80.98
Level 1 - pay point 2	$62.49	$83.32	$104.15	$83.32	$41.66	$62.49	$83.32
Level 1 - pay point 3	$63.83	$85.10	$106.38	$85.10	$42.55	$63.83	$85.10
Level 1 - pay point 4	$65.13	$86.84	$108.55	$86.84	$43.42	$65.13	$86.84
Level 2 - pay point 1	$70.05	$93.40	$116.75	$93.40	$46.70	$70.05	$93.40
Level 2 - pay point 2	$71.88	$95.84	$119.80	$95.84	$47.92	$71.88	$95.84
Level 2 - pay point 3	$73.74	$98.32	$122.90	$98.32	$49.16	$73.74	$98.32
Level 2 - pay point 4	$75.38	$100.50	$125.63	$100.50	$50.25	$75.38	$100.50
Level 3 - pay point 1	$80.15	$106.86	$133.58	$106.86	$53.43	$80.15	$106.86
Level 3 - pay point 2	$81.87	$109.16	$136.45	$109.16	$54.58	$81.87	$109.16
Level 3 - pay point 3	$83.78	$111.70	$139.63	$111.70	$55.85	$83.78	$111.70

Classification	Overtime - Monday to Saturday - first 3 hours (full-time) or first 2 hours (part-time)	Overtime - Monday to Saturday - after 3 hours (full-time) or after 2 hours (part-time)	Overtime - public holiday	Less than 10 hour break after working overtime	Remote work - Monday to Friday - within the span of 6am to 8pm	Remote work - Monday to Friday - first 2 hours - outside the span of 6am to 8pm	Remote work - Monday to Friday - after 2 hours - outside the span of 6am to 8pm
Level 4 - pay point 1	$87.56	$116.74	$145.93	$116.74	$58.37	$87.56	$116.74
Level 4 - pay point 2	$89.49	$119.32	$149.15	$119.32	$59.66	$89.49	$119.32
Level 4 - pay point 3	$91.43	$121.90	$152.38	$121.90	$60.95	$91.43	$121.90

Table 3 of 3

Classification	Remote work on a Saturday - within the span of 6am to 8pm	Remote work - Saturday - first 2 hours - outside the span of 6am to 8pm	Remote work - Saturday - after 2 hours - outside the span of 6am to 8pm	Remote work - Sunday	Remote work - public holiday	Remote work - more than 10 hours a day - first 2 hours	Remote work - more than 10 hours a day - after 2 hours
Level 1 - pay point 1	$60.74	$60.74	$80.98	$80.98	$101.23	$60.74	$80.98
Level 1 - pay point 2	$62.49	$62.49	$83.32	$83.32	$104.15	$62.49	$83.32
Level 1 - pay point 3	$63.83	$63.83	$85.10	$85.10	$106.38	$63.83	$85.10
Level 1 - pay point 4	$65.13	$65.13	$86.84	$86.84	$108.55	$65.13	$86.84
Level 2 - pay point 1	$70.05	$70.05	$93.40	$93.40	$116.75	$70.05	$93.40
Level 2 - pay point 2	$71.88	$71.88	$95.84	$95.84	$119.80	$71.88	$95.84
Level 2 - pay point 3	$73.74	$73.74	$98.32	$98.32	$122.90	$73.74	$98.32
Level 2 - pay point 4	$75.38	$75.38	$100.50	$100.50	$125.63	$75.38	$100.50
Level 3 - pay point 1	$80.15	$80.15	$106.86	$106.86	$133.58	$80.15	$106.86
Level 3 - pay point 2	$81.87	$81.87	$109.16	$109.16	$136.45	$81.87	$109.16
Level 3 - pay point 3	$83.78	$83.78	$111.70	$111.70	$139.63	$83.78	$111.70
Level 4 - pay point 1	$87.56	$87.56	$116.74	$116.74	$145.93	$87.56	$116.74
Level 4 - pay point 2	$89.49	$89.49	$119.32	$119.32	$149.15	$89.49	$119.32
Level 4 - pay point 3	$91.43	$91.43	$121.90	$121.90	$152.38	$91.43	$121.90

Crisis accommodation employee - Casual

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift	Night shift	Overtime - Monday to Saturday - first 2 hours
Level 1 - pay point 1	$50.61	$70.86	$91.10	$111.35	$55.67	$56.69	$70.86
Level 1 - pay point 2	$52.08	$72.91	$93.74	$114.57	$57.28	$58.32	$72.91
Level 1 - pay point 3	$53.19	$74.46	$95.74	$117.01	$58.51	$59.57	$74.46
Level 1 - pay point 4	$54.28	$75.99	$97.70	$119.41	$59.70	$60.79	$75.99
Level 2 - pay point 1	$58.38	$81.73	$105.08	$128.43	$64.21	$65.38	$81.73
Level 2 - pay point 2	$59.90	$83.86	$107.82	$131.78	$65.89	$67.09	$83.86
Level 2 - pay point 3	$61.45	$86.03	$110.61	$135.19	$67.60	$68.82	$86.03
Level 2 - pay point 4	$62.81	$87.94	$113.06	$138.19	$69.09	$70.35	$87.94
Level 3 - pay point 1	$66.79	$93.50	$120.22	$146.93	$73.47	$74.80	$93.50
Level 3 - pay point 2	$68.23	$95.52	$122.81	$150.10	$75.05	$76.41	$95.52
Level 3 - pay point 3	$69.81	$97.74	$125.66	$153.59	$76.79	$78.19	$97.74
Level 4 - pay point 1	$72.96	$102.15	$131.33	$160.52	$80.26	$81.72	$102.15
Level 4 - pay point 2	$74.58	$104.41	$134.24	$164.07	$82.03	$83.52	$104.41
Level 4 - pay point 3	$76.19	$106.66	$137.14	$167.61	$83.81	$85.33	$106.66

Table 2 of 3

Classification	Overtime - Monday to Saturday - after 2 hours	Overtime - public holiday	Remote work - Monday to Friday - within the span of 6am to 8pm	Remote work - Monday to Friday - first 2 hours - outside the span of 6am to 8pm	Remote work - Monday to Friday - after 2 hours - outside the span of 6am to 8pm	Remote work on a Saturday - within the span of 6am to 8pm	Remote work - Saturday - first 2 hours - outside the span of 6am to 8pm
Level 1 - pay point 1	$91.10	$111.35	$50.61	$70.86	$91.10	$70.86	$70.86
Level 1 - pay point 2	$93.74	$114.57	$52.08	$72.91	$93.74	$72.91	$72.91
Level 1 - pay point 3	$95.74	$117.01	$53.19	$74.46	$95.74	$74.46	$74.46
Level 1 - pay point 4	$97.70	$119.41	$54.28	$75.99	$97.70	$75.99	$75.99
Level 2 - pay point 1	$105.08	$128.43	$58.38	$81.73	$105.08	$81.73	$81.73
Level 2 - pay point 2	$107.82	$131.78	$59.90	$83.86	$107.82	$83.86	$83.86
Level 2 - pay point 3	$110.61	$135.19	$61.45	$86.03	$110.61	$86.03	$86.03
Level 2 - pay point 4	$113.06	$138.19	$62.81	$87.94	$113.06	$87.94	$87.94
Level 3 - pay point 1	$120.22	$146.93	$66.79	$93.50	$120.22	$93.50	$93.50

Classification	Overtime - Monday to Saturday - after 2 hours	Overtime - public holiday	Remote work - Monday to Friday - within the span of 6am to 8pm	Remote work - Monday to Friday - first 2 hours - outside the span of 6am to 8pm	Remote work - Monday to Friday - after 2 hours - outside the span of 6am to 8pm	Remote work on a Saturday - within the span of 6am to 8pm	Remote work - Saturday - first 2 hours - outside the span of 6am to 8pm
Level 3 - pay point 2	$122.81	$150.10	$68.23	$95.52	$122.81	$95.52	$95.52
Level 3 - pay point 3	$125.66	$153.59	$69.81	$97.74	$125.66	$97.74	$97.74
Level 4 - pay point 1	$131.33	$160.52	$72.96	$102.15	$131.33	$102.15	$102.15
Level 4 - pay point 2	$134.24	$164.07	$74.58	$104.41	$134.24	$104.41	$104.41
Level 4 - pay point 3	$137.14	$167.61	$76.19	$106.66	$137.14	$106.66	$106.66

Table 3 of 3

Classification	Remote work - Saturday - after 2 hours - outside the span of 6am to 8pm	Remote work - Sunday	Remote work - public holiday	Remote work - more than 10 hours a day - first 2 hours	Remote work - more than 10 hours a day - after 2 hours
Level 1 - pay point 1	$91.10	$91.10	$111.35	$70.86	$91.10
Level 1 - pay point 2	$93.74	$93.74	$114.57	$72.91	$93.74
Level 1 - pay point 3	$95.74	$95.74	$117.01	$74.46	$95.74
Level 1 - pay point 4	$97.70	$97.70	$119.41	$75.99	$97.70
Level 2 - pay point 1	$105.08	$105.08	$128.43	$81.73	$105.08
Level 2 - pay point 2	$107.82	$107.82	$131.78	$83.86	$107.82
Level 2 - pay point 3	$110.61	$110.61	$135.19	$86.03	$110.61
Level 2 - pay point 4	$113.06	$113.06	$138.19	$87.94	$113.06
Level 3 - pay point 1	$120.22	$120.22	$146.93	$93.50	$120.22
Level 3 - pay point 2	$122.81	$122.81	$150.10	$95.52	$122.81
Level 3 - pay point 3	$125.66	$125.66	$153.59	$97.74	$125.66
Level 4 - pay point 1	$131.33	$131.33	$160.52	$102.15	$131.33
Level 4 - pay point 2	$134.24	$134.24	$164.07	$104.41	$134.24
Level 4 - pay point 3	$137.14	$137.14	$167.61	$106.66	$137.14

Family day care employee - Full-time & part-time

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift	Night shift
Level 1 - pay point 1	$1,048.10	$27.58	$41.37	$55.16	$68.95	$31.03	$31.72
Level 1 - pay point 2	$1,081.80	$28.47	$42.71	$56.94	$71.18	$32.03	$32.74
Level 1 - pay point 3	$1,121.00	$29.50	$44.25	$59.00	$73.75	$33.19	$33.93
Level 1 - pay point 4	$1,158.60	$30.49	$45.74	$60.98	$76.23	$34.30	$35.06
Level 2 - pay point 1	$1,191.60	$31.36	$47.04	$62.72	$78.40	$35.28	$36.06
Level 2 - pay point 2	$1,230.50	$32.38	$48.57	$64.76	$80.95	$36.43	$37.24
Level 2 - pay point 3	$1,269.50	$33.41	$50.12	$66.82	$83.53	$37.59	$38.42
Level 2 - pay point 4	$1,299.70	$34.20	$51.30	$68.40	$85.50	$38.48	$39.33
Level 3 - pay point 1	$1,332.70	$35.07	$52.61	$70.14	$87.68	$39.45	$40.33
Level 3 - pay point 2	$1,374.20	$36.16	$54.24	$72.32	$90.40	$40.68	$41.58
Level 3 - pay point 3	$1,416.50	$37.28	$55.92	$74.56	$93.20	$41.94	$42.87
Level 3 - pay point 4	$1,455.50	$38.30	$57.45	$76.60	$95.75	$43.09	$44.05
Level 4 - pay point 1	$1,497.60	$39.41	$59.12	$78.82	$98.53	$44.34	$45.32
Level 4 - pay point 2	$1,513.40	$39.83	$59.75	$79.66	$99.58	$44.81	$45.80
Level 4 - pay point 3	$1,548.80	$40.76	$61.14	$81.52	$101.90	$45.86	$46.87
Level 4 - pay point 4	$1,574.40	$41.43	$62.15	$82.86	$103.58	$46.61	$47.64
Level 5 - pay point 1	$1,687.10	$44.40	$66.60	$88.80	$111.00	$49.95	$51.06
Level 5 - pay point 2	$1,733.70	$45.62	$68.43	$91.24	$114.05	$51.32	$52.46
Level 5 - pay point 3	$1,780.90	$46.87	$70.31	$93.74	$117.18	$52.73	$53.90
Level 5 - pay point 4	$1,827.60	$48.09	$72.14	$96.18	$120.23	$54.10	$55.30

Table 2 of 3

Classification	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - public holiday	Less than 10 hour break after working overtime	Remote work - Monday to Friday - within the span of 6am to 8pm	Remote work - Monday to Friday - first 2 hours - outside the span of 6am to 8pm	Remote work - Monday to Friday - after 2 hours - outside the span of 6am to 8pm
Level 1 - pay point 1	$41.37	$55.16	$68.95	$55.16	$27.58	$41.37	$55.16
Level 1 - pay point 2	$42.71	$56.94	$71.18	$56.94	$28.47	$42.71	$56.94
Level 1 - pay point 3	$44.25	$59.00	$73.75	$59.00	$29.50	$44.25	$59.00
Level 1 - pay point 4	$45.74	$60.98	$76.23	$60.98	$30.49	$45.74	$60.98
Level 2 - pay point 1	$47.04	$62.72	$78.40	$62.72	$31.36	$47.04	$62.72
Level 2 - pay point 2	$48.57	$64.76	$80.95	$64.76	$32.38	$48.57	$64.76
Level 2 - pay point 3	$50.12	$66.82	$83.53	$66.82	$33.41	$50.12	$66.82
Level 2 - pay point 4	$51.30	$68.40	$85.50	$68.40	$34.20	$51.30	$68.40
Level 3 - pay point 1	$52.61	$70.14	$87.68	$70.14	$35.07	$52.61	$70.14
Level 3 - pay point 2	$54.24	$72.32	$90.40	$72.32	$36.16	$54.24	$72.32
Level 3 - pay point 3	$55.92	$74.56	$93.20	$74.56	$37.28	$55.92	$74.56
Level 3 - pay point 4	$57.45	$76.60	$95.75	$76.60	$38.30	$57.45	$76.60
Level 4 - pay point 1	$59.12	$78.82	$98.53	$78.82	$39.41	$59.12	$78.82
Level 4 - pay point 2	$59.75	$79.66	$99.58	$79.66	$39.83	$59.75	$79.66
Level 4 - pay point 3	$61.14	$81.52	$101.90	$81.52	$40.76	$61.14	$81.52
Level 4 - pay point 4	$62.15	$82.86	$103.58	$82.86	$41.43	$62.15	$82.86
Level 5 - pay point 1	$66.60	$88.80	$111.00	$88.80	$44.40	$66.60	$88.80
Level 5 - pay point 2	$68.43	$91.24	$114.05	$91.24	$45.62	$68.43	$91.24
Level 5 - pay point 3	$70.31	$93.74	$117.18	$93.74	$46.87	$70.31	$93.74
Level 5 - pay point 4	$72.14	$96.18	$120.23	$96.18	$48.09	$72.14	$96.18

Table 3 of 3

Classification	Remote work on a Saturday - within the span of 6am to 8pm	Remote work - Saturday - first 2 hours - outside the span of 6am to 8pm	Remote work - Saturday - after 2 hours - outside the span of 6am to 8pm	Remote work - Sunday	Remote work - public holiday	Remote work - more than 10 hours a day - first 2 hours	Remote work - more than 10 hours a day - after 2 hours
Level 1 - pay point 1	$41.37	$41.37	$55.16	$55.16	$68.95	$41.37	$55.16
Level 1 - pay point 2	$42.71	$42.71	$56.94	$56.94	$71.18	$42.71	$56.94
Level 1 - pay point 3	$44.25	$44.25	$59.00	$59.00	$73.75	$44.25	$59.00
Level 1 - pay point 4	$45.74	$45.74	$60.98	$60.98	$76.23	$45.74	$60.98
Level 2 - pay point 1	$47.04	$47.04	$62.72	$62.72	$78.40	$47.04	$62.72
Level 2 - pay point 2	$48.57	$48.57	$64.76	$64.76	$80.95	$48.57	$64.76
Level 2 - pay point 3	$50.12	$50.12	$66.82	$66.82	$83.53	$50.12	$66.82
Level 2 - pay point 4	$51.30	$51.30	$68.40	$68.40	$85.50	$51.30	$68.40
Level 3 - pay point 1	$52.61	$52.61	$70.14	$70.14	$87.68	$52.61	$70.14
Level 3 - pay point 2	$54.24	$54.24	$72.32	$72.32	$90.40	$54.24	$72.32
Level 3 - pay point 3	$55.92	$55.92	$74.56	$74.56	$93.20	$55.92	$74.56
Level 3 - pay point 4	$57.45	$57.45	$76.60	$76.60	$95.75	$57.45	$76.60
Level 4 - pay point 1	$59.12	$59.12	$78.82	$78.82	$98.53	$59.12	$78.82
Level 4 - pay point 2	$59.75	$59.75	$79.66	$79.66	$99.58	$59.75	$79.66
Level 4 - pay point 3	$61.14	$61.14	$81.52	$81.52	$101.90	$61.14	$81.52
Level 4 - pay point 4	$62.15	$62.15	$82.86	$82.86	$103.58	$62.15	$82.86
Level 5 - pay point 1	$66.60	$66.60	$88.80	$88.80	$111.00	$66.60	$88.80
Level 5 - pay point 2	$68.43	$68.43	$91.24	$91.24	$114.05	$68.43	$91.24
Level 5 - pay point 3	$70.31	$70.31	$93.74	$93.74	$117.18	$70.31	$93.74
Level 5 - pay point 4	$72.14	$72.14	$96.18	$96.18	$120.23	$72.14	$96.18

Family day care employee - Casual

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift	Night shift	Overtime - Monday to Saturday - first 2 hours
Level 1 - pay point 1	$34.48	$48.27	$62.06	$75.85	$37.92	$38.61	$48.27
Level 1 - pay point 2	$35.59	$49.82	$64.06	$78.29	$39.15	$39.86	$49.82
Level 1 - pay point 3	$36.88	$51.63	$66.38	$81.13	$40.56	$41.30	$51.63
Level 1 - pay point 4	$38.11	$53.36	$68.60	$83.85	$41.92	$42.69	$53.36
Level 2 - pay point 1	$39.20	$54.88	$70.56	$86.24	$43.12	$43.90	$54.88
Level 2 - pay point 2	$40.48	$56.67	$72.86	$89.05	$44.52	$45.33	$56.67
Level 2 - pay point 3	$41.76	$58.47	$75.17	$91.88	$45.94	$46.77	$58.47
Level 2 - pay point 4	$42.75	$59.85	$76.95	$94.05	$47.03	$47.88	$59.85
Level 3 - pay point 1	$43.84	$61.37	$78.91	$96.44	$48.22	$49.10	$61.37
Level 3 - pay point 2	$45.20	$63.28	$81.36	$99.44	$49.72	$50.62	$63.28
Level 3 - pay point 3	$46.60	$65.24	$83.88	$102.52	$51.26	$52.19	$65.24
Level 3 - pay point 4	$47.88	$67.03	$86.18	$105.33	$52.66	$53.62	$67.03
Level 4 - pay point 1	$49.26	$68.97	$88.67	$108.38	$54.19	$55.17	$68.97
Level 4 - pay point 2	$49.79	$69.70	$89.62	$109.53	$54.77	$55.76	$69.70
Level 4 - pay point 3	$50.95	$71.33	$91.71	$112.09	$56.05	$57.06	$71.33
Level 4 - pay point 4	$51.79	$72.50	$93.22	$113.93	$56.97	$58.00	$72.50
Level 5 - pay point 1	$55.50	$77.70	$99.90	$122.10	$61.05	$62.16	$77.70
Level 5 - pay point 2	$57.03	$79.84	$102.65	$125.46	$62.73	$63.87	$79.84
Level 5 - pay point 3	$58.59	$82.02	$105.46	$128.89	$64.45	$65.62	$82.02
Level 5 - pay point 4	$60.11	$84.16	$108.20	$132.25	$66.12	$67.33	$84.16

Table 2 of 3

Classification	Overtime - Monday to Saturday - after 2 hours	Overtime - public holiday	Remote work - Monday to Friday - within the span of 6am to 8pm	Remote work - Monday to Friday - first 2 hours - outside the span of 6am to 8pm	Remote work - Monday to Friday - after 2 hours - outside the span of 6am to 8pm	Remote work on a Saturday - within the span of 6am to 8pm	Remote work - Saturday - first 2 hours - outside the span of 6am to 8pm
Level 1 - pay point 1	$62.06	$75.85	$34.48	$48.27	$62.06	$48.27	$48.27
Level 1 - pay point 2	$64.06	$78.29	$35.59	$49.82	$64.06	$49.82	$49.82
Level 1 - pay point 3	$66.38	$81.13	$36.88	$51.63	$66.38	$51.63	$51.63
Level 1 - pay point 4	$68.60	$83.85	$38.11	$53.36	$68.60	$53.36	$53.36
Level 2 - pay point 1	$70.56	$86.24	$39.20	$54.88	$70.56	$54.88	$54.88
Level 2 - pay point 2	$72.86	$89.05	$40.48	$56.67	$72.86	$56.67	$56.67
Level 2 - pay point 3	$75.17	$91.88	$41.76	$58.47	$75.17	$58.47	$58.47
Level 2 - pay point 4	$76.95	$94.05	$42.75	$59.85	$76.95	$59.85	$59.85
Level 3 - pay point 1	$78.91	$96.44	$43.84	$61.37	$78.91	$61.37	$61.37
Level 3 - pay point 2	$81.36	$99.44	$45.20	$63.28	$81.36	$63.28	$63.28
Level 3 - pay point 3	$83.88	$102.52	$46.60	$65.24	$83.88	$65.24	$65.24
Level 3 - pay point 4	$86.18	$105.33	$47.88	$67.03	$86.18	$67.03	$67.03
Level 4 - pay point 1	$88.67	$108.38	$49.26	$68.97	$88.67	$68.97	$68.97
Level 4 - pay point 2	$89.62	$109.53	$49.79	$69.70	$89.62	$69.70	$69.70
Level 4 - pay point 3	$91.71	$112.09	$50.95	$71.33	$91.71	$71.33	$71.33
Level 4 - pay point 4	$93.22	$113.93	$51.79	$72.50	$93.22	$72.50	$72.50
Level 5 - pay point 1	$99.90	$122.10	$55.50	$77.70	$99.90	$77.70	$77.70
Level 5 - pay point 2	$102.65	$125.46	$57.03	$79.84	$102.65	$79.84	$79.84
Level 5 - pay point 3	$105.46	$128.89	$58.59	$82.02	$105.46	$82.02	$82.02
Level 5 - pay point 4	$108.20	$132.25	$60.11	$84.16	$108.20	$84.16	$84.16

Table 3 of 3

Classification	Remote work - Saturday - after 2 hours - outside the span of 6am to 8pm	Remote work - Sunday	Remote work - public holiday	Remote work - more than 10 hours a day - first 2 hours	Remote work - more than 10 hours a day - after 2 hours
Level 1 - pay point 1	$62.06	$62.06	$75.85	$48.27	$62.06
Level 1 - pay point 2	$64.06	$64.06	$78.29	$49.82	$64.06
Level 1 - pay point 3	$66.38	$66.38	$81.13	$51.63	$66.38
Level 1 - pay point 4	$68.60	$68.60	$83.85	$53.36	$68.60
Level 2 - pay point 1	$70.56	$70.56	$86.24	$54.88	$70.56
Level 2 - pay point 2	$72.86	$72.86	$89.05	$56.67	$72.86
Level 2 - pay point 3	$75.17	$75.17	$91.88	$58.47	$75.17
Level 2 - pay point 4	$76.95	$76.95	$94.05	$59.85	$76.95
Level 3 - pay point 1	$78.91	$78.91	$96.44	$61.37	$78.91
Level 3 - pay point 2	$81.36	$81.36	$99.44	$63.28	$81.36
Level 3 - pay point 3	$83.88	$83.88	$102.52	$65.24	$83.88
Level 3 - pay point 4	$86.18	$86.18	$105.33	$67.03	$86.18
Level 4 - pay point 1	$88.67	$88.67	$108.38	$68.97	$88.67
Level 4 - pay point 2	$89.62	$89.62	$109.53	$69.70	$89.62
Level 4 - pay point 3	$91.71	$91.71	$112.09	$71.33	$91.71
Level 4 - pay point 4	$93.22	$93.22	$113.93	$72.50	$93.22
Level 5 - pay point 1	$99.90	$99.90	$122.10	$77.70	$99.90
Level 5 - pay point 2	$102.65	$102.65	$125.46	$79.84	$102.65
Level 5 - pay point 3	$105.46	$105.46	$128.89	$82.02	$105.46
Level 5 - pay point 4	$108.20	$108.20	$132.25	$84.16	$108.20

Home care employee - Full-time & part-time

Table 1 of 4

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift	Night shift
Disability care							
Level 1 - pay point 1	$1,192.30	$31.38	$47.07	$62.76	$78.45	$35.30	$36.09
Level 2 - pay point 1	$1,261.10	$33.19	$49.79	$66.38	$82.98	$37.34	$38.17
Level 2 - pay point 2	$1,269.70	$33.41	$50.12	$66.82	$83.53	$37.59	$38.42
Level 3 - pay point 1	$1,287.00	$33.87	$50.81	$67.74	$84.68	$38.10	$38.95
Level 3 - pay point 2	$1,326.80	$34.92	$52.38	$69.84	$87.30	$39.29	$40.16
Level 4 - pay point 1	$1,404.20	$36.95	$55.43	$73.90	$92.38	$41.57	$42.49
Level 4 - pay point 2	$1,431.70	$37.68	$56.52	$75.36	$94.20	$42.39	$43.33
Level 5 - pay point 1	$1,505.60	$39.62	$59.43	$79.24	$99.05	$44.57	$45.56
Level 5 - pay point 2	$1,541.90	$40.58	$60.87	$81.16	$101.45	$45.65	$46.67
Aged care							
Level 1 - Introductory	$1,239.00	$32.61	$48.92	$65.22	$81.53	$36.69	$37.50
Level 2 - Home carer	$1,307.80	$34.42	$51.63	$68.84	$86.05	$38.72	$39.58
Level 3 - Qualified	$1,376.70	$36.23	$54.35	$72.46	$90.58	$40.76	$41.66
Level 4 - Senior	$1,431.70	$37.68	$56.52	$75.36	$94.20	$42.39	$43.33
Level 5 - Specialist	$1,486.80	$39.13	$58.70	$78.26	$97.83	$44.02	$45.00
Level 6 - Team leader	$1,541.90	$40.58	$60.87	$81.16	$101.45	$45.65	$46.67

Table 2 of 4

Classification	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - public holiday	Less than 10 hour break after working overtime	Broken shift - working beyond a 12 hour span	24 hour care - payment per shift	Overtime - 24-hour care shift - Monday to Saturday - first 2 hours
Disability care							
Level 1 - pay point 1	$47.07	$62.76	$78.45	$62.76	$62.76	$389.12	$47.07
Level 2 - pay point 1	$49.79	$66.38	$82.98	$66.38	$66.38	$411.52	$49.79
Level 2 - pay point 2	$50.12	$66.82	$83.53	$66.82	$66.82	$414.32	$50.12
Level 3 - pay point 1	$50.81	$67.74	$84.68	$67.74	$67.74	$420.00	$50.81
Level 3 - pay point 2	$52.38	$69.84	$87.30	$69.84	$69.84	$433.04	$52.38
Level 4 - pay point 1	$55.43	$73.90	$92.38	$73.90	$73.90	$458.16	$55.43
Level 4 - pay point 2	$56.52	$75.36	$94.20	$75.36	$75.36	$467.20	$56.52
Level 5 - pay point 1	$59.43	$79.24	$99.05	$79.24	$79.24	$491.28	$59.43
Level 5 - pay point 2	$60.87	$81.16	$101.45	$81.16	$81.16	$503.20	$60.87
Aged care							
Level 1 - Introductory	$48.92	$65.22	$81.53	$65.22	$65.22	$404.40	$48.92
Level 2 - Home carer	$51.63	$68.84	$86.05	$68.84	$68.84	$426.80	$51.63
Level 3 - Qualified	$54.35	$72.46	$90.58	$72.46	$72.46	$449.28	$54.35
Level 4 - Senior	$56.52	$75.36	$94.20	$75.36	$75.36	$467.20	$56.52
Level 5 - Specialist	$58.70	$78.26	$97.83	$78.26	$78.26	$485.20	$58.70
Level 6 - Team leader	$60.87	$81.16	$101.45	$81.16	$81.16	$503.20	$60.87

Table 3 of 4

Classification	Overtime - 24-hour care shift - Monday to Saturday - after 2 hours	Overtime - 24-hour care shift - Sunday	Overtime - 24-hour care shift - public holiday	Remote work - Monday to Friday - within the span of 6am to 8pm	Remote work - Monday to Friday - first 2 hours - outside the span of 6am to 8pm	Remote work - Monday to Friday - after 2 hours - outside the span of 6am to 8pm	Remote work on a Saturday - within the span of 6am to 8pm
Disability care							
Level 1 - pay point 1	$62.76	$62.76	$78.45	$31.38	$47.07	$62.76	$47.07
Level 2 - pay point 1	$66.38	$66.38	$82.98	$33.19	$49.79	$66.38	$49.79
Level 2 - pay point 2	$66.82	$66.82	$83.53	$33.41	$50.12	$66.82	$50.12
Level 3 - pay point 1	$67.74	$67.74	$84.68	$33.87	$50.81	$67.74	$50.81
Level 3 - pay point 2	$69.84	$69.84	$87.30	$34.92	$52.38	$69.84	$52.38
Level 4 - pay point 1	$73.90	$73.90	$92.38	$36.95	$55.43	$73.90	$55.43
Level 4 - pay point 2	$75.36	$75.36	$94.20	$37.68	$56.52	$75.36	$56.52
Level 5 - pay point 1	$79.24	$79.24	$99.05	$39.62	$59.43	$79.24	$59.43
Level 5 - pay point 2	$81.16	$81.16	$101.45	$40.58	$60.87	$81.16	$60.87
Aged care							
Level 1 - Introductory	$65.22	$65.22	$81.53	$32.61	$48.92	$65.22	$48.92
Level 2 - Home carer	$68.84	$68.84	$86.05	$34.42	$51.63	$68.84	$51.63
Level 3 - Qualified	$72.46	$72.46	$90.58	$36.23	$54.35	$72.46	$54.35
Level 4 - Senior	$75.36	$75.36	$94.20	$37.68	$56.52	$75.36	$56.52
Level 5 - Specialist	$78.26	$78.26	$97.83	$39.13	$58.70	$78.26	$58.70
Level 6 - Team leader	$81.16	$81.16	$101.45	$40.58	$60.87	$81.16	$60.87

Table 4 of 4

Classification	Remote work - Saturday - first 2 hours - outside the span of 6am to 8pm	Remote work - Saturday - after 2 hours - outside the span of 6am to 8pm	Remote work - Sunday	Remote work - public holiday	Remote work - more than 10 hours a day - first 2 hours	Remote work - more than 10 hours a day - after 2 hours
Disability care						
Level 1 - pay point 1	$47.07	$62.76	$62.76	$78.45	$47.07	$62.76
Level 2 - pay point 1	$49.79	$66.38	$66.38	$82.98	$49.79	$66.38
Level 2 - pay point 2	$50.12	$66.82	$66.82	$83.53	$50.12	$66.82
Level 3 - pay point 1	$50.81	$67.74	$67.74	$84.68	$50.81	$67.74
Level 3 - pay point 2	$52.38	$69.84	$69.84	$87.30	$52.38	$69.84
Level 4 - pay point 1	$55.43	$73.90	$73.90	$92.38	$55.43	$73.90
Level 4 - pay point 2	$56.52	$75.36	$75.36	$94.20	$56.52	$75.36
Level 5 - pay point 1	$59.43	$79.24	$79.24	$99.05	$59.43	$79.24
Level 5 - pay point 2	$60.87	$81.16	$81.16	$101.45	$60.87	$81.16
Aged care						
Level 1 - Introductory	$48.92	$65.22	$65.22	$81.53	$48.92	$65.22
Level 2 - Home carer	$51.63	$68.84	$68.84	$86.05	$51.63	$68.84
Level 3 - Qualified	$54.35	$72.46	$72.46	$90.58	$54.35	$72.46
Level 4 - Senior	$56.52	$75.36	$75.36	$94.20	$56.52	$75.36
Level 5 - Specialist	$58.70	$78.26	$78.26	$97.83	$58.70	$78.26
Level 6 - Team leader	$60.87	$81.16	$81.16	$101.45	$60.87	$81.16

Home care employee - Casual

Table 1 of 4

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift	Night shift	Overtime - Monday to Saturday - first 2 hours
Disability care							
Level 1 - pay point 1	$39.23	$54.92	$70.61	$86.30	$43.15	$43.93	$54.92
Level 2 - pay point 1	$41.49	$58.08	$74.68	$91.27	$45.64	$46.47	$58.08
Level 2 - pay point 2	$41.76	$58.47	$75.17	$91.88	$45.94	$46.77	$58.47
Level 3 - pay point 1	$42.34	$59.27	$76.21	$93.14	$46.57	$47.42	$59.27
Level 3 - pay point 2	$43.65	$61.11	$78.57	$96.03	$48.02	$48.89	$61.11
Level 4 - pay point 1	$46.19	$64.66	$83.14	$101.61	$50.81	$51.73	$64.66
Level 4 - pay point 2	$47.10	$65.94	$84.78	$103.62	$51.81	$52.75	$65.94
Level 5 - pay point 1	$49.53	$69.34	$89.15	$108.96	$54.48	$55.47	$69.34
Level 5 - pay point 2	$50.73	$71.02	$91.31	$111.60	$55.80	$56.81	$71.02
Aged care							
Level 1 - Introductory	$40.76	$57.07	$73.37	$89.68	$44.84	$45.65	$57.07
Level 2 - Home carer	$43.03	$60.24	$77.45	$94.66	$47.33	$48.19	$60.24
Level 3 - Qualified	$45.29	$63.40	$81.52	$99.63	$49.82	$50.72	$63.40
Level 4 - Senior	$47.10	$65.94	$84.78	$103.62	$51.81	$52.75	$65.94
Level 5 - Specialist	$48.91	$68.48	$88.04	$107.61	$53.80	$54.78	$68.48
Level 6 - Team leader	$50.73	$71.02	$91.31	$111.60	$55.80	$56.81	$71.02

Table 2 of 4

Classification	Overtime - Monday to Saturday - after 2 hours	Overtime - public holiday	Broken shift - working beyond a 12 hour span	24 hour care - payment per shift	Overtime - 24-hour care shift - Monday to Saturday - first 2 hours	Overtime - 24-hour care shift - Monday to Saturday - after 2 hours	Overtime - 24-hour care shift - Sunday
Disability care							
Level 1 - pay point 1	$70.61	$86.30	$70.61	$451.84	$54.92	$70.61	$70.61
Level 2 - pay point 1	$74.68	$91.27	$74.68	$477.92	$58.08	$74.68	$74.68
Level 2 - pay point 2	$75.17	$91.88	$75.17	$481.12	$58.47	$75.17	$75.17
Level 3 - pay point 1	$76.21	$93.14	$76.21	$487.76	$59.27	$76.21	$76.21
Level 3 - pay point 2	$78.57	$96.03	$78.57	$502.88	$61.11	$78.57	$78.57
Level 4 - pay point 1	$83.14	$101.61	$83.14	$532.08	$64.66	$83.14	$83.14
Level 4 - pay point 2	$84.78	$103.62	$84.78	$542.56	$65.94	$84.78	$84.78
Level 5 - pay point 1	$89.15	$108.96	$89.15	$570.56	$69.34	$89.15	$89.15
Level 5 - pay point 2	$91.31	$111.60	$91.31	$584.32	$71.02	$91.31	$91.31
Aged care							
Level 1 - Introductory	$73.37	$89.68	$73.37	$469.60	$57.07	$73.37	$73.37
Level 2 - Home carer	$77.45	$94.66	$77.45	$495.68	$60.24	$77.45	$77.45
Level 3 - Qualified	$81.52	$99.63	$81.52	$521.68	$63.40	$81.52	$81.52
Level 4 - Senior	$84.78	$103.62	$84.78	$542.56	$65.94	$84.78	$84.78
Level 5 - Specialist	$88.04	$107.61	$88.04	$563.44	$68.48	$88.04	$88.04
Level 6 - Team leader	$91.31	$111.60	$91.31	$584.32	$71.02	$91.31	$91.31

Table 3 of 4

Classification	Overtime - 24-hour care shift - public holiday	Remote work - Monday to Friday - within the span of 6am to 8pm	Remote work - Monday to Friday - first 2 hours - outside the span of 6am to 8pm	Remote work - Monday to Friday - after 2 hours - outside the span of 6am to 8pm	Remote work on a Saturday - within the span of 6am to 8pm	Remote work - Saturday - first 2 hours - outside the span of 6am to 8pm	Remote work - Saturday - after 2 hours - outside the span of 6am to 8pm
Disability care							
Level 1 - pay point 1	$86.30	$39.23	$54.92	$70.61	$54.92	$54.92	$70.61
Level 2 - pay point 1	$91.27	$41.49	$58.08	$74.68	$58.08	$58.08	$74.68
Level 2 - pay point 2	$91.88	$41.76	$58.47	$75.17	$58.47	$58.47	$75.17
Level 3 - pay point 1	$93.14	$42.34	$59.27	$76.21	$59.27	$59.27	$76.21
Level 3 - pay point 2	$96.03	$43.65	$61.11	$78.57	$61.11	$61.11	$78.57
Level 4 - pay point 1	$101.61	$46.19	$64.66	$83.14	$64.66	$64.66	$83.14
Level 4 - pay point 2	$103.62	$47.10	$65.94	$84.78	$65.94	$65.94	$84.78
Level 5 - pay point 1	$108.96	$49.53	$69.34	$89.15	$69.34	$69.34	$89.15
Level 5 - pay point 2	$111.60	$50.73	$71.02	$91.31	$71.02	$71.02	$91.31
Aged care							
Level 1 - Introductory	$89.68	$40.76	$57.07	$73.37	$57.07	$57.07	$73.37
Level 2 - Home carer	$94.66	$43.03	$60.24	$77.45	$60.24	$60.24	$77.45
Level 3 - Qualified	$99.63	$45.29	$63.40	$81.52	$63.40	$63.40	$81.52
Level 4 - Senior	$103.62	$47.10	$65.94	$84.78	$65.94	$65.94	$84.78
Level 5 - Specialist	$107.61	$48.91	$68.48	$88.04	$68.48	$68.48	$88.04
Level 6 - Team leader	$111.60	$50.73	$71.02	$91.31	$71.02	$71.02	$91.31

Table 4 of 4

Classification	Remote work - Sunday	Remote work - public holiday	Remote work - more than 10 hours a day - first 2 hours	Remote work - more than 10 hours a day - after 2 hours
Disability care				
Level 1 - pay point 1	$70.61	$86.30	$54.92	$70.61
Level 2 - pay point 1	$74.68	$91.27	$58.08	$74.68
Level 2 - pay point 2	$75.17	$91.88	$58.47	$75.17
Level 3 - pay point 1	$76.21	$93.14	$59.27	$76.21
Level 3 - pay point 2	$78.57	$96.03	$61.11	$78.57
Level 4 - pay point 1	$83.14	$101.61	$64.66	$83.14
Level 4 - pay point 2	$84.78	$103.62	$65.94	$84.78
Level 5 - pay point 1	$89.15	$108.96	$69.34	$89.15
Level 5 - pay point 2	$91.31	$111.60	$71.02	$91.31
Aged care				
Level 1 - Introductory	$73.37	$89.68	$57.07	$73.37
Level 2 - Home carer	$77.45	$94.66	$60.24	$77.45
Level 3 - Qualified	$81.52	$99.63	$63.40	$81.52
Level 4 - Senior	$84.78	$103.62	$65.94	$84.78
Level 5 - Specialist	$88.04	$107.61	$68.48	$88.04
Level 6 - Team leader	$91.31	$111.60	$71.02	$91.31

Allowances

Allowances	Rate
Broken shift allowance - 1 unpaid break	$21.81 per broken shift
Broken shift allowance - 2 unpaid breaks	$28.87 per broken shift
First aid allowance - full-time	$21.43 per week
First aid allowance - part-time or casual	$0.56 per hour up to a maximum of $21.43 per week
Hot work allowance - 40°C-46°C (employed at current workplace before 8 August 1991)	$0.64 per hour
Hot work allowance - over 46°C (employed at current workplace before 8 August 1991)	$0.77 per hour
Laundry allowance	$0.33 per shift up to a maximum of $1.53 per week
Laundry allowance - not a uniform	$0.33 per shift
Meal allowance - overtime	$17.30 with a further $17.30 when more than 4 hours of overtime is worked
On call allowance - any 24 hour period or part thereof when on call between the time of finishing ordinary duty on Monday to the time of finishing ordinary duty on Friday	$25.66
On call allowance - any other 24 hour period or public holiday, or part thereof	$50.81
Sleepover allowance	$62.87 for each sleepover
Special or protective clothing reimbursement	reimbursement for any rubber gloves, special clothing or safety equipment the employee is required to provide
Uniform allowance	$1.26 per shift up to a maximum of $6.41 per week
Repair and replacement of clothing reimbursement - not a uniform	reimbursement for the reasonable cost incurred in repairing or replacing the clothing with a substitute item
Telephone reimbursement - maintain telephone (on call)	reimbursement for rental charges
Telephone reimbursement - install and maintain telephone (on call)	reimbursement for the cost of installation and rental charges
Overnight away from home reimbursement	reimbursement for the cost of reasonable accommodation and meals
Travelling expenses reimbursement	reimbursement for the agreed cost of reasonable fares, meals and accommodation expenses
Vehicle allowance - from 1 September 2026 to 28 February 2027	$1.05 per km
Vehicle allowance - from 1 March 2027	$1.01 per km