



**Fair Work**  
OMBUDSMAN

## Pay Guide

### Social, Community, Home Care and Disability Services Industry Award [MA000100]

and

### Disability Support Workers Award - State [AN140093]

Published 17 November 2022

Pay rates change from 1 July each year, the rates in this guide apply from the first full pay period on or after 01 July 2017.

Information about the definition and operation of allowances, penalties and overtime can be found in the [award](#) and the [Pay and Conditions Tool](#).

The best way to get general pay and conditions advice is to register for [My account](#) on our website. Once you have registered you can ask questions and save replies, view tailored information relevant to you and save pages, pay rates and awards.

#### **Equal Remuneration Order arrangements**

An Equal Remuneration Order 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 guide will change for all classifications from 01 July each year to take into account the Fair Work Commission's annual wage review and for Social and Community Services and Crisis Accommodation classifications will also change at 01 December each year to take into account the Equal Remuneration Order.

## 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

Table 1 of 2

Classification	Pre-modern award classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift
Level 1 - pay point 1	Disability support worker, Level 1, Up to 3 months	\$755.60	\$19.88	\$29.82	\$39.76	\$49.70	\$22.37
Level 1 - pay point 1	Disability support worker, Level 2, Paypoint 1	\$755.60	\$19.88	\$29.82	\$39.76	\$49.70	\$22.37
Level 1 - pay point 2	Disability support worker, Level 2, Paypoint 2	\$781.10	\$20.56	\$30.84	\$41.12	\$51.40	\$23.13
Level 1 - pay point 3	Disability support worker, Level 2, Paypoint 3	\$809.10	\$21.29	\$31.94	\$42.58	\$53.23	\$23.95
Level 2 - pay point 1	Disability support worker, Level 3, Paypoint 1	\$912.48	\$24.01	\$36.02	\$48.02	\$60.03	\$27.01
Level 2 - pay point 1	Disability support worker, Level 4, Paypoint 1	\$927.64	\$24.41	\$36.62	\$48.82	\$61.03	\$27.46
Level 2 - pay point 2	Disability support worker, Level 3, Paypoint 2	\$941.02	\$24.76	\$37.14	\$49.52	\$61.90	\$27.86
Level 2 - pay point 2	Disability support worker, Level 4, Paypoint 2	\$952.39	\$25.06	\$37.59	\$50.12	\$62.65	\$28.19
Level 2 - pay point 3	Disability support worker, Level 3, Paypoint 3	\$969.66	\$25.52	\$38.28	\$51.04	\$63.80	\$28.71
Level 2 - pay point 3	Disability support worker, Level 4, Paypoint 3	\$977.39	\$25.72	\$38.58	\$51.44	\$64.30	\$28.94
Level 2 - pay point 4	Disability support worker, Level 3, Paypoint 3	\$995.60	\$26.20	\$39.30	\$52.40	\$65.50	\$29.48
Level 2 - pay point 4	Disability support worker, Level 4, Paypoint 3	\$995.60	\$26.20	\$39.30	\$52.40	\$65.50	\$29.48
Level 3 - pay point 1	Disability support worker, Level 3, Paypoint 1	\$1,010.32	\$26.59	\$39.89	\$53.18	\$66.48	\$29.91
Level 3 - pay point 1	Disability support worker, Level 4, Paypoint 1	\$1,010.32	\$26.59	\$39.89	\$53.18	\$66.48	\$29.91
Level 3 - pay point 2	Disability support worker, Level 3, Paypoint 2	\$1,039.38	\$27.35	\$41.03	\$54.70	\$68.38	\$30.77
Level 3 - pay point 2	Disability support worker, Level 4, Paypoint 2	\$1,039.38	\$27.35	\$41.03	\$54.70	\$68.38	\$30.77
Level 3 - pay point 3	Disability support worker, Level 3, Paypoint 3	\$1,061.47	\$27.93	\$41.90	\$55.86	\$69.83	\$31.42
Level 3 - pay point 3	Disability support worker, Level 4, Paypoint 3	\$1,061.47	\$27.93	\$41.90	\$55.86	\$69.83	\$31.42
Level 3 - pay point 4	Disability support worker, Level 3, Paypoint 3	\$1,083.22	\$28.51	\$42.77	\$57.02	\$71.28	\$32.07
Level 3 - pay point 4	Disability support worker, Level 4, Paypoint 3	\$1,083.22	\$28.51	\$42.77	\$57.02	\$71.28	\$32.07
Level 4 - pay point 1	Disability support worker, Level 4, Paypoint 1	\$1,144.68	\$30.12	\$45.18	\$60.24	\$75.30	\$33.89
Level 4 - pay point 2	Disability support worker, Level 4, Paypoint 2	\$1,174.60	\$30.91	\$46.37	\$61.82	\$77.28	\$34.77
Level 4 - pay point 3	Disability support worker, Level 4, Paypoint 3	\$1,204.75	\$31.70	\$47.55	\$63.40	\$79.25	\$35.66
Level 4 - pay point 4	Disability support worker, Level 4, Paypoint 3	\$1,231.60	\$32.41	\$48.62	\$64.82	\$81.03	\$36.46

**Table 2 of 2**

<b>Classification</b>	<b>Pre-modern award classification</b>	<b>Night shift</b>	<b>Overtime - Monday to Saturday - first 3 hours (full-time) or first 2 hours (disability services and part-time)</b>	<b>Overtime - Monday to Saturday - after 3 hours (full-time) or after 2 hours (disability services and part-time)</b>	<b>Overtime - public holiday</b>	<b>Less than 10 hour break between shifts</b>	<b>Broken shift - working beyond a 12 hour span - disability services work</b>
Level 1 - pay point 1	Disability support worker, Level 1, Up to 3 months	\$22.86	\$29.82	\$39.76	\$49.70	\$39.76	\$39.76
Level 1 - pay point 1	Disability support worker, Level 2, Paypoint 1	\$22.86	\$29.82	\$39.76	\$49.70	\$39.76	\$39.76
Level 1 - pay point 2	Disability support worker, Level 2, Paypoint 2	\$23.64	\$30.84	\$41.12	\$51.40	\$41.12	\$41.12
Level 1 - pay point 3	Disability support worker, Level 2, Paypoint 3	\$24.48	\$31.94	\$42.58	\$53.23	\$42.58	\$42.58
Level 2 - pay point 1	Disability support worker, Level 3, Paypoint 1	\$27.61	\$36.02	\$48.02	\$60.03	\$48.02	\$48.02
Level 2 - pay point 1	Disability support worker, Level 4, Paypoint 1	\$28.07	\$36.62	\$48.82	\$61.03	\$48.82	\$48.82
Level 2 - pay point 2	Disability support worker, Level 3, Paypoint 2	\$28.47	\$37.14	\$49.52	\$61.90	\$49.52	\$49.52
Level 2 - pay point 2	Disability support worker, Level 4, Paypoint 2	\$28.82	\$37.59	\$50.12	\$62.65	\$50.12	\$50.12
Level 2 - pay point 3	Disability support worker, Level 3, Paypoint 3	\$29.35	\$38.28	\$51.04	\$63.80	\$51.04	\$51.04
Level 2 - pay point 3	Disability support worker, Level 4, Paypoint 3	\$29.58	\$38.58	\$51.44	\$64.30	\$51.44	\$51.44
Level 2 - pay point 4	Disability support worker, Level 3, Paypoint 3	\$30.13	\$39.30	\$52.40	\$65.50	\$52.40	\$52.40
Level 2 - pay point 4	Disability support worker, Level 4, Paypoint 3	\$30.13	\$39.30	\$52.40	\$65.50	\$52.40	\$52.40
Level 3 - pay point 1	Disability support worker, Level 3, Paypoint 1	\$30.58	\$39.89	\$53.18	\$66.48	\$53.18	\$53.18
Level 3 - pay point 1	Disability support worker, Level 4, Paypoint 1	\$30.58	\$39.89	\$53.18	\$66.48	\$53.18	\$53.18
Level 3 - pay point 2	Disability support worker, Level 3, Paypoint 2	\$31.45	\$41.03	\$54.70	\$68.38	\$54.70	\$54.70
Level 3 - pay point 2	Disability support worker, Level 4, Paypoint 2	\$31.45	\$41.03	\$54.70	\$68.38	\$54.70	\$54.70
Level 3 - pay point 3	Disability support worker, Level 3, Paypoint 3	\$32.12	\$41.90	\$55.86	\$69.83	\$55.86	\$55.86
Level 3 - pay point 3	Disability support worker, Level 4, Paypoint 3	\$32.12	\$41.90	\$55.86	\$69.83	\$55.86	\$55.86
Level 3 - pay point 4	Disability support worker, Level 3, Paypoint 3	\$32.79	\$42.77	\$57.02	\$71.28	\$57.02	\$57.02
Level 3 - pay point 4	Disability support worker, Level 4, Paypoint 3	\$32.79	\$42.77	\$57.02	\$71.28	\$57.02	\$57.02
Level 4 - pay point 1	Disability support worker, Level 4, Paypoint 1	\$34.64	\$45.18	\$60.24	\$75.30	\$60.24	\$60.24
Level 4 - pay point 2	Disability support worker, Level 4, Paypoint 2	\$35.55	\$46.37	\$61.82	\$77.28	\$61.82	\$61.82
Level 4 - pay point 3	Disability support worker, Level 4, Paypoint 3	\$36.46	\$47.55	\$63.40	\$79.25	\$63.40	\$63.40
Level 4 - pay point 4	Disability support worker, Level 4, Paypoint 3	\$37.27	\$48.62	\$64.82	\$81.03	\$64.82	\$64.82

## Social and community services employee - Casual

Table 1 of 2

Classification	Pre-modern award classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift	Night shift
Level 1 - pay point 1	Disability support worker, Level 1, Up to 3 months	\$24.85	\$29.82	\$39.76	\$54.67	\$27.34	\$27.83
Level 1 - pay point 1	Disability support worker, Level 2, Paypoint 1	\$24.85	\$29.82	\$39.76	\$54.67	\$27.34	\$27.83
Level 1 - pay point 2	Disability support worker, Level 2, Paypoint 2	\$25.70	\$30.84	\$41.12	\$56.54	\$28.27	\$28.78
Level 1 - pay point 3	Disability support worker, Level 2, Paypoint 3	\$26.61	\$31.94	\$42.58	\$58.55	\$29.27	\$29.81
Level 2 - pay point 1	Disability support worker, Level 3, Paypoint 1	\$30.01	\$36.02	\$48.02	\$66.03	\$33.01	\$33.61
Level 2 - pay point 1	Disability support worker, Level 4, Paypoint 1	\$30.51	\$36.62	\$48.82	\$67.13	\$33.56	\$34.17
Level 2 - pay point 2	Disability support worker, Level 3, Paypoint 2	\$30.95	\$37.14	\$49.52	\$68.09	\$34.05	\$34.66
Level 2 - pay point 2	Disability support worker, Level 4, Paypoint 2	\$31.33	\$37.59	\$50.12	\$68.92	\$34.46	\$35.08
Level 2 - pay point 3	Disability support worker, Level 3, Paypoint 3	\$31.90	\$38.28	\$51.04	\$70.18	\$35.09	\$35.73
Level 2 - pay point 3	Disability support worker, Level 4, Paypoint 3	\$32.15	\$38.58	\$51.44	\$70.73	\$35.37	\$36.01
Level 2 - pay point 4	Disability support worker, Level 3, Paypoint 3	\$32.75	\$39.30	\$52.40	\$72.05	\$36.03	\$36.68
Level 2 - pay point 4	Disability support worker, Level 4, Paypoint 3	\$32.75	\$39.30	\$52.40	\$72.05	\$36.03	\$36.68
Level 3 - pay point 1	Disability support worker, Level 3, Paypoint 1	\$33.24	\$39.89	\$53.18	\$73.12	\$36.56	\$37.23
Level 3 - pay point 1	Disability support worker, Level 4, Paypoint 1	\$33.24	\$39.89	\$53.18	\$73.12	\$36.56	\$37.23
Level 3 - pay point 2	Disability support worker, Level 3, Paypoint 2	\$34.19	\$41.03	\$54.70	\$75.21	\$37.61	\$38.29
Level 3 - pay point 2	Disability support worker, Level 4, Paypoint 2	\$34.19	\$41.03	\$54.70	\$75.21	\$37.61	\$38.29
Level 3 - pay point 3	Disability support worker, Level 3, Paypoint 3	\$34.91	\$41.90	\$55.86	\$76.81	\$38.40	\$39.10
Level 3 - pay point 3	Disability support worker, Level 4, Paypoint 3	\$34.91	\$41.90	\$55.86	\$76.81	\$38.40	\$39.10
Level 3 - pay point 4	Disability support worker, Level 3, Paypoint 3	\$35.64	\$42.77	\$57.02	\$78.40	\$39.20	\$39.91
Level 3 - pay point 4	Disability support worker, Level 4, Paypoint 3	\$35.64	\$42.77	\$57.02	\$78.40	\$39.20	\$39.91
Level 4 - pay point 1	Disability support worker, Level 4, Paypoint 1	\$37.65	\$45.18	\$60.24	\$82.83	\$41.42	\$42.17
Level 4 - pay point 2	Disability support worker, Level 4, Paypoint 2	\$38.64	\$46.37	\$61.82	\$85.00	\$42.50	\$43.27
Level 4 - pay point 3	Disability support worker, Level 4, Paypoint 3	\$39.63	\$47.55	\$63.40	\$87.18	\$43.59	\$44.38
Level 4 - pay point 4	Disability support worker, Level 4, Paypoint 3	\$40.51	\$48.62	\$64.82	\$89.13	\$44.56	\$45.37

**Table 2 of 2**

<b>Classification</b>	<b>Pre-modern award classification</b>	<b>Overtime - public holiday</b>	<b>Overtime - Monday to Saturday - first 2 hours</b>	<b>Overtime - Monday to Saturday - after 2 hours</b>	<b>Broken shift - working beyond a 12 hour span - disability services work</b>
Level 1 - pay point 1	Disability support worker, Level 1, Up to 3 months	\$49.70	\$29.82	\$39.76	\$44.73
Level 1 - pay point 1	Disability support worker, Level 2, Paypoint 1	\$49.70	\$29.82	\$39.76	\$44.73
Level 1 - pay point 2	Disability support worker, Level 2, Paypoint 2	\$51.40	\$30.84	\$41.12	\$46.26
Level 1 - pay point 3	Disability support worker, Level 2, Paypoint 3	\$53.23	\$31.94	\$42.58	\$47.90
Level 2 - pay point 1	Disability support worker, Level 3, Paypoint 1	\$60.03	\$36.02	\$48.02	\$54.02
Level 2 - pay point 1	Disability support worker, Level 4, Paypoint 1	\$61.03	\$36.62	\$48.82	\$54.92
Level 2 - pay point 2	Disability support worker, Level 3, Paypoint 2	\$61.90	\$37.14	\$49.52	\$55.71
Level 2 - pay point 2	Disability support worker, Level 4, Paypoint 2	\$62.65	\$37.59	\$50.12	\$56.39
Level 2 - pay point 3	Disability support worker, Level 3, Paypoint 3	\$63.80	\$38.28	\$51.04	\$57.42
Level 2 - pay point 3	Disability support worker, Level 4, Paypoint 3	\$64.30	\$38.58	\$51.44	\$57.87
Level 2 - pay point 4	Disability support worker, Level 3, Paypoint 3	\$65.50	\$39.30	\$52.40	\$58.95
Level 2 - pay point 4	Disability support worker, Level 4, Paypoint 3	\$65.50	\$39.30	\$52.40	\$58.95
Level 3 - pay point 1	Disability support worker, Level 3, Paypoint 1	\$66.48	\$39.89	\$53.18	\$59.83
Level 3 - pay point 1	Disability support worker, Level 4, Paypoint 1	\$66.48	\$39.89	\$53.18	\$59.83
Level 3 - pay point 2	Disability support worker, Level 3, Paypoint 2	\$68.38	\$41.03	\$54.70	\$61.54
Level 3 - pay point 2	Disability support worker, Level 4, Paypoint 2	\$68.38	\$41.03	\$54.70	\$61.54
Level 3 - pay point 3	Disability support worker, Level 3, Paypoint 3	\$69.83	\$41.90	\$55.86	\$62.84
Level 3 - pay point 3	Disability support worker, Level 4, Paypoint 3	\$69.83	\$41.90	\$55.86	\$62.84
Level 3 - pay point 4	Disability support worker, Level 3, Paypoint 3	\$71.28	\$42.77	\$57.02	\$64.15
Level 3 - pay point 4	Disability support worker, Level 4, Paypoint 3	\$71.28	\$42.77	\$57.02	\$64.15
Level 4 - pay point 1	Disability support worker, Level 4, Paypoint 1	\$75.30	\$45.18	\$60.24	\$67.77
Level 4 - pay point 2	Disability support worker, Level 4, Paypoint 2	\$77.28	\$46.37	\$61.82	\$69.55
Level 4 - pay point 3	Disability support worker, Level 4, Paypoint 3	\$79.25	\$47.55	\$63.40	\$71.33
Level 4 - pay point 4	Disability support worker, Level 4, Paypoint 3	\$81.03	\$48.62	\$64.82	\$72.92

## Allowances

Allowances	Rate
First aid allowance - full-time	\$15.49 per week
First aid allowance - part-time or casual	\$0.41 per hour up to a maximum of \$15.49 per week
Hot work allowance - 40°C-46°C (employed at current workplace before 8 August 1991)	\$0.46 per hour
Hot work allowance - over 46°C (employed at current workplace before 8 August 1991)	\$0.56 per hour
Laundry allowance	\$0.32 per shift up to a maximum of \$1.49 per week
Meal allowance	\$12.62 for a meal
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	\$18.55
On call allowance - any other 24 hour period or public holiday, or part thereof	\$36.73
Sleepover allowance	\$45.45 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	\$1.23 per shift up to a maximum of \$6.24 per week
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 cost of reasonable fares, meals and accommodation expenses
Vehicle allowance	\$0.78 per km