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## Schads award pay guide 2021

DOWNLOAD NEW AWARD SUMMARY The Social, Community, Home Care and Disability Services Industry Award 2010 ("SCHADS Award") covers many employers in the social and community services sector. This includes many charities, not-for-profits and NDIS providers. It is one of the most complex modern awards and runs to over 100 pages. Employment Innovations advises a large number of organisations in this sector and has produced a SCHADS Award summary to help employers cut through the complexities of the award. If you require any assistance in understanding your rights or obligations under the Award, please contact us. The Social, Community, Home Care and Disability Services Industry Award 2010 (also referred to as the "SCHADS Award") covers employers in the following industries: The crisis assistance and supported housing sector; The social and community services sector; The home care sector; The family daycare scheme sector. Each sector has a separate "stream" under the Award, and employee entitlements vary according to the particular stream that applies. The SCHADS Award does not generally cover: Employers in the aged care industry, these employers are generally covered by the Aged Care Award 2010; Employers who operate leisure and recreation facilities would likely be covered by the Tourism, Events and Recreation Award 2010; Employers that deliver health care, medical services, and dental services (likely to be covered by the Health Professionals and Support Services Award 2010); Businesses in the health industry who employ a nurse or midwife in a nursing and midwifery role (likely to be covered by the Nurses Award 2010). The SCHADS Award covers employees performing clerical work in the social and community services sector and the family daycare scheme sector, but not employees performing clerical work within the crisis assistance and supported housing sector or the home care sector (who will instead be covered by the Clerks - Private Sector Award 2020). ACCES NDIS PROVIDER SERVICES This stream covers the provision of crisis assistance and supported housing services. Social and Community Services Sector. The SCHADS Award states this stream covers: Social work; Recreation work; Welfare work; Youth work; Community development work. It also extends to organisations that mainly engage in policy, advocacy or represent other organisations who carry out the above work. The stream also covers employers who carry out the provision of disability services including the provision of personal care, domestic assistance or home maintenance to a person with a disability in a community and/or residential setting including respite centre and day services, Home Care Sector. This stream covers the provision of personal care, domestic assistance or home maintenance to an aged person or a person with a disability in a private residence. Family Day Care Scheme Sector; This stream covers the operation of a family daycare scheme for the provision of family daycare services. Employees covered by the SCHADS Award must be classified at a particular level. It is a requirement at clause 13.2 of the Award that "employers must advise their employees in writing of their classification upon commencement and of any subsequent changes to their classification". Some levels are further divided into separate pay points. Progression from one pay point to the next is generally dealt with by clause 13.3, which states: 13.3 Progression (a) At the end of each 12 months' continuous employment, an employee will be eligible for progression from one pay point to the next within a level if the employee has demonstrated competency and satisfactory performance over a minimum period of 12 months at each level within this level and: (i) the employee has acquired and satisfactorily used new or enhanced skills within the ambit of the classification if required by the employer; or (ii) here an employer has adopted a staff development and performance appraisal scheme and has determined that the employee has demonstrated satisfactory performance for the prior 12 months' employment. (b) Movement to a higher classification will only occur by way of promotion or re-classification. The Federal Circuit Court has recently provided clarity that this does not mean that employees automatically progress to the next pay point after 12 months of satisfactory performance, rather they just become eligible to be considered for progression. It is then for the employer to determine whether to promote them or reclassify them to a higher pay point (this is the effect of clause 13.3(b)), but there is no strict obligation to do so. Please see our blog on pay point progression in the SCHADS Award. However, it is important to note that some employees may be immediately entitled to progress through obtaining certain qualifications or being required to perform certain tasks. (see further below) Each stream deals with classifications slightly differently. As noted above, employees performing clerical work in the social and community services sector and the family daycare scheme sector will be covered by the SCHADS Award. However, the Clerks - Private Sector Award 2020 will apply to employees performing clerical work in the crisis assistance and supported housing sector and the home care sector. Unusually, the SCHADS Award can apply to very senior employees - in the case of Ms Veronica Cubillo v North Australian Aboriginal Family Violence Legal Service [2011] FWA 6818 CEO of a social and community services organisation was found to be covered by the Award. We set out below some guidance to help you assess which classification level applies to your employees. Employees at this level are typically trainees who are working under direct supervision and require substantial training. This level does not cover staff who perform social/welfare tasks. Level 1 employees mainly carry out basic clerical tasks, personal care, and/or domestic duties. Those who prepare the full range of domestic duties and assist residents in carrying out personal care tasks will be under Pay Point 2. Employees who are mainly carrying out domestic duties under supervision will progress to Pay Point 2 as follows: Full-time employees - after 12 months of industry experience; Part-time employees - after completing 1976 hours of industry experience. Level 2: Employees who are new to the industry but have some form of qualification in a relevant field will be classified under this level. Entry-level employees who hold a Certificate IV or Diploma qualification will commence at Pay Point 2 under this classification level. Employees with a Diploma will advance to Pay Point 3 after 12 months' satisfactory service (based on working full-time hours).

### DECEMBER 1 2017 WAGE INCREASES

### RESIDENTIAL/SUPPORT SERVICES WORKERS



This chart details increases to the minimum award rates for staff classified as Residential/Support Services Workers. These rates are per the Social Community Home Care and Disability Services (SCHADS) Award.

The December rate is an increase of the Equal Remuneration Order, as determined by the Fair Work Commission. For more information become a member of HACSU, visit [www.hacsu.asn.au](http://www.hacsu.asn.au)

OLD AWARD CLASSIFICATION	SCHADS CLASSIFICATION	RATES AS OF THE FIRST FULL PAY PERIOD ON OR AFTER 1 DECEMBER 2017	
Grade 1	Level 1	hourly rate	casual rate
	Paypoint 1	\$19.88	\$24.85
	Paypoint 2	\$20.56	\$25.70
	Paypoint 3	\$21.29	\$26.61
Grade 2	Level 2		
1st year	Paypoint 1	\$24.56	\$30.70
2nd year	Paypoint 2	\$25.32	\$31.65
3rd year	Paypoint 3	\$26.10	\$32.63
After 3rd year	Paypoint 4	\$26.79	\$33.49
Grade 3	Level 2		
1st year	Paypoint 1	\$24.56	\$30.70
2nd year	Paypoint 2	\$25.32	\$31.65
3rd year	Paypoint 3	\$26.10	\$32.63
After 3rd year	Paypoint 4	\$26.79	\$33.49
Grade 4	Level 2		
1st year	Paypoint 2	\$25.32	\$31.65
2nd year	Paypoint 3	\$26.10	\$32.63
3rd year	Paypoint 4	\$26.79	\$33.49
Grade 5	Level 3		
1st year	Paypoint 1	\$27.53	\$34.41
2nd year	Paypoint 2	\$28.13	\$35.16
3rd year	Paypoint 3	\$28.64	\$35.80
After 3rd year	Paypoint 4	\$29.23	\$36.54
Grade 5	Level 4		
1st year	Paypoint 1	\$31.03	\$38.79
2nd year	Paypoint 2	\$31.84	\$39.80
3rd year	Paypoint 3	\$32.66	\$40.83
After 3rd year	Paypoint 4	\$33.39	\$41.74

To find your classification, check your pay slip or get in contact with your human resources department or payroll.

Level 1 is the effective entry point where an employee works under direct supervision at all times.

Staff with a certificate 3 in disability services will be classified as a level 2 beginning at pay point 1

Staff with a certificate 4 in disability services will be classified as a level 2 beginning at pay point 2

The pay point is determined by your years of service, these increments will cap per the chart above.

The wage rates have been obtained from jobs Australia, correct as of November 30, 2017.

THE PAY INCREASES DETAILED ABOVE ARE FOUGHT FOR BY UNION MEMBERS. BECOME A MEMBER OF HACSU TODAY

TO SECURE FUTURE WAGE INCREASES, TO GET PROTECTED AND TO BE A PART OF SOMETHING BIGGER!

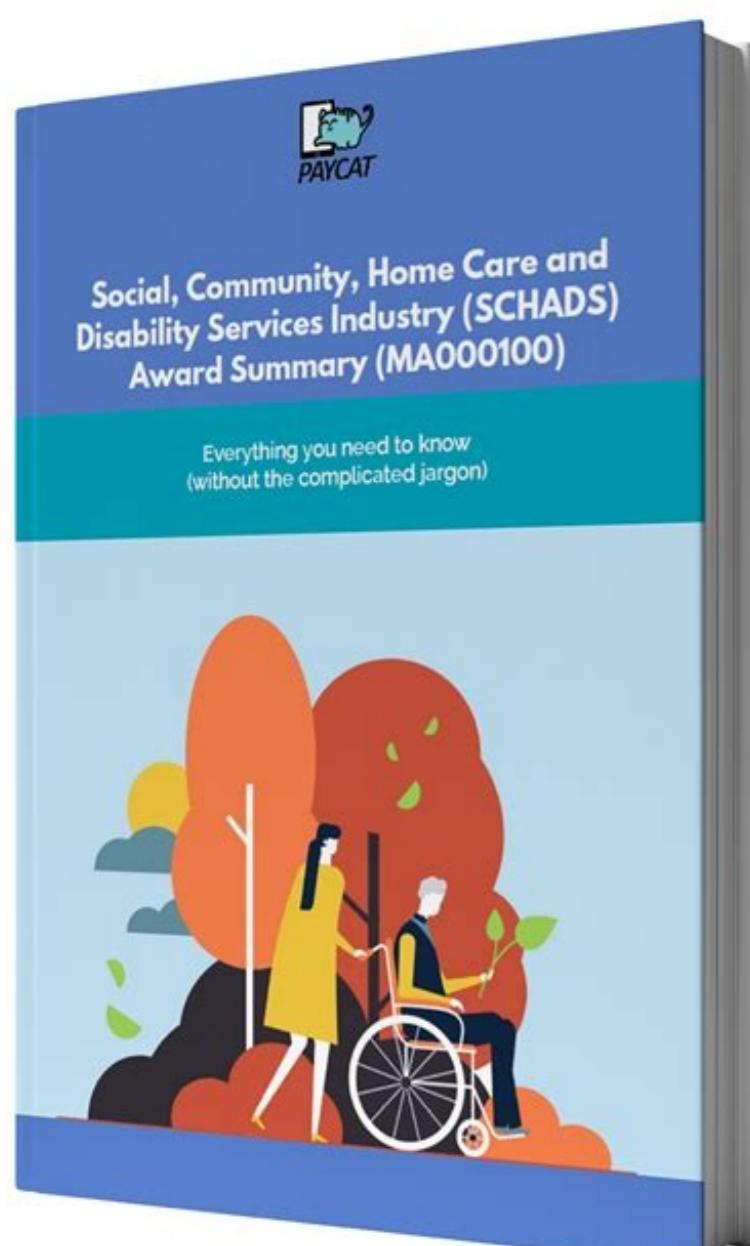
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Employees at this level may assist with the development of client plans and activities but will work within established procedures. When solving issues, employees will rely on guidance and assistance from senior employees, however, they may also exercise limited judgement. Level 3: Employees at this level will have more industry experience than those at a Level 2 classification. These employees will have the relevant industry qualifications and may also supervise other employees at lower levels.

Employees at this level will have a comprehensive understanding of the activities that need to be performed. Some initiative can be used when implementing procedures. If an issue arises, the employee should be able to solve the problem whilst referring to resources and assistance where required. Employees who hold a three-year degree will commence at Pay Point 3. Employees who hold a four-year degree will start at Pay Point 4. Level 4: Employees at this level will generally have: A relevant four-year degree with one year's relevant experience; A three-year degree with two years of relevant experience; An Associate Diploma with relevant experience; Lesser formal qualifications with substantial years of relevant experience.



Employees at this level will work under general direction.



Procedures and guidelines for their areas of work will generally already be established, although employees may be required to set outcomes and further expand work methods. Level 4 employees may also need to supervise lower-level employees in areas that are more complex or to lead a team. Due to their higher level of experience, employees may be asked to provide specialist advice in their area of expertise. They have a sound knowledge of program and activity policies. Employees who are working alone or as "sole employees" will commence work at this classification level. Level 5: Employees at this level will work under general direction from more senior employees and require a higher level of skills and knowledge to achieve results. Employees could be asked to draw upon more than one area of expertise or discipline. Initiative may be required to be exercised in areas where methods and practices are not established. Employees may also assist in the development of the organisation's programs and procedures.



They also may be required to help prepare the budget for the organisation. Level 5 employees will often supervise and provide expert advice to employees at lower classification levels as well as to volunteers. Employees will monitor the workflow in the area in which they are responsible, as well as organise both their own and lower classified employees' work. It is also important for employees at this level to exercise initiative and skills to assist in the coordination of staff and clients. Staff will also be responsible for running programs and projects, whose outcomes will be outlined in line with the organisation's goals. Level 6: Level 6 employees will work mainly autonomously and under limited direction from more senior employees or management. They will often perform a variety of tasks that may involve the development of operational practices, policies, and guidelines. Employees will have more responsibility and influence over the operational activities, they may also be required to prepare the organisational budgets and establish work procedures. Employees could also be asked to negotiate matters on behalf of the organisation and are expected to have a comprehensive understanding of the organisation's long-term goals. Level 6 employees may draw upon their expertise to exercise decision-making and advise employees at lower managerial levels. For the areas in which they are responsible, employees are expected to set outcomes to achieve the organisational objectives. They may also be required to organise and coordinate programs and projects and will be senior members of the project team. Employees will have an increased amount of: Responsibility; Impact on activities and objectives; Decision making and authority; Ability to delegate tasks; Provision of expert advice. Due to the increased level of responsibility and authority, employees under this classification will require a high level of interpersonal skills to achieve results and motivate staff. They are expected to be able to exercise and implement effective staff management and personnel practices. Level 7: Community services employees under this classification will mainly work without direction and have managerial authority over a variety of functions within an organisation. These employees may also work as a specialist or a specialist member of a professional team. Employees at this level will be involved in establishing programs, procedures, and work practices.

