

PAY SCALE SUMMARY

derived from the

Social and Community Services - Victoria - Award 2000 [AP796561 – Fed]

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This pay scale summary was developed by the Workplace Authority and is derived from the above award as it was on 26 March 2006 as adjusted by the Australian Fair Pay Commission. This summary incorporates increases determined by the Australian Fair Pay Commission with effect commencing from the employee's first pay period on or after the 1 October 2008.

Enquiries about the application of the Australian Fair Pay Commission's decision should be referred to the Workplace Infoline on **1300 363 264**.



Australian Government
Workplace Authority

Coverage

This pay scale summary applies within the State of Victoria and applies to:

- members of the Australian Municipal, Administrative, Clerical and Services Union; and
- the employers listed in Appendix A - Respondency list of the 26 March 2006 version of the award in respect of persons eligible to join the Australian Services Union employed in the occupation of social worker for when a necessary condition of employment is a degree or diploma with a major study in social work and for the occupation of recreation worker, welfare worker, youth worker, community development worker and social planner.

In addition, this pay scale summary has common rule application in Victoria, which means that all employers that fall within the industry description are bound by its terms (subject to exceptions).¹

For detail of the coverage provisions (and the exceptions) see the 26 March 2006 version of the award.

¹ Note that a pay scale derived from a common rule is separate to the pay scale derived from the underlying award. This summary consolidates both for convenience. For the detail of the pay scale derived from the common rule, see the relevant common rule declaration of the Australian Industrial Relations Commission, as that declaration applied on 26 March 2006.

Wages

Social workers

Classification	Basic hourly rate
Class I	
1st year	\$18.82
2nd year	\$19.52
3rd year	\$19.81
4th year	\$20.39
5th year	\$21.02
6th year	\$21.74
7th year and thereafter	\$22.24
Class II	
1st year	\$22.95
2nd year	\$23.65
3rd year	\$24.32
Class III	
1st year	\$24.84
2nd year	\$25.51
3rd year and thereafter	\$26.18
Class IV	
1st year	\$26.70
2nd year and thereafter	\$27.46

Youth workers

Classification	Basic hourly rate
Unqualified youth worker (85% of Qualified youth worker - Class I)	
1st year	\$15.27
2nd year	\$15.99
3rd year	\$16.28
4th year	\$16.69
5th year	\$16.97
6th year	\$17.54
7th year and thereafter	\$18.02
Qualified youth worker Class I	
1st year	\$17.96
2nd year	\$18.81
3rd year	\$19.15
4th year	\$19.63
5th year	\$19.97
6th year	\$20.64
7th year	\$21.20
Qualified youth worker Class II	
1st year	\$19.97
2nd year	\$20.64
3rd year	\$21.20
4th year and thereafter	\$21.86
Qualified youth worker Class III	
1st year	\$21.86
2nd year	\$22.50

Classification	Basic hourly rate
3rd year and thereafter	\$23.02
Qualified youth worker Class IV	
1st year	\$23.52
2nd year	\$24.14
3rd year	\$24.71

Welfare workers

Classification	Basic hourly rate
Unqualified welfare worker (85% of Qualified welfare worker - Class I)	
1st year	\$14.54
2nd year	\$15.20
3rd year	\$15.42
4th year	\$15.90
5th year	\$16.27
6th year	\$16.69
7th year and thereafter	\$16.97
Qualified welfare worker Class I	
1st year	\$17.11
2nd year	\$17.88
3rd year	\$18.14
4th year	\$18.71
5th year	\$19.14
6th year	\$19.63
7th year and thereafter	\$19.96
Qualified welfare worker Class II	
1st year	\$19.14
2nd year	\$19.63
3rd year	\$19.95
4th year and thereafter	\$20.55
Qualified welfare worker Class III	
1st year	\$20.55
2nd year	\$21.17
3rd year and thereafter	\$21.67
Qualified welfare worker Class IV	
1st year	\$22.10
2nd year	\$22.66
3rd year	\$23.13

Community development workers

Classification	Basic hourly rate
Class I	
1st year	\$18.26
2nd year	\$18.88
3rd year	\$19.36
4th year	\$19.84
Class II (a)	
1st year	\$18.82
2nd year	\$19.36
3rd year	\$19.84
4th year	\$20.46
5th year	\$21.13

Classification	Basic hourly rate
6th year	\$21.79
7th year	\$22.02
8th year	\$22.95
9th year	\$23.61
10th year	\$24.26
Class II (b)	
1st year	\$22.95
2nd year	\$23.61
3rd year	\$24.26
4th year	\$24.91
5th year	\$25.52
6th year	\$26.18
Class III	
1st year	\$24.91
2nd year	\$25.52
3rd year and thereafter	\$26.18

Casual Rates

Loading for Casual employees	Loading
Based on relevant basic hourly rate	25%

Classifications

For detail of classification descriptions see the 26 March 2006 version of the award.

Juniors

Junior rates of pay are not covered by this pay scale summary.

Trainees

Youth workers

Year/Stage	Rate	Rate based on
At 18 years	70% (\$10.69)	First year unqualified youth worker
At 19 years	80% (\$12.22)	First year unqualified youth worker
At 20 years	90% (\$13.74)	First year unqualified youth worker

Apprentices

Apprentice rates of pay are not covered by this pay scale summary.

Frequency of payment

Wages shall be paid weekly or fortnightly in each pay week.

Wages shall be paid during working hours on a week day being not more than five days following the end of the pay period. Provided that this clause shall not apply if an employer makes a practice of allowing advances to his/her employees approximating wages due.

Note that the frequency of payment provisions in this pay scale summary do not apply to employees who are covered by a workplace agreement or contract of employment containing frequency of payment provisions that provide for payments in respect of periods of one month or less. Such employees are guaranteed payment in accordance with the frequency of payment provisions in the workplace agreement or contract of employment.

Pay Scale Summary – Background

This summary sets out basic classification wages, and associated provisions, derived from the 26 March 2006 version of the award. Other conditions of employment (including allowances, penalties and loadings) may be contained in an award, workplace agreement, contract of employment, or Notional Agreement Preserving State Awards.

Demonstrated compliance with the details published in this pay scale summary by an employer bound to observe the provisions of the equivalent preserved Australian Pay and Classification Scale (pay scale) will be deemed by the Workplace Ombudsman as satisfying the employer's obligations under the pay scale, provided that the employee is correctly classified and paid for each hour worked in accordance with the pay scale. The keeping of time and wages records and the issuing of payslips is required by law and will be needed to demonstrate to the Workplace Ombudsman compliance with the pay scale.

This pay scale summary provides information about the effect of Australian Fair Pay Commission decisions. Any questions concerning this summary, or the entitlements of employees under the pay scale or the related award should be directed to the Workplace Infoline on 1300 363 264.

Transitional Arrangements

Despite the coverage provisions of the pay scale, an employee or employer may not be covered by the pay scale while the employee or employer is covered by one of the following:

- a pre-reform federal certified agreement
- a pre-reform federal Australian Workplace Agreement
- an individual or collective preserved State agreement
- a transitional award (for employers in the federal system not covered by the 26 March 2006 workplace reforms, these will apply for up to 5 years from 27 March 2006).

If you require assistance with any provisions of this pay scale summary please call the Workplace Infoline on 1300 363 264.

Disclaimer

By agreeing to use this summary of information, the user agrees:

- that the Commonwealth of Australia does not give any guarantee, undertaking or warranty whatsoever in relation to the summary, including in relation to the accuracy, completeness or currency of the summary; and
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