



# DETERMINATION

*Fair Work Act 2009*

s.157—FWC may vary etc. modern awards if necessary to achieve modern awards objective

## Social, Community, Home Care and Disability Services Industry Award 2010

(AM2022/19)

### SOCIAL, COMMUNITY, HOME CARE AND DISABILITY SERVICES INDUSTRY AWARD 2010

[MA000100]

Social, community, home care and disability services

DEPUTY PRESIDENT CLANCY

MELBOURNE, 29 JUNE 2022

*Social, Community, Home Care and Disability Services Industry Award 2010 – variation of the award pursuant to s.157.*

A. Further to the decision issued on 29 June 2022 ([2022] FWCFB 1669) the above award is varied as follows:

1. By inserting the following note as a new paragraph after the end of clause 15:

NOTE 2: An **equal remuneration order** [PR525485] also applies to employees in the classifications in Schedule B—Classification Definitions—Social and Community Services Employees and Schedule C—Classification Definitions—Crisis Accommodation Employees of this award. The rates of pay resulting from the equal remuneration order are set out below. The ‘current hourly wage’ and ‘current weekly wage’ in the tables below form employees’ ordinary rates of pay for all purposes:

#### Equal remuneration rates for applicable Social and Community Services employees

	Clause	Minimum weekly wage	Final Rate ERO Percentage	Current weekly wage	Current hourly wage
Classification		\$	%	\$	\$
<b>Social and community services employee level 2</b>	15.2				
Pay point 1		940.90	123	1157.31	30.46
Pay point 2		970.40	123	1193.59	31.41

	<b>Clause</b>	<b>Minimum weekly wage</b>	<b>Final Rate ERO Percentage</b>	<b>Current weekly wage</b>	<b>Current hourly wage</b>
Pay point 3		999.90	123	1229.88	32.37
Pay point 4		1026.60	123	1262.72	33.23
<b>Social and community services employee level 3</b>	15.3				
Pay point 1 (associate diploma/advanced certificate)		1026.60	126	1293.52	34.04
Pay point 2		1056.10	126	1330.69	35.02
Pay point 3 (3 year degree)		1078.70	126	1359.16	35.77
Pay point 4 (4 year degree)		1100.80	126	1387.01	36.50
<b>Social and community services employee level 4</b>	15.4				
Pay point 1		1130.30	132	1492.00	39.26
Pay point 2		1159.80	132	1530.94	40.29
Pay point 3		1189.60	132	1570.27	41.32
Pay point 4		1216.20	132	1605.38	42.25
<b>Social and community services employee level 5</b>	15.5				
Pay point 1		1245.90	137	1706.88	44.92
Pay point 2		1272.60	137	1743.46	45.88
Pay point 3		1302.30	137	1784.15	46.95
<b>Social and community services employee level 6</b>	15.6				
Pay point 1		1332.00	140	1864.80	49.07
Pay point 2		1361.30	140	1905.82	50.15
Pay point 3		1390.80	140	1947.12	51.24
<b>Social and community services employee level 7</b>	15.7				
Pay point 1		1420.30	142	2016.83	53.07
Pay point 2		1450.10	142	2059.14	54.19
Pay point 3		1479.60	142	2101.03	55.29
<b>Social and community services employee level 8</b>	15.8				
Pay point 1		1509.10	145	2188.20	57.58

	<b>Clause</b>	<b>Minimum weekly wage</b>	<b>Final Rate ERO Percentage</b>	<b>Current weekly wage</b>	<b>Current hourly wage</b>
Pay point 2		1538.70	145	2231.12	58.71
Pay point 3		1568.50	145	2274.33	59.85

### Equal remuneration rates for Crisis Accommodation employees

	<b>Clause</b>	<b>Minimum weekly wage</b>	<b>Final Rate ERO Percentage</b>	<b>Current weekly wage</b>	<b>Current hourly wage</b>
<b>Classification</b>		<b>\$</b>	<b>%</b>	<b>\$</b>	<b>\$</b>
<b>Crisis accommodation employee Level 1</b>	15.3				
Pay point 1 (associate diploma/advanced certificate)		1026.60	126	1293.52	34.04
Pay point 2		1056.10	126	1330.69	35.02
Pay point 3 (3 year degree)		1078.70	126	1359.16	35.77
Pay point 4 (4 year degree)		1100.80	126	1387.01	36.50
<b>Crisis accommodation employee level 2</b>	15.4				
Pay point 1		1130.30	132	1492.00	39.26
Pay point 2		1159.80	132	1530.94	40.29
Pay point 3		1189.60	132	1570.27	41.32
Pay point 4		1216.20	132	1605.38	42.25
<b>Crisis accommodation employee level 3</b>	15.5				
Pay point 1		1245.90	137	1706.88	44.92
Pay point 2		1272.60	137	1743.46	45.88
Pay point 3		1302.30	137	1784.15	46.95
<b>Crisis accommodation employee level 4</b>	15.6				
Pay point 1		1332.00	140	1864.80	49.07
Pay point 2		1361.30	140	1905.82	50.15
Pay point 3		1390.80	140	1947.12	51.24

2. By inserting “(\$21.57)” after the word ‘rate’ in clause 20.11(a)

3. By inserting “(\$42.72)” after the word ‘rate’ in clause 20.11(b).

4. By inserting “(\$18.34)” after “1.7%” in clause 20.12(a).

5. By inserting “(\$24.27)” after “2.25%” in clause 20.12(b).

B. This determination comes into operation on 1 July 2022. In accordance with s.165(3) of the *Fair Work Act 2009* this determination does not take effect in relation to a particular employee until the start of the employee’s first full pay period that starts on or after 1 July 2022.



DEPUTY PRESIDENT

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