The rates in this pay guide apply from the first full pay period on or after 01 July 2020 until 30 November 2020.

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 (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 ERO 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. Rates in this pay guide include the TERP.

The rates set out in this 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.

A pay guide will be published by 01 December 2020 to reflect the final rate.
Rates of pay

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

Table 1 of 2

<table>
<thead>
<tr>
<th>Classification</th>
<th>Pre-modern award classification</th>
<th>Weekly pay rate</th>
<th>Hourly pay rate</th>
<th>Saturday</th>
<th>Sunday</th>
<th>Public holiday</th>
<th>Afternoon shift</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level 1 - pay point 1</td>
<td>Community Services Worker Level 1 - Step 1</td>
<td>$819.60</td>
<td>$21.57</td>
<td>$32.36</td>
<td>$43.14</td>
<td>$53.93</td>
<td>$24.27</td>
</tr>
<tr>
<td>Level 1 - pay point 2</td>
<td>Community Services Worker Level 1 - Step 2</td>
<td>$847.30</td>
<td>$22.30</td>
<td>$33.45</td>
<td>$44.60</td>
<td>$55.75</td>
<td>$25.09</td>
</tr>
<tr>
<td>Level 1 - pay point 3</td>
<td>Community Services Worker Level 1 - Step 3</td>
<td>$877.60</td>
<td>$23.09</td>
<td>$34.64</td>
<td>$46.18</td>
<td>$57.73</td>
<td>$25.98</td>
</tr>
<tr>
<td>Level 1 - pay point 4</td>
<td>Community Services Worker Level 1 - Step 4</td>
<td>$877.60</td>
<td>$23.09</td>
<td>$34.64</td>
<td>$46.18</td>
<td>$57.73</td>
<td>$25.98</td>
</tr>
<tr>
<td>Level 2 - pay point 1</td>
<td>Community Services Worker Level 2 - Step 1</td>
<td>$1,060.02</td>
<td>$27.90</td>
<td>$41.85</td>
<td>$55.80</td>
<td>$69.75</td>
<td>$31.39</td>
</tr>
<tr>
<td>Level 2 - pay point 2</td>
<td>Community Services Worker Level 2 - Step 2</td>
<td>$1,093.57</td>
<td>$28.78</td>
<td>$43.17</td>
<td>$57.56</td>
<td>$71.95</td>
<td>$32.38</td>
</tr>
<tr>
<td>Level 2 - pay point 3</td>
<td>Community Services Worker Level 2 - Step 3</td>
<td>$1,125.98</td>
<td>$29.63</td>
<td>$44.45</td>
<td>$59.26</td>
<td>$74.08</td>
<td>$33.33</td>
</tr>
<tr>
<td>Level 2 - pay point 4</td>
<td>Community Services Worker Level 2 - Step 4</td>
<td>$1,156.38</td>
<td>$30.43</td>
<td>$45.65</td>
<td>$60.86</td>
<td>$76.08</td>
<td>$34.23</td>
</tr>
<tr>
<td>Level 3 - pay point 1</td>
<td>Community Services Worker Level 3 - Step 1</td>
<td>$1,184.20</td>
<td>$31.16</td>
<td>$46.74</td>
<td>$62.32</td>
<td>$77.90</td>
<td>$35.06</td>
</tr>
<tr>
<td>Level 3 - pay point 2</td>
<td>Community Services Worker Level 3 - Step 2</td>
<td>$1,217.40</td>
<td>$32.04</td>
<td>$48.06</td>
<td>$64.08</td>
<td>$80.10</td>
<td>$36.05</td>
</tr>
<tr>
<td>Level 3 - pay point 3</td>
<td>Community Services Worker Level 3 - Step 3</td>
<td>$1,238.62</td>
<td>$32.60</td>
<td>$48.90</td>
<td>$65.20</td>
<td>$81.50</td>
<td>$36.68</td>
</tr>
<tr>
<td>Level 4 - pay point 1</td>
<td>Community Services Worker Level 4 - Step 1</td>
<td>$1,300.24</td>
<td>$35.80</td>
<td>$53.70</td>
<td>$71.60</td>
<td>$89.50</td>
<td>$40.28</td>
</tr>
<tr>
<td>Level 4 - pay point 2</td>
<td>Community Services Worker Level 4 - Step 2</td>
<td>$1,396.92</td>
<td>$36.76</td>
<td>$55.14</td>
<td>$73.52</td>
<td>$91.90</td>
<td>$41.36</td>
</tr>
<tr>
<td>Level 4 - pay point 3</td>
<td>Community Services Worker Level 4 - Step 3</td>
<td>$1,433.86</td>
<td>$37.73</td>
<td>$56.60</td>
<td>$75.46</td>
<td>$94.33</td>
<td>$42.45</td>
</tr>
<tr>
<td>Level 5 - pay point 1</td>
<td>Community Services Worker Level 5 - Step 1</td>
<td>$1,544.17</td>
<td>$40.64</td>
<td>$60.96</td>
<td>$81.28</td>
<td>$101.60</td>
<td>$45.72</td>
</tr>
<tr>
<td>Level 5 - pay point 2</td>
<td>Community Services Worker Level 5 - Step 2</td>
<td>$1,577.26</td>
<td>$41.51</td>
<td>$62.27</td>
<td>$83.02</td>
<td>$103.78</td>
<td>$46.70</td>
</tr>
<tr>
<td>Level 6 - pay point 1</td>
<td>Community Services Worker Level 6 - Step 1</td>
<td>$1,684.01</td>
<td>$44.32</td>
<td>$66.48</td>
<td>$88.64</td>
<td>$110.80</td>
<td>$49.86</td>
</tr>
<tr>
<td>Level 6 - pay point 2</td>
<td>Community Services Worker Level 6 - Step 2</td>
<td>$1,721.15</td>
<td>$45.29</td>
<td>$67.94</td>
<td>$90.58</td>
<td>$113.23</td>
<td>$50.95</td>
</tr>
<tr>
<td>Level 6 - pay point 3</td>
<td>Community Services Worker Level 6 - Step 3</td>
<td>$1,758.43</td>
<td>$46.27</td>
<td>$69.41</td>
<td>$92.54</td>
<td>$115.68</td>
<td>$52.05</td>
</tr>
<tr>
<td>Level 7 - pay point 1</td>
<td>Community Services Worker Level 7 - Step 1</td>
<td>$1,822.28</td>
<td>$47.95</td>
<td>$71.93</td>
<td>$95.90</td>
<td>$119.88</td>
<td>$53.94</td>
</tr>
<tr>
<td>Level 7 - pay point 2</td>
<td>Community Services Worker Level 7 - Step 2</td>
<td>$1,860.44</td>
<td>$48.96</td>
<td>$73.44</td>
<td>$97.92</td>
<td>$122.40</td>
<td>$55.08</td>
</tr>
<tr>
<td>Level 8 - pay point 1</td>
<td>Community Services Worker Level 8 - Step 1</td>
<td>$1,973.55</td>
<td>$51.94</td>
<td>$77.91</td>
<td>$103.88</td>
<td>$129.85</td>
<td>$58.43</td>
</tr>
<tr>
<td>Level 8 - pay point 2</td>
<td>Community Services Worker Level 8 - Step 2</td>
<td>$2,012.16</td>
<td>$52.95</td>
<td>$79.43</td>
<td>$105.90</td>
<td>$132.38</td>
<td>$59.57</td>
</tr>
<tr>
<td>Level 8 - pay point 3</td>
<td>Community Services Worker Level 8 - Step 3</td>
<td>$2,051.15</td>
<td>$53.98</td>
<td>$80.97</td>
<td>$107.96</td>
<td>$134.95</td>
<td>$60.73</td>
</tr>
</tbody>
</table>

Effective: 01/07/2020 Published: 10/11/2021
<table>
<thead>
<tr>
<th>Classification</th>
<th>Pre-modern award classification</th>
<th>Night shift</th>
<th>Overtime - Monday to Saturday - first 3 hours (full-time) or first 2 hours (disability services and part-time)</th>
<th>Overtime - Monday to Saturday - after 3 hours (full-time) or after 2 hours (disability services and part-time)</th>
<th>Overtime - public holiday</th>
<th>Less than 10 hour break between shifts</th>
<th>Broken shift - working beyond a 12 hour span - disability services work</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level 1 - pay point 1</td>
<td>Community Services Worker Level 1 - Step 1</td>
<td>$24.81</td>
<td>$32.36</td>
<td>$43.14</td>
<td>$53.93</td>
<td>$43.14</td>
<td>$43.14</td>
</tr>
<tr>
<td>Level 1 - pay point 2</td>
<td>Community Services Worker Level 1 - Step 2</td>
<td>$25.65</td>
<td>$33.45</td>
<td>$44.60</td>
<td>$55.75</td>
<td>$44.60</td>
<td>$44.60</td>
</tr>
<tr>
<td>Level 1 - pay point 3</td>
<td>Community Services Worker Level 1 - Step 3</td>
<td>$26.55</td>
<td>$34.64</td>
<td>$46.18</td>
<td>$57.73</td>
<td>$46.18</td>
<td>$46.18</td>
</tr>
<tr>
<td>Level 2 - pay point 1</td>
<td>Community Services Worker Level 2 - Step 1</td>
<td>$32.09</td>
<td>$41.85</td>
<td>$55.80</td>
<td>$69.75</td>
<td>$55.80</td>
<td>$55.80</td>
</tr>
<tr>
<td>Level 2 - pay point 2</td>
<td>Community Services Worker Level 2 - Step 2</td>
<td>$33.10</td>
<td>$43.17</td>
<td>$57.56</td>
<td>$71.95</td>
<td>$57.56</td>
<td>$57.56</td>
</tr>
<tr>
<td>Level 2 - pay point 3</td>
<td>Community Services Worker Level 2 - Step 3</td>
<td>$34.07</td>
<td>$44.45</td>
<td>$59.26</td>
<td>$74.08</td>
<td>$59.26</td>
<td>$59.26</td>
</tr>
<tr>
<td>Level 2 - pay point 4</td>
<td>Community Services Worker Level 2 - Step 4</td>
<td>$34.99</td>
<td>$45.65</td>
<td>$60.86</td>
<td>$76.08</td>
<td>$60.86</td>
<td>$60.86</td>
</tr>
<tr>
<td>Level 4 - pay point 1</td>
<td>Community Services Worker Level 4 - Step 1</td>
<td>$41.17</td>
<td>$53.70</td>
<td>$71.60</td>
<td>$89.50</td>
<td>$71.60</td>
<td>$71.60</td>
</tr>
<tr>
<td>Level 4 - pay point 2</td>
<td>Community Services Worker Level 4 - Step 2</td>
<td>$42.27</td>
<td>$55.14</td>
<td>$73.52</td>
<td>$91.90</td>
<td>$73.52</td>
<td>$73.52</td>
</tr>
<tr>
<td>Level 6 - pay point 1</td>
<td>Community Services Worker Level 6 - Step 1</td>
<td>$50.97</td>
<td>$66.48</td>
<td>$88.64</td>
<td>$110.80</td>
<td>$88.64</td>
<td>$88.64</td>
</tr>
<tr>
<td>Level 6 - pay point 2</td>
<td>Community Services Worker Level 6 - Step 2</td>
<td>$52.08</td>
<td>$67.94</td>
<td>$90.58</td>
<td>$113.23</td>
<td>$90.58</td>
<td>$90.58</td>
</tr>
<tr>
<td>Level 7 - pay point 1</td>
<td>Community Services Worker Level 7 - Step 1</td>
<td>$55.14</td>
<td>$71.93</td>
<td>$95.90</td>
<td>$119.88</td>
<td>$95.90</td>
<td>$95.90</td>
</tr>
<tr>
<td>Level 7 - pay point 2</td>
<td>Community Services Worker Level 7 - Step 2</td>
<td>$56.30</td>
<td>$73.44</td>
<td>$97.92</td>
<td>$122.40</td>
<td>$97.92</td>
<td>$97.92</td>
</tr>
<tr>
<td>Level 7 - pay point 3</td>
<td>Community Services Worker Level 7 - Step 3</td>
<td>$57.44</td>
<td>$74.93</td>
<td>$99.90</td>
<td>$124.88</td>
<td>$99.90</td>
<td>$99.90</td>
</tr>
</tbody>
</table>

Effective: 01/07/2020 Published: 10/11/2021
<table>
<thead>
<tr>
<th>Classification</th>
<th>Pre-modern award classification</th>
<th>Night shift</th>
<th>Overtime - Monday to Saturday - first 3 hours (full-time) or first 2 hours (disability services and part-time)</th>
<th>Overtime - Monday to Saturday - after 3 hours (full-time) or after 2 hours (disability services and part-time)</th>
<th>Overtime - public holiday</th>
<th>Less than 10 hour break between shifts</th>
<th>Broken shift - working beyond a 12 hour span - disability services work</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level 8 - pay point 1</td>
<td>Community Services Worker Level 7 - Step 1</td>
<td>$59.73</td>
<td>$77.91</td>
<td>$103.88</td>
<td>$129.85</td>
<td>$103.88</td>
<td>$103.88</td>
</tr>
<tr>
<td>Level 8 - pay point 2</td>
<td>Community Services Worker Level 7 - Step 2</td>
<td>$60.89</td>
<td>$79.43</td>
<td>$105.90</td>
<td>$132.38</td>
<td>$105.90</td>
<td>$105.90</td>
</tr>
<tr>
<td>Level 8 - pay point 3</td>
<td>Community Services Worker Level 7 - Step 3</td>
<td>$62.08</td>
<td>$80.97</td>
<td>$107.96</td>
<td>$134.95</td>
<td>$107.96</td>
<td>$107.96</td>
</tr>
</tbody>
</table>
# Social and community services employee - Casual

## Table 1 of 2

<table>
<thead>
<tr>
<th>Classification</th>
<th>Pre-modern award classification</th>
<th>Hourly pay rate</th>
<th>Saturday</th>
<th>Sunday</th>
<th>Public holiday</th>
<th>Afternoon shift</th>
<th>Night shift</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level 1 - pay point 1</td>
<td>Community Services Worker Level 1 - Step 1</td>
<td>$26.96</td>
<td>$37.75</td>
<td>$48.53</td>
<td>$59.32</td>
<td>$29.66</td>
<td>$30.20</td>
</tr>
<tr>
<td>Level 1 - pay point 2</td>
<td>Community Services Worker Level 1 - Step 2</td>
<td>$27.88</td>
<td>$39.03</td>
<td>$50.18</td>
<td>$61.33</td>
<td>$30.66</td>
<td>$31.22</td>
</tr>
<tr>
<td>Level 1 - pay point 3</td>
<td>Community Services Worker Level 1 - Step 3</td>
<td>$28.86</td>
<td>$40.41</td>
<td>$51.95</td>
<td>$63.50</td>
<td>$31.75</td>
<td>$32.33</td>
</tr>
<tr>
<td>Level 1 - pay point 4</td>
<td>Community Services Worker Level 1 - Step 4</td>
<td>$28.86</td>
<td>$40.41</td>
<td>$51.95</td>
<td>$63.50</td>
<td>$31.75</td>
<td>$32.33</td>
</tr>
<tr>
<td>Level 2 - pay point 1</td>
<td>Community Services Worker Level 2 - Step 1</td>
<td>$34.88</td>
<td>$48.83</td>
<td>$62.78</td>
<td>$76.73</td>
<td>$38.36</td>
<td>$39.06</td>
</tr>
<tr>
<td>Level 2 - pay point 2</td>
<td>Community Services Worker Level 2 - Step 2</td>
<td>$35.98</td>
<td>$50.37</td>
<td>$64.76</td>
<td>$79.15</td>
<td>$39.57</td>
<td>$40.29</td>
</tr>
<tr>
<td>Level 2 - pay point 3</td>
<td>Community Services Worker Level 2 - Step 3</td>
<td>$37.04</td>
<td>$51.85</td>
<td>$66.67</td>
<td>$81.48</td>
<td>$40.74</td>
<td>$41.48</td>
</tr>
<tr>
<td>Level 2 - pay point 4</td>
<td>Community Services Worker Level 2 - Step 4</td>
<td>$38.04</td>
<td>$53.25</td>
<td>$68.47</td>
<td>$83.68</td>
<td>$41.84</td>
<td>$42.60</td>
</tr>
<tr>
<td>Level 3 - pay point 1</td>
<td>Community Services Worker Level 3 - Step 1</td>
<td>$38.95</td>
<td>$54.53</td>
<td>$70.11</td>
<td>$85.69</td>
<td>$42.85</td>
<td>$43.62</td>
</tr>
<tr>
<td>Level 3 - pay point 2</td>
<td>Community Services Worker Level 3 - Step 2</td>
<td>$40.05</td>
<td>$56.07</td>
<td>$72.09</td>
<td>$88.11</td>
<td>$44.06</td>
<td>$44.86</td>
</tr>
<tr>
<td>Level 3 - pay point 3</td>
<td>Community Services Worker Level 3 - Step 3</td>
<td>$40.98</td>
<td>$57.37</td>
<td>$73.76</td>
<td>$90.15</td>
<td>$45.07</td>
<td>$45.89</td>
</tr>
<tr>
<td>Level 3 - pay point 4</td>
<td>Community Services Worker Level 3 - Step 4</td>
<td>$41.58</td>
<td>$58.21</td>
<td>$74.84</td>
<td>$91.47</td>
<td>$45.73</td>
<td>$46.56</td>
</tr>
<tr>
<td>Level 3 - pay point 5</td>
<td>Community Services Worker Level 3 - Step 5</td>
<td>$41.73</td>
<td>$58.42</td>
<td>$75.11</td>
<td>$91.80</td>
<td>$45.90</td>
<td>$46.73</td>
</tr>
<tr>
<td>Level 3 - pay point 6</td>
<td>Community Services Worker Level 3 - Step 6</td>
<td>$44.75</td>
<td>$62.65</td>
<td>$80.55</td>
<td>$98.45</td>
<td>$49.23</td>
<td>$50.12</td>
</tr>
<tr>
<td>Level 4 - pay point 1</td>
<td>Community Services Worker Level 4 - Step 1</td>
<td>$45.95</td>
<td>$64.33</td>
<td>$82.71</td>
<td>$101.09</td>
<td>$50.55</td>
<td>$51.46</td>
</tr>
<tr>
<td>Level 4 - pay point 2</td>
<td>Community Services Worker Level 4 - Step 2</td>
<td>$47.16</td>
<td>$66.03</td>
<td>$84.89</td>
<td>$103.76</td>
<td>$51.88</td>
<td>$52.82</td>
</tr>
<tr>
<td>Level 4 - pay point 3</td>
<td>Community Services Worker Level 4 - Step 3</td>
<td>$48.13</td>
<td>$67.38</td>
<td>$86.63</td>
<td>$105.88</td>
<td>$52.94</td>
<td>$53.90</td>
</tr>
<tr>
<td>Level 4 - pay point 4</td>
<td>Community Services Worker Level 4 - Step 4</td>
<td>$50.80</td>
<td>$71.12</td>
<td>$91.44</td>
<td>$111.76</td>
<td>$55.88</td>
<td>$56.90</td>
</tr>
<tr>
<td>Level 4 - pay point 5</td>
<td>Community Services Worker Level 4 - Step 5</td>
<td>$51.89</td>
<td>$72.64</td>
<td>$93.40</td>
<td>$114.15</td>
<td>$57.08</td>
<td>$58.11</td>
</tr>
<tr>
<td>Level 5 - pay point 1</td>
<td>Community Services Worker Level 5 - Step 1</td>
<td>$53.10</td>
<td>$74.34</td>
<td>$95.58</td>
<td>$116.82</td>
<td>$58.41</td>
<td>$59.47</td>
</tr>
<tr>
<td>Level 5 - pay point 2</td>
<td>Community Services Worker Level 5 - Step 2</td>
<td>$55.40</td>
<td>$77.56</td>
<td>$99.72</td>
<td>$121.88</td>
<td>$60.94</td>
<td>$62.05</td>
</tr>
<tr>
<td>Level 5 - pay point 3</td>
<td>Community Services Worker Level 5 - Step 3</td>
<td>$56.61</td>
<td>$79.26</td>
<td>$101.90</td>
<td>$124.55</td>
<td>$62.27</td>
<td>$63.41</td>
</tr>
<tr>
<td>Level 5 - pay point 4</td>
<td>Community Services Worker Level 5 - Step 4</td>
<td>$57.84</td>
<td>$80.97</td>
<td>$104.11</td>
<td>$127.24</td>
<td>$63.62</td>
<td>$64.78</td>
</tr>
<tr>
<td>Level 6 - pay point 1</td>
<td>Community Services Worker Level 6 - Step 1</td>
<td>$59.94</td>
<td>$83.91</td>
<td>$107.89</td>
<td>$131.86</td>
<td>$65.93</td>
<td>$67.13</td>
</tr>
<tr>
<td>Level 6 - pay point 2</td>
<td>Community Services Worker Level 6 - Step 2</td>
<td>$61.20</td>
<td>$85.68</td>
<td>$110.16</td>
<td>$134.64</td>
<td>$67.32</td>
<td>$68.54</td>
</tr>
<tr>
<td>Level 6 - pay point 3</td>
<td>Community Services Worker Level 6 - Step 3</td>
<td>$62.44</td>
<td>$87.41</td>
<td>$112.39</td>
<td>$137.36</td>
<td>$68.68</td>
<td>$69.93</td>
</tr>
<tr>
<td>Level 6 - pay point 4</td>
<td>Community Services Worker Level 6 - Step 4</td>
<td>$64.93</td>
<td>$90.90</td>
<td>$116.87</td>
<td>$142.84</td>
<td>$71.42</td>
<td>$72.72</td>
</tr>
<tr>
<td>Level 7 - pay point 1</td>
<td>Community Services Worker Level 7 - Step 1</td>
<td>$66.19</td>
<td>$92.66</td>
<td>$119.14</td>
<td>$145.61</td>
<td>$72.81</td>
<td>$74.13</td>
</tr>
<tr>
<td>Level 7 - pay point 2</td>
<td>Community Services Worker Level 7 - Step 2</td>
<td>$67.48</td>
<td>$94.47</td>
<td>$121.46</td>
<td>$148.45</td>
<td>$74.22</td>
<td>$75.57</td>
</tr>
</tbody>
</table>

Effective: 01/07/2020 Published: 10/11/2021
<table>
<thead>
<tr>
<th>Classification</th>
<th>Pre-modern award classification</th>
<th>Overtime - Monday to Saturday - first 2 hours</th>
<th>Overtime - Monday to Saturday - after 2 hours</th>
<th>Overtime - public holiday</th>
<th>Broken shift - working beyond a 12 hour span - disability services work</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level 1 - pay point 1</td>
<td>Community Services Worker Level 1 - Step 1</td>
<td>$37.75</td>
<td>$48.53</td>
<td>$59.32</td>
<td>$48.53</td>
</tr>
<tr>
<td>Level 1 - pay point 2</td>
<td>Community Services Worker Level 1 - Step 2</td>
<td>$39.03</td>
<td>$50.18</td>
<td>$61.33</td>
<td>$50.18</td>
</tr>
<tr>
<td>Level 1 - pay point 3</td>
<td>Community Services Worker Level 1 - Step 3</td>
<td>$40.41</td>
<td>$51.95</td>
<td>$63.50</td>
<td>$51.95</td>
</tr>
<tr>
<td>Level 1 - pay point 4</td>
<td>Community Services Worker Level 1 - Step 4</td>
<td>$40.41</td>
<td>$51.95</td>
<td>$63.50</td>
<td>$51.95</td>
</tr>
<tr>
<td>Level 2 - pay point 1</td>
<td>Community Services Worker Level 2 - Step 1</td>
<td>$48.83</td>
<td>$62.78</td>
<td>$76.73</td>
<td>$62.78</td>
</tr>
<tr>
<td>Level 2 - pay point 2</td>
<td>Community Services Worker Level 2 - Step 2</td>
<td>$50.37</td>
<td>$64.76</td>
<td>$79.15</td>
<td>$64.76</td>
</tr>
<tr>
<td>Level 2 - pay point 3</td>
<td>Community Services Worker Level 2 - Step 3</td>
<td>$51.85</td>
<td>$66.67</td>
<td>$81.48</td>
<td>$66.67</td>
</tr>
<tr>
<td>Level 2 - pay point 4</td>
<td>Community Services Worker Level 2 - Step 4</td>
<td>$53.25</td>
<td>$68.47</td>
<td>$83.68</td>
<td>$68.47</td>
</tr>
<tr>
<td>Level 3 - pay point 1</td>
<td>Community Services Worker Level 3 - Step 1</td>
<td>$54.53</td>
<td>$70.11</td>
<td>$85.69</td>
<td>$70.11</td>
</tr>
<tr>
<td>Level 3 - pay point 2</td>
<td>Community Services Worker Level 3 - Step 2</td>
<td>$56.07</td>
<td>$72.09</td>
<td>$88.11</td>
<td>$72.09</td>
</tr>
<tr>
<td>Level 3 - pay point 3</td>
<td>Community Services Worker Level 3 - Step 3</td>
<td>$57.05</td>
<td>$73.35</td>
<td>$89.65</td>
<td>$73.35</td>
</tr>
<tr>
<td>Level 3 - pay point 4</td>
<td>Community Services Worker Level 3 - Step 4</td>
<td>$57.37</td>
<td>$73.76</td>
<td>$90.15</td>
<td>$73.76</td>
</tr>
<tr>
<td>Level 4 - pay point 1</td>
<td>Community Services Worker Level 4 - Step 1</td>
<td>$58.21</td>
<td>$74.84</td>
<td>$91.47</td>
<td>$74.84</td>
</tr>
<tr>
<td>Level 4 - pay point 2</td>
<td>Community Services Worker Level 4 - Step 2</td>
<td>$58.42</td>
<td>$75.11</td>
<td>$91.80</td>
<td>$75.11</td>
</tr>
<tr>
<td>Level 4 - pay point 3</td>
<td>Community Services Worker Level 4 - Step 3</td>
<td>$62.65</td>
<td>$80.55</td>
<td>$98.45</td>
<td>$80.55</td>
</tr>
<tr>
<td>Level 4 - pay point 4</td>
<td>Community Services Worker Level 4 - Step 4</td>
<td>$64.33</td>
<td>$82.71</td>
<td>$101.09</td>
<td>$82.71</td>
</tr>
<tr>
<td>Level 5 - pay point 1</td>
<td>Community Services Worker Level 5 - Step 1</td>
<td>$66.03</td>
<td>$84.89</td>
<td>$103.76</td>
<td>$84.89</td>
</tr>
<tr>
<td>Level 5 - pay point 2</td>
<td>Community Services Worker Level 5 - Step 2</td>
<td>$67.18</td>
<td>$86.63</td>
<td>$105.88</td>
<td>$86.63</td>
</tr>
<tr>
<td>Level 5 - pay point 3</td>
<td>Community Services Worker Level 5 - Step 3</td>
<td>$71.12</td>
<td>$91.44</td>
<td>$111.76</td>
<td>$91.44</td>
</tr>
<tr>
<td>Level 5 - pay point 4</td>
<td>Community Services Worker Level 5 - Step 4</td>
<td>$72.64</td>
<td>$93.40</td>
<td>$114.15</td>
<td>$93.40</td>
</tr>
<tr>
<td>Level 6 - pay point 1</td>
<td>Community Services Worker Level 6 - Step 1</td>
<td>$74.34</td>
<td>$95.58</td>
<td>$116.82</td>
<td>$95.58</td>
</tr>
<tr>
<td>Level 6 - pay point 2</td>
<td>Community Services Worker Level 6 - Step 2</td>
<td>$77.56</td>
<td>$99.72</td>
<td>$121.88</td>
<td>$99.72</td>
</tr>
<tr>
<td>Level 6 - pay point 3</td>
<td>Community Services Worker Level 6 - Step 3</td>
<td>$79.26</td>
<td>$101.90</td>
<td>$124.55</td>
<td>$101.90</td>
</tr>
<tr>
<td>Level 7 - pay point 1</td>
<td>Community Services Worker Level 7 - Step 1</td>
<td>$80.97</td>
<td>$104.11</td>
<td>$127.24</td>
<td>$104.11</td>
</tr>
<tr>
<td>Level 7 - pay point 2</td>
<td>Community Services Worker Level 7 - Step 2</td>
<td>$83.91</td>
<td>$107.89</td>
<td>$131.86</td>
<td>$107.89</td>
</tr>
<tr>
<td>Level 7 - pay point 3</td>
<td>Community Services Worker Level 7 - Step 3</td>
<td>$85.68</td>
<td>$110.16</td>
<td>$134.64</td>
<td>$110.16</td>
</tr>
<tr>
<td>Level 8 - pay point 1</td>
<td>Community Services Worker Level 8 - Step 1</td>
<td>$87.41</td>
<td>$112.39</td>
<td>$137.36</td>
<td>$112.39</td>
</tr>
<tr>
<td>Level 8 - pay point 2</td>
<td>Community Services Worker Level 8 - Step 2</td>
<td>$90.90</td>
<td>$116.87</td>
<td>$142.84</td>
<td>$116.87</td>
</tr>
<tr>
<td>Level 8 - pay point 3</td>
<td>Community Services Worker Level 8 - Step 3</td>
<td>$92.66</td>
<td>$119.14</td>
<td>$145.61</td>
<td>$119.14</td>
</tr>
</tbody>
</table>

Table 2 of 2

Effective: 01/07/2020 Published: 10/11/2021
## Allowances

<table>
<thead>
<tr>
<th>Allowances</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>First aid allowance - full-time</td>
<td>$16.80 per week</td>
</tr>
<tr>
<td>First aid allowance - part-time or casual</td>
<td>$0.44 per hour up to a maximum of $16.80 per week</td>
</tr>
<tr>
<td>Hot work allowance - 40°C-46°C (employed at current workplace before 8 August 1991)</td>
<td>$0.50 per hour</td>
</tr>
<tr>
<td>Hot work allowance - over 46°C (employed at current workplace before 8 August 1991)</td>
<td>$0.60 per hour</td>
</tr>
<tr>
<td>Laundry allowance</td>
<td>$0.32 per shift up to a maximum of $1.49 per week</td>
</tr>
<tr>
<td>Meal allowance</td>
<td>$13.56 for a meal</td>
</tr>
<tr>
<td>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</td>
<td>$20.12</td>
</tr>
<tr>
<td>On call allowance - any other 24 hour period or public holiday, or part thereof</td>
<td>$39.84</td>
</tr>
<tr>
<td>Sleepover allowance</td>
<td>$49.30 for each sleepover</td>
</tr>
<tr>
<td>Special or protective clothing reimbursement</td>
<td>reimbursement for any rubber gloves, special clothing or safety equipment the employee is required to provide</td>
</tr>
<tr>
<td>Uniform allowance</td>
<td>$1.23 per shift up to a maximum of $6.24 per week</td>
</tr>
<tr>
<td>Telephone reimbursement - maintain telephone (on call)</td>
<td>reimbursement for rental charges</td>
</tr>
<tr>
<td>Telephone reimbursement - install and maintain telephone (on call)</td>
<td>reimbursement for the cost of installation and rental charges</td>
</tr>
<tr>
<td>Overnight away from home reimbursement</td>
<td>reimbursement for the cost of reasonable accommodation and meals</td>
</tr>
<tr>
<td>Travelling expenses reimbursement</td>
<td>reimbursement for the agreed cost of reasonable fares, meals and accommodation expenses</td>
</tr>
<tr>
<td>Vehicle allowance</td>
<td>$0.80 per km</td>
</tr>
</tbody>
</table>

## Disclaimer

The Fair Work Ombudsman is committed to providing advice that you can rely on. You can find out more about accountability and what you can expect from us in our Customer service charter at www.fairwork.gov.au/our-commitment-to-you.

We take care to ensure that data in this pay guide is accurate and incorporates changes to minimum rates of pay, allowances and penalty rates in awards as soon as they come into effect.
However, there may be a delay between when a change takes effect and when the data in this pay guide is updated. This means we cannot guarantee the accuracy, reliability, currency or completeness of the data in this pay guide.

When considering data in this pay guide you should also have regard to the relevant award, which can be found through our Awards page at www.fairwork.gov.au/awards. If our data is inconsistent with the award, then the award applies.

If you need further assistance with this pay guide you can contact us by visiting www.fairwork.gov.au/contact-us or by calling us on 13 13 94. Alternatively, you may wish to get independent advice from a union, employer association or lawyer.

We encourage you to subscribe to email updates at www.fairwork.gov.au/emailupdates to receive alerts when pay rates and entitlements change in this pay guide.