

**Subscribers Industrial Bulletin - 1/7/2015  
 JULY 2015 PAY RATE  
 Children's Service Award 2010 (MA000120)**

Pay rate increases as per the Minimum Wage Panel of Fair Work Australia

Minimum Wage Decision (see Determination 18 June 2015)

**Payable first full pay period on or after 1 July 2015  
 If on a Collective/Enterprise Agreement - please check your own terms**

Payable first full pay period on or after 1/7/15			
Modern Award	Rates as per 18 June 2015 Determination		
Children Services Employee (CSE)	Basic 38 hours a week	Basic hourly rate	Casual (incl 25% loading) hourly rate
1.1	\$671.90	\$17.68	\$22.10
2.1	\$697.60	\$18.36	\$22.95
2.2	\$721.70	\$18.99	\$23.74
3.1 (cert III entry)	\$764.90	\$20.13	\$25.16
3.2	\$791.20	\$20.82	\$26.03
3.3	\$816.10	\$21.48	\$26.85
3.4 (Diploma)	\$861.20	\$22.66	\$28.33
4.1	\$901.00	\$23.71	\$29.64
4.2	\$914.70	\$24.07	\$30.09
4.3	\$928.30	\$24.43	\$30.54

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PO Box 242, Brompton South Australia 5007 PH (08) 8340 9639 Fax: (08) 83461106 Toll Free (SA)1800 673 714 Email [info@networksa.org.au](mailto:info@networksa.org.au)

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Payable first full pay period on or after 1/7/15			
Modern Award	Rates as per 18 June 2015 Determination		
	Basic 38 hour a week	Basic hourly rate	Casual (incl 25% loading) hourly rate
<b>Assistant Director/Co-Ordinator</b>			
5.1	\$942.20	\$24.79	\$30.99
5.2	\$955.80	\$25.15	\$31.44
5.3	\$969.30	\$25.51	\$31.88
5.4 (Advanced Dip.)	\$972.80	\$25.60	\$32.00
<b>Children's Services Employee</b>			
6.1 (up to 39)	\$1,086.40	\$28.59	\$35.74
6.2	\$1,099.90	\$28.94	\$36.18
6.3	\$1,113.50	\$29.30	\$36.63
6.4 (40-59)	\$1,155.10	\$30.40	\$38.00
6.5	\$1,165.50	\$30.67	\$38.34
6.6	\$1,179.60	\$31.04	\$38.80
6.7 (60 or more)	\$1,193.70	\$31.41	\$39.27
6.8	\$1,207.20	\$31.77	\$39.71
6.9	\$1,220.80	\$32.13	\$40.16
<b>Support Worker (SW)</b>			
1.1	\$671.90	\$17.68	\$22.10
2.1	\$697.60	\$18.36	\$22.95
2.2	\$721.70	\$18.99	\$23.74
3.1	\$764.90	\$20.13	\$25.16

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Pay rate increases as per the Minimum Wage Panel of Fair Work Australia  
Minimum Wage Decision (see Determinations 18 June 2015)

**Payable first full pay period from 1 July 2015**

**If on a Collective/Enterprise Agreement - check your own terms**

### ALLOWANCES

15.1 Broken Shift allowance (refer below) <b>changed</b>	\$14.61
15.2 Clothing and equipment allowance <b>unchanged</b>	\$9.49/wk or \$1.90/day
15.3 Excess fares allowance <b>changed</b>	\$13.38
15.4 First Aid allowance (refer below) <b>changed</b>	LDC \$8.64/day OSHC \$1.15/hour
15.5 Meal allowance <b>changed</b>	\$11.38
15.6 Qualification allowance (refer below) <b>changed</b>	\$48.64
15.7 use of vehicle allowance <b>changed</b>	\$0.78c/km

For any other allowances please refer to the Children's Service Award 2010 (MA000120)  
Part 4 - Minimum Wages and Related Matters - Clause 15 (15.1 - 15.7)

*NOTE: 15.4(a) and (b) refer to CPI increases in certain allowances - ??*

#### **Broken Shift and First Aid Allowances:**

The Broken Shift and First Aid Allowances are based on a percentage of the standard rate.

**Definition of the standard rate is "the weekly rate of pay of CSE 3.1"** (\$764.90).

#### **BROKEN SHIFT ALLOWANCE is calculated:**

(where an employee works two separate shifts (more than an hour apart) on any day)

1.91% of the standard rate (\$764.90) =  $\$764.90 \times 1.91\% = \$14.61$  per day

\$14.61 is the allowance and it is paid for each day on which a broken shift is worked

#### **FIRST AID ALLOWANCE is calculated:**

(An employee below Level 3 who is required by the employer to administer first aid to children and the employee holds a current recognised first aid qualification)

**LDC** 1.13% of the standard rate (\$764.90) =  $\$764.90 \times 1.13\% = \$8.64$  per day

\$8.64 is the allowance and it is paid per day

**OSHC** 0.15% of the standard rate (\$764.90) =  $\$764.90 \times 0.15\% = \$1.15$

\$1.15 is the allowance and it is paid per hour

#### **QUALIFICATION ALLOWANCE is calculated:**

(A Director or Assistant Director who holds **a Graduate Certificate in Childcare Management** or equivalent)

5% of the weekly rate of an Assistant Director CSE Level 5.4 (\$972.80) =  $\$972.80 \times 5\% = \$48.64$  per week

\$48.64 is the allowance and it is paid per week

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