

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

Industrial Relations Act 1999

QUEENSLAND COMMUNITY SERVICES AND CRISIS ASSISTANCE AWARD - STATE 2008

(Gazette, 24 October 2008)

PURSUANT to the Declaration of the Commission as to a General Ruling made on 21 August 2009, the said Award is amended as follows as from 1 September 2009:

1. By deleting clause 3.1 of Schedule 1 and inserting the following in lieu thereof:

3.1 Wage rates

- 3.1.1 Subject to this Award, the following rates of pay per annum are the minimum to be paid to employees in respect of their classification level:

Classification Community services worker	1 September 2009 per annum \$	11 January 2010 per annum \$	12 July 2010 per annum \$	10 January 2011 per annum \$	11 July 2011 per annum \$	9 January 2012 per annum \$
Level 1						
Paypoint 1	34,140	35,506	36,241	36,241	36,603	
Paypoint 2	35,292	36,704	37,765	37,765	38,143	
Paypoint 3	36,556	38,018	39,303	39,303	39,693	
Level 2						
Paypoint 1	36,556	38,018	39,303	39,303	39,696	
Paypoint 2	37,710	39,218	40,787	40,787	41,195	
Paypoint 3	38,864	40,419	42,036	42,036	42,751	
Paypoint 4	39,908	41,504	43,164	43,164	44,286	
Level 3						
Paypoint 1	39,908	41,504	43,164	43,164	44,286	
Paypoint 2	41,060	42,702	44,410	44,410	46,342	
Paypoint 3	42,214	43,903	45,659	45,659	47,358	
Paypoint 4	43,368	45,103	46,907	46,907	48,891	
Level 4						
Paypoint 1	44,520	46,301	48,153	50,079	51,982	
Paypoint 2	45,676	47,503	49,403	51,379	52,997	
Paypoint 3	46,828	48,701	50,649	52,675	55,045	
Paypoint 4	47,872	49,787	51,778	53,849	56,595	
Level 5						
Paypoint 1	49,024	51,965	55,083	57,286	59,675	
Paypoint 2	50,068	53,072	56,256	58,506	61,209	
Paypoint 3	51,222	54,295	57,553	59,855	62,740	
Level 6						
Paypoint 1	56,240	59,614	63,191	66,982	70,686	
Paypoint 2	57,480	60,929	64,585	68,460	71,773	
Paypoint 3	58,720	62,243	65,978	69,937	72,874	
Level 7						
Paypoint 1	59,959	63,557	67,370	71,412	76,182	
Paypoint 2	61,199	64,871	68,763	72,889	77,824	
Paypoint 3	62,441	66,187	70,158	74,367	79,469	

Classification Community services worker	1 September 2009 per annum \$	11 January 2010 per annum \$	12 July 2010 per annum \$	10 January 2011 per annum \$	11 July 2011 per annum \$	9 January 2012 per annum \$
Level 8						
Paypoint 1	63,680	67,501	71,551	75,844	80,395	82,839
Paypoint 2	64,920	68,815	72,944	77,321	81,960	84,419
Paypoint 3	66,159	70,129	74,337	78,797	83,525	86,073

NB: (1) The rate for Community services worker Levels 6, 7 and 8 include the 7.5% loading payable under the Award.

(2) From 1 July 2010, and applied each 1 July until 2015, following any State Wage Case decision of the previous year, an additional Equal Remuneration Component (ERC) of 1% of the rate payable is to be included in the overall wage rate and paid for all purposes. Wage rates published from 1 July 2010 will include and assume the addition of the ERC. This ERC is additional to Award rate changes effected by a State Wage Case.

(3) The rates of pay in this Award are intended to include the arbitrated wage adjustment payable under the 1 September 2009 Declaration of General Ruling and earlier Safety Net Adjustments and arbitrated wage adjustments. This arbitrated wage adjustment may be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this Award which are above the wage rates prescribed in the Award. Such payments include wages payable pursuant to certified agreements, currently operating enterprise flexibility agreements, Queensland workplace agreements, award amendments to give effect to enterprise agreements and overaward arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases made under previous State Wage Cases or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated wage adjustments.

3.1.2 The weekly rate of pay is calculated by dividing the current rate of pay per annum by 52.1667.

3.1.3 The 7.5% loading is payable to Levels 6, 7 and 8 in lieu of Part 6 and clauses 5.3.3, 5.3.4 and 5.3.6 of this Award and clause 4.1 of this Schedule:

Provided that the overall terms and conditions of employment for such employees are no less favourable than the provisions of this Award taken as a whole.

2. By deleting clause 3.1 of Schedule 2 and inserting the following in lieu thereof:

3.1 Wages

3.1.1 Subject to this Award, the following rates of pay per annum are the minimum to be paid to employees in respect of their classification level:

(a) Crisis accommodation worker Category A

Classification	1 September 2009 per annum \$	11 January 2010 per annum \$	12 July 2010 per annum \$	10 January 2011 per annum \$	11 July 2011 per annum \$
Level 1					
Paypoint 1	39,908	41,504	43,164	43,164	44,286
Paypoint 2	41,060	42,702	44,410	44,410	46,342
Paypoint 3	42,214	43,903	45,657	45,659	47,358
Paypoint 4	43,368	45,103	46,907	46,907	48,891
Level 2					
Paypoint 1	44,520	46,301	48,153	50,079	51,982
Paypoint 2	45,676	47,503	49,403	51,379	52,997
Paypoint 3	46,828	48,701	50,649	52,675	55,045
Paypoint 4	47,872	49,787	51,778	53,849	56,595

Level 3

Paypoint 1	49,024	51,965	55,083	57,286	59,675
Paypoint 2	50,068	53,072	56,256	58,506	61,209
Paypoint 3	51,222	54,295	57,553	59,855	62,740

Level 4

Paypoint 1	56,240	59,614	63,191	66,982	70,686
Paypoint 2	57,480	60,929	64,585	68,460	71,773
Paypoint 3	58,720	62,243	65,978	69,937	72,874

N.B: The rates for Crisis accommodation worker Level 4 include the 7.5% loading payable under the Award.

(b) Crisis accommodation worker Category B

Classification	1 September 2009 per annum \$	11 January 2010 per annum \$	12 July 2010 per annum \$	10 January 2011 per annum \$	11 July 2011 per annum \$
Level 1					
Paypoint 1	43,424	45,161	46,967	46,967	48,188
Paypoint 2	44,679	46,465	48,325	48,325	50,427
Paypoint 3	45,937	47,774	49,685	49,685	51,533
Paypoint 4	47,195	49,083	51,046	51,046	53,205
Level 2					
Paypoint 1	48,451	50,389	52,405	54,501	56,572
Paypoint 2	49,711	51,699	53,767	55,918	57,679
Paypoint 3	50,966	53,005	55,125	57,330	59,916
Paypoint 4	52,104	54,188	56,356	58,610	61,587
Level 3					
Paypoint 1	53,360	56,562	59,956	62,354	64,954
Paypoint 2	54,498	57,768	61,234	63,683	66,625
Paypoint 3	55,756	59,101	62,647	65,153	68,293

N.B: (1) Category B rates include all penalties except overtime and public holiday and apply to those workers defined at clause 1.1.1 of this schedule, as a continuous shift worker.

(2) From 1 July 2010, and applied each 1 July until 2015, following any State Wage Case decision of the previous year, an additional Equal Remuneration Component (ERC) of 1% of the rate payable is to be included in the overall wage rate and paid for all purposes. Wage rates published from 1 July 2010 will include and assume the addition of the ERC. This ERC is additional to Award rate changes effected by a State Wage Case.

(3) The rates of pay in this Award are intended to include the arbitrated wage adjustment payable under the 1 September 2009 Declaration of General Ruling and earlier Safety Net Adjustments and arbitrated wage adjustments. This arbitrated wage adjustment may be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this Award which are above the wage rates prescribed in the Award. Such payments include wages payable pursuant to certified agreements, currently operating enterprise flexibility agreements, Queensland workplace agreements, award amendments to give effect to enterprise agreements and overaward arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases made under previous State Wage Cases or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated wage adjustments.

3.1.2 The weekly rate of pay is calculated by dividing the current rate of pay per annum by 52.1667.

3.1.3 A loading of 7.5% is incorporated into the rate payable to level 4 employees in lieu of Part 6 and clauses 5.3.3, 5.3.4 and 5.3.6 of this Award and clause 4.1 and 5.1 of this Schedule:

Provided that the overall terms and conditions of employment for such employees are no less favourable than the provisions of this Award taken as a whole.

3. By deleting from the clauses listed in the first column of the Schedule, the amount in the second column, and inserting the amount in the third column in lieu thereof:

<u>Column 1</u>	<u>Column 2</u>	<u>Column 3</u>
	\$	\$
5.3.4(a)	35.15	36.03
5.3.5	9.40	9.60
5.3.6(a)	16.89	17.31
(b)	25.29	25.92
(c)	29.56	30.30

Dated 1 October 2009.

G.D. SAVILL,
Registrar.