



AUSTRALIAN SERVICES UNION
South Australia and Northern Territory Branch

Active • Strong • United

Pay Equity for Queensland Community Services Workers!

Setting the Benchmark for ASU community sector campaigns in South Australia and Northern Territory

In a historic decision handed down by the Queensland Industrial Relations Commission on 6 May 2009 the Queensland Industrial Relations Commission awarded wage increases of between 18 to 37% to Queensland community services workers.

A Pay Equity decision found that the work of the non government community services sector is undervalued in relation to public sector work and due to the fact that the sector is dominated by women workers.

The result is that pay in Queensland will increase by between 18 to 37% over 3 years and these increases started on 31 July 2009!

Through long term campaigning by the whole community services sector the Queensland government has agreed to fund the decision.

This is a stunning victory for ASU members in Queensland and those that have supported the Pay Equity case. This represents recognition in Queensland that in order to continue to provide high quality services to vulnerable and disadvantaged people, addressing workforce issues like low pay which effect attraction and retention is imperative.

So are we in South Australia and Northern Territory worth any less? Should we be paid 25 to 30% less than colleagues performing the same work in Queensland? We say NO! Our campaigns now have a new goal – equity!

We are currently considering how we run similar cases at a state, Territory and/or federal level and how we continue to lobby governments for funding for wage increases.

**Please see Award comparisons overleaf.
For further information, contact your ASU.**

- *SACS = Social and Community Services
- *CSACA = Community Services and Crisis Assistance
- *CASH = Crisis Assistance Supported Housing
- *DSA = Disability Services Award

Classification	Qld SACS prior to decision	Qld CSACA post decision	SA SACS	SA Disabilities Services Award	CASH (SA)	NT SACS
Level 1						
Paypoint 1	27883	35700	31137	32129	30986	30829
Paypoint 2	28971	37230	31784	32586	31633	31978
Paypoint 3	30164	38760	32715		32564	33247
Paypoint 4			33412		33262	
Level 2						
Paypoint 1	30164	38760	34481	33413	34331	34396
Paypoint 2	31252	40290	35718	34008	35568	35545
Paypoint 3	32340	41820	36553	34392	36403	36575
Paypoint 4	33325	43350	37641		37491	37744
Level 3						
Paypoint 1	33325	43350	38441	35292	38291	38636
Paypoint 2	34413	45390	39287	36022	39141	39508
Paypoint 3	35501	46410	40927	36845	40781	40657
Paypoint 4	36589	47940		37680		41806
Level 4						
Paypoint 1	37677	51000	42567	38394	42421	42856
Paypoint 2	38766	52020	44103	39479	43956	44005
Paypoint 3	39854	54060	45639	40283	45492	45154
Paypoint 4	40838	55590				
Level 5						
Paypoint 1	41926	58650	47189	41733	47042	45154
Paypoint 2	42910	60180	48235	44103	48088	46185
Paypoint 3	43999	61710	49944	45639	49797	47334
Level 6						
Paypoint 1	48269	69628	52120	47189	51973	53357
Paypoint 2	49439	70724	53207	48235	53060	54625
Paypoint 3	50608	71821	54249	49944	54102	55873
Level 7						
Paypoint 1	51778	75110	55383			57141
Paypoint 2	52947	76755	56470			58409
Paypoint 3	54118	78400	57589			59677
Level 8						
Paypoint 1	55288	81689				60945
Paypoint 2	56457	83334				62194
Paypoint 3	57627	84979				63462

Please note the following points in regard to rates of pay shown in the above table relating to the *Queensland CSACA Award*;

- ◆ Rates of pay shown are at the final stages of 'phasing'. That is, for levels 1 – 7 inclusive, as of 11 July 2011. Phasing for level 8 concludes 9 January 2012.
- ◆ The rates shown include 7.5% loading (payable under the Award) for Community Services Workers levels 6, 7 and 8 and Crisis Accommodation Worker Level 4.



For further information, contact your ASU.



The table below denotes the incremental phasing of the wage rates of the *Queensland CSACA Award, 2008*.

Classification	13 July 2009	11 January 2010	12 July 2010	10 January 2011	11 July 2011	9 January 2012
Community Services Worker Level 1						
Paypoint 1	33295	34627	35346	35346	35700	
Paypoint 2	34447	35825	36861	36861	37230	
Paypoint 3	35711	37139	38936	38396	38760	
Community Services Worker Level 2						
Paypoint 1	35711	37139	38396	38396	38760	
Paypoint 2	36865	38340	39874	39874	40290	
Paypoint 3	38019	39540	41122	41122	41820	
Paypoint 4	39063	40626	42251	42251	43350	
Community Services Worker Level 3/Crisis Accommodation Worker Level 1						
Paypoint 1	39063	40626	42251	42251	43350	
Paypoint 2	40215	41824	43497	43497	45390	
Paypoint 3	41369	43024	44745	44745	46410	
Paypoint 4	42523	44224	45993	45993	47940	
Community Services Worker Level 4/Crisis Accommodation Worker Level 2						
Paypoint 1	43675	45422	47293	49129	51000	
Paypoint 2	44831	46624	48489	50429	52020	
Paypoint 3	45983	47822	49735	51724	54060	
Paypoint 4	47027	48909	50865	52900	55590	
Community Services Worker Level 5/Crisis Accommodation Worker Level 3						
Paypoint 1	48179	51069	54133	56298	58650	
Paypoint 2	49223	52176	55307	57519	60180	
Paypoint 3	50377	53400	56604	58868	61710	
Community Services Worker Level 6/Crisis Accommodation Worker Level 4						
Paypoint 1	55395	58719	62242	65977	69628	
Paypoint 2	56635	60033	63635	67453	70724	
Paypoint 3	57875	61348	65029	68931	71821	
Community Services Worker Level 7						
Paypoint 1	59114	62661	66421	70406	75110	
Paypoint 2	60354	63975	67814	71883	76755	
Paypoint 3	61596	65292	69210	73363	78400	
Community Services Worker Level 8						
Paypoint 1	62835	66605	70601	74837	79327	81689
Paypoint 2	64075	67920	71995	76315	80894	83334
Paypoint 3	65314	69232	73386	77789	82456	84979



For further information, contact your ASU.

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