



PINNACE HR ALERT: **Decision - Variations to the Social, Community, Home Care and Disability Services Industry Award 2010**

OPERATIVE DATE: **1 August 2013**

We advise employers that on Thursday 1 August 2013, the Federal Fair Work Commission handed down its decision regarding variations sought by the Australian Municipal, Administrative, Clerical and Services Union (ASU) to the Social, Community, Home Care and Disability Services Industry Award 2010. The Award variations are as follows.

Casual Employee Penalties

New penalties apply for casuals under this award which include:

- ordinary hours worked between midnight on Friday and midnight on Saturday will be paid for at the rate of time and a half (150%)
- ordinary hours worked between midnight on Saturday and midnight on Sunday will be paid for at the rate of double time (200%).

Note:

- the Sunday penalty will be subject to Transitional Arrangements.
- the rates prescribed will be in substitution for and not cumulative upon the casual loading prescribed therefore Casual employees will not receive a casual loading on top of the shift allowance.

Transitional Penalties and Loadings for the Social, Community, Home Care and Disability Services Industry Award 2010 are attached.

Part Time Employees

The outcome of the decision includes the insertion of a new subclause 10.3 (c) for part time employees. This means that prior to the commencement of employment, the employer and employee must create a written agreement which provides agreement on a regular pattern of work including:

- the number of hours to be worked each week
- the days of the week the employee will work
- the starting and finishing times each day

If there is any agreed variation to the regular pattern of work the employer and employee will record this in writing.

Small Business Redundancy

In addition, the decision expands Small Business Redundancy to include a new clause 12.7 which now includes the Crisis Assistance, Supported Housing (South Australia) Award 2000 provisions.

If you have any questions pertaining to this information or if you require further information please contact Pinnacle HR on 08 8232 2820.

Ted Davis
Executive Director
19 August 2013

SCDS TRANSITIONAL PENALTIES AND LOADINGS AS AT 01/08/2013

Please note: Casual weekend penalties increased to Saturday 50% and Sunday 90% as from 1 August 2013

Penalties and Loadings	Prior to 01/07/2012	SACS	Disability	Clerks	CASH	SCDS Final Penalties and Loadings as at 01/07/2014
Casual Loading	20%	24%	24%	24%	24%	25%
Afternoon Shift	15%	13%	13%		13%	12.5%
Night Shift	15%	15%	15%		15%	15%
Permanent Afternoon	30%	16%	16%		16%	12.5%
Permanent Night	30%	18%	18%		18%	15%
Saturday Full-time/Part-time	50%	50%	50%		50%	50%
Saturday Casual	50%	50%	50%		50%	50%
Sunday Full-time/Part-time	50%	90%	90%		90%	100%
Sunday Casual	50%	90%	90%		90%	100%
Public Holiday						
Full-time	250%	250%	250%	250%	250%	250%
Part-time	250%	250%	250%	250%	250%	250%
Casual	250% - 300%	250%	250%	260%	250%	250%