

# Neighbourhood Houses and Adult Community Education Centres Collective Agreement 2016

## Pay Table

Effective from the first full pay period commencing on  
or after 1 December 2018



Jobs Australia  
Workplace Relations



This pay table sets out the rates of pay contained within the Neighbourhood Houses and Adult Community Education Centres Agreement 2016 which commence from the first pay period on or after **1 December 2018**.

Rates of pay have increased for **Neighbourhood House Employees only** due to the seventh instalment of the Equal Remuneration Order. Rates of pay for Adult and Community Education Employees, Children's Services Employees and Tutor/Teachers remain unchanged from 1 July 2018.

**This pay table applies to organisations that are respondent to the 2016 Agreement. Respondents to the 2007, 2008 or 2010 Agreement (who have not signed on to the 2016 agreement) should refer to the pay tables for those agreements.**

**If you don't know which Agreement applies to your organisation, contact Jobs Australia.**

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*This pay table has been prepared based on information available from Fair Work Commission.*

*The rates included in this document are intended to be used as a guide and may be subject to change. The rates have been prepared for general information purposes. No reader should act in complete reliance or fail to act on the basis of the rates contained within this document.*

*Although every attempt has been made to verify the accuracy of the financial information, Jobs Australia excludes any liability for any loss or damage occasioned by any corporation, organisation, employer or person acting or failing to act as a result of any matter contained in this information guide.*

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**Neighbourhood Houses and Adult  
Community Education Centres Agreement 2016**

**PAY TABLE**

**Effective from the first full pay period on or after 1 December 2018**

**Schedule 3A: Adult and Community Education Employees**

Classification		WEEKLY RATE	HOURLY RATE	CASUAL RATE
Level 1	Year 1	\$764.70	\$20.12	\$25.15
	Year 2	\$802.50	\$21.12	\$26.40
	Year 3	\$827.60	\$21.78	\$27.22
Level 2	Year 1	\$837.90	\$22.05	\$27.56
	Year 2	\$852.90	\$22.44	\$28.06
	Year 3	\$852.90	\$22.44	\$28.06
Level 3	Year 1	\$884.50	\$23.28	\$29.10
	Year 2	\$928.80	\$24.44	\$30.55
	Year 3	\$928.80	\$24.44	\$30.55
Level 4	Year 1	\$954.00	\$25.11	\$31.38
	Year 2	\$991.60	\$26.09	\$32.62
	Year 3	\$1,006.20	\$26.48	\$33.10
Level 5	Year 1	\$1,058.70	\$27.86	\$34.83
	Year 2	\$1,109.10	\$29.19	\$36.48
	Year 3	\$1,109.10	\$29.19	\$36.48
Level 6	Year 1	\$1,141.20	\$30.03	\$37.54
	Year 2	\$1,203.70	\$31.68	\$39.60
	Year 3	\$1,216.70	\$32.02	\$40.02
Level 7	Year 1	\$1,258.20	\$33.11	\$41.39
	Year 2	\$1,304.80	\$34.34	\$42.92
Level 8	Year 1	\$1,386.80	\$36.49	\$45.62
Level 9	Year 1	\$1,466.20	\$38.58	\$48.23

**Schedule 3B: Neighbourhood House Employees**

Classification	WEEKLY RATE	HOURLY RATE	CASUAL RATE
<b>Class I (unqualified) (Translating to SCHCADS (SACS) level 2)</b>			
1st Year	\$1,002.93	\$26.39	\$32.99
2nd Year (Cert IV)	\$1,034.64	\$27.23	\$34.04
3rd Year	\$1,064.92	\$28.02	\$35.03
4th Year	\$1,092.80	\$28.76	\$35.95
<b>Class I (qualified) (Translating to SCHCADS (SACS) level 3)</b>			
1st Year (ass dip/adv'd cert)	\$1,098.47	\$28.91	\$36.14
2nd Year	\$1,130.09	\$29.74	\$37.18
3rd Year (3 year degree)	\$1,154.38	\$30.38	\$37.98
4th Year (4 year degree)	\$1,178.70	\$31.02	\$38.78
<b>Class II (a) Translating to SCHCADS (SACS) level 4</b>			
1st Year	\$1,256.26	\$33.06	\$41.33
2nd Year	\$1,289.10	\$33.92	\$42.40
3rd Year	\$1,322.20	\$34.79	\$43.49
4th Year	\$1,351.67	\$35.57	\$44.46
5th Year	\$1,351.67	\$35.57	\$44.46
6th Year	\$1,351.67	\$35.57	\$44.46
7th Year	\$1,353.12	\$35.61	\$44.51
8th Year	\$1,362.96	\$35.87	\$44.84
9th Year	\$1,370.03	\$36.05	\$45.06
10th Year	\$1,376.89	\$36.23	\$45.29
<b>Class II (a) Translating to SCHCADS (SACS) level 5</b>			
1st Year	\$1,427.76	\$37.57	\$46.96
2nd Year	\$1,458.41	\$38.38	\$47.98
3rd Year	\$1,492.41	\$39.27	\$49.09
4th Year	\$1,492.41	\$39.27	\$49.09
5th Year	\$1,492.41	\$39.27	\$49.09
6th Year	\$1,492.41	\$39.27	\$49.09
7th Year	\$1,492.41	\$39.27	\$49.09
8th Year	\$1,492.41	\$39.27	\$49.09
9th Year	\$1,493.74	\$39.31	\$49.14
10th Year	\$1,500.61	\$39.49	\$49.36
<b>Class II (b) Translating to SCHCADS (SACS) level 4</b>			
1st Year	\$1,284.52	\$33.80	\$42.25
2nd Year	\$1,318.59	\$34.70	\$43.38
3rd Year	\$1,352.67	\$35.60	\$44.50
4th Year	\$1,383.87	\$36.42	\$45.53
5th Year	\$1,390.36	\$36.59	\$45.74
6th Year	\$1,397.41	\$36.77	\$45.96
<b>Class II (b) Translating to SCHCADS (SACS) level 5</b>			
1st Year	\$1,433.18	\$37.72	\$47.15
2nd Year	\$1,465.61	\$38.57	\$48.21
3rd Year	\$1,500.61	\$39.49	\$49.36
4th Year	\$1,507.58	\$39.67	\$49.59
5th Year	\$1,514.07	\$39.84	\$49.80
6th Year	\$1,521.12	\$40.03	\$50.04

**Schedule 3B: Neighbourhood House Employees (former SACS Award) (Continued)**

<b>Classification</b>	<b>WEEKLY RATE</b>	<b>HOURLY RATE</b>	<b>CASUAL RATE</b>
<b>Class II (b) Translating to SCHCADS (SACS) level 6</b>			
1st Year	<b>\$1,554.06</b>	\$40.90	\$51.13
2nd Year	<b>\$1,588.54</b>	\$41.80	\$52.25
3rd Year	<b>\$1,622.89</b>	\$42.71	\$53.39
4th Year	<b>\$1,622.89</b>	\$42.71	\$53.39
5th Year	<b>\$1,627.03</b>	\$42.82	\$53.53
6th Year	<b>\$1,634.07</b>	\$43.00	\$53.75
<b>Class III (Translating to SCHCADS (SACS) level 6</b>			
1st Year	<b>\$1,563.37</b>	\$41.14	\$51.43
2nd Year	<b>\$1,598.50</b>	\$42.07	\$52.59
3rd Year and thereafter	<b>\$1,634.07</b>	\$43.00	\$53.75
<b>Class III (Translating to SCHCADS (SACS) level 7</b>			
1st Year	<b>\$1,676.91</b>	\$44.13	\$55.16
2nd Year	<b>\$1,712.06</b>	\$45.05	\$56.31
3rd Year and thereafter	<b>\$1,746.95</b>	\$45.97	\$57.46
<b>Class III (Translating to SCHCADS (SACS) level 8</b>			
1st Year	<b>\$1,813.05</b>	\$47.71	\$59.64
2nd Year	<b>\$1,848.56</b>	\$48.65	\$60.81
3rd Year and thereafter	<b>\$1,884.33</b>	\$49.59	\$61.99

**Schedule 3C: Childrens Services Employees**

Classification	WEEKLY RATE	HOURLY RATE	CASUAL RATE
<b>Support Worker</b>			
1.1	\$735.60	\$19.36	\$24.20
2.1	\$763.70	\$20.10	\$25.12
2.2	\$790.10	\$20.79	\$25.99
3.1	\$837.40	\$22.04	\$27.55
<b>Children's Services Employee</b>			
1.1 (1st Year)	\$735.60	\$19.36	\$24.20
2.1	\$763.70	\$20.10	\$25.12
2.2	\$790.10	\$20.79	\$25.99
3.1 (Certificate III)	\$837.40	\$22.04	\$27.55
3.2	\$866.20	\$22.79	\$28.49
3.3	\$893.50	\$23.51	\$29.39
3.4 (Diploma)	\$942.90	\$24.81	\$31.02
4.1	\$986.40	\$25.96	\$32.45
4.2	\$1,001.50	\$26.36	\$32.94
4.3	\$1,016.40	\$26.75	\$33.43
5.1	\$1,031.50	\$27.14	\$33.93
5.2	\$1,046.40	\$27.54	\$34.42
5.3	\$1,061.30	\$27.93	\$34.91
5.4	\$1,065.00	\$28.03	\$35.03
6.1 (up to 39)	\$1,189.40	\$31.30	\$39.13
6.2	\$1,204.20	\$31.69	\$39.61
6.3	\$1,219.00	\$32.08	\$40.10
6.4 (40-59 places)	\$1,264.60	\$33.28	\$41.60
6.5	\$1,276.10	\$33.58	\$41.98
6.6	\$1,291.50	\$33.99	\$42.48
6.7 (>59 places)	\$1,306.80	\$34.39	\$42.99
6.8	\$1,321.70	\$34.78	\$43.48
6.9	\$1,336.60	\$35.17	\$43.96

**Schedule 3D: Tutors and Teachers**

Classification	Annual Rate	Weekly Rate	Hourly Rate (FT/PT/Sessional)	Casual Rate	Casual Contact Rate*
<b>Tutor 1</b>					
Increment 1	\$49,117.19	\$941.32	\$24.77	\$30.95	
Increment 2	\$49,772.12	\$953.87	\$25.10	\$31.36	
Increment 3	\$50,756.16	\$972.73	\$25.60	\$31.98	
<b>Tutor 2</b>					
Increment 1	\$49,772.12	\$953.87	\$25.10	\$31.36	
Increment 2	\$51,013.22	\$977.66	\$25.73	\$32.15	
Increment 3	\$52,501.92	\$1,006.19	\$26.48	\$33.08	
Increment 4	\$53,843.27	\$1,031.90	\$27.16	\$33.93	
Increment 5	\$55,238.64	\$1,058.64	\$27.86	\$34.81	
Increment 6	\$56,509.11	\$1,082.99	\$28.50	\$35.61	
<b>Tutor 3</b>					
Increment 1	\$54,155.91	\$1,037.89	\$27.31	\$34.13	\$51.87
Increment 2	\$55,880.80	\$1,070.94	\$28.18	\$35.21	\$53.53
Increment 3	\$57,676.62	\$1,105.36	\$29.09	\$36.35	\$55.25
Increment 4	\$57,676.62	\$1,105.36	\$29.09	\$36.35	\$55.25
Increment 5	\$57,676.62	\$1,105.36	\$29.09	\$36.35	\$55.25
Increment 6	\$57,676.62	\$1,105.36	\$29.09	\$36.35	\$55.25
Increment 7	\$57,676.62	\$1,105.36	\$29.09	\$36.35	\$55.25
Increment 8	\$57,904.58	\$1,109.73	\$29.20	\$36.49	\$55.46
Increment 9	\$59,306.60	\$1,136.60	\$29.91	\$37.37	\$56.81
<b>Teacher 1</b>					
Increment 1	\$54,155.91	\$1,037.89	\$27.31	\$34.13	\$51.87
Increment 2	\$55,880.80	\$1,070.94	\$28.18	\$35.21	\$53.53
Increment 3	\$57,676.62	\$1,105.36	\$29.09	\$36.35	\$55.25
Increment 4	\$57,676.62	\$1,105.36	\$29.09	\$36.35	\$55.25
Increment 5	\$57,676.62	\$1,105.36	\$29.09	\$36.35	\$55.25
Increment 6	\$57,676.62	\$1,105.36	\$29.09	\$36.35	\$55.25
Increment 7	\$57,904.58	\$1,109.73	\$29.20	\$36.49	\$55.46
Increment 8	\$59,306.60	\$1,136.60	\$29.91	\$37.37	\$56.81
Increment 9	\$61,116.70	\$1,171.29	\$30.82	\$38.51	\$58.54
Increment 10	\$62,801.81	\$1,203.58	\$31.67	\$39.58	\$60.15
Increment 11	\$64,289.37	\$1,232.09	\$32.42	\$40.51	\$61.58
<b>Teacher 2</b>					
Increment 1	\$54,155.91	\$1,037.89	\$27.31	\$34.13	\$51.87
Increment 2	\$55,880.80	\$1,070.94	\$28.18	\$35.21	\$53.53
Increment 3	\$57,676.62	\$1,105.36	\$29.09	\$36.35	\$55.25
Increment 4	\$57,676.62	\$1,105.36	\$29.09	\$36.35	\$55.25
Increment 5	\$57,676.62	\$1,105.36	\$29.09	\$36.35	\$55.25
Increment 6	\$57,904.58	\$1,109.73	\$29.20	\$36.49	\$55.46
Increment 7	\$59,306.60	\$1,136.60	\$29.91	\$37.37	\$56.81
Increment 8	\$61,116.70	\$1,171.29	\$30.82	\$38.51	\$58.54
Increment 9	\$62,801.81	\$1,203.58	\$31.67	\$39.58	\$60.15
Increment 10	\$64,289.37	\$1,232.09	\$32.42	\$40.51	\$61.58
<b>Teacher 3</b>					
Increment 1	\$54,155.91	\$1,037.89	\$27.31	\$34.13	\$51.87
Increment 2	\$55,880.80	\$1,070.94	\$28.18	\$35.21	\$53.53
Increment 3	\$57,676.62	\$1,105.36	\$29.09	\$36.35	\$55.25
Increment 4	\$57,676.62	\$1,105.36	\$29.09	\$36.35	\$55.25
Increment 5	\$57,904.58	\$1,109.73	\$29.20	\$36.49	\$55.46
Increment 6	\$59,306.60	\$1,136.60	\$29.91	\$37.37	\$56.81
Increment 7	\$61,116.70	\$1,171.29	\$30.82	\$38.51	\$58.54
Increment 8	\$62,801.81	\$1,203.58	\$31.67	\$39.58	\$60.15
Increment 9	\$64,289.37	\$1,232.09	\$32.42	\$40.51	\$61.58

\* See clause 11.6.7.1: There are two options for the calculation of casual rates for Tutor 3/Teacher rates of pay. The option to be used will be determined on appointment of the employee depending on the extent of associated duties required in addition to delivery.

**Schedule 4: Allowances**

**Clause 20.1 - Overnight Travel Allowance**

*Accommodation*

Capital Cities	\$173.00
Regional Areas	\$152.00

*Meals*

Breakfast - Capital	\$24.35
Breakfast - Regional	\$24.35
Lunch - Capital	\$27.35
Lunch - Regional	\$24.90
Dinner - Capital	\$48.50
Dinner - Regional	\$46.70
Incidentals	\$17.85

**Clause 20.2 - Meal allowance**

Breakfast	\$24.35
Lunch	\$24.90
Dinner	\$48.50

**Clause 20.4 - Motor Vehicle allowance**

Car	78 c/km
Motor Cycle	25 c/km

<b>Clause 20.6 - First Aid allowance (per week)</b>	\$14.99
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**Clause 20.8 – On call allowance**

clause 20.8.1	\$17.96
clause 20.8.2	\$35.56

<b>Clause 23.9 – Overtime meal allowance</b>	\$12.48
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