

Support Worker Pay Rates

Effective 1 July 2020



Hourly Rates	Pay Rate	Description
Weekday	\$29.76	Monday to Friday (6am to 8pm)
Evening	\$32.74	Monday to Friday (8pm to midnight)
Night	\$33.33	Monday to Friday (12am to 6am)
Saturday	\$41.67	Saturday (midnight to midnight)
Sunday	\$53.57	Sunday (midnight to midnight)
Public Holiday	\$65.48	Public Holiday (midnight to midnight)

Single Rate Shifts	Pay Rate	Description
Sleepovers (excl Public Holidays)	\$102.87	Overnight (10pm to 6am)
Sleepovers Public Holidays	\$114.78	Overnight (10pm to 6am)

Overtime Rates	Pay Rate	Description
Overtime <=2Hrs	\$41.67	Less than or equal to 2 hours per week (Monday to Saturday)
Overtime >2Hrs	\$53.57	More than 2 hours per week (Monday to Saturday)
Overtime Sunday	\$53.57	Sunday anytime
Overtime Public Holidays	\$65.48	Public Holidays anytime

Notes

* **Pay rates** - are aligned to Level 3.2 Home Care Employee, Social, Community, Home Care and Disability Services Industry Award (Modern Award) pay rates and where applicable include casual loading and shift penalties.

* **You First pay rates** - are published as gross base pay rates and are subject to taxation and other deductions as required by law.

* **Superannuation** - You First will pay the minimum superannuation guarantee (currently 9.5%) to your nominated superannuation fund in addition to the published base pay rates.

* **You First pay is processed on a weekly basis**, subject to receipt of a valid timesheet by 9am Tuesday and receipt of Client confirmation that the hours have been worked by 5pm on the Wednesday of the same week.

* **Maximum hours** - Support Workers must not exceed more than 38 hours (Monday 12am to Sunday midnight), 18 hours of Overtime (18 hours) a week or more than 12 hours in a single day and 5 Sleepovers.

* **Breaks** - by law you are required to take regular breaks during your shift. Working under a casual employment agreement you are required to take a minimum of a clear 8 hour break within every 24 hour period.

* **Weekday** - any shift starting at or after 6am and finishing at or on 8pm Monday to Friday unless the day is determined to be a Public Holiday..

* **Evening** - any shift finishing after 8pm but before midnight is paid at the Evening rate for the whole shift.

* **Night** - any shift finishing after midnight but before 6am or a new shift starting before 6am is paid at the Night rate for the whole shift.

* **Saturday, Sunday and Public Holidays** - any shift from 12am through to 12pm on the day.

* **Sleepover** - 8 hour continuous shift, includes one hour of work, **Note:** payslips will show Sleepover Allowance of \$49.30 plus the additional overtime rate for 1 hour.

* **Sleepover - Adjacent Shifts** - if a shift is worked either directly before or after (but not both) a Sleepover (Home) shift it is paid at a minimum of 4 hours regardless of hours worked.

* **Transportation of a You First Client in your own car** - is reimbursed as a vehicle allowance at 80c per km

* **You First Pay Rate Changes** - pay rate changes published in the Modern Award will apply to You First pay rates.. We will publish the new pay rates and communicate with you about any changes.