

July 2023 Pay tables for Neighbourhood Houses covered by Multi Employer Agreements made between 2016-2018

The Annual wage case for 2022-2023 delivered a 5.75% increase in award rates, payable from the first pay period on or after 1 July 2022.

For most employees covered by the NHACE agreements, the award rates of pay have now overtaken the old agreement rates, except for some pay points for tutors and teachers which remain above award.

All employers should review their individual situations and only use the information in this report as a guide only.

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How to use these pay tables

1. For each type of employee, go to the relevant pay table. For example, the pay tables for tutors commence on page 5.
2. Check which agreement applies to your organisation – there are two (2) possible agreements dated 2016 and 2018 and the most recent one with your organisation listed as a party will be the relevant agreement.
3. Find the pay table for your agreement. Some pay tables apply to all agreements (from 20016-2018), but for tutors and teachers, there are two different pay tables depending on the date of the agreement.
4. Given the significant increase in the Award rates, it is most likely the Award rate will be above the Enterprise Agreement rate. Employers should ensure they review both to ensure that employees are paid at the correct rate.

Disclaimer

These pay tables have been prepared based on information available from the Fair Work Commission.

The rates included in this document are intended to be used as a guide and may be subject to change. It is the responsibility of the employer to ensure correct payment to employees. 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, Neighbourhood Houses Victoria and Blax Group exclude 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 guide.

Schedule 3A

Adult & Community Education Employees (PACCT) July 2023

Effective from the first full pay period on or after 1 July 2023

Note: Given the significant rise to the Award rate of 5.75%, all levels below, the Award rate is above the Enterprise Agreement Rate.

Please note, these rates are guidance only.

PACCT Level	Weekly Rate	Hourly rate	Casual rate (25% loading)
1.1	\$910.99	\$23.97	\$29.97
1.2	\$953.99	\$25.11	\$31.39
1.3	\$983.33	\$25.88	\$32.35
2.1	\$995.78	\$26.20	\$32.76
2.2	\$1,013.47	\$26.67	\$33.34
2.3	\$1,013.47	\$26.67	\$33.34
3.1	\$1,050.84	\$27.65	\$34.57
3.2	\$1,103.48	\$29.04	\$36.30
3.3	\$1,103.48	\$29.04	\$36.30
4.1	\$1,133.62	\$29.83	\$37.29
4.2	\$1,178.22	\$31.01	\$38.76
4.3	\$1,178.22	\$31.01	\$38.76
5.1	\$1,258.19	\$33.11	\$41.39
5.2	\$1,318.07	\$34.69	\$43.36
5.3	\$1,318.07	\$34.69	\$43.36
6.1	\$1,350.62	\$35.54	\$44.43
6.2	\$1,430.18	\$37.64	\$47.05
6.3	\$1,430.18	\$37.64	\$47.05
7.1	\$1,463.54	\$38.51	\$48.15
7.2	\$1,550.34	\$40.80	\$51.00
8	\$1,647.99	\$43.37	\$54.21
9	\$1,742.42	\$45.85	\$57.31

Schedule 3B

Social and Community Service Employees July 2023

Effective from the first full pay period on or after **1 July 2023**

Note: Given the significant rise to the Award rate of 5.75%, all levels below, the Award rate is above the Enterprise Agreement Rate.

Please note, these rates are guidance only.

NHACE Agreements 2016-2018

Modern Award (SCHADS) SACS Levels	Weekly Salary	Hourly Rate	Casual Rate (25% loading)
1.1	\$930.68	\$24.49	\$30.61
1.2	\$960.82	\$25.28	\$31.61
1.3	\$994.98	\$26.18	\$32.73
2.1	\$1,224.04	\$32.21	\$40.27
	\$1,262.21	\$33.22	\$41.52
2.2 (Cert IV)			
2.3	\$1,300.79	\$34.23	\$42.79
2.4	\$1,335.35	\$35.14	\$43.93
3.1 (ass dip/adv'd cert)	\$1,367.90	\$36.00	\$45.00
3.2	\$1,407.28	\$37.03	\$46.30
3.3 (3 year degree)	\$1,437.42	\$37.83	\$47.28
3.4 (4 year degree)	\$1,466.75	\$38.60	\$48.25
4.1	\$1,577.66	\$41.52	\$51.90
4.2	\$1,619.05	\$42.61	\$53.26
4.3	\$1,660.44	\$43.70	\$54.62
4.4	\$1,697.82	\$44.68	\$55.85
5.1	\$1,805.11	\$47.50	\$59.38
5.2	\$1,843.69	\$48.52	\$60.65
5.3	\$1,886.69	\$49.65	\$62.06
6.1	\$1,971.88	\$51.89	\$64.87
6.2	\$2,015.28	\$53.03	\$66.29
6.3	\$2,059.08	\$54.19	\$67.73
7.1	\$2,132.62	\$56.12	\$70.15
7.2	\$2,177.63	\$57.31	\$71.64

7.3	\$2,221.83	\$58.47	\$73.08
8.1	\$2,313.85	\$60.89	\$76.12
8.2	\$2,359.26	\$62.09	\$77.61
8.3	\$2,405.07	\$63.29	\$79.11

Schedule 3C

Children's Services Employees July 2023

Effective from the first full pay period on or after **1 July 2023**

NHACE Agreements 2016-2018

Note: Given the significant rise to the Award rate of 5.75%, all levels below, the Award rate is above the Enterprise Agreement Rate.

Please note, these rates are guidance only.

CSE Level	Weekly Rate	Hourly rate	Casual rate (25% loading)
Support Worker			
1.1	\$878.04	\$23.11	\$28.88
2.1	\$909.79	\$23.94	\$29.93
2.2	\$939.93	\$24.73	\$30.92
3.1	\$994.98	\$26.18	\$32.73
Children's Services Employee			
1.1	\$878.04	\$23.11	\$28.88
2.1	\$909.79	\$23.94	\$29.93
2.2	\$939.93	\$24.73	\$30.92
3.1	\$994.98	\$26.18	\$32.73
3.2	\$1,029.14	\$27.08	\$33.85
3.3	\$1,061.69	\$27.94	\$34.93
3.4	\$1,120.36	\$29.48	\$36.85
4.1	\$1,172.20	\$30.85	\$38.56
4.2	\$1,189.88	\$31.31	\$39.14
4.3	\$1,207.56	\$31.78	\$39.72
5.1	\$1,225.64	\$32.25	\$40.32
5.2	\$1,243.32	\$32.72	\$40.90
5.3	\$1,261.01	\$33.18	\$41.49
5.4	\$1,265.43	\$33.30	\$41.62
6.1	\$1,413.31	\$37.19	\$46.49

6.2	\$1,430.99	\$37.66	\$47.07
6.3	\$1,448.27	\$38.11	\$47.64
6.4	\$1,502.52	\$39.54	\$49.43
6.5	\$1,516.18	\$39.90	\$49.87
6.6	\$1,534.67	\$40.39	\$50.49
6.7	\$1,552.75	\$40.86	\$51.08
6.8	\$1,570.43	\$41.33	\$51.66
6.9	\$1,588.11	\$41.79	\$52.24

Note: Tutors and Teachers

Please note that as a result of changes to the Educational Services (Post-Secondary Education) Award 2020 arising from the modern award review in 2020, the awards now calculate casual rates differently to how the NHACE Agreements set casual rates. If you check the award rates for casuals you will see that they are above the rates shown here. However, the Agreement method still applies until the Agreement is replaced.

Schedule 3D

Tutors and Teachers July 2023

Effective from the first full pay period on or after **1 July 2023**

NHACE Agreements 2007, 2008 & 2010

Note: Given the significant rise to the Award rate of 5.75%, all levels below, the Award rate is above the Enterprise Agreement Rate.

Please note, these rates are guidance only.

Award Level	Increment	Annual	Weekly	Hourly	Casual	Casual contact
Tutor 1						
	1	\$58,175.02	\$1,118.75	\$29.44	\$36.80	
	2	\$58,948.18	\$1,133.62	\$29.83	\$37.30	
	3	\$60,118.37	\$1,156.12	\$30.42	\$38.03	
Tutor 2						

	1	\$58,948.18	\$1,133.62	\$29.83	\$37.30	
	2	\$60,118.37	\$1,156.12	\$30.42	\$38.03	
	3	\$61,288.55	\$1,178.63	\$31.02	\$38.78	
	4	\$63,775.20	\$1,226.45	\$32.27	\$40.34	
	5	\$65,426.00	\$1,258.19	\$33.11	\$41.39	
	6	\$66,930.53	\$1,287.13	\$33.87	\$42.34	
Tutor 3						
	1	\$58,801.91	\$1,130.81	\$29.76	\$37.19	\$56.50
	2	\$60,682.56	\$1,166.97	\$30.71	\$38.38	\$58.30
	3	\$62,625.91	\$1,204.34	\$31.69	\$39.61	\$60.17
	4	\$62,625.91	\$1,204.34	\$31.69	\$39.61	\$60.17
	5	\$63,775.20	\$1,226.45	\$32.27	\$40.34	\$61.28
	6	\$65,426.00	\$1,258.19	\$33.11	\$41.39	\$62.87
	7	\$66,930.53	\$1,287.13	\$33.87	\$42.34	\$64.32
	8	\$68,581.33	\$1,318.87	\$34.71	\$43.39	\$65.90
	9	\$70,253.02	\$1,351.02	\$35.55	\$44.44	\$67.50

Schedule 3D
Tutors and Teachers July 2023

Effective from the first full pay period on or after **1 July 2023**

Note: Given the significant rise to the Award rate of 5.75%, there are many situations where the Award rate is above the Enterprise Agreement Rate.

In relation to rates below we have included a separate column in the table to indicate what is the higher rate.

Please note, these rates are guidance only.

NHACE Agreement 2016 and 2018

Award Level	Increment	Annual	Weekly	Hour	Casual	Casual Contact
Tutor 1						
	1	\$58,175.02	\$1,118.75	\$29.44	\$36.80	
	2	\$58,948.18	\$1,133.62	\$29.83	\$37.30	
	3	\$60,118.37	\$1,156.12	\$30.42	\$38.03	
Tutor 2						
	1	\$58,948.18	\$1,133.62	\$29.83	\$37.30	
	2	\$60,118.37	\$1,156.12	\$30.42	\$38.03	
	3	\$61,288.55	\$1,178.63	\$31.02	\$38.78	

	4	\$63,775.20	\$1,226.45	\$32.27	\$40.34	
	5	\$65,426.00	\$1,258.19	\$33.11	\$41.39	
	6	\$66,930.53	\$1,287.13	\$33.87	\$42.34	
Tutor 3						
	1	\$58,801.91	\$1,130.81	\$29.76	\$37.19	\$56.50
	2	\$60,682.56	\$1,166.97	\$30.71	\$38.38	\$58.30
	3	\$62,625.91	\$1,204.34	\$31.69	\$39.61	\$60.17
	4	\$62,625.91	\$1,204.34	\$31.69	\$39.61	\$60.17
	5	\$63,775.20	\$1,226.45	\$32.27	\$40.34	\$61.28
	6	\$65,426.00	\$1,258.19	\$33.11	\$41.39	\$62.87
	7	\$66,930.53	\$1,287.13	\$33.87	\$42.34	\$64.32
	8	\$68,581.33	\$1,318.87	\$34.71	\$43.39	\$65.90
	9	\$70,253.02	\$1,351.02	\$35.55	\$44.44	\$67.50
Teacher 1						
	1	\$60,682.56	\$1,166.97	\$30.71	\$38.38	\$58.30
	2	\$62,625.91	\$1,204.34	\$31.69	\$39.61	\$60.17
	3	\$62,625.91	\$1,204.34	\$31.69	\$39.61	\$60.17
	4	\$63,775.20	\$1,226.45	\$32.27	\$40.34	\$61.28
	5	\$65,426.00	\$1,258.19	\$33.11	\$41.39	\$62.87
	6	\$66,930.53	\$1,287.13	\$33.87	\$42.34	\$64.32
	7	\$68,581.33	\$1,318.87	\$34.71	\$43.39	\$65.90
	8	\$70,253.02	\$1,351.02	\$35.55	\$44.44	\$67.50
	9	\$72,384.44	\$1,392.01	\$36.63	\$45.79	\$69.56
	10	\$74,390.47	\$1,430.59	\$37.65	\$47.06	\$71.48
	11	\$76,145.75	\$1,464.34	\$38.54	\$48.17	\$73.17
Teacher 2						
	1	\$60,118.37	\$1,156.12	\$30.42	\$38.03	\$57.77
	2	\$61,288.55	\$1,178.63	\$31.02	\$38.78	\$58.90
	3	\$63,775.20	\$1,226.45	\$32.27	\$40.34	\$61.28
	4	\$65,426.00	\$1,258.19	\$33.11	\$41.39	\$62.87
	5	\$66,930.53	\$1,287.13	\$33.87	\$42.34	\$64.32
	6	\$68,581.33	\$1,318.87	\$34.71	\$43.39	\$65.90
	7	\$70,253.02	\$1,351.02	\$35.55	\$44.44	\$67.50
	8	\$72,384.44	\$1,392.01	\$36.63	\$45.79	\$69.56
	9	\$74,390.47	\$1,430.59	\$37.65	\$47.06	\$71.48
	10	\$76,145.75	\$1,464.34	\$38.54	\$48.17	\$73.17
Teacher 3						
	1	\$61,288.55	\$1,178.63	\$31.02	\$38.78	\$58.90
	2	\$63,775.20	\$1,226.45	\$32.27	\$40.34	\$61.28
	3	\$65,426.00	\$1,258.19	\$33.11	\$41.39	\$62.87
	4	\$66,930.53	\$1,287.13	\$33.87	\$42.34	\$64.32
	5	\$68,581.33	\$1,318.87	\$34.71	\$43.39	\$65.90
	6	\$70,253.02	\$1,351.02	\$35.55	\$44.44	\$67.50
	7	\$72,384.44	\$1,392.01	\$36.63	\$45.79	\$69.56

	8	\$74,390.47	\$1,430.59	\$37.65	\$47.06	\$71.48
	9	\$76,145.75	\$1,464.34	\$38.54	\$48.17	\$73.17