

November 2020 Paytables for Neighbourhood Houses covered by Multi Employer Agreements made between 2007-2018

The National wage case for 2019-2020 delivered a 1.75% increase in award rates, with the date of effect for the increase delayed for some awards.

For employees covered by the NHACE agreements:

- Community development workers receive pay increases from **1 July & 1 December 2020**;
- Children's Services workers receive pay increases from **1 July 2020**;
- Adult & Community Education Employees (PACCT) receive pay increases from **1 November 2020**; and
- Tutors and Teachers receive pay increases from **1 November 2020**.

Contents

How to use these paytables.....	2
Adult & Community Education Employees (PACCT) Nov 2020.....	3
NHACE Agreements 2007, 2008 & 2010.....	3
Adult & Community Education Employees (PACCT) Nov 2020.....	4
NHACE Agreements 2016 & 2018.....	4
Community Development Workers December 2020	5
Children's Services Employees July 2020	6
Tutors and Teachers November 2020.....	7
NHACE Agreements 2007, 2008 & 2010.....	7
NHACE Agreement 2016 and 2018.....	8

How to use these paytables

There are different dates of effect for different categories of employee, and in some cases for different Agreements.

1. Check which agreement applies to your organisation – there are five possible agreements dated 2007, 2008, 2010, 2016, and 2018 and the most recent one with your organisation listed as a party will be the relevant agreement.
2. For each type of employee, go to the relevant group of paytables. For example, the paytables for tutors commence on page 7.
3. Find the payable for your agreement. Some paytables apply to all agreements (from 2007-2018), but in some cases, such as for tutors, there are different paytables depending on the date of the agreement.

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 Michael Pegg Consulting 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) Nov 2020

Effective from the first full pay period on or after **1 November 2020**

NHACE Agreements 2007, 2008 & 2010

PACCT Level	Weekly Rate	Hourly rate	Casual rate (25% loading)
1.1	\$801.40	\$21.09	\$26.36
1.2	\$841.10	\$22.13	\$27.67
1.3	\$867.30	\$22.82	\$28.53
2.1	\$878.10	\$23.11	\$28.88
2.2	\$893.90	\$23.52	\$29.40
2.3	\$893.90	\$23.52	\$29.40
3.1	\$926.90	\$24.39	\$30.49
3.2	\$973.40	\$25.62	\$32.02
3.3	\$973.40	\$25.62	\$32.02
4.1	\$999.80	\$26.31	\$32.89
4.2	\$1,039.20	\$27.35	\$34.18
4.3	\$1,039.20	\$27.35	\$34.18
5.1	\$1,109.60	\$29.20	\$36.50
5.2	\$1,162.40	\$30.59	\$38.24
5.3	\$1,162.40	\$30.59	\$38.24
6.1	\$1,191.30	\$31.35	\$39.19
6.2	\$1,261.50	\$33.20	\$41.50
6.3	\$1,261.50	\$33.20	\$41.50
7.1	\$1,290.60	\$33.96	\$42.45
7.2	\$1,367.40	\$35.98	\$44.98
8	\$1,453.40	\$38.25	\$47.81
9	\$1,536.60	\$40.44	\$50.55

The rates for PACCT staff contained in the 2007 – 2010 agreements are below the rates prescribed by the *Educational Services (Post-Secondary Education) Award 2010*, and so those award rates prevail and are presented in the above table.

Schedule 3A**Adult & Community Education Employees (PACCT) Nov 2020**Effective from the first full pay period on or after **1 November 2020**

NHACE Agreements 2016 & 2018

PACCT Level	Weekly Rate	Hourly rate	Casual rate (25% loading)
1.1	\$801.40	\$21.09	\$26.36
1.2	\$841.10	\$22.13	\$27.67
1.3	\$867.30	\$22.82	\$28.53
2.1	\$878.10	\$23.11	\$28.88
2.2	\$893.90	\$23.52	\$29.40
2.3	\$893.90	\$23.52	\$29.40
3.1	\$926.90	\$24.39	\$30.49
3.2	\$973.40	\$25.62	\$32.02
3.3	\$973.40	\$25.62	\$32.02
4.1	\$999.80	\$26.31	\$32.89
4.2	\$1,039.20	\$27.35	\$34.18
4.3	\$1,039.20	\$27.35	\$34.18
5.1	\$1,109.60	\$29.20	\$36.50
5.2	\$1,162.40	\$30.59	\$38.24
5.3	\$1,162.40	\$30.59	\$38.24
6.1	\$1,191.30	\$31.35	\$39.19
6.2	\$1,261.50	\$33.20	\$41.50
6.3	\$1,261.50	\$33.20	\$41.50
7.1	\$1,295.90	\$34.10	\$42.63
7.2	\$1,367.40	\$35.98	\$44.98
8	\$1,453.40	\$38.25	\$47.81
9	\$1,536.60	\$40.44	\$50.55

The rates for PACCT staff contained in the 2016 & 2018 agreements, with one exception, are below the rates prescribed by the *Educational Services (Post-Secondary Education) Award 2010*, and so those award rates prevail and are presented in the above table. The exception is the rate for Level 7.1 which is still slightly above the award rate.

Schedule 3B**Community Development Workers December 2020**Effective from the first full pay period on or after **1 December 2020**

Note: From December 2020 there is no longer any need to translate rates from the pre-modern SACS Victoria Award because the final instalment of the ERO is delivered from this date.

NHACE Agreements 2007-2018

Modern Award (SCHADS) SACS Levels	Weekly Salary	Hourly Rate	Casual Rate (25% loading)
1.1	\$819.60	\$21.57	\$26.96
1.2	\$847.30	\$22.30	\$27.88
1.3	\$877.60	\$23.09	\$28.86
2.1	\$1,079.45	\$28.41	\$35.51
2.2 (Cert IV)	\$1,113.27	\$29.30	\$36.63
2.3	\$1,147.10	\$30.19	\$37.74
2.4	\$1,177.85	\$31.00	\$38.75
3.1 (ass dip/adv'd cert)	\$1,206.58	\$31.75	\$39.69
3.2	\$1,241.23	\$32.66	\$40.83
3.3 (3 year degree)	\$1,267.69	\$33.36	\$41.70
3.4 (4 year degree)	\$1,293.64	\$34.04	\$42.55
4.1	\$1,391.54	\$36.62	\$45.78
4.2	\$1,427.98	\$37.58	\$46.98
4.3	\$1,464.67	\$38.54	\$48.18
4.4	\$1,497.28	\$39.40	\$49.25
5.1	\$1,591.94	\$41.89	\$52.36
5.2	\$1,626.05	\$42.79	\$53.49
5.3	\$1,664.00	\$43.79	\$54.74
6.1	\$1,739.22	\$45.77	\$57.21
6.2	\$1,777.58	\$46.78	\$58.48
6.3	\$1,816.08	\$47.79	\$59.74
7.1	\$1,881.07	\$49.50	\$61.88
7.2	\$1,920.55	\$50.54	\$63.18
7.3	\$1,959.60	\$51.57	\$64.46
8.1	\$2,040.88	\$53.71	\$67.14
8.2	\$2,080.90	\$54.76	\$68.45
8.3	\$2,121.21	\$55.82	\$69.78

Schedule 3C**Children's Services Employees July 2020**Effective from the first full pay period on or after **1 July 2020**

NHACE Agreements 2007-2018

CSE Level	Weekly Rate	Hourly rate	Casual rate (25% loading)
Support Worker			
1.1	\$771.00	\$20.29	\$25.36
2.1	\$800.40	\$21.06	\$26.33
2.2	\$828.00	\$21.79	\$27.24
3.1	\$877.60	\$23.09	\$28.87
Children's Services Employee			
1.1	\$771.00	\$20.29	\$25.36
2.1	\$800.40	\$21.06	\$26.33
2.2	\$828.00	\$21.79	\$27.24
3.1	\$877.60	\$23.09	\$28.87
3.2	\$907.80	\$23.89	\$29.86
3.3	\$936.40	\$24.64	\$30.80
3.4	\$988.20	\$26.01	\$32.51
4.1	\$1,033.80	\$27.21	\$34.01
4.2	\$1,049.60	\$27.62	\$34.53
4.3	\$1,065.20	\$28.03	\$35.04
5.1	\$1,081.00	\$28.45	\$35.56
5.2	\$1,096.70	\$28.86	\$36.08
5.3	\$1,112.20	\$29.27	\$36.59
5.4	\$1,116.20	\$29.37	\$36.72
6.1	\$1,246.50	\$32.80	\$41.00
6.2	\$1,262.00	\$33.21	\$41.51
6.3	\$1,277.60	\$33.62	\$42.03
6.4	\$1,325.30	\$34.88	\$43.60
6.5	\$1,337.40	\$35.19	\$43.99
6.6	\$1,353.50	\$35.62	\$44.52
6.7	\$1,369.60	\$36.04	\$45.05
6.8	\$1,385.20	\$36.45	\$45.57
6.9	\$1,400.80	\$36.86	\$46.08

Tutors and Teachers November 2020

Effective from the first full pay period on or after **1 November 2020**

NHACE Agreements 2007, 2008 & 2010

Award Level	Increment	Annual	Weekly	Hourly	Casual	Casual contact
Tutor 1						
1	1	\$51,476.05	\$986.76	\$25.97	\$32.46	
2	2	\$52,162.42	\$999.92	\$26.31	\$32.89	
3	3	\$53,193.72	\$1,019.69	\$26.83	\$33.54	
Tutor 2						
2	1	\$52,162.42	\$999.92	\$26.31	\$32.89	
3	2	\$53,193.72	\$1,019.69	\$26.83	\$33.54	
4	3	\$54,235.39	\$1,039.66	\$27.36	\$34.20	
5	4	\$56,429.09	\$1,081.71	\$28.47	\$35.58	
6	5	\$57,891.48	\$1,109.74	\$29.20	\$36.50	
7	6	\$59,222.96	\$1,135.26	\$29.88	\$37.34	
Tutor 3						
2	1	\$52,162.42	\$999.92	\$26.31	\$32.89	\$49.96
3	2	\$53,193.72	\$1,019.69	\$26.83	\$33.54	\$50.95
4	3	\$54,235.39	\$1,039.66	\$27.36	\$34.20	\$51.95
5	4	\$56,429.09	\$1,081.71	\$28.47	\$35.58	\$54.05
6	5	\$57,891.48	\$1,109.74	\$29.20	\$36.50	\$55.45
7	6	\$59,222.96	\$1,135.26	\$29.88	\$37.34	\$56.73
8	7	\$60,685.45	\$1,163.30	\$30.61	\$38.27	\$58.13
9	8	\$62,154.80	\$1,191.47	\$31.35	\$39.19	\$59.54
10	9	\$64,051.83	\$1,227.83	\$32.31	\$40.39	\$61.35
11	10	\$65,817.86	\$1,261.68	\$33.20	\$41.50	\$63.04
12	11	\$67,376.87	\$1,291.57	\$33.99	\$42.49	\$64.54

Schedule 3D
Tutors and Teachers November 2020

Effective from the first full pay period on or after **1 November 2020**

NHACE Agreement 2016 and 2018

Award Level	Increment	Annual	Weekly	Hour	Casual	Casual Contact
Tutor 1						
1	1	\$51,476.05	\$986.76	\$25.97	\$32.46	
2	2	\$52,162.42	\$999.92	\$26.31	\$32.89	
3	3	\$53,193.72	\$1,019.69	\$26.83	\$33.54	
Tutor 2						
2	1	\$52,162.42	\$999.92	\$26.31	\$32.89	
3	2	\$53,193.72	\$1,019.69	\$26.83	\$33.54	
4	3	\$54,235.39	\$1,039.66	\$27.36	\$34.20	
5	4	\$56,429.09	\$1,081.71	\$28.47	\$35.58	
6	5	\$57,891.48	\$1,109.74	\$29.20	\$36.50	
7	6	\$59,222.96	\$1,135.26	\$29.88	\$37.34	
Tutor 3						
1	1	\$55,780.59	\$1,069.28	\$28.14	\$35.17	\$53.43
2	2	\$57,557.22	\$1,103.33	\$29.04	\$36.29	\$55.13
3	3	\$59,406.92	\$1,138.79	\$29.97	\$37.46	\$56.90
4	4	\$59,406.92	\$1,138.79	\$29.97	\$37.46	\$56.90
5	5	\$59,406.92	\$1,138.79	\$29.97	\$37.46	\$56.90
6	6	\$59,406.92	\$1,138.79	\$29.97	\$37.46	\$56.90
7	7	\$59,406.92	\$1,138.79	\$29.97	\$37.46	\$56.90
8	8	\$60,685.45	\$1,163.30	\$30.61	\$38.27	\$58.13
9	9	\$62,154.80	\$1,191.47	\$31.35	\$39.19	\$59.54
Teacher 1						
2	1	\$55,780.59	\$1,069.28	\$28.14	\$35.17	\$53.43
3	2	\$57,557.22	\$1,103.33	\$29.04	\$36.29	\$55.13
4	3	\$59,406.92	\$1,138.79	\$29.97	\$37.46	\$56.90
5	4	\$59,406.92	\$1,138.79	\$29.97	\$37.46	\$56.90
6	5	\$59,406.92	\$1,138.79	\$29.97	\$37.46	\$56.90
7	6	\$59,406.92	\$1,138.79	\$29.97	\$37.46	\$56.90
8	7	\$60,685.45	\$1,163.30	\$30.61	\$38.27	\$58.13
9	8	\$62,154.80	\$1,191.47	\$31.35	\$39.19	\$59.54
10	9	\$64,051.83	\$1,227.83	\$32.31	\$40.39	\$61.35

Teacher 2						
3	1	\$55,780.59	\$1,069.28	\$28.14	\$35.17	\$53.43
4	2	\$57,557.22	\$1,103.33	\$29.04	\$36.29	\$55.13
5	3	\$59,406.92	\$1,138.79	\$29.97	\$37.46	\$56.90
6	4	\$59,406.92	\$1,138.79	\$29.97	\$37.46	\$56.90
7	5	\$59,406.92	\$1,138.79	\$29.97	\$37.46	\$56.90
8	6	\$60,685.45	\$1,163.30	\$30.61	\$38.27	\$58.13
9	7	\$62,154.80	\$1,191.47	\$31.35	\$39.19	\$59.54
10	8	\$64,051.83	\$1,227.83	\$32.31	\$40.39	\$61.35
11	9	\$65,817.86	\$1,261.68	\$33.20	\$41.50	\$63.04
12	10	\$67,376.87	\$1,291.57	\$33.99	\$42.49	\$64.54
Teacher 3						
4	1	\$55,780.59	\$1,069.28	\$28.14	\$35.17	\$53.43
5	2	\$57,557.22	\$1,103.33	\$29.04	\$36.29	\$55.13
6	3	\$59,406.92	\$1,138.79	\$29.97	\$37.46	\$56.90
7	4	\$59,406.92	\$1,138.79	\$29.97	\$37.46	\$56.90
8	5	\$60,685.45	\$1,163.30	\$30.61	\$38.27	\$58.13
9	6	\$62,154.80	\$1,191.47	\$31.35	\$39.19	\$59.54
10	7	\$64,051.83	\$1,227.83	\$32.31	\$40.39	\$61.35
11	8	\$65,817.86	\$1,261.68	\$33.20	\$41.50	\$63.04
12	9	\$67,376.87	\$1,291.57	\$33.99	\$42.49	\$64.54