

Current Employment Conditions for Employees Engaged on the NSW SACS Award

NSW SACS Award in the National Industrial Relations System.

From 1 January 2010 the NSW SACS Award was transported into the National Industrial Relations system (the referral) and remains there in its entirety until at least 1 January 2011

Wages and Classifications

Wages are based on the classification of your job. The criteria for classifying positions are included in section 20 of the NSW SACS Award.

Your Wages and classifications continue on the NSW SACS Award until at least 1 July 2011.

Penalties and Loadings

Penalty rates apply when you work certain shifts.

The NSW SACS Award applies penalty rates when you work any of the following shifts:

- An evening shift
- A Saturday shift
- On a public holiday.
- A night shift
- A Sunday Shift
- If you are a casual employee

Your penalties and loadings continue on the NSW SACS Award until at least 1 July 2011.

Allowances

An allowance is a payment that you receive in addition to your normal hourly wages.

The NSW SACS Award provides the following:

- Sleepover Allowance
- On Call Allowance
- First Aid Allowance
- Motor Vehicle Allowance

Your Allowances continue on the NSW SACS Award until at least 1 January 2011.

Non-Monetary Conditions

The NSW SACS Award also outlines many other non-monetary conditions of your employment. These include breaks, hours of work and leave.

All of your non monetary employment conditions continue on the NSW SACS Award until at least 1 January 2011.

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The National Employment Standards (NES)

The NES apply to all employers in the National Industrial Relations system.

As the NSW SACS industry was referred to the national system on 1 January 2010 the NES apply. The NES outlines ten minimum standards of employment. The NES deals with the following:

1. Maximum weekly hours
2. Requests for flexible working arrangements
3. Parental Leave
4. Annual Leave
5. Personal / Carer's Leave and Compassionate Leave
6. Community Services Leave
7. Long Services Leave
8. Public Holidays
9. Notice of termination and redundancy
10. Fair work information statement

The conditions of the NES that are superior to the NSW SACS Award (e.g. annual leave for shift workers, consultation about significant change, parental leave, and community services leave) will apply.

The conditions of the NES which are less generous than the NSW SACS Award (e.g. sick leave) do not apply, and the provisions of the NSW SACS Award continue.

Above Award Conditions

Often employers offer their employees some conditions that are above, or in addition to the conditions of the NSW SACS Award (e.g. paid maternity leave or study leave). If your organisation offers any above Award conditions, these conditions will continue to apply.

Largely your conditions remain the same

Except for where the NES provides a more generous entitlement than the NSW SACS Award, all of your wages and conditions will remain the same under the NSW SACS Award until 1 January 2011.

WHAT YOU NEED TO DO

Nothing!

Your current wages are protected until 1st July 2011, and your conditions are protected under the NSW SACS Award until at least 1st January 2011.