

Current Employment Conditions for Employees Engaged on the NSW SACS NAPSA

Does the NSW SACS NAPSA apply to you?

You are ONLY employed on the NSW SACS NAPSA (instead of the NSW SACS Award) if your employer has been paying the NAPSA rates of pay since December 2006. This information will be on your pay slip. If you have been receiving the NAPSA rates of pay since December 2006 then you are on the NAPSA and employed in the National Industrial Relations System.

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 NAPSA.

Your Wages and classifications continue on the NSW SACS NAPSA until 1 July 2011.

Penalties and Loadings

Penalty rates apply when you work certain shifts.

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

- An afternoon shift
- An evening shift
- A Saturday shift
- A Sunday shift
- A Public Holiday
- If you are a casual employee

Penalties and loadings will continue on the NSW SACS NAPSA until at least 1 July 2011.

Allowances

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

Your allowances are covered by the Modern Award (Social, Community, Home Care and Disability Services Award 2010). The Modern Award provides allowances for the following situations:

- Clothing and equipment
- Meal (associated with overtime)
- First Aid
- Travelling, transport and fares
- Telephone
- Heat
- On call
- Board and Lodging
- Sleep over

Non-monetary Conditions

Awards also outline many other non-monetary conditions of your employment. These include breaks, hours of work and leave.

Non monetary conditions are covered by the Modern Award (Social, Community, Home Care and Disability Services Award 2010)

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The National Employment Standards (NES)

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

As you are employed on the NSW SACS NAPSA and your employer has been paying the NAPSA rates of pay since December 2006, the NES apply to you. The NES outline 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 NES applies to you and offers some more generous provisions than the NSW SACS NAPSA (e.g. Parental Leave and Community Services Leave). You are entitled to enjoy the benefits of all of the NES provisions.

Wage Increase

From 1 July 2010 the Fair Work Australia minimum wage decision applies to you.

This means that you are entitled to a wage increase of 69¢ per hour (\$26 a week) from 1 July 2010.

Above Award Conditions

Often employers offer their employees some conditions that are above, or in addition to the conditions of the NSW SACS NAPSA (e.g. paid maternity leave or study leave).

If your organisation offers any above Award conditions, these conditions will continue to apply.

WHAT YOU NEED TO DO

Nothing!

Largely your wages and conditions remain the same. The NSW SACS NAPSA, Modern Award and National Employment Standards (NES) currently provide all of your wages and conditions. You will have also received the Fair Work Australia minimum wage increase for 2010.