

Current Employment Conditions for Employees Engaged on the ACT SACS Award

Wages and Classifications

Wages are based on the classification of your job. The criteria for classifying positions are included in section 11 and Schedules C and D of the ACT SACS Award.

Your Wages and classifications continue on the ACT SACS Award until 1 July 2011.

Penalties and Loadings

Penalty rates apply when you work certain shifts.

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

- An afternoon shift
- A night shift
- Saturday and Sunday work
- A permanent afternoon or night shift.
- A Public Holiday
- If you are employed as a casual

Your penalties and loadings rates will continue on the ACT SACS Award 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.

Your 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 ACT SACS Award and the ACT does not have a state Industrial Relations System, you are employed in the National Industrial Relations System and 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 apply to you and offers some more generous provisions than the ACT SACS Award (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 ACT SACS Award (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

Largely your wages and conditions remain the same. The ACT SACS Award, 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.

However if you would like to maintain all of your conditions in one instrument, improve wages and make sure that your workplace is Equal Pay ready, you should contact the ASU office to find out more about joining the ACT Community Sector Multiple Enterprise Agreement 2010.