

# **Neighbourhood Houses and Adult Community Education Centres Collective Agreements 2007, 2008, 2010, 2016 & 2018**

**Schedules 3A, 3B, 3C & 3D  
employees**

**Pay Table**

**Effective from the first full pay period  
commencing on or after 1 July 2021**



**Jobs Australia**

This pay table sets out the rates of pay contained within the Neighbourhood Houses and Adult Community Education Centres Agreements 2007, 2008, 2010, 2016 & 2018 which commence from the first pay period on or after **1 July 2021**.

These rates of pay have increased due to the 2020-2021 Annual Wage Review.

### **Consolidation of NHACE Agreement JA pay tables**

The rates of pay for all NHACE Agreements are now the same for employees covered by the following Schedules:

- Schedule 3A – Adult and community learning employees (former PAACT)
- Schedule 3B – Neighbourhood House employees (SACS)
- Schedule 3C – Children’s Services

This is due to the rates now being in line with the minimum rates required by the relevant Modern Awards. For this reason, JA has now consolidated the NHACE Agreement pay tables so a single set of rates can be observed to the extent possible regardless of which NHACE Agreement applies.

### **Teacher and Tutor rates**

The rates of pay for Teachers and Tutors are set out in a separate pay table covering all NHACE Agreements which respondent organisations should refer to. Some pay points have been increased in line with the award. The above award payments will remain frozen until they catch up with the award.

### **Allowances**

The rates for allowances are not entirely consistent between the NHACE Agreements so it is important that these are applied based on the following:

- NHACE 2007, 2008 & 2010 – Refer to page- 8
- NHACE 2016 & 2018 – Refer to page- 9

**This pay table applies to organisations that are respondent to NHACE Agreements 2007, 2008, 2010, 2016 and 2018.**

**If you don’t know which Agreement applies to your organisation, contact Jobs Australia.**

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*This pay table has been prepared based on information available from Fair Work Commission.*

*The rates included in this document are intended to be used as a guide and may be subject to change. The rates have been prepared for general information purposes. 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, Jobs Australia excludes 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 information guide.*

**Neighbourhood Houses and Adult  
Community Education Centres Agreements 2007, 2008, 2010, 2016 & 2018**

**PAY TABLE**

**Effective from the first full pay period on or after 1 July 2021**

**Schedule 3A: Adult and Community Education Employees**

Classification	WEEKLY RATE	HOURLY RATE	CASUAL RATE	
Level 1	Year 1	<b>\$821.40</b>	\$21.62	\$27.03
	Year 2	<b>\$862.10</b>	\$22.69	\$28.36
	Year 3	<b>\$889.00</b>	\$23.39	\$29.24
Level 2	Year 1	<b>\$900.10</b>	\$23.69	\$29.61
	Year 2	<b>\$916.20</b>	\$24.11	\$30.14
	Year 3	<b>\$916.20</b>	\$24.11	\$30.14
Level 3	Year 1	<b>\$950.10</b>	\$25.00	\$31.25
	Year 2	<b>\$997.70</b>	\$26.26	\$32.83
	Year 3	<b>\$997.70</b>	\$26.26	\$32.82
Level 4	Year 1	<b>\$1,024.80</b>	\$26.97	\$33.71
	Year 2	<b>\$1,065.20</b>	\$28.03	\$35.04
	Year 3	<b>\$1,065.20</b>	\$28.03	\$35.04
Level 5	Year 1	<b>\$1,137.30</b>	\$29.93	\$37.41
	Year 2	<b>\$1,191.50</b>	\$31.36	\$39.20
	Year 3	<b>\$1,191.50</b>	\$31.36	\$39.20
Level 6	Year 1	<b>\$1,221.10</b>	\$32.13	\$40.16
	Year 2	<b>\$1,293.00</b>	\$34.03	\$42.54
	Year 3	<b>\$1,293.00</b>	\$34.03	\$42.54
Level 7	Year 1	<b>\$1,322.90</b>	\$34.81	\$43.51
	Year 2	<b>\$1,401.60</b>	\$36.88	\$46.10
Level 8	Year 1	<b>\$1,489.70</b>	\$39.20	\$49.00
Level 9	Year 1	<b>\$1,575.00</b>	\$41.45	\$51.81

Schedule 3B: Neighbourhood House Employees (former SACS Award)

Classification	WEEKLY RATE	HOURLY RATE	CASUAL RATE
<b>Class I (unqualified) (Translating to SCHCADS (SACS) level 2)</b>			
1st Year	\$1,106.39	\$29.12	\$36.40
2nd Year (Cert IV)	\$1,141.07	\$30.03	\$37.54
3rd Year	\$1,175.76	\$30.94	\$38.68
4th Year	\$1,207.25	\$31.77	\$39.71
<b>Class I (qualified) (Translating to SCHCADS (SACS) level 3)</b>			
1st Year (ass dip/adv'd cert)	\$1,236.69	\$32.54	\$40.68
2nd Year	\$1,272.22	\$33.48	\$41.85
3rd Year (3 year degree)	\$1,299.44	\$34.20	\$42.75
4th Year (4 year degree)	\$1,326.02	\$34.90	\$43.63
<b>Class II (a) Translating to SCHCADS (SACS) level 4</b>			
1st Year	\$1,426.39	\$37.54	\$46.93
2nd Year	\$1,463.62	\$38.52	\$48.15
3rd Year	\$1,501.24	\$39.51	\$49.39
4th Year	\$1,534.76	\$40.39	\$50.49
5th Year	\$1,534.76	\$40.39	\$50.49
6th Year	\$1,534.76	\$40.39	\$50.49
7th Year	\$1,534.76	\$40.39	\$50.49
8th Year	\$1,534.76	\$40.39	\$50.49
9th Year	\$1,534.76	\$40.39	\$50.49
10th Year	\$1,534.76	\$40.39	\$50.49
<b>Class II (a) Translating to SCHCADS (SACS) level 5</b>			
1st Year	\$1,631.81	\$42.94	\$53.68
2nd Year	\$1,666.74	\$43.86	\$54.83
3rd Year	\$1,705.65	\$44.89	\$56.11
4th Year	\$1,705.65	\$44.89	\$56.11
5th Year	\$1,705.65	\$44.89	\$56.11
6th Year	\$1,705.65	\$44.89	\$56.11
7th Year	\$1,705.65	\$44.89	\$56.11
8th Year	\$1,705.65	\$44.89	\$56.11
9th Year	\$1,705.65	\$44.89	\$56.11
10th Year	\$1,705.65	\$44.89	\$56.11
<b>Class II (b) Translating to SCHCADS (SACS) level 4</b>			
1st Year	\$1,426.39	\$37.54	\$46.93
2nd Year	\$1,463.62	\$38.52	\$48.15
3rd Year	\$1,501.24	\$39.51	\$49.39
4th Year	\$1,534.76	\$40.39	\$50.49
5th Year	\$1,534.76	\$40.39	\$50.48
6th Year	\$1,534.76	\$40.39	\$50.48
<b>Class II (b) Translating to SCHCADS (SACS) level 5</b>			
1st Year	\$1,631.81	\$42.94	\$53.68
2nd Year	\$1,666.74	\$43.86	\$54.83
3rd Year	\$1,705.65	\$44.89	\$56.11
4th Year	\$1,705.65	\$44.89	\$56.11
5th Year	\$1,705.65	\$44.89	\$56.11
6th Year	\$1,705.65	\$44.89	\$56.11

**Schedule 3B: Neighbourhood House Employees (former SACS Award) (Continued)**

<b>Classification</b>	<b>WEEKLY RATE</b>	<b>HOURLY RATE</b>	<b>CASUAL RATE</b>
<b>Class II (b) Translating to SCHCADS (SACS) level 6</b>			
1st Year	<b>\$1,782.76</b>	\$46.91	\$58.64
2nd Year	<b>\$1,821.96</b>	\$47.95	\$59.94
3rd Year	<b>\$1,861.44</b>	\$48.99	\$61.24
4th Year	<b>\$1,861.44</b>	\$48.99	\$61.24
5th Year	<b>\$1,861.44</b>	\$48.99	\$61.24
6th Year	<b>\$1,861.44</b>	\$48.99	\$61.24
<b>Class III (Translating to SCHCADS (SACS) level 6</b>			
1st Year	<b>\$1,782.76</b>	\$46.91	\$58.64
2nd Year	<b>\$1,821.96</b>	\$47.95	\$59.94
3rd Year and thereafter	<b>\$1,861.44</b>	\$48.99	\$61.24
<b>Class III (Translating to SCHCADS (SACS) level 7</b>			
1st Year	<b>\$1,928.08</b>	\$50.74	\$63.43
2nd Year	<b>\$1,968.55</b>	\$51.80	\$64.75
3rd Year and thereafter	<b>\$2,008.59</b>	\$52.86	\$66.08
<b>Class III (Translating to SCHCADS (SACS) level 8</b>			
1st Year	<b>\$2,091.92</b>	\$55.05	\$68.81
2nd Year	<b>\$2,132.95</b>	\$56.13	\$70.16
3rd Year and thereafter	<b>\$2,174.28</b>	\$57.22	\$71.53

**Schedule 3C: Childrens Services Employees**

<b>Classification</b>	<b>WEEKLY RATE</b>	<b>HOURLY RATE</b>	<b>CASUAL RATE</b>
<b>Support Worker</b>			
1.1	<b>\$790.30</b>	\$20.80	\$26.00
2.1	<b>\$820.40</b>	\$21.59	\$26.99
2.2	<b>\$848.70</b>	\$22.33	\$27.91
3.1	<b>\$899.50</b>	\$23.67	\$29.59
<b>Children's Services Employee</b>			
1.1 (1st Year)	<b>\$790.30</b>	\$20.80	\$26.00
2.1	<b>\$820.41</b>	\$21.59	\$26.99
2.2	<b>\$848.70</b>	\$22.33	\$27.91
3.1 (Certificate III)	<b>\$899.50</b>	\$23.67	\$29.59
3.2	<b>\$930.50</b>	\$24.49	\$30.61
3.3	<b>\$959.80</b>	\$25.26	\$31.58
3.4 (Diploma)	<b>\$1,012.90</b>	\$26.66	\$33.33
4.1	<b>\$1,059.60</b>	\$27.88	\$34.85
4.2	<b>\$1,075.80</b>	\$28.31	\$35.39
4.3	<b>\$1,091.80</b>	\$28.73	\$35.91
5.1	<b>\$1,108.00</b>	\$29.16	\$36.45
5.2	<b>\$1,124.10</b>	\$29.58	\$36.98
5.3	<b>\$1,140.00</b>	\$30.00	\$37.50
5.4	<b>\$1,144.10</b>	\$30.11	\$37.64
6.1 (up to 39)	<b>\$1,277.70</b>	\$33.62	\$42.03
6.2	<b>\$1,293.60</b>	\$34.04	\$42.55
6.3	<b>\$1,309.50</b>	\$34.46	\$43.08
6.4 (40-59 places)	<b>\$1,358.40</b>	\$35.75	\$44.69
6.5	<b>\$1,370.80</b>	\$36.07	\$45.09
6.6	<b>\$1,387.30</b>	\$36.51	\$45.64
6.7 (>59 places)	<b>\$1,403.80</b>	\$36.94	\$46.18
6.8	<b>\$1,419.80</b>	\$37.36	\$46.70
6.9	<b>\$1,435.80</b>	\$37.78	\$47.23

Schedule 3D: Tutors and Teachers

2016 and 2018 Agreements

Classification	Annual Rate	Weekly Rate	Hourly Rate (FT/PT/Sessional)	Casual Rate	Casual Contact Rate*
<b>Tutor 1</b>					
Increment 1	<b>\$52,762.95</b>	\$1,011.43	\$26.62	\$33.27	
Increment 2	<b>\$53,466.48</b>	\$1,024.92	\$26.97	\$34.51	
Increment 3	<b>\$54,523.56</b>	\$1,045.18	\$27.50	\$35.20	
<b>Tutor 2</b>					
Increment 2	<b>\$53,466.48</b>	\$1,024.92	\$26.97	\$33.71	
Increment 3	<b>\$54,523.56</b>	\$1,045.18	\$27.50	\$34.38	
Increment 4	<b>\$55,591.27</b>	\$1,065.65	\$28.04	\$35.05	
Increment 5	<b>\$57,839.82</b>	\$1,108.75	\$29.18	\$36.47	
Increment 6	<b>\$59,338.77</b>	\$1,137.48	\$29.93	\$37.42	
Increment 7	<b>\$60,703.53</b>	\$1,163.65	\$30.62	\$38.28	
<b>Tutor 3</b>					
Increment 1	<b>\$55,780.59</b>	\$1,069.28	\$28.14	\$35.17	\$53.43
Increment 2	<b>\$57,557.22</b>	\$1,103.33	\$29.04	\$36.29	\$55.13
Increment 3	<b>\$59,406.92</b>	\$1,138.79	\$29.97	\$37.46	\$56.90
Increment 4	<b>\$59,406.92</b>	\$1,138.79	\$29.97	\$37.46	\$56.90
Increment 5	<b>\$59,406.92</b>	\$1,138.79	\$29.97	\$37.46	\$56.90
Increment 6	<b>\$59,406.92</b>	\$1,138.79	\$29.97	\$37.46	\$56.90
Increment 7	<b>\$60,703.53</b>	\$1,163.65	\$30.62	\$38.28	\$58.15
Increment 8	<b>\$62,202.59</b>	\$1,192.38	\$31.38	\$39.22	\$59.58
Increment 9	<b>\$63,708.67</b>	\$1,221.25	\$32.14	\$40.17	\$61.02
<b>Teacher 1</b>					
Increment 1	<b>\$57,557.22</b>	\$1,103.33	\$29.04	\$36.29	\$55.13
Increment 2	<b>\$59,406.92</b>	\$1,138.79	\$29.97	\$37.46	\$56.90
Increment 3	<b>\$59,406.92</b>	\$1,138.79	\$29.97	\$37.46	\$56.90
Increment 4	<b>\$59,406.92</b>	\$1,138.79	\$29.97	\$37.46	\$56.90
Increment 5	<b>\$59,406.92</b>	\$1,138.79	\$29.97	\$37.46	\$56.90
Increment 6	<b>\$60,703.53</b>	\$1,163.65	\$30.62	\$38.28	\$58.15
Increment 7	<b>\$62,202.59</b>	\$1,192.38	\$31.38	\$39.22	\$59.58
Increment 8	<b>\$63,708.67</b>	\$1,221.25	\$32.14	\$40.17	\$61.02
Increment 9	<b>\$65,653.12</b>	\$1,258.53	\$33.12	\$41.40	\$62.89
Increment 10	<b>\$67,463.31</b>	\$1,293.23	\$34.03	\$42.54	\$64.62
Increment 11	<b>\$69,061.29</b>	\$1,323.86	\$34.84	\$43.55	\$66.15
<b>Teacher 2</b>					
Increment 1	<b>\$55,780.59</b>	\$1,069.28	\$28.14	\$35.17	\$53.43
Increment 2	<b>\$57,557.22</b>	\$1,103.33	\$29.04	\$36.29	\$55.13
Increment 3	<b>\$59,406.92</b>	\$1,138.79	\$29.97	\$37.46	\$56.90
Increment 4	<b>\$59,406.92</b>	\$1,138.79	\$29.97	\$37.46	\$56.90
Increment 5	<b>\$60,703.53</b>	\$1,163.65	\$30.62	\$38.28	\$58.15
Increment 6	<b>\$62,202.59</b>	\$1,192.38	\$31.38	\$39.22	\$59.58
Increment 7	<b>\$63,708.67</b>	\$1,221.25	\$32.14	\$40.17	\$61.02
Increment 8	<b>\$65,653.12</b>	\$1,258.53	\$33.12	\$41.40	\$62.89
Increment 9	<b>\$67,463.31</b>	\$1,293.23	\$34.03	\$42.54	\$64.62
Increment 10	<b>\$69,061.29</b>	\$1,323.86	\$34.84	\$43.55	\$66.15
<b>Teacher 3</b>					
Increment 1	<b>\$55,780.59</b>	\$1,069.28	\$28.14	\$35.17	\$53.43
Increment 2	<b>\$57,839.82</b>	\$1,108.75	\$29.18	\$36.47	\$55.40
Increment 3	<b>\$59,406.92</b>	\$1,138.79	\$29.97	\$37.46	\$56.90
Increment 4	<b>\$60,703.53</b>	\$1,163.65	\$30.62	\$38.28	\$58.15
Increment 5	<b>\$62,202.59</b>	\$1,192.38	\$31.38	\$39.22	\$59.58
Increment 6	<b>\$63,708.67</b>	\$1,221.25	\$32.14	\$40.17	\$61.02
Increment 7	<b>\$65,653.12</b>	\$1,258.53	\$33.12	\$41.40	\$62.89
Increment 8	<b>\$67,463.31</b>	\$1,293.23	\$34.03	\$42.54	\$64.62
Increment 9	<b>\$69,061.29</b>	\$1,323.86	\$34.84	\$43.55	\$66.15



## Neighbourhood Houses and Adult Community Education Centres Agreements 2007, 2008 & 2010 Allowances

### **Schedule 4: Allowances**

#### **Clause 20.1 - Overnight Travel Allowance**

##### *Accommodation*

Capital Cities	\$167.19
Regional Areas	\$108.12

##### *Meals*

Breakfast - Capital	\$21.84
Breakfast - Regional	\$19.51
Lunch - Capital	\$24.47
Lunch - Regional	\$22.35
Dinner - Capital	\$42.13
Dinner - Regional	\$38.50
Incidentals	\$16.22

#### **Clause 20.2 - Meal allowance**

Breakfast	\$19.51
Lunch	\$22.35
Dinner	\$38.50

#### **Clause 20.4 - Motor Vehicle allowance**

Car	80.1 c/km
Motor Cycle	26.3 c/km

#### **Clause 20.6 - First Aid allowance (per week)** \$12.89

#### **Clause 20.8 – On call allowance**

clause 20.8.1	\$15.85
clause 20.8.2	\$31.27

#### **Clause 23.9 – Overtime meal allowance** \$10.51



**Neighbourhood Houses and Adult  
Community Education Centres Agreements 2016 & 2018  
Allowances**

**Schedule 4: Allowances**

**Clause 20.1 - Overnight Travel Allowance**

*Accommodation*

Capital Cities	\$173.00
Regional Areas	\$152.00

*Meals*

Breakfast - Capital	\$24.35
Breakfast - Regional	\$24.35
Lunch - Capital	\$27.35
Lunch - Regional	\$24.90
Dinner - Capital	\$48.50
Dinner - Regional	\$46.70
Incidentals	\$17.85

**Clause 20.2 - Meal allowance**

Breakfast	\$24.35
Lunch	\$24.90
Dinner	\$48.50

**Clause 20.4 - Motor Vehicle allowance**

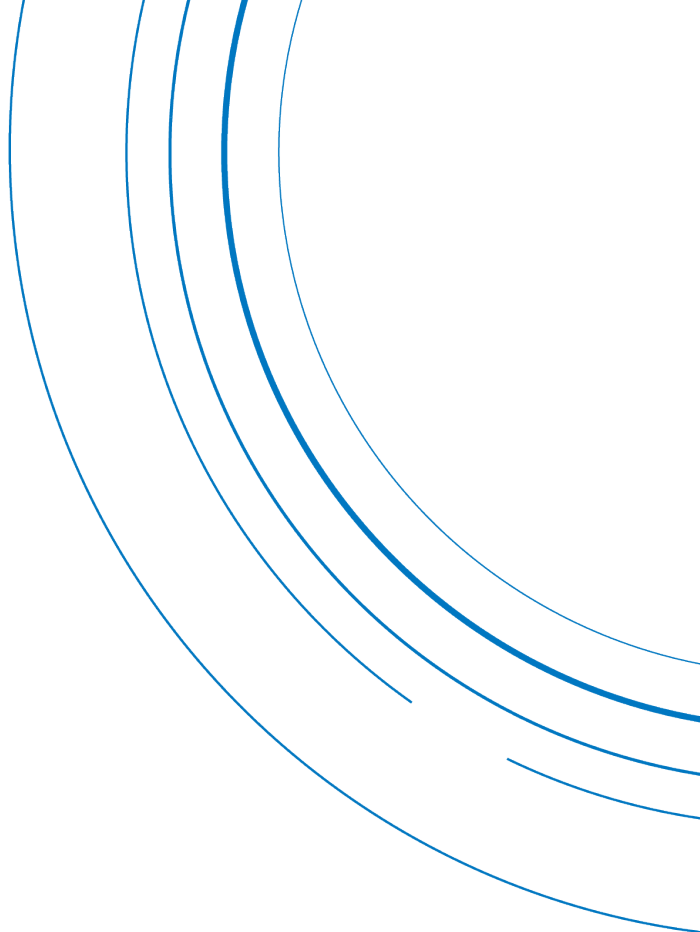
Car	78 c/km
Motor Cycle	25 c/km

<b>Clause 20.6 - First Aid allowance (per week)</b>	\$14.99
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**Clause 20.8 – On call allowance**

clause 20.8.1	\$17.96
clause 20.8.2	\$35.56

<b>Clause 23.9 – Overtime meal allowance</b>	\$12.48
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