



INFORMATION UPDATE



STATE WAGE CASE 2017

INCREASES TO ALLOWANCES AND TRAINEE WAGES – 3.3% FROM 1 JULY 2017 – 30 JUNE 2018

The following increases in the Award rates have now been made effective from first full pay period on or after 1 July 2017.

These increases were awarded by the Full Bench of the South Australian Employment Tribunal (SAET) on 11 July 2017 in the State Wage Case, following the application of SA Unions and the PSA.

From 1 July 2017 the Industrial Relations Commission of South Australia (IRCSA) has been renamed the South Australian Employment Tribunal.

The IRCSA ordered the following increases:

- the State Minimum Award Wage increased to \$707.50 per week. (Previously \$672.70 per week).
- minimum amount payable under the supported wage provision be increased to \$84.00 per week.
- Award rates of pay including Trainee Wages of 3.3%.
- Allowances of 3.3%.

This is a flow-on of the minimum wage increase awarded by the federal Fair Work Commission in its 2017 Annual Wage Review.

The State Government supported the increase of 3.3% in the underpinning awards. The SAET decision is attached. (here)

ALLOWANCE INCREASES (previous rates for 1 July 2016 to 30 June 2017 in brackets)

Motor Vehicle Allowance - 92 cents (89) per kilometre

No employee is required, under any circumstances whatsoever, to use their private vehicle for official purposes if they do not wish to do so.

First Aid Allowance - \$15.85 (15.35) per week

Dental Assistants Radiography Allowance - \$803 (777) per annum.

Recreation Leave Loading Award - \$882.10 (853.90) from first pay period on or after 1 July 2017.

The Award stipulates that an employee is to be paid 17.5% (or 20% if employed as a shift worker or seven day a week worker) of salary up to a maximum of \$882.10 for any one full entitlement of annual leave **OR** the allowances and penalties payable had the employee not been on leave during the relevant period, whichever is the greater. No ceiling applies to shift workers.





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Part-time Interpreters or Translators (Public Service) (SA) Award.

Linguistic Allowance \$881 (853) per annum

Protective Security Officer Transition Allowance - \$1,290.85 (1,249.60)

Protective Officer Security Allowance - \$1,936.20 (1,874.35)

Academic Allowance

An employee who is classified as ASO1 and who prior to 1 June 1991 was in receipt of an academic allowance will continue to be paid an allowance of \$646 (625) per annum.

Handling Badly Decomposed Body - \$28.05 (27.15) per body

Fisheries Officers Allowances

Clause 5.3.13 of the SA Public Sector Salaried Employees Interim Award (SAPSSEI) applies.
Commercial vessel in excess of 12 metres in length

OPS – 3	\$192.00 (186.00)
OPS – 4	\$219.00 (212.00)
OPS – 5/OPS – 6	\$236.00 (228.00)

Other Vessels

OPS – 3	\$122.00 (118.00)
OPS – 4	\$127.00 (123.00)
OPS – 5/OPS - 6	\$129.00 (125.00)

Subject to **sub clause 5.3.13.8**, Fisheries Officers, who as part of their normal duties, are required to hold a Coxswain's Certificate shall be paid an allowance of \$354 (343) per annum.

Subject to **sub clause 5.3.13.8**, Fisheries Officers, who as part of their normal duties, are required to hold a Master Class V Certificate of Competency shall be paid an allowance of \$601 (582) per annum.

Diving Allowance

An employee who is an experienced diver in addition to his/her ordinary rate will be paid an allowance of \$39.45 (38.20) per week.

Where an employee on any day performs work as a Supervising Diver (unless this employee dives on that day in which event entitlement will be paid at the rate for an experienced diver only) \$28.75 (27.85) per day.

Further diving allowances as per **Clause 5.3.17** SAPSSEI Award.

Casual Loading 25%

In the 2011 State Wage Case, the PSA achieved a phased-in increase of the casual loading from 20% to 25%. Increased to 25% on 1/07/2014.



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On Call Allowance

These were increased through the 2014 Enterprise Agreement (EA) by 2.5% per annum. Employees who are rostered to be on call of a night time, will be paid an allowance for each night as follows:

On call Allowance	First full pay period on or after 1/10/2014	First full pay period on or after 1/10/2015	First full pay period on or after 1/10/2016
Monday-Friday	\$29.95	\$30.70	\$31.45

Employees who are rostered to be on call during a full Saturday, Sunday or public holiday or any day that the employee would normally be rostered off duty, will be paid an allowance per day as follows:

On call Allowance	First full pay period on or after 1/10/2014	First full pay period on or after 1/10/2015	First full pay period on or after 1/10/2016
Weekends/Public Holidays/Rostered Days Off	\$52.35	\$53.65	\$55.00

These rates override those in the award, which no longer apply. These rates will next be increased from 1 October 2017 through the 2017 EA which is currently being negotiated

N.B. Different arrangements apply to Correctional Officers in respect to Call Backs.

Safety Net Award

With the introduction of Enterprise Bargaining, awards became the safety net. Salaries and allowances are increased every year in the State Wage Case, but the salaries and any allowances in the relevant Enterprise Agreement (EA) override these. Under Section 73 of the Public Sector Act the increases must be applied at the rates and dates in the award or Enterprise Agreement.

Trainee Wages

The EA, at **Clause 4.3.23** excludes trainees. (Unless other arrangements are made) Therefore the Traineeship Rates under the Award apply. There are three levels. Wage Level A, Wage Level B and Wage Level C, as well as School-Based Traineeships and Part-time Trainees. The trainee wage most applicable to the Public Sector is Wage Level A.

S6.8.4 Weekly Wage Level A

Where the accredited training course and work performed are for the purpose of generating skills, which have been defined for work at Wage Level A per week.



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Wage from 1/07/2016	Highest Year of Schooling Completed		
	Year 10	Year 11	Year 12
	\$	\$	\$
<i>School Leaver</i>	250 (50%)*	312 (33%)	
	291 (33%)	350 (25%)	
	319	350	420
<i>Plus 1 year out of school</i>	350	420	486
<i>Plus 2 years out of school</i>	420	486	567
<i>Plus 3 years out of school</i>	486	567	649
<i>Plus 4 years out of school</i>	567	649	
<i>Plus 5 or more years</i>	649		

Applicable Awards

The following Awards increases will apply from the first full pay period on or after 1 July 2017. Retrospectivity will apply.

SA Public Sector Salaried Employees Interim Award (SAPSSEI)
Medical Scientists (South Australian Public Sector Award)
Intellectual Disability Services Award
Chauffeurs (Ministerial) Public Service Award
Assistants to Members of Parliament of SA
School Services Officers (Government Schools) Awards
Aboriginal Education Workers (DECS) Award
Early Childhood Worker Award
Part-time Interpreters or Translators (Public Service (SA) Award)
Public Service (Recreational Leave Loading) Award
Return to Work SA Award

Copies of these awards are available on the PSA website – click [here](#). [link Industrial Information]

Other Increases

Travelling Allowances; Meal Allowances; and Incidental Expenses were last increased from 22 December 2016, in accordance with the Consumer Price Index (CPI) and should be next increased from the first pay period on or after 23 December 2017. They can be viewed [here](#). [link to PSA brief 16 March 2017]

For any further enquiries please contact PSA Members' Rights Hotline by phone on (08) 8205 3227.





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PROTECTION IN NUMBERS

Contact: PSA Senior Industrial Officer Ian Peak, ian.peak@cpsu.asn.au

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Please distribute to all PSA Members in the Public Sector, including SSOs, Parliament House and Assistants to Members of Parliament.



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