



23 April 2021

**SCHOOL SERVICES OFFICERS (GOVERNMENT SCHOOLS) AWARD**

**Variation to Award**

The above mentioned Award has been varied by the South Australian Employment Tribunal to reflect its most recent review of the Award pursuant to section 99 of the *Fair Work Act 1994* and the Declaration and Orders of the Tribunal in the *2020 State Wage Case and Minimum Standard for Remuneration [2021] SAET 26*.

**Section 99 Review**

The following clauses and schedule have been varied as part of the Section 99 Review:

<b>Clauses/Schedule</b>	<b>Title</b>	<b>Operative Date 1<sup>st</sup> pp on or after</b>
Clause 1.3	Scope, Persons Bound and Locality	1 October 2019
Clause 1.5	Definitions	1 October 2019
Clause 2.1	Enterprise Flexibility Provision	1 October 2019
Clause 3.1	Grievance and Dispute Settling Procedure	1 October 2019
Clause 4.1	Anti-Discrimination	1 October 2019
Clause 4.4	Transfer Provisions	1 October 2019
Clause 4.6	Vacancies Less Than 15 hours	1 October 2019
Clause 5.1	Classification of Employees	1 October 2019
Clause 5.6	Payment of Employees	1 October 2019
Clause 5.9	Economic Incapacity Applications	1 October 2019
Clause 6.3	Overtime / Time Bank	1 October 2019
Clause 6.4	Minimum Hours of Engagement	1 October 2019
Clause 7.1	Recreation Leave	1 October 2019
Clause 7.2	Personal Leave – Injury and Sickness	1 October 2019
Clause 7.3	Public Holidays	1 October 2019
Clause 7.5	Special Leave with Pay	1 October 2019
Clause 7.8	Parental Leave	1 October 2019
Schedule 3	Training Wage Arrangements (clause S3.5 Definitions, Clause 3.10 Dispute Settlement Over Traineeship Schemes)	1 October 2019

**State Wage Case 2020 [2021] SAET 26**

The following clauses and schedules have been varied as part of the 2020 State Wage case:

<b>Clauses/Schedule</b>	<b>Title</b>	<b>Operative Date 1<sup>st</sup> pp on or after</b>
Clause 5.8	Safety Net Adjustment	1 July 2020
Clause 5.9	Economic Incapacity Applications	1 July 2020
Schedule 1	Salaries School Services Officers	1 July 2020
Schedule 3	Training Wage	1 July 2020

The Award may be accessed via the internet through the South Australian Employment Tribunal's website - <http://www.saet.sa.gov.au/>

Yours sincerely

**Chief Executive Department of Treasury and Finance**

Per:

*[Original signed by Carolyn Hall on 23 April 2021]*

Carolyn Hall

**MANAGER, INDUSTRIAL RELATIONS  
DEPARTMENT OF TREASURY AND FINANCE**