



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2020–21
(C2021/1)

LABOUR MARKET ASSISTANCE INDUSTRY AWARD 2020
[MA000099]

Social, community, home care and disability services

JUSTICE ROSS, PRESIDENT
VICE PRESIDENT CATANZARITI
DEPUTY PRESIDENT ASBURY
COMMISSIONER HAMPTON
MR FERGUSON
PROFESSOR WOODEN
MS LABINE-ROMAIN

MELBOURNE, XX JUNE 2021

Annual Wage Review 2020–21.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2020–21 on 16 June 2021 [[2021] FWCFB 3500], the above award is varied as follows:

- By deleting the table appearing in clause 16.1(a) and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Pay point 1	874.90	23.02
Pay point 2	889.70	23.41
Pay point 3	921.80	24.26
Pay point 4	951.10	25.03

Item A.8 was amended on 23 June 2021 to insert the correct date of reference to the National Training Wage in the *Miscellaneous Award 2020*

2. By deleting the table appearing in clause 16.1(b) and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Pay point 1	1007.30	26.51
Pay point 2	1029.90	27.10
Pay point 3	1052.10	27.69
Pay point 4	1081.30	28.46

3. By deleting the table appearing in clause 16.1(c) and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Pay point 1	977.90	25.73
Pay point 2	1007.30	26.51
Pay point 3	1029.90	27.10

4. By deleting the table appearing in clause 16.1(d) and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Pay point 1	1052.10	27.69
Pay point 2	1081.30	28.46
Pay point 3	1110.70	29.23
Pay point 4	1140.00	30.00
Pay point 5	1166.80	30.71

5. By deleting the table appearing in clause 16.1(e) and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Pay point 1	1166.80	30.71
Pay point 2	1196.30	31.48
Pay point 3	1223.10	32.19
Pay point 4	1252.40	32.96

6. By deleting the table appearing in clause 16.1(f) and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Pay point 1	1166.80	30.71
Pay point 2	1196.30	31.48
Pay point 3	1223.10	32.19
Pay point 4	1252.40	32.96
Pay point 5	1281.90	33.73
Pay point 6	1311.20	34.51

7. By deleting the table appearing in clause 16.1(g) and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Pay point 1	1340.50	35.28
Pay point 2	1370.00	36.05
Pay point 3	1399.40	36.83
Pay point 4	1428.60	37.59
Pay point 5	1458.10	38.37

8. By deleting the words “1 November 2020” in clause 16.4(b) and inserting “1 July 2021”.

9. By deleting the amount “\$14.50” appearing in clause 18.2(a) and inserting “\$14.86”.
10. By deleting the amount “\$67.36” appearing in clause 18.2(b) and inserting “\$69.04”.
11. By deleting the table appearing in clause B.1.1 and inserting the following:

	Ordinary hours	Late work¹	Early work²	Saturday	Sunday	Public holiday
	% of minimum hourly rate					
	100%	120%	135%	175%	200%	250%
	\$	\$	\$	\$	\$	\$
Administrative assistant						
Pay point 1	23.02	27.62	31.08	40.29	46.04	57.55
Pay point 2	23.41	28.09	31.60	40.97	46.82	58.53
Pay point 3	24.26	29.11	32.75	42.46	48.52	60.65
Pay point 4	25.03	30.04	33.79	43.80	50.06	62.58
Administrative officer						
Pay point 1	26.51	31.81	35.79	46.39	53.02	66.28
Pay point 2	27.10	32.52	36.59	47.43	54.20	67.75
Pay point 3	27.69	33.23	37.38	48.46	55.38	69.23
Pay point 4	28.46	34.15	38.42	49.81	56.92	71.15
Employment services officer grade 1						
Pay point 1	25.73	30.88	34.74	45.03	51.46	64.33
Pay point 2	26.51	31.81	35.79	46.39	53.02	66.28
Pay point 3	27.10	32.52	36.59	47.43	54.20	67.75
Employment services officer grade 2						
Pay point 1	27.69	33.23	37.38	48.46	55.38	69.23
Pay point 2	28.46	34.15	38.42	49.81	56.92	71.15
Pay point 3	29.23	35.08	39.46	51.15	58.46	73.08
Pay point 4	30.00	36.00	40.50	52.50	60.00	75.00
Pay point 5	30.71	36.85	41.46	53.74	61.42	76.78
Employment services co-ordinator						

	Ordinary hours	Late work ¹	Early work ²	Saturday	Sunday	Public holiday
	% of minimum hourly rate					
	100%	120%	135%	175%	200%	250%
	\$	\$	\$	\$	\$	\$
Pay point 1	30.71	36.85	41.46	53.74	61.42	76.78
Pay point 2	31.48	37.78	42.50	55.09	62.96	78.70
Pay point 3	32.19	38.63	43.46	56.33	64.38	80.48
Pay point 4	32.96	39.55	44.50	57.68	65.92	82.40
Manager grade 1						
Pay point 1	30.71	36.85	41.46	53.74	61.42	76.78
Pay point 2	31.48	37.78	42.50	55.09	62.96	78.70
Pay point 3	32.19	38.63	43.46	56.33	64.38	80.48
Pay point 4	32.96	39.55	44.50	57.68	65.92	82.40
Pay point 5	33.73	40.48	45.54	59.03	67.46	84.33
Pay point 6	34.51	41.41	46.59	60.39	69.02	86.28
Manager grade 2						
Pay point 1	35.28	42.34	47.63	61.74	70.56	88.20
Pay point 2	36.05	43.26	48.67	63.09	72.10	90.13
Pay point 3	36.83	44.20	49.72	64.45	73.66	92.08
Pay point 4	37.59	45.11	50.75	65.78	75.18	93.98
Pay point 5	38.37	46.04	51.80	67.15	76.74	95.93

12. By deleting the table appearing in clause B.1.2 and inserting the following:

	Monday to Saturday		Sunday	Public holiday	
	First 2 hours	After 2 hours		Within ordinary hours	Outside ordinary hours
	% of minimum hourly rate				
	150%	200%	200%	250%	350%
	\$	\$	\$	\$	\$
Administrative assistant					
Pay point 1	34.53	46.04	46.04	57.55	80.57
Pay point 2	35.12	46.82	46.82	58.53	81.94

	Monday to Saturday		Sunday	Public holiday	
	First 2 hours	After 2 hours		Within ordinary hours	Outside ordinary hours
	% of minimum hourly rate				
	150%	200%	200%	250%	350%
	\$	\$	\$	\$	\$
Pay point 3	36.39	48.52	48.52	60.65	84.91
Pay point 4	37.55	50.06	50.06	62.58	87.61
Administrative officer					
Pay point 1	39.77	53.02	53.02	66.28	92.79
Pay point 2	40.65	54.20	54.20	67.75	94.85
Pay point 3	41.54	55.38	55.38	69.23	96.92
Pay point 4	42.69	56.92	56.92	71.15	99.61
Employment services officer grade 1					
Pay point 1	38.60	51.46	51.46	64.33	90.06
Pay point 2	39.77	53.02	53.02	66.28	92.79
Pay point 3	40.65	54.20	54.20	67.75	94.85
Employment services officer grade 2					
Pay point 1	41.54	55.38	55.38	69.23	96.92
Pay point 2	42.69	56.92	56.92	71.15	99.61
Pay point 3	43.85	58.46	58.46	73.08	102.31
Pay point 4	45.00	60.00	60.00	75.00	105.00
Pay point 5	46.07	61.42	61.42	76.78	107.49
Employment services co-ordinator					
Pay point 1	46.07	61.42	61.42	76.78	107.49
Pay point 2	47.22	62.96	62.96	78.70	110.18
Pay point 3	48.29	64.38	64.38	80.48	112.67
Pay point 4	49.44	65.92	65.92	82.40	115.36

	Monday to Saturday		Sunday	Public holiday	
	First 2 hours	After 2 hours		Within ordinary hours	Outside ordinary hours
	% of minimum hourly rate				
	150%	200%	200%	250%	350%
	\$	\$	\$	\$	\$
Manager grade 1					
Pay point 1	46.07	61.42	61.42	76.78	107.49
Pay point 2	47.22	62.96	62.96	78.70	110.18
Pay point 3	48.29	64.38	64.38	80.48	112.67
Pay point 4	49.44	65.92	65.92	82.40	115.36
Pay point 5	50.60	67.46	67.46	84.33	118.06
Pay point 6	51.77	69.02	69.02	86.28	120.79
Manager grade 2					
Pay point 1	52.92	70.56	70.56	88.20	123.48
Pay point 2	54.08	72.10	72.10	90.13	126.18
Pay point 3	55.25	73.66	73.66	92.08	128.91
Pay point 4	56.39	75.18	75.18	93.98	131.57
Pay point 5	57.56	76.74	76.74	95.93	134.30

13. By deleting the table appearing in clause B.2.1 and inserting the following:

	Ordinary hours	Late work ¹	Early work ²	Saturday	Sunday	Public holiday
	% of minimum hourly rate					
	125%	145%	160%	200%	225%	275%
	\$	\$	\$	\$	\$	\$
Administrative assistant						
Pay point 1	28.78	33.38	36.83	46.04	51.80	63.31
Pay point 2	29.26	33.94	37.46	46.82	52.67	64.38
Pay point 3	30.33	35.18	38.82	48.52	54.59	66.72
Pay point 4	31.29	36.29	40.05	50.06	56.32	68.83
Administrative officer						

	Ordinary hours	Late work¹	Early work²	Saturday	Sunday	Public holiday
	% of minimum hourly rate					
	125%	145%	160%	200%	225%	275%
	\$	\$	\$	\$	\$	\$
Pay point 1	33.14	38.44	42.42	53.02	59.65	72.90
Pay point 2	33.88	39.30	43.36	54.20	60.98	74.53
Pay point 3	34.61	40.15	44.30	55.38	62.30	76.15
Pay point 4	35.58	41.27	45.54	56.92	64.04	78.27
Employment services officer grade 1						
Pay point 1	32.16	37.31	41.17	51.46	57.89	70.76
Pay point 2	33.14	38.44	42.42	53.02	59.65	72.90
Pay point 3	33.88	39.30	43.36	54.20	60.98	74.53
Employment services officer grade 2						
Pay point 1	34.61	40.15	44.30	55.38	62.30	76.15
Pay point 2	35.58	41.27	45.54	56.92	64.04	78.27
Pay point 3	36.54	42.38	46.77	58.46	65.77	80.38
Pay point 4	37.50	43.50	48.00	60.00	67.50	82.50
Pay point 5	38.39	44.53	49.14	61.42	69.10	84.45
Employment services co- ordinator						
Pay point 1	38.39	44.53	49.14	61.42	69.10	84.45
Pay point 2	39.35	45.65	50.37	62.96	70.83	86.57
Pay point 3	40.24	46.68	51.50	64.38	72.43	88.52
Pay point 4	41.20	47.79	52.74	65.92	74.16	90.64
Manager grade 1						
Pay point 1	38.39	44.53	49.14	61.42	69.10	84.45
Pay point 2	39.35	45.65	50.37	62.96	70.83	86.57
Pay point 3	40.24	46.68	51.50	64.38	72.43	88.52
Pay point 4	41.20	47.79	52.74	65.92	74.16	90.64
Pay point 5	42.16	48.91	53.97	67.46	75.89	92.76

	Ordinary hours	Late work ¹	Early work ²	Saturday	Sunday	Public holiday
	% of minimum hourly rate					
	125%	145%	160%	200%	225%	275%
	\$	\$	\$	\$	\$	\$
Pay point 6	43.14	50.04	55.22	69.02	77.65	94.90
Manager grade 2						
Pay point 1	44.10	51.16	56.45	70.56	79.38	97.02
Pay point 2	45.06	52.27	57.68	72.10	81.11	99.14
Pay point 3	46.04	53.40	58.93	73.66	82.87	101.28
Pay point 4	46.99	54.51	60.14	75.18	84.58	103.37
Pay point 5	47.96	55.64	61.39	76.74	86.33	105.52

14. By deleting the amount “\$868.00” appearing in clause C.1.1 and inserting “\$889.70”.

15. By deleting the table appearing in clause C.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
First aid allowance	18.2(a)	1.67	14.86	per week
Excursions— sleepover allowance	18.2(b)	7.76	69.04	per night

B. This determination comes into operation on 1 July 2021. In accordance with s.286(5) of the *Fair Work Act 2009* this determination does not take effect in relation to a particular employee until the start of the employee’s first full pay period that starts on or after 1 July 2021.

PRESIDENT