DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2023–24
(C2024/1)

SOCIAL, COMMUNITY, HOME CARE AND DISABILITY SERVICES INDUSTRY AWARD 2010
[MA000100]

Social, community, home care and disability services

JUSTICE HATCHER, PRESIDENT
VICE PRESIDENT ASBURY
DEPUTY PRESIDENT HAMPTON
DEPUTY PRESIDENT O'NEILL   SYDNEY, XX JUNE 2024
MS LABINE-ROMAIN
PROFESSOR BAIRD
MR CULLY

Annual Wage Review 2023–24.

A.   Further to the decision issued by the Expert Panel in the Annual Wage Review 2023–24 on 3 June 2024 [[2024] FWCFB 3500], the above award is varied as follows:

1.   By deleting the table appearing in clause 15.1 and inserting the following:

	Per week
	$
Pay point 1	965.60
Pay point 2	996.70
Pay point 3	1032.30

2.   By deleting the table appearing in clause 15.2 and inserting the following:

	Per week
	$
Pay point 1	1032.30
Pay point 2	1064.70

	Per week
	$
Pay point 3	1097.10
Pay point 4	1126.30

3.   By deleting the table appearing in clause 15.3 and inserting the following:

	Per week
	$
Pay point 1 (associate diploma/advanced certificate)	1126.30
Pay point 2	1158.70
Pay point 3 (3 year degree)	1183.50
Pay point 4 (4 year degree)	1207.80

4.   By deleting the table appearing in clause 15.4 and inserting the following:

	Per week
	$
Pay point 1	1240.10
Pay point 2	1272.50
Pay point 3	1305.20
Pay point 4	1334.30

5.   By deleting the table appearing in clause 15.5 and inserting the following:

	Per week
	$
Pay point 1	1366.90
Pay point 2	1396.30
Pay point 3	1428.80

6.   By deleting the table appearing in clause 15.6 and inserting the following:

	Per week
	$
Pay point 1	1461.40
Pay point 2	1493.60

	Per week
	$
Pay point 3	1526.00

7.   By deleting the table appearing in clause 15.7 and inserting the following:

	Per week
	$
Pay point 1	1558.30
Pay point 2	1591.00
Pay point 3	1623.40

8.   By deleting the table appearing in clause 15.8 and inserting the following:

	Per week
	$
Pay point 1	1655.70
Pay point 2	1688.20
Pay point 3	1720.90

9.   By deleting the tables following NOTE 2 appearing at the end of clause 15 and inserting the following:

	Clause	Minimum weekly wage	Final Rate ERO Percentage	Current weekly wage	Current hourly wage
Classification		$	%	$	$
Social and community services employee level 2	15.2				
Pay point 1		1032.30	123	1269.73	33.41
Pay point 2		1064.70	123	1309.58	34.46
Pay point 3		1097.10	123	1349.43	35.51
Pay point 4		1126.30	123	1385.35	36.46
Social and community services employee level 3	15.3				
Pay point 1 (associate diploma/advanced certificate)		1126.30	126	1419.14	37.35
Pay point 2		1158.70	126	1459.96	38.42

	Clause	Minimum weekly wage	Final Rate ERO Percentage	Current weekly wage	Current hourly wage
Pay point 3 (3 year degree)		1183.50	126	1491.21	39.24
Pay point 4 (4 year degree)		1207.80	126	1521.83	40.05
Social and community services employee level 4	15.4				
Pay point 1		1240.10	132	1636.93	43.08
Pay point 2		1272.50	132	1679.70	44.20
Pay point 3		1305.20	132	1722.86	45.34
Pay point 4		1334.30	132	1761.28	46.35
Social and community services employee level 5	15.5				
Pay point 1		1366.90	137	1872.65	49.28
Pay point 2		1396.30	137	1912.93	50.34
Pay point 3		1428.80	137	1957.46	51.51
Social and community services employee level 6	15.6				
Pay point 1		1461.40	140	2045.96	53.84
Pay point 2		1493.60	140	2091.04	55.03
Pay point 3		1526.00	140	2136.40	56.22
Social and community services employee level 7	15.7				
Pay point 1		1558.30	142	2212.79	58.23
Pay point 2		1591.00	142	2259.22	59.45
Pay point 3		1623.40	142	2305.23	60.66
Social and community services employee level 8	15.8				
Pay point 1		1655.70	145	2400.77	63.18
Pay point 2		1688.20	145	2447.89	64.42
Pay point 3		1720.90	145	2495.31	65.67

	Clause	Minimum weekly wage	Final Rate ERO Percentage	Current weekly wage	Current hourly wage
Classification		$	%	$	$
Crisis accommodation employee Level 1	15.3				
Pay point 1 (associate diploma/advanced certificate)		1126.30	126	1419.14	37.35
Pay point 2		1158.70	126	1459.96	38.42
Pay point 3 (3 year degree)		1183.50	126	1491.21	39.24
Pay point 4 (4 year degree)		1207.80	126	1521.83	40.05
Crisis accommodation employee level 2	15.4				
Pay point 1		1240.10	132	1636.93	43.08
Pay point 2		1272.50	132	1679.70	44.20
Pay point 3		1305.20	132	1722.86	45.34
Pay point 4		1334.30	132	1761.28	46.35
Crisis accommodation employee level 3	15.5				
Pay point 1		1366.90	137	1872.65	49.28
Pay point 2		1396.30	137	1912.93	50.34
Pay point 3		1428.80	137	1957.46	51.51
Crisis accommodation employee level 4	15.6				
Pay point 1		1461.40	140	2045.96	53.84
Pay point 2		1493.60	140	2091.04	55.03
Pay point 3		1526.00	140	2136.40	56.22

10.   By deleting the table appearing in clause 16.1 and inserting the following:

	Per week
	$
Pay point 1	966.80
Pay point 2	997.80
Pay point 3	1034.00
Pay point 4	1068.70

11.   By deleting the table appearing in clause 16.2 and inserting the following:

	Per week $
Pay point 1	1099.10
Pay point 2	1135.00
Pay point 3	1170.90
Pay point 4	1198.80

12.   By deleting the table appearing in clause 16.3 and inserting the following:

	Per week $
Pay point 1	1229.30
Pay point 2	1267.50
Pay point 3	1306.60
Pay point 4	1342.50

13.   By deleting the table appearing in clause 16.4 and inserting the following:

	Per week $
Pay point 1	1381.40
Pay point 2	1395.90
Pay point 3	1428.60
Pay point 4	1452.20

14.   By deleting the table appearing in clause 16.5 and inserting the following:

	Per week $
Pay point 1	1556.10
Pay point 2	1599.10
Pay point 3	1642.60
Pay point 4	1685.70

15. By deleting the table appearing in clause 17.1(a) and inserting the following:

Classification	Minimum weekly rate $
Pay point 1	956.30

16. By deleting the table appearing in clause 17.1(b) and inserting the following:

	Per week $
Pay point 1	1011.50
Pay point 2	1018.40

17. By deleting the table appearing in clause 17.1(c) and inserting the following:

	Per week $
Pay point 1	1032.30
Pay point 2	1064.20

18. By deleting the table appearing in clause 17.1(d) and inserting the following:

	Per week $
Pay point 1	1126.20
Pay point 2	1148.70

19. By deleting the table appearing in clause 17.1(e) and inserting the following:

	Per week $
Pay point 1	1207.50
Pay point 2	1255.20

20.   By deleting the table appearing in clause 17.2(a) and inserting the following:

	Per week $
Pay point 1	1099.60

21.   By deleting the table appearing in clause 17.2(b) and inserting the following:

	Per week $
Pay point 1	1163.20
Pay point 2	1171.10

22.   By deleting the table appearing in clause 17.2(c) and inserting the following:

	Per week $
Pay point 1	1187.10
Pay point 2	1223.70

23.   By deleting the table appearing in clause 17.2(d) and inserting the following:

	Per week $
Pay point 1	1295.20
Pay point 2	1321.00

24.   By deleting the table appearing in clause 17.2(e) and inserting the following:

	Per week $
Pay point 1	1388.70
Pay point 2	1443.40

25.   By deleting the year "2023" in clause 19.2 and inserting "2024".

26.   By deleting the amount "$22.81" appearing in clause 20.11(a) and inserting "$23.67".

27.   By deleting the amount "$45.17" appearing in clause 20.11(b) and inserting "$46.87".

28.   By deleting the amount "$19.39" appearing in clause 20.12(a) and inserting "$20.12".

29.   By deleting the amount "$25.67" appearing in clause 20.12(b) and inserting "$26.63".

B.   This determination comes into operation on 1 July 2024. In accordance with s 286(5) of the *Fair Work Act 2009* (Cth) 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 2024.

PRESIDENT