



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2019–20
(C2020/1)

SUPPORTED EMPLOYMENT SERVICES AWARD 2020
[MA000103]

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 2020

Annual Wage Review 2019–20.

A. Further to the decision issued by the majority of the Expert Panel in the Annual Wage Review 2019–20 on 19 June 2020 [[2020] FWCFB 3500], the above award is varied as follows:

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

Grade	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Grade 1	753.80	19.84
Grade 2	775.40	20.41
Grade 3	805.10	21.19
Grade 4	832.80	21.92
Grade 5	877.60	23.09
Grade 6	957.60	25.20
Grade 7	996.20	26.22

2. By deleting the year “2019” in clause 15.3(b) and inserting “2020”.

3. By deleting the table appearing in clause 19.2(b) and inserting the following:

In charge of	\$ per week
3–10 employees	39.67
11–20 employees	59.33
More than 20 employees	75.30

4. By deleting the amount “\$17.51” appearing in clause 19.2(c) and inserting “\$17.82”.
5. By deleting the amounts “\$13.93” and “\$2.84” appearing in clause 19.2(d) and inserting “\$14.17” and “\$2.89” respectively.
6. By deleting the table appearing in clause B.1.3 and inserting the following:

	Ordinary hours	Saturday	Sunday		Public holidays
			Catering services employees	All other employees	
% of ordinary hourly rate¹					
	100%	150%	175%	200%	250%
	\$	\$	\$	\$	\$
Grade 1	19.84	29.76	34.72	39.68	49.60
Grade 2	20.41	30.62	35.72	40.82	51.03
Grade 3	21.19	31.79	37.08	42.38	52.98
Grade 4	21.92	32.88	38.36	43.84	54.80
Grade 5	23.09	34.64	40.41	46.18	57.73
Grade 6	25.20	37.80	44.10	50.40	63.00
Grade 7	26.22	39.33	45.89	52.44	65.55

7. By deleting the table appearing in clause B.1.4 and inserting the following:

	Afternoon shift¹ (paid for whole shift)	Night shift² (paid for whole shift)
	% of ordinary hourly rate³	
	115%	130%
	\$	\$
Grade 1	22.82	25.79
Grade 2	23.47	26.53

	Afternoon shift¹ (paid for whole shift)	Night shift² (paid for whole shift)
	% of ordinary hourly rate³	
	115%	130%
	\$	\$
Grade 3	24.37	27.55
Grade 4	25.21	28.50
Grade 5	26.55	30.02
Grade 6	28.98	32.76
Grade 7	30.15	34.09

8. By deleting the table appearing in clause B.1.5 and inserting the following:

	Monday to Saturday		Saturday	Sunday	Public holidays
	First 2 hours	After 2 hours	After 12.00 noon where such time is not part of ordinary shift		
	% of ordinary hourly rate¹				
	150%	200%	200%	200%	250%
	\$	\$	\$	\$	\$
Grade 1	29.76	39.68	39.68	39.68	49.60
Grade 2	30.62	40.82	40.82	40.82	51.03
Grade 3	31.79	42.38	42.38	42.38	52.98
Grade 4	32.88	43.84	43.84	43.84	54.80
Grade 5	34.64	46.18	46.18	46.18	57.73
Grade 6	37.80	50.40	50.40	50.40	63.00
Grade 7	39.33	52.44	52.44	52.44	65.55

9. By deleting the table appearing in clause B.2.2 and inserting the following:

	Ordinary hours	Saturday	Sunday	
			Catering services employees	All other employees
	% of casual ordinary hourly rate¹			
	100%	150%	175%	200%
	\$	\$	\$	\$
Grade 1	24.80	37.20	43.40	49.60
Grade 2	25.51	38.27	44.64	51.02

	Ordinary hours	Saturday	Sunday	
			Catering services employees	All other employees
	% of casual ordinary hourly rate¹			
	100%	150%	175%	200%
	\$	\$	\$	\$
Grade 3	26.49	39.74	46.36	52.98
Grade 4	27.40	41.10	47.95	54.80
Grade 5	28.86	43.29	50.51	57.72
Grade 6	31.50	47.25	55.13	63.00
Grade 7	32.78	49.17	57.37	65.56

10. By deleting the table appearing in clause B.2.3 and inserting the following:

	Afternoon shift¹ (paid for whole shift)	Night shift² (paid for whole shift)
	% of casual ordinary hourly rate³	
	115%	130%
	\$	\$
Grade 1	28.52	32.24
Grade 2	29.34	33.16
Grade 3	30.46	34.44
Grade 4	31.51	35.62
Grade 5	33.19	37.52
Grade 6	36.23	40.95
Grade 7	37.70	42.61

11. By deleting the amount “\$862.50” appearing in clause C.1.1 and inserting “\$877.60”.

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

Allowance	Clause	% of standard rate	\$	Payable
Leading hand, in charge of— 3 to 10 employees ¹	19.2(b)	4.52	39.67	per week
Leading hand, in charge of— 11 to 20 employees ¹	19.2(b)	6.76	59.33	per week

Allowance	Clause	% of standard rate	\$	Payable
Leading hand, in charge of— more than 20 employees ¹	19.2(b)	8.58	75.30	per week
First aid allowance	19.2(c)	2.03	17.82	per week
Toilet cleaning allowance— per week	19.2(d)	1.615	14.17	per week
Toilet cleaning allowance— per shift	19.2(d)	0.329	2.89	per shift

B. This determination comes into operation on 1 November 2020. 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 November 2020.

PRESIDENT