



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2021–22
(C2022/1)

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

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 2022

Annual Wage Review 2021–22.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2021–22 on XX June 2022 [[2022] 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	880.10
Pay point 2	908.50
Pay point 3	940.90

Update (21 June 2022): New item A.9. Inserted the equal remuneration rates for Social and Community Services employees and Crisis Accommodation employees being inserted by PR737905.

Draft determination reflects the clause renumbering being put into effect by PR737905 (ppc 01Jul22).

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

	Per week
	\$
Pay point 1	940.90
Pay point 2	970.40
Pay point 3	999.90
Pay point 4	1026.60

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

	Per week
	\$
Pay point 1 (associate diploma/advanced certificate)	1026.60
Pay point 2	1056.10
Pay point 3 (3 year degree)	1078.70
Pay point 4 (4 year degree)	1100.80

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

	Per week
	\$
Pay point 1	1130.30
Pay point 2	1159.80
Pay point 3	1189.60
Pay point 4	1216.20

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

	Per week
	\$
Pay point 1	1245.90
Pay point 2	1272.60
Pay point 3	1302.30

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

	Per week \$
Pay point 1	1332.00
Pay point 2	1361.30
Pay point 3	1390.80

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

	Per week \$
Pay point 1	1420.30
Pay point 2	1450.10
Pay point 3	1479.60

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

	Per week \$
Pay point 1	1509.10
Pay point 2	1538.70
Pay point 3	1568.50

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		940.90	123	1157.31	30.46
Pay point 2		970.40	123	1193.59	31.41
Pay point 3		999.90	123	1229.88	32.37
Pay point 4		1026.60	123	1262.72	33.23
Social and community services employee level 3	15.3				
Pay point 1 (associate diploma/advanced)		1026.60	126	1293.52	34.04

	Clause	Minimum weekly wage	Final Rate ERO Percentage	Current weekly wage	Current hourly wage
certificate)					
Pay point 2		1056.10	126	1330.69	35.02
Pay point 3 (3 year degree)		1078.70	126	1359.16	35.77
Pay point 4 (4 year degree)		1100.80	126	1387.01	36.50
Social and community services employee level 4	15.4				
Pay point 1		1130.30	132	1492.00	39.26
Pay point 2		1159.80	132	1530.94	40.29
Pay point 3		1189.60	132	1570.27	41.32
Pay point 4		1216.20	132	1605.38	42.25
Social and community services employee level 5	15.5				
Pay point 1		1245.90	137	1706.88	44.92
Pay point 2		1272.60	137	1743.46	45.88
Pay point 3		1302.30	137	1784.15	46.95
Social and community services employee level 6	15.6				
Pay point 1		1332.00	140	1864.80	49.07
Pay point 2		1361.30	140	1905.82	50.15
Pay point 3		1390.80	140	1947.12	51.24
Social and community services employee level 7	15.7				
Pay point 1		1420.30	142	2016.83	53.07
Pay point 2		1450.10	142	2059.14	54.19
Pay point 3		1479.60	142	2101.03	55.29
Social and community services employee level 8	15.8				
Pay point 1		1509.10	145	2188.20	57.58
Pay point 2		1538.70	145	2231.12	58.71
Pay point 3		1568.50	145	2274.33	59.85

	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)		1026.60	126	1293.52	34.04
Pay point 2		1056.10	126	1330.69	35.02
Pay point 3 (3 year degree)		1078.70	126	1359.16	35.77
Pay point 4 (4 year degree)		1100.80	126	1387.01	36.50
Crisis accommodation employee level 2	15.4				
Pay point 1		1130.30	132	1492.00	39.26
Pay point 2		1159.80	132	1530.94	40.29
Pay point 3		1189.60	132	1570.27	41.32
Pay point 4		1216.20	132	1605.38	42.25
Crisis accommodation employee level 3	15.5				
Pay point 1		1245.90	137	1706.88	44.92
Pay point 2		1272.60	137	1743.46	45.88
Pay point 3		1302.30	137	1784.15	46.95
Crisis accommodation employee level 4	15.6				
Pay point 1		1332.00	140	1864.80	49.07
Pay point 2		1361.30	140	1905.82	50.15
Pay point 3		1390.80	140	1947.12	51.24

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

	Per week \$
Pay point 1	881.20
Pay point 2	909.40
Pay point 3	942.40

	Per week
	\$
Pay point 4	974.10

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

	Per week
	\$
Pay point 1	1001.80
Pay point 2	1034.50
Pay point 3	1067.20
Pay point 4	1092.70

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

	Per week
	\$
Pay point 1	1120.50
Pay point 2	1155.30
Pay point 3	1190.90
Pay point 4	1223.60

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

	Per week
	\$
Pay point 1	1259.10
Pay point 2	1272.20
Pay point 3	1302.10
Pay point 4	1323.60

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

	Per week
	\$
Pay point 1	1418.30
Pay point 2	1457.50
Pay point 3	1497.10
Pay point 4	1536.50

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

	Per week
	\$
Pay point 1	871.60

16. By deleting the table appearing in clause 17.2 and inserting the following:

	Per week
	\$
Pay point 1	921.90
Pay point 2	928.20

17. By deleting the table appearing in clause 17.3 and inserting the following:

Level 3	Per week
	\$
Pay point 1 (certificate 3)	940.90
Pay point 2	969.90

18. By deleting the table appearing in clause 17.4 and inserting the following:

	Per week
	\$
Pay point 1	1026.50
Pay point 2	1047.00

19. By deleting the table appearing in clause 17.5 and inserting the following:

	Per week
	\$
Pay point 1 (degree or diploma)	1100.60
Pay point 2	1144.00

20. By deleting the year “2021” in clause 19.2 and inserting “2022”.

21. By deleting the amount “\$20.63” appearing in clause 20.11(a) and inserting “\$21.57”.

22. By deleting the amount “\$40.84” appearing in clause 20.11(b) and inserting “\$42.72”.

23. By deleting the amount “\$17.53” appearing in clause 20.12(a) and inserting “\$18.34”.

Commented [GE1]: Rate inserted by PR737905 (ppc 01Jul22)
 Calculated as \$1078 * 2%.

Commented [GE2]: Rate inserted by PR737905 (ppc 01Jul22)
 Calculated as \$1078 * 3.96%.

Commented [GE3]: Rate inserted by PR737905 (ppc 01Jul22)
 Calculated as \$1078 * 1.7%.

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24. By deleting the amount “\$23.20” appearing in clause 20.12(b) and inserting “\$24.27”.

B. This determination comes into operation on 1 July 2022. 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 2022.

PRESIDENT

Commented [GE4]: Rate inserted by PR737905 (ppc 01Jul22)

Calculated as $\$1078 * 2.25\%$.