



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2022–23
(C2023/1)

LABOUR MARKET ASSISTANCE INDUSTRY AWARD 2020
[MA000099]

Social, community, home care and disability services

JUSTICE HATCHER, PRESIDENT
VICE PRESIDENT CATANZARITI
VICE PRESIDENT ASBURY
DEPUTY PRESIDENT HAMPTON
MS LABINE-ROMAIN
PROFESSOR BAIRD
MR CULLY

SYDNEY, XX JUNE 2023

Annual Wage Review 2022–23.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2022–23 on 2 June 2023 [[2023] 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	967.70	25.47
Pay point 2	984.10	25.90
Pay point 3	1019.60	26.83
Pay point 4	1052.10	27.69

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	1114.20	29.32
Pay point 2	1139.20	29.98
Pay point 3	1163.80	30.63
Pay point 4	1196.00	31.47

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	1081.70	28.47
Pay point 2	1114.20	29.32
Pay point 3	1139.20	29.98

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	1163.80	30.63
Pay point 2	1196.00	31.47
Pay point 3	1228.60	32.33
Pay point 4	1261.00	33.18
Pay point 5	1290.70	33.97

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	1290.70	33.97
Pay point 2	1323.20	34.82
Pay point 3	1353.00	35.61
Pay point 4	1385.30	36.46

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	1290.70	33.97
Pay point 2	1323.20	34.82
Pay point 3	1353.00	35.61
Pay point 4	1385.30	36.46
Pay point 5	1418.00	37.32
Pay point 6	1450.40	38.17

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	1482.80	39.02
Pay point 2	1515.40	39.88
Pay point 3	1548.00	40.74
Pay point 4	1580.20	41.58
Pay point 5	1612.90	42.44

8. By deleting the year “2022” in clause 16.4(b) and inserting “2023”.

9. By deleting the amount “\$15.54” appearing in clause 18.2(a) and inserting “\$16.43”.
10. By deleting the amount “\$72.21” appearing in clause 18.2(b) and inserting “\$76.37”.
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	25.47	30.56	34.38	44.57	50.94	63.68
Pay point 2	25.90	31.08	34.97	45.33	51.80	64.75
Pay point 3	26.83	32.20	36.22	46.95	53.66	67.08
Pay point 4	27.69	33.23	37.38	48.46	55.38	69.23
Administrative officer						
Pay point 1	29.32	35.18	39.58	51.31	58.64	73.30
Pay point 2	29.98	35.98	40.47	52.47	59.96	74.95
Pay point 3	30.63	36.76	41.35	53.60	61.26	76.58
Pay point 4	31.47	37.76	42.48	55.07	62.94	78.68
Employment services officer grade 1						
Pay point 1	28.47	34.16	38.43	49.82	56.94	71.18
Pay point 2	29.32	35.18	39.58	51.31	58.64	73.30
Pay point 3	29.98	35.98	40.47	52.47	59.96	74.95
Employment services officer grade 2						
Pay point 1	30.63	36.76	41.35	53.60	61.26	76.58
Pay point 2	31.47	37.76	42.48	55.07	62.94	78.68
Pay point 3	32.33	38.80	43.65	56.58	64.66	80.83
Pay point 4	33.18	39.82	44.79	58.07	66.36	82.95
Pay point 5	33.97	40.76	45.86	59.45	67.94	84.93
Employment services co-ordinator						

	Ordinary hours	Late work¹	Early work²	Saturday	Sunday	Public holiday
	% of minimum hourly rate					
	100%	120%	135%	175%	200%	250%
	\$	\$	\$	\$	\$	\$
Pay point 1	33.97	40.76	45.86	59.45	67.94	84.93
Pay point 2	34.82	41.78	47.01	60.94	69.64	87.05
Pay point 3	35.61	42.73	48.07	62.32	71.22	89.03
Pay point 4	36.46	43.75	49.22	63.81	72.92	91.15
Manager grade 1						
Pay point 1	33.97	40.76	45.86	59.45	67.94	84.93
Pay point 2	34.82	41.78	47.01	60.94	69.64	87.05
Pay point 3	35.61	42.73	48.07	62.32	71.22	89.03
Pay point 4	36.46	43.75	49.22	63.81	72.92	91.15
Pay point 5	37.32	44.78	50.38	65.31	74.64	93.30
Pay point 6	38.17	45.80	51.53	66.80	76.34	95.43
Manager grade 2						
Pay point 1	39.02	46.82	52.68	68.29	78.04	97.55
Pay point 2	39.88	47.86	53.84	69.79	79.76	99.70
Pay point 3	40.74	48.89	55.00	71.30	81.48	101.85
Pay point 4	41.58	49.90	56.13	72.77	83.16	103.95
Pay point 5	42.44	50.93	57.29	74.27	84.88	106.10

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		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Administrative assistant				
Pay point 1	38.21	50.94	50.94	63.68
Pay point 2	38.85	51.80	51.80	64.75
Pay point 3	40.25	53.66	53.66	67.08

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Pay point 4	41.54	55.38	55.38	69.23
Administrative officer				
Pay point 1	43.98	58.64	58.64	73.30
Pay point 2	44.97	59.96	59.96	74.95
Pay point 3	45.95	61.26	61.26	76.58
Pay point 4	47.21	62.94	62.94	78.68
Employment services officer grade 1				
Pay point 1	42.71	56.94	56.94	71.18
Pay point 2	43.98	58.64	58.64	73.30
Pay point 3	44.97	59.96	59.96	74.95
Employment services officer grade 2				
Pay point 1	45.95	61.26	61.26	76.58
Pay point 2	47.21	62.94	62.94	78.68
Pay point 3	48.50	64.66	64.66	80.83
Pay point 4	49.77	66.36	66.36	82.95
Pay point 5	50.96	67.94	67.94	84.93
Employment services co-ordinator				
Pay point 1	50.96	67.94	67.94	84.93
Pay point 2	52.23	69.64	69.64	87.05
Pay point 3	53.42	71.22	71.22	89.03
Pay point 4	54.69	72.92	72.92	91.15
Manager grade 1				
Pay point 1	50.96	67.94	67.94	84.93
Pay point 2	52.23	69.64	69.64	87.05
Pay point 3	53.42	71.22	71.22	89.03
Pay point 4	54.69	72.92	72.92	91.15

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Pay point 5	55.98	74.64	74.64	93.30
Pay point 6	57.26	76.34	76.34	95.43
Manager grade 2				
Pay point 1	58.53	78.04	78.04	97.55
Pay point 2	59.82	79.76	79.76	99.70
Pay point 3	61.11	81.48	81.48	101.85
Pay point 4	62.37	83.16	83.16	103.95
Pay point 5	63.66	84.88	84.88	106.10

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%	312.5%
	\$	\$	\$	\$	\$	\$
Administrative assistant						
Pay point 1	31.84	36.93	40.75	50.94	57.31	79.59
Pay point 2	32.38	37.56	41.44	51.80	58.28	80.94
Pay point 3	33.54	38.90	42.93	53.66	60.37	83.84
Pay point 4	34.61	40.15	44.30	55.38	62.30	86.53
Administrative officer						
Pay point 1	36.65	42.51	46.91	58.64	65.97	91.63
Pay point 2	37.48	43.47	47.97	59.96	67.46	93.69
Pay point 3	38.29	44.41	49.01	61.26	68.92	95.72
Pay point 4	39.34	45.63	50.35	62.94	70.81	98.34
Employment services officer grade 1						

	Ordinary hours	Late work ¹	Early work ²	Saturday	Sunday	Public holiday
	% of minimum hourly rate					
	125%	145%	160%	200%	225%	312.5%
	\$	\$	\$	\$	\$	\$
Pay point 1	35.59	41.28	45.55	56.94	64.06	88.97
Pay point 2	36.65	42.51	46.91	58.64	65.97	91.63
Pay point 3 ³	37.48	43.47	47.97	59.96	67.46	93.69
Employment services officer grade 2						
Pay point 1	38.29	44.41	49.01	61.26	68.92	95.72
Pay point 2	39.34	45.63	50.35	62.94	70.81	98.34
Pay point 3	40.41	46.88	51.73	64.66	72.74	101.03
Pay point 4	41.48	48.11	53.09	66.36	74.66	103.69
Pay point 5	42.46	49.26	54.35	67.94	76.43	106.16
Employment services co-ordinator						
Pay point 1	42.46	49.26	54.35	67.94	76.43	106.16
Pay point 2	43.53	50.49	55.71	69.64	78.35	108.81
Pay point 3	44.51	51.63	56.98	71.22	80.12	111.28
Pay point 4	45.58	52.87	58.34	72.92	82.04	113.94
Manager grade 1						
Pay point 1	42.46	49.26	54.35	67.94	76.43	106.16
Pay point 2	43.53	50.49	55.71	69.64	78.35	108.81
Pay point 3	44.51	51.63	56.98	71.22	80.12	111.28
Pay point 4	45.58	52.87	58.34	72.92	82.04	113.94
Pay point 5	46.65	54.11	59.71	74.64	83.97	116.63
Pay point 6	47.71	55.35	61.07	76.34	85.88	119.28
Manager grade 2						
Pay point 1	48.78	56.58	62.43	78.04	87.80	121.94
Pay point 2	49.85	57.83	63.81	79.76	89.73	124.63
Pay point 3	50.93	59.07	65.18	81.48	91.67	127.31
Pay point 4	51.98	60.29	66.53	83.16	93.56	129.94

	Ordinary hours	Late work¹	Early work²	Saturday	Sunday	Public holiday
	% of minimum hourly rate					
	125%	145%	160%	200%	225%	312.5%
	\$	\$	\$	\$	\$	\$
Pay point 5	53.05	61.54	67.90	84.88	95.49	132.63

14. By deleting the amount “\$930.60” appearing in clause C.1.1 and inserting “\$984.10”.
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	16.43	per week
Excursions— sleepover allowance	18.2(b)	7.76	76.37	per night

B. This determination comes into operation on 1 July 2023. 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 2023.

PRESIDENT