



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2022–23 (C2023/1)

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

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:

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

	Per week
	\$
Pay point 1	930.70
Pay point 2	960.70
Pay point 3	995.00

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

	Per week
	\$
Pay point 1	995.00
Pay point 2	1026.20
Pay point 3	1057.40

	Per week
	\$
Pay point 4	1085.60

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

	Per week
	\$
Pay point 1 (associate diploma/advanced certificate)	1085.60
Pay point 2	1116.80
Pay point 3 (3 year degree)	1140.70
Pay point 4 (4 year degree)	1164.10

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

	Per week
	\$
Pay point 1	1195.30
Pay point 2	1226.50
Pay point 3	1258.00
Pay point 4	1286.10

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

	Per week
	\$
Pay point 1	1317.50
Pay point 2	1345.80
Pay point 3	1377.20

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

	Per week
	\$
Pay point 1	1408.60
Pay point 2	1439.60
Pay point 3	1470.80

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

	Per week \$
Pay point 1	1502.00
Pay point 2	1533.50
Pay point 3	1564.70

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

	Per week \$
Pay point 1	1595.90
Pay point 2	1627.20
Pay point 3	1658.70

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		995.00	123	1223.85	32.21
Pay point 2		1026.20	123	1262.23	33.22
Pay point 3		1057.40	123	1300.60	34.23
Pay point 4		1085.60	123	1335.29	35.14
Social and community services employee level 3	15.3				
Pay point 1 (associate diploma/advanced certificate)		1085.60	126	1367.86	36.00
Pay point 2		1116.80	126	1407.17	37.03
Pay point 3 (3 year degree)		1140.70	126	1437.28	37.82
Pay point 4 (4 year degree)		1164.10	126	1466.77	38.60
Social and community services employee level 4	15.4				
Pay point 1		1195.30	132	1577.80	41.52

	Clause	Minimum weekly wage	Final Rate ERO Percentage	Current weekly wage	Current hourly wage
Pay point 2		1226.50	132	1618.98	42.60
Pay point 3		1258.00	132	1660.56	43.70
Pay point 4		1286.10	132	1697.65	44.68
Social and community services employee level 5	15.5				
Pay point 1		1317.50	137	1804.98	47.50
Pay point 2		1345.80	137	1843.75	48.52
Pay point 3		1377.20	137	1886.76	49.65
Social and community services employee level 6	15.6				
Pay point 1		1408.60	140	1972.04	51.90
Pay point 2		1439.60	140	2015.44	53.04
Pay point 3		1470.80	140	2059.12	54.19
Social and community services employee level 7	15.7				
Pay point 1		1502.00	142	2132.84	56.13
Pay point 2		1533.50	142	2177.57	57.30
Pay point 3		1564.70	142	2221.87	58.47
Social and community services employee level 8	15.8				
Pay point 1		1595.90	145	2314.06	60.90
Pay point 2		1627.20	145	2359.44	62.09
Pay point 3		1658.70	145	2405.12	63.29

	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)		1085.60	126	1367.86	36.00
Pay point 2		1116.80	126	1407.17	37.03
Pay point 3 (3 year degree)		1140.70	126	1437.28	37.82

	Clause	Minimum weekly wage	Final Rate ERO Percentage	Current weekly wage	Current hourly wage
Classification		\$	%	\$	\$
Pay point 4 (4 year degree)		1164.10	126	1466.77	38.60
Crisis accommodation employee level 2	15.4				
Pay point 1		1195.30	132	1577.80	41.52
Pay point 2		1226.50	132	1618.98	42.60
Pay point 3		1258.00	132	1660.56	43.70
Pay point 4		1286.10	132	1697.65	44.68
Crisis accommodation employee level 3	15.5				
Pay point 1		1317.50	137	1804.98	47.50
Pay point 2		1345.80	137	1843.75	48.52
Pay point 3		1377.20	137	1886.76	49.65
Crisis accommodation employee level 4	15.6				
Pay point 1		1408.60	140	1972.04	51.90
Pay point 2		1439.60	140	2015.44	53.04
Pay point 3		1470.80	140	2059.12	54.19

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

	Per week
	\$
Pay point 1	931.90
Pay point 2	961.70
Pay point 3	996.60
Pay point 4	1030.10

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

	Per week
	\$
Pay point 1	1059.40
Pay point 2	1094.00
Pay point 3	1128.60

	Per week
	\$
Pay point 4	1155.50

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

	Per week
	\$
Pay point 1	1184.90
Pay point 2	1221.70
Pay point 3	1259.40
Pay point 4	1294.00

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

	Per week
	\$
Pay point 1	1331.50
Pay point 2	1345.40
Pay point 3	1377.00
Pay point 4	1399.70

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

	Per week
	\$
Pay point 1	1499.90
Pay point 2	1541.30
Pay point 3	1583.20
Pay point 4	1624.80

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

	Per week
	\$
Pay point 1	921.70

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

	Per week
	\$
Pay point 1	974.90
Pay point 2	981.60

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

Level 3	Per week
	\$
Pay point 1 (certificate 3)	995.00
Pay point 2	1025.70

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

	Per week
	\$
Pay point 1	1085.50
Pay point 2	1107.20

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

	Per week
	\$
Pay point 1 (degree or diploma)	1163.90
Pay point 2	1209.80

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

	Per week
	\$
Pay point 1	1059.90

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

	Per week
	\$
Pay point 1	1121.20
Pay point 2	1128.80

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

Level 3	Per week \$
Pay point 1 (certificate 3)	1144.20
Pay point 2	1179.50

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

	Per week \$
Pay point 1	1248.40
Pay point 2	1273.30

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

	Per week \$
Pay point 1 (degree or diploma)	1338.50
Pay point 2	1391.20

25. By deleting the year “2022” in clause 19.2 and inserting “2023”.

26. By deleting the amount “\$21.57” appearing in clause 20.11(a) and inserting “\$22.81”.

27. By deleting the amount “\$42.72” appearing in clause 20.11(b) and inserting “\$45.17”.

28. By deleting the amount “\$18.34” appearing in clause 20.12(a) and inserting “\$19.39”.

29. By deleting the amount “\$24.27” appearing in clause 20.12(b) and inserting “\$25.67”.

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