



# DETERMINATION

*Fair Work Act 2009*

s.158—Application to vary or revoke a modern award

## **Application by Health Services Union, Australian Nursing and Midwifery Federation, Virginia Ellis and others—Work value case—Aged care industry**

(AM2020/99 & AM2021/63)

### **AGED CARE AWARD 2010**

[MA000018]

Aged care industry

JUSTICE HATCHER, PRESIDENT  
VICE PRESIDENT ASBURY  
DEPUTY PRESIDENT O'NEILL  
PROFESSOR BAIRD  
DR RISSE

SYDNEY, 27 AUGUST 2025

*Applications to vary modern awards – work value – aged care industry – Aged Care Award 2010 – stage 3.*

A. Further to the Expert Panel decision issued by the Fair Work Commission on 27 June 2024 [[\[2024\] FWCFB 298](#)], the above award is varied as follows:

1. By deleting the table appearing in clause 14.3 and inserting the following:

<b>Classification</b>	<b>Per week</b>
	<b>\$</b>
Aged care employee—direct care—level 1—Introductory	1182.80
Aged care employee—direct care—level 2—Direct Carer	1248.50
Aged care employee—direct care—level 3—Qualified	1314.30
Aged care employee—direct care—level 4—Senior	1366.90
Aged care employee—direct care—level 5—Specialist	1419.40
Aged care employee—direct care—level 6—Team Leader	1472.00

B. This determination comes into operation on 1 October 2025. In accordance with s 166(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 October 2025.



PRESIDENT

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