

DIRECTIONS

Fair Work Act 2009

s.157—FWC may vary etc. modern awards if necessary to achieve modern awards objective

s.158—Application to vary a modern award

Gender undervaluation – priority awards review

(AM2024/20, AM2024/21, AM2024/22, AM2024/23)

Social, Community, Home Care and Disability Services Industry Award 2010 **— application for variation by Australian Municipal, Administrative, Clerical and Services Union**

(AM2024/27)

JUSTICE HATCHER, PRESIDENT

VICE PRESIDENT ASBURY

DEPUTY PRESIDENT O'NEILL

DEPUTY PRESIDENT SLEVIN

DEPUTY PRESIDENT GRAYSON

SYDNEY, 18 JULY 2025

Gender undervaluation – priority awards review – application by Australian Municipal, Administrative, Clerical and Services Union to vary the Social, Community, Home Care and Disability Services Industry Award 2010 – proposal to incorporate 2012 equal remuneration order and vary classification structure in Schedules B, D, and E – programming for further hearings in October and November 2025.

Further to the directions hearing held on Tuesday, 15 July 2025, the following directions are made:

Aboriginal and Torres Strait Islander Health Workers and Practitioners and Aboriginal Community Controlled Health Services Award 2020 (ATSIHW Award) (matter AM2024/22)

(1) Interested parties are to file:

- (a) any submissions in relation to any *provisional* view stated in the Expert Panel's decision of 16 April 2025 [\[2025\] FWCFB 74](#) (primary decision) at [447]–[451];
- (b) any draft determination to give effect to the *provisional* views stated in the primary decision or otherwise to give effect to the findings made in the primary decision; and
- (c) any evidence relied upon in support of the above

by **5:00 pm (AEST) on Friday, 29 August 2025.**

- (2) Interested parties are to file any evidence and submissions in response to material filed pursuant to direction 1 by **5:00 pm (AEST) on Friday, 3 October 2025.**

Children's Services Award 2010 (CS Award) (matter AM2024/23)

- (3) Interested parties are to file:
- (a) any submissions in relation to any *provisional* view stated in the Expert Panel's decision of 16 April 2025 [\[2025\] FWCFCB 74](#) (primary decision) at [557]–[561];
 - (b) any draft determination to give effect to the *provisional* views stated in the primary decision or otherwise to give effect to the findings made in the primary decision; and
 - (c) any evidence relied upon in support of the above

by 5:00 pm (AEST) on Friday, 29 August 2025.

- (4) Interested parties are to file any evidence and submissions in response to material filed pursuant to direction 3 by **5:00 pm (AEST) on Friday, 3 October 2025.**

Health Professionals and Support Services Award 2020 (HPSS Award) (matter AM2024/20) — dental assistants

- (5) Interested parties are to file:
- (a) any submissions in relation to any *provisional* view stated in the Expert Panel's decision of 16 April 2025 [\[2025\] FWCFCB 74](#) (primary decision) at [289]–[290];
 - (b) any draft determination to give effect to the *provisional* views stated in the primary decision or otherwise to give effect to the findings made in the primary decision; and
 - (c) any evidence relied upon in support of the above

by 5:00 pm (AEST) on Friday, 29 August 2025.

- (6) Interested parties are to file any evidence and submissions in response to material filed pursuant to direction 5 by **5:00 pm (AEST) on Friday, 3 October 2025.**

Social, Community, Home Care and Disability Services Industry Award 2020 (SCHADS Award) (matter AM2024/21)

- (7) Interested parties are to file:
- (a) any submissions in relation to any *provisional* view stated in the primary decision at [392]–[396];
 - (b) any draft determination to give effect to the *provisional* views stated in the primary decision or otherwise to give effect to the findings made in the primary decision; and
 - (c) any evidence relied upon in support of the above

by 5:00 pm (AEST) on Friday, 5 September 2025.

- (8) Interested parties are to file any evidence and submissions in response to material filed pursuant to direction 7 by **5:00 pm (AEDT) on Wednesday, 8 October 2025**.

HPSS Award (matter AM2024/20) — pathology collectors and health professionals

- (9) Interested parties are to file:
- (a) any submissions in relation to any *provisional* view stated in the primary decision at [177]–[179] and [235]–[236];
 - (b) any draft determination to give effect to the *provisional* views stated in the primary decision or otherwise to give effect to the findings made in the primary decision; and
 - (c) any evidence relied upon in support of the above
- by **5:00 pm (AEST) on Friday, 12 September 2025**.

- (10) Interested parties are to file any evidence and submissions in response to material filed pursuant to direction 9 by **5:00 pm (AEDT) on Friday, 31 October 2025**.

Hearing dates

- (11) The matters will be listed for further directions by video link using Microsoft Teams at **9:30 am (AEDT) on Monday, 13 October 2025** to refine the hearing program set out below.
- (12) **20 October 2025** is reserved for any hearing in Sydney that may be required for the ATSIHW Award (matter AM2024/22) or the CS Award (matter AM2024/23).
- (13) **21–24 October 2025** are reserved for hearing in Sydney in relation to the outstanding issues concerning dental assistants covered by the HPSS Award (matter AM2024/20).
- (14) **27–31 October 2025** are reserved for hearing in Sydney in relation to the outstanding issues concerning the SCHADS Award (matter AM2024/21).
- (15) **10–15 and 19–21 November 2025** are reserved for hearing in (a) location(s) to be determined in relation to the outstanding concerning pathology collectors and health professionals covered by the HPSS Award (matter AM2024/20).

General

- (16) All material is to be filed by email to awards@fwc.gov.au.

(17) Liberty to apply is granted.



PRESIDENT

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