



Fair Work
Commission

Discussion Paper

Social, Community, Home Care and Disability Services Industry Award 2010

Gender-based undervaluation – priority awards review

6 May 2025

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This paper has been prepared by staff of the Fair Work Commission to assist parties prior to conferences arising from the Gender-based undervaluation – priority awards review in relation to the Social, Community, Home Care and Disability Services Industry Award 2010. It does not represent the concluded view of the Commission on any issue.



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Glossary

ASU	Australian Municipal, Administrative, Clerical and Services Union
AWR 2024 decision	Annual wage review 2023-24 decision [2024] FWCFB 3500
C1(a) benchmark rate	The rate identified in paragraph [204] of the Stage 3 Aged Care decision, as adjusted by the AWR 2024 decision, \$1525.90 for a degree-qualified employee, and approximately aligned with the ERO rate for a four-year degree-qualified social and community services employee level 3 and a Crisis accommodation employee level 1 at pay point 4.
Caring Skills benchmark rate	The rate identified in paragraphs [170] and [172] of the Stage 3 Aged Care decision, as adjusted by the AWR 2024 decision \$1269.80 per week
Commission	Fair Work Commission
Decision	Gender-based undervaluation – priority awards review decision [2025] FWCFB 74
ERO	Equal remuneration order
Review	<i>Gender-based undervaluation – priority awards review</i>
SCHADS Award or Award	<i>Social, Community, Home Care and Disability Services Industry Award 2010</i>
Stage 3 Aged Care decision	[2024] FWCFB 150



1 Introduction

- [1] On 7 June 2024 the Fair Work Commission (Commission) commenced, on its own initiative, a review of priority classifications in five modern awards to consider whether those classifications had been the subject of gender-based undervaluation requiring remedy on work value grounds (the Review). One of the awards considered by the Expert Panel for pay equity in the care and community sector was the *Social, Community, Home Care and Disability Services Industry Award 2010* (SCHADS Award).
- [2] The Expert Panel issued its decision on 16 April 2025 (Decision).¹ The Decision, in respect of the SCHADS Award, is discussed in more detail in Part 2 of this Discussion Paper. Broadly, the Expert Panel found that gender-based undervaluation had occurred in specified classifications and provided provisional views as to how it proposed to remedy this. We note for completeness, however, that a determined view was set out in respect of the *Pharmacy Industry Award 2010*.

1.1 Purpose of this Discussion Paper

- [3] The Expert Panel has set out next steps for dealing with its provisional views. As a first step, it will program each award for conference to ascertain the nature and scope of any issues interested parties may wish to raise in response to the provisional views expressed in the Decision. The conferences are to be listed in respect of each of the reviewed awards at a time to be confirmed, but after 3 May 2025. Further programming of the Review will be determined following the conferences.
- [4] This Discussion Paper has been prepared by staff of the Commission to assist interested parties in preparing for the conference/s to be held with respect to the SCHADS Award.
- [5] The Discussion Paper sets out a brief summary of the Decision and provisional views of the Expert Panel in respect of the SCHADS Award, provides an overview of questions and principles that the parties may have regard to in preparing for the conference/s and sets out potential

¹ [2025] FWCFB 74.



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approaches to translating current employees to a new classification structure for the parties' consideration.



2 The Decision

- [6] In respect of the SCHADS Award, the Expert Panel found that minimum wage rates for social and community services employees, crisis accommodation employees and home care employees in disability care have been the subject of gender-based undervaluation. Accordingly, it found that work value reasons justify variations to the modern award minimum wage rates that apply to each of those categories of employee.
- [7] In addition, the Expert Panel found that it is necessary to remedy the intersecting problems of gender-based undervaluation and the difficulties in the present classification structures in the SCHADS Award.²
- [8] The Expert Panel found the classification structures in Schedule B and C are ‘productive of disputation, confusion and potential non-compliance in relation to disability support workers (DSWs) covered by the award’³, and cited two categories for this. The first relates to whether disability support work performed in a private residence is covered by Schedule B and the minimum wage rates in clause 15 together with the equal remuneration order (ERO), or Home care employees – disability care in Schedule E and the minimum wage rates in clause 17.1. The second category relates to classification of employees under Schedule B, and in particular the under-classification of employees indicated by the Cortis/Blaxland Report which the authors substantially attributed to the drafting of the classification descriptors ‘...employers and employees find it difficult to use the Award to classify (and reclassify) [social and community services] roles, as the wording fails to characterise typical work activities, responsibilities and skills, and ambiguous language makes it difficult to map roles to appropriate levels’.⁴
- [9] The Expert Panel found that the classification structures in Schedules B and C of the Award are expressed in terms that ‘makes it very difficult to determine at what level an employee should be classified and paid’.⁵ It accepted the submissions made by the ASU which characterised the

² Ibid, [383].

³ Ibid, [373].

⁴ Ibid, [375].

⁵ Ibid, [381].



classification structure as containing extremely lengthy descriptors expressed with a high degree of discretionary language which ultimately requires ‘an extremely broad evaluative exercise to be undertaken by the employer... a bespoke work value exercise for every workplace’⁶ and that this has resulted in ‘the widespread misclassification of employees’.⁷

- [10] The Expert Panel dismissed the application (AM2024/25) made jointly by the Australian Municipal, Administrative, Clerical and Services Union (ASU), The Australian Workers’ Union, the Health Services Union and the United Workers’ Union. The Expert Panel declined to make the variations proposed by the ASU in phases 1 and 2 of their application (AM2024/27) and dismissed the application to that extent.
- [11] The Expert Panel did not consider that the variations proposed constitute an appropriate remedy nor resolve the broader issues of relative work value of social and community services and home care work, the problematic nature of the classification structures and the gender-based undervaluation identified. The preferable course considered by the Expert Panel, is to replace the current classification structure (Schedules B to F) with a single new classification structure ‘which rectifies gender-based undervaluation, is simple and easy to understand, and which provides common minimum wage rates for work of equal or comparable value that apply to all of the types of work covered by the award’.⁸
- [12] The Expert Panel expressed the **provisional** view that:
- The current five separate classification structures (Schedules B to F), and their accompanying wage rates in clauses 15 to 17 in the Award should be replaced with a single, simplified classification and wage rate structure.
 - The simplified structure should not include family day care employees (Schedule D). Those employees should instead be covered by the *Children’s Services Award 2010*.

⁶ Ibid, [381].

⁷ Ibid, [382].

⁸ Ibid, [388].



- The new structure should be based on the Caring Skills benchmark rate⁹ for a certificate III-qualified employee and C1(a) benchmark rate¹⁰ for a degree-qualified employee.
- The ERO that currently applies to employees in the classifications in Schedule B and Schedule C of the Award should be revoked upon implementation of the new classification structure.

[13] The classification structure **proposed** by the Expert Panel can be found in full at paragraph [392] of the Decision. It has also been reproduced at Appendix 1: Provisional Classification Structure of this Discussion Paper. The principles considered by the Expert Panel in developing the revised structure are discussed further in Part 3 of the Discussion Paper. The Expert Panel has not yet expressed any determined or provisional views as to how its proposed structure ought to be implemented.

[14] The proposed classification structure outlined in the Decision (with the rates and relativities columns omitted) is as follows:

Classification	Criteria
Level 1 Introductory administrative/clerical employee	An employee whose primary role is to provide basic administrative or support activities which do not include home care, social and community services or crisis assistance and supported housing work.
	Level 1.1—less than 3 months' relevant industry experience
	Level 1.2—3 months' or more relevant industry experience.
Level 2 Introductory home care/social and community services employee	An employee without a qualification whose primary role is to: <ul style="list-style-type: none">• provide basic home care; or• undertake basic social and community services work.
	Level 2.1—less than 3 months' relevant industry experience
	Level 2.2—3 months' or more relevant industry experience.
Level 3 Qualified home care/ social and community services employee	An employee whose primary role is to: <ul style="list-style-type: none">• provide home care; or• undertake social and community services work; or• undertake administrative or support activities and who has obtained a relevant Certificate III qualification or equivalent.
	Level 3.1

⁹ Currently \$1269.80 per week.

¹⁰ Currently \$1525.90 per week.



Classification	Criteria
	<p>Level 3.2 — a Level 3 employee who has obtained 4 years' experience* at Level 3.</p> <p>*For employees currently classified under Schedule B or C, prior experience as an employee holding a Certificate III will count towards this requirement. For employees currently classified under Schedule E or F, the relevant experience must be on or after 1 January 2025.</p>
Level 4 Senior home care/social and community services employee	<p>An employee whose primary role is to:</p> <ul style="list-style-type: none"> • provide home care; or • undertake social and community services work <p>and who has obtained a relevant Certificate IV qualification or equivalent as a requirement for the performance of their duties by the employer.</p>
Level 5 Specialist/supervisory employee	<p>An employee whose primary role is to:</p> <ul style="list-style-type: none"> • provide home care; or • undertake social and community services work; • undertake crisis accommodation and supported housing work; <p>and:</p> <ul style="list-style-type: none"> • is required to supervise and/or train other employees covered by this award; or • has obtained a relevant diploma qualification or equivalent as a requirement for the performance of their duties by the employer.
Level 6 Professional employee	<p>An employee who has obtained an undergraduate degree as a requirement for the performance of their duties, or who has equivalent expertise and experience.</p> <p>Level 6.1 — First year of experience at Level 6.</p> <p>Level 6.2 — A Level 6 employee with 1 years' experience at Level 6.</p> <p>Level 6.3 — A Level 6 employee with 4 years' experience at Level 6.</p> <p>Level 6.4 — A Level 6 employee with 7 years' experience at Level 6.</p>
Level 7 Senior professional employee	<p>Professional employee with a supervisory or leadership role over other professional employees. Employees at this level may be required to have obtained a relevant post-graduate qualification.</p> <p>Level 7.1</p> <p>Level 7.2 — A Level 7 employee with 5 years' experience at Level 7.</p>



Classification	Criteria
Level 8 Manager/Senior specialist	An employee who has been appointed as: <ul style="list-style-type: none">• a manager of an organisational unit or a project;• part of a management team;• a senior specialised expert;• a coordinator of services; or• leader of a multi-disciplinary team of professional employees. Employees at this level may be required to have obtained a relevant post-graduate qualification.
Level 9 Senior Manager	An employee who has been appointed to a senior managerial role. Employees at this level may be required to have obtained a relevant post-graduate qualification.

[15] The Expert Panel additionally proposed that the following definitions be incorporated into the SCHADS Award to replace the definitions currently in clause 3.1 for ‘home care sector’, ‘social and community services sector’ and ‘crisis assistance and supported housing sector’ respectively:

home care means the provision of personal care, domestic assistance or home maintenance to an aged person or a person with a disability in a private residence.

social and community services work means the work of

- (a) providing social and community services including social work, recreation work, welfare work, youth work or community development work, including organisations which primarily engage in policy, advocacy or representation on behalf of organisations carrying out such work;

and

- (b) the provision of disability services including the provision of social, community or disability services, which includes the provision of personal care including therapeutic care and domestic and lifestyle support to a person with a disability in a community and/or residential setting including respite centre and day services.

crisis assistance and supported housing work means the work of providing crisis assistance and supported housing services.



3 Key Principles

- [16] This section of the Discussion Paper sets out guiding principles for parties to consider. Parties should read the guiding principles in conjunction with the findings in the Decision when preparing their responsive material ahead of the conference/s.
- [17] The Expert Panel explained that the classification structure incorporates and is substantially based on Schedule F, which was formulated during the Aged Care Work Value proceedings.¹¹ The Expert Panel identified four principles to guide the development of a new classification structure:¹²
1. The classification structure should be ‘defined in terms which render compliance, as far [as] practicable, a straightforward matter not requiring any complex evaluative judgments to be made.’¹³ It should not attempt to completely describe the skills, duties, responsibilities and working environment of individual job roles.
 2. The classification structure should be structured on the basis of the ‘Caring Skills’ benchmark rate and C1(a) benchmark rate.
 3. The classification structure should appropriately recognise the acquisition of qualifications at each level, and allow for the recognition of equivalent experience and training including through ‘lived experience’.
 4. Annual pay increments currently provided for should not be retained in the new structure.
- [18] No employee should have their pay reduced by the translation from the current classification structure to the new structure.¹⁴

¹¹ [2024] FWCFB 150.

¹² [2025] FWCFB 74, [388]–[391].

¹³ Ibid, [388].

¹⁴ Ibid, [397].



4 Discussion Questions

[19] This section of the Discussion paper sets out the questions posed by the Expert Panel in the Decision, as well as some additional prompts for parties to consider prior to the conference/s.

4.1 The Expert Panel's Questions

[20] In preparing for the conference, interested parties should consider the following questions that were posed by the Expert Panel:¹⁵

1. Whether the classification descriptors provide a sufficient level of prescription to allow all employees covered by the SCHADS Award to be classified.
2. What transitional arrangements should be implemented to translate employees from the current classifications to the new structure and ensure that no employee has their wage rate reduced because of the transition?
3. What should the operative date for the new structure and the revocation of the ERO be, and what (if any) phasing-in arrangements should apply, having regard to the need to rectify gender-based undervaluation and the funding constraints on employers covered by the SCHADS Award?
4. What provisions of the SCHADS Award might require modification if the new structure is implemented?

4.2 Additional matters and questions for consideration

[21] The Expert Panel described their intention that the classification structure should recognise the acquisition of both relevant qualifications and equivalent experience and training, including as obtained through lived experience, noting that is a particular feature of work performed under the SCHADS Award.¹⁶

¹⁵ Ibid, [397].

¹⁶ Ibid, [390].



[22] Some matters to consider include:

1. Is the concept of equivalent experience sufficiently clear in the new classification structure to enable employees to be accurately and objectively classified? For example, would it be clearer if 'equivalent experience' in the classification descriptors in proposed Levels 3, 4, 5 and 6 of the new structure was expressed to mean:

comparable and sufficient skills, knowledge and/or training, acquired for example through informal training or experience (including relevant personal lived experience) that enables the employee to perform the work required by the position.

2. Would it assist if 'basic care' in the classification descriptor in proposed Level 2 was defined? If so, what would an appropriate definition be?
3. Would it assist if the classification descriptor in proposed Level 2 included words to the effect that 'progression to Level 3 would usually be expected to occur within [say, 12 months] at Level 2'?
4. If a specified number of years of experience are referenced in the classification structure, when should that experience be measured from?
5. Would it assist if the classification descriptor in proposed Level 3.1 included an indicative job title of Disability Support Worker?
5. Should a definition of 'Disability Support Worker' be included? If so, what is the appropriate definition?
6. Would it assist if the classification descriptors in proposed Level 6.1 included the following additional paragraph?

Professional employees include practitioners other than Disability Support Workers. Indicative job titles include policy, research, project officers; office or facility support employees; manager or service leaders (who oversee service delivery, funding, systemic advocacy, staffing and/or organisational



development); administrative and finance workers; case workers; social workers; counsellors; peer workers; clinicians; lawyers; advocates.

7. Would it assist if the classification descriptor in Level 7 was broadened to include leadership involving supervision and other forms of leadership? For example:

Employees at this level take a leadership role, they may supervise the work of professional employees and others and/or provide leadership through their technical or specialist skills. Employees at this level may be required to have obtained a relevant post-graduate qualification. They will have comprehensive knowledge and work under limited direction. Indicative roles include Team Leader (in a complex welfare setting), coordinator of a small service.

- [23] To assist the parties, a form of the classification structure incorporating the above suggestions is included at Appendix 2: Provisional Classification Structure incorporating possible additional wording.
- [24] The Expert Panel in question 4 foreshadows that other provisions of the Award might require modification if the new structure is implemented. The following terms have been identified as not applying uniformly to employees across the current five classification structures:

- **Clause 10.5 Minimum payments for part-time and casual employees**

Clause 10.5 provides that part-time or casual social and community services employees (except when undertaking disability services work) will be paid a minimum of 3 hours for each shift or period of work in a broken shift. All other employees will be paid a minimum of 2 hours.

- **Clause 20.6 First aid allowance**

Clause 20.6 provides a weekly first aid allowance for full-time employees required to hold a current first aid certificate. For a home care employee, they must also be required by the employer to be responsible for the provision of first aid to other employees in a given week. For all other employees they must be required to perform first aid at their workplace.



- **Clause 23.5 Absence from work – social and community services employees**

Clause 23.5 provides that employers must pay social and community services employees superannuation contributions while on any paid leave, and while absent from work due to a work-related injury or illness and they are receiving workers compensation payment and remain employed. No such provision is made for other classifications of employees.

- **Clause 25.5(f) Client cancellation**

Clause 25.5(f) provides that when a client cancels a scheduled home care or disability service, the employer may direct the employee to perform other work or cancel the rostered shift or the affected part of the shift. If directed to perform other work, the employee is entitled to the higher of the rate for the work they would have performed for the cancelled service, or the work actually performed. If the shift or affected part of the shift is cancelled the employee is entitled to payment for the full amount they would have earned if the service was not cancelled, or in some circumstances provided with makeup time (when they will be paid the greater of the cancelled service or the work performed in the makeup shift). No such provision is made for other classifications of employees.

- **Clause 25.6 Broken shifts**

Clause 25.6 applies exclusively to social and community services employees when undertaking disability services work, and home care employees. It outlines when an employee may be rostered to work a broken shift and the entitlements due to an employee working that shift.

- **Clause 25.8 24-hour care**

Clause 25.8 applies to home care employees only. It provides for working arrangements and entitlements when an employee is required to be available for duty in a client's home for a 24-hour period.



- **Clause 28.1 Overtime rates**

Clause 28 provides that when working overtime on Monday-Saturday:

- disability services, home care and day care employees will be paid at the rate of time and a half for the first 2 hours, and double time thereafter.
- social and community services employees and crisis accommodation employees will be paid at the rate of time and a half for the first 3 hours, and double time thereafter.

The remainder of the clause applies to all employees equally.

- **Clause 30 Higher duties clause**

Clause 30 provides for the payment of a higher rate of pay that an employee is ordinarily entitled to be paid when undertaking work that attracts a higher wage rate.

- Home care workers - If the relevant work is performed for fewer than 2 hours, the higher wage is paid for the actual time worked. If the relevant work exceeds 2 hours, the higher wage is paid for a full day or shift.
- All other employees are entitled to the higher wage only where they are called on to perform the work for five consecutive working days.

[25] Other clauses in the Award may need to be varied or deleted. Identified clauses are:

- Clause 3.1 Definitions of Aged carer experience, crisis assistance and supported housing sector, family day care scheme sector, home care sector, social and community services sector, standard rate
- Clause 4.1 Coverage
- Clause 13 Classifications and Progression
- Clause 14 Salary Packaging
- Clause 15 Minimum weekly wages for social and community services employees and crisis accommodation employees, including Note 1 and Note 2 under clause 15.8
- Clause 16 Minimum weekly wages for family day care employees
- Clause 17 Minimum weekly wages for home care employees
- Clause 18 Supported wage system



- Schedule A—Transitional provisions
- Schedule B— Classification Definitions —Social and Community Services Employees
- Schedule C—Classification Definitions—Crisis Accommodation Employees
- Schedule D—Classification Definitions—Family Day Care Employees
- Schedule E—Classification Definitions—Home Care Employees—Disability Care
- Schedule F—Classification Definitions—Home Care Employees—Aged Care

[26] Some questions to consider include:

1. What modifications should be made to these terms?
2. Are there other terms of the Award that do not apply uniformly to employees across the current five classifications that require variation?
3. Are any other variations to the Award necessary?



5 Translation Methodologies

- [27] Translation arrangements for existing employees, particularly employees covered by Schedules B and C of the Award, into the new structure is not straightforward. This is largely for the reasons set out in section 2 relating to the difficulties in the present classification structure.
- [28] Under any transition arrangement, where an employee would translate to a classification in the new structure with a rate of pay that is lower than their current rate of pay, the employee would retain their current rate of pay. No employee would have their current rate of pay reduced. Where an employee would transition to a classification with a higher rate of pay, the parties are invited to express views about any phasing arrangements they consider may be necessary.
- [29] This section contains translation tables for various methodologies to translate employees to the new structure.
1. Under this option, employees currently classified under Schedule B and Schedule C would translate to the classification level that most closely aligns with the rate of pay for their current classification. Schedule E and Schedule F employees would translate to the classification level proposed under option 2.
 2. Under this option, employees would translate to the classification level that best aligns with the current classification descriptors.
 3. The third option would involve a grandparenting arrangement where existing Schedule B and Schedule C employees would continue to be classified in accordance with the current classification structure, and new employees would be classified in accordance with the new classification structures. Schedule E and Schedule F employees would translate to the classification level proposed under option 2.
- [30] In light of the Expert Panel's provisional view that family day care employees in Schedule D of the Award should be covered by the *Children's Services Award 2010*, they are not included in the possible translation options below.



- [31] The parties are invited to consider which of the identified methodologies is preferable or propose an alternative methodology.
- [32] In correspondence dated 23 April 2025¹⁷ the ASU raised 6 examples of hypothetical employees that it says are illustrative of reasonably common jobs and employment patterns under the SCHADS Award. The ASU identified the current classification level and pay for each example, and the level and rate of pay it says the employee would translate to under the provisional classification structure. These examples are discussed further in Appendix 3: Discussion of ASU examples.

5.1 Option 1 – Translation based on closest wage rate alignment

- [33] Under this methodology, employees currently classified under Schedule B and Schedule C would translate to the classification level in the new structure that most closely aligns with the rate of pay for their current classification. Schedule E and Schedule F employees would translate to the classification level proposed under option 2.
- [34] Employees who would translate to a classification with a lower rate of pay, would retain their current rate of pay.

5.1.1 Schedule B – Social and Community Services Employees

Schedule B – Social and Community Services Employees						
Current rates			New structure		Change (%)	Change (\$)
Level 1	Pay point 1	965.60	Level 1.1	965.60	0.0%	0.00
	Pay point 2	996.70	Level 1.2	996.70	0.0%	0.00
	Pay point 3	1032.30	Level 1.2	996.70	-3.4%	-35.60
Level 2	Pay point 1	1269.73	Level 3.1	1269.80	0.0%	0.07
	Pay point 2	1309.58	Level 3.2	1320.60	0.8%	11.02
	Pay point 3	1349.43	Level 4	1371.40	1.6%	21.97
	Pay point 4	1385.35	Level 4	1371.40	-1.0%	-13.95
Level 3	Pay point 1	1419.14	Level 5	1422.20	0.2%	3.06
	Pay point 2	1459.96	Level 6.1	1449.60	-0.7%	-10.36

¹⁷ [ASU Correspondence](#) dated 23 April 2025.



Schedule B – Social and Community Services Employees						
Current rates			New structure		Change (%)	Change (\$)
	Pay point 3	1491.21	Level 6.2	1525.90	2.3%	34.69
	Pay point 4	1521.83	Level 6.2	1525.90	0.3%	4.07
Level 4	Pay point 1	1636.93	Level 6.3	1661.20	1.5%	24.27
	Pay point 2	1679.70	Level 6.3	1661.20	-1.1%	-18.50
	Pay point 3	1722.86	Level 6.3	1661.20	-3.6%	-61.66
	Pay point 4	1761.28	Level 6.4	1796.50	2.0%	35.22
Level 5	Pay point 1	1872.65	Level 7.1	1931.70	3.2%	59.05
	Pay point 2	1912.93	Level 7.1	1931.70	1.0%	18.77
	Pay point 3	1957.46	Level 7.1	1931.70	-1.3%	-25.76
Level 6	Pay point 1	2045.96	Level 7.2	2050.10	0.2%	4.14
	Pay point 2	2091.04	Level 7.2	2050.10	-2.0%	-40.94
	Pay point 3	2136.40	Level 8	2204.80	3.2%	68.40
Level 7	Pay point 1	2212.79	Level 8	2204.80	-0.4%	-7.99
	Pay point 2	2259.22	Level 8	2204.80	-2.4%	-54.42
	Pay point 3	2305.23	Level 8	2204.80	-4.4%	-100.43
Level 8	Pay point 1	2400.77	Level 9	2500.70	4.2%	99.93
	Pay point 2	2447.89	Level 9	2500.70	2.2%	52.81
	Pay point 3	2495.31	Level 9	2500.70	0.2%	5.39

5.1.2 Schedule C – Crisis Accommodation Employees

Schedule C – Crisis Accommodation Employees						
Current rates			New structure		Change (%)	Change (\$)
Level 1	Pay point 1	1419.14	Level 5	1422.20	0.2%	3.06
	Pay point 2	1459.96	Level 6.1	1449.60	-0.7%	-10.36
	Pay point 3	1491.21	Level 6.2	1525.90	2.3%	34.69
	Pay point 4	1521.83	Level 6.2	1525.90	0.3%	4.07
Level 2	Pay point 1	1636.93	Level 6.3	1661.20	1.5%	24.27
	Pay point 2	1679.70	Level 6.3	1661.20	-1.1%	-18.50
	Pay point 3	1722.86	Level 6.3	1661.20	-3.6%	-61.66
	Pay point 4	1761.28	Level 6.4	1796.50	2.0%	35.22
Level 3	Pay point 1	1872.65	Level 7.1	1931.70	3.2%	59.05
	Pay point 2	1912.93	Level 7.1	1931.70	1.0%	18.77
	Pay point 3	1957.46	Level 7.1	1931.70	-1.3%	-25.76
Level 4	Pay point 1	2045.96	Level 7.2	2050.10	0.2%	4.14
	Pay point 2	2091.04	Level 7.2	2050.10	-2.0%	-40.94



Schedule C – Crisis Accommodation Employees						
Current rates			New structure		Change (%)	Change (\$)
	Pay point 3	2136.40	Level 8	2204.80	3.2%	68.40

5.2 Option 2 – Translation based on descriptors

- [35] This option translates employees in Schedules B, C, E and F in the current classification structure to the new classification structure based on the descriptions in the criteria provided in the provisional view set out in paragraph [392] of the Decision.
- [36] This option involves significant evaluation in mapping Schedule B and C employees to the new structure. The parties are invited to express views about whether the proposed translations best align with the current classification descriptors.

5.2.1 Schedule B – Social and Community Services Employees

Schedule B – Social and Community Services Employees					
Current classification and employee qualifications/experience	Translated classification	Current weekly rate (\$)	New weekly rate (\$)	Change (%)	Change (\$)
Level 1 Pay point 1 (with less than 3 months' experience providing basic administration /support)	Level 1.1	965.60	965.60	0	0
Level 1 Pay point 1 (with 3-12 months' experience providing basic administration/support)	Level 1.2	965.60	996.70	3.2%	31.10
Level 1 Pay point 2 (with 12 months' experience providing basic administration /support)	Level 1.2	996.70	996.70	0	0
Level 1 Pay point 1 (with less than 3 months' experience providing basic home care or basic SACS work)	Level 2.1	965.60	1142.80	18.4%	177.20



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Schedule B — Social and Community Services Employees					
Current classification and employee qualifications/experience	Translated classification	Current weekly rate (\$)	New weekly rate (\$)	Change (%)	Change (\$)
Level 1 Pay point 1 (with more than 3 months' experience providing basic home care or basic SACS work)	Level 2.2	965.60	1206.30	24.9%	240.70
Level 1 Pay point 2 (with more than 12 months' experience providing basic home care or basic SACS work)	Level 2.2	996.70	1206.30	21.0%	209.60
Level 1 Pay point 3 (providing basic home care or basic SACS work)	Level 2.2	1032.30	1206.30	16.9%	174.00
Level 1 Pay Point 3 (providing home care or SACS work, including Disability Support Workers)	Level 3.1	1032.30	1269.80	23.0%	237.50
Level 2 Pay point 1 (with certificate III or equivalent)	Level 3.1	1269.73	1269.80	0.01%	0.07
Level 2 Pay point 2 (with certificate III or equivalent) and less than 4 years' experience	Level 3.1	1309.58	1269.80	-3.0%	-39.78
Level 2 Pay point 3 (with certificate III or equivalent) and less than 4 years' experience	Level 3.1	1349.43	1269.80	-5.9%	-79.63
Level 2 Pay point 4 (with certificate III or equivalent, and less than 4 years' experience at this level)	Level 3.1	1385.35	1269.80	-8.3%	-115.55
Level 2 Pay point 4 (with certificate III or equivalent and 4 or more years' experience at this level)	Level 3.2	1385.35	1320.60	-4.7%	-64.75
Level 2 Pay point 2 (with certificate IV or equivalent experience)	Level 4	1309.58	1371.40	4.7%	61.82
Level 2 Pay point 3 (with certificate IV or equivalent experience)	Level 4	1349.43	1371.40	1.6%	21.97



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Schedule B — Social and Community Services Employees					
Current classification and employee qualifications/experience	Translated classification	Current weekly rate (\$)	New weekly rate (\$)	Change (%)	Change (\$)
Level 2 Pay point 4 (with certificate IV or equivalent experience)	Level 4	1385.35	1371.40	-1.0%	-13.95
Level 2 Pay point 2 (with certificate IV or equivalent experience and required to supervise and train, or with diploma)	Level 5	1309.58	1422.20	8.6%	112.62
Level 2 Pay point 3 (with certificate IV or equivalent experience and required to supervise and train, or with diploma)	Level 5	1349.43	1422.20	5.4%	72.77
Level 2 Pay point 4 (with certificate IV or equivalent experience and required to supervise and train, or with diploma)	Level 5	1385.35	1422.20	2.7%	36.85
Level 3 Pay point 1 (with no degree but with equivalent experience)	Level 6.1	1419.14	1449.60	2.2%	30.46
Level 3 Pay point 2 (with no degree but with equivalent experience and an additional year of experience at that level)	Level 6.2	1459.96	1525.90	4.5%	65.94
Level 3 Pay point 3 (with 3-year degree and less than one year of experience)	Level 6.1	1491.21	1449.60	-2.8%	-41.61
Level 3 Pay point 3 (with no degree but equivalent experience having progressed from 3.1)	Level 6.2	1491.21	1525.90	2.3%	34.69
Level 3 Pay point 4 (with 4-year degree and less than one year of experience)	Level 6.1	1521.83	1449.60	-4.7%	-72.23
Level 3 Pay point 4 (with 3-year degree and more than one year of experience and/or a sole employee)	Level 6.2	1521.83	1525.90	0.3%	4.07
Level 3 Pay point 4 (no degree but equivalent experience having progressed from 3.1 entry point)	Level 6.2	1521.83	1525.90	0.3%	4.07



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Schedule B — Social and Community Services Employees					
Current classification and employee qualifications/experience	Translated classification	Current weekly rate (\$)	New weekly rate (\$)	Change (%)	Change (\$)
Level 3 Pay point 4 (more than 4 years' but less than 7 years' experience at this level)	Level 6.3	1521.83	1661.20	9.2%	139.37
Level 3 Pay point 4 (7 or more years' experience at this level)	Level 6.4	1521.83	1796.50	18.0%	274.67
Level 4 Pay point 1 (if duties do not include supervision)	Level 6.2	1636.93	1525.90	-6.8%	-111.03
Level 4 Pay point 1 (if duties include supervision)	Level 7.1	1636.93	1931.70	18.0%	294.77
Level 4 Pay point 2 (if duties do not include supervision)	Level 6.2	1679.70	1525.90	-9.2%	-153.80
Level 4 Pay point 2 (if duties include supervision)	Level 7.1	1679.70	1931.70	15.0%	252.00
Level 4 Pay point 3 (if duties do not include supervision)	Level 6.2	1722.86	1525.90	-11.4%	-196.96
Level 4 Pay point 3 (if duties include supervision)	Level 7.1	1722.86	1931.70	12.1%	208.84
Level 4 Pay point 4 (if duties do not include supervision)	Level 6.3	1761.28	1661.20	-5.7%	-100.08
Level 4 Pay point 4 (if duties do not include supervision with more than 7 years' experience at this level)	Level 6.4	1761.28	1796.50	2.0%	35.22
Level 4 Pay point 4 (if duties include supervision and less than 5 years' experience)	Level 7.1	1761.28	1931.70	9.7%	170.42
Level 4 Pay point 4 (if a supervisor with more than 5 years' experience)	Level 7.2	1761.28	2050.10	16.4%	288.82
Level 5 Pay point 1	Level 7.1	1872.65	1931.70	3.2%	59.05
Level 5 Pay point 2	Level 7.1	1912.93	1931.70	1.0%	18.77
Level 5 Pay point 3 (with less than 5 years' experience at this level)	Level 7.1	1957.46	1931.70	-1.3%	-25.76
Level 5 Pay point 3 (with 5 or more years' experience at this level)	Level 7.2	1957.46	2050.10	4.7%	92.64
Level 6 Pay point 1	Level 8	2045.96	2204.80	7.8%	158.84



Schedule B – Social and Community Services Employees					
Current classification and employee qualifications/experience	Translated classification	Current weekly rate (\$)	New weekly rate (\$)	Change (%)	Change (\$)
Level 6 Pay point 2	Level 8	2091.04	2204.80	5.4%	113.76
Level 6 Pay point 3	Level 8	2136.40	2204.80	3.2%	68.40
Level 7 Pay point 1	Level 8	2212.79	2204.80	-0.4%	-7.99
Level 7 Pay point 2	Level 8	2259.22	2204.80	-2.4%	-54.42
Level 7 Pay point 3	Level 8	2305.23	2204.80	-4.4%	-100.43
Level 8 Pay point 1	Level 9	2400.77	2500.70	4.2%	99.93
Level 8 Pay point 2	Level 9	2447.89	2500.70	2.2%	52.81
Level 8 Pay point 3	Level 9	2495.31	2500.70	0.2%	5.39

5.2.2 Schedule C – Crisis Accommodation Employees

Schedule C – Crisis Accommodation Employees					
Current classification	Translated classification	Current weekly rate (\$)	New weekly rate (\$)	Change (%)	Change (\$)
Level 1 Pay point 1 (no degree but with equivalent experience)	Level 6.1	1419.14	1449.60	2.1%	30.46
Level 1 Pay point 2 (no degree but with equivalent experience and one year's experience at this level)	Level 6.2	1459.96	1525.90	4.5%	65.94
Level 1 Pay point 3 (with 3-year degree and less than one year's experience)	Level 6.1	1491.21	1449.60	-2.8%	-41.61
Level 1 Pay point 3 (with 3-year degree with more than one but less than 4 years' experience)	Level 6.2	1491.21	1525.90	2.3%	34.69
Level 1 Pay point 4 (with 4-year degree and less than one year of experience)	Level 6.1	1521.83	1449.60	-4.8%	-72.23
Level 1 Pay point 4 (with 4-year degree and more than one but less than 4 years' experience)	Level 6.2	1521.83	1525.90	0.3%	4.07



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Schedule C — Crisis Accommodation Employees					
Current classification	Translated classification	Current weekly rate (\$)	New weekly rate (\$)	Change (%)	Change (\$)
Level 1 Pay point 4 (more than 4 but less than 7 years' experience at this level)	Level 6.3	1521.83	1661.20	9.2%	139.37
Level 1 Pay point 4 (7 years' experience at this level)	Level 6.4	1521.83	1796.50	18.0%	274.67
Level 2 Pay point 1 (if duties do not include supervision)	Level 6.2	1636.93	1525.90	-6.8%	-111.03
Level 2 Pay point 1 (if duties include supervision)	Level 7.1	1636.93	1931.70	18.0%	294.77
Level 2 Pay point 2 (if duties do not include supervision)	Level 6.2	1679.70	1525.90	-9.2%	-153.80
Level 2 Pay point 2 (if duties include supervision)	Level 7.1	1679.70	1931.70	15%	252.00
Level 2 Pay point 3 (if duties do not include supervision)	Level 6.2	1722.86	1525.90	-11.4%	-196.96
Level 2 Pay point 3 (if duties include supervision)	Level 7.1	1722.86	1931.70	12.1%	208.84
Level 2 Pay point 4 (if duties do not include supervision)	Level 6.3	1761.28	1661.20	-5.7%	-100.08
Level 2 Pay point 4 (if duties do not include supervision and more than 7 years' experience at this level)	Level 6.4	1761.28	1796.50	2.0%	35.22
Level 2 Pay point 4 (if duties include supervision and less than 5 years' experience at this level)	Level 7.1	1761.28	1931.70	9.7%	170.42
Level 2 Pay point 4 (if duties include supervision and 5 years' experience at this level)	Level 7.2	1761.28	2050.10	16.4%	288.82
Level 3 Pay point 1	Level 7.1	1872.65	1931.70	3.2%	59.05
Level 3 Pay point 2	Level 7.1	1912.93	1931.70	1.0%	18.77
Level 3 Pay point 3 (with less than 5 years' experience at this level)	Level 7.1	1957.46	1931.70	-1.3%	-25.76
Level 3 Pay point 3 (with 5 years' experience at this level)	Level 7.2	1957.46	2050.10	4.7%	92.64
Level 4 Pay point 1	Level 8	2045.96	2204.80	7.8%	158.84
Level 4 Pay point 2	Level 8	2091.04	2204.80	5.4%	113.76



Schedule C – Crisis Accommodation Employees					
Current classification	Translated classification	Current weekly rate (\$)	New weekly rate (\$)	Change (%)	Change (\$)
Level 4 Pay point 3	Level 8	2136.40	2204.80	3.2%	68.40

5.2.3 Schedule E – Home care employees – disability care

Schedule E – Home care employees – disability care					
Current classification	Translated classification	Current weekly rate (\$)	New weekly rate (\$)	Change (%)	Change (\$)
Level 1 (with less than 3 months' experience)	Level 2.1	956.30	1142.80	19.5%	186.50
Level 1 (with 3 months' or more experience)	Level 2.2	956.30	1206.30	26.1%	250.00
Level 2 Pay point 1	Level 2.2	1011.50	1206.30	19.3%	194.80
Level 2 Pay point 2	Level 2.2	1018.40	1206.30	18.5%	187.90
Level 3 Pay point 1	Level 3.1	1032.30	1269.80	23.0%	237.50
Level 3 Pay point 2	Level 3.1	1064.20	1269.80	19.3%	205.60
Level 4 Pay point 1	Level 5	1126.20	1320.60	17.3%	194.40
Level 4 Pay point 2	Level 5	1148.70	1371.40	19.4%	222.70
Level 5 Pay point 1	Level 6.1	1207.50	1422.20	17.8%	214.70
Level 5 Pay point 2	Level 6.1	1255.20	1422.20	13.3%	167.00

5.2.4 Schedule F – Home care employees – aged care

Schedule F – Home care employees – aged care					
Current classification	Translated classification	Weekly rate# (\$)	New weekly rate (\$)	Change (%)	Change (\$)
Level 1	Level 2.1	1142.80	1142.80	0	0.00
Level 2	Level 2.2	1206.30	1206.30	0	0.00
Level 3	Level 3.1	1269.80	1269.80	0	0.00
Level 4 (with 4 years' experience at level 3 after 1 January 2025)	Level 3.2	1320.60	1320.60	0	0.00



Schedule F — Home care employees – aged care					
Current classification	Translated classification	Weekly rate# (\$)	New weekly rate (\$)	Change (%)	Change (\$)
Level 5	Level 4	1371.40	1371.40	0	0.00
Level 6	Level 5	1422.20	1422.20	0	0.00

#Note: The weekly rates are the final rates determined in the Stage 3 Aged Care Decision¹⁸ plus the Annual Wage Review 2023-24 increase. These rates can be found in the spreadsheet¹⁹ referenced in the Statement²⁰ issued by the President on 25 November 2025.

5.3 Option 3 – Parallel structures

- [37] The third option would involve a grandparenting arrangement where existing Schedule B and Schedule C employees would continue to be classified in accordance with the current structure, and employees who commence employment on or after a specified date would be classified in accordance with the new structure. Schedule E and Schedule F employees would translate to the classification level proposed under option 2.
- [38] Parties should consider what timing is appropriate, including if the grandparenting arrangement would continue for a defined period of time or not.

¹⁸ [2024] FWCFB 150.

¹⁹ Fair Work Commission, [Rates calculation spreadsheet](#) (24 September 2024).

²⁰ [2024] FWC 3271.



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Appendix 1: Provisional Classification Structure

Classification	Criteria	Relativity	\$ per week
Level 1 Introductory administrative/clerical employee	An employee whose primary role is to provide basic administrative or support activities which do not include home care, social and community services or crisis assistance and supported housing work.		
	Level 1.1—less than 3 months' relevant industry experience	76% of Level 3.1	965.60
	Level 1.2—3 months' or more relevant industry experience.	78.5% of Level 3.1	996.70
Level 2 Introductory home care/social and community services employee	An employee without a qualification whose primary role is to: <ul style="list-style-type: none"> • provide basic home care; or • undertake basic social and community services work. 		
	Level 2.1—less than 3 months' relevant industry experience	90% of Level 3.1	1142.80
	Level 2.2—3 months' or more relevant industry experience.	95% of Level 3.1	1206.30
Level 3 Qualified home care/social and community services employee	An employee whose primary role is to: <ul style="list-style-type: none"> • provide home care; or • undertake social and community services work; or • undertake administrative or support activities and who has obtained a relevant Certificate III qualification or equivalent.		
	Level 3.1	100%	1269.80



Classification	Criteria	Relativity	\$ per week
	<p>Level 3.2 – a Level 3 employee who has obtained 4 years’ experience* at Level 3.</p> <p>*For employees currently classified under Schedule B or C, prior experience as an employee holding a Certificate III will count towards this requirement. For employees currently classified under Schedule E or F, the relevant experience must be on or after 1 January 2025.</p>	104% of Level 3.1	1320.60
Level 4 Senior home care/social and community services employee	<p>An employee whose primary role is to:</p> <ul style="list-style-type: none"> • provide home care; or • undertake social and community services work <p>and who has obtained a relevant Certificate IV qualification or equivalent as a requirement for the performance of their duties by the employer.</p>	108% of Level 3.1	1371.40
Level 5 Specialist/supervisory employee	<p>An employee whose primary role is to:</p> <ul style="list-style-type: none"> • provide home care; or • undertake social and community services work; • undertake crisis accommodation and supported housing work; <p>and:</p> <ul style="list-style-type: none"> • is required to supervise and/or train other employees covered by this award; or • has obtained a relevant diploma qualification or equivalent as a requirement for the performance of their duties by the employer. 	112% of Level 3.1	1422.20
Level 6 Professional employee	<p>An employee who has obtained an undergraduate degree as a requirement for the performance of their duties, or who has equivalent expertise and experience.</p>		
	Level 6.1 – First year of experience at Level 6.	95% of Level 6.2	1449.60
	Level 6.2 – A Level 6 employee with 1 year’s experience at Level 6.	100%	1525.90
	Level 6.3 – A Level 6 employee with 4 years’ experience at Level 6.	108.9% of Level 6.2	1661.20



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Classification	Criteria	Relativity	\$ per week
	Level 6.4 – A Level 6 employee with 7 years' experience at Level 6.	117.7% of Level 6.2	1796.50
Level 7 Senior professional employee	Professional employee with a supervisory or leadership role over other professional employees. Employees at this level may be required to have obtained a relevant post-graduate qualification.		
	Level 7.1	126.6% of Level 6.2	1931.70
	Level 7.2 – A Level 7 employee with 5 years' experience at Level 7.	134.4% of Level 6.2	2050.10
Level 8 Manager/Senior specialist	An employee who has been appointed as: <ul style="list-style-type: none"> • a manager of an organisational unit or a project; • part of a management team; • a senior specialised expert; • a coordinator of services; or • leader of a multi-disciplinary team of professional employees. Employees at this level may be required to have obtained a relevant post-graduate qualification.	144.5% of Level 6.2	2204.80
Level 9 Senior Manager	An employee who has been appointed to a senior managerial role. Employees at this level may be required to have obtained a relevant post-graduate qualification.	163.9% of Level 6.2	2500.70



Appendix 2: Provisional Classification Structure incorporating possible additional wording

Please note, in this Appendix text that has been coloured red is proposed additional wording identified at paragraph [22] of the Discussion Paper that the parties may consider prior to the conferences.

Classification	Criteria	Relativity	\$ per week
Level 1 Introductory administrative/clerical employee	An employee whose primary role is to provide basic administrative or support activities which do not include home care, social and community services or crisis assistance and supported housing work.		
	Level 1.1—less than 3 months' relevant industry experience	76% of Level 3.1	965.60
	Level 1.2—3 months' or more relevant industry experience.	78.5% of Level 3.1	996.70
Level 2 Introductory home care/social and community services employee	An employee without a qualification whose primary role is to: <ul style="list-style-type: none"> provide basic home care; or undertake basic social and community services work. <p>Progression to Level 3 would usually be expected to occur within 12 months at Level 2.</p>		
	Level 2.1—less than 3 months' relevant industry experience	90% of Level 3.1	1142.80
	Level 2.2—3 months' or more relevant industry experience.	95% of Level 3.1	1206.30
Level 3 Qualified home care/	An employee whose primary role is to: <ul style="list-style-type: none"> provide home care; or undertake social and community services work; or 		



Classification	Criteria	Relativity	\$ per week
social and community services employee	<ul style="list-style-type: none"> undertake administrative or support activities and who has obtained a relevant Certificate III qualification or equivalent. In this clause 'or equivalent' means comparable and sufficient skills, knowledge and/or training, acquired for example through informal training or experience (including relevant personal lived experience) that enables the employee to perform the work required by the position.		
	Level 3.1 The role of Disability Support Worker is an indicative role for this level.	100%	1269.80
	Level 3.2 – a Level 3 employee who has obtained 4 years' experience* at Level 3. *For employees currently classified under Schedule B or C, prior experience as an employee holding a Certificate III will count towards this requirement. For employees currently classified under Schedule E or F, the relevant experience must be on or after 1 January 2025.	104% of Level 3.1	1320.60
Level 4 Senior home care/social and community services employee	An employee whose primary role is to: <ul style="list-style-type: none"> provide home care; or undertake social and community services work and who has obtained a relevant Certificate IV qualification or equivalent as a requirement for the performance of their duties by the employer. In this clause 'or equivalent' means comparable and sufficient skills, knowledge and/or training, acquired for example through informal training or experience (including relevant personal lived experience) that enables the employee to perform the work required by the position.	108% of Level 3.1	1371.40



Classification	Criteria	Relativity	\$ per week
Level 5 Specialist/supervisory employee	<p>An employee whose primary role is to:</p> <ul style="list-style-type: none"> • provide home care; or • undertake social and community services work; • undertake crisis accommodation and supported housing work; <p>and:</p> <ul style="list-style-type: none"> • is required to supervise and/or train other employees covered by this award; or • has obtained a relevant diploma qualification or equivalent as a requirement for the performance of their duties by the employer. <p>In this clause 'or equivalent' means comparable and sufficient skills, knowledge and/or training, acquired for example through informal training or experience (including relevant personal lived experience) that enables the employee to perform the work required by the position.</p>	112% of Level 3.1	1422.20
Level 6 Professional employee	<p>An employee who has obtained an undergraduate degree as a requirement for the performance of their duties, or who has equivalent expertise and experience.</p> <p>Professional employees include practitioners other than Disability Support Workers. Indicative job titles include policy, research, project officers; office or facility support employees; manager or service leaders (who oversee service delivery, funding, systemic advocacy, staffing and/or organisational development); administrative and finance workers; case workers; social workers; counsellors; peer workers; clinicians; lawyers; advocates.</p> <p>In this clause 'equivalent expertise and experience' means comparable and sufficient skills, knowledge and/or training, acquired for example through informal</p>		



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Classification	Criteria	Relativity	\$ per week
	training or experience (including relevant personal lived experience) that enables the employee to perform the work required by the position.		
	Level 6.1 – First year of experience at Level 6.	95% of Level 6.2	1449.60
	Level 6.2 – A Level 6 employee with 1 year's experience at Level 6.	100%	1525.90
	Level 6.3 – A Level 6 employee with 4 years' experience at Level 6.	108.9% of Level 6.2	1661.20
	Level 6.4 – A Level 6 employee with 7 years' experience at Level 6.	117.7% of Level 6.2	1796.50
Level 7 Senior professional employee	Professional employee with a supervisory or leadership role over other professional employees. Employees at this level may be required to have obtained a relevant post-graduate qualification. Employees at this level take a leadership role, they may supervise the work of professional employees and others and/or provide leadership through their technical or specialist skills. Employees at this level may be required to have obtained a relevant post-graduate qualification. They will have comprehensive knowledge and work under limited direction. Indicative roles include Team Leader (in a complex welfare setting), coordinator of a small service.		
	Level 7.1	126.6% of Level 6.2	1931.70
	Level 7.2 – A Level 7 employee with 5 years' experience at Level 7.	134.4% of Level 6.2	2050.10



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Classification	Criteria	Relativity	\$ per week
Level 8 Manager/Senior specialist	An employee who has been appointed as: <ul style="list-style-type: none">• a manager of an organisational unit or a project;• part of a management team;• a senior specialised expert;• a coordinator of services; or• leader of a multi-disciplinary team of professional employees. Employees at this level may be required to have obtained a relevant post-graduate qualification.	144.5% of Level 6.2	2204.80
Level 9 Senior Manager	An employee who has been appointed to a senior managerial role. Employees at this level may be required to have obtained a relevant post-graduate qualification.	163.9% of Level 6.2	2500.70



Appendix 3: Discussion of ASU examples

This Appendix discusses the illustrative examples provided in the correspondence from the ASU dated 23 April 2025.

Comment	Current Schedule B classification Level (weekly rate)	ASU translation Level (weekly rate)	Translation under Option 1 – closest wage rate alignment Level (weekly rate)	Translation under Option 2 – descriptors Level (weekly rate)
Example 1: NDIS Disability Support Worker commencing work in the sector with no qualifications				
A Disability Support Worker would be classified at Level 3.1 rather than Level 2.1 because they are engaged in work beyond 'basic' social and community services work. The role of Disability Support Worker is proposed to be added as an indicative role title at Level 3 for this reason.	Level 2.1 (\$1269.73)	Level 2.1 (\$1142.80)	Level 3.1 (\$1269.80)	Level 3.1 (\$1269.80)
Example 2: Residential youth housing worker who supports young people in the Out of Home Care system with a diploma of community services and 2 years of experience.				
The ASU example is an existing employee classified as Level 4.2 (\$1679.70) and suggests they would translate to Level 5 under the new structure (\$1422.20).	Level 4.2 (\$1679.70)	Level 5 (\$1422.20)	Level 6.3 (\$1661.20)	Level 6.2 (\$1525.90)



Comment	Current Schedule B classification Level (weekly rate)	ASU translation Level (weekly rate)	Translation under Option 1 – closest wage rate alignment Level (weekly rate)	Translation under Option 2 – descriptors Level (weekly rate)
Under Option 2, an existing employee classified as Level 4.2 would be presumed to meet the requirements of the classification and therefore have “equivalent” experience to employees with formal qualifications at that level, which include an undergraduate degree with at least one year’s experience. They would therefore translate to at least Level 6.2 with a current weekly wage of \$1525.90 and progress to Level 6.4 with a current weekly wage of \$1796.50 . Under both Option 1 and 2, their current wage rate would be preserved and would not be reduced.				
Example 3: Mental health peer worker who supports transgender youth with mental health issues with a diploma in community development and 3 years of experience.				
The ASU example is an existing employee classified as L4.3 (\$1722.86) and suggests they would translate to Level 5 under the new structure (\$1422.20). Under Option 2, an existing employee who is currently classified as Level 4.3 would be presumed to meet the requirements of the classification and therefore have “equivalent” experience to employees with formal qualifications at that level, which include an undergraduate degree with at least one year’s experience. They would therefore translate to at least Level 6.2 with a current weekly wage of \$1525.90 and progress to Level 6.4 with a current weekly wage of \$1796.50 .	Level 4.3 (\$1722.86)	Level 5 (\$1422.20)	Level 6.3 (\$1661.20)	Level 6.2 (\$1525.90)



Comment	Current Schedule B classification Level (weekly rate)	ASU translation Level (weekly rate)	Translation under Option 1 – closest wage rate alignment Level (weekly rate)	Translation under Option 2 – descriptors Level (weekly rate)
<p>.</p> <p>Under both Option 1 and 2, their current wage rate would be preserved and would not be reduced.</p>				
<p>Example 4: Aboriginal Case Worker who supports people in transitional housing as an alcohol and other drug specialist with a Certificate IV and 5 years of experience. The employee is not required to supervise or train other employees.</p>				
<p>The ASU example is an existing employee classified as Level 4.4 (\$1761.28) and suggests they would translate to Level 4 under the new structure (\$1371.40).</p> <p>Under Option 2, an existing employee who is currently classified as Level 4.4 would be presumed to meet the requirements of the classification and therefore have “equivalent” experience to employees with formal qualifications at that level, which include an undergraduate degree with at least one year’s experience. They would therefore translate to at least Level 6.3 with a current weekly wage of \$1661.20 and progress to Level 6.4 with a current weekly wage of \$1796.50.</p>	Level 4.4 (\$1761.28)	Level 4 (\$1371.40)	Level 6.4 (\$1796.50)	Level 6.3 (\$1661.20)



Comment	Current Schedule B classification Level (weekly rate)	ASU translation Level (weekly rate)	Translation under Option 1 – closest wage rate alignment Level (weekly rate)	Translation under Option 2 – descriptors Level (weekly rate)
Under Option 2, their current wage rate would be preserved and would not be reduced.				
Example 5: Sexual assault specialist crisis worker who supports victims of sexual assault who has no formal qualifications and has 10 years of experience in community services.				
<p>The ASU example is an existing employee classified as Level 5.3 (\$1957.46) and suggests they would translate to Level 3.2 under the new structure (\$1320.60).</p> <p>Under Option 2, an existing employee who is currently classified as Level 5.3 would be presumed to meet the requirements of the classification. The characteristics, responsibilities and requirements of L5.3 employees include being required to give expert advice to employees at lower levels and/or volunteers. Prerequisites include having a relevant degree with relevant experience. Responsibilities include operating as a specialist employee in the relevant discipline. As an experienced and specialist employee they would translate to Level 7.2 of the new structure with a weekly wage rate of \$2050.10 per week if they have a leadership role over other professional employees. Or if appointed as a senior specialised expert, they would translate to Level 8 of the new structure on a weekly rate of \$2204.80 per week.</p>	Level 5.3 (\$1957.46)	Level 3.2 (\$1320.60)	Level 7.1 (\$1931.70)	Level 7.2 (\$2050.10)



Comment	Current Schedule B classification Level (weekly rate)	ASU translation Level (weekly rate)	Translation under Option 1 – closest wage rate alignment Level (weekly rate)	Translation under Option 2 – descriptors Level (weekly rate)
Example 6: Family and domestic violence hearing support coordinator who assists domestic violence victims in navigating the justice system with a diploma of community services and 5 years of experience in the role.				
<p>The ASU example is an existing employee classified as Level 6.3 (\$2136.40) and suggests they would translate to Level 5 under the new structure (\$1422.20).</p> <p>Under Option 2, an employee who is currently classified as Level 6.3 would be presumed to meet the requirements of the classification. As the example involves a person who has been appointed as a coordinator of services, they would translate to Level 8.</p>	Level 6.3 (\$2136.40)	Level 5 (\$1422.40)	Level 8 (\$2204.80)	Level 8 (\$2204.80)