



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2024–25
(C2025/1)

AGED CARE AWARD 2010
[MA000018]

Aged care industry

JUSTICE HATCHER, PRESIDENT
VICE PRESIDENT ASBURY
DEPUTY PRESIDENT MILLHOUSE
DEPUTY PRESIDENT O’NEILL
MS LABINE-ROMAIN
PROFESSOR BAIRD
MR CULLY

SYDNEY, XX JUNE 2025

Annual Wage Review 2024–25.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2024–25 on 3 June 2025 [[2025] FWCFB 3500], the above award is varied as follows:

1. By deleting the table appearing in clause 14.1 and inserting the following:

Classification	Per week
	\$
Aged care employee—general—level 1	1007.50
Aged care employee—general—level 2	1047.40
Aged care employee—general—level 3	1087.70
Aged care employee—general—level 4	1100.50
Aged care employee—general—level 5	1137.80
Aged care employee—general—level 6	1199.00
Aged care employee—general—level 7	1220.60

2. By deleting the table appearing in clause 14.2 and inserting the following:

Classification	Per week
	\$
Aged care employee—general—level 4	1228.60
Aged care employee—general—level 5	1270.40
Aged care employee—general—level 6	1338.90
Aged care employee—general—level 7	1362.80

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

Classification	Per week
	\$
Aged care employee—direct care—level 1—Introductory	1158.70
Aged care employee—direct care—level 2—Direct Carer	1209.00
Aged care employee—direct care—level 3—Qualified	1264.30
Aged care employee—direct care—level 4—Senior	1297.80
Aged care employee—direct care—level 5—Specialist	1344.90
Aged care employee—direct care—level 6—Team Leader	1411.40

4. By deleting the year “2024” in clause 20.2 and inserting “2025”.

B. This determination comes into operation on 1 July 2025. In accordance with s 286(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 July 2025.

PRESIDENT