



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2024–25 (C2025/1)

LABOUR MARKET ASSISTANCE INDUSTRY AWARD 2020 [MA000099]

Social, community, home care and disability services

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 16.1(a) and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Pay point 1	1039.10	27.34
Pay point 2	1056.70	27.81
Pay point 3	1094.80	28.81
Pay point 4	1129.80	29.73

2. By deleting the table appearing in clause 16.1(b) and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Pay point 1	1196.50	31.49
Pay point 2	1223.30	32.19
Pay point 3	1249.70	32.89
Pay point 4	1284.30	33.80

3. By deleting the table appearing in clause 16.1(c) and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Pay point 1	1161.60	30.57
Pay point 2	1196.50	31.49
Pay point 3	1223.30	32.19

4. By deleting the table appearing in clause 16.1(d) and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Pay point 1	1249.70	32.89
Pay point 2	1284.30	33.80
Pay point 3	1319.30	34.72
Pay point 4	1354.10	35.63
Pay point 5	1386.00	36.47

5. By deleting the table appearing in clause 16.1(e) and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Pay point 1	1386.00	36.47
Pay point 2	1420.80	37.39
Pay point 3	1452.80	38.23
Pay point 4	1487.50	39.14

6. By deleting the table appearing in clause 16.1(f) and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Pay point 1	1386.00	36.47
Pay point 2	1420.80	37.39
Pay point 3	1452.80	38.23
Pay point 4	1487.50	39.14
Pay point 5	1522.70	40.07
Pay point 6	1557.50	40.99

7. By deleting the table appearing in clause 16.1(g) and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Pay point 1	1592.20	41.90
Pay point 2	1627.20	42.82
Pay point 3	1662.30	43.74

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Pay point 4	1696.90	44.66
Pay point 5	1732.00	45.58

8. By deleting the year “2024” in clause 16.4(b) and inserting “2025”.
9. By deleting the amount “\$17.05” appearing in clause 18.2(a) and inserting “\$17.65”.
10. By deleting the amount “\$79.23” appearing in clause 18.2(b) and inserting “\$82.00”.
11. By deleting the table appearing in clause B.1.1 and inserting the following:

	Ordinary hours	Late work¹	Early work²	Saturday	Sunday	Public holiday
	% of minimum hourly rate					
	100%	120%	135%	175%	200%	250%
	\$	\$	\$	\$	\$	\$
Administrative assistant						
Pay point 1	27.34	32.81	36.91	47.85	54.68	68.35
Pay point 2	27.81	33.37	37.54	48.67	55.62	69.53
Pay point 3	28.81	34.57	38.89	50.42	57.62	72.03
Pay point 4	29.73	35.68	40.14	52.03	59.46	74.33
Administrative officer						
Pay point 1	31.49	37.79	42.51	55.11	62.98	78.73
Pay point 2	32.19	38.63	43.46	56.33	64.38	80.48
Pay point 3	32.89	39.47	44.40	57.56	65.78	82.23
Pay point 4	33.80	40.56	45.63	59.15	67.60	84.50
Employment services officer grade 1						
Pay point 1	30.57	36.68	41.27	53.50	61.14	76.43

	Ordinary hours	Late work¹	Early work²	Saturday	Sunday	Public holiday
	% of minimum hourly rate					
	100%	120%	135%	175%	200%	250%
	\$	\$	\$	\$	\$	\$
Pay point 2	31.49	37.79	42.51	55.11	62.98	78.73
Pay point 3	32.19	38.63	43.46	56.33	64.38	80.48
Employment services officer grade 2						
Pay point 1	32.89	39.47	44.40	57.56	65.78	82.23
Pay point 2	33.80	40.56	45.63	59.15	67.60	84.50
Pay point 3	34.72	41.66	46.87	60.76	69.44	86.80
Pay point 4	35.63	42.76	48.10	62.35	71.26	89.08
Pay point 5	36.47	43.76	49.23	63.82	72.94	91.18
Employment services co-ordinator						
Pay point 1	36.47	43.76	49.23	63.82	72.94	91.18
Pay point 2	37.39	44.87	50.48	65.43	74.78	93.48
Pay point 3	38.23	45.88	51.61	66.90	76.46	95.58
Pay point 4	39.14	46.97	52.84	68.50	78.28	97.85
Manager grade 1						
Pay point 1	36.47	43.76	49.23	63.82	72.94	91.18
Pay point 2	37.39	44.87	50.48	65.43	74.78	93.48
Pay point 3	38.23	45.88	51.61	66.90	76.46	95.58
Pay point 4	39.14	46.97	52.84	68.50	78.28	97.85
Pay point 5	40.07	48.08	54.09	70.12	80.14	100.18
Pay point 6	40.99	49.19	55.34	71.73	81.98	102.48
Manager grade 2						
Pay point 1	41.90	50.28	56.57	73.33	83.80	104.75
Pay point 2	42.82	51.38	57.81	74.94	85.64	107.05
Pay point 3	43.74	52.49	59.05	76.55	87.48	109.35
Pay point 4	44.66	53.59	60.29	78.16	89.32	111.65
Pay point 5	45.58	54.70	61.53	79.77	91.16	113.95

12. By deleting the table appearing in clause B.1.2 and inserting the following:

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Administrative assistant				
Pay point 1	41.01	54.68	54.68	68.35
Pay point 2	41.72	55.62	55.62	69.53
Pay point 3	43.22	57.62	57.62	72.03
Pay point 4	44.60	59.46	59.46	74.33
Administrative officer				
Pay point 1	47.24	62.98	62.98	78.73
Pay point 2	48.29	64.38	64.38	80.48
Pay point 3	49.34	65.78	65.78	82.23
Pay point 4	50.70	67.60	67.60	84.50
Employment services officer grade 1				
Pay point 1	45.86	61.14	61.14	76.43
Pay point 2	47.24	62.98	62.98	78.73
Pay point 3	48.29	64.38	64.38	80.48
Employment services officer grade 2				
Pay point 1	49.34	65.78	65.78	82.23
Pay point 2	50.70	67.60	67.60	84.50
Pay point 3	52.08	69.44	69.44	86.80
Pay point 4	53.45	71.26	71.26	89.08
Pay point 5	54.71	72.94	72.94	91.18
Employment services co-ordinator				
Pay point 1	54.71	72.94	72.94	91.18
Pay point 2	56.09	74.78	74.78	93.48
Pay point 3	57.35	76.46	76.46	95.58

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Pay point 4	58.71	78.28	78.28	97.85
Manager grade 1				
Pay point 1	54.71	72.94	72.94	91.18
Pay point 2	56.09	74.78	74.78	93.48
Pay point 3	57.35	76.46	76.46	95.58
Pay point 4	58.71	78.28	78.28	97.85
Pay point 5	60.11	80.14	80.14	100.18
Pay point 6	61.49	81.98	81.98	102.48
Manager grade 2				
Pay point 1	62.85	83.80	83.80	104.75
Pay point 2	64.23	85.64	85.64	107.05
Pay point 3	65.61	87.48	87.48	109.35
Pay point 4	66.99	89.32	89.32	111.65
Pay point 5	68.37	91.16	91.16	113.95

13. By deleting the table appearing in clause B.2.1 and inserting the following:

	Ordinary hours	Late work ¹	Early work ²	Saturday	Sunday	Public holiday
	% of minimum hourly rate					
	125%	145%	160%	200%	225%	312.5%
	\$	\$	\$	\$	\$	\$
Administrative assistant						
Pay point 1	34.18	39.64	43.74	54.68	61.52	85.44
Pay point 2	34.76	40.32	44.50	55.62	62.57	86.91
Pay point 3	36.01	41.77	46.10	57.62	64.82	90.03
Pay point 4	37.16	43.11	47.57	59.46	66.89	92.91
Administrative officer						
Pay point 1	39.36	45.66	50.38	62.98	70.85	98.41

	Ordinary hours	Late work¹	Early work²	Saturday	Sunday	Public holiday
	% of minimum hourly rate					
	125%	145%	160%	200%	225%	312.5%
	\$	\$	\$	\$	\$	\$
Pay point 2	40.24	46.68	51.50	64.38	72.43	100.59
Pay point 3	41.11	47.69	52.62	65.78	74.00	102.78
Pay point 4	42.25	49.01	54.08	67.60	76.05	105.63
Employment services officer grade 1						
Pay point 1	38.21	44.33	48.91	61.14	68.78	95.53
Pay point 2	39.36	45.66	50.38	62.98	70.85	98.41
Pay point 3 ³	40.24	46.68	51.50	64.38	72.43	100.59
Employment services officer grade 2						
Pay point 1	41.11	47.69	52.62	65.78	74.00	102.78
Pay point 2	42.25	49.01	54.08	67.60	76.05	105.63
Pay point 3	43.40	50.34	55.55	69.44	78.12	108.50
Pay point 4	44.54	51.66	57.01	71.26	80.17	111.34
Pay point 5	45.59	52.88	58.35	72.94	82.06	113.97
Employment services co- ordinator						
Pay point 1	45.59	52.88	58.35	72.94	82.06	113.97
Pay point 2	46.74	54.22	59.82	74.78	84.13	116.84
Pay point 3	47.79	55.43	61.17	76.46	86.02	119.47
Pay point 4	48.93	56.75	62.62	78.28	88.07	122.31
Manager grade 1						
Pay point 1	45.59	52.88	58.35	72.94	82.06	113.97
Pay point 2	46.74	54.22	59.82	74.78	84.13	116.84
Pay point 3	47.79	55.43	61.17	76.46	86.02	119.47
Pay point 4	48.93	56.75	62.62	78.28	88.07	122.31
Pay point 5	50.09	58.10	64.11	80.14	90.16	125.22
Pay point 6	51.24	59.44	65.58	81.98	92.23	128.09

	Ordinary hours	Late work¹	Early work²	Saturday	Sunday	Public holiday
	% of minimum hourly rate					
	125%	145%	160%	200%	225%	312.5%
	\$	\$	\$	\$	\$	\$
Manager grade 2						
Pay point 1	52.38	60.76	67.04	83.80	94.28	130.94
Pay point 2	53.53	62.09	68.51	85.64	96.35	133.81
Pay point 3	54.68	63.42	69.98	87.48	98.42	136.69
Pay point 4	55.83	64.76	71.46	89.32	100.49	139.56
Pay point 5	56.98	66.09	72.93	91.16	102.56	142.44

14. By deleting the amount “\$1021.00” appearing in clause C.1.1 and inserting “\$1056.70”.

15. By deleting the table appearing in clause C.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
First aid allowance	18.2(a)	1.67	17.65	per week
Excursions— sleepover allowance	18.2(b)	7.76	82.00	per night

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