



# DRAFT DETERMINATION

*Fair Work Act 2009*  
s.285—Annual wage review

## **Annual Wage Review 2024–25** (C2025/1)

### **SOCIAL, COMMUNITY, HOME CARE AND DISABILITY SERVICES INDUSTRY AWARD 2010** [MA000100]

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 15.1 and inserting the following:

	<b>Per week</b>
	\$
Pay point 1	999.40
Pay point 2	1031.60
Pay point 3	1068.40

2. By deleting the table appearing in clause 15.2 and inserting the following:

	<b>Per week</b>
	\$
Pay point 1	1068.40
Pay point 2	1102.00

	<b>Per week</b>
	<b>\$</b>
Pay point 3	1135.50
Pay point 4	1165.70

3. By deleting the table appearing in clause 15.3 and inserting the following:

	<b>Per week</b>
	<b>\$</b>
Pay point 1 (associate diploma/advanced certificate)	1165.70
Pay point 2	1199.30
Pay point 3 (3 year degree)	1224.90
Pay point 4 (4 year degree)	1250.10

4. By deleting the table appearing in clause 15.4 and inserting the following:

	<b>Per week</b>
	<b>\$</b>
Pay point 1	1283.50
Pay point 2	1317.00
Pay point 3	1350.90
Pay point 4	1381.00

5. By deleting the table appearing in clause 15.5 and inserting the following:

	<b>Per week</b>
	<b>\$</b>
Pay point 1	1414.70
Pay point 2	1445.20
Pay point 3	1478.80

6. By deleting the table appearing in clause 15.6 and inserting the following:

	<b>Per week</b>
	<b>\$</b>
Pay point 1	1512.50
Pay point 2	1545.90
Pay point 3	1579.40

7. By deleting the table appearing in clause 15.7 and inserting the following:

	<b>Per week</b>
	<b>\$</b>
Pay point 1	1612.80
Pay point 2	1646.70
Pay point 3	1680.20

8. By deleting the table appearing in clause 15.8 and inserting the following:

	<b>Per week</b>
	<b>\$</b>
Pay point 1	1713.60
Pay point 2	1747.30
Pay point 3	1781.10

9. By deleting the tables following NOTE 2 appearing at the end of clause 15 and inserting the following:

	<b>Clause</b>	<b>Minimum weekly wage</b>	<b>Final Rate ERO Percentage</b>	<b>Current weekly wage</b>	<b>Current hourly wage</b>
<b>Classification</b>		<b>\$</b>	<b>%</b>	<b>\$</b>	<b>\$</b>
<b>Social and community services employee level 2</b>	15.2				
Pay point 1		1068.40	123	1314.13	34.58
Pay point 2		1102.00	123	1355.46	35.67
Pay point 3		1135.50	123	1396.67	36.75
Pay point 4		1165.70	123	1433.81	37.73

	Clause	Minimum weekly wage	Final Rate ERO Percentage	Current weekly wage	Current hourly wage
<b>Social and community services employee level 3</b>	15.3				
Pay point 1 (associate diploma/advanced certificate)		1165.70	126	1468.78	38.65
Pay point 2		1199.30	126	1511.12	39.77
Pay point 3 (3 year degree)		1224.90	126	1543.37	40.62
Pay point 4 (4 year degree)		1250.10	126	1575.13	41.45
<b>Social and community services employee level 4</b>	15.4				
Pay point 1		1283.50	132	1694.22	44.58
Pay point 2		1317.00	132	1738.44	45.75
Pay point 3		1350.90	132	1783.19	46.93
Pay point 4		1381.00	132	1822.92	47.97
<b>Social and community services employee level 5</b>	15.5				
Pay point 1		1414.70	137	1938.14	51.00
Pay point 2		1445.20	137	1979.92	52.10
Pay point 3		1478.80	137	2025.96	53.31
<b>Social and community services employee level 6</b>	15.6				
Pay point 1		1512.50	140	2117.50	55.72
Pay point 2		1545.90	140	2164.26	56.95
Pay point 3		1579.40	140	2211.16	58.19
<b>Social and community services employee level 7</b>	15.7				
Pay point 1		1612.80	142	2290.18	60.27
Pay point 2		1646.70	142	2338.31	61.53
Pay point 3		1680.20	142	2385.88	62.79
<b>Social and community services employee level 8</b>	15.8				
Pay point 1		1713.60	145	2484.72	65.39
Pay point 2		1747.30	145	2533.59	66.67
Pay point 3		1781.10	145	2582.60	67.96

	<b>Clause</b>	<b>Minimum weekly wage</b>	<b>Final Rate ERO Percentage</b>	<b>Current weekly wage</b>	<b>Current hourly wage</b>
<b>Classification</b>		<b>\$</b>	<b>%</b>	<b>\$</b>	<b>\$</b>
<b>Crisis accommodation employee Level 1</b>	15.3				
Pay point 1 (associate diploma/advanced certificate)		1165.70	126	1468.78	38.65
Pay point 2		1199.30	126	1511.12	39.77
Pay point 3 (3 year degree)		1224.90	126	1543.37	40.62
Pay point 4 (4 year degree)		1250.10	126	1575.13	41.45
<b>Crisis accommodation employee level 2</b>	15.4				
Pay point 1		1283.50	132	1694.22	44.58
Pay point 2		1317.00	132	1738.44	45.75
Pay point 3		1350.90	132	1783.19	46.93
Pay point 4		1381.00	132	1822.92	47.97
<b>Crisis accommodation employee level 3</b>	15.5				
Pay point 1		1414.70	137	1938.14	51.00
Pay point 2		1445.20	137	1979.92	52.10
Pay point 3		1478.80	137	2025.96	53.31
<b>Crisis accommodation employee level 4</b>	15.6				
Pay point 1		1512.50	140	2117.50	55.72
Pay point 2		1545.90	140	2164.26	56.95
Pay point 3		1579.40	140	2211.16	58.19

10. By deleting the table appearing in clause 16.1 and inserting the following:

	<b>Per week</b>
	<b>\$</b>
Pay point 1	1000.60
Pay point 2	1032.70
Pay point 3	1070.20
Pay point 4	1106.10

11. By deleting the table appearing in clause 16.2 and inserting the following:

	<b>Per week</b>
	<b>\$</b>
Pay point 1	1137.60
Pay point 2	1174.70
Pay point 3	1211.90
Pay point 4	1240.80

12. By deleting the table appearing in clause 16.3 and inserting the following:

	<b>Per week</b>
	<b>\$</b>
Pay point 1	1272.30
Pay point 2	1311.90
Pay point 3	1352.30
Pay point 4	1389.50

13. By deleting the table appearing in clause 16.4 and inserting the following:

	<b>Per week</b>
	<b>\$</b>
Pay point 1	1429.70
Pay point 2	1444.80
Pay point 3	1478.60
Pay point 4	1503.00

14. By deleting the table appearing in clause 16.5 and inserting the following:

	<b>Per week</b>
	<b>\$</b>
Pay point 1	1610.60
Pay point 2	1655.10
Pay point 3	1700.10
Pay point 4	1744.70

15. By deleting the table appearing in clause 17.1(a) and inserting the following:

	<b>Per week</b>
	<b>\$</b>
Pay point 1	989.80

16. By deleting the table appearing in clause 17.1(b) and inserting the following:

	<b>Per week</b>
	<b>\$</b>
Pay point 1	1046.90
Pay point 2	1054.00

17. By deleting the table appearing in clause 17.1(c) and inserting the following:

	<b>Per week</b>
	<b>\$</b>
Pay point 1 (certificate 3)	1068.40
Pay point 2	1101.40

18. By deleting the table appearing in clause 17.1(d) and inserting the following:

	<b>Per week</b>
	<b>\$</b>
Pay point 1	1165.60
Pay point 2	1188.90

19. By deleting the table appearing in clause 17.1(e) and inserting the following:

	<b>Per week</b>
	<b>\$</b>
Pay point 1 (degree or diploma)	1249.80
Pay point 2	1299.10

20. By deleting the table appearing in clause 17.2 and inserting the following:

<b>Classification</b>	<b>Per week</b>
	<b>\$</b>
Home care employee level 1—aged care	1172.20
Home care employee level 2—aged care	1244.30
Home care employee level 3—aged care	1285.10
Home care employee level 4—aged care	1366.80
Home care employee level 5—aged care	1394.50
Home care employee level 6—aged care	1472.00

21. By deleting the year “2024” in clause 19.2 and inserting “2025”.
22. By deleting the amount “\$23.67” appearing in clause 20.11(a) and inserting “\$24.50”.
23. By deleting the amount “\$46.87” appearing in clause 20.11(b) and inserting “\$48.51”.
24. By deleting the amount “\$20.12” appearing in clause 20.12(a) and inserting “\$20.82”.
25. By deleting the amount “\$26.63” appearing in clause 20.12(b) and inserting “\$27.56”.

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