



DRAFT DETERMINATION

Fair Work Act 2009

s.158 - Application to vary or revoke a modern award

**Health Services Union, Australian Nursing and Midwifery Federation,
Virginia Ellis and others—Work value case—Aged care industry**
(AM2020/99 & AM2021/63)

AGED CARE AWARD 2010
[MA000018]

Aged care industry

JUSTICE HATCHER, PRESIDENT
VICE PRESIDENT ASBURY
DEPUTY PRESIDENT O'NEILL
PROFESSOR BAIRD
DR RISSE

SYDNEY, XX MONTH 2025

*Applications to vary modern awards – work value – aged care industry – Aged Care Award
2010 – stage 3.*

A. Further to the Expert Panel decision issued by the Fair Work Commission on 27 June 2024 [[\[2024\] FWCFB 298](#)], the above award is varied as follows:

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

Classification	Per week \$
Aged care employee level 1—direct care—level 1—Introductory	1182.80
Aged care employee level 1—direct care—level 2—Direct Carer	1248.50
Aged care employee level 1—direct care—level 3—Qualified	1314.30
Aged care employee level 1—direct care—level 4—Senior	1366.90
Aged care employee level 1—direct care—level 5—Specialist	1419.40
Aged care employee level 1—direct care—level 6—Team Leader	1472.00

B. This determination comes into operation on 1 October 2025. In accordance with s 166(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 October 2025.

PRESIDENT