

Information note—Data on the *Social, Community, Home Care and Disability Services Industry Award 2010*

This note provides data on the *Social, Community, Home Care and Disability Services Industry Award 2010*. There are 4 levels within the Australian and New Zealand Standard Industrial Classification (ANZSIC) structure: division, subdivision, group and class. The most readily available data are at the division level (or 1-digit level) and the following data are presented at this level. In this instance, the relevant division of ANZSIC is Division Q: Health care and social assistance. The following presents the subdivisions, groups and classes within the Health care and social assistance sector:

- 84 Hospitals
 - 840 Hospitals
 - 8401 Hospitals (except psychiatric hospitals)
 - 8402 Psychiatric hospitals
- 85 Medical and other health care services
 - 851 Medical services
 - 8511 General practice medical services
 - 8512 Specialist medical services
 - 852 Pathology and diagnostic imaging services
 - 8520 Pathology and diagnostic imaging services
 - 853 Allied Health Services
 - 8531 Dental services
 - 8532 Optometry and optical dispensing
 - 8533 Physiotherapy services
 - 8534 Chiropractic and osteopathic services
 - 8539 Other allied health services
 - 859 Other Health Care Services
 - 8591 Ambulance services
 - 8599 Other health care services n.e.c.
- 86 Residential care services
 - 860 Residential care services
 - 8601 Aged care residential services
 - 8609 Other residential care services
- 87 Social assistance services
 - 871 Child care services
 - 8710 Child care services
 - 879 Other social assistance services

- 8790 Other social assistance services

The Social, community, home care and disability services industry is determined based on a framework developed by Fair Work Commission staff.¹ Using this framework, the *Social, Community, Home Care and Disability Services Industry Award 2010* is 'mapped' to the Other residential care services and Other social assistance services industry classes. The August 2016 Census data show that there were around 168 000 employees in the Social, community, home care and disability services industry, which comprises around 13 per cent of total employment in Health care and social assistance.²

1.1 Forms and conditions of employment

The ABS defines casual employees as employees without paid leave entitlements.³

Just under three-quarters of workers in Health care and social assistance were employees with paid leave entitlements in February 2019, compared with 63.2 per cent in all industries (Table 1).

Table 1: Employed persons by status of employment in main job, February 2019

	Health care and social assistance		All industries
	No. ('000s)	Percentage of employment	Percentage of employment
Employee	1537.2	90.5	83.3
<i>With paid leave entitlements</i>	1248.0	73.5	63.2
<i>Without paid leave entitlements</i>	289.1	17.0	20.1
Owner manager of enterprise with employees	55.5	3.3	6.2
Owner manager of enterprise without employees	104.6	6.2	10.3
Contributing family worker	1.2	0.1	0.2
Total	1698.4	100.0	100.0

Note: All data are expressed in original terms.

Source: ABS, *Labour Force, Australia, Detailed, Quarterly, Feb 2019*, Catalogue No. 6291.0.55.003.

Around 19 per cent of employees in Health care and social assistance were casual employees, lower than the all industries average (24.2 per cent). Both full-time and part-time employees in Health care and social assistance were more likely to be employed with paid leave entitlements. In contrast, part-time employees across all industries were more likely to be casual employees.

¹ Preston M, Pung A, Leung E, Casey C, Dunn A and Richter O (2012) 'Analysing modern award coverage using the Australian and New Zealand Industrial Classification 2006: Phase 1 report', Research Report 2/2012, Fair Work Australia.

² ABS, *Census of Population and Housing*, 2016.

³ ABS, *Characteristics of Employment, Aug 2018*, Catalogue No. 6333.0, Explanatory notes.

Table 2: Employees with and without paid leave, February 2019

	Full-time		Part-time		All employees	
	With paid leave	Without paid leave	With paid leave	Without paid leave	With paid leave	Without paid leave
	(%)	(%)	(%)	(%)	(%)	(%)
Health care and social assistance	90.9	9.1	68.9	31.1	81.2	18.8
All industries	88.1	11.9	47.6	52.4	75.8	24.2

Source: ABS, *Labour Force, Australia, Detailed, Quarterly, Feb 2019*, Catalogue No. 6291.0.55.003.

1.2 Low-paid employees in the *Social, Community, Home Care and Disability Services Industry Award 2010*

A threshold of two-thirds of median full-time wages provides ‘a suitable and operational benchmark for identifying who is low paid’,⁴ within the meaning of s.134(1)(a).

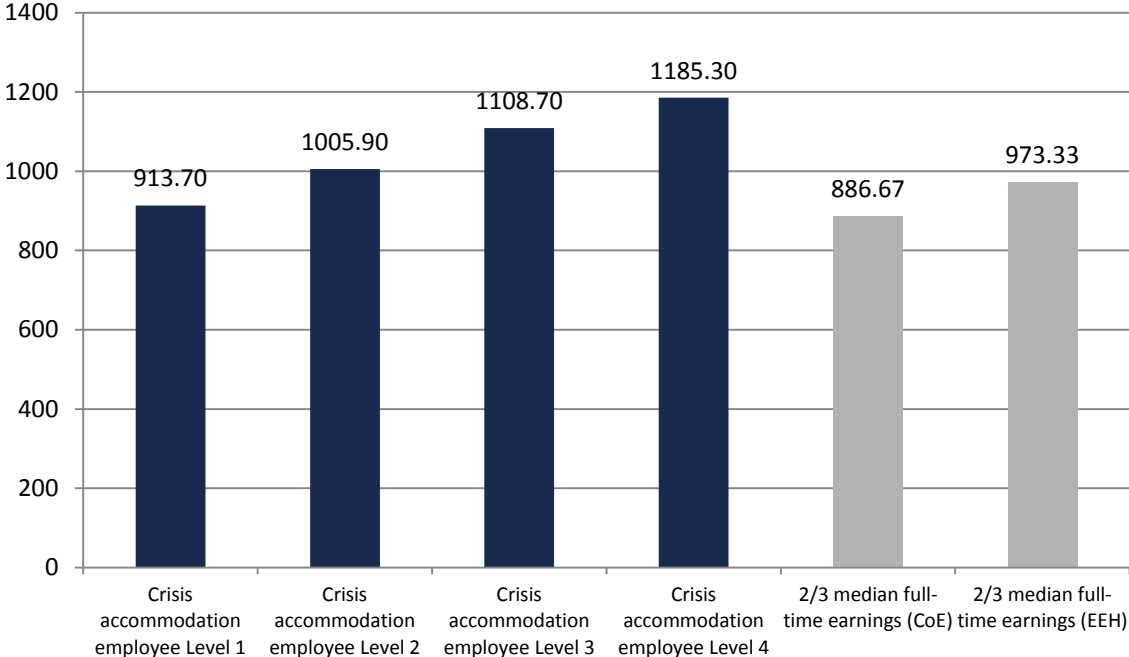
The most recent data for median earnings is for August 2018 from the ABS Characteristics of Employment (CoE) survey. Data on median earnings are also available from the Survey of Employee Earnings and Hours (EEH) for May 2018. These are compared to the minimum weekly wages in the *Social, Community, Home Care and Disability Services Industry Award 2010* as determined in the *Annual Wage Review 2017–18*, effective 1 July 2018.

Given the number of classifications in this award, the analysis is divided into four charts: Charts 1a to 1d look at the classifications for Crisis accommodation employees, Social and community services employees, Family day care employees, and Home care employees, respectively.

Chart 1a shows that the full-time weekly wage for all classifications in the *Social, Community, Home Care and Disability Services Industry Award 2010* relating to Crisis accommodation employees was above both the EEH and CoE measures of two-thirds of median full-time earnings.

⁴ [\[2017\] FWCFB 1001](#) at [166].

Chart 1a: Comparison of minimum full-time weekly wages in the *Social, Community, Home Care and Disability Services Industry Award 2010* and two-thirds of median full-time earnings, Crisis accommodation employees

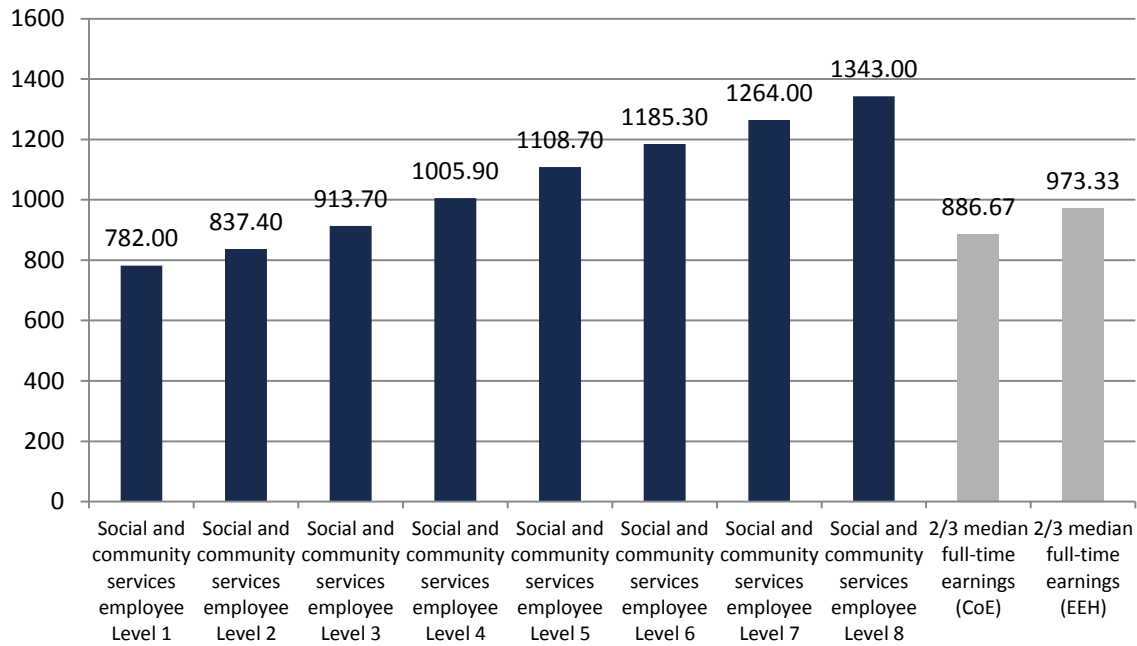


Note: Weekly earnings from the Characteristics of Employment Survey are earnings in the main job for full-time employees. Weekly earnings from the Survey of Employee Earnings and Hours are weekly total cash earnings for full-time non-managerial employees paid at the adult rate.

Source: MA000100; ABS, *Characteristics of Employment, Australia, August 2018*, Catalogue No. 6333.0; ABS, *Employee Earnings and Hours, Australia, May 2018*, Catalogue No. 6306.0.

The full-time weekly wage for most classifications relating to Social and community services employees and Family day care employees was above both the EEH and CoE measures of two-thirds of median full-time earnings. For Social and community services employees, Levels 3 to 8 were above the CoE measure, while Levels 4 to 8 were above the EEH measure. For Family day care employees, Levels 2 to 5 were above the CoE measure, while Levels 3 to 5 were above the EEH measure (Charts 1b and 1c).

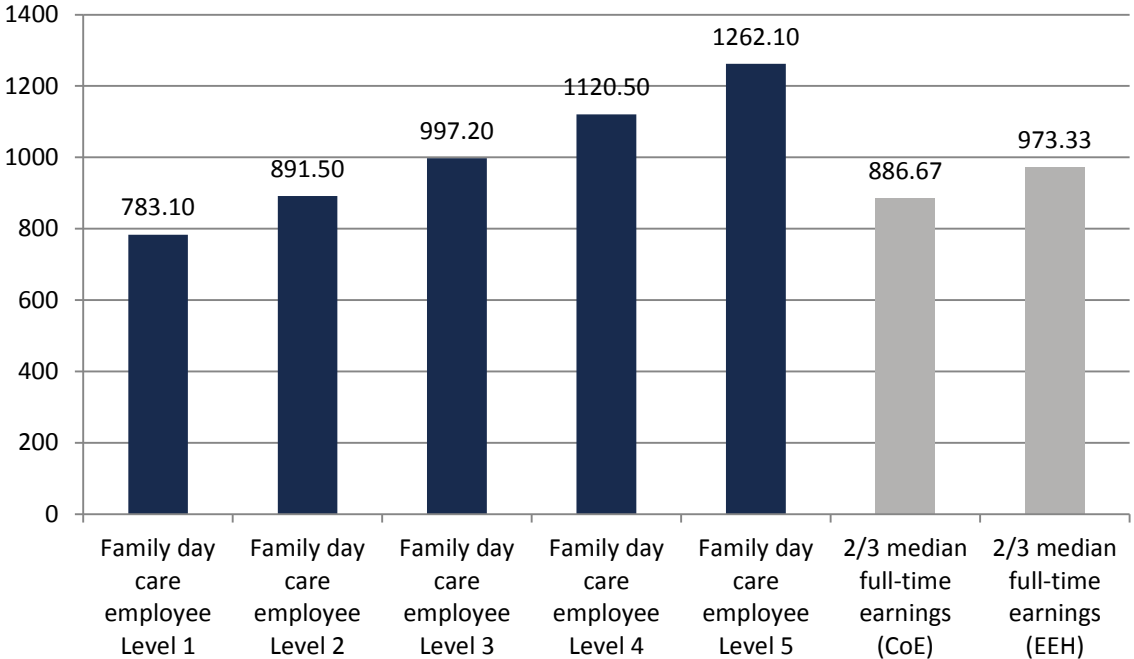
Chart 1b: Comparison of minimum full-time weekly wages in the *Social, Community, Home Care and Disability Services Industry Award 2010* and two-thirds of median full-time earnings, Social and community services employees



Note: Weekly earnings from the Characteristics of Employment Survey are earnings in the main job for full-time employees. Weekly earnings from the Survey of Employee Earnings and Hours are weekly total cash earnings for full-time non-managerial employees paid at the adult rate.

Source: MA000100; ABS, *Characteristics of Employment, Australia, August 2018*, Catalogue No. 6333.0; ABS, *Employee Earnings and Hours, Australia, May 2018*, Catalogue No. 6306.0.

Chart 1c: Comparison of minimum full-time weekly wages in the *Social, Community, Home Care and Disability Services Industry Award 2010* and two-thirds of median full-time earnings, Family day care employees

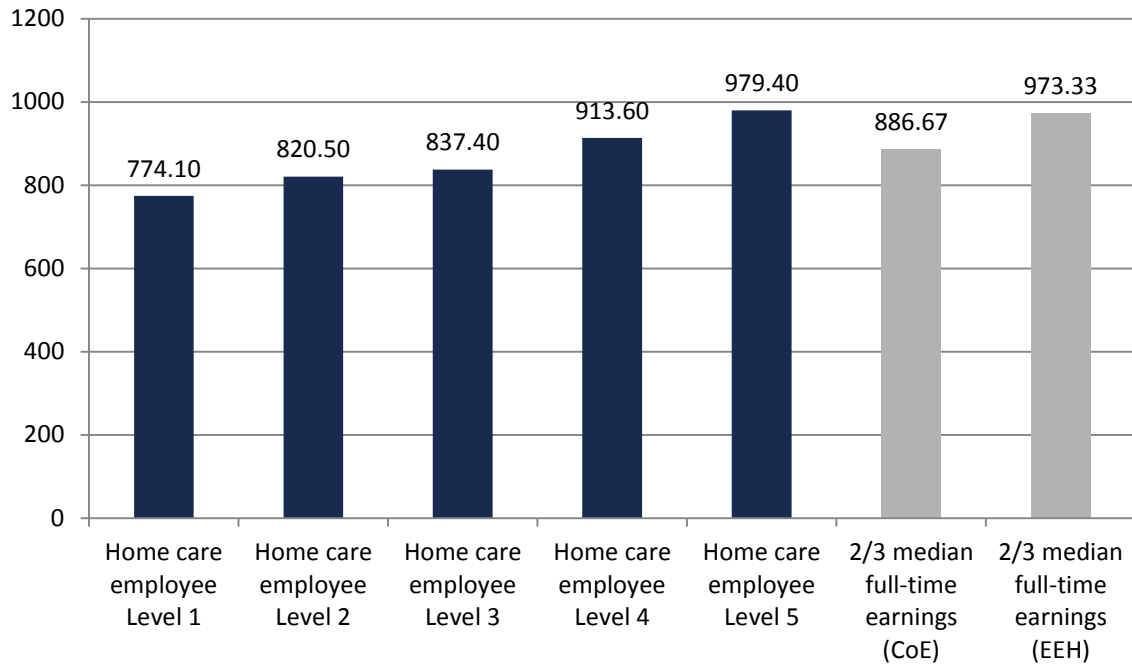


Note: Weekly earnings from the Characteristics of Employment Survey are earnings in the main job for full-time employees. Weekly earnings from the Survey of Employee Earnings and Hours are weekly total cash earnings for full-time non-managerial employees paid at the adult rate.

Source: MA000100; ABS, *Characteristics of Employment, Australia, August 2018*, Catalogue No. 6333.0; ABS, *Employee Earnings and Hours, Australia, May 2018*, Catalogue No. 6306.0.

However, the full-time weekly wage for most classifications relating to Home care employees was below both the EEH and CoE measures of two-thirds of median full-time earnings. Home care employees Levels 1 to 3 were below the CoE measure, while Home care employees Levels 1 to 4 were below the EEH measure (Chart 1d).

Chart 1d: Comparison of minimum full-time weekly wages in the *Social, Community, Home Care and Disability Services Industry Award 2010* and two-thirds of median full-time earnings, Home care employees



Note: Weekly earnings from the Characteristics of Employment Survey are earnings in the main job for full-time employees. Weekly earnings from the Survey of Employee Earnings and Hours are weekly total cash earnings for full-time non-managerial employees paid at the adult rate.

Source: MA000100; ABS, *Characteristics of Employment, Australia, August 2018*, Catalogue No. 6333.0; ABS, *Employee Earnings and Hours, Australia, May 2018*, Catalogue No. 6306.0.