

**Four Yearly Review of Modern Awards  
Social, Community, Home Care and Disability Services Industry Award  
AM2014/285 and AM2018/26**

The Health Services Union submits the following documents:

1. [Outline of submissions](#)
2. [Amended draft determination](#)
3. [Statement of Dr Fiona Macdonald](#) (15 February 2019)
4. [Statement of Mark Farthing](#) (15 February 2019)
5. [Statement of James Eddington](#) (15 February 2019)
6. [Statement of William Elrick](#) (15 February 2019)
7. [Statement of Robert Sheehy](#) (15 February 2019)
8. [Statement of Christopher Friend](#) (15 February 2019)
9. [Statement of Pamela Wilcock](#) (15 February 2019)
10. [Statement of Heather Waddell](#) (15 February 2019)
11. [Statement of Thelma Thames](#) (15 February 2019)
12. [Statement of Bernie Lobert](#) (15 February 2019)
13. Research papers and reports comprising:
  - a. [Cortis, Natasha, Working under the NDIS: Insights from a survey of employees in disability services](#) (Report prepared for Health Services Union, Australian Services Union and United Voice, June 2017), Social Policy Research Centre, University of New South Wales, Sydney.
  - b. [Cortis, Natasha et al, Reasonable, necessary and valued: Pricing disability services for quality support and decent jobs](#) (SPRC Report 10/17, June 2017), Social Policy Research Centre, University of New South Wales, Sydney.
  - c. [McKinsey & Company, Independent Pricing Review: National Disability Insurance Agency](#) (Final Report, February 2018)
  - d. [National Disability Services, Australian Disability Workforce Report](#) (Report, February 2018).
  - e. [National Disability Services, State of the Disability Sector Report](#) (Report, 2018).
  - f. [Productivity Commission, National Disability Insurance Scheme \(NDIS\) Costs](#) (Study Report, October 2017), Canberra.
  - g. [Australian Government Department of Health, The Aged Care Workforce, 2016, March 2017, Canberra.](#)
  - h. [NDIS Price Guide for Victoria, 1 July 2018.](#)
  - i. [NDIS 2018-2019 Price Guide Update Summary.](#)