



# DRAFT DETERMINATION

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

**Annual Wage Review 2020–21**  
(C2021/1)

**SUPPORTED EMPLOYMENT SERVICES AWARD 2020**  
[MA000103]

Social, community, home care and disability services

JUSTICE ROSS, PRESIDENT  
VICE PRESIDENT CATANZARITI  
DEPUTY PRESIDENT ASBURY  
COMMISSIONER HAMPTON  
MR FERGUSON  
PROFESSOR WOODEN  
MS LABINE-ROMAIN

MELBOURNE, XX JUNE 2021

*Annual Wage Review 2020–21.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2020–21 on 16 June 2021 [[2021] FWCFB 3500], the above award is varied as follows:

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

<b>Grade</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Grade 1	772.60	20.33
Grade 2	794.80	20.92
Grade 3	825.20	21.72
Grade 4	853.60	22.46
Grade 5	899.50	23.67
Grade 6	981.50	25.83
Grade 7	1021.10	26.87

2. By deleting the words “1 November 2020” in clause 15.3(b) and inserting “1 July 2021”.

3. By deleting the table appearing in clause 19.2(b) and inserting the following:

<b>In charge of</b>	<b>\$ per week</b>
3–10 employees	40.66
11–20 employees	60.81
More than 20 employees	77.18

4. By deleting the amount “\$17.82” appearing in clause 19.2(c) and inserting “\$18.26”.

5. By deleting the amounts “\$14.17” and “\$2.89” appearing in clause 19.2(d) and inserting “\$14.53” and “\$2.96” respectively.

6. By deleting the table appearing in clause B.1.3 and inserting the following:

	<b>Ordinary hours</b>	<b>Saturday</b>	<b>Sunday</b>		<b>Public holidays</b>
			<b>Catering services employees</b>	<b>All other employees</b>	
	<b>% of ordinary hourly rate<sup>1</sup></b>				
	<b>100%</b>	<b>150%</b>	<b>175%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Grade 1	20.33	30.50	35.58	40.66	50.83
Grade 2	20.92	31.38	36.61	41.84	52.30
Grade 3	21.72	32.58	38.01	43.44	54.30
Grade 4	22.46	33.69	39.31	44.92	56.15
Grade 5	23.67	35.51	41.42	47.34	59.18
Grade 6	25.83	38.75	45.20	51.66	64.58
Grade 7	26.87	40.31	47.02	53.74	67.18

7. By deleting the table appearing in clause B.1.4 and inserting the following:

	<b>Afternoon shift<sup>1</sup></b>	<b>Night shift<sup>2</sup></b>
	<b>(paid for whole shift)</b>	<b>(paid for whole shift)</b>
	<b>% of ordinary hourly rate<sup>3</sup></b>	
	<b>115%</b>	<b>130%</b>
	<b>\$</b>	<b>\$</b>
Grade 1	23.38	26.43

	<b>Afternoon shift<sup>1</sup> (paid for whole shift)</b>	<b>Night shift<sup>2</sup> (paid for whole shift)</b>
	<b>% of ordinary hourly rate<sup>3</sup></b>	
	<b>115%</b>	<b>130%</b>
	<b>\$</b>	<b>\$</b>
Grade 2	24.06	27.20
Grade 3	24.98	28.24
Grade 4	25.83	29.20
Grade 5	27.22	30.77
Grade 6	29.70	33.58
Grade 7	30.90	34.93

8. By deleting the table appearing in clause B.1.5 and inserting the following:

	<b>Monday to Saturday</b>		<b>Saturday</b>	<b>Sunday</b>	<b>Public holidays</b>
	<b>First 2 hours</b>	<b>After 2 hours</b>	<b>After 12.00 noon where such time is not part of ordinary shift</b>		
	<b>% of ordinary hourly rate<sup>1</sup></b>				
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Grade 1	30.50	40.66	40.66	40.66	50.83
Grade 2	31.38	41.84	41.84	41.84	52.30
Grade 3	32.58	43.44	43.44	43.44	54.30
Grade 4	33.69	44.92	44.92	44.92	56.15
Grade 5	35.51	47.34	47.34	47.34	59.18
Grade 6	38.75	51.66	51.66	51.66	64.58
Grade 7	40.31	53.74	53.74	53.74	67.18

9. By deleting the table appearing in clause B.2.2 and inserting the following:

	<b>Ordinary hours</b>	<b>Saturday</b>	<b>Sunday</b>	
			<b>Catering services employees</b>	<b>All other employees</b>
	<b>% of casual ordinary hourly rate<sup>1</sup></b>			
	<b>100%</b>	<b>150%</b>	<b>175%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Grade 1	25.41	38.12	44.47	50.82

	<b>Ordinary hours</b>	<b>Saturday</b>	<b>Sunday</b>	
			<b>Catering services employees</b>	<b>All other employees</b>
	<b>% of casual ordinary hourly rate<sup>1</sup></b>			
	<b>100%</b>	<b>150%</b>	<b>175%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Grade 2	26.15	39.23	45.76	52.30
Grade 3	27.15	40.73	47.51	54.30
Grade 4	28.08	42.12	49.14	56.16
Grade 5	29.59	44.39	51.78	59.18
Grade 6	32.29	48.44	56.51	64.58
Grade 7	33.59	50.39	58.78	67.18

10. By deleting the table appearing in clause B.2.3 and inserting the following:

	<b>Afternoon shift<sup>1</sup> (paid for whole shift)</b>	<b>Night shift<sup>2</sup> (paid for whole shift)</b>
	<b>% of casual ordinary hourly rate<sup>3</sup></b>	
	<b>115%</b>	<b>130%</b>
	<b>\$</b>	<b>\$</b>
Grade 1	29.22	33.03
Grade 2	30.07	34.00
Grade 3	31.22	35.30
Grade 4	32.29	36.50
Grade 5	34.03	38.47
Grade 6	37.13	41.98
Grade 7	38.63	43.67

11. By deleting the amount “\$877.60” appearing in clause C.1.1 and inserting “\$899.50”.

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

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Leading hand, in charge of— 3 to 10 employees <sup>1</sup>	19.2(b)	4.52	40.66	per week
Leading hand, in charge of— 11 to 20 employees <sup>1</sup>	19.2(b)	6.76	60.81	per week
Leading hand, in charge of— more than 20 employees <sup>1</sup>	19.2(b)	8.58	77.18	per week
First aid allowance	19.2(c)	2.03	18.26	per week
Toilet cleaning allowance— per week	19.2(d)	1.615	14.53	per week
Toilet cleaning allowance— per shift	19.2(d)	0.329	2.96	per shift

B. This determination comes into operation on 1 July 2021. In accordance with s.286(5) of the *Fair Work Act 2009* 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 2021.

PRESIDENT