

IN THE FAIR WORK COMMISSION

AM2026/10, AM2026/11, AM2026/12 - Vehicle allowances – Application to vary multiple Modern Awards

On behalf of the **UNITED WORKERS UNION**

OUTLINE OF SUBMISSIONS

1. These submissions are filed on behalf of the United Workers Union (**UWU**) in accordance with the directions made by the Fair Work Commission (**FWC**) of 20 April 2026 for the Union applicants in AM2026/10, AM2026/11, AM2026/12 and AM2026/13 to file evidence and submissions on which they seek to rely in their respective applications.
2. The UWU has made applications under s 158 of the *Fair Work Act 2009* (Cth) (**FW Act**) for the Fair Work Commission to make a variation pursuant to s 157 of the FW Act of the vehicle allowance provisions of the following Modern Awards

2.1. Animal Care and Veterinary Services Award 2020

2.2. Children’s Services Award 2010

2.3. Cleaning Services Award 2020

2.4. Corrections and Detention (Private Sector) Award 2020

2.5. Food, Beverage and Tobacco Manufacturing Award 2020

2.6. Hospitality Industry (General) Award 2020

2.7. Live Performance Award 2020

2.8. Pest Control Industry Award 2020

2.9. *Registered and Licensed Clubs Award 2020*

2.10. *Security Services Industry Award 2020*

2.11. *Supported Employment Services Award 2020*

2.12. *Wine Industry Award 2020.*

3. In addition, the UWU has made an application to vary the vehicle allowance provisions of the *Social, Community, Home Care and Disability Industry Award 2020* (**SCHADS Award**) jointly with the Australian Services Union (**ASU**) and Health Services Union (**HSU**).
4. The UWU is entitled under its Rules to represent the industrial interests of workers employed in the industries covered by the Awards named at [2] above in relation to which it has made applications. In addition, the UWU is entitled under its Rules to represent the industrial interests of workers in the disability support sector in South Australia, Western Australia, the Northern Territory and Australian Capital Territory, as well as the home care sector in New South Wales, who are covered by the SCHADS Award.
5. The UWU supports the submissions of the Australian Council of Trade Unions (**ACTU**) in these proceedings. The UWU has filed evidence in these proceedings to support the case made in those submissions, particularly in respect of the Modern Awards in relation to which the UWU has made applications.
6. Specifically, the UWU has filed the following materials as evidence in these proceedings:
 - 6.1. Statement of Linda Joy Revill, UWU Property Services Portfolio Co-Ordinator, dated Tuesday 21 April 2026;
 - 6.2. Statement of Carlo Gibbons, UWU member in the cleaning services industry, dated Thursday 23 April 2026; and

- 6.3. Statement of Melissa Coad, UWU Public Sector Director, dated Friday 24 April 2026.
7. Annexed to the statements of Ms Revill and Ms Coad are the results of recent surveys which the UWU has conducted with its members in the cleaning services industry and disability services industry respectively about the current impact of the rising cost of fuel precipitated by the current conflict in the Middle East.
8. The statements of Ms Revill, Mr Gibbons and Ms Coad support the case that the variations sought by the UWU pursuant to s 157 of the FW Act are necessary to achieve the Modern Awards objective at s 134 in that:
- 8.1. Ms Revill's statement and the annexed survey provide information about the impact of increasing fuel costs on workers on the cleaning industry, covered by the *Cleaning Services Award*. The statement and survey responses confirm that a significant proportion of these workers are covered by the *Cleaning Services Award*,¹ and work shifts on weekdays and weekends.² Ms Revill's statement also confirms that a significant proportion of these workers are required to travel for their work using their personal vehicle.³ The survey responses from UWU members in the cleaning industry annexed to Ms Revill's statement attest to the adverse impacts of increasing fuel costs.⁴ This evidence supports the case that the variations sought by the UWU are necessary having regard to the relative living standards and needs of the low paid (FW Act, s 134(1)(a):

¹ Statement of Linda Joy Revill dated Tuesday 21 April 2026 at [8].

² Statement of Linda Joy Revill dated Tuesday 21 April 2026 at [9]-[12].

³ Statement of Linda Joy Revill dated Tuesday 21 April 2026 at [13]-[16].

⁴ Statement of Linda Joy Revill dated Tuesday 21 April 2026, Annexure LR-1.

8.2. Mr Gibbons's statement describes how he has been personally impacted by rising fuel costs in his work as a cleaner travelling to multiple work sites,⁵ during early morning and late afternoon shifts,⁶ and how he has had to adjust both his personal budget and his work schedule.⁷ Mr Gibbons's statement further supports the case for the variations to be made, having regard to the relative living standards and needs of the low paid (FW Act s 134(1)(a)) as well as the need to provide additional remuneration for employees working overtime; unsocial, irregular or unpredictable hours; weekends or public holidays and shifts (at s 134(1)(da)).

8.3. Ms Coad's statement and the annexed survey describe the impact of increasing fuel prices on workers in the disability support sector who are covered by the SCHADS Award, both in terms of their own finances and their capacity to continue to afford travel between different locations to provide support to people living with disability in their homes, particularly on short shifts.⁸ Ms Coad's evidence further supports the making of the variations having regard to the considerations in ss 134(1)(a) and 134(1)(da) of the FW Act.

9. For the reasons outlined in the submissions of the ACTU, supported by the evidence file by the UWW and other Union parties to these proceedings, the UWW respectfully submits that the variations to the vehicle allowance provisions of the Modern Awards sought by the Union parties should be made.

Filed by the United Workers Union

Friday 24 April 2026

⁵ Statement of Carlo Gibbons dated Thursday 23 April 2026 at [11]-[13].

⁶ Statement of Carlo Gibbons dated Thursday 23 April 2026 at [13].

⁷ Statement of Carlo Gibbons dated Thursday 23 April 2026 at [18]-[21].

⁸ See in particular Statement of Melissa Coad dated Friday 24 April 2026 at [13] – [16], [21], [22] and Annexure MC-1.

IN THE FAIR WORK COMMISSION

Matter No: AM2026/10, AM2026/12

Application to Vary Modern Awards – Vehicle Allowances

Application by United Workers Union in respect of the *Social, Community, Home Care and Disability Industry Award 2020*

STATEMENT OF MELISSA COAD

1. My full name is Melissa Coad.
2. I am a current employee and official of the United Workers Union (“**UWU**”).
3. I have worked for the UWU, including its predecessor unions United Voice and the Liquor, Hospitality Miscellaneous Union, since July 2008.
4. The UWU is entitled under its Rules to represent the industrial interests of workers in the disability support sector in South Australia, Western Australia, New South Wales, the Australian Capital Territory and the Northern Territory. These workers are covered by the *Social, Community, Home Care and Disability Industry Award 2020* (“**SCHADS Award**”).
5. I am currently the UWU’s Public Sector Deputy Director. I have been in this role since 2025.
6. In this role, I am responsible for national management of policy, stakeholder management and campaigning in the disability, health and education sectors. In this and previous roles I have had carriage of UWU’s disability policy, research and stakeholder management since 2012.

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7. I make this Statement in respect of the UWU's application for a variation to the SCHADS Award, to address the impact on workers covered by that Award on increased fuel prices caused by the current conflict in the Middle East.

Disability support sector

8. My understanding of the work of the disability support sector has developed through the work that I have undertaken on behalf of the sector at UWU since 2012 (as outlined above).
9. I understand that workers in the disability support sector typically provide support and assistance to people living with disability in their homes, and in other settings such as supported accommodation settings. Disability support workers provide support to people living with a very broad range of disabilities, from physical disabilities to mental health issues to cognitive disabilities such as dementia. Disability support workers provide support to people of all ages, from young people to the elderly.
10. The support and assistance that disability support workers provide is essential. Many people living with disability entirely rely on the support that they provide to achieve their daily living tasks and live a healthy, dignified life. The essential support that disability support workers provide include work such as:
 - (a) Assisting a person living with disability to attend medical appointments and take their medication;
 - (b) Assisting with daily living activities such as showering, cooking, and cleaning;
 - (c) Supporting people with disability to attend employment, social and other activities in the community
 - (d) Providing psychological and emotional support.

11. Disability support workers are a female-dominated, low paid workforce. The most recent National Disability Services workforce census found approximately two thirds or 63% of all staff were female. The census also found 55% of all worker' were covered by the SCHADS Award and 38% by an Enterprise Agreement. In UWUSs experience where we have Enterprise Agreement base rates of pay are rarely above SCHADS Rates
12. Disability support workers typically work in shifts, which can be rostered at any time over a 24 hour period. Disability support workers can work earning morning or afternoon day shifts, and can also be rostered to stay overnight at the home of a person with disability, or in supported accommodation in a sleepover shift. They can also be required to work broken shifts.
13. Disability support workers typically work in a number of different homes of people living with disabilities. Many workers will work for more than one employer. Disability support workers typically work in this manner because the work itself is low paid, meaning that workers need as many hours as possible to make a liveable income. There are also shortages of workers in the disability support sector, meaning that the industry also requires workers who are able to work across more than one home of people living with disability.
14. Part of the role of a disability support worker therefore is travel. Workers need to travel to and from their own home to the residences of the people who they are supporting, often at odd hours such as early morning or late at night. Workers also need to travel between residences during the course of a day. Workers typically use their private vehicle to do this.
15. Workers who support people living in Supported Independent Living are often required to use their own vehicles to transport people to appointments, employment, community and social activities.

16. Workers are entitled to a vehicle allowance under the SCHADS Award when they travel from residence to residence to perform their duties.

Impact of increasing fuel prices

17. Since the start of the current conflict in the Middle East, the UJU has been concerned about the impact of increasing fuel prices on workers in the disability support sector. In particular, the UJU has been concerned that the current vehicle allowance has been insufficient to cover the increasing costs of fuel for workers using their own private vehicle for work, and that workers in the disability support sector are limited in their ability to absorb those increasing prices because they are already low paid.

18. To better understand the impact of increasing fuel prices on workers in the disability support sector, the UJU undertook a snap survey of our members working in the sector from 26 to 29 March 2026. The survey was in the form of a SurveyMonkey survey, and it was sent out to all our members working in the disability support sector across Australia.

19. The survey simply asked our members to tell us about the impact of increasing fuel prices on them and their work.

20. The UJU received 174 responses to our survey.

21. Survey respondents estimated on average they are spending an additional \$130 per week on fuel

22. Some of the comments that we received from workers in our survey were:

"Very hard to explain to clients that I can't travel over their allocated KM allowance like I used to. With travel to multiple shifts a day costs are unmanageable"

"Most of the client i have they are social shifts and i have to travell alot and fuel price is also so high now and car maintanence is also very expensive which is not paid by company. And also i have different clients and sometime i have to travel more than 25 30 km to go to shift for just 2 hr shift. Its not woth it too".

"The rising cost of fuel has become financially burdensome to the extent that it is influencing my work availability. Due to the significant distance of my commute—exceeding 65 kilometres each way—the overall travel expense has increased substantially. As a result, I am now spending approximately double on fuel compared to previous periods".

"This increase has made it economically impractical to accept shorter shifts, as the cost of travel can outweigh or significantly reduce the financial benefit of working those hours. Consequently, I have had to decline such shifts, as they are no longer financially viable under current fuel pricing conditions."

"It's putting extra pressure, which is resulting in cost-cutting for things like children's items and even canceling their camps, all due to trying to save money for even worse conditions."

"I do a lot of community participation. I have 2 wait 2 weeks to claim travel costs. 3 to 4 takes a fuel a fortnight. Employers have not increased reimburseb. So costing 90c a litre more but we cant claim that back in any way. Plus add the distance between shift. Having to refuse shifts as they are just too far away".

"I'm spending a lot more money than months ago. At the moment I have to buy fuel every two days because I have to drive to my clients homes to support them. I have to do three to four houses a day and then take my clients out for shopping and

appointments. It's costing me too much money. I'm hoping that the government will give us some compensation as we have to support our clients."

"Fuel price increases have made it harder to afford petrol, forcing me to cut back on food, bills, and other essential living expenses."

23. A copy of the survey results is annexed as **Annexure MC-1**.
24. Based on the results of our survey and feedback that we have been receiving more broadly from our members about the impact of increasing fuel costs, we are concerned that:
 - (a) Disability Support workers will stop accepting short shifts, and shifts further away from home where the distance means fuel costs are prohibitive. In a sector already facing a significant workforce shortage, this would mean people with disability missing out on vital support
 - (b) Disability Support workers will seek to limit the number and or distance of activities and appointments they would otherwise take people with disability to, potentially increasing their isolation and negatively impacting their mental health.
 - (c) Disability support workers will themselves go without essentials such as food, medications, social activities, children's activities to meet increased fuel costs
25. I am aware that some employers in the disability support sector have already started to offer an increased vehicle allowance to their disability support worker employees, to help alleviate these pressures. For example, I am aware that Novita is increasing the vehicle allowance it offers its employees to \$1.09 per kilometre from 30 March 2026 to 30 June 2026. Novita is a large disability support services provider operating in South Australia.

26. For these reasons, we seek that the Commission urgently make the variations sought in our application to minimise the impact of increasing fuel prices on our members in the disability support sector and people with disability who rely on them.

Signed:

A solid black rectangular box redacting the signature.

Name:

MELISSA COAD

Date:

Friday 24 April 2026

MC-1

I'm a beautiful table, do not change me and I will keep receiving responses.

1. Tell us the impact rising fuel cost has had on you!

"Might force me to change jobs, company if it continues"

"Its becoming very expensive to get to work everyday with the fuel prices going up daily"

"Less funds for my family, decrease in outings outside of the immediate area."

"It's more expensive and harder for me to go to work for shifts to get to clients and allow them to access the community. It's taking a huge chunk of my disposable income away from my family"

"Double the price"

"I am paying \$360 per week for my travel to see clients. Last week same km I was paying \$60. That's"

"A very big impact when moving with clients"

"Cancelling shifts due to fuel cost"

"Used to travel 20-35 minutes to work and fill my car with \$80 since the fuel price had now I have to pay 140.00. It's becoming hard to cope with."

"With the kilometers I'm traveling, if I'm a few hundred a day, I'm getting over \$100 into my car each week. There is no room for extra curricular activities within my budget anymore which means I've had to give up the things that make working worth it"

"Eat into my budget, cannot buy additional groceries, stressed out"

"Traveling half an hour or more to work"

"Mental and financially"

"I am finding it hard to get shifts at the moment with who I work for, but yes if you don't get enough hours you basically can't afford to work. Some people I work with get 50 plus hours a week, I am struggling to get 20 hours. So yes fuel price is making it harder, especially when I'm given split type shifts and don't live locally to work"

"I think I travel many kilometers compared to what my paid"

"Everyday find hard about patrol traveling 45 mins"

"It's unaffordable now"

"It has added more than \$10 every time go to work. I can go on train to some shifts but not many"

"Its getting harder each day to meet the daily expenses"

"Costing us more to fuel up. Hard to save anything."

"Yes"

"Price is nearly double then usual and its being unaffordable for myself."

"Mental stress, less money left after paying mortgage."

"I'm actually struggling right now because this high price in petrol plus my mortgage. I seriously just can't catch a break plus every other bill what also comes in. Am eating less just to survive. I need petrol to get to my clients so I have a wage. I live alone so it's even harder I just don't know what to do."

"I have a 4 cylinder vehicle. The actual cost per km is \$0.275 now as against my cost of \$0.195 per km from the recent increase."

"Rising fuel \$80 half a tank refill"

"Spending so much on fuel at the expense of daily requirement affecting food budget"

"Hard economic times"

"I've had to cut into my food budget"

"Every shift I'm doing is costing me 20 to 25 travel a 100km round trip"

"Decide if to go get groceries or go to work 10kms from nearest super market 50kms from clients house then do 150kms with client"

"Like 30 kms away from work"

"Very hard to explain to clients that I can't travel over their allocated KM allowance like I used to. With travel to multiple shifts a day costs are unmanageable"

"Every thing is very expensive now"

"I'm thinking of prioritising my shifts. The one which is of short duration, I'm accepting it."

"I have to make more fuel cost just to go work place and some time more cost on it"

"Increased my expenses, I need to travel alot to support clients, so I am paying double the price for petrol."

"We have to travel to work"

"Currently on leave, so not using my car to travel to and from work at present"

"Rising fuel costs are placing increasing pressure on workers, as we rely on daily commuting. The added financial burden can lead to heightened stress, as individuals struggle to manage tighter budgets while meeting essential expenses. This ongoing strain often affects mental well-being, causing anxiety and reduced focus at work. Over time, the stress of higher travel costs can also impact productivity, job satisfaction, and overall morale, making it more challenging for employees to perform at their best."

"Most of the client I have they are social shifts and I have to travel alot and fuel price is also so high now and car maintenance is also very expensive which is not paid by company. And also I have different clients and sometime I have to travel more than 2530 km to go to shift for just 2 hr shift. Its not worth it. Ipa."

"It has alot of negative effects on me as I travelled upto 45 kilometres to get my work place. In addition, it has made the cost of living to be too high"

"The rising cost of fuel has become financially burdensome to the extent that it is influencing my work availability. Due to the significant distance of my commute—exceeding 65 kilometres each way—the overall travel expense has increased substantially. As a result, I am now spending approximately double on fuel compared to previous periods."

"This scenario has made it economically impractical to accept shorter shifts, as the cost of travel can outweigh or significantly reduce the financial benefit of working these hours. Consequently, I have had to decline such shifts, as they are no longer financially viable under current fuel pricing conditions."

"Restrictions on my movement"

"Very hard not just for us but for everyone"

"Higher costs in fuel but no increase in amount reimbursed to use my own vehicle."

"Very high impact. Fuel costs are too high and are impacting my financial wellbeing"

"It's been costly and the hard part is this current fuel doesn't last long like it used to probably something change. It costs you double the previous price and only lasts for few days its hard"

"Getting to work and driving clients to their destinations"

"The cost to travel to and from work as well as between sites is ridiculous. I'm spending between \$130 to \$200 per week just to travel to and from work as well as taking participants out in the community and also between site"

"It's leaving us with less in pocket dollars"

"A severe impact"

"Over half my pay gone on fuel"

"If you refuse to drive a participant to the designated place which is 80km away, they then will not give you any shifts."

"I'm thinking of prioritising my shifts, the one which is of short duration, I'm accepting it."

"Less seeking loved ones, cutting back on going somewhere to save on fuel"

"Very bad. There is not a chance for me to use public transport, leaving for away"

"It's putting extra pressure, which is resulting in cost-cutting for things like children's items and even cancelling their camps, all due to trying to save money for even worse conditions."

"The rising fuel cost has added extra cost to the already over burden of cost of travel to work"

"1/4 of a tank is now costing 300 worth of fuel"

"It has taken a big chunk out of my budget and I have to cut from other places"

"Currently over an additional \$50 per week in fuel and its continuing to rise. This is getting to and from my clients who are zoned nearby and I don't get paid provider travel. I've left 2 long term clients this week in favour of a senior position that will require a public transport and provide me a company car and compensated petrol"

"Yes"

"Harder to get to clients as I live rural- no public transport and paying out of my own pocket for petrol. Means less for food and bills."

"Costing more money to go to work"

"huge impact not only for work but for our daily budget"

"I have to fill my tank half way so I can put food on my table"

"Not being able to do extra activities due to having to use the fuel for work"

"Tremendous impact"

"Expensive to work, feels like spending out of pocket fees"

"Due to living in the wheatbelt and travelling to Perth has become costly if my town runs out of fuel I will have to take leave as there is no public transport"

"None"

"Yes"

"Less money for food bills"

"I'm going through and more fuel, am trying to encourage clients to do different activities, clients don't understand, and just want to go for a drive"

"Extremely stressful"

"Same pay more expensive"

"Can keep"

"Less saving, broke, angry"

"Very stressful spend 150 weekly"

"It's appalling"

"The company that I work for recently reduced my hours and I transport clients to their appointments everyday. They only pay me 99cents per kilometre for my personal car and now I'm indebted. They cancelled all my shifts for Easter holiday."

"Costs \$50.00 so each fortnight on fuel"

"I'm now paying close to \$200 a tank of fuel, filling up twice a week = \$400 = \$80 a tank of fuel before the crisis = \$160. I'm employed as casual so I need to take as many shifts as I can, however I'm not getting paid for travel between clients."

"Hardly being able to make any savings."

"I'm struggling"

"Paying more for fuel, means budgeting for other daily expenses, groceries, memberships, eating out, undertaking leisure activities etc."

"It has made me limit my drives to only for work or other essential things like shopping for groceries as the prices are too high."

"I have to use my car for most my business as a manager"

"As a support worker this has reduce take-home income, support workers use their own cars to take clients to appointment also for community access"

"It increases cost of delivery care"

"Support Worker get pressure on job conditions, this means workers may avoid jobs that require lots of driving."

"It impact on clients (flow-on effect) less community access and appointment. Also some providers may withdraw service in high-cost areas"

"People being reimbursed at a per km rate I am now out of pocket"

"I am no longer prepared to take my client further than the allocated mileage"

"I drive over 40kms to get to work, plus use my vehicle to transport the clients to various activities, adding up to 120+ kilometres a day. My vehicle is diesel so is \$3.10 a litre right now. The expense to even get to work and back is crippling."

"Budgeting becomes an essential part of life, to cover the costs for not only fuel but for other clients in the global change"

"I've not wanted to take clients out as much as fuel is too expensive. I live far from my work, so I have to stay away from home, closer to work, because it's too expensive to go back and forth. Filling up the tank is happening more often and at a higher price point"

"It has become truly expensive"

"I do alot of community participation. I have 2 walk 2 weeks to claim travel costs. 1 to 4 takes a fuel 4 fortnights. Employees have not increased reimbursement. So costing 90c more but we cant claim that back in any way, plus add the distance between shift. Having to refuse shifts as they are just too far away."

"Finding it hard to cope with rising cost"

"Less income as more costly. Also no or no about rationing or no support"

"I'm worried if the price keeps going up or the fuel runs dry I won't be able to work because no fuel no travel and I travel sometimes 90 minutes, that's to work and home again sometimes I also travel back to work in a day so that could be up to 135 minutes of travel and depending on traffic it could be 1/4 tank, it was costing me \$85 last time it was \$120 and now it would be more with petrol going up again to 265.9"

"I travel from modbury to brighton just for work everyday back and forth it fuel prices have been started to attack my bank account"

"With fuel prices going up, it's definitely been affecting me more lately. I've had to cut back a lot on my spending, especially when it comes to food and personal entertainment in hobbies and social outings. I don't really have much money left to enjoy things either, as most of the extra cost is going straight into fuel just to travel."

"It's also starting to impact my work a bit. I find myself staying home more just to save fuel so I can get to shifts. The per-kilometre rate doesn't really cover the cost of using my own car to take clients out anywhere."

"If prices keep going up, I might have to start catching the bus to work, which will limit the clients I'm able to support."

"The fuel is very expensive. I can not able to go work"

"These days fuel price sky-rocket high that out 100kms less. My shift start at 5pm. is a peck hours. Sitting in the traffic light looking my fuel draining."

"Too difficult to fill up fuel tank, and it gets worse when driving more than 30kms to start work and then from one client to another."

"Basically, I refuel my car every 10 days with \$40-\$50 max now it costs me almost double. I am traveling more than 20-30 kms every day to start my first shift then second and so on. So yeah it impacted me very much."

"Extra cost to the family budget."

"Rising fuel costs have made commuting more expensive and have influenced my decisions around work locations and travel habits."

"Its another extra cost on head am travelling to work 180km up and down to go to work. Pay is not rise but fuel cost and other costs too. Its hard to manage now days. Govt should need to look on it or pay should need to be rise as well."

"Cannot afford it. Have to cut out family expenses just to get to and from work"

"Its really a burden"

"It has cost serious financial increase"

"Costing more money."

"Recently, staff have been advised to limit transporting participants in the community and, in some instances, to remain at home engaging in activities such as card games. Additionally, guidance has been given that participants should not be taken out into the community after a certain time, and that staff are not always to follow participant requests for outings.

While I understand the operational and cost-related considerations, these practices may impact participants' choice and control, as well as their access to community participation, which are core principles of the NDIS framework.

Participants I support often express a clear preference to visit Aboriginal family, attend community locations, or engage in meaningful activities outside the home. Limiting these opportunities may affect their wellbeing and social inclusion."

"Obviously it has impacted a lot with pricing wise I need to refuel my car every week so it is getting more expensive"

"Rising fuel costs have increased my weekly expenses and made budgeting more difficult. I've had to reduce unnecessary travel and adjust my spending to manage the higher costs."

"I have to get paid 99c per kilometre, not a lot at \$2.30 litre"

"Spending over 150 dollars for petrol every week"

"Cost a lot more to travel to work"

"It's costing me double to fill my tank now & I can't do long trips with my supports now"

"Rising fuel costs have directly impacted me as a student balancing work and study. I rely on transport to get to my shifts as a support worker, and with fuel prices increasing, my weekly expenses have gone up significantly. What used to feel manageable now requires more planning and sacrifice.

I've had to cut down on non-essential travel and be more intentional with how I spend my money. At times, it feels like I'm working just to cover basic expenses like fuel, which can be frustrating. On top of that, the increase in fuel costs has also affected the price of groceries and everyday essentials, adding even more pressure."

"I have had to cancel shifts"

"Good morning clients are 30 km away, I travel 2 x a week to Loxton retirement home from Monash 30km each way to collect client travel 111 km to the closest Big W in Renmark to buy items of clothing and stationary items as they are an artist. We are rural so they also go to Barmera to sit in a cafe to do their art work 205 km to have a space to express themselves when they have The Lakes Cafe where business that accommodates them I now use 2 full tanks a week to do my job with my company I'm not paid travel between clients"

"Too much"

"This has led to reduction in distance covered during community access this limiting or minimizing the number of areas visited per outing."

"I'm spending a lot more money than months ago. At the moment I have to buy fuel every two days because I have to drive to my clients homes to support them. I have to do three to four houses a day and then take my clients out for shopping and appointments. It's costing me too much money. I'm hoping that the government will give us some compensation as we have to support our clients."

"The extra \$5 to get to work is causing takeaways have fuel"

"I use my own vehicle and get \$8 c per kilometre when driving clients, fuel and insurance are up"

"In buying petrol every two days"

"Spending more on fuel to get to the job going"

"Hard to manage it, have to think it's worth to go for work or stay home. Unfortunately this job you can't work from home."

"I had to give up a 4 hr shift because I had no money left 3 days before my pay and ran out of petrol"

"My fuel expenses have risen from \$75 to \$150 just for work travel."

"Fuel price increases have made it hard to afford petrol, forcing me to cut back on food, bills, and other essential living expenses."

"Travel to work takes has increased"

"I travel from Blakelyview to St Mary's, three hours return journey for a three hr shift, fuel at 2.60 per litre. Pick clients from work and or take one for shopping/ appointment, ending up spending more than I get!!! Yet no sight for when fuel prices stabilise, future looks darker by the day"

"Less working hours because I live in the Sunshine Coast and I have to travel a lot every where and I have to drop my daughter to childcare too but I'm trying to cut expenses when to use the car"

"With the price & availability of fuel now getting out of control, getting to work is now becoming an issue financially."

"I can't take my clients on outings like I use to"

"It's costing twice as much to fill my car with fuel"

"Harder to pay rent, buy groceries, pay bills live a normal life."

"Cost of living at stressful state"

"I am, of course paying a lot more for petrol, with no increase from NDIS for petrol expenses. Yet our office has taken 2 days off work in the office, to help their expenses."

"Rising fuel costs are having a huge impact on every aspect of my life, struggling to make ends meet, affected on social life not being able to go out as frequently as I used to. I have five children, who are all into sports and I'm struggling to pay their fees and take them to their games and with my wife not working currently, my financial responsibilities are becoming unbearable."

"Almost making it cheaper to stay home than to go to work"

"It's getting hard with the cost rising of fuel to travel to work"

"The cost of fueling my car has doubled. This is impacting my ability to move between locations. The cost of transport has been impacting been able to deliver services to my client. At 12.5 dollars per litre, transportation is taking a significant share of the income."

"As a casual support worker I can be asked to cover shifts that have been anywhere from half an hour to an hour away from where I live. I do not get paid extra or reimbursed extra for these shifts, leading to saying no as the cost of fuel during the high period of the fuel cycle meant I was losing money for taking them. Now I have to say no no matter what, making me feel like an unreliable worker both for the company and for the clients"

"Spending above my budget"

"For a single shift in a day, I will have to pay an extra 2.5-3 dollars myself. If the petrol price keeps rising, on average, I will have to pay 60 dollars and then some for my shifts every month. Such work-related expense is non-deductible from my income tax."

"It's costing me more money doing my job as a disability support worker going to the clients residence to look after them. I might as well not be getting paid because the money I'm getting paid to work for the client is going on my fuel my diesel and I'm not getting subsidised at all because I am going to their house and using my own vehicle."

"It's very hard to afford groceries"

"Costing more than regular gas up the car."

"Resigned from job looking for closer to home work"

"It make hard"

"I have had to reduce the amount of money towards saving for my first house to afford to drive for work"

"Seems hard when travelling far for job"

"Every time I get a quarter of a tank it cost \$54 that's every 2nd to 3rd day I don't see family any more as I can't afford it work is 1st priority and food next don't go out of my way to do food shopping."

"Reimbursement of client based tasks within the immediate community or surround, with the added effect am leaving to have the fuel to go to work"

"I travel a 120 kilometre round trip three times a week. This includes a 2.5 hour shift, with the other two incurring a split shift for up to 4 hours. The increase in the fuel will mean that I will have to decide if the kilometres are viable for me to keep travelling to keep my job. I love my work an am 100% there for the client an their wellbeing. The fuel crisis has doubled the amount of fuel I use on a weekly basis, plus stress on whether or not the fuel will be available to get to work."

"Fuel cost have increased significantly with no increase in our km rate"

"I am having to second think when I go out on my time off work and reconsider if I can afford to do things which previously were basic every day activities"

"I drive a plug in hybrid car to work and provided I keep my driving local, as in less than 100 kilometers a day I am not using any fuel I plug my car in to be charged each time it is at home. I think the recharge cost is about \$4 to \$5 per charge."

"Anxious about having cheap enough fuel to still be able to do my job"

"The fuel price is high also paying about one and half times more now a days for full tank fuel."

"The rise in fuel cost have had a major impact on my family life. It has become harder now to put food on the table for my family. Travelling long distance to work has made it really difficult to afford the cost for the fuel. My family is struggling massively in terms of finances."

"Yep"

"Double travel expenses. Long queue filling fuel. Late savings"

"I took client for CP hour in my Diesel car. The day I took client, Diesel was \$3.25 per liter, when I got pay I was paid only for normal km as I used to get paid before. I did not get paid what I put extra money for the fuel for the company in my private car."

"I've started using unleaded 91 instead of 98. I am reluctant to take on shifts that require a lot of driving to ensure my fuel bill stays manageable. Some of my usual service stations have been out of 91 and/or 95. I've started filling up at half tank to avoid being caught out if fuel unavailable, and/or too expensive very stressful to be constantly monitoring fuel situation when driving."

2 - How many KMs do you travel for work a week?	3 - What's your shortest community/in home support shift?
1400	90
200	5
250	8
90	8
168	9
600	6
300	8
150	3
240	4
500	1
350	9
60	12
100	3
200	2
30	1
230	30
200	3
250	4
400	8
160	5
40	4
600	5
200	2
80	12
400	7
60	2
80	1
146	4
100	2
100	6
300	50

280	21
150	1
90	6
65	2
300	30
400	2
150	3
35	12
45	8
170	2
80	2
500	46
250	4
350	2
55	0
110	8
200	2
500	4
25	8
450	3
100	4
1000	30
320	3
748	2
50	2
180	36
55	5
70	15
350	3
160	6
30	1

	350	2
	128	3
	100	1
	100	12
	500	45
	200	1
	150	1
	85	30
	200	6
	500	180
	20	12
	20	15
	120	6
	200	3
	620	12
	30	7
	120	20
	250	25
	160	2
	500	1
	200	5
	70	1
	600	2
	150	2
	186	15
	350	12
	120	12
	45	8
	300	3
	200	3

	190	6
	120	6
	120	2
	300	2
	200	3
	750	2
	70	6
	420	3
	120	85
	330	8

	350	4
	180	10
	50	5
	300	3
	400	1
	15	12
	150	12
	900	4
	150	12
	200	3
	600	2
	90	2

	60	7
	300	8
	140	5
	350	1

60	1
50	6
280	2
185	1
1000	1
254	2
150	8
160	4
250	5
100	4
400	2
250	5
22	2
500	3
100	2
150	2
200	5
200	7
140	2
120	2
180	3
500	0
200	3
800	1
80	30
50	2

	250	12
	250	1
	80	7
	100	4
	1040	2
	100	3
	160	1
	200	2
	170	5
	300	6
	550	2
	250	8
	800	2
	150	5
	170	25
	272	2
	600	25
	100	4
	200	8
	10	5
	70	1
	230	4
	250	6
	40	3
	60	2
	73	10
	120	2
243.6081871		

4 - How much does petrol cost in your area?	5 - Can you estimate how many dollars you are out of pocket *per week* because of the increase in fuel prices?
260	140
293	200
260	60
259	40
287	151
270	80
250	120
280	200
257	120
267	50
289	85
250	25
250	150
255	60
250	70
278	150
259	55
249	30
270	500
255	70
250	90
260	100
289	150
260	130
252	32
250	50
260	50
248	80
260	30
255	50
259	175
258	80
265	50
3	30
250	20
260	200
250	150
310	100
249	0
310	20
259	60

250	80
250	120
259	45
	200
	100
	60
	50
	230
	20
	120
	250
	550
	800
	380
	20
	52
	95
	40
247	420
250	100
276	400
260	50
250	95
263	100
259	30
289	200
260	100
250	70
250	80
259	80
287	70
250	0
250	70
250	55
259	50
320	450
249	80
259	50
269	90
250	150
250	200

250	200
250	75
304	240
280	100
269	150
260	230
280	50
259	30

274	70
250	50
250	100
310	50
270	150
250	50
250	30
159	300
259	60
259	25
265	80
259	80

280	250
260	200
250	20
260	80
260	70
3	60
300	150
257	400
259	100
160	150
259	330
264	30

250	300
250	50
250	60
320	150
260	150
260	20
259	280
259	100
319	200
245	205
249	65
264	40
259	100
286	50
256	50
259	100
320	50
250	80
250	50
310	75
260	300
300	50
260	30
269	100
300	180
313	300
260	50
250	60
259	150
259	50
269	40
259	30
250	80

250	80
268	60
259	400
260	16
320	200
250	200
259	120
260	140
245	100
249	100
277	2025
256	120
259	186
250	60
280	30
249	50
255	100
269	30
250	30
267	100
259	200
250	60
325	40
265	50
130.1578947	

6 - What impact do you think this will have on clients?

- "Lose staff, staff will be forced to make tough choices"
 - "May not be taken care of if staff have to miss shifts due to lack of money to buy fuel"
 - "Reduction in care hours due to carers being unable to travel to more distant participants"
 - "I will have to reduce my shifts and as a preferred worker for my clients that will impact my clients mood and outlook and community access"
 - "They need someone to help them a lot"
 - "None as i still front up"
 - "Them not going to places and appointments which will cause mental breakdown"
 - "No support"
 - "Staff are refusing short shifts and prefer to work closer places."
 - "I think they are going to get more frustrated with staff shortages because people will reduce their hours so they don't have to drive"
 - "None because i am paying for my fuel"
 - "Well if the rations happen then it will effect the clients"
 - "Quality of life"
 - "Probably a lot, providers don't care about them really or us. We all can be replaced."
 - "No one will be wanting to go for transportation either social support or appointments since its costly,even before petrol rises still being paid low for fuel i do 4 to 5 clients a day and that mean i have to drive from point A to B"
 - "Reductions in the quality of personal care or community participation"
 - "Its impact due to the raising cost as we need to shorten the distance and driving"
 - "Wont be able to take them out"
 - "If i am unable to afford fuel i will stop driving my car and this will impact the clients"
 - "We are finding it hard to get to work and frustrating if we cant support our customers"
 - "I can't able to drive with them long distance"
 - "We have to think before driving them"
 - "Nothing because all of fule expenses bear by us"
 - "If i'm a no show, they will think we don't care about them..it'll cause all type of behaviours"
 - "No impact if carers can afford another \$32.00 per week"
 - "They are not aware"
 - "I don't know"
 - "Clients will not access community support"
 - "Support workers may be more reluctant to travel with clients"
 - "People may not be able to get supports"
 - "Community services Community participation health isolation"
 - "Very high"
 - "Reduced community participation, missed appointments, lack of support"
 - "Not able to cover short shifts"
 - "Not attending the support of some clients"
 - "More funding and broke"
 - "If i am unable to fill the fuel due to crisis, then its gonna be hard to support clients for outing and daily activities they like the most."
 - "Staff may not be able to get to work soon. As restriction on how much you can put in fuel tank."
 - "Limited, if we can keep the vans topped up. May begin to effect clients that use Access Cabs if surcharges are attached, or if drivers seek to capitalise."
 - "Rising fuel costs can significantly impact clients who rely on carers. Increased travel expenses may lead to higher service fees or reduced visit frequency, which can affect the consistency and quality of care. This can cause added stress for clients and families, especially those already managing tight budgets."
- "Nothing just support worker are less paid thats it"
- "Negative impact"
-
- "Absence of staff due to taking leave"
 - "Less support, fewer worker, especially in regions"
 - "Lots"
 - "Shorter trips and less choice"
 - "High, we are unable to provide the best services due to the work constraints"
 - "They might not get the support they need. People might opt for public transport and the chances of getting to work late are high"
 - "Be inclined to not take them to outings"
 - "Clients unable to attend the community or appointment - then cause regression in confidence to be in the community but also missing out on vital services and appointments"
 - "Less available staff especially if petrol supply runs out"
 - "I'm f this continue support workers might not be able to make it to work"
 - "Less community access. Missing out on non essential activities"
 - "Tragedy"
 - "Not attending the support of some clients"
 - "No impact"
 - "The impact will be huge because the persons need to be assisted/ supported during the shifts in different ways and creates for them a lot of stress and uncertainty in the service"
 - "Constant worry about expenses can lead to mental exhaustion."
 - "Staff would have to drop some shifts"
 - "Possibly no carer will attend shifts shorter drives/outings if any"
 - "They won't be able to go out as much"
 - "I've left clients of 3 years this week due to the increases. They were very upset with the changes, one won't have a support worker and the other is feeling incredibly disregulated and unsure of who will support her."
 - "I can't drive a lot with clients and can't work 30km away from home"
 - "Less ability to pick up shifts less than 8 hours. Less ability for community access"
 - "Ok at the moment"
 - "more fees, less take home pay"
 - "I am going to have to see the kms and decline if its beyond certain numbers"
 - "They won't be able to get the service they need"
 - "A big impact"
 - "Less service"

"If regular staff cannot attend group homes casual staff will attend"
"None"
"Because I decline the service"
"Loss of community participation and independence building experiences"
"A lot of clients like to get out for a drive, if it gets any worse, they will be restricted, this may cause more behaviours from clients"
"If support workers can not attend work due to fuel cost risk of agency and poor life quality from none regular staff"
"Dropping shifts not good for clients"
"dont know"
"Service"
"Yes"
"Stressful"
"Transportation, food and services"
"some rely heavily on us to help them with every day chores appointments shopping"
"Clients might loose shifts, or pay more for shifts. Or have to choose different activities that they might not want to do"
"They will receive less support as lower number of shifts will be filled."
"They won't get any service"
"At some stage will have to drop some shifts, clients will not get the care they need, hygiene and their health will deteriorate, medical appointments will not be attended, missed community participation activities"
"Unsure as workers are the ones facing the financial stress while being fully aware of its consequences too..."
"I may not be able to do my face to face client support as a manager"

"Provision of support services will be impacted has support workers will not pick more shifts due to distance and costs"
"it can't impact clients. that's unfair"
"Boredom"
"Kilometres have already been limited, which is restricting the clients ability to live a fulfilling life."
"Impacts on their funding, charges are higher impacting the amount they have"
"They will be able to go out less, or won't be able to go out as far"
"Clients who depend on my car for appointments and drives will be highly disadvantaged as we will have to order rides for appointments and cut down on social drives"
"Staff will chose to not attend short shifts. Clients will not have support"
"We cannot afford to take them out in the community"
"Might reduce how far we go."
"Clients are not going to get the care they deserve especially being vulnerable clients needing 24/7 care they will suffer immensely"
"stress"

"Some of my clients will miss out of vital support as some of my clients rely on me as I'm there only access they have to the community"
"Distance"
"They need our support. 100%"
"Of course less long drives to keep up with fuel shortages which limits client's outings."
"Less outings choice."
"I'm stressed and it may impact the quality of care"
"Overall, rising fuel costs can limit mobility, reduce support consistency, and affect both the physical and emotional wellbeing of the client."
"High cost definitely impact on client for example i would prefer to work on long shift rather then 4 or 5 hour shift because its not worth to travel 180km. So client has no support worker."
"Might not be able to get to work"
"Short staff"
"Shortage of staff"
"Less travel and less activities."

"Participants I support often express a clear preference to visit aboriginal family, attend community locations, or engage in meaningful activities outside the home. Limiting these opportunities may affect their wellbeing and social inclusion."
"If it goes on increasing we might have staff shortages"
"Participants dis not get enough money for outing to Community"
"Do not just go for a drive to the beach with my autistic clients as they love it, can only go direct to appointments etc"
"I have to cancel shift"
"Less support"
"Im not able to take them as far as they may want yo go for shopping & daytrips"
"Rising fuel costs are having a real impact on disability and DVA clients, especially those who rely heavily on consistent, in-person support. From what I've seen, many clients depend on support workers not just for care, but also for transport to appointments, shopping, and staying connected to their community. As fuel costs increase, it can become harder to maintain that level of access.
For some clients, this may mean fewer outings or reduced flexibility in their support, which can lead to increased isolation and a decline in overall wellbeing. DVA/ENU clients, in particular, may already be managing physical or mental health challenges, and any disruption to routine or support can have a deeper impact.
There's also the financial pressure. Even when services are funded, the rising cost of living affects everything around them—groceries, utilities, and transport—so clients can feel the strain more intensely.
Personally, I think it highlights how important it is for support services to remain flexible and client-focused during times like this. Small changes in cost can have a big effect on someone's independence, dignity, and quality of life"
"Reduced supports"
"I am the only one working in my house hold so I have to work to pay bills
My clients will be impacted with workers who stop going long distance to collect them and change clients to shorter distance
So they will be getting new workers due to this which is so unsettling for them because I work with people with bipolar schizophrenia and autism people with social anxiety
So those people will be Shirley infected if they get a new Worker it's a big thing for them any change and having the trust that they did have a previous Worker will take awhile"
"Too much"
"Fewer community access and few areas visited during the community access"
"Devastating for our clients as we can't support them to places they want to go. They will be limitations in shopping, attending appointments and social activities."
"Staff not being able to get to work"

7 - Which area do you work in	8 - About you:	9 - Who is your employer?	10 - What state/territory do
"Supported Accommodation"	"Minda"	"South Australia"	
"Supported Accommodation"	"Genu"	"Western Australia"	
"In home support"	"Prospect hill"	"New South Wales"	
"Supported Accommodation"	"AHH Lifeskills Pty Ltd"	"South Australia"	
"Supported Accommodation"	"Nil"	"Western Australia"	
"In home support"	"Silverchain"	"South Australia"	
"Supported Accommodation"	"Affinity alliance and western ca"	"South Australia"	
"Supported Accommodation"	"Life without Barriers"	"Queensland"	
"Community Support"	"Ability WA and Rise network."	"Western Australia"	
"In home support"	"Australian Unity"	"New South Wales"	
"Supported Accommodation"	"Minda"	"South Australia"	
"Supported Accommodation"	"DHS"	"South Australia"	
"In home support"	"Minda"	"South Australia"	
"In home support"	"GSSA."	"South Australia"	
"Community Support"	"St Louis"	"South Australia"	
"Supported Accommodation"	"SA care"	"South Australia"	
"Community Support"	"Disability INC"	"South Australia"	
"Community Support"	"Gen u"	"Victoria"	
"Supported Accommodation"	"Attuned care"	"South Australia"	
"Supported Accommodation"	"Rocky bay"	"Western Australia"	
"Community Support"	"Minda"	"South Australia"	
"Supported Accommodation"	"Orana"	"South Australia"	
"Community Support"	"Access4u and Care2Empower"	"South Australia"	
"Supported Accommodation"	"Disability SA"	"South Australia"	
"In home support"	"Australian Unity"	"New South Wales"	
"In home support"	"Minda"	"South Australia"	
"Community Support"	"No"	"South Australia"	
"Community Support"	"Autism Association of Western"	"Western Australia"	
"Supported Accommodation"	"Brightwater and Mercycare"	"Western Australia"	
"Supported Accommodation"	"Community Living Options"	"South Australia"	
"Community Support"	"Access4u"	"South Australia"	

Supported Accommodation"	"Communiy living options"	"South Australia"
unity Support"	"Self employed, Novita, Lightho"	"South Australia"
ccommodation"	"Genu"	"Western Australia"
rt"	"St Jude's"	"Western Australia"
"Supported Accommodation"	"Department of human services"	"South Australia"
"In home support"	"Minda inc"	"South Australia"
"Supported Accommodation"	"DHS"	"South Australia"
"Supported Accommodation"	"DHS"	"South Australia"
"Supported Accommodation"	"Minda"	"South Australia"
"Community Support"	"Minda"	"South Australia"
"In home support"	"Total support services"	"South Australia"
"Supported Accommodation"	"Life without barriers and keyas"	"Western Australia"
"Supported Accommodation"	"DHS DASS"	"South Australia"
"Supported Accommodation"	"HCO"	"South Australia"
"Supported Accommodation"	"Enhanced Lifestyles"	"South Australia"
"Supported Accommodation"	"Nascha Inc"	"Western Australia"
"Supported Accommodation"	"ACS"	"South Australia"
"Supported Accommodation"	"Wa bluesky"	"Western Australia"
"Supported Accommodation"	"Minda"	"South Australia"
"Supported Accommodation"	"Songbird"	"New South Wales"
"Community Support"	"DDS"	"Western Australia"
"Community Support"	"Maple community, Leora Healt"	"New South Wales"
"In home support"	"Ronald care co"	"South Australia"
"Supported Accommodation"	"Ahhlifeskil"	"South Australia"
"Community Support"	"St Jude's"	"Western Australia"
"Supported Accommodation"	"Minda Inc"	"South Australia"
"In home support"	"Minda and HCA"	"South Australia"
"Supported Accommodation"	"DHS"	"South Australia"
"Supported Accommodation"	"CARA"	"South Australia"
"In home support"	"Minda"	"South Australia"
"Community Support"	"Estara"	"South Australia"

"Community Support"	"Self and zest project co"	"South Australia"
"Community Support"	"Minda"	"South Australia"
"In home support"	"Above and beyond support ser"	"South Australia"
"In home support"	"DHS"	"South Australia"
"Community Support"	"atHomecare and Australian uni"	"Western Australia"
"Community Support"	"Dhs and alliance community"	"South Australia"
"In home support"	"Australian unity"	"New South Wales"
"In home support"	"Australian Unity"	"New South Wales"
"In home support"	"AnglicareSA"	"South Australia"
"Supported Accommodation"	"Genu formerly Activ"	"Western Australia"
"Supported Accommodation"	"DHS"	"South Australia"
"Community Support"	"Alliance"	"South Australia"
"Supported Accommodation"	"Caresquad"	"South Australia"
"Community Support"	"Minda"	"South Australia"
"In home support"	"DHS"	"South Australia"
"Community Support"	"Novita"	"South Australia"
"Supported Accommodation"	"abilitywa"	"Western Australia"
"Community Support"	"Community Services Inc"	"Northern Territory"
"Supported Accommodation"	"Sacare and total support servic"	"South Australia"
"Community Support"	"Hope circle"	"South Australia"
"Supported Accommodation"	"St judes"	"Western Australia"
"Community Support"	"topgunn disability services"	"New South Wales"
"Community Support"	"Infinity Supports WA"	"Western Australia"
"Community Support"	"Minda"	"South Australia"
"Community Support"	"Macarthur Care"	"New South Wales"
"Supported Accommodation"	"DHS"	"South Australia"
"Supported Accommodation"	"DHS"	"South Australia"
"Supported Accommodation"	"Minda"	"South Australia"

"Supported Accommodation" "Brightwater disability services" "Western Australia"

"Community Support" "Uniting WA" "Western Australia"

"Community Support"	"Minda"	"South Australia"
"Supported Accommodation"	"AHH Lifeskills"	"South Australia"
"Community Support"	"Activ"	"Western Australia"
"Supported Accommodation"	"Livit Disability Support"	"South Australia"
"Community Support"	"SA CARE"	"South Australia"
"Community Support"	"Aberstone and compassion /M"	"South Australia"
"Supported Accommodation"	"My ability pathway"	"South Australia"
"Community Support"	"Minda"	"South Australia"
"In home support"	"Orana"	"South Australia"
"Supported Accommodation"	"Livability Care Australia"	"South Australia"

"Community Support"	"GenU"	"Western Australia"
"In home support"	"Sari healthcare"	"South Australia"
"Supported Accommodation"	"abilitywa"	"Western Australia"
"Supported Accommodation"	"Viva mutual"	"South Australia"
"Community Support"	"ECH"	"South Australia"
"Supported Accommodation"	"Department of Human Services"	"South Australia"
"In home support"	"Department of Human Services"	"South Australia"
"In home support"	"Orana"	"South Australia"
"Supported Accommodation"	"DHS"	"South Australia"
"Supported Accommodation"	"Lutheran Disability Services"	"South Australia"
"Supported Accommodation"	"Autism SA"	"South Australia"
"Community Support"	"BDMS community services, NT"	"Northern Territory"

"Supported Accommodation"	"Keen to Care Australia"	"Western Australia"
"In home support"	"Identity wa"	"Western Australia"
"Supported Accommodation"	"Community living options"	"South Australia"
"Supported Accommodation"	"Cara"	"South Australia"

"Supported Accommodation"	"Community Living Options"	"South Australia"
"Community Support"	"Minda"	"South Australia"
"Community Support"	"I have 3 different agency empl"	"South Australia"
"In home support"	"Disability support"	"South Australia"
"Community Support"	"Crystel care"	"South Australia"
"Community Support"	"All Areas Care And Support"	"South Australia"
"Supported Accommodation"	"SA care"	"South Australia"
"Supported Accommodation"	"Compassion support services"	"Western Australia"
"Community Support"	"Assured Solution Care"	"South Australia"
"Supported Accommodation"	"CLO"	"South Australia"
"Community Support"	"At home care"	"Western Australia"
"Community Support"	"Assured care Solution"	"South Australia"
"In home support"	"DHS"	"South Australia"
"Supported Accommodation"	"Wahid"	"South Australia"
"Supported Accommodation"	"Orana"	"South Australia"
"Community Support"	"Self employed"	"South Australia"
"Supported Accommodation"	"Glenray"	"New South Wales"
"In home support"	"Apex lifestyle"	"Western Australia"
"Supported Accommodation"	"Orana Australia"	"South Australia"
"In home support"	"Spinal Life Australia"	"Queensland"
"Supported Accommodation"	"Nepean Area Disability Organis"	"New South Wales"
Community Support	"Transforming care"	New South Wales
Community Support	"Interchange WA"	Western Australia
In home support	"Hunter Ability Support"	New South Wales
Community Support	"Christian Home Care and Disab"	Western Australia
Community Support	"CSI"	South Australia

Supported Accommodation	"DHS - Government of South Au	South Australia
Community Support	"Calvary Community Care"	South Australia
Supported Accommodation	"Livability Care and Partnership	South Australia
Supported Accommodation	"CASPA"	Northern Territory
Community Support	"AllCare"	South Australia
Supported Accommodation	"SAcare disability services"	South Australia
Supported Accommodation	"Minda Inc"	South Australia
Community Support	"Endeavour foundation"	Queensland
Community Support	"Silverchain"	Western Australia
In home support	"CLO"	South Australia
Community Support	"Wesley Social Enterprise"	South Australia
In home support	"St Judes"	Western Australia
Community Support	"Icommunity Australia, Rosscare	South Australia
Community Support	"Access 4u"	South Australia
In home support	"Enhanced lifestyles inc"	South Australia
Community Support	"ORANA"	South Australia
Community Support	"ITEC"	South Australia
Community Support	"Autism WA"	Western Australia
Supported Accommodation	"CLO"	South Australia
Community Support	"4Lifeskills used to be known as	Western Australia
In home support	"Hireup"	Australian Capital Territory
Supported Accommodation	"Minda incorporated"	South Australia
Community Support	"Abilitywa"	Western Australia
Supported Accommodation	"Enhanced"	South Australia
Community Support	"Ability WA"	Western Australia
Supported Accommodation	"Livability Care Australia"	South Australia
Community Support	"Sunnyfield & Leora"	New South Wales

11 - Are you a union member?	12 - Token	13 - Submitted at
Yes - I'm a United Workers Union member	6tvcqppuvlg0g4w20kb0856tvcqpps01	2026-03-26 07:07:23 +0000 UTC
Yes - I'm a United Workers Union member	cty0g3ea6zh4rd7jucty0oavgt66m8no	2026-03-26 07:09:15 +0000 UTC
Yes - I'm a United Workers Union member	tgjvwspknmjip8tiutgjgi1ag9nu5wry	2026-03-26 07:09:37 +0000 UTC
Yes - I'm a United Workers Union member	fe7r25yvtiqezhfe79frwottfcq2u5fn	2026-03-26 07:09:44 +0000 UTC
Yes - I'm a United Workers Union member	eitibfd1bs7uf5mhqreitolwjo6mtmpx	2026-03-26 07:10:20 +0000 UTC
Yes - I'm a United Workers Union member	c8sah0031vb0myu446ac8sah00lczt06	2026-03-26 07:11:02 +0000 UTC
Yes - I'm a United Workers Union member	orffs5efghyrvwk0z4rzorffsps7edqb	2026-03-26 07:12:02 +0000 UTC
Yes - I'm a United Workers Union member	9uqvsnpn0cxf6wqr9uqks8jryxg2fd78	2026-03-26 07:13:00 +0000 UTC
Yes - I'm a United Workers Union member	f4nf3w8zoyem3lf06f4nf36eqltisyq1	2026-03-26 07:14:34 +0000 UTC
Yes - I'm a United Workers Union member	duutkrvrsibi2g9emv5duutkrhrokm2	2026-03-26 07:15:15 +0000 UTC
Yes - I'm a United Workers Union member	5fjza5uzq1famznsre5fjz03uqpx6hl2	2026-03-26 07:16:20 +0000 UTC
Yes - I'm a United Workers Union member	ih41c96zy3z0oninuih41cbnq3fxbf90	2026-03-26 07:17:12 +0000 UTC
Yes - I'm a United Workers Union member	b8w0zpvivh61tnmgpcdt8b8w0zpv80em	2026-03-26 07:17:31 +0000 UTC
Yes - I'm a United Workers Union member	bzowh01gt28uptjtsobzowh90kn4eso1	2026-03-26 07:18:45 +0000 UTC
Yes - I'm a United Workers Union member	yz93gcgxjzmq8k08yz9v4kyzy243of2b	2026-03-26 07:19:33 +0000 UTC
Yes - I'm a United Workers Union member	9gjk5vdyaoknxph49gjk510wjinb0xl3	2026-03-26 07:19:42 +0000 UTC
Yes - I'm a United Workers Union member	30vibvqfr9cwmwdw1ugtr330vibvqxjy3	2026-03-26 07:20:15 +0000 UTC
Yes - I'm a member of another union	qzxjki18rzj0zpdvqzjk0kjgwk4vqpk	2026-03-26 07:20:31 +0000 UTC
Yes - I'm a United Workers Union member	vwhnrj2ha5qswev4rvwhnrcq8qnde0s	2026-03-26 07:21:10 +0000 UTC
Yes - I'm a United Workers Union member	rxgrdr3h0ha0da3rxgr3a4j4vwfwp29g	2026-03-26 07:21:26 +0000 UTC
Yes - I'm a United Workers Union member	vkdmuojlcd0h2celsbbavkdmuogonacl	2026-03-26 07:23:04 +0000 UTC
Yes - I'm a United Workers Union member	sm7ve3xa5xd4yz4dsm7ve39sheicem1v	2026-03-26 07:23:31 +0000 UTC
Yes - I'm a United Workers Union member	iv2bcr4cugk6cezaa3zkaiv2bcj0a7o1	2026-03-26 07:25:47 +0000 UTC
Yes - I'm a United Workers Union member	360o2w7tsgeelz3l83696frl2jfiapa9	2026-03-26 07:25:56 +0000 UTC
Yes - I'm a United Workers Union member	lj1zdrasj0ghq8yglj1zdrwmu7570luj	2026-03-26 07:26:20 +0000 UTC
Yes - I'm a United Workers Union member	m9jvbw1r55q2rhv6km9jvbkzjxr8agx	2026-03-26 07:27:15 +0000 UTC
Yes - I'm a United Workers Union member	ut6ror819v6y5luknut6ror0ezf8l02t	2026-03-26 07:28:59 +0000 UTC
Yes - I'm a United Workers Union member	j45fho3fgzgo7rgj45apqxfysffda60k	2026-03-26 07:30:07 +0000 UTC
Yes - I'm a United Workers Union member	p2blb9dtdbtq3san3qp2blb9rp0fznm6	2026-03-26 07:30:59 +0000 UTC
Yes - I'm a United Workers Union member	l7qm9s15k5y01av1d909l7qm9smf566x	2026-03-26 07:31:03 +0000 UTC
Yes - I'm a United Workers Union member	jmqq1andqxjmqrqrxwmkkt7rt8bdqs0vv	2026-03-26 07:31:41 +0000 UTC

Yes - I'm a United Workers Union member	rt9lgbd7p8og0ab0xh6zcz9rt9lgbfz0	2026-03-26 07:32:07 +0000 UTC
Yes - I'm a United Workers Union member	j0iko5bx1iczfoj0ikoro32gjt4iwazt	2026-03-26 07:33:35 +0000 UTC
Yes - I'm a United Workers Union member	eziy5n7otod79252jjh4meziy5nkks1o	2026-03-26 07:33:38 +0000 UTC
Yes - I'm a United Workers Union member	e8a97i16b3u4mmo0e8a931fkt85embyk	2026-03-26 07:35:14 +0000 UTC
Yes - I'm a United Workers Union member	eo65bnqi36aw4fnsta45eo65bnq9n1nw	2026-03-26 07:36:44 +0000 UTC
Yes - I'm a United Workers Union member	3fl4e472n0v3nke4pvm3fl4e47f8s7sq	2026-03-26 07:37:20 +0000 UTC
Yes - I'm a United Workers Union member	e6vz7j3d0or654uobt1e6vz7j3dlzm9d	2026-03-26 07:39:31 +0000 UTC
Yes - I'm a United Workers Union member	kz8aiwryrgyszottkz8aiwcxlyt8n60	2026-03-26 07:41:30 +0000 UTC
Yes - I'm a United Workers Union member	fj3vls81nwxjq7ufj3vl8xttbzruyn52	2026-03-26 07:42:32 +0000 UTC
Yes - I'm a United Workers Union member	zn5bdya6yevdqm6g5wzn5bdyivqsqmi4	2026-03-26 07:42:47 +0000 UTC
Yes - I'm a United Workers Union member	pk6hyikhg45qvbhrowz74wpk6hyikh9q	2026-03-26 07:47:21 +0000 UTC
Yes - I'm a United Workers Union member	0ik3fmhpbmoyv5pwbxeojbagq0ik3fmh	2026-03-26 07:48:09 +0000 UTC
Yes - I'm a United Workers Union member	5asig86mge88p51kyz55aqb24raqbp57	2026-03-26 07:49:44 +0000 UTC
Yes - I'm a United Workers Union member	klv7taughvs3fqufqzmj9klv7tau1u61	2026-03-26 07:51:41 +0000 UTC
Yes - I'm a United Workers Union member	8s4av9aw2e18pkl8s4av85l3ulxa17ez	2026-03-26 07:53:52 +0000 UTC
Yes - I'm a United Workers Union member	zqhn7sir10zqhg18bf7rdr3e8n3evrrx	2026-03-26 07:54:14 +0000 UTC
Yes - I'm a United Workers Union member	efqa4cahb465uqg78uvefqa4q57fxnxc	2026-03-26 07:55:04 +0000 UTC
Yes - I'm a United Workers Union member	gkjfx18n25ylfy180hgkfx4pr6yvjv4k	2026-03-26 07:56:16 +0000 UTC
Yes - I'm a United Workers Union member	311wzpr8xeawtt1z9qdy6311wzp282wc	2026-03-26 08:01:54 +0000 UTC
Yes - I'm a United Workers Union member	vcp4fs2o4ypdnje7sdddu5vcp4fs0zxp	2026-03-26 08:03:55 +0000 UTC
Yes - I'm a United Workers Union member	2xauy8gp5zktebe4ckz2xauy8gpkm298	2026-03-26 08:04:32 +0000 UTC
Yes - I'm a United Workers Union member	o3rai4klq4cjqqfejo3railjmcjzluez	2026-03-26 08:08:08 +0000 UTC
No - I'm not a union member	7xnrdtarzk9u0glv3p7xnkr8gphbuc	2026-03-26 08:11:58 +0000 UTC
Yes - I'm a United Workers Union member	30wzmgokhhuzh8w00rfq30wzmgofg7gu	2026-03-26 08:12:45 +0000 UTC
Yes - I'm a United Workers Union member	cgic652wsfwongcbqcgic6vm6du3epua	2026-03-26 08:15:05 +0000 UTC
Yes - I'm a United Workers Union member	76ie0qs3wpkkt3mdv976ie0lpz7s74go	2026-03-26 08:17:12 +0000 UTC
Yes - I'm a United Workers Union member	o4gctq04fxtv79f1o4gctq0x2ykj0g9p	2026-03-26 08:17:31 +0000 UTC
Yes - I'm a United Workers Union member	4itgwsr06s7cb4y47l4itgwsrbrh9fk	2026-03-26 08:25:08 +0000 UTC
Yes - I'm a United Workers Union member	rch2o3wdx4qgfd8rch20jji16tptgfk6	2026-03-26 08:27:14 +0000 UTC
Yes - I'm a United Workers Union member	0tz3m66zht9gv97bqw0tz3m27dktvb1c	2026-03-26 08:30:41 +0000 UTC
Yes - I'm a United Workers Union member	nzwzd92j65wlenzwq4y22r7c6799j7y5	2026-03-26 08:30:44 +0000 UTC

No - I'm not a union member	r8hvo3i11wsstxnlgewr8hvoj6ubq9av	2026-03-26 08:39:53 +0000 UTC
Yes - I'm a United Workers Union member	pak0t8i7qxquor4vspak0t0rawupwlm	2026-03-26 08:40:51 +0000 UTC
Yes - I'm a United Workers Union member	6j8cgsse0hqstj6j8cgsugtr42u6d7u5	2026-03-26 08:42:21 +0000 UTC
Yes - I'm a United Workers Union member	vcqkt50retd2afgnhhtvcqkt7pu8u00	2026-03-26 08:46:44 +0000 UTC
Yes - I'm a United Workers Union member	krqk05ibsyf3s0mrxvkrqk05qg5yj4t0	2026-03-26 08:52:28 +0000 UTC
Yes - I'm a United Workers Union member	h49ivkji9f12hw9bg471uch49ivkloy1	2026-03-26 08:58:22 +0000 UTC
Yes - I'm a United Workers Union member	iebscwddrltyjwjetkzxcjiebscw2pmr	2026-03-26 09:02:07 +0000 UTC
Yes - I'm a United Workers Union member	j3m5d8sxw67sxnkj3m5d88k3xe2t21umo	2026-03-26 09:06:18 +0000 UTC
Yes - I'm a United Workers Union member	suma7lquccjvrfcaf81krsuma7h38q7o	2026-03-26 09:06:51 +0000 UTC
Yes - I'm a United Workers Union member	r5rqddbq162mouiwar5rqds50gjr869	2026-03-26 09:09:29 +0000 UTC
Yes - I'm a United Workers Union member	8lm7p6p8akrc1qix268lm7p6pm7gibii	2026-03-26 09:10:54 +0000 UTC
Yes - I'm a United Workers Union member	zjxbcd9wba9epcofp2zjxb54amhel5r	2026-03-26 09:11:03 +0000 UTC
Yes - I'm a United Workers Union member	owxlt01h6x5m8cmvpkusowxltzwnvtoa	2026-03-26 09:11:13 +0000 UTC
Yes - I'm a United Workers Union member	rjh431akqn1yqbvrjhc3ozjqwy583o7	2026-03-26 09:18:33 +0000 UTC
Yes - I'm a United Workers Union member	hv3en22z31fjhdwti31vaeadhv3en22z	2026-03-26 09:23:13 +0000 UTC
Yes - I'm a United Workers Union member	9rqr5r2brs39nx9rqhd8i56rz7qg9vwt	2026-03-26 09:28:16 +0000 UTC
Yes - I'm a United Workers Union member	xnrcqv3xxpq49hqcmgxnc7rws98q6p3	2026-03-26 09:29:28 +0000 UTC
Yes - I'm a United Workers Union member	8vylvx41cfo4tcx8vytxl6ie0368nlm	2026-03-26 09:30:05 +0000 UTC
Yes - I'm a United Workers Union member	pz8ib4l74010s3pz8ih08j782rz69iyw	2026-03-26 09:33:53 +0000 UTC
Yes - I'm a United Workers Union member	sioe073zpfqiv8z7d7isioe07uhtet0q	2026-03-26 09:40:08 +0000 UTC
Yes - I'm a United Workers Union member	efv2glnte168c1efv2ga0jfwq838pozv	2026-03-26 09:41:03 +0000 UTC
Yes - I'm a United Workers Union member	0z6fv16xm4yv1cu50z60xagfycw8e9mj	2026-03-26 09:41:27 +0000 UTC
Yes - I'm a United Workers Union member	pn4c30ffedy4s1pn4amej7a7az6okto9	2026-03-26 09:46:10 +0000 UTC
Yes - I'm a United Workers Union member	6vquole9odybbalbm86vquphqwmo7n7q	2026-03-26 09:48:07 +0000 UTC
Yes - I'm a United Workers Union member	pba619w9g4b02yy7t2x1vpba6195cbpr	2026-03-26 10:05:30 +0000 UTC
Yes - I'm a United Workers Union member	xf2v7rqjk9l4ealpxf2v3ccwz6257j2l	2026-03-26 10:06:51 +0000 UTC
Yes - I'm a United Workers Union member	moy9t1uyes2vhwmoy5lv4i7ddcimtldy	2026-03-26 10:09:07 +0000 UTC
Yes - I'm a United Workers Union member	9tjp5j1zleewxbvd9tjp5j7fv6z33qiu	2026-03-26 10:14:11 +0000 UTC
Yes - I'm a United Workers Union member	3ckh23a1nvb0tccgq13ckh24tnnh7360	2026-03-26 10:24:33 +0000 UTC
Yes - I'm a United Workers Union member	odhlp8ffy48iodsdhd4b04zn1ub741vh	2026-03-26 10:26:42 +0000 UTC

Yes - I'm a United Workers Union member	zz3an436qpazzb3m1wlb6yedtzs04j0f	2026-03-26 10:34:02 +0000 UTC
Yes - I'm a United Workers Union member	fvr1emo3p9kyn4fvr1e13qr7v0irvte6	2026-03-26 10:47:30 +0000 UTC
Yes - I'm a United Workers Union member	usyfaie53ekkfkn5wu1tusyfaie5aio8	2026-03-26 10:49:26 +0000 UTC
Yes - I'm a United Workers Union member	ckncoc8775ypzckn04lfcufmt7ym604l	2026-03-26 10:54:42 +0000 UTC
Yes - I'm a United Workers Union member	3i43a2ka1h5qxkxepkml3i43avulqpdyz	2026-03-26 10:55:12 +0000 UTC
Yes - I'm a United Workers Union member	qek3ijbcfc9dizff9rhtw27vqek3ijbc	2026-03-26 11:23:23 +0000 UTC
Yes - I'm a United Workers Union member	qvsow9fulc951yqv9yhf25rf1zg9yh8z	2026-03-26 11:34:00 +0000 UTC
Yes - I'm a United Workers Union member	y2s7acjka67sdeopxu4tx7iy2s7ac5za	2026-03-26 11:41:45 +0000 UTC
Yes - I'm a United Workers Union member	drssl7vb0b0ywg7onu5drssl7gq4mdbb	2026-03-26 11:46:57 +0000 UTC
Yes - I'm a United Workers Union member	hfjmbwxnuu80t9k6e9qjhjf9c929lnf8	2026-03-26 11:58:38 +0000 UTC

Yes - I'm a United Workers Union member	4f3xnmgix8xoe1olilf4f3xxfw9kk2w	2026-03-26 12:09:26 +0000 UTC
Yes - I'm a United Workers Union member	f6y6du8tnts4sfs87pwqfejrf6y6dutr	2026-03-26 12:11:08 +0000 UTC
Yes - I'm a United Workers Union member	qvy7m4hdbkqw5j13maqvyx8yugqavyip	2026-03-26 12:14:57 +0000 UTC
Yes - I'm a United Workers Union member	1h2xslg3eif7q1pubuf1ng1h2xsgv17n	2026-03-26 12:32:40 +0000 UTC
No - I'm not a union member	udejmsw9re61v2mfoffroudejms6stz5	2026-03-26 12:37:45 +0000 UTC
Yes - I'm a United Workers Union member	v5zrsbbnf22j1uawxv5zrsb1gutbtaz7	2026-03-26 12:39:21 +0000 UTC
Yes - I'm a United Workers Union member	hvezixs9mdyxmannighvzixix0jdhsg8c	2026-03-26 12:41:16 +0000 UTC
Yes - I'm a United Workers Union member	p1fc20a0gj0i6np1fc22o5q8rladm56h	2026-03-26 13:03:38 +0000 UTC
Yes - I'm a United Workers Union member	o3bjl5xlz8p9a7l0o3bjl553tq19kue2	2026-03-26 13:05:15 +0000 UTC
Yes - I'm a United Workers Union member	q5ti2ymt1yj7d85ua0f6wjq5ti2y6ujj	2026-03-26 13:27:39 +0000 UTC
Yes - I'm a member of another union	nbulnr4up77hxd6yvnbuforknjokzsl	2026-03-26 13:42:00 +0000 UTC
Yes - I'm a United Workers Union member	xl7ybfhjtzbymtcf7wxlknkzz7vidyzz	2026-03-26 13:48:21 +0000 UTC

Yes - I'm a United Workers Union member	wlifp7filpnl1au36swlifp4hwqe90k	2026-03-26 14:24:05 +0000 UTC
Yes - I'm a United Workers Union member	utcwmyi0fnxibcqioutcwmerk1lii9	2026-03-26 14:49:28 +0000 UTC
Yes - I'm a United Workers Union member	8ly5n134w52s5mf7ospb8ly5nutomb49	2026-03-26 15:04:54 +0000 UTC
Yes - I'm a United Workers Union member	wg9070nmvq8s9hjh9jfwg9068r40mboq	2026-03-26 15:05:00 +0000 UTC

Yes - I'm a United Workers Union member	d4dyy3em23g0n8pipn47jd4dyyg727tt	2026-03-26 15:54:06 +0000 UTC
Yes - I'm a United Workers Union member	wdlkz1cbs9zc5wwdlk9qb7d2sajlvbvm	2026-03-26 19:46:15 +0000 UTC
Yes - I'm a United Workers Union member	yc37xy2xnit756unyc37xtig9ws0lnpp	2026-03-26 20:38:57 +0000 UTC
Yes - I'm a United Workers Union member	zepyio2gugbwrf9v5ynzepyv7w2o4bnw	2026-03-26 21:05:45 +0000 UTC
Yes - I'm a United Workers Union member	is5tfecwufccutb6uzhjxis5tfecj9fz	2026-03-26 21:22:58 +0000 UTC
Yes - I'm a United Workers Union member	edipb7moax5mjr2hwuycedipb7mckp1q	2026-03-26 21:30:03 +0000 UTC
Yes - I'm a United Workers Union member	zoiukuqqfe97ioqy68jnzotcon8fczzv	2026-03-26 21:59:11 +0000 UTC
Yes - I'm a United Workers Union member	i6o9rgx3bwpbpi6o9rgOgvsaiijbl2u	2026-03-26 22:19:17 +0000 UTC
Yes - I'm a United Workers Union member	bkuddwnk5xwk29gqdu5bkud3fx0gz2zf	2026-03-26 22:27:35 +0000 UTC
Yes - I'm a United Workers Union member	j70osmpch0k8e5vv5isyfj70osmp0uv6	2026-03-26 22:30:58 +0000 UTC
Yes - I'm a United Workers Union member	wsgw7izj96zcqg6wsgnc4rpr06zgaosq	2026-03-26 22:42:28 +0000 UTC
Yes - I'm a United Workers Union member	fr2rtg1dc47wpr0rvf8bfr2rtgxyb95e	2026-03-26 22:47:12 +0000 UTC
Yes - I'm a United Workers Union member	nc44nzdpxjov2mcyznf9nc44nznct1s	2026-03-26 22:54:35 +0000 UTC
Yes - I'm a United Workers Union member	t3he2gwh7zuv3uzv1sivt3he27zvck4t	2026-03-26 23:14:47 +0000 UTC
Yes - I'm a United Workers Union member	1nyqjdkslqa3ofhqmt91nyqjd6xjalid	2026-03-26 23:37:32 +0000 UTC
Yes - I'm a United Workers Union member	73fwtaaamwwriyy8df7r73fwtaa43q11	2026-03-26 23:50:03 +0000 UTC
Yes - I'm a United Workers Union member	z6mc7cx00un3n5ezd6mc7i85atxq7ki	2026-03-27 00:03:13 +0000 UTC
Yes - I'm a United Workers Union member	6j5huyqkwid0evz6j5huy7d6j9s0o2yk	2026-03-27 00:03:29 +0000 UTC
Yes - I'm a United Workers Union member	hj0h2b9r2eawdrj1rhj0yl99r1fzhioh	2026-03-27 00:35:23 +0000 UTC
Yes - I'm a United Workers Union member	artnbgryhgyk1bm409partnbgoe9e1q	2026-03-27 00:46:24 +0000 UTC
Yes - I'm a United Workers Union member	dk2mrdg6ltdlmaxzdk2mrdg7z3a636ek	2026-03-27 00:56:39 +0000 UTC
Yes - I'm a United Workers Union member	10dr6ehrvhq5w4a8ltc2l10dr6ejzx6q	2026-03-27 01:49:26 +0000 UTC
Yes - I'm a United Workers Union member	fsga59y4ycdur1jntfsga59yu5wspqxp	2026-03-27 02:50:50 +0000 UTC
Yes - I'm a United Workers Union member	o4yeo7u7degeema76zo4ye6qu567onhc	2026-03-27 02:55:23 +0000 UTC
Yes - I'm a United Workers Union member	m183ykqdoppxu1lx9m183ykqdi1k8xtt	2026-03-27 03:10:38 +0000 UTC
Yes - I'm a United Workers Union member	lkwhzze5topb6wyjkqlq9lkwhzzvpc4p	2026-03-27 03:17:13 +0000 UTC

Yes - I'm a United Workers Union member	ueqjg1buyiwk1og1u60ueqjg11i3os99	2026-03-27 03:20:25 +0000 UTC
Yes - I'm a United Workers Union member	1p26vgc6ephym380vh1p26v1o6ppwfg1	2026-03-27 03:26:21 +0000 UTC
Yes - I'm a United Workers Union member	9pg1rmspyhgp0uqtffs9pg1rmsi8k4kf	2026-03-27 04:46:37 +0000 UTC
Yes - I'm a United Workers Union member	oi565jqqtadsc62hd36voi565jqj2wj	2026-03-27 05:14:52 +0000 UTC
Yes - I'm a United Workers Union member	wj4o6ksscn1wjje1gcwj4o6kwc65ayfi	2026-03-27 05:26:17 +0000 UTC
Yes - I'm a United Workers Union member	e803w4jrg3fc3rcpbqdke803w4jbvit0	2026-03-27 05:29:33 +0000 UTC
Yes - I'm a United Workers Union member	v4a3ae334r0wc2w55v4a387uggbf1xlo	2026-03-27 07:15:14 +0000 UTC
Yes - I'm a United Workers Union member	yul1zeskexvt6xydoewfvuyul1zeyie7a	2026-03-27 07:17:07 +0000 UTC
Yes - I'm a United Workers Union member	cvgkcxw4kr1lawsodcvgk8zya3twrbr	2026-03-27 07:34:02 +0000 UTC
Yes - I'm a United Workers Union member	9merz4ytj4ctecgit0jf599merz44bjf	2026-03-27 15:13:00 +0000 UTC
Yes - I'm a United Workers Union member	r57t3758oczqlhvzwr57t37udh97u3a	2026-03-27 21:56:24 +0000 UTC
Yes - I'm a United Workers Union member	ntcwqkwawkrhnpxyntcxhzb5i39sg7qh	2026-03-28 00:23:47 +0000 UTC
Yes - I'm a United Workers Union member	138vuyfelekkxax4dd138vuyitek8nz	2026-03-28 01:49:35 +0000 UTC
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Yes - I'm a member of another union	5rbrdxrsfrjbx201k5rbrz0pm7v87mj7	2026-04-03 22:05:39 +0000 UTC

IN THE FAIR WORK COMMISSION

Matter No: AM2026/120

Application to Vary Modern Awards – Vehicle Allowances

Application by United Workers Union in respect of the *Cleaning Services Award 2020*

STATEMENT OF CARLO GIBBONS

1. My name is Carlo Gibbons and I reside in [REDACTED], in the Illawarra district of New South Wales.
2. I make this Statement in respect of the UWU's application for a variation to the *Cleaning Services Award 2020* ('**the Award**') to address the impact on workers in the cleaning services industry of increased fuel prices caused by the current conflict in the Middle East.
3. I am a member of the United Workers' Union ('**UWU**').

My Work as Cleaner

4. I have been employed as a cleaner by a cleaning company that operates in regional areas of the east coast of Australia, since April 2020. While I do not wish to name my employer, I can provide those details to the Commission on a confidential basis if required.
5. I have worked in the cleaning services industry for over twenty years.
6. I am covered by the *Cleaning Services Award 2020*, under which I am classified as a cleaning services employee – level 1.

Lodged by United Workers Union	Telephone: [REDACTED]
Address for service: 19 – 37 Greek St, Glebe NSW 2037	Fax: N/A Email: annette.vangent@unitedworkers.org.au

7. I am employed on part-time basis and have an agreement to work a minimum of 64 hours each fortnight. In practice, however, I currently work over 100 hours per fortnight.
8. Currently, my hourly part-time base rate of pay under the Award is \$29.73 per hour, which includes the 15% part-time loading.
9. I am entitled to a further 15% shift penalty when I commence work before 6am and weekend penalties when I work weekends.

Travel During Work Hours

10. My core roster is Monday to Fridays, though I work weekends on occasion.
11. During each shift I work at a number of different locations, driving my car from each worksite to the next. I estimate I drive about 302 km for work each week, in addition to my drive between home and work and then back home.
12. Every Monday to Friday, I leave my home in [REDACTED] at about 4.30am then drive to **Oak Flats High School** where I work between 5am and 8.16am.
13. From **Oak Flats High School**, I then drive to each of the following worksites (depending on which day of the week it is):
 - a. **Oak Flats Ambulance Station** (Monday to Friday), 9.30am to 10.30am: 4.2 km from Oaklands High School.
 - b. **TfNSW Albion Park Depot** (Monday, Wednesday and Friday only), 11am to 12.30pm: 3.7 km from Oak Flats Ambulance Station.
 - c. **Berry Police Station** (Tuesday and Thursday only), 1pm to 1.37pm: 38.7 km from Oak Flats Ambulance Station.

- d. **Berry Public School** (Monday to Friday), 2pm to 4.58pm: 42.8 km from TfNSW Albion Park Depot and 280 m from Berry Police Station.
 - e. **Sydney Trains Bombo Quarry** (Monday to Friday), 5.15pm to 6.15pm: 26.7 km from Berry Public School.
14. In addition to the above, I sometimes accept additional weekend shifts, though these shifts are not offered very often. One example of a recent weekend shift I did was a one-off job in Yass, NSW, which is about 200 km away from where I live.
15. Because I use my own car to perform my duties across a number of different worksites, I understand I am entitled to be paid the vehicle allowance provided for in the Award at clause 17.11, which for a motor car is currently paid at \$0.99 per km.
16. Despite clause 17.11 of the Award stating the vehicle allowance is paid at \$0.99 per km, I am currently only paid the allowance at \$0.49 per km, and only after the first 30 km driven.
17. Because of the above discrepancy, I have recently notified a formal dispute with my employer under clause 30 of the Award (in which I am being represented by my union, the UUU).

Impact of Fuel Prices

18. Because of the high cost of fuel right now I have been forced to budget my weekly expenses more tightly.
19. Additionally, while I previously used my diesel-powered Ute to drive between my worksites, I have started using my own car, a Toyota Camry wagon, because it uses petrol and the price of petrol is currently cheaper than diesel.

20. I also can no longer afford to fill up a whole tank of petrol in a single trip to the petrol station, instead I partially fill the tank up twice during the week, when I have enough money to pay for the half-tank.
21. I do not consider the current value of the vehicle allowance of \$0.99 per km to be high enough to compensate cleaners for the cost of using their own vehicle for work, in particular the cost of fuel.

Signed:



Name:

Carlo Gibbons

Date:

23 April 2026

IN THE FAIR WORK COMMISSION

Matter No: AM2026/10, AM2026/12

Application to Vary Modern Awards – Vehicle Allowances

Application by United Workers Union in respect of the *Cleaning Services Award 2020*

STATEMENT OF LINDA JOY REVILL

1. My full name is Linda Joy Revill.
2. I am a current employee and official of the United Workers Union (“**UWU**”). I have been employed by the UWU (and predecessor Unions) since 2006.
3. The UWU is entitled under its Rules to represent the industrial interests of employees in the cleaning services industry nationally. These workers are covered by the *Cleaning Services Award 2020* (**‘the Award’**).
4. I make this Statement in respect of the UWU’s application for a variation to the Award to address the impact on workers in the cleaning services industry of increased fuel prices caused by the current conflict in the Middle East.
5. I am a Coordinator within the Union’s Property Services Portfolio, which broadly covers the UWU’s members in the contract cleaning and security services industries. I have general oversight nationally of the UWU’s organising of cleaners and I supervise UWU’s cleaning organisers.

Lodged by	Telephone:	██████████
United Workers Union		
Address for service:	Fax:	N/A
19 – 37 Greek St, Glebe NSW 2037	Email:	annette.vangent@unitedworkers.org.au

The Contract Cleaning Sector

6. UWU's cleaning members are employed by various contract cleaning services providers to provide cleaning services to their clients. UWU's cleaning members are generally employed to work in state government schools, state government services providers (e.g. police, fire, ambulance), universities, commercial office buildings, major retail outlets such as shopping centres, local councils, and Airports.
7. According to the 2021 ABS Census, 55.1% of commercial cleaners were female, 60.9% were born somewhere other than Australia, and 53.1% use a language other than English.
8. Outside of major Airports and some shopping centres, where Enterprise Agreements apply, most of UWU's cleaning members are covered by the Award. The majority of the members are classified as cleaning services employee level 1 under the Award. The majority of the cleaning employees are engaged on a part-time basis, though many work on a full-time and casual basis as well.
9. At state government schools, most cleaners work a split shift on Monday to Friday, between the hours of 5am and 9am and between 3pm and 7pm, though many cleaners only work the evening shift.
10. At state government service providers, most cleaners work on a part-time basis, working either a 4-hour day shift starting between 5am and 9am or a 4-hour evening shift starting between 6pm and 9pm. However, many cleaners work on a full-time basis, working a 7.6 hour day.
11. At commercial office buildings, most cleaners work on a full-time basis, between Monday to Friday, 7.6 hours per day, or else work on a part-time basis working a morning shift starting between 5am and 9am or a 4-hour evening shift starting between 6pm and 9pm.

12. At shopping centres, most cleaners work Monday to Friday, either on a full-time basis working 7.6 hours per day, or on a part-time basis between 5am and 9am or between 6pm and 9pm.
13. While many of UWU's cleaning members report not being required to drive during the course of their workday because they work at the same single location, there is a significant number of cleaners who are required to drive their own vehicle site-to-site to perform cleaning work.
14. For example, I am aware that some cleaners working in shopping centres are sometimes required to drive to another shopping centre during their shift to cover unexpected absences.
15. Another example is cleaners working for local councils who are be required to drive between various council sites (e.g. parks, ovals, public toilets etc) to perform cleaning work.
16. Another example is cleaners working for state government services providers who are required to drive between various work locations to perform cleaning work, such as between Police, Fire and Ambulance stations.
17. In the above circumstances, these cleaners are entitled to be paid the vehicle allowance under clause 17.11 of the Award, currently paid at \$0.99 per km for motor cars and \$0.33 per km for motorcycles.

UWU Survey

18. Between 17 and 20 April 2026, UWU circulated a short online survey to its cleaning members nationally, seeking their views on how the fuel crisis was affecting them. In a short space of time, UWU received 187 responses back. In their responses to the

survey, the vast majority of those who responded stated they were being adversely affected by the high price of fuel.

A copy of the survey is attached and marked **Annexure LR-1**.

Signed:



Name:

Linda Joy Revill

Date:

21/04/2026

LR-1

Id	Start time	Completion time	Email	Name
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190	20/04/2026 10:30	20/04/2026 10:33	anonymous
191	20/04/2026 10:49	20/04/2026 10:55	anonymous
192	20/04/2026 11:25	20/04/2026 11:27	anonymous
193	20/04/2026 12:19	20/04/2026 12:33	anonymous
194	20/04/2026 12:52	20/04/2026 12:58	anonymous
195	19/04/2026 23:07	20/04/2026 13:40	anonymous
196	20/04/2026 14:00	20/04/2026 14:01	anonymous
197	20/04/2026 14:55	20/04/2026 14:57	anonymous
198	20/04/2026 15:41	20/04/2026 15:45	anonymous
199	20/04/2026 15:40	20/04/2026 15:46	anonymous
200	20/04/2026 16:38	20/04/2026 16:43	anonymous
201	20/04/2026 18:05	20/04/2026 18:11	anonymous
202	20/04/2026 19:28	20/04/2026 19:39	anonymous
203	20/04/2026 19:48	20/04/2026 19:57	anonymous

204	21/04/2026 4:40	21/04/2026 4:46 anonymous
205	21/04/2026 9:57	21/04/2026 10:08 anonymous
206	21/04/2026 10:04	21/04/2026 10:08 anonymous
207	21/04/2026 10:04	21/04/2026 10:08 anonymous
208	21/04/2026 13:52	21/04/2026 13:54 anonymous
209	21/04/2026 15:08	21/04/2026 15:13 anonymous
210	22/04/2026 10:31	22/04/2026 10:38 anonymous

Worksite (if known)
Parramatta
Don't know
Variable
Brisbane airport
UNSW
Brisbane airport
Donlan Electrical
Watergarden
Gold Coast Airport
Woolworths DC Townsville, Kmart KHub Ingham
Elizabeth MacArthur highschool
Bne airport domestic and international
.
Canberra center
Farrer high school
No
Sydney
Rylstone public school
485 Latrob street Melbourne & wotten, street vicroad Werribee, 27 Princes Hwy, Werribee VIC 3030
Lynas Rare Earths Kalgoorlie
ISS
Kokoda base
cleaning
Lawson Public School
Bemboka and Candelo
Airport
T4 Perth Airport
Logan
Amberley defence base
Carina
West Point
Harwood island public school
Gold coast airport & Robina hospital

airns (JCU)

Central Plaza

Yarraville

Perth airport

Ausgrid Admin

Multiple

Tafe Queensland south west

Korringal High

Bayswater North Primary School

South Penrith

University of New England

Ccdc .bld.25

Team Global express Adelaide and xli Adelaide

QUT/TPCH

G4S CBD Hub

Sunny Park

Northern suburbs

Freight - DHL & Post Star Track - ITB MSP

Mt.Warrigal P.s and Lake Heights Ps

<https://gladgroup.com.au/>

Majura Park and Fyshwick

Moonya

Revesby Public Scholl

Radford college and woden (shard)

Cairns Airport

School Cleaning Services

South Muswellbrook School

Point cook senior secondary college

RAAF BASE WILLIAMTOWN NSW

Doonside PS

anz bank branch orion Springfield

Assetlink

Windsor High School

District Office Education Queensland Thursday Island

Different places

Multiple sites.

Lake Illawarra high school

School

Domestic airport screening officer

CIT

Maddngley

Adelaide central market

PITT ST

Hunter street tafe

Multiple

Southern cross station

Mt barker (regular)

Werribee plaza

Cirka and consolidate

Perth airport

Mayfield Newcastle and others

Canberra hospital

Yes Ellenvale to Capecare

Bendigo

Garran

Epping boys high school

Biddabah, Hillsborough, mt hutton

Ventia Ltd Frenhill public school

Npws booti

piazza hyperdome

Collins Street

Hobart airport, Richmond site's

0834567899

Sydney Airport

Berkeley and Mt Keira School

Multiple sites

variety / I clean houses only one includes travel time.

Jindabyne high school
School
Avalon Airport
tarneit p-9 college
loganholmes
Parramatta western Sydney University South campus
Murdoch University
Castlereagh Public school & COE Richmond Uni
Children hospital
Darwin hospital
Not known
Ventia
BUNDOORA
Mirvac 35 Collins St
Clean 4You
Roma Street Park land
Malvern
T1 Int, T2,&T1 Dom and rarely T3/T4
Dcp Elizabeth and Playford
Werribee
Cleaner
Liverpool Primary School
Maclean Ambulance Station
Office
Catercare
APO - Main Screen
Sydney Airport
Common Ground Queenslad
San Sisto college Carrna
GUNGAHLIN HEALTH CENTRE AND ngunnawal child health
Unknown
Darlinghurst Court
Port Kembla police station,Port Kembla Water police & Port Kembla courthouse
Dickson

Castle towers
North regional tafe
Trident services cairns airport
Treasury place
compass.com.U
Riverlink shopping centre
Crookwell High School and Crookwell Primary School
West wyalong highschool
Para Meadow School / Primbee Public School
North Ryde Public School
Mt druit senior high schooln
Orange
Lalor park
Casey Hospital
Maresk
International Convention Centre Sydney
Royal Darwin Hospital
Canberra Hospital wooden
Perth Airport
Port of melbourne
Caring approach pyt
I don't know
Ingham lisarow
Terminal4 Perth Domestic Airport
Parkes, Canberra ACT
MEL8 Amazon
Terminal 3 , 5 and Gate 14
DFFH
Brisbane Airport
Westfield Chermside
Perth airport
No
TAFE
Amberley main pass office

Act Health
international
Baden Powell College
Pen hurst grc
US Consulate
T-1, International Airport
Canberra hospital
ANU
Jannali high school
Qantas jetbase
SCBC Childcare
Townsville JCU
Chelsea Heights Primary School
Cleaner
T1-T2, T3-T4
N/a
Full time. Ashfield boys high school and Marrickvill high school
Park Tower
Gulyangarri Public School
Spencer Gulf Area
14 the nook bayswater
Campbelltown performing arts high and lomandra
Dardanup Shire
720 Bourke st.
Gosford public school
MacArthur Squared
Bundoora primary school
BNE
Farrer
Taigum shopping centre
T1
Wyong police
Greyestsnes high school
Auburn north public school and Granville boys high school

Tigheshill TAFE and Hamilton Tafe
Canberra Hospital
Canberra hospital
Canberra Hospital
Sunshine Coast university
Kippa -Ring shopping centre
Don't know

Are you required to drive between different locations as part of your shift?	How far are you required to drive?	Do you receive the award for long distance driving?
Yes	greater than 15kms	No
Yes	5-15kms	No
Yes	greater than 15kms	No
No	greater than 15kms	No
No	greater than 15kms	Yes
Yes	less than 5kms	No
Yes	5-15kms	No
Yes	5-15kms	No
No	less than 5kms	No
Yes	greater than 15kms	Yes
Yes	5-15kms	No
Yes	less than 5kms	No
Yes	greater than 15kms	No
Yes	greater than 15kms	No
No	greater than 15kms	No
Yes	greater than 15kms	No
No	greater than 15kms	No
Yes	5-15kms	No
Yes	greater than 15kms	No
No	greater than 15kms	No
No	greater than 15kms	No
Yes	less than 5kms	No
Yes	greater than 15kms	No
Yes	greater than 15kms	Yes
Yes	greater than 15kms	No
No	greater than 15kms	No
No	less than 5kms	No
Yes	greater than 15kms	No
Yes	less than 5kms	No
Yes	greater than 15kms	No
No	greater than 15kms	No
Yes	greater than 15kms	No
Yes	greater than 15kms	No
Yes	greater than 15kms	No
Yes	greater than 15kms	No
No	less than 5kms	No
No	less than 5kms	No
Yes	5-15kms	No
Yes	greater than 15kms	No
No	less than 5kms	No
Yes	greater than 15kms	Yes
Yes	5-15kms	No

	greater than 15kms	No
	greater than 15kms	No
	5-15kms	No
	less than 5kms	No
	less than 5kms	No
	greater than 15kms	No
	less than 5kms	No
	greater than 15kms	No
	5kms	No
		s

Yes	greater than 15kms	No
No	greater than 15kms	No
Yes	5-15kms	No
Yes	less than 5kms	No
Yes	5-15kms	No
Yes	greater than 15kms	No
No	5-15kms	No
Yes	greater than 15kms	No
No	less than 5kms	No
Yes	5-15kms	No
Yes	5-15kms	No
Yes	5-15kms	Yes
No	5-15kms	No
Yes	greater than 15kms	No
Yes	5-15kms	Yes
Yes	less than 5kms	No
Yes	greater than 15kms	No
Yes	greater than 15kms	No
Yes	less than 5kms	No
No	greater than 15kms	No
No	less than 5kms	No
Yes	5-15kms	No
Yes	greater than 15kms	No
No	greater than 15kms	No
No	greater than 15kms	No
Yes	5-15kms	No
Yes	greater than 15kms	Yes
No	greater than 15kms	No
Yes	greater than 15kms	No
No	5-15kms	No
No	5-15kms	No

Yes	5-15kms	No
Yes	greater than 15kms	No
No	greater than 15kms	No
Yes	less than 5kms	No
No	5-15kms	No
Yes	5-15kms	No
No	greater than 15kms	No
Yes	5-15kms	No
Yes	5-15kms	No
No	greater than 15kms	No
No	5-15kms	No
No	greater than 15kms	No
Yes	greater than 15kms	No
No	5-15kms	No
Yes	less than 5kms	No
Yes	greater than 15kms	No
Yes	greater than 15kms	No
Yes	greater than 15kms	No
Yes	greater than 15kms	No
Yes	5-15kms	No
No	greater than 15kms	No
Yes	less than 5kms	No
No	5-15kms	No
No	greater than 15kms	No
Yes	less than 5kms	No
Yes	greater than 15kms	No
Yes	5-15kms	No
No	greater than 15kms	No
No	greater than 15kms	No
Yes	greater than 15kms	No
Yes	less than 5kms	No
No	less than 5kms	No
Yes	greater than 15kms	No
No	5-15kms	No
Yes	greater than 15kms	Yes
Yes	5-15kms	No
Yes	less than 5kms	No
No	5-15kms	No
Yes	greater than 15kms	Yes
No	less than 5kms	No
Yes	less than 5kms	No
Yes	5-15kms	Yes

Yes	greater than 15kms	No
No	greater than 15kms	No
Yes	less than 5kms	No
No	5-15kms	No
No	greater than 15kms	No
Yes	5-15kms	No
Yes	5-15kms	No
Yes	5-15kms	No
Yes	less than 5kms	No
No	greater than 15kms	No
No	greater than 15kms	No
Yes	5-15kms	No
No	5-15kms	No
No	less than 5kms	No
Yes	5-15kms	No
Yes	5-15kms	No
Yes	5-15kms	Yes
Yes	5-15kms	No
Yes	greater than 15kms	No
Yes	5-15kms	No
Yes	5-15kms	No
Yes	greater than 15kms	Yes
Yes	greater than 15kms	No
No	greater than 15kms	No
Yes	less than 5kms	No
No	less than 5kms	No
Yes	greater than 15kms	No
Yes	greater than 15kms	No
Yes	greater than 15kms	No
Yes	less than 5kms	No
Yes	5-15kms	No
Yes	greater than 15kms	No
Yes	greater than 15kms	No
Yes	5-15kms	No
Yes	5-15kms	No
No	greater than 15kms	No
Yes	5-15kms	No
Yes	greater than 15kms	No
Yes	greater than 15kms	No
No	5-15kms	No
No	greater than 15kms	No
No	greater than 15kms	No

Yes	less than 5kms	No
Yes	5-15kms	No
No	greater than 15kms	No
Yes	5-15kms	No
Yes	5-15kms	No
Yes	5-15kms	No
No	less than 5kms	No
Yes	greater than 15kms	No
Yes	greater than 15kms	No
Yes	greater than 15kms	No
Yes	5-15kms	No
No	greater than 15kms	No
Yes	less than 5kms	No
Yes	less than 5kms	No
No	5-15kms	No
No	less than 5kms	No
Yes	5-15kms	No
Yes	greater than 15kms	No
Yes	greater than 15kms	No
No	greater than 15kms	No
Yes	5-15kms	No
Yes	greater than 15kms	Yes
No	greater than 15kms	No
Yes	less than 5kms	No
Yes	greater than 15kms	Yes
No	less than 5kms	No
Yes	less than 5kms	No
No	greater than 15kms	No
Yes	greater than 15kms	Yes
No	greater than 15kms	No
No	5-15kms	Yes
No	less than 5kms	No
No	greater than 15kms	No
Yes	5-15kms	No
No	5-15kms	No
Yes	greater than 15kms	No
Yes	5-15kms	No
Yes	5-15kms	No
Yes	greater than 15kms	No
Yes	5-15kms	No
Yes	less than 5kms	No
No	less than 5kms	No

No

greater than 15kms

No

pay all the costs.

y all the costs.

round 25% of the costs

I pay all the costs.

I pay all the costs.

I pay all the costs.

I pay all the costs.

I pay all the costs.

I pay all the costs.

I pay all the costs.

I pay all the costs.

I pay all the costs.

I pay all the costs.

I pay all the costs.

I pay all the costs.

I pay more than 50% of the costs

I pay all the costs.

I pay more than 50% of the costs

I pay all the costs.

I pay all the costs.

I pay all the costs.

I pay all the costs.

I pay all the costs.

I pay all the costs.

I pay all the costs.

I pay all the costs.

I pay all the costs.

I pay all the costs.

My employer reimburses 100% or more of the cost

I pay all the costs.

I pay all the costs.

I pay all the costs.

I pay all the costs.

I pay around 25% of the costs

I pay all the costs.
I pay all the costs.
I pay all the costs.
I pay between 50% and 75% of the costs
I pay all the costs.
I pay all the costs.
I pay all the costs.
I pay all the costs.
I pay all the costs.
I pay all the costs.
I pay around 25% of the costs
I pay all the costs.
I pay all the costs.
I pay all the costs.
I pay all the costs.
I pay all the costs.
I pay all the costs.
I pay all the costs.
I pay all the costs.
I pay all the costs.
I pay between 50% and 75% of the costs
I pay all the costs.
I pay all the costs.
I pay more than 50% of the costs
I pay all the costs.
I pay all the costs.
I pay all the costs.
My employer reimburses 100% or more of the cost
I pay all the costs.
I pay more than 50% of the costs
I pay all the costs.
I pay all the costs.
I pay all the costs.
I pay all the costs.
I pay all the costs.

I pay all the costs.

I pay all the costs.

I pay all the costs.

I pay all the costs.

I pay all the costs.

I pay all the costs.

I pay all the costs.

