



# DETERMINATION

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

## Annual Wage Review 2023–24 (C2024/1)

### SUPPORTED EMPLOYMENT SERVICES AWARD 2020 [MA000103]

Social, community, home care and disability services

JUSTICE HATCHER, PRESIDENT  
VICE PRESIDENT ASBURY  
DEPUTY PRESIDENT HAMPTON  
DEPUTY PRESIDENT O’NEILL  
MS LABINE-ROMAIN  
PROFESSOR BAIRD  
MR CULLY

SYDNEY, 18 JUNE 2024

*Annual Wage Review 2023–24.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2023–24 on 3 June 2024 [[\[2024\] FWCFCB 3500](#)], the above award is varied as follows:

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

Grade	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Grade A—from 30 June 2024 to 29 June 2025	229.30	6.03
Grade A—from 30 June 2025 to 29 June 2026	260.60	6.86
Grade A—from 30 June 2026	291.80	7.68
Grade B—from 30 June 2024 to 29 June 2025	458.60	12.07
Grade B—from 30 June 2025 to 29 June 2026	521.10	13.71

<b>Grade</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Grade B—from 30 June 2026	583.70	15.36
Grade 1	891.50	23.46
Grade 2	915.90	24.10
Grade 3	949.20	24.98
Grade 4	980.40	25.80
Grade 5	1032.30	27.17
Grade 6	1126.30	29.64
Grade 7	1171.90	30.84

2. By deleting the year “2023” in clause 15.3(b) and inserting “2024”.
3. By deleting the table appearing in clause 18.2(b) and inserting the following:

<b>In charge of</b>	<b>\$ per week</b>
3–10 employees	46.66
11–20 employees	69.78
More than 20 employees	88.57

4. By deleting the amount “\$20.20” appearing in clause 18.2(c) and inserting “\$20.96”.
5. By deleting the amounts “\$16.07” and “\$3.27” appearing in clause 18.2(d) and inserting “\$16.67” and “\$3.40” respectively.

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

	Ordinary hours	Saturday	Sunday		Public holidays
			Catering services employees	All other employees	
% of ordinary hourly rate <sup>1</sup>					
	100%	150%	175%	200%	250%
	\$	\$	\$	\$	\$
Grade A—from 30 June 2024 to 29 June 2025	6.03	9.05	10.55	12.06	15.08
Grade A—from 30 June 2025 to 29 June 2026	6.86	10.29	12.01	13.72	17.15
Grade A—from 30 June 2026	7.68	11.52	13.44	15.36	19.20
Grade B—from 30 June 2024 to 29 June 2025	12.07	18.11	21.12	24.14	30.18
Grade B—from 30 June 2025 to 29 June 2026	13.71	20.57	23.99	27.42	34.28
Grade B—from 30 June 2026	15.36	23.04	26.88	30.72	38.40
Grade 1	23.46	35.19	41.06	46.92	58.65
Grade 2	24.10	36.15	42.18	48.20	60.25
Grade 3	24.98	37.47	43.72	49.96	62.45
Grade 4	25.80	38.70	45.15	51.60	64.50
Grade 5	27.17	40.76	47.55	54.34	67.93
Grade 6	29.64	44.46	51.87	59.28	74.10
Grade 7	30.84	46.26	53.97	61.68	77.10

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

	<b>Afternoon shift<sup>1</sup></b> <b>(paid for whole shift)</b>	<b>Night shift<sup>2</sup></b> <b>(paid for whole shift)</b>
	<b>% of ordinary hourly rate<sup>3</sup></b>	
	<b>115%</b>	<b>130%</b>
	<b>\$</b>	<b>\$</b>
Grade A—from 30 June 2024 to 29 June 2025	6.93	7.84
Grade A—from 30 June 2025 to 29 June 2026	7.89	8.92
Grade A—from 30 June 2026	8.83	9.98
Grade B—from 30 June 2024 to 29 June 2025	13.88	15.69
Grade B—from 30 June 2025 to 29 June 2026	15.77	17.82
Grade B—from 30 June 2026	17.66	19.97
Grade 1	26.98	30.50
Grade 2	27.72	31.33
Grade 3	28.73	32.47
Grade 4	29.67	33.54
Grade 5	31.25	35.32
Grade 6	34.09	38.53
Grade 7	35.47	40.09

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

	Monday to Saturday		Saturday	Sunday	Public holidays
	First 2 hours	After 2 hours	After 12.00 noon where such time is not part of ordinary shift		
	% of ordinary hourly rate <sup>1</sup>				
	150%	200%	200%	200%	250%
	\$	\$	\$	\$	\$
Grade A—from 30 June 2024 to 29 June 2025	9.05	12.06	12.06	12.06	15.08
Grade A—from 30 June 2025 to 29 June 2026	10.29	13.72	13.72	13.72	17.15
Grade A—from 30 June 2026	11.52	15.36	15.36	15.36	19.20
Grade B—from 30 June 2024 to 29 June 2025	18.11	24.14	24.14	24.14	30.18
Grade B—from 30 June 2025 to 29 June 2026	20.57	27.42	27.42	27.42	34.28
Grade B—from 30 June 2026	23.04	30.72	30.72	30.72	38.40
Grade 1	35.19	46.92	46.92	46.92	58.65
Grade 2	36.15	48.20	48.20	48.20	60.25
Grade 3	37.47	49.96	49.96	49.96	62.45
Grade 4	38.70	51.60	51.60	51.60	64.50
Grade 5	40.76	54.34	54.34	54.34	67.93
Grade 6	44.46	59.28	59.28	59.28	74.10
Grade 7	46.26	61.68	61.68	61.68	77.10

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

	Ordinary hours	Saturday	Sunday	
			Catering services employees	All other employees
	% of casual ordinary hourly rate <sup>1</sup>			
	100%	150%	175%	200%
	\$	\$	\$	\$
Grade A—from 30 June 2024 to 29 June 2025	7.54	11.31	13.20	15.08
Grade A—from 30 June 2025 to 29 June 2026	8.58	12.87	15.02	17.16
Grade A—from 30 June 2026	9.60	14.40	16.80	19.20
Grade B—from 30 June 2024 to 29 June 2025	15.09	22.64	26.41	30.18
Grade B—from 30 June 2025 to 29 June 2026	17.14	25.71	30.00	34.28
Grade B—from 30 June 2026	19.20	28.80	33.60	38.40
Grade 1	29.33	44.00	51.33	58.66
Grade 2	30.13	45.20	52.73	60.26
Grade 3	31.23	46.85	54.65	62.46
Grade 4	32.25	48.38	56.44	64.50
Grade 5	33.96	50.94	59.43	67.92
Grade 6	37.05	55.58	64.84	74.10
Grade 7	38.55	57.83	67.46	77.10

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

	<b>Afternoon shift<sup>1</sup></b> <b>(paid for whole shift)</b>	<b>Night shift<sup>2</sup></b> <b>(paid for whole shift)</b>
	<b>% of casual ordinary hourly rate<sup>3</sup></b>	
	<b>115%</b>	<b>130%</b>
	<b>\$</b>	<b>\$</b>
Grade A—from 30 June 2024 to 29 June 2025	8.67	9.80
Grade A—from 30 June 2025 to 29 June 2026	9.87	11.15
Grade A—from 30 June 2026	11.04	12.48
Grade B—from 30 June 2024 to 29 June 2025	17.35	19.62
Grade B—from 30 June 2025 to 29 June 2026	19.71	22.28
Grade B—from 30 June 2026	22.08	24.96
Grade 1	33.73	38.13
Grade 2	34.65	39.17
Grade 3	35.91	40.60
Grade 4	37.09	41.93
Grade 5	39.05	44.15
Grade 6	42.61	48.17
Grade 7	44.33	50.12

11. By deleting the amount “\$995.00” appearing in clause C.1.1 and inserting “\$1032.30”.

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

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Leading hand, in charge of— 3 to 10 employees <sup>1</sup>	18.2(b)	4.52	46.66	per week
Leading hand, in charge of— 11 to 20 employees <sup>1</sup>	18.2(b)	6.76	69.78	per week

Allowance	Clause	% of standard rate	\$	Payable
Leading hand, in charge of— more than 20 employees <sup>1</sup>	18.2(b)	8.58	88.57	per week
First aid allowance	18.2(c)	2.03	20.96	per week
Toilet cleaning allowance— per week	18.2(d)	1.615	16.67	per week
Toilet cleaning allowance— per shift	18.2(d)	0.329	3.40	per shift

13. By deleting the amount “\$2.90” appearing in clause D.4.1(b) and inserting “\$3.01”.

14. By deleting the amount “\$2.90” appearing in clause D.10.3 and inserting “\$3.01”.

B. This determination comes into operation on 1 July 2024. In accordance with s 286(5) of the *Fair Work Act 2009* (Cth) this determination does not take effect in relation to a particular employee until the start of the employee’s first full pay period that starts on or after 1 July 2024.



PRESIDENT

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