



EQUAL PAY

Case as dealt with application to increase wages affecting the aged care sector in 3 modern awards:

- Aged Care Award 2010
- Nurses Award 2020
- Social, Community, Home Care and Disability Services Industry Award 2010

Stage 1 decision found that an interim increase of 15% in modern award minimum wages for 'direct care employees' was justified by work value reasons. Expert Panel found that the work of aged care sector employees had historically been undervalued because of assumptions based on gender.

Expert Panel found there were 'work value reasons' for the minimum award rates of pay for direct care employees to be increased substantially beyond the 15% interim increase determined in the Stage 1 decision.

