Minimum Wage Review Submission  
Award code: AN120 341

Dear sir/madam:

Our company uses above award to guide our field care worker’s payment.

I would like to suggest a few changes to this award:
- Classification of grades is not realistic, it should be eliminated, and leave this job to the employers.
- Travelling payment is a problem too. The calculation of travelling for home visits each day is too complicated, it should be blank and leave the employers to sort out with the worker depends on the natural of the work.
- The change of worker’s wages should be in line with each financial year. Each financial year starts at 1st July, so the decision of change should be made and takes the effect from 1st July. The reason is that if business pays more to their worker, so extra money they pay to worker will have to come from business’ fee and charges. Many business change their fee and charges once a year on 1st July. To be fair to the customers and worker, the announcement of the change will need 30 days prior to 1st July. Therefore, by May each year. Business should have the notification from industrial relation about the changes from 1st July.
- Also this award hourly rate is grossly highly inflated. This awards pays worker who is not registered nurse nor enrolled nurse, but has been constantly increasing along with the nursing rates, which it is ridiculous. At moment, anyone who does the cleaning, can get $19.34 per hour. With other industries, this would be an office manager’s rates.
- Also our industry is tightly regulated. This means that 95% are government funded services. Increase of worker’s wages, means that a contracted government service provider will have to pay more, and then charge government more. So eventually all the pay rise are from government’s pocket.
- It also anti competition. Because the hourly rate rises, and only government and insurance company can afford it, it denied a lot of private users. Private users are not able to pay such high rates for people who simply coming to their home and cleaning, but have to pay $19.34 per hour plus travelling.

What also will impact to post budget:
- Higher unemployment, resulting less government revenue. So less funding to home and community services.
- Existing high rate will deny private users
- High rate will lead to less activity, less productivity, less GDP.
- High rates encourages laziness and opportunism, and later demand more from government. If a worker does cleaning can get $19.34 per hour, then when he/she goes to do other jobs, expectation of pay from others will be high. If expectation is not met, then they would complain and refused to go to other jobs, result higher unemployment.

The current hourly rate is too high, it should be ceased to change for at least 3 yrs. beside, the budget have no mention of increasing funding to home and community services, so there will be no additional activity if fair pay commission not considering of keep rate low and competitive.
At the meantime, change the award to make it simply and easy to follow. Leave some room for employer to negotiate or adjust according to their business characteristics.

J wu