



DRAFT DETERMINATION

Fair Work Act 2009

s.157—FWC may vary etc. modern awards if necessary to achieve modern awards objective

Gender-based undervaluation—priority awards review

(AM2024/21)

SOCIAL, COMMUNITY, HOME CARE AND DISABILITY SERVICES INDUSTRY AWARD 2010

[MA000100]

Social, community, home care and disability services

JUSTICE HATCHER, PRESIDENT
VICE PRESIDENT ASBURY
DEPUTY PRESIDENT O’NEILL
DEPUTY PRESIDENT SLEVIN
DEPUTY PRESIDENT GRAYSON

SYDNEY, XX XXX 2026

Gender-based undervaluation – priority awards review – Social, Community, Home Care and Disability Services Industry Award 2010.

A. Further to the decision issued by the Expert Panel of the Fair Work Commission on XX Month 2026 [[2026] FWCFB XX], the above award is varied as follows:

1. By deleting the following words appearing in clause 2.3: “There are also transitional arrangements in Schedule A. The arrangements in Schedule A deal with:

- minimum wages and piecework rates
- casual or part time loadings
- Saturday, Sunday, public holiday, evening or other penalties
- shift allowances/penalties.”

2. By deleting the definitions of aged carer experience, home care sector, and social and community services sector in clause 3.1.

3. By inserting the following definitions in clause 3.1 in alphabetical order:

administrative/operational support work means clerical and administrative duties such as reception and the provision of basic or routine information and/or operational support activities such as human resources, finance and information technology.

caseworker/practitioner means an employee performing crisis assistance and supported housing work or social and community services work whose work involves assisting or advocating for marginalised or vulnerable persons, groups or communities navigating issues or experiences in their life.

Caseworkers/Practitioners will be involved in assisting people directly (including through a range of therapeutic, practical or developmental interventions and person-centred practice) and/or policy, advocacy, brokerage, counselling, research, community development or the like. Caseworkers/ Practitioners do not include disability support workers.

Examples of fields that Caseworker/Practitioners work in include:

- (a) community mental health services; or
- (b) alcohol and other drug services; or
- (c) out of home care (including residential services); or
- (d) small, local and neighbourhood services; or
- (e) refuge services; or
- (f) youth services; or
- (g) housing and homelessness services; or
- (h) community legal or advocacy services; or
- (i) services related specifically to Aboriginal and Torres Strait Islander peoples; or
- (j) women, children and family services; or
- (k) LGBTQIA+ community services; or
- (l) services related specifically to people with disability; or
- (m) services related specifically to culturally linguistically diverse groups; or
- (n) crisis and domestic and family violence services; and
- (o) peak bodies.

crisis assistance and supported housing work means work performed by an employee whose employer is in the crisis assistance and supported housing sector, but not an employee performing administrative/operational support work.

disability support work means engaging with a person with disability to provide them with personal care or support by an employee whose employer is in the social and community services sector.

home care aged work means personal care, domestic assistance or home maintenance that is provided to an aged care client performed by an employee whose employer is in the home care sector.

home care disability work means domestic assistance or home maintenance that is provided to a client with a disability, performed by an employee whose employer is in the home care sector, but does not include disability support work.

home care sector means the provision of services comprising:

- (a) home care aged work in a private residence; and/or
- (b) home care disability work.

social and community services sector means the provision of:

- (a) social and community services including social work, recreation work, welfare work, youth work or community development work, including organisations which primarily engage in policy, advocacy or representation on behalf of organisations carrying out such work; and
- (b) social, community or disability services including the provision of personal care and domestic and lifestyle support to a person with a disability, but excluding home care disability work in the home care sector.

social and community services work means work performed by an employee whose employer is in the social and community services sector, such as Caseworkers/Practitioners, but not disability support work or administrative/operational support work.

4. By deleting the words “a Social and community services employee level 3 at pay point 3 in clause 15.3” appearing in the definition of standard rate in clause 3.1 and inserting “Schedule A employee level 6 at pay point 1 in clause 15”.
5. By deleting the words “Schedule B to Schedule F” appearing in clause 4.1 and inserting “Schedule A and Schedule C”.
6. By inserting clause 4.9 as follows:
 - 4.9 The award does not cover employees not covered, or who would not have been covered by the classification structure of the award as at 30 September 2027.
7. By deleting the words “social and community services employees (except when undertaking disability services work)” appearing in clause 10.5(a) and inserting “employees performing social and community services work as described in paragraph (a) of the sector definition contained in clause 3.1”.
8. By deleting the words “to 17” and “Schedule B to Schedule F” appearing in clause 13.1 and inserting “and 16” and “Schedule A and Schedule C” respectively.
9. By renaming clause 13.3 as “Progression—Schedule C Family Day Care employees”.
10. By inserting clause 13.4 as follows:

13.4 Progression—Schedule A employees

- (a) Subject to 13.4(b), an employee will progress to the next pay point within their classification level, or (where applicable) be reclassified to the next classification level, by the end of the period of continuous service specified in Schedule A (**specified period**).
- (b) An employee will not progress where they have not demonstrated competency and satisfactory performance, (for example, they have not acquired and satisfactorily used new or enhanced skills (if required by the employer)) against any documented standards of performance in a performance assessment conducted by the employer within the specified period; or
- (c) Where progression is based on a period of relevant industry experience with another employer, progression will be subject to the employee providing reasonable evidence of any such relevant industry experience, where requested by the employer.
- (d) With respect to progression for employees who perform home care aged work, relevant industry experience will include experience in home care aged work under this award or as a direct care employee in residential aged care.

11. By deleting clause 15 and inserting the following:

15. Minimum weekly wages—Schedule A employees

The following minimum wages apply to employees in the classifications listed in Schedule A—Classification Definitions.

Employee classification	Minimum weekly rate (full time employee)	Minimum hourly rate
	\$	\$
Level 1		
Level 1.1	999.40	26.30
Level 1.2	1031.60	27.15
Level 2		
Level 2.1	1182.80	31.13
Level 2.2	1248.50	32.86
Level 3		
Level 3.1	1314.20	34.58
Level 3.2	1366.80	35.97
Level 3.3	1419.40	37.35
Level 4		
Level 4.1	1433.80	37.73
Level 5		
Level 5.1	1472.00	38.74
Level 5.2	1511.10	39.77
Level 5.3	1543.40	40.62

Employee classification	Minimum weekly rate (full time employee)	Minimum hourly rate
Level 5.4	1575.10	41.45
Level 6		
Level 6.1	1579.30	41.56
Level 6.2	1610.50	42.38
Level 6.3	1719.30	45.24
Level 6.4	1783.20	46.93
Level 6.5	1822.90	47.97
Level 7		
Level 7.1	1938.10	51.00
Level 7.2	1979.90	52.10
Level 7.3	2026.00	53.32
Level 8		
Level 8.1	2117.50	55.72
Level 8.2	2164.30	56.96
Level 8.3	2211.20	58.19
Level 9		
Level 9.1	2290.20	60.27
Level 9.2	2338.30	61.53
Level 9.3	2385.90	62.79
Level 10		
Level 10.1	2484.70	65.39
Level 10.2	2533.60	66.67
Level 10.3	2582.60	67.96

12. By deleting clause 17.
13. By renumbering clauses 18 to 36 as clauses 17 to 35.
14. By deleting “1.67%” appearing in clause 19.6(a) and inserting “1.2955%”.
15. By deleting “0.05%” appearing in clause 19.9(c)(i) and inserting “0.0386%”.
16. By deleting “0.06%” appearing in clause 19.9(c)(ii) and inserting “0.0462%”.
17. By deleting “2.0%” appearing in clause 19.11(a) and inserting “1.5513%”.
18. By deleting “3.96%” appearing in clause 19.11(b) and inserting “3.0716%”.
19. By deleting “1.7%” appearing in clause 19.12(a) and inserting “1.3183%”.
20. By deleting “2.25%” appearing in clause 19.12(b) and inserting “1.7451%”.
21. By renaming clause 22.5 as “Absence from work—Social and community services sector employees”.

22. By deleting the words “applies to social and community services employees when undertaking disability services work and home care employees” appearing in clause 24.6 and inserting “applies to employees providing disability services as described in paragraph (b) of the definition of social and community services sector and employees in the home care sector as defined in clause 3.1”.
23. By deleting “4.9%” appearing in clause 24.7(d) and inserting “3.8004%”.
24. By deleting “clauses 15—Minimum weekly wages for social and community services employees and crisis accommodation employees, 16—Minimum weekly wages for family day care employees and 17— Minimum weekly wages for home care employees” in clause 24.10(f)(i) and inserting “clauses 15—Minimum weekly wages—Schedule A employees and 16—Minimum weekly wages for family day care employees”.
25. By inserting the words “employees described in (b) of the definition of social and community services sector in clause 3.1” after the words “disability services” and the word “employees” after “home care” in clause 27.1(a)(i).
26. By inserting the words “employees described in (a) of the definition of social and community services sector in clause 3.1” after the words “social and community services” appearing in clause 27.1(a)(ii).
27. By deleting the word “accommodation” appearing in clause 27.1(a)(ii) and inserting “assistance and supported housing”.
28. By deleting Schedule A—Transitional provisions and inserting the following:

Schedule A—Classification Definitions

A.1 Level 1

A.1.1 Level 1 applies to an employee who performs administrative/operational support work.

A.1.2 Subject to clause 13.4, or another term of this award, an employee with 24 months’ experience at Level 1 will be reclassified to Level 2.1.

A.1.3 Progression

(a) An employee with less than 12 months’ relevant industry experience will be classified at Level 1.1.

(b) An employee with 12 months or more relevant industry experience at Level 1.1 will be classified at Level 1.2.

A.1.4 Level 1 does not apply to an employee who performs:

(a) crisis assistance and supported housing work; or

(b) disability support work; or

(c) home care aged work; or

(d) home care disability work; or

- (e) social and community services work.

A.2 Level 2

A.2.1 Administrative/operational support employees

- (a) An employee who performs administrative/operational support work and who has more than 24 months' relevant industry experience at Level 1, or who has obtained a relevant Certificate II qualification will be classified at Level 2.1.
- (b) Subject to clause 13.4, or another term of this award, an employee who performs administrative/operational support work and who has 12 months' relevant industry experience at Level 2.1 will be classified at Level 2.2.

A.2.2 Disability support work employees

An employee who performs disability support work and who has less than 12 months' relevant industry experience, and who does not otherwise fall within Levels 3-5, will be classified at Level 2.2.

A.2.3 Home care aged work and Home care disability work employees

- (a) An employee who performs home care aged work or home care disability work and who has less than 3 months' relevant industry experience will be classified at Level 2.1.
- (b) Subject to clause 13.4, or another term of this award, an employee who performs home care aged work or home care disability work and who has 3 months' relevant industry experience at Level 2.1 will be classified at Level 2.2.

A.2.4 Level 2 does not apply to an employee who performs crisis assistance and supported housing work or social and community services work.

A.3 Level 3

A.3.1 Level 3 applies to an employee who performs administrative/operational support work, social and community services work, disability support work, home care aged work, or home care disability work and:

- (a) has a Certificate III or equivalent qualification and whose role requires or involves, as a necessary part, performing duties substantially related to the qualification; or
- (b) does not have a Certificate III or equivalent qualification but:
 - (i) whose role involves as a necessary part, the performance of work of a kind which utilises the equivalent skills, knowledge and experience as a Certificate III qualification; or
 - (ii) the employer considers the role involves skills, knowledge and/or experience (including through lived experience) of comparable value.

A.3.2 Level 3 applies to an employee who performs social and community services work and who is not a Caseworker/Practitioner or does not otherwise fall within Levels 4-10.

A.3.3 An employee who performs disability support work who would otherwise be classified at Level 2 but who has 12 months or more of relevant industry experience at Level 2 will be classified at Level 3.1.

A.3.4 Level 3 does not apply to an employee who performs crisis assistance and supported housing work.

A.3.5 Progression – administrative/operational support work, disability support work, social and community services work

- (a) Subject to clause 13.4, or another term of this award, an employee who has 12 months' relevant industry experience at Level 3.1 will be classified at Level 3.2.
- (b) Subject to clause 13.4, or another term of this award, an employee who has 12 months' relevant industry experience at Level 3.2 will be classified at Level 3.3.

A.3.6 Progression – home care sector employees

Subject to clause 13.4, or another term of this award, an employee performing work for an employer in the home care sector who has 4 years' relevant industry experience at Level 3.1 (with service to be counted from 1 January 2025) will be classified at Level 3.2.

A.4 Level 4

A.4.1 Level 4 applies to an employee who performs administrative/operational support work, social and community services work, disability support work, home care aged work, or home care disability work and:

- (a) has a Certificate IV or equivalent qualification and whose role requires or involves, as a necessary part, performing duties substantially related to the qualification or;
- (b) does not have a Certificate IV or equivalent qualification but:
 - (i) whose role involves as a necessary part, the performance of work of a kind which utilises the equivalent skills, knowledge and experience as a Certificate IV qualification; or
 - (ii) the employer considers the role involves skills, knowledge and/or experience (including through lived experience) of comparable value.

A.4.2 Level 4 does not apply to an employee who performs crisis assistance and supported housing work, or who is a Caseworker/Practitioner.

A.5 Level 5

A.5.1 Home care sector employees

- (a) Level 5.1 applies to an employee who works for an employer in the home care sector and who is required to train, co-ordinate and/or supervise volunteers or other employees at Levels 1-4 of this Award, or schedule work programmes.

- (b) Despite clause 13.4, an employee described in clause A.5.1 will not be classified at a pay point higher than Level 5.1.

A.5.2 Disability support work employees

Level 5 applies to an employee who:

- (a) supervises employees or volunteers in their day-to-day work;
- (b) has overall responsibility for the personal care of residents/clients;
- (c) trains, co-ordinates and/or supervises other employees and scheduling work programmes; or
- (d) assists in liaison and co-ordination with other services and programmes.

A.5.3 Employees other than home care work and disability support work employees

Level 5 applies to an employee who performs social and community services work, crisis assistance and supported housing work, or administrative/operational support work for an employer in the social and community services sector, and who:

- (a) holds a Diploma or equivalent qualification and whose role requires or involves, as a necessary part, performing duties substantially related to the Diploma; or
- (b) does not have a Diploma or equivalent qualification but:
 - (i) whose role involves as a necessary part, the performance of work of a kind which utilises the equivalent skills, knowledge and experience as a Diploma qualification; or
 - (ii) the employer considers the role involves skills, knowledge and/or experience (including through lived experience) of comparable value.
- (c) in disability services, has overall responsibility for coordinating and scheduling disability support work; or
- (d) is required to supervise or train volunteers or other employees at Levels 1-4 of this Award.

A.5.4 Level 5.1 is the minimum entry point for an employee who is employed as a Caseworker/Practitioner, unless otherwise classified at a higher level in these classification descriptors.

A.5.5 Progression – employees other than home care sector employees

- (a) Subject to clause 13.4, or another term of this award, an employee who has 12 months' relevant industry experience at Level 5.1 will be classified at Level 5.2.
- (b) Subject to clause 13.4, or another term of this award, an employee who has 12 months' relevant industry experience at Level 5.2 will be classified at Level 5.3.
- (c) Subject to clause 13.4, or another term of this award, an employee who has 12 months' relevant industry experience at Level 5.3 will be classified at Level 5.4.

A.6 Level 6

A.6.1 Level 6 applies to an employee who performs administrative/operational support work, crisis assistance and supported housing work, or social and community services work and who:

- (a) has an undergraduate degree or equivalent qualification as a requirement for the performance of their duties by the employer; or
- (b) does not have a relevant undergraduate degree or equivalent qualification but:
 - (i) whose role involves as a necessary part, the performance of work of a kind which utilises the equivalent skills, knowledge and experience as an undergraduate degree qualification; or
 - (ii) the employer considers the role involves skills, knowledge and/or experience (including through lived experience) of comparable value.

A.6.2 Levels 6.1 and 6.2 are limited to Level 6 Caseworker/Practitioners who work under direct supervision.

A.6.3 Level 6.3 is the minimum entry point for an employee who is engaged as a Level 6 Caseworker/Practitioner who operates under general direction only, or an employee who is working as a sole employee.

A.6.4 Level 6 does not apply to an employee who:

- (a) performs disability support work; or
- (b) is employed by an employer in the home care sector.

A.6.5 Progression

- (a) Subject to clause 13.4, or another term of this award, an employee who has 12 months' relevant industry experience at Level 6.1 will be classified at Level 6.2.
- (b) Subject to clause 13.4, or another term of this award, an employee who has 12 months' relevant industry experience at Level 6.2 will be classified at Level 6.3.
- (c) Subject to clause 13.4, or another term of this award, an employee who has 12 months' relevant industry experience at Level 6.3 will be classified at Level 6.4.
- (d) Subject to clause 13.4, or another term of this award, an employee who has 12 months' relevant industry experience at Level 6.4 will be classified at Level 6.5.

A.7 Level 7

A.7.1 Level 7 applies to an employee who performs administrative/operational support work, crisis assistance and supported housing work, or social and community services work and whose role involves the performance of work of a kind which utilises skills, qualifications, knowledge and experience and responsibilities at a higher level than contemplated by Levels 1–6 including an employee:

- (a) who has a supervisory and/or training role over other employees including at Level 6 and/or volunteers; or
- (b) whose role involves undertaking responsibilities for various functions in a specialised area, exercising initiative in the application of established procedures or where there are not clearly established procedures; or
- (c) whose role involves providing expert guidance or professional supervision to other employees.

A.7.2 Indicative roles for an employee at this level include: Family and Domestic Violence Worker or Specialised/Experienced Caseworker/Practitioner.

A.7.3 Level 7 does not apply to an employee who:

- (a) performs disability support work; or
- (b) is employed by an employer in the home care sector.

A.7.4 Progression

- (a) Subject to clause 13.4, or another term of this award, an employee who has 12 months' relevant industry experience at Level 7.1 will be classified at Level 7.2.
- (b) Subject to clause 13.4, or another term of this award, an employee who has 12 months' relevant industry experience at Level 7.2 will be classified at Level 7.3.

A.8 Level 8

A.8.1 Level 8 applies to an employee who performs administrative/operational support work, crisis assistance and supported housing work, or social and community services work and who:

- (a) holds a post-graduate qualification or equivalent qualification as a requirement for the performance of their duties by the employer; or
- (b) does not have a post-graduate qualification or equivalent qualification but:
 - (i) whose role involves, as a necessary part, the performance of work of a kind which utilises the equivalent skills, knowledge and experience as a post-graduate qualification; or
 - (ii) the employer considers the role involves skills, knowledge and/or experience (including through lived experience) of comparable value; or
- (c) exercises managerial responsibility, for example as a Team Leader (in a complex welfare setting) or Coordinator of a small service.

A.8.2 Employees at this level:

- (a) may be required to work independently as senior specialists; or
- (b) may be a senior member of a single discipline project team; or
- (c) may provide specialist support to a range of programs or activities; or
- (d) will have comprehensive knowledge of organisation policies and procedures, or of requirements relevant to the discipline and work under limited direction.

A.8.3 Indicative roles for an employee at this level include: Senior Specialist Caseworker/Practitioner, Specialist practitioner within family violence sub-sector/program, therapeutic specialist.

A.8.4 Level 8 does not apply to an employee who:

- (a) performs disability support work; or
- (b) is employed by an employer in the home care sector.

A.8.5 Progression

- (a) Subject to clause 13.4, or another term of this award, an employee who has 12 months' relevant industry experience at Level 8.1 will be classified at Level 8.2.
- (b) Subject to clause 13.4, or another term of this award, an employee who has 12 months' relevant industry experience at Level 8.2 will be classified at Level 8.3.

A.9 Level 9

A.9.1 Level 9 applies to an employee who performs administrative/operational support work or social and community services work and who:

- (a) is a Caseworker/Practitioner employed as a practice expert and who operates independently or under limited direction. Indicative roles include expert practitioner or a member of a specialised professional team; or
- (b) is employed as a leader of a multidisciplinary team of professionals; or a manager of an occupational unit, program or project; or is part of a management team; or is a manager or coordinator of services.

A.9.2 Employees at this level may be required to have obtained a relevant post-graduate qualification.

A.9.3 Level 9 does not apply to an employee who:

- (a) performs crisis assistance and supported housing work; or
- (b) performs disability support work; or
- (c) is employed by an employer in the home care sector.

A.9.4 Progression

- (a) Subject to clause 13.4, or another term of this award, an employee who has 12 months' relevant industry experience at Level 9.1 will be classified at Level 9.2.
- (b) Subject to clause 13.4, or another term of this award, an employee who has 12 months' relevant industry experience at Level 9.2 will be classified at Level 9.3.

A.10 Level 10

A.10.1 Level 10 applies to an employee who has been appointed to a senior managerial role and who:

- (a) exercises managerial responsibility for an organisation; or
- (b) may operate as a senior specialist providing multi-functional advice to other professional employees, the employer, Committee or Board of Management; or
- (c) may be required to have obtained a post-graduate qualification.

A.10.2 Level 10 does not apply to an employee who:

- (a) performs crisis assistance and supported housing work; or
- (b) performs disability support work; or
- (c) is employed by an employer in the home care sector.

A.10.3 Progression

- (a) Subject to clause 13.4, or another term of this award, an employee who has 12 months' relevant industry experience at Level 10.1 will be classified at Level 10.2.
- (b) Subject to clause 13.4, or another term of this award, an employee who has 12 months' relevant industry experience at Level 10.2 will be classified at Level 10.3.

29. By deleting Schedule B—Classification Definitions—Social and Community Services Employees and inserting the following:

Schedule B—Classification Translation Arrangements

B.1 Schedule B—Classification Translation Arrangements specifies the classification and minimum rates of pay that apply to employees classified under the previous classification structures in this award in the social and community services, crisis assistance and supported housing, home care employees—disability care, and home care employees—aged care Schedules. Examples of the translated arrangements are provided at B.4 to B.9.

B.2 From 30 September 2027 employees, other than those working in Family Day Care, will be classified according to Schedule A—Classification Definitions and paid the corresponding rate of pay set out in clause 15 or as provided in clause B.3.

B.3 Retained minimum rates of pay

The minimum rate of pay applicable to an employee previously classified under this award is the higher of:

- (a) the minimum rate of pay applicable to the employee's translated classification; and
- (b) the minimum rate of pay previously applicable to the employee under the award (inclusive of the equal remuneration order [PR525485] that operated where applicable) as at 30 September 2027.

B.4 Translation arrangements for employees performing social and community services work

Previous classification in Schedule B—Classification Definitions— Social and Community Services Employees	Translated classification
LEVEL 2	
Level 2 Pay point 1	
<ul style="list-style-type: none"> • with a certificate III qualification or equivalent, and who is not a Caseworker/Practitioner¹ 	Level 3.1
Level 2 Pay point 2	
<ul style="list-style-type: none"> • with a certificate III qualification or equivalent, and who is not a Caseworker/Practitioner¹ 	Level 3.2

Previous classification in Schedule B—Classification Definitions— Social and Community Services Employees	Translated classification
<ul style="list-style-type: none"> with a certificate IV qualification or equivalent and who is not a Caseworker/Practitioner¹ 	Level 4.1
<ul style="list-style-type: none"> with a diploma or equivalent 	Level 5.1
Level 2 Pay point 3	
<ul style="list-style-type: none"> with a certificate III qualification or equivalent, and who is not a Caseworker/Practitioner¹ 	Level 3.3
<ul style="list-style-type: none"> with a certificate IV qualification or equivalent, and who is not a Caseworker/Practitioner¹ 	Level 4.1
<ul style="list-style-type: none"> with a diploma or equivalent 	Level 5.2
Level 2 Pay point 4	
<ul style="list-style-type: none"> with a certificate III qualification or equivalent, and who is not a Caseworker/Practitioner¹ 	Level 3.3
<ul style="list-style-type: none"> with a certificate IV qualification or equivalent, and who is not a Caseworker/Practitioner¹ 	Level 4.1
<ul style="list-style-type: none"> with a diploma or equivalent and 2-3 years' experience 	Level 5.3
<ul style="list-style-type: none"> with a diploma or equivalent and more than 3 years' experience 	Level 5.4
LEVEL 3	
Level 3 Pay point 1	
<ul style="list-style-type: none"> with a diploma or equivalent, or who is required to supervise or train volunteers or other employees at translated Levels 1-4, or in disability services has overall responsibility for coordinating and scheduling disability support work, or Caseworker/Practitioner with less than 12 months' experience who would not otherwise be classified at a higher translated level (for example because of their qualification or experience). 	Level 5.1
<ul style="list-style-type: none"> with less than 12 months' experience at Level 3 and does not have an undergraduate degree, but whose role involves as a necessary part, the performance of work of a kind which utilises equivalent skills, knowledge or experience 	Level 6.1
Level 3 Pay point 2	
<ul style="list-style-type: none"> with a diploma or equivalent, or who is required to supervise or train volunteers or other employees at translated Levels 1-4, or in disability services has overall responsibility for coordinating and scheduling disability support work, or Caseworker/Practitioner with 1-2 years' experience who would not otherwise be classified at a higher translated level (for example because of their qualification or experience). 	Level 5.2
<ul style="list-style-type: none"> with 1-2 years' experience at Level 3 and does not have an undergraduate degree, but whose role involves as a necessary part, the performance of work of a kind which utilises equivalent skills, knowledge or experience 	Level 6.2

Previous classification in Schedule B—Classification Definitions— Social and Community Services Employees	Translated classification
Level 3 Pay point 3	
<ul style="list-style-type: none"> with a diploma or equivalent, or who is required to supervise or train volunteers or other employees at translated Levels 1-4, or in disability services has overall responsibility for coordinating and scheduling disability support work, or Caseworker/Practitioner with 2-3 years' experience who would not otherwise be classified at a higher translated level (for example because of their qualification or experience). 	Level 5.3
<ul style="list-style-type: none"> with a 3-year degree 	Level 6.1
<ul style="list-style-type: none"> with 2-3 years' experience at Level 3 and does not have an undergraduate degree, but whose role involves as a necessary part, the performance of work of a kind which utilises equivalent skills, knowledge or experience 	Level 6.3
Level 3 Pay point 4	
<ul style="list-style-type: none"> with a diploma or equivalent, or who is required to supervise or train volunteers or other employees at translated Levels 1-4 	Level 5.4
<ul style="list-style-type: none"> with less than 12 months' experience with a 4-year degree 	Level 6.1
<ul style="list-style-type: none"> with 1-2 years' experience with an undergraduate degree 	Level 6.2
<ul style="list-style-type: none"> with 2-3 years' experience with an undergraduate degree 	Level 6.3
<ul style="list-style-type: none"> with 3-4 years' experience at Level 3 and does not have an undergraduate degree, but whose role involves as a necessary part, the performance of work of a kind which utilises equivalent skills, knowledge or experience, or with 3-4 years' experience with an undergraduate degree 	Level 6.4
<ul style="list-style-type: none"> with more than 4 years' experience at Level 3 and does not have an undergraduate degree, but whose role involves as a necessary part, the performance of work of a kind which utilises equivalent skills, knowledge or experience, or with more than 4 years' experience with an undergraduate degree 	Level 6.5
LEVEL 4	
Level 4 Pay point 1	Level 6.3
Level 4 Pay point 2	Level 6.3
Level 4 Pay point 3	Level 6.4
Level 4 Pay point 4	Level 6.5
LEVEL 5	
Level 5 Pay point 1	Level 7.1
Level 5 Pay point 2	Level 7.2
Level 5 Pay point 3	Level 7.3
LEVEL 6	
Level 6 Pay point 1	Level 8.1
Level 6 Pay point 2	Level 8.2
Level 6 Pay point 3	Level 8.3
LEVEL 7	
Level 7 Pay point 1	Level 9.1
Level 7 Pay point 2	Level 9.2

Previous classification in Schedule B—Classification Definitions— Social and Community Services Employees	Translated classification
Level 7 Pay point 3	Level 9.3
LEVEL 8	
Level 8 Pay point 1	Level 10.1
Level 8 Pay point 2	Level 10.2
Level 8 Pay point 3	Level 10.3

¹ The minimum entry level for a Caseworker/Practitioner is Level 5.1.

B.5 Translation arrangements for employees performing administrative/operational support work

Previous classification in Schedule B—Classification Definitions— Social and Community Services Employees	Translated classification
LEVEL 1	
Level 1 Pay point 1	Level 1.1
Level 1 Pay point 2	Level 1.2
Level 1 Pay point 3	
<ul style="list-style-type: none"> • with more than 2 years' experience 	Level 2.1
<ul style="list-style-type: none"> • with more than 3 years' experience 	Level 2.2
LEVEL 2	
Level 2 Pay point 1	
<ul style="list-style-type: none"> • with a certificate II qualification (Level 2.1 is the minimum entry point for an employee performing administrative/operational support work who holds a certificate II qualification) 	Level 2.1
<ul style="list-style-type: none"> • with a certificate III qualification or equivalent 	Level 3.1
Level 2 Pay point 2	
<ul style="list-style-type: none"> • with a certificate II qualification 	Level 2.2
<ul style="list-style-type: none"> • with a certificate III qualification or equivalent 	Level 3.2
<ul style="list-style-type: none"> • with a certificate IV qualification or equivalent 	Level 4.1
<ul style="list-style-type: none"> • with a diploma or equivalent 	Level 5.1
Level 2 Pay point 3	
<ul style="list-style-type: none"> • with a certificate II qualification 	Level 2.2
<ul style="list-style-type: none"> • with a certificate III qualification or equivalent 	Level 3.3
<ul style="list-style-type: none"> • with a certificate IV qualification or equivalent 	Level 4.1
<ul style="list-style-type: none"> • with a diploma or equivalent 	Level 5.2
Level 2 Pay point 4	
<ul style="list-style-type: none"> • with a certificate II qualification 	Level 2.2
<ul style="list-style-type: none"> • with a certificate III qualification or equivalent 	Level 3.3
<ul style="list-style-type: none"> • with a certificate IV qualification or equivalent 	Level 4.1
<ul style="list-style-type: none"> • with a diploma or equivalent and 2-3 years' experience 	Level 5.3
<ul style="list-style-type: none"> • with a diploma or equivalent and more than 3 years' experience 	Level 5.4
LEVEL 3	
Level 3 Pay point 1	
<ul style="list-style-type: none"> • with a diploma or equivalent, or • who is required to supervise or train volunteers or other employees at translated Levels 1-4 	Level 5.1

Previous classification in Schedule B—Classification Definitions— Social and Community Services Employees	Translated classification
<ul style="list-style-type: none"> with less than 12 months' experience at Level 3 and does not have an undergraduate degree, but whose role involves as a necessary part, the performance of work of a kind which utilises equivalent skills, knowledge or experience 	Level 6.1
Level 3 Pay point 2	
<ul style="list-style-type: none"> with a diploma or equivalent, or who is required to supervise or train volunteers or other employees at translated Levels 1-4 	Level 5.2
<ul style="list-style-type: none"> with 1-2 years' experience at Level 3 and does not have an undergraduate degree, but whose role involves as a necessary part, the performance of work of a kind which utilises equivalent skills, knowledge or experience 	Level 6.2
Level 3 Pay point 3	
<ul style="list-style-type: none"> with a diploma or equivalent, or who is required to supervise or train volunteers or other employees at translated Levels 1-4 	Level 5.3
<ul style="list-style-type: none"> with a 3-year degree 	Level 6.1
<ul style="list-style-type: none"> with 2-3 years' experience at Level 3 and does not have an undergraduate degree, but whose role involves as a necessary part, the performance of work of a kind which utilises equivalent skills, knowledge or experience 	Level 6.3
Level 3 Pay point 4	
<ul style="list-style-type: none"> with a diploma or equivalent, or who is required to supervise or train volunteers or other employees at translated Levels 1-4 	Level 5.4
<ul style="list-style-type: none"> with less than 12 months' experience with a 4-year degree 	Level 6.1
<ul style="list-style-type: none"> with 1-2 years' experience with an undergraduate degree 	Level 6.2
<ul style="list-style-type: none"> with 2-3 years' experience with an undergraduate degree 	Level 6.3
<ul style="list-style-type: none"> with 3-4 years' experience at Level 3 and does not have an undergraduate degree, but whose role involves as a necessary part, the performance of work of a kind which utilises equivalent skills, knowledge or experience, or with 3-4 years' experience with an undergraduate degree 	Level 6.4
<ul style="list-style-type: none"> with 4-5 years' experience at Level 3 and does not have an undergraduate degree, but whose role involves as a necessary part, the performance of work of a kind which utilises equivalent skills, knowledge or experience, or with more than 4 years' experience with an undergraduate degree 	Level 6.5
LEVEL 4	
Level 4 Pay point 1	Level 6.3
Level 4 Pay point 2	Level 6.3
Level 4 Pay point 3	Level 6.4
Level 4 Pay point 4	Level 6.5
LEVEL 5	
Level 5 Pay point 1	Level 7.1
Level 5 Pay point 2	Level 7.2
Level 5 Pay point 3	Level 7.3

Previous classification in Schedule B—Classification Definitions— Social and Community Services Employees	Translated classification
LEVEL 6	
Level 6 Pay point 1	Level 8.1
Level 6 Pay point 2	Level 8.2
Level 6 Pay point 3	Level 8.3
LEVEL 7	
Level 7 Pay point 1	Level 9.1
Level 7 Pay point 2	Level 9.2
Level 7 Pay point 3	Level 9.3
LEVEL 8	
Level 8 Pay point 1	Level 10.1
Level 8 Pay point 2	Level 10.2
Level 8 Pay point 3	Level 10.3

B.6 Translation arrangements for employees performing crisis assistance and supported housing work

Previous classification in Schedule C—Classification Definitions— Crisis Accommodation Employees	Translated classification
LEVEL 1	
Level 1 Pay point 1	
<ul style="list-style-type: none"> • with a diploma or equivalent, or • who is required to supervise or train volunteers or other employees at translated Levels 1-4, or • Caseworker/Practitioner with less than 12 months’ experience who would not otherwise be classified at a higher translated level (for example because of their qualification or experience). 	Level 5.1
<ul style="list-style-type: none"> • with less than 12 months’ experience at Level 1 and does not have an undergraduate degree, but whose role involves as a necessary part, the performance of work of a kind which utilises equivalent skills, knowledge or experience 	Level 6.1
Level 1 Pay point 2	
<ul style="list-style-type: none"> • with a diploma or equivalent, or • who is required to supervise or train volunteers or other employees at translated Levels 1-4, or • Caseworker/Practitioner with 1-2 years’ experience who would not otherwise be classified at a higher translated level (for example because of their qualification or experience). 	Level 5.2
<ul style="list-style-type: none"> • with 1-2 years’ experience at Level 1 and does not have an undergraduate degree, but whose role involves as a necessary part, the performance of work of a kind which utilises equivalent skills, knowledge or experience 	Level 6.2

Previous classification in Schedule C—Classification Definitions— Crisis Accommodation Employees	Translated classification
Level 1 Pay point 3	
<ul style="list-style-type: none"> with a diploma or equivalent, or who is required to supervise or train volunteers or other employees at translated Levels 1-4, or Caseworker/Practitioner with 2-3 years' experience who would not otherwise be classified at a higher translated level (for example because of their qualification or experience). 	Level 5.3
<ul style="list-style-type: none"> with a 3-year degree 	Level 6.1
<ul style="list-style-type: none"> with 2-3 years' experience at Level 1 and does not have an undergraduate degree, but whose role involves as a necessary part, the performance of work of a kind which utilises equivalent skills, knowledge or experience 	Level 6.3
Level 1 Pay point 4	
<ul style="list-style-type: none"> with a diploma or equivalent, or who is required to supervise or train volunteers or other employees at translated Levels 1-4, or Caseworker/Practitioner with more than 3 years' experience who would not otherwise be classified at a higher translated level (for example because of their qualification or experience). 	Level 5.4
<ul style="list-style-type: none"> with less than 12 months' experience with a 4-year degree 	Level 6.1
<ul style="list-style-type: none"> with 1-2 years' experience with an undergraduate degree 	Level 6.2
<ul style="list-style-type: none"> with 2-3 years' experience with an undergraduate degree 	Level 6.3
<ul style="list-style-type: none"> with 3-4 years' experience at Level 1 and does not have an undergraduate degree, but whose role involves as a necessary part, the performance of work of a kind which utilises equivalent skills, knowledge or experience, or with 3-4 years' experience with an undergraduate degree 	Level 6.4
<ul style="list-style-type: none"> with more than 4 years' experience at Level 1 and does not have an undergraduate degree, but whose role involves as a necessary part, the performance of work of a kind which utilises equivalent skills, knowledge or experience with more than 4 years' experience with an undergraduate degree 	Level 6.5
LEVEL 2	
Level 2 Pay point 1	Level 6.3
Level 2 Pay point 2	Level 6.3
Level 2 Pay point 3	Level 6.4
Level 2 Pay point 4	Level 6.5
LEVEL 3	
Level 3 Pay point 1	Level 7.1
Level 3 Pay point 2	Level 7.2
Level 3 Pay point 3	Level 7.3
LEVEL 4	
Level 4 Pay point 1	Level 8.1
Level 4 Pay point 2	Level 8.2
Level 4 Pay point 3	Level 8.3

B.7 Translation arrangements for employees performing disability support work

B.7.1 Previous classification in Schedule E—Classification Definitions—Home Care Employees—Disability Care

Previous classification in Schedule E—Classification Definitions—Home Care Employees—Disability Care	Translated classification
LEVEL 1	
Level 1 Pay point 1	Level 2.2
LEVEL 2	
Level 2 Pay point 1	Level 3.1
Level 2 Pay point 2	
• with 2-3 years’ relevant industry experience	Level 3.2
• with more than 3 years’ relevant industry experience	Level 3.3
LEVEL 3	
Level 3 Pay point 1	Level 3.1
Level 3 Pay point 2	
• with a certificate III with 1-2 years’ experience	Level 3.2
• with a certificate III with more than 2 years’ experience	Level 3.3
LEVEL 4	
Level 4 Pay point 1	Level 4.1
Level 4 Pay point 2	Level 4.1
LEVEL 5	
Level 5 Pay point 1	Level 5.1
Level 5 Pay point 2	
• with 1-2 years’ experience at Level 5	Level 5.2
• with 2-3 years’ experience at Level 5	Level 5.3
• with more than 3 years’ experience at Level 5	Level 5.4

B.7.2 Previous classification in Schedule B—Classification Definitions—Social and Community Services

Previous classification in Schedule B—Classification Definitions—Social and Community Services	Translated classification
LEVEL 1	
Level 1 Pay point 1	Level 2.2
Level 1 Pay point 2	Level 3.1
Level 1 Pay point 3	Level 3.1
LEVEL 2	
Level 2 Pay point 1	Level 3.1
Level 2 Pay point 2	
• with 1-2 years’ experience at Level 2 with a certificate III qualification or equivalent	Level 3.2
• with a certificate IV qualification or equivalent	Level 4.1
Level 2 Pay point 3	
• with more than 2 years’ experience at Level 2 with a certificate III qualification or equivalent	Level 3.3

• with a certificate IV qualification or equivalent	Level 4.1
Level 2 Pay point 4	
• with more than 2 years' experience at Level 2 with a certificate III qualification or equivalent	Level 3.3
• with a certificate IV qualification or equivalent	Level 4.1
LEVEL 3	
Level 3 Pay point 1	Level 5.1
Level 3 Pay point 2	Level 5.2
Level 3 Pay point 3	Level 5.3
Level 3 Pay point 4	Level 5.4

B.8 Translation arrangements for employees performing home care disability work

Previous classification in Schedule E—Classification Definitions—Home Care Employees—Disability Care	Translated classification
LEVEL 1	
Level 1 Pay point 1	Level 2.1
LEVEL 2	
Level 2 Pay point 1	Level 2.2
Level 2 Pay point 2	Level 2.2
LEVEL 3	
Level 3 Pay point 1	Level 3.1
Level 3 Pay point 2	Level 3.1
LEVEL 4	
Level 4 Pay point 1	
• does not have a certificate IV qualification	Level 3.2
• with a certificate IV qualification	Level 4.1
Level 4 Pay point 2	
• does not have a certificate IV qualification	Level 3.2
• with a certificate IV qualification	Level 4.1
LEVEL 5	
Level 5 Pay point 1	Level 5.1
Level 5 Pay point 2	Level 5.1

B.9 Translation arrangements for employees performing home care aged work

Previous classification in Schedule F—Classification Definitions—Home Care Employees—Aged Care	Translated classification
LEVEL 1	Level 2.1
LEVEL 2	Level 2.2
LEVEL 3	Level 3.1
LEVEL 4	Level 3.2
LEVEL 5	Level 4.1
LEVEL 6	Level 5.1

30. By deleting Schedule C—Classification Definitions—Crisis Accommodation Employees.
 31. By renumbering Schedule D—Classification Definitions—Family Day Care Employees as Schedule C—Classification Definitions—Family Day Care Employees.
 32. By deleting Schedule E—Classification Definitions—Home Care Employees—Disability Care.
 33. By deleting Schedule F—Classification Definitions—Home Care Employees—Aged Care.
 34. By deleting Schedule G—Classification Translation Arrangements.
 35. By renumbering Schedule H—Supported Wage System to Schedule D—Supported Wage System.
 36. By deleting Schedule I—National Training Wage.
 37. By renumbering Schedule J—Agreement to Take Annual Leave in Advance to Schedule E—Agreement to Take Annual Leave in Advance.
 38. By renumbering Schedule K—Agreement to Cash Out Annual Leave to Schedule F—Agreement to Cash Out Annual Leave.
 39. By updating the table of contents and cross-references accordingly.
- B. This determination comes into operation on 1 October 2027. In accordance with s 166(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 October 2027.

PRESIDENT