



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 MONTH 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 XXX], the above award is varied as follows:

1. By deleting the table appearing in clause 17.1(a) and inserting the following:

(a) Home care employee level 1—disability care

| | Per week |
|-------------|-----------------|
| | \$ |
| Pay point 1 | 1138.30 |

2. By deleting the table appearing in clause 17.1(b) and inserting the following:

(b) Home care employee level 2—disability care

| | Per week |
|-------------|-----------------|
| | \$ |
| Pay point 1 | 1203.90 |
| Pay point 2 | 1212.10 |

3. By deleting the table appearing in clause 17.1(c) and inserting the following:

(c) Home care employee level 3—disability care

| | Per week |
|-----------------------------|-----------------|
| | \$ |
| Pay point 1 (certificate 3) | 1228.70 |
| Pay point 2 | 1266.60 |

4. By deleting the table appearing in clause 17.1(d) and inserting the following:

(d) Home care employee level 4—disability care

| | Per week |
|-------------|-----------------|
| | \$ |
| Pay point 1 | 1340.40 |
| Pay point 2 | 1366.80 |

5. By deleting the table appearing in clause 17.1(e) and inserting the following:

(e) Home care employee level 5—disability care

| | Per week |
|---------------------------------|-----------------|
| | \$ |
| Pay point 1 (degree or diploma) | 1437.30 |
| Pay point 2 | 1472.00 |

B. This determination comes into operation on 1 October 2026. 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 2026.

PRESIDENT