



DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2021–22 (C2022/1)

SOCIAL, COMMUNITY, HOME CARE AND DISABILITY SERVICES INDUSTRY AWARD 2010 [MA000100]

Social, community, home care and disability services

JUSTICE ROSS, PRESIDENT
VICE PRESIDENT CATANZARITI
DEPUTY PRESIDENT ASBURY
COMMISSIONER HAMPTON
MR FERGUSON
PROFESSOR WOODEN
MS LABINE-ROMAIN

MELBOURNE, 28 JUNE 2022

Annual Wage Review 2021–22.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2021–22 on 15 June 2022 [[2022] FWCFB 3500], the above award is varied as follows:

1. By deleting the table appearing in clause 15.1 and inserting the following:

	Per week
	\$
Pay point 1	880.10
Pay point 2	908.50
Pay point 3	940.90

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

	Per week
	\$
Pay point 1	940.90
Pay point 2	970.40

	Per week
	\$
Pay point 3	999.90
Pay point 4	1026.60

3. By deleting the table appearing in clause 15.3 and inserting the following:

	Per week
	\$
Pay point 1 (associate diploma/advanced certificate)	1026.60
Pay point 2	1056.10
Pay point 3 (3 year degree)	1078.70
Pay point 4 (4 year degree)	1100.80

4. By deleting the table appearing in clause 15.4 and inserting the following:

	Per week
	\$
Pay point 1	1130.30
Pay point 2	1159.80
Pay point 3	1189.60
Pay point 4	1216.20

5. By deleting the table appearing in clause 15.5 and inserting the following:

	Per week
	\$
Pay point 1	1245.90
Pay point 2	1272.60
Pay point 3	1302.30

6. By deleting the table appearing in clause 15.6 and inserting the following:

	Per week
	\$
Pay point 1	1332.00
Pay point 2	1361.30
Pay point 3	1390.80

7. By deleting the table appearing in clause 15.7 and inserting the following:

	Per week \$
Pay point 1	1420.30
Pay point 2	1450.10
Pay point 3	1479.60

8. By deleting the table appearing in clause 15.8 and inserting the following:

	Per week \$
Pay point 1	1509.10
Pay point 2	1538.70
Pay point 3	1568.50

9. By deleting the tables following NOTE 2 appearing at the end of clause 15 and inserting the following:

Equal remuneration rates for applicable Social and Community Services employees

	Clause	Minimum weekly wage	Final Rate ERO Percentage	Current weekly wage	Current hourly wage
Classification		\$	%	\$	\$
Social and community services employee level 2	15.2				
Pay point 1		940.90	123	1157.31	30.46
Pay point 2		970.40	123	1193.59	31.41
Pay point 3		999.90	123	1229.88	32.37
Pay point 4		1026.60	123	1262.72	33.23
Social and community services employee level 3	15.3				
Pay point 1 (associate diploma/advanced certificate)		1026.60	126	1293.52	34.04
Pay point 2		1056.10	126	1330.69	35.02
Pay point 3 (3 year degree)		1078.70	126	1359.16	35.77
Pay point 4 (4 year degree)		1100.80	126	1387.01	36.50

	Clause	Minimum weekly wage	Final Rate ERO Percentage	Current weekly wage	Current hourly wage
Social and community services employee level 4	15.4				
Pay point 1		1130.30	132	1492.00	39.26
Pay point 2		1159.80	132	1530.94	40.29
Pay point 3		1189.60	132	1570.27	41.32
Pay point 4		1216.20	132	1605.38	42.25
Social and community services employee level 5	15.5				
Pay point 1		1245.90	137	1706.88	44.92
Pay point 2		1272.60	137	1743.46	45.88
Pay point 3		1302.30	137	1784.15	46.95
Social and community services employee level 6	15.6				
Pay point 1		1332.00	140	1864.80	49.07
Pay point 2		1361.30	140	1905.82	50.15
Pay point 3		1390.80	140	1947.12	51.24
Social and community services employee level 7	15.7				
Pay point 1		1420.30	142	2016.83	53.07
Pay point 2		1450.10	142	2059.14	54.19
Pay point 3		1479.60	142	2101.03	55.29
Social and community services employee level 8	15.8				
Pay point 1		1509.10	145	2188.20	57.58
Pay point 2		1538.70	145	2231.12	58.71
Pay point 3		1568.50	145	2274.33	59.85

Equal remuneration rates for Crisis Accommodation employees

	Clause	Minimum weekly wage	Final Rate ERO Percentage	Current weekly wage	Current hourly wage
Classification		\$	%	\$	\$
Crisis accommodation employee Level 1	15.3				
Pay point 1 (associate diploma/advanced certificate)		1026.60	126	1293.52	34.04
Pay point 2		1056.10	126	1330.69	35.02
Pay point 3 (3 year degree)		1078.70	126	1359.16	35.77
Pay point 4 (4 year degree)		1100.80	126	1387.01	36.50
Crisis accommodation employee level 2	15.4				
Pay point 1		1130.30	132	1492.00	39.26
Pay point 2		1159.80	132	1530.94	40.29
Pay point 3		1189.60	132	1570.27	41.32
Pay point 4		1216.20	132	1605.38	42.25
Crisis accommodation employee level 3	15.5				
Pay point 1		1245.90	137	1706.88	44.92
Pay point 2		1272.60	137	1743.46	45.88
Pay point 3		1302.30	137	1784.15	46.95
Crisis accommodation employee level 4	15.6				
Pay point 1		1332.00	140	1864.80	49.07
Pay point 2		1361.30	140	1905.82	50.15
Pay point 3		1390.80	140	1947.12	51.24

10. By deleting the table appearing in clause 16.1 and inserting the following:

	Per week
	\$
Pay point 1	881.20
Pay point 2	909.40
Pay point 3	942.40

	Per week \$
Pay point 4	974.10

11. By deleting the table appearing in clause 16.2 and inserting the following:

	Per week \$
Pay point 1	1001.80
Pay point 2	1034.50
Pay point 3	1067.20
Pay point 4	1092.70

12. By deleting the table appearing in clause 16.3 and inserting the following:

	Per week \$
Pay point 1	1120.50
Pay point 2	1155.30
Pay point 3	1190.90
Pay point 4	1223.60

13. By deleting the table appearing in clause 16.4 and inserting the following:

	Per week \$
Pay point 1	1259.10
Pay point 2	1272.20
Pay point 3	1302.10
Pay point 4	1323.60

14. By deleting the table appearing in clause 16.5 and inserting the following:

	Per week \$
Pay point 1	1418.30
Pay point 2	1457.50
Pay point 3	1497.10
Pay point 4	1536.50

15. By deleting the table appearing in clause 17.1 and inserting the following:

	Per week
	\$
Pay point 1	871.60

16. By deleting the table appearing in clause 17.2 and inserting the following:

	Per week
	\$
Pay point 1	921.90
Pay point 2	928.20

17. By deleting the table appearing in clause 17.3 and inserting the following:

Level 3	Per week
	\$
Pay point 1 (certificate 3)	940.90
Pay point 2	969.90

18. By deleting the table appearing in clause 17.4 and inserting the following:

	Per week
	\$
Pay point 1	1026.50
Pay point 2	1047.00

19. By deleting the table appearing in clause 17.5 and inserting the following:

	Per week
	\$
Pay point 1 (degree or diploma)	1100.60
Pay point 2	1144.00

20. By deleting the year “2021” in clause 19.2 and inserting “2022”.

21. By deleting the amount “\$20.63” appearing in clause 20.11(a) and inserting “\$21.57”.

22. By deleting the amount “\$40.84” appearing in clause 20.11(b) and inserting “\$42.72”.

23. By deleting the amount “\$17.53” appearing in clause 20.12(a) and inserting “\$18.34”.

24. By deleting the amount “\$23.20” appearing in clause 20.12(b) and inserting “\$24.27”.

B. This determination comes into operation on 1 July 2022. In accordance with s.286(5) of the *Fair Work Act 2009* 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 2022.

PRESIDENT

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