



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2021–22
(C2022/1)

LABOUR MARKET ASSISTANCE INDUSTRY AWARD 2020
[MA000099]

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, XX 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 16.1(a) and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Pay point 1	915.10	24.08
Pay point 2	930.60	24.49
Pay point 3	964.20	25.37
Pay point 4	994.90	26.18

2. By deleting the table appearing in clause 16.1(b) and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Pay point 1	1053.60	27.73
Pay point 2	1077.30	28.35
Pay point 3	1100.50	28.96
Pay point 4	1131.00	29.76

3. By deleting the table appearing in clause 16.1(c) and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Pay point 1	1022.90	26.92
Pay point 2	1053.60	27.73
Pay point 3	1077.30	28.35

4. By deleting the table appearing in clause 16.1(d) and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Pay point 1	1100.50	28.96
Pay point 2	1131.00	29.76
Pay point 3	1161.80	30.57
Pay point 4	1192.40	31.38
Pay point 5	1220.50	32.12

5. By deleting the table appearing in clause 16.1(e) and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Pay point 1	1220.50	32.12
Pay point 2	1251.30	32.93
Pay point 3	1279.40	33.67
Pay point 4	1310.00	34.47

6. By deleting the table appearing in clause 16.1(f) and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Pay point 1	1220.50	32.12
Pay point 2	1251.30	32.93
Pay point 3	1279.40	33.67
Pay point 4	1310.00	34.47
Pay point 5	1340.90	35.29
Pay point 6	1371.50	36.09

7. By deleting the table appearing in clause 16.1(g) and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Pay point 1	1402.20	36.90
Pay point 2	1433.00	37.71
Pay point 3	1463.80	38.52
Pay point 4	1494.30	39.32
Pay point 5	1525.20	40.14

8. By deleting the year “2021” in clause 16.4(b) and inserting “2022”.

9. By deleting the amount "\$14.86" appearing in clause 18.2(a) and inserting "\$15.54".
10. By deleting the amount "\$69.04" appearing in clause 18.2(b) and inserting "\$72.21".
11. By deleting the table appearing in clause B.1.1 and inserting the following:

	Ordinary hours	Late work¹	Early work²	Saturday	Sunday	Public holiday
	% of minimum hourly rate					
	100%	120%	135%	175%	200%	250%
	\$	\$	\$	\$	\$	\$
Administrative assistant						
Pay point 1	24.08	28.90	32.51	42.14	48.16	60.20
Pay point 2	24.49	29.39	33.06	42.86	48.98	61.23
Pay point 3	25.37	30.44	34.25	44.40	50.74	63.43
Pay point 4	26.18	31.42	35.34	45.82	52.36	65.45
Administrative officer						
Pay point 1	27.73	33.28	37.44	48.53	55.46	69.33
Pay point 2	28.35	34.02	38.27	49.61	56.70	70.88
Pay point 3	28.96	34.75	39.10	50.68	57.92	72.40
Pay point 4	29.76	35.71	40.18	52.08	59.52	74.40
Employment services officer grade 1						
Pay point 1	26.92	32.30	36.34	47.11	53.84	67.30
Pay point 2	27.73	33.28	37.44	48.53	55.46	69.33
Pay point 3	28.35	34.02	38.27	49.61	56.70	70.88
Employment services officer grade 2						
Pay point 1	28.96	34.75	39.10	50.68	57.92	72.40
Pay point 2	29.76	35.71	40.18	52.08	59.52	74.40
Pay point 3	30.57	36.68	41.27	53.50	61.14	76.43
Pay point 4	31.38	37.66	42.36	54.92	62.76	78.45
Pay point 5	32.12	38.54	43.36	56.21	64.24	80.30
Employment services co-ordinator						

	Ordinary hours	Late work¹	Early work²	Saturday	Sunday	Public holiday
	% of minimum hourly rate					
	100%	120%	135%	175%	200%	250%
	\$	\$	\$	\$	\$	\$
Pay point 1	32.12	38.54	43.36	56.21	64.24	80.30
Pay point 2	32.93	39.52	44.46	57.63	65.86	82.33
Pay point 3	33.67	40.40	45.45	58.92	67.34	84.18
Pay point 4	34.47	41.36	46.53	60.32	68.94	86.18
Manager grade 1						
Pay point 1	32.12	38.54	43.36	56.21	64.24	80.30
Pay point 2	32.93	39.52	44.46	57.63	65.86	82.33
Pay point 3	33.67	40.40	45.45	58.92	67.34	84.18
Pay point 4	34.47	41.36	46.53	60.32	68.94	86.18
Pay point 5	35.29	42.35	47.64	61.76	70.58	88.23
Pay point 6	36.09	43.31	48.72	63.16	72.18	90.23
Manager grade 2						
Pay point 1	36.90	44.28	49.82	64.58	73.80	92.25
Pay point 2	37.71	45.25	50.91	65.99	75.42	94.28
Pay point 3	38.52	46.22	52.00	67.41	77.04	96.30
Pay point 4	39.32	47.18	53.08	68.81	78.64	98.30
Pay point 5	40.14	48.17	54.19	70.25	80.28	100.35

12. By deleting the table appearing in clause B.1.2 and inserting the following:

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Administrative assistant				
Pay point 1	36.12	48.16	48.16	60.20
Pay point 2	36.74	48.98	48.98	61.23
Pay point 3	38.06	50.74	50.74	63.43

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Pay point 4	39.27	52.36	52.36	65.45
Administrative officer				
Pay point 1	41.60	55.46	55.46	69.33
Pay point 2	42.53	56.70	56.70	70.88
Pay point 3	43.44	57.92	57.92	72.40
Pay point 4	44.64	59.52	59.52	74.40
Employment services officer grade 1				
Pay point 1	40.38	53.84	53.84	67.30
Pay point 2	41.60	55.46	55.46	69.33
Pay point 3	42.53	56.70	56.70	70.88
Employment services officer grade 2				
Pay point 1	43.44	57.92	57.92	72.40
Pay point 2	44.64	59.52	59.52	74.40
Pay point 3	45.86	61.14	61.14	76.43
Pay point 4	47.07	62.76	62.76	78.45
Pay point 5	48.18	64.24	64.24	80.30
Employment services co-ordinator				
Pay point 1	48.18	64.24	64.24	80.30
Pay point 2	49.40	65.86	65.86	82.33
Pay point 3	50.51	67.34	67.34	84.18
Pay point 4	51.71	68.94	68.94	86.18
Manager grade 1				
Pay point 1	48.18	64.24	64.24	80.30
Pay point 2	49.40	65.86	65.86	82.33
Pay point 3	50.51	67.34	67.34	84.18
Pay point 4	51.71	68.94	68.94	86.18

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Pay point 5	52.94	70.58	70.58	88.23
Pay point 6	54.14	72.18	72.18	90.23
Manager grade 2				
Pay point 1	55.35	73.80	73.80	92.25
Pay point 2	56.57	75.42	75.42	94.28
Pay point 3	57.78	77.04	77.04	96.30
Pay point 4	58.98	78.64	78.64	98.30
Pay point 5	60.21	80.28	80.28	100.35

13. By deleting the table appearing in clause B.2.1 and inserting the following:

	Ordinary hours	Late work ¹	Early work ²	Saturday	Sunday	Public holiday
	% of minimum hourly rate					
	125%	145%	160%	200%	225%	312.5%
	\$	\$	\$	\$	\$	\$
Administrative assistant						
Pay point 1	30.10	34.92	38.53	48.16	54.18	75.25
Pay point 2	30.61	35.51	39.18	48.98	55.10	76.53
Pay point 3	31.71	36.79	40.59	50.74	57.08	79.28
Pay point 4	32.73	37.96	41.89	52.36	58.91	81.81
Administrative officer						
Pay point 1	34.66	40.21	44.37	55.46	62.39	86.66
Pay point 2	35.44	41.11	45.36	56.70	63.79	88.59
Pay point 3	36.20	41.99	46.34	57.92	65.16	90.50
Pay point 4	37.20	43.15	47.62	59.52	66.96	93.00
Employment services officer grade 1						

	Ordinary hours	Late work¹	Early work²	Saturday	Sunday	Public holiday
	% of minimum hourly rate					
	125%	145%	160%	200%	225%	312.5%
	\$	\$	\$	\$	\$	\$
Pay point 1	33.65	39.03	43.07	53.84	60.57	84.13
Pay point 2	34.66	40.21	44.37	55.46	62.39	86.66
Pay point 3 ³	35.44	41.11	45.36	56.70	63.79	88.59
Employment services officer grade 2						
Pay point 1	36.20	41.99	46.34	57.92	65.16	90.50
Pay point 2	37.20	43.15	47.62	59.52	66.96	93.00
Pay point 3	38.21	44.33	48.91	61.14	68.78	95.53
Pay point 4	39.23	45.50	50.21	62.76	70.61	98.06
Pay point 5	40.15	46.57	51.39	64.24	72.27	100.38
Employment services co-ordinator						
Pay point 1	40.15	46.57	51.39	64.24	72.27	100.38
Pay point 2	41.16	47.75	52.69	65.86	74.09	102.91
Pay point 3	42.09	48.82	53.87	67.34	75.76	105.22
Pay point 4	43.09	49.98	55.15	68.94	77.56	107.72
Manager grade 1						
Pay point 1	40.15	46.57	51.39	64.24	72.27	100.38
Pay point 2	41.16	47.75	52.69	65.86	74.09	102.91
Pay point 3	42.09	48.82	53.87	67.34	75.76	105.22
Pay point 4	43.09	49.98	55.15	68.94	77.56	107.72
Pay point 5	44.11	51.17	56.46	70.58	79.40	110.28
Pay point 6	45.11	52.33	57.74	72.18	81.20	112.78
Manager grade 2						
Pay point 1	46.13	53.51	59.04	73.80	83.03	115.31
Pay point 2	47.14	54.68	60.34	75.42	84.85	117.84
Pay point 3	48.15	55.85	61.63	77.04	86.67	120.38
Pay point 4	49.15	57.01	62.91	78.64	88.47	122.88

	Ordinary hours	Late work¹	Early work²	Saturday	Sunday	Public holiday
	% of minimum hourly rate					
	125%	145%	160%	200%	225%	312.5%
	\$	\$	\$	\$	\$	\$
Pay point 5	50.18	58.20	64.22	80.28	90.32	125.44

14. By deleting the amount “\$889.70” appearing in clause C.1.1 and inserting “\$930.60”.
15. By deleting the table appearing in clause C.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
First aid allowance	18.2(a)	1.67	15.54	per week
Excursions— sleepover allowance	18.2(b)	7.76	72.21	per night

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