

Circular No. 03/2023

18 April 2023

*Aged Care Award 2010
Nurses Award 2020
Social, Community, Home Care & Disability
Services Industry Award 2010*

*Work Value Case, 15% Interim Wage increase
– effective 30 June 2023*

Members were advised in [Circular 105/2022](#), dated 8 November 2022, of the Fair Work Commission's (the FWC) Decision to award an interim 15% wage increase to direct aged care classifications of employees in each of the abovementioned Awards. At that time, the timing of the interim wage increase had not been decided and the FWC indicated that there would be further proceedings to determine various matters including the application of the interim increase to certain non direct care classifications and whether further wage increases, in addition to the interim increases, would be awarded.

On 21 February 2023 the FWC issued a further decision in the Aged Care, Nurses and SCHADS Awards Work Value Case granting the 15% interim increase in wage rates effective from the **first full pay period commencing on or after June 30, 2023.**

The wage increases apply to the following employees:

- Direct care employees covered by the Aged Care Award 2020, the Nurses Award 2020, and the Social Community, Home Care and Disability Services Award 2020 (SCHADS);
- Head chefs/Cooks under the Aged Care Award (aged care employee level 4-7 provided the employee is the most senior chef or cook engaged in a facility) and;
- Recreational activities officers/Lifestyle officers under the Aged Care Award.

The Commission's determinations varying each of the three awards can be accessed via the following links:

[Aged Care Award 2010](#)

[Nurses Award 2020](#)

[Social, Community, Home Care & Disability Services Industry Award 2010](#)

Members will note in the Nurses Award and the SCHADS Award a new classification stream for home care employees with wage rates that include the 15% increase. For employees covered by those awards who are not performing home care work, there is a classification stream unaffected by the interim increase.

Members should note also that the commencing date of interim wage increases is prior to the operative date of any Award wage increases decided by the FWC in the 2023 Minimum Wage Review and would then be subject to adjustment to reflect that decision.

There is still a final third stage of the Aged Care Work Value proceedings which is yet to commence. The third stage will include final determination of wage adjustments for aged care workers, a more detailed consideration of classification definitions and structures in the relevant awards, and further consideration of 'indirect care' workers.

Want to discuss further?

If you would like to discuss the above further, please contact the **AFEI Hotline** on **02 9264 2000**.

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