

**Circular No. 92/2025**

26 September 2025

*Social, Community, Home Care & Disability Services Industry Award 2010, Nurses Award 2020, Aged Care Award 2010 - Work Value Case - further and final phase wage increases – 1 October 2025*

Members were advised in AFEI Circulars [04/2024](#), dated 20 March 2024 and [90/2024](#) dated 1 July 2024) of the Fair Work Commission's (the FWC) Decision in the Aged Care - Work Value Case to determine wage increases in addition to the 15% 'interim' wage increase effective 30 June 2023. The further increases applied to Home Care – Aged Care classifications in the SCHADS Award, Nurses – Aged Care, and direct care employee classifications in the Aged Care Award.

The further increases were to be 'phased-in' in two tranches, the first effective 1 January 2025 and the second and final increases 1 October 2025, with an exception for classifications with a total increase of less than 3%, where the final rates took effect on 1 January 2025.

The FWC has now published Determinations varying wage rates by the amount of the third and final Work Value wage increase in each of the above Awards. The new wage rates are effective from the first full pay period on or after **1 October 2025**.

AFEI's revised Wage Rate Schedules for each of the above Awards are now available:

Social, Community, Home Care & Disability Services Industry Award 2010 – [WRS No. 20-2A](#)  
Nurses Award 2020 – [WRS No. 17A](#)  
Aged Care Award 2010 – [WRS No. 17A](#)

**Need more information?**

Please contact the **AFEI Hotline** on **02 9264 2000**.