



# DRAFT DETERMINATION

*Fair Work Act 2009*  
s 285—Annual wage review

**Annual Wage Review 2023–24**  
(C2024/1)

**LABOUR MARKET ASSISTANCE INDUSTRY AWARD 2020**  
[MA000099]

Social, community, home care and disability services

JUSTICE HATCHER, PRESIDENT  
VICE PRESIDENT ASBURY  
DEPUTY PRESIDENT HAMPTON  
DEPUTY PRESIDENT O’NEILL  
MS LABINE-ROMAIN  
PROFESSOR BAIRD  
MR CULLY

SYDNEY, XX JUNE 2024

*Annual Wage Review 2023–24.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2023–24 on 3 June 2024 [[2024] FWCFB 3500], the above award is varied as follows:

- By deleting the table appearing in clause 16.1(a) and inserting the following:

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Pay point 1	1004.00	26.42
Pay point 2	1021.00	26.87
Pay point 3	1057.80	27.84
Pay point 4	1091.60	28.73

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

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	\$	\$
Pay point 1	1156.00	30.42
Pay point 2	1181.90	31.10
Pay point 3	1207.40	31.77
Pay point 4	1240.90	32.66

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

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	\$	\$
Pay point 1	1122.30	29.53
Pay point 2	1156.00	30.42
Pay point 3	1181.90	31.10

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

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	\$	\$
Pay point 1	1207.40	31.77
Pay point 2	1240.90	32.66
Pay point 3	1274.70	33.54
Pay point 4	1308.30	34.43
Pay point 5	1339.10	35.24

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

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Pay point 1	1339.10	35.24
Pay point 2	1372.80	36.13
Pay point 3	1403.70	36.94
Pay point 4	1437.20	37.82

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

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Pay point 1	1339.10	35.24
Pay point 2	1372.80	36.13
Pay point 3	1403.70	36.94
Pay point 4	1437.20	37.82
Pay point 5	1471.20	38.72
Pay point 6	1504.80	39.60

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

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Pay point 1	1538.40	40.48
Pay point 2	1572.20	41.37
Pay point 3	1606.10	42.27
Pay point 4	1639.50	43.14
Pay point 5	1673.40	44.04

8. By deleting the year “2023” in clause 16.4(b) and inserting “2024”.

9. By deleting the amount “\$16.43” appearing in clause 18.2(a) and inserting “\$17.05”.
10. By deleting the amount “\$76.37” appearing in clause 18.2(b) and inserting “\$79.23”.
11. By deleting the table appearing in clause B.1.1 and inserting the following:

	<b>Ordinary hours</b>	<b>Late work<sup>1</sup></b>	<b>Early work<sup>2</sup></b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>					
	<b>100%</b>	<b>120%</b>	<b>135%</b>	<b>175%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Administrative assistant</b>						
Pay point 1	26.42	31.70	35.67	46.24	52.84	66.05
Pay point 2	26.87	32.24	36.27	47.02	53.74	67.18
Pay point 3	27.84	33.41	37.58	48.72	55.68	69.60
Pay point 4	28.73	34.48	38.79	50.28	57.46	71.83
<b>Administrative officer</b>						
Pay point 1	30.42	36.50	41.07	53.24	60.84	76.05
Pay point 2	31.10	37.32	41.99	54.43	62.20	77.75
Pay point 3	31.77	38.12	42.89	55.60	63.54	79.43
Pay point 4	32.66	39.19	44.09	57.16	65.32	81.65
<b>Employment services officer grade 1</b>						
Pay point 1	29.53	35.44	39.87	51.68	59.06	73.83
Pay point 2	30.42	36.50	41.07	53.24	60.84	76.05
Pay point 3	31.10	37.32	41.99	54.43	62.20	77.75
<b>Employment services officer grade 2</b>						
Pay point 1	31.77	38.12	42.89	55.60	63.54	79.43
Pay point 2	32.66	39.19	44.09	57.16	65.32	81.65
Pay point 3	33.54	40.25	45.28	58.70	67.08	83.85
Pay point 4	34.43	41.32	46.48	60.25	68.86	86.08
Pay point 5	35.24	42.29	47.57	61.67	70.48	88.10

	<b>Ordinary hours</b>	<b>Late work<sup>1</sup></b>	<b>Early work<sup>2</sup></b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>					
	<b>100%</b>	<b>120%</b>	<b>135%</b>	<b>175%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Employment services co-ordinator</b>						
Pay point 1	35.24	42.29	47.57	61.67	70.48	88.10
Pay point 2	36.13	43.36	48.78	63.23	72.26	90.33
Pay point 3	36.94	44.33	49.87	64.65	73.88	92.35
Pay point 4	37.82	45.38	51.06	66.19	75.64	94.55
<b>Manager grade 1</b>						
Pay point 1	35.24	42.29	47.57	61.67	70.48	88.10
Pay point 2	36.13	43.36	48.78	63.23	72.26	90.33
Pay point 3	36.94	44.33	49.87	64.65	73.88	92.35
Pay point 4	37.82	45.38	51.06	66.19	75.64	94.55
Pay point 5	38.72	46.46	52.27	67.76	77.44	96.80
Pay point 6	39.60	47.52	53.46	69.30	79.20	99.00
<b>Manager grade 2</b>						
Pay point 1	40.48	48.58	54.65	70.84	80.96	101.20
Pay point 2	41.37	49.64	55.85	72.40	82.74	103.43
Pay point 3	42.27	50.72	57.06	73.97	84.54	105.68
Pay point 4	43.14	51.77	58.24	75.50	86.28	107.85
Pay point 5	44.04	52.85	59.45	77.07	88.08	110.10

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		
	<b>% of minimum hourly rate</b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Administrative assistant</b>				
Pay point 1	39.63	52.84	52.84	66.05
Pay point 2	40.31	53.74	53.74	67.18
Pay point 3	41.76	55.68	55.68	69.60
Pay point 4	43.10	57.46	57.46	71.83
<b>Administrative officer</b>				
Pay point 1	45.63	60.84	60.84	76.05
Pay point 2	46.65	62.20	62.20	77.75
Pay point 3	47.66	63.54	63.54	79.43
Pay point 4	48.99	65.32	65.32	81.65
<b>Employment services officer grade 1</b>				
Pay point 1	44.30	59.06	59.06	73.83
Pay point 2	45.63	60.84	60.84	76.05
Pay point 3	46.65	62.20	62.20	77.75
<b>Employment services officer grade 2</b>				
Pay point 1	47.66	63.54	63.54	79.43
Pay point 2	48.99	65.32	65.32	81.65
Pay point 3	50.31	67.08	67.08	83.85
Pay point 4	51.65	68.86	68.86	86.08
Pay point 5	52.86	70.48	70.48	88.10
<b>Employment services co-ordinator</b>				
Pay point 1	52.86	70.48	70.48	88.10
Pay point 2	54.20	72.26	72.26	90.33

	<b>Monday to Saturday</b>		<b>Sunday</b>	<b>Public holiday</b>
	<b>First 2 hours</b>	<b>After 2 hours</b>		
	<b>% of minimum hourly rate</b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Pay point 3	55.41	73.88	73.88	92.35
Pay point 4	56.73	75.64	75.64	94.55
<b>Manager grade 1</b>				
Pay point 1	52.86	70.48	70.48	88.10
Pay point 2	54.20	72.26	72.26	90.33
Pay point 3	55.41	73.88	73.88	92.35
Pay point 4	56.73	75.64	75.64	94.55
Pay point 5	58.08	77.44	77.44	96.80
Pay point 6	59.40	79.20	79.20	99.00
<b>Manager grade 2</b>				
Pay point 1	60.72	80.96	80.96	101.20
Pay point 2	62.06	82.74	82.74	103.43
Pay point 3	63.41	84.54	84.54	105.68
Pay point 4	64.71	86.28	86.28	107.85
Pay point 5	66.06	88.08	88.08	110.10

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

	<b>Ordinary hours</b>	<b>Late work<sup>1</sup></b>	<b>Early work<sup>2</sup></b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>					
	<b>125%</b>	<b>145%</b>	<b>160%</b>	<b>200%</b>	<b>225%</b>	<b>312.5%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Administrative assistant</b>						
Pay point 1	33.03	38.31	42.27	52.84	59.45	82.56
Pay point 2	33.59	38.96	42.99	53.74	60.46	83.97
Pay point 3	34.80	40.37	44.54	55.68	62.64	87.00
Pay point 4	35.91	41.66	45.97	57.46	64.64	89.78

	<b>Ordinary hours</b>	<b>Late work<sup>1</sup></b>	<b>Early work<sup>2</sup></b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>					
	<b>125%</b>	<b>145%</b>	<b>160%</b>	<b>200%</b>	<b>225%</b>	<b>312.5%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Administrative officer</b>						
Pay point 1	38.03	44.11	48.67	60.84	68.45	95.06
Pay point 2	38.88	45.10	49.76	62.20	69.98	97.19
Pay point 3	39.71	46.07	50.83	63.54	71.48	99.28
Pay point 4	40.83	47.36	52.26	65.32	73.49	102.06
<b>Employment services officer grade 1</b>						
Pay point 1	36.91	42.82	47.25	59.06	66.44	92.28
Pay point 2	38.03	44.11	48.67	60.84	68.45	95.06
Pay point 3 <sup>3</sup>	38.88	45.10	49.76	62.20	69.98	97.19
<b>Employment services officer grade 2</b>						
Pay point 1	39.71	46.07	50.83	63.54	71.48	99.28
Pay point 2	40.83	47.36	52.26	65.32	73.49	102.06
Pay point 3	41.93	48.63	53.66	67.08	75.47	104.81
Pay point 4	43.04	49.92	55.09	68.86	77.47	107.59
Pay point 5	44.05	51.10	56.38	70.48	79.29	110.13
<b>Employment services co-ordinator</b>						
Pay point 1	44.05	51.10	56.38	70.48	79.29	110.13
Pay point 2	45.16	52.39	57.81	72.26	81.29	112.91
Pay point 3	46.18	53.56	59.10	73.88	83.12	115.44
Pay point 4	47.28	54.84	60.51	75.64	85.10	118.19
<b>Manager grade 1</b>						
Pay point 1	44.05	51.10	56.38	70.48	79.29	110.13
Pay point 2	45.16	52.39	57.81	72.26	81.29	112.91
Pay point 3	46.18	53.56	59.10	73.88	83.12	115.44



	<b>Ordinary hours</b>	<b>Late work<sup>1</sup></b>	<b>Early work<sup>2</sup></b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>					
	<b>125%</b>	<b>145%</b>	<b>160%</b>	<b>200%</b>	<b>225%</b>	<b>312.5%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Pay point 4	47.28	54.84	60.51	75.64	85.10	118.19
Pay point 5	48.40	56.14	61.95	77.44	87.12	121.00
Pay point 6	49.50	57.42	63.36	79.20	89.10	123.75
<b>Manager grade 2</b>						
Pay point 1	50.60	58.70	64.77	80.96	91.08	126.50
Pay point 2	51.71	59.99	66.19	82.74	93.08	129.28
Pay point 3	52.84	61.29	67.63	84.54	95.11	132.09
Pay point 4	53.93	62.55	69.02	86.28	97.07	134.81
Pay point 5	55.05	63.86	70.46	88.08	99.09	137.63

14. By deleting the amount “\$984.10” appearing in clause C.1.1 and inserting “\$1021.00”.
15. By deleting the table appearing in clause C.1.1 and inserting the following:

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
First aid allowance	18.2(a)	1.67	17.05	per week
Excursions— sleepover allowance	18.2(b)	7.76	79.23	per night

B. This determination comes into operation on 1 July 2024. In accordance with s 286(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 July 2024.

PRESIDENT