s47G(1)(a)		-

	s47(1	)(b)																	
AGED CARE AWARD Annual Envel Level 3 Level 3 Level 4 Level 5 Level 5 Level 6 Level 7			18 2% 3% 2% 5% 3% 3% 3%	20	21 2.01% 1.98% 1.99% 2.87% 1.99% 2.01% 1.96%	1013 5.50% 0.45% 4.06% 4.29% 3.66% 2.07% 2.33%	118 0% 0% 0% 0% 0% 0%	71 3% 4% 0% 3% 6% 3% 9%	97 3.98% 3.35% 1.25% 3.18% 5.40% 1.41% 2.85%	171 0.58% -1.53% -2.46% -0.10% 0.51% -2.89% 0.82%	238	30	80	178 2.66% 3.79% 4.15% 5.38% 7.79% 6.78% 17.04%	859 2.03% 5.28% 4.87% 6.02% 5.87% 6.80% 8.14%	3491 3.97% 3.73% 3.56% 4.33% 2.67% 6.51% 6.10%	1355 8.35% 8.63% 6.03% 9.88% 6.03% 4.63% 14.54%	132 4.65% 9.13% 12.75% 16.36% 23.02% 26.36% 33.55%	2147 6.65% 6.15% 5.12% 9.90% 9.00% 7.97% 13.40%
SCHADS AWARD			3%		2%	3%	0%	4%	3%	-1%				7%	6%	4%	8%	28%	8%
Home care Level 1 Home care Level 1 Home care Level 2 Pey pole Home care Level 3 Pey pole Home care Level 3 Pey pole Home care Level 4 Pey pole Home care Level 4 Pey pole Simple average NURSES AWARD	81 82 81 82 81 82 81				2.03% 2.01% 2.00% 1.98% 2.03% 2.03% 2.00% 1.88% 2.01% 2.5%	5.50% 0.45% 4.06% 4.29% 3.66% 2.07% 2.33% 2.33% 2.33% 3%			0.37% 12.34% -0.24% -0.46% -0.14% 0.05% 0.12% 0.57% 0.48% 1%		1.52% 1.52% 1.52% 2.51% 2.94% 1.24% 3.24% 3.24% 3.24% 2.86	0.47% 0.45% 0.89% 0.42% 0.45% 0.45% 0.37% 0.36% 0.34% 0%	7.29% 6.22% 8.65% 7.12% 6.97% 37.34% 43.51% 43.65% 23%	6.18% 1.75% 1.75% 1.77% 5.33% 5.33% 5.30% 5.00%	17.34% 14.51% 14.51% 15.63% 15.63% 15.63% 15.63% 15.63% 16.63% 16.63%				15.84% 9.87% 9.87% 8.87% 8.87% 0.10% 0.10% -5.93% 5.93% 5.93%
Experien	r and thereafter ced under 21 over 21 t1 t2 t3	7% 7% 7% 7% 7% 7% 7% 7% 7%	26 26 26 26 26 26 26 26 26 26 26 26 26 2	122% 122% 122% 122% 122% 122% 122% 122%		9.52% 9.67% 9.73% 8.92% 8.92% 13.56% 13.76% 14.47% 15.02% 15.67% 21.98%	3.24% 3.19% 3.23% 3.21% 3.21% 3.21% 1.23% 1.25% 1.19% 1.19% 2.18%	2.79% 2.79% 2.79% 2.79% 2.79% 2.79% 1.28% 11.54% 11.54% 11.54% 11.54% 12.99%	17.67% 17.67% 17.67% 17.67% 17.67% 17.67% 17.67% 17.67% 17.70% 17.70% 17.71% 20.35% 16.06%	13.69% 13.69% 13.69% 13.69% 13.69% 13.69% 13.69% 13.92% 13.89% 13.89% 13.89% 13.89%			5.68% 6.31% 6.88% 7.33% 7.80%	8.05% 8.05% 8.05% 8.05% 8.05% 8.05% 8.26% 12.04% 12.78% 15.12% 16.63%	20.86% 20.86% 20.86% 20.85% 20.85% 20.85% 20.85% 21.82% 22.71% 22.46% 20.82% 23.72%	4.72% 5.97% 7.18% 12.14% 12.14% 12.14% 19.07% 19.48% 19.36% 19.94% 16.66%	15.63% 15.63% 15.63% 15.63% 15.63% 15.63% 15.63% 15.63% 15.63% 15.63% 15.63%		
Pay pole Pay	t 4 + thereafter t 1	76 76 76 76 76 76 76 76 76 76 76 76 76 7	19 19 19 19 19 19 19 19 19 19 19 19 19 1	441X 441X 441X 441X 441X 441X 441X 441X		24.46% 26.32%	26.63% 27.18%	37.31% 34.00%	18.48% 17.46%	13.92% 15.88%	S. S.	Sell	42 GK 55.50% 15.50% 15.50% 15.50% 17.50% 17.50% 17.50%	16,615, 10/45%, 11/15%, 10/45%, 11/15%	37 27% 27,238 29,27% 29,27% 39,27% 30,27% 30,27% 30,27% 30,27% 40,73% 41,73% 42,73% 42,73% 44,73% 44,67% 53,67% 53,67% 51,63%	26.64% 30.135 30	13.65% 1881% 1982%		-1.70% -1.00% -1.00% -6.00% -1.00% -1.20% -1
Simple average		Ж		27%		м	10%	254	2 4 4 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6	13406 13406	Of It		) va	20%	365	29%	22%		sx

NOTE: Percentages in this table represent the lowest difference between the EA and MA rate. There may be other classifications which match top the same MA rate which are higher - these are represented in each individual working sheet.

Red text indiactes an assumption as explained in the Assumptions tab

#### Adding EBAs to the inscope list

1. Obtain a list of all EBAs relating to the in-scope awards from the Attorney General'd Department Workplace Agreements Database

Check for new EBAs currently not on the AllEBAs tab and add them to the list. Remove EBAs from the list that are no longer active.

3. Identify whether each new EBA is fully in scope or partially in scope. Those fully in scope will have all employees relevant to the aged care sector across the inscope awards. EBAs where not all employees will be working in aged care are considered partially in scope.

4. Copy the new fully in scope EBAs to the FullyinscopeEBAs tab and remove any from this list that are no longer active.

5. Copy the new partially in scope EBAs to the ParticallyinscopeEBAs tab and remove the ones from this list that are no longer active

a. In column W and X of this tab there is a split across residential and other care to identify the estimated share of employees across these settings, this needs to be filled in using research into the EBA or into the relevant organisation.

b. Column Y and Z split estimated number of employees on the EBA working in Residential care across Residential Aged Care (In scope) and Independent Living (not in scope). These shares are estimated through desktop research and other sources.

c. Column AA and AB split estimated number of employees on the EBA working in other care across Community Aged Care (In scope) and Other NDIS including allied health (not in scope). These shares are estimated through desktop research and other sources.

d. Column AC and AD uses these shares to estimate the number of employees in scope across Aged Residential and Community Aged Care

6. Copy the additional EBA name, number of employees in scope and the parent awards into the Employees on EBAs by award tab under the relevant list whether they have one two, or three in scope parent awards.

7. Drag the formula in column H,I and J down to capture the estimated employees across each parent award for the EBA

8. Ensure the table with Employees on EBAs is expanded to capture the new EBAs

9. Remove any EBAs in the Employees on EBAs by award tab that were identified as no longer active

#### Undating the expiry dates on inscope FBAs

1. Obtain the expiry date for the newly added EBA from the Attorneys General Department Workplace Agreements Database

2. Add the Agreement Number, name and expiry date for the new EBAs to the InscopeEBAexpirydate tab

3. Drag down the formula in columns D and E to get the year of expiry and number of employees 4. Remove any EBAs that were identified as no longer active (missing from the undated Workpalce Agreements Database list).

5. Ensure the table with the Share of employees with expiring EBAs over the next 5 years is up to date in regards to the years and the formula

#### Adding EBAs to the sample

1. Identify the EBA that is to be added to the sample from the AllEBAs sheet

2. In a new tab match the EBA pay to the relevant award classification. Some assumptions and tips are provided below.

a. Using the classification names in the EBAs as the first check, i.e RN Level1 pay point 1 under the EA would be matched to the same Award level

b. Anything in the EBA that appears to go above the Award levels match to the highest level. For example in the Award RN Level 1 only goes up to pay point 8. If the EBA extended to pay point 10 then pay points 8, 9 and 10 of the EBA will be matched to pay point 8 of the Award RN Level 1 only goes up to pay point 9. If the EBA extended to pay point 10 then pay points 8, 9 and 10 of the EBA will be matched to pay point 8 of the Award RN Level 1 only goes up to pay point 9. If the EBA extended to pay point 10 then pay points 8, 9 and 10 of the EBA will be matched to pay point 8 of the Award RN Level 1 only goes up to pay point 9. If the EBA extended to pay point 10 then pay points 8, 9 and 10 of the EBA will be matched to pay point 8 of the Award RN Level 1 only goes up to pay point 9. If the EBA extended to pay point 10 then pay points 8, 9 and 10 of the EBA will be matched to pay point 8 of the Award RN Level 1 only goes up to pay point 9. If the EBA extended to pay point 10 then pay points 8, 9 and 10 of the EBA will be matched to pay point 10 then pay points 8. If the EBA extended to pay point 10 then pay points 8 of the Award RN Level 1 only goes up to pay point 10 then pay points 8 of the Award RN Level 1 only goes up to pay point 10 then pay points 8 of the Award RN Level 1 only goes up to pay point 10 then pay point 10 then pay points 8 of the Award RN Level 1 only goes up to pay point 10 then pay points 8 of the Award RN Level 1 only goes up to pay point 10 then pay points 8 of the Award RN Level 1 only goes up to pay points 8 of the Award RN Level 1 only goes up to pay point 10 then pay points 8 of the Award RN Level 1 only goes up to pay points 8 of the Award RN Level 1 only goes up to pay points 8 of the Award RN Level 1 only goes up to pay points 8 of the Award RN Level 1 only goes up to pay points 8 of the Award RN Level 1 only goes up to pay points 8 of the Award RN Level 1 only goes up to pay points 8 of the Award RN Level 1 only goes up to pay points 8 of the Award RN Level 1 only goes up to pay p

c. If the names of the classifications are unclear/difficult to match then check the classification descriptions. Mainly the requirements to have certificates and used that to match to the award levels which also require the certificate

d.lf the EBA includes aged care employees and it is unclear or there were multiple types of employee per EBA level i.e. caterers, grounds keepers etc, use the personal care worker classifications as basis for the matching. i.e if level 3 under the EBA said it covered cooks, gardeners, drivers and personal care grade 1, then match all level 3 EA employees to Level 2 under the Award as that's where personal care Grade 1 sits. 3. Across the award classifications calculate the relative wage difference between the EBA pay rate and the award pay rate

4. Add this EBA as a column to the EBA sample sheet on the right linking the relative wage difference between the EBA and the award pay rate across the classification calculated in step 2-3

5. If there are any missing data points, outliers or multiple EBA wages for the same award classification, use the assumptions outlined in the Assumptions tab 6. Find the simple average in the relative wage to the award across award classification within each relevant parent award.

7. In the EBA weight across level tab copy the EBA name and simple average of its relative wage into each relevant parent award for the EBA. The level groups are constant and written below the summary statistics of each award

8. For the new sample EBA drag the Category formula (Column C) down to identify whether it is low, medium or high

9. Copy the EBA name to the relevant level (low, medium or high) below the full list for each award

10. Find the number of employees covered under the relevant EBA and fill in column B

11. Drag down the weight formula in column C to find its weight in that relative wage level

11. Using Summore weight in the level is above 50% and/or the reginal task review wege tere adjusted to the ceiling in the case of the largest and the floor in terms of the smallest. Further explanation provided in the Assumptions tab

13. Ensure the Adjusted Weights sum to 100% making reasonable adjustments 14. Repeat step 5-12 for the same EBA if it has more than one parent award

15. Copy the relevant EBAs relative wage differences tab check the weighted average formula includes the additional EBA (multiplying the adjusted weight which is constant across classification, but not award, by the relative wage difference for that classification)

Relative wage offerences (E14)

.ter explan.

.t award (if it applies to more than on.
., by the relative wage difference for that classs.

AllEBAs!A1

FullyinscopeEBAs!A1 PartiallyinscopeEBAs!A1

PartiallyinscopeEBAs!W1 PartiallyinscopeEBAs!Y1

PartiallyinscopeEBAs!AA1 PartiallyinscopeEBAs!AC1

Employees on EBAs by award'!A20

Employees on EBAs by award !H20

Employees on EBAs by award !A14

EBA sample'!U1

EBAs weight across level !A16

EBAs weight across level'!C16 EBAs weight across level ! A26 EBAs weight across level !B26

EBAs weight across level !C26

FRAs weight across level ID26

Number Share 9671 18%

9622

	ss award and level	LOW	MEDIUM		-	-0/	
Aged Care Award 2010		3.4%					
Nurses Award 2010	Care and Disability Services Industry Award 2010	28% 80%					
Total	Care and Disability Services illustry Award 2010	80%	0%	20%	13.1		
Share of total workforce of	on FRAs across award	LOW	MEDIUM	ніен	Share employees on EBAs	Share of employees	on award
Aged Care Award 2010	on Ebro deross dward	1%				9%	81%
Nurses Award 2010		9%	8%	14%	30	0%	70%
Social, Community, Home	Care and Disability Services Industry Award 2010	5%	0%	1%		7%	939
Total					18	3%	829
Weighted average percen	atage difference between award and EBA wages	LOW	MEDIUM	HIGH	_		
Aged Care Award 2010	Aged care employee level 1	0.6%					
	Aged care employee level 2	0.3%					
	Aged care employee level 3	0.3%		5.8%			
	Aged care employee level 4	0.5%		10.0%			
	Aged care employee level 5	0.6%		5 9.1% 5 7.9%			
	Aged care employee level 6			/.9%			
Nurses Award 2010	Aged care employee level 7  Nursing assistant, 1st year	0.7% 10.3%		15.2%			
INUISES AWAIG ZUIU	Nursing assistant, 1st year  Nursing assistant, 2nd year	10.3%		12%			
	Nursing assistant, 2nd year  Nursing assistant, 3rd year and thereafter	10.3%		13%			. 11
	Nursing assistant, and year and the earter  Nursing assistant, experienced (the holder of a relevant certificate III qualification)	10.3%		16%			
	Student enrolled nurse - less than 21 years of age	10.3%		16%		2	
	Student enrolled nurse - 21 years of age and over	10.3%		16%		0	~ C
	Enrolled nurse - pay point 1	10.0%		5 20%	i	20	~~
	Enrolled nurse - pay point 2	10.2%	14.5%	20%			V (A)
	Enrolled nurse - pay point 3	11.7%	14.8%	21%	i	0.0	
	Enrolled nurse - pay point 4	12.0%	15.1%	21%	i	10 4	
	Enrolled nurse - pay point 5	13.2%	15.3%	22%		20, 20	(
	Registered nurse - level 1, pay point 1	16.4%	18.5%	25%			. (1)
	Registered nurse - level 1, pay point 2	18.7%	21.7%	28%		, , ,	D-1
	Registered nurse - level 1, pay point 3	19.7%		31%			
	Registered nurse - level 1, pay point 4	21.9%		34%		7/2. "O/L	
	Registered nurse - level 1, pay point 5	22.1%		35%	20	11.	
	Registered nurse - level 1, pay point 6	22.1%		37%		0 20	
	Registered nurse - level 1, pay point 7	22.1% 22.6%		39%	6 1	, 70,	
	Registered nurse - level 1, pay point 8 and thereafter	6.9%		39%			
	Registered nurse - level 2, pay point 1 Registered nurse - level 2, pay point 2	7.8%		3970	(XO) (O)	8	
	Registered nurse - level 2, pay point 2	9.4%		35/0	X	))	
	Registered nurse - level 2, pay point 3  Registered nurse - level 2, pay point 4 and thereafter	11.1%		40%			
	Registered nurse - level 3, pay point 4 and differentel	14.0%		30%			
	Registered nurse - level 3, pay point 2	16.3%		40%	()' (')		
	Registered nurse - level 3, pay point 3	17.1%		41%			
	Registered nurse - level 3, pay point 4 and thereafter	17.8%		45%	11(1)		
	Registered nurse - level 4, grade 1	16.7%	26.6%	39%	1. 1		
	Registered nurse - level 4, grade 2	15.3%		35%			
	Registered nurse - level 4, grade 3	13.5%	18.6%	33%	00		
	Registered nurse - level 5, grade 1	21.19	26.6%				
	Registered nurse - level 5, grade 2	18.9%					
	Registered nurse - level 5, grade 3	17.29					
	Registered nurse - level 5, grade 4	15.2%					
	Registered nurse - level 5, grade 5	13.3%					
	Registered nurse - level 5, grade 6	11.4%					
	Nurse practitioner, 1st year	11.4%					
	Nurse practitioner, 2nd year	11.4%	-				
Social, Community, Home		10.3%		12.8%			
	Level 2 - pay point 1	6.7%		10.8%			
	Level 2 - pay point 2	6.4%		11.9%			
	Level 3 - pay point 1	6.0% 5.9%		11.8% 11.7%			
	Level 3 - pay point 2 Level 4 - pay point 1	0.7%		25.6%			
	Level 4 - pay point 1 Level 4 - pay point 2	0.79		25.6%			
	Level 4 - pay point 2 Level 5 - pay point 1	0.9%		28.2%			

Red text signifies an alteration to the formula due to excluded data points

Employees covered with an EBA in the sample out of all inscope EBAs

Aged Care Award 2010

Nurses Award 2010

Total

Aged Care Award 2010 Low (Simple aware ever deadlifeations less than 25)	1				Medium Simole average over classifications between	een 5% and 10%)			High (Simple average over classifications areater	han 20%)		
·	s47(1)(b)											
Aged on employee lived 1 Aged on employee level 2 Aged on employee level 2 Aged on employee level 2 Aged on employee level 3 Aged on employee level 4 Aged on employee level 4 Aged on employee level 5 Aged on employee level 5 Aged on employee level 5 Aged on employee level 6 Aged on employee level 7	0.6% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	07% 07% 07% 07% 07% 07%	2.00% 2.0% 1.08% 2.7% 2.0% 2.0% 2.0% 2.0% 2.0% 2.0% 2.0% 2.0		3.50% 3.35% 1.25% 3.10% 5.40% 1.41% 2.85%	5.30% 0.45% 4.05% 4.25% 3.66% 2.07% 2.33%	3% 1.97% 6% 3.71% 0% 3.50% 3% 4.31% 6% 2.67% 3% 6.31% 9% 6.10%	2.00% 5.28% 4.27% 6.02% 5.27% 6.80% 8.10%	2.60%. 3.79%. 4.15%. 5.38%. 7.79%. 6.78%. 17.04%.	6,65% 6,15% 5,12% 9,90% 9,00% 7,97% 13,40%	8.35% 8.63% 6.03% 9.88% 6.93% 4.63% 14.54%	4.65% 9.13% 12.75% 56.36% 23.05% 23.05% 33.55%
Notes America 2020  Loca (Simple americage cover dessifications less, than 2015)	s47(1)(b)				Medium (Simple average over dassifications between	nen 20% and 25%)			High (Simple average over classifications greater	han 25%)		
Section and section of the part and the section of	1 2000 1 2000	00000000000000000000000000000000000000	120% 120% 120% 120% 120% 120% 120% 120%	11   12   12   12   12   12   12   12	15-15	5.58% 6.11% 9.72% 7.26% 9.58% 9.58% 9.58% 9.58% 9.59% 9.79% 9.79%	\$255. \$175.		20.27% 20	1.275 1.315	2008 2008 2008 2008 2008 2008 2008 2008	_
Lead 1 - year years 1 Lead 2 - year years 1 Lead 3 - year years 2 Lead 4 - year years 2 Lead 5 - year year 2 Lead 5 - year 2 L	6 375 1.754 1.754 1.757 1.777 0.000 0.000 0.000	0.17% 0.00%	1308 1318 1318 1318 1318 1318 1318 1318	20.11% 2.73% 2.13%	Health				32-50% 34-53% 34-53% 31-56% 31-56% 31-56% 31-56% 31-56% 31-56% 31-56%	7.29% 5.22% 3.42% 5.52% 5.52% 9.52% 9.52% 9.52% 9.52% 9.52% 9.52% 9.52%		

s47(1)(b)	Company   Comp
Low Dimyda average over desification fes than 50; 50. S47(1)(b)	
Modulin (Single average over classification between 5% and 10%)  SA47(1)(b)	
High Einstella norrange over classifications greater than 1970; EAA S447(1)(b)	Temployees
Names America 2010 EAA with Names as a constitute amed S47(1)(b)	171   32.35   52.55   55.55     18
Low (Simple average over chaelifications less than 20%) Fig. $$47(1)(b)$$	Tendoness
Medium (Timple average over classifications between 20% and 25%)  \$47(1)(b)  Migh. Elimple average over classifications greater than 25%)	
S47(1)(b)	Tenthology
S47(1)(b)	Commits   Autor   Commits   Commit
Low Billmells exercate over classifications less than SIQ FAA. S47(1)(b)  Medium (Simple exercage over classifications between 5% and 15%)  EAA.	Translation         Unadjusted Weight         Adjusted Weight         11 0c           2.9         4.0%         1.1 0c           9.9         2.06         3.4%         6.0%           2.1         6.0%         1.0%           2.18         6.0%         1.1 0c           10.13         2.2.6%         1.1 0c           2.14         58.1%         3.2%           5.0%         2.0%
Eth.  High Single average over classifications greater than 15%)  Fig. 47(1)(b)	Employees

EN all classifications are 7%

7% above

This Document Has Been Released Under And Aged Care
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This Document Department of Health And Aged Care

Aged care award

Non personal carers		EA\$	MA	MA\$					
Non personal carers	Level 1		5 Level 1	\$21.62	2%				
	Level 2		0 Level 2	\$21.02	3%				
	Level 3		0 Level 2 0 Level 3	\$23.39	3%				
	Level 4		0 Level 3	\$23.67	6%				
	Level 4								
Personal carers									Aged Cate
	Level 1 PP1	\$23.1	5 Level 2	\$22.51	3%				
	Level 1 PP2	\$23.8	5 Level 3	\$23.39	2%				
	Level 2 PP1	\$24.5	2 Level 4	\$23.67	4%				O.
	Level 2 PP2	\$25.1	9 Level 5	\$24.47	3%				(9)
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EN		EA	EA\$	MA	MA\$	
	Level 2	Year 1	\$29.37	PP1	\$24.43	20.22%
		Year 2	\$29.94	PP2	\$24.75	20.97%
RN						
	Level 1	Year 1 -2	\$30.64	L1 PP2	\$26.32	16.41%
		Year 3	\$32.05	L1 PP3	\$26.97	18.84%
		Year 4	\$33.46	L1 PP4	\$27.68	20.88%
		Year 5	\$34.88	L1 PP5	\$28.53	22.26%
		Year 6	\$36.29	L1 PP6	\$29.36	23.60%
		Year 7	\$37.70	L1 PP7	\$30.21	24.79%
		Year 8	\$39.12	L1 PP8	\$30.99	26.23%
	Level 2					
		Year 1	\$40.53	L2 PP1	\$31.82	27.37%
		Year 2	\$41.47	L2 PP2	\$32.32	28.31%
		Year 3	\$42.41	L2 PP3	\$32.88	28.98%
		Year 4	•	L2 PP4	\$33.42	29.74%
	Level 3		·		5	
		Year 1	\$45.12	L3 PP1	\$34.50	30.78%
		Year 2	-	L3 PP2	\$35.13	31.45%
		Year 3		L3 PP3	\$35.74	32.18%
		Year 4	=	L3 PP4	\$36.38	32.77%
	Level 4		¥ .0.00	CON	10/1/2017	02.7.70
		Grade 1	\$53.96	L4 GR 1	\$39.38	37.02%
		Grade 2	· ·	L4 GR 2	\$42.20	27.87%
		Grade 3		L4 GR 3	\$44.66	20.82%
		Grade 4		L4 GR 3	\$44.66	30.05%
	Level 5	Grade 4	750.00	14 01(3	γ-100	30.0370
	LCVCIJ	Grade 1	\$53.96	L5 PP1	\$39.73	35.82%
		Grade 1	-	L5 PP2	\$41.84	38.81%
		Grade 2 Grade 3		L5 PP3	\$44.66	39.27%
		Grade 3		L5 PP4	\$44.66 \$47.44	41.04%
		Graue 4	76.90	LJ PP4	44. / 44	41.04%

Aged care	EA Level 1 Level 2 Level 3 Level 4  Level 5 Level 6 Level 7	EA 4.1 4.2		\$22.05 Level 1 \$22.96 Level 2 \$23.86 Level 3 \$24.14 Level 4	MA	MA\$ \$21.62 \$22.51 \$23.36 \$23.67 \$24.47 \$25.79 \$26.26	1.98% 1.99% 1.98%	
SCHADS Home care	Level 1 Level 2		2.1	MA \$22.32 Level 1 \$23.66 Level 2 \$23.82	MA PP1 PP1 PP2	MA\$ \$21.88 \$23.19 \$23.35	2.03% 2.01% 2.00%	Released Under Care Care Ination Act And Aged Care
	Level 3 Level 4 Level 5		3.1 3.2 4.1 4.2 5	\$24.14 Level 3 \$24.89 \$26.35 Level 4 \$26.87 \$28.21 Level 5	PP1 PP2 PP1 PP2 PP1	\$23.67 \$24.40 \$25.83 \$26.34	1.98% 2.01% 2.03% 2.00%	Legen Very Vol
	Level 3			\$29.36	PP2	\$28.78	2.01%	Of Health,
					Ooci	segous nueri	aitiner	
				This	84	he		

Level 7

\$26.24 Level 7

\$26.24

0.00%

NA		EA\$	MA	MA\$	%
	Year 1	\$22.	91 Year 1	\$22.19	3.24%
	Year 2	\$23.	28 Year 2	\$22.56	3.19%
	Year 3	\$23.	67 Year 3	\$22.93	3.23%
	Year 4 +	\$24.	43 experienced	\$23.67	3.21%
EN			·		
	PP1	\$24.	59 PP1	\$24.11	1.99%
	PP2	\$24.	73 PP2	\$24.43	1.23%
	PP3	\$25.	06 PP3	\$24.75	1.25%
	PP4		41 PP4	\$25.11	1.19%
	PP5		66 PP5	\$25.36	1.18%
RN					
	L1 PP1	\$31.	51 L1 PP1	\$25.79	22.18%
	L1 PP2		33 L1 PP2	\$26.32	26.63%
	L1 PP3		30 L1 PP3	\$26.97	27.18%
	L1 PP4		30 L1 PP4	\$27.68	27.53%
	L1 PP5 +		20 L1 PP5	\$28.53	26.88%
		•		•	
	L2	\$39.	01 L2 PP1	\$33.42	16.73%
					1.99% 1.23% 1.25% 1.19% 1.18% 22.18% 26.63% 27.18% 27.53% 26.88% 16.73% 20.14% 21.21% 21.94% 22.87% 25.81% 28.75% 31.31% 35.54%
	L3 PP1	\$41.	45 L3 PP1	\$34.50	20.14%
	L3 PP2	\$42.	58 L3 PP2	\$35.13	21.21%
	L3 PP3		58 L3 PP3	\$35.74	21.94%
	L3 PP4		70 L3 PP4	\$36.38	22.87%
	L3 PP5		77 L3 PP4	\$36.38	25.81%
	L3 PP6	\$46.	84 L3 PP4	\$36.38	28.75%
	L3 PP7		77 L3 PP4	\$36.38	31.31%
	L3 PP8		31 L3 PP4	\$36.38	35.54%
				Y.W.	C Y
	L4 G1	\$46.	97 L4 GR1	\$39.38	19.27%
	L4 G2	-	33 L4 GR2	\$42.20	19.27%
	L4 G3		27 L4 GR3	\$44.66	
			-	,	
Aged Car	e				
J	Level 1	\$21.	62 Level 1	\$21.62	0.00%
	Level 2		51 Level 2	\$22.51	
	Level 3		39 Level 3	\$23.39	0.00%
	Level 4		67 Level 4	\$23.67	0.00%
	Level 5		47 Level 5	\$24.47	0.00%
	Level 6		79 Level 6	\$25.79	0.00%
		ψ <u>-</u> 5.		4-0.75	0.0070

997.1

aged care		EA\$	MA	MA\$	difference	
	Level 1		30 Level 1	\$21.62		
	Level 2		12 Level 2	\$22.51		
	Level 3		15 Level 3	\$23.39	0.24%	
	Level 4		30 Level 4	\$23.67	2.66%	
	Level 5		36 Level 5	\$24.47	5.66%	
	Level 6		52 Level 6	\$25.79	3.21%	
	Level 7		LO Level 7	\$26.26	3.22%	
	Level 8	\$32.8	34 Level 7	\$26.26	25.08%	
nurses						The The Department of the Arthur Department of
RN						
Level 1	Year 1	\$31.4	16 PP1	\$25.79	21.99%	.01
2070. 2	Year 2		L4 PP2	\$26.32	37.31%	
	Year 3		L4 PP3	\$26.97	34.00%	
	Year 4		L4 PP4	\$27.68	30.56%	
	Year 5		L4 PP5	\$28.53	26.67%	5000
Level 2	Year 1		25 PP1	\$31.82	20.21%	
	Year 2	\$41.2	25 PP2	\$32.32	27.63%	
	Year 3	\$46.2	23 PP3	\$32.88	40.60%	00 00 00
EN	Year 1	\$26.2	23 PP1	\$24.11	8.79%	
	Year 2	\$27.3	32 PP2	\$24.43	11.83%	a control of the state of the s
	Year 3	\$28.1	LO PP3	\$24.75	13.54%	A
						as all He
						1/10, 60, 06,
						2C, 70, <sup>3</sup> (c,
						00 00 00
						.6 .00
						0, 0
						XU2 XX
						857
						V

Nurses		544					
ENI	EA	EA\$		MA	MA\$	difference	weekly rate
EN	Pay point 1		\$28.18	DD4	\$24.11	16.89%	1070.88
	Pay point 1 Pay point 2		\$28.18		\$24.11		1070.88
	Pay point 3		\$29.00		\$24.45		1101.96
	Pay point 4		\$29.00		\$25.11		1116.91
	Pay point 5		\$29.71		\$25.36		1129.1
	Pay point 6		\$30.33		\$25.36		1152.71
	Pay point 7		\$30.94		\$25.36		1175.53
EN with meds	ray point /		330.54	FFJ	323.30	21.56/0	1175.33
EN WILLI IIIEUS	Pay point 1 cert IV)		\$28.44	DD1	\$24.11	17.96%	1080.71
	Pay point 2 Diploma		\$28.84		\$24.11		1096.06
	Pay point 3		\$29.27		\$24.45		
	Pay point 4		\$29.66		\$25.11		1127.14
	Pay point 5		\$29.98		\$25.36		1139.33
	Pay point 6		\$30.59		\$25.36		1162.55
	Pay point 7		\$31.20		\$25.36		1185.76
	ray point /		<b>JJ1.20</b>		Ç25.50	25.0470	1105.70
RN							, // '
Level 1	Pay point 1		\$29.93	PP1	\$25.79	16.06%	1137.37
207012	Pay point 2		\$31.18		\$26.32		1184.97
	Pay point 3		\$31.68		\$26.97		1203.85
	Pay point 4		\$32.56		\$27.68		1237.29
	Pay point 5		\$33.55		\$28.53		1275.06
	Pay point 6		\$34.61		\$29.36		1315.19
	Pay point 7		\$35.61		\$30.21		1353.35
	Pay point 8		\$36.55		\$30.99		1388.76
	Pay point 9		\$37.54		\$30.99		1426.53
	Pay point 10 +		\$38.52		\$30.99		1463.9
	ray point 10 ·		<b>JJ0.J2</b>	110	Ş30.33	24.31/0	
aged care							1112.19 1127.14 1139.33 1162.55 1185.76  1137.37 1184.97 1203.85 1237.29 1275.06 1315.19 1353.35 1388.76 1405.53 1463.9  \$21.62 3.98% \$854.11
ogea core	Level 1		\$22.48	Level 1	\$21.62	3.98%	\$21.62 3.98% 854.11
Level 2	Pay point 1		\$22.95		\$22.51		\$22.51 1.95% 872.2
	Pay point 2		\$23.67		\$22.51		\$23.39 0.41% 899.51
Level 3	Pay point 1		\$23.49		\$23.39		\$23.67
	Pay point 2		\$23.70		\$23.39		\$24.47 4.62% 900.53
Level 4	Pay point 1		\$23.87		\$23.67		\$25.79 1.07% 907.22
	Pay point 2		\$24.34		\$23.67		\$26.26 1.97% 924.92
Level 5	Pay point 1		\$25.60		\$24.47		972.92
	Pay point 2		\$25.99		\$24.47		987.48
Level 6	Pay point 1		\$26.07		\$25.79		990.62
	Pay point 2		\$26.33		\$25.79		1000.46
Level 7	Pay point 1		\$26.77	Level 7	\$26.26	1.97%	1017.37
	Pay point 2		\$27.47		\$26.26		1043.73
maintenance	handyman (unqulified	[]	\$22.95	Level 2	\$22.51		872.2
	handyman (trade qua	I	\$23.87	Level 4	\$23.67		907.22
	supervior		\$26.07	Level 6	\$25.79	1.07%	990.62
	supervisor in charge		\$26.77	Level 7	\$26.26	1.97%	1017.37
Clerical	Grade 1		\$22.48	Level 1	\$21.62	3.98%	854.11
	Grade 2		\$23.49	Level 2	\$22.51	4.34%	892.66
	Grade 3		\$23.87	Level 3	\$23.39	2.05%	907.22
	Grade 4		\$25.60	Level 4	\$23.67	8.16%	972.92
SCHADS							
Home care							
Level 1	PCA 1		\$21.96		\$21.88		834.35
Level 2	PCA 2 PP1		\$26.06		\$23.19		990.14
	PCA 2 PP2		\$23.30		\$23.35		885.23
Level 3	PCA 2 PP1		\$23.56		\$23.67		895.4
	PCA 2 PP2		\$24.37		\$24.40		925.93
Senior - Level 4	PP1		\$25.84		\$25.83		981.89
	PP2		\$26.37		\$26.34		1002.24
Level 5	PP1		\$27.85		\$27.69		1058.2
	PP2		\$28.92	PP2	\$28.78	0.48%	1098.9

type	Clas	EA\$ MA	MA\$	dif	ference	
Care Service		aged care				
	New entrant	\$21.46 Level 2		\$22.51	-4.68%	
	Level 1	\$22.02 Level 3		\$23.39	-5.88%	
	Level 2	\$23.23 Level 4		\$23.67	-1.86%	
	Level 3	\$23.92 Level 5		\$24.47	-2.26%	
	Level 4	\$24.28 Level 6		\$25.79	-5.86%	
	Level 5	\$26.30 Level 7		\$26.24	0.23%	
Diversional	2010.5	healthcare		φ <b>2</b> 0.2 ·	0.2570	
Diversional	Level 1	\$24.98 healthcare				
	Level 2	\$25.32 healthcare				
Doctorol	Level 2	healthcare				
Pastoral	New entrant	\$24.29 healthcare				
						4
	Level 1	\$25.83 healthcare				
	Level 2	\$27.34 healthcare				.01
Catering		aged care	MA			), C.O.
	New entrant	\$21.14 Level 1		\$21.62	-2.20%	
	Assistant	\$23.23 Level 2		\$22.51	3.18%	
Cook	0 - 40 beds	\$24.75 Level 3		\$23.39	5.79%	60,00
	41 - 80 beds	\$25.44 Level 4		\$23.67	7.47%	
	over 80 beds	\$26.16 Level 4		\$24.47	6.89%	
Chef	0 - 40 beds	\$29.37 Level 5		\$24.47	20.01%	
	41 - 80 beds	\$32.24 Level 6		\$25.79	25.00%	50 VO
	over 80 beds	\$34.57 Level 7		\$26.24	31.75%	
Maintance						
	Supervisor	\$25.61 Level 2		\$22.51	13.76%	Or Vr. VIII
	supervisor in char	\$26.06 Level 3		\$23.39	11.39%	
	Supervisopr trade	\$28.06 Level 6		\$25.79	8.79%	25 -(1, 1/2)
	supervisor trades	\$26.52 Level 7		\$26.24	1.07%	7,0, 80, 8 /
		,				" K, " " O,
Admin						
	Junior	\$21.81 Level 1		\$21.62	0.90%	
	Level 1	\$23.24 Level 1		\$21.62	7 51%	
	Level 2	\$24.29 Level 2		\$22.51	7.89%	
	Level 3	\$25.93 Level 3		\$23.39	10.84%	5. VI. XII.
	Level 4	\$26.68 Level 4		\$23.67	12 71%	
	Level 5	\$28.15 Level 5		\$24.47	15.02%	
	Level 5	\$20.15 Level 5		J24.47	15.0270	
EN		nurses MA	MA			
Level 1	Year 1	\$27.41 PP1		\$24.11	13.69%	Q1 *
LCVCII	therafter	\$27.83 PP2		\$24.43	13.03%	No
Level 2	Year 1	\$28.68 PP3		\$24.45	15.88%	ine Department of the atth And Aged Care
Level 2	thereafter	\$29.10 PP4		\$25.11	15.89%	
	thereafter	\$23.10 114		J2J.11	13.8370	
RN						
Level 1	Year 1	\$31.72 L1 PP1		\$25.79	13.69%	
LCVCI 1	Year 2	\$33.72 L1 PP2		\$26.32	13.92%	
	Year 3	\$35.72 L1 PP2 \$35.95 L1 PP3		\$26.32	15.88%	
Lovel 2	thereafter	\$38.01 L1 PP4		\$27.68	15.89%	
Level 2	Year 1	\$39.88 L2 PP1		\$31.82	13.69%	
	thereafter	\$41.38 L2 PP2		\$32.32	13.92%	
Level 3	Year 1	\$43.61 L3 PP1		\$34.50	26.41%	
	thereafter	\$45.30 L3 PP2		\$35.13	28.95%	
Level 4	Year 1	\$49.77 L4 GR 1		\$39.38	26.38%	
	Year 2	\$53.04 L4 GR 2		\$42.20	25.69%	
	thereafter	\$56.32 L4 GR 3		\$44.66	26.11%	

SCHADS	EA	EA\$	MA	MA\$	difference
	Level 1	\$22.21	L1 PP1	\$21.88	1.52%
	Level 3.1	\$24.34	L3 PP1	\$23.67	2.81%
	Level 3.2	\$25.12	L3 PP2	\$24.40	2.94%
	Level 4.1	\$26.30	L4 PP1	\$25.83	1.84%
	Level 4.2	\$27.20	L4 PP2	\$26.34	3.24%

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SCHADS	EA	EA	EA\$	MA	MA	MA\$	difference		
	Level 1	PP1	\$21.98	Level 1	PP1	\$21.88		0.47%	831.3
	Level 2	PP1	\$23.30	Level 2	PP1	\$23.19		0.45%	881.4
		PP2	\$23.56		PP2	\$23.35		0.89%	887.4
	Level 3	PP1	\$23.77	Level 3	PP1	\$23.67	2	0.42%	899.5
		PP2	\$24.51		PP2	\$24.40	-	0.45%	927.2
	Level 4	PP1	\$25.93	Level 4	PP1	\$25.83	(30	0.40%	981.4
		PP2	\$26.44		PP2	\$26.34	6-	0.37%	1001
	Level 5	PP1	\$27.79	Level 5	PP1	\$27.69	700	0.36%	1052.2
		PP2	\$28.88		PP2	\$28.78	7	0.34%	1093.7
			\$25.93 \$26.44 \$27.79 \$28.88	Ospating Ospating	SUL OF HE	din			

		SCHADS	EA	EA	EA\$			
837.4	831.3		Level 1	PP1	\$22.04 Level 1	PP1	\$21.88 0.73%	0.73%
880.63	881.4			PP2	\$23.17	PP1	\$21.88 5.93%	6.22%
899.99	887.4			PP3	\$23.68	PP1	\$21.88 8.26%	7.62%
905.61	899.5			PP4	\$23.83	PP1	\$21.88 8.94%	7.12%
911.85	927.2			PP5	\$24.00	PP1	\$21.88 9.69%	5.96%
916.15	981.4			PP6	\$24.11	PP1	\$21.88 10.21%	37.84%
936.2	1001		Level 2	PP1	\$24.64 Level 2	PP1	\$23.19 6.22%	43.51%
955.05	1052.2			PP2	\$25.13	PP2	\$23.35 7.62%	45.65%
973.85	1093.7			PP3	\$25.63	PP2	\$23.35 9.74%	
963.56			Level 3	PP1	\$25.36 Level 3	PP1	\$23.67 <b>7.12%</b>	
982.45				PP2	\$25.85	PP2	\$24.40 5.96%	
1001.22				PP3	\$26.35	PP2	\$24.40 7.98%	
1352.81			Manager	Level 1	\$35.60 Level 4	PP1	\$25.83 37.84%	
1436.55				Level 2	\$37.80	PP2	\$26.34 43.51%	
1532.55				Level 3	\$40.33 Level 5	PP1	\$27.69 45.65%	
				Level 4	. 0	PP2		
				Level 5	100	PP2	<i>(</i> )	
				Level 6	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	PP2		
					%, O,	O.		
		Nurses			all all	and a		
1679.71			RN	Level 1	\$44.20 RN	L1 PP8	\$30.99 42.64%	
1721.88				Level 2	\$45.31	L2 PP4	\$33.42 35.59%	
1763.83				Level 3	\$46.42	L3 PP4	\$36.38 27.59%	
968.26			EN	Level 1	\$25.48 EN	PP1	\$24.11 5.68%	
986.9				Level 2	\$25.97	PP2	\$24.43 6.31%	
1005.22				Level 3	\$26.45	PP3	\$24.75 6.88%	
1024.09				Level 4	\$26.95	PP4	\$25.11 7.33%	
1038.89				Level 5	\$27.34	PP5	\$25.36 7.80%	

type	Clas	EA\$	SCHADS	MA\$		difference'	
Home support	Year 1	\$23.25		IVIAŞ	\$21.88	6.289	w.
rionic support	Year 2	\$23.60			\$23.19	1.759	
	Year 3	\$24.09			\$23.67	1.77	
	Year 4	\$24.45			\$25.83	-5.339	
	Year 5	\$26.28			\$27.69	-5.099	
Therapy assist	Step 1	\$25.86			Ş27.03	#DIV/0!	
merapy assist	Step 2	\$26.78				#DIV/0!	
	Step 3	\$20.78				#DIV/0!	
Personal care	steh s	\$21.12	Aged			#DIV/0!	
Personal care	Step 1	\$23.81	-		\$22.51	5.769	y.
	Cert III Step 1	\$23.81			\$23.67	1.779	
						3.299	
	Cert III Step 2 Cert III Step 3	\$24.45 \$24.92			\$23.67 \$23.67	5.289	
	Senior - Step 1	\$24.92			\$24.47	1.469	
						4.689	
	Senior - Step 2	\$25.62			\$24.47		
	Senior - Step 3	\$26.08			\$24.47	6.569	
	Cert IV Year 1	\$24.92			\$25.79	-3.389	
	Cert IV Year 2	\$25.62			\$25.79	-0.679	
	Cert IV Year 3	\$26.00			\$25.79	0.819	76
Support service	Level 1.1	ć22.40	MA	MA	ć24 C2	2.00	2 550/
			Level 1		\$21.62	2.669	
	Level 2.1		Level 2		\$22.51	1.949	
	Level 2.2		Level 2		\$22.51	2.709	
	Level 2.3		Level 2		\$22.51	3.769	
	Level 2.4		Level 2		\$22.51	4.789	
	Level 3.1		Level 3		\$23.39	1.999	% 12.40%
	Level 3.2		Level 3		\$23.39	4.479	% 17.04%
	Level 3.3		Level 3		\$23.39	6.019	%
	Level 4.1		Level 4		\$23.67	4.859	%
	Level 4.2		Level 4		\$23.67	7.309	% 
	Level 4.3		Level 4		\$23.67	9.809	%
	Level 5.1		Level 5		\$24.47	8.979	%
	Level 5.2		Level 5		\$24.47	11.349	%
	Level 5.3		Level 5		\$24.47	13.719	% · · · · · · · · · · · · · · · · · · ·
	Level 6.1		Level 6		\$25.79	12.409	%
	Level 6.2		Level 6		\$25.79	14.659	%
	Level 6.3		Level 6		\$25.79	16.909	×
	Level 7	\$30.73	Level 7		\$26.26	17.049	
EN			N 144				
EN	Step 1	\$26.05	Nurses MA	IVIA	\$24.11	8.059	
					\$24.11	8.849	70
	Step 2	\$26.59				12.049	
	Step 3	\$27.73			\$24.75	12.04	20 70 70
	Step 4 Step 5	\$28.32 \$28.90			\$25.11 \$25.36	13.969	70
EN - Specialist	этер э	\$20.50	FFJ		\$25.50	13.50	
EI4 Specialist	Step 1	\$28.32	PP 5		\$25.36	11.679	×8) · · · 0 · · · · · · · · · · · · · · ·
	Step 2	\$28.94			\$25.36	14.129	
	Step 3	\$30.82			\$25.36	21.539	%
RN - Level 1	,				,	Co	10
	Step 1	\$30.08	L1 PP1		\$25.79	16.639	%
	Step 2		L1 PP2		\$26.32	19.45	%
	Step 3	\$32.72	L1 PP3		\$26.97	21.329	%
	Step 4		L1 PP4		\$27.68	28.119	% \ \
	Step 5		L1 PP5		\$28.53	29.069	
	Step 6		L1 PP6		\$29.36	29.029	
RN - Level 2				0.	-0	. ~	
	Step 1	\$38.15	L2 PP1	), '	\$31.82	19.899	%
	Step 2		L2 PP2		\$32.32	20.859	%
	Step 3		L2 PP3	~C	\$32.88	21.539	
	Step 4		L2 PP4	70	\$33.42	22.209	
RN - Level 3	-	. C		0	70		
	Step 1	\$42.52	L3 PP1	1	\$34.50	23.259	%
	Step 2	\$43.55	L3 PP2	0	\$35.13	23.979	
	Step 3		L3 PP3	$V_{\wp}$	\$35.74	24.659	%
	Step 4	\$45.55	L3 PP4	1	\$36.38	25.219	%
		. /	· \	•			

A						aged, nurses, schads
Aged care	Level 1	EA\$	MA level	MA\$ c	difference	
		admin	\$23.37 Level 1	\$21.62	8.12%	8.12%
	Level 2					3.58%
		admin 1a admin 1b	\$24.05 Level 2 \$24.51 Level 2	\$22.51 \$22.51	6.83% 8.87%	3.40% 3.92%
		services leve	\$23.32 Level 2	\$22.51	3.58%	3.32.10 4.64%
		laundry	\$23.62 Level 2	\$22.51	4.92%	5.54% L1 21.61579 821.4
		driver under	\$27.21 Level 2	\$22.51	20.86%	-0.68% L2 22.51316 855.5
	Level 3		40470	422.20	E 0.00/	L3 23.39474 889
		amin 2a admin 2b	\$24.79 Level 3 \$25.25 Level 3	\$23.39 \$23.39	5.96% 7.93%	L4 23.67105 899.5 L5 24.47368 930
		admin 3a	\$25.81 Level 3	\$23.39	10.32%	L6 25.79211 980.1
		admin 3b	\$26.18 Level 3	\$23.39	11.91%	L7 26.23947 997.1
		extended ca	\$24.19 Level 3	\$23.39	3.40%	
	Level 4	services leve	\$24.23 Level 3	\$23.39	3.57%	
	Level 4	admin level	\$26.73 Level 4	\$23.67	12.92%	✓
		serivices lev	\$24.93 Level 4	\$23.67	5.32%	
		ECA level 3	\$24.60 Level 4	\$23.67	3.92%	
		extended ca	\$24.99 Level 4	\$23.67	5.57%	
		leisure and I	\$24.99 Level 4	\$23.67	5.57%	
	Level 5	admin level	\$27.58 Level 5	\$24.47	12.69%	
		extended ca	\$25.61 Level 5	\$24.47	4.64%	
		leisure and I	\$25.61 Level 5	\$24.47	4.64%	
		services em	\$26.39 Level 5	\$24.47	7.83%	
	Level 6		\$27.22 Level 6	\$25.79	5.54%	
		services leve admin level	\$27.22 Level 6 \$28.52 Level 6	\$25.79 \$25.79	10.58%	X X
	Level 7	admini level	320.32 Level 0	J23.73	10.56/0	
		amdmin lev	\$29.95 Level 7	\$26.24	14.14%	
		extended ca	\$26.06 Level 7	\$26.24	-0.68%	
		services leve	\$28.14 Level 7	\$26.24	7.24%	
		services leve senior admi	\$28.85 Level 7 \$30.95 Level 7	\$26.24 \$26.24	9.95% 17.95%	
		Jemor dami	\$30.33 ECVC! 7	<b>\$20.24</b>	27.5570	
SCHADS						
	Home care	Level 1	\$25.67 L1 PP1	\$21.88	17.34%	
		Level 2 Level 3	\$26.56 L2 PP1 \$27.37 L3 PP3	\$23.19 \$23.67	14.51% 15.63%	
Nurses		Level 5	327.37 23113	\$23.07	13.0370	
	EN					
		PP1	\$29.14 PP1	\$24.11	20.86%	
		PP2 PP3	\$29.76 PP2 \$30.37 PP3	\$24.43 \$24.75	21.82% 22.71%	
		PP4	\$31.00 PP4	\$25.11	23.46%	
		PP5	\$31.61 PP5	\$25.36	24.65%	
		PP6	\$32.09 PP5	\$25.36	26.54%	
		PP7 PP8	\$32.70 PP5	\$25.36	28.94%	
	RN	PP8	\$35.29 PP5	\$25.36	39.16%	
	L1	L1 PP1	\$31.92 L1 PP1	\$25.79	23.77%	
		L1 PP2	\$33.46 L1 PP2	\$26.32	27.13%	14 24758 895 15 244788 930 16 2579211 980.1 17 26.23947 997.1
		L1 PP3 L1 PP4	\$35.00 L1 PP3 \$36.56 L1 PP4	\$26.97 \$27.68	29.77% 32.08%	
		L1 PP4 L1 PP5	\$38.10 L1 PP5	\$27.68	33.54%	
		L1 PP6	\$39.64 L1 PP6	\$29.36	35.01%	
		L1 PP7	\$41.19 L1 PP7	\$30.21	36.35%	
		L1 PP8	\$42.73 L1 PP8	\$30.99	37.88%	03
	L2	L2 PP1 L2 PP2	\$44.27 L2 PP1 \$45.30 L2 PP2	\$31.82 \$32.32	39.13% 40.16%	× ,
		L2 PP3	\$46.32 L2 PP3	\$32.88	40.16%	·
		L2 PP4	\$47.36 L2 PP4	\$33.42	41.71%	
	L3	L3 PP1	\$49.29 L3 PP1	\$34.50	42.87%	
		L3 PP2	\$50.45 L3 PP2	\$35.13	43.61%	
		L3 PP3 L3 PP4	\$51.60 L3 PP3 \$52.76 L3 PP4	\$35.74 \$36.38	44.38% 45.02%	
		care manage	\$55.28 L3 PP4	\$36.38	51.95%	
	L4	30 bed	\$58.94 L4 GR 1	\$39.38	49.67%	
		60 bed	\$58.94 L4 GR 2	\$42.20	39.67%	
		90 bed 120 bed	\$58.94 L4 GR 3 \$63.44 L4 GR 3	\$44.66 \$44.66	31.97% 42.05%	
	L5	120 bed 30 bed	\$58.94 L5 GR 1	\$44.66	42.05% 48.35%	
	-	60 bed	\$63.44 L5 GR 2	\$41.84	51.63%	
		90 bed	\$67.94 L5 GR 3	\$44.66	52.13%	
		120 bed	\$73.09 L5 GR 4	\$47.44	54.07%	

type	Clas	Level	EA as varied MA level	MA d	lifference'	current in EA	
RN	L1	Y1	\$32.66 L1 PP1	\$25.79	26.64%	\$31.71	personal care assitants highlighted
		Y2	\$34.25 L1 PP2	\$26.32	30.12%	\$33.25	
		Y3	\$35.96 L1 PP3	\$26.97	33.32%	\$34.91	
		Y4	\$37.65 L1 PP4	\$27.68	36.01%	\$36.55	
		Y5	\$39.33 L1 PP5	\$28.53	37.84%	\$38.18	
		Y6	\$41.26 L1 PP6	\$29.36	40.54%	\$40.06	
		Y7	\$42.87 L1 PP7	\$30.21	41.90%	\$41.62	
	L2	Y1	\$44.56 L1 PP1	\$31.82	40.03%	\$43.26	
	L3	Y1	\$47.35 L3 PP1	\$34.50	37.24%	\$45.97	
		Y2	\$48.64 L3 PP2	\$35.13	38.45%	\$47.22	
		Y3	\$49.79 L3 PP3	\$35.74	39.31%	\$48.34	
		Y4	\$52.29 L3 PP4	\$36.38	43.74%	\$50.77	
	Clinical		\$52.44 L1 GR1	\$39.73	31.98%	\$50.91	
EN.		DD 4	627.02.004	624.44	45 430/	627.02	
EN	w/notation	PP 1 PP 2	\$27.83 PP1	\$24.11 \$24.43	15.43% 16.15%	\$27.02 \$27.55 \$27.91 \$28.46 \$29.03 \$30.17 \$30.47 \$30.77 \$31.35	
		PP 2 PP 3	\$28.38 PP2	\$24.43	16.15%	\$27.55 \$27.91	
		PP 4	\$28.75 PP3 \$29.31 PP4	\$24.75	16.74%	\$27.91	30
		PP 5	\$29.90 PP5	\$25.63	16.66%	\$29.03	
EN		PP 1		\$25.63	28.89%	\$29.03 \$30.17	
EIN		PP 2	\$31.08 PP1 \$31.38 PP2	\$24.11	28.47%	\$30.17	
		PP 3	\$31.56 PP3	\$24.45	28.05%	\$30.47	
		PP 4	\$32.29 PP4	\$25.11	28.60%	\$30.77	
		FF 4	332.25 FF4	323.11	28.00%	53135	
AN		Y1	\$23.24 Year 1	\$22.19	4.72%	\$22.56	
AIT		Y2	\$23.91 Year 2	\$22.56	5.97%	\$23.21	
		Y3	\$24.58 Year 3	\$22.93	7.18%	\$23.86	
		Y4	\$25.28 Experienced	\$23.67	6.79%	\$24.54	
	Cert 3	PP1	\$25.32 Experienced	\$23.67	6.96%	\$24.58	
	ceres	PP2	\$25.50 Experienced	\$23.67	7.74%	\$24.76	
		PP3	\$28.79 Experienced	\$23.67	21.62%	\$27.95	
	TL	113	\$27.83 Experienced	\$23.67	17.58%	\$27.02	
			\$27.05 Experienced	φ <b>2</b> 5.07	17.50%	\$30.77 \$31.35 \$22.56 \$23.21 \$23.86 \$24.54 \$24.58 \$24.76 \$27.95 \$27.02	
Aged care	L1	general services/officer grade 1/laundry	\$22.47 Level 1	\$21.62	3.97%	3.97% 3.95% \$21.82 3.29% \$22.62	
0	L2	clerk grade 1	\$23.30 Level 2	\$22.51	3.49%	3.29% \$22.62	
		Personal care grade 1 - general services grad		\$22.51	3.67%	3.04% \$22.66	
		general services grade 2 - assitant cook, hand	\$23.40 Level 2	\$22.51	3.95%	1.93% \$22.72	
		building officer	\$23.42 Level 2	\$22.51	4.04%	6.51% \$22.74	
	L3	clerk grade 1 2nd year	\$24.14 Level 3	\$23.39	3.20%	3.69% \$23.44	
		clerk grade 1 3rd year	\$24.22 Level 3	\$23.39	3.51%	\$23.51	
		clerk grade 1 4th year	\$24.30 Level 3	\$23.39	3.86%	\$23.59	
		clerk grade 1 5th year - reacration officer 1st	\$24.33 Level 3	\$23.39	3.99%	\$23.62	
		clerk grade 2 1st year reception	\$24.59 Level 3	\$23.39	5.09%	\$23.87	
		clerk grade 2 2nd year reception	\$25.04 Level 3	\$23.39	7.03%	\$24.31	
		personal care grade 2	\$24.16 Level 3	\$23.39	3.29%	\$23.46	
		cook grade B	\$24.32 Level 3	\$23.39	3.95%	\$23.61	
		motor vehcile driver <3 ton	\$24.30 Level 3	\$23.39	3.86%	\$23.59	
		reacreation officer 3rd year	\$24.54 Level 3	\$23.39	4.92%	\$23.83	
	L4	clerk grade 3 1st year	\$25.63 Level 4	\$23.67	8.26%	\$24.88	
		clerk grade 3 2nd year	\$26.13 Level 4	\$23.67	10.39%	\$25.37	
		clerk grade 4 (non supervisory) 1st year	\$26.62 Level 4	\$23.67	12.44%	\$25.84	
		clerk grade 4 (non supervisory) 2nd year	\$27.06 Level 4	\$23.67	14.31%	\$26.27	
		general services grade 4 1st year	\$24.53 Level 4	\$23.67	3.65%	\$23.82	
		general services grade 4 2nd year	\$24.60 Level 4	\$23.67	3.91%	\$23.88	
		general services grade 4 3rd year - cook Grad	\$24.63 Level 4	\$23.67	4.04%	\$23.91	
		personal care grade 3	\$24.39 Level 4	\$23.67	3.04%	\$23.68	
	L5	Chef 1st year	\$25.41 Level 5	\$24.47	3.83%	\$24.67	
		Chef 2nd year	\$25.46 Level 5	\$24.47	4.04%	\$24.72	
		mainenance supervisor (non trade)	\$26.14 Level 5	\$24.47	6.81%	\$25.38	
		physio aide	\$24.95 Level 5	\$24.47	1.93%	\$24.22	
	L6	maintenance supervisor (non trade) in charge		\$25.79	6.51%	\$26.67	
	L7	clerk grade 5 1st year	\$27.46 Level 7	\$26.26	4.59%	\$26.66	
		clerk grade 5 2nd year	\$27.92 Level 7	\$26.26	6.35%	\$27.11	
		chef supervisor - catering officer 2nd year	\$27.22 Level 7	\$26.26	3.69%	\$26.43	
		chef supervisor - catering officer 1st year	\$27.27 Level 7	\$26.26		\$26.48	
		maintanance supe	\$28.88 Level 7	\$26.26	10.00%	\$28.04	

821.4 855.5 889 899.5 930 980.1 997.1

		EA	EA\$	MA Level	MA\$		
Aged care	Level 1			\$23.42 Level 1	\$2	1.62 8.35	% 8.35%
	Level 2	Year 1		\$24.15 Level 2	\$2	2.51 7.27	% 7.27%
		Year 6		\$24.76 Level 2	\$2	2.51 9.98	% 4.72%
	Level 3	Year 1		\$24.50 Level 3	\$2	3.39 4.72	% 8.61%
		Year 6		\$25.11 Level 3	\$2	3.39 7.33	% 5.71%
	Level 4	Year 1		\$25.71 Level 4	\$2	3.67 8.61	% 3.44%
		Year 6		\$26.31 Level 4	\$2	3.67 11.15	% 13.38%
	Level 5	Year 1		\$25.87 Level 5	\$2	4.47 5.71	%
		Year 6		\$26.47 Level 5	\$2	4.47 8.16	%
	Level 6	Year 1		\$26.68 Level 6	\$2	5.79 3.44	% & 0
		Year 6		\$27.29 Level 6	\$2	5.79 5.81	% S S S S S S S S S S S S S S S S S S S
	Level 7	Year 1		\$29.75 Level 7	\$2	6.24 13.38	
		Year 6		\$30.36 Level 7	\$2	6.24 15.70	%
						\-\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \	Paris Line
RN	Level 1	Year 1		\$29.82 PP1	\$2	.5.79 15.63	%
		Year 2		\$31.27 PP2	\$2	6.32 18.81	%
		Year 3		\$32.63 PP3	\$2	6.97 20.99	%
		Year 4		\$34.17 PP4	\$2	7.68 23.45	%
		Year 5		\$35.70 PP5	\$2	8.53 25.13	%
		Year 6		\$36.24 PP6	\$2	9.36 23.43	%
		Year 7		\$38.15 PP7	ŞĘ	0.21 26.28	%
		Year 8		\$38.99 PP8	\$3	0.99 25.81	%
		Year 9		\$39.90 PP8	\$3	0.99 28.75	%
	Level 2	Year 1		\$44.44 PP1	\$3	1.82 39.66	%
		Year 2		\$45.62 PP2	\$3	2.32 41.15	%
	Level 3	50 bed		\$47.83 PP1	\$3	4.50 38.64	%
		200 bed		\$48.77 PP2	\$3	5.13 38.83	%
		400 bed		\$50.59 PP3	\$3	5.74 41.55	%
		600 bed		\$52.45 PP4	\$3	6.38 44.17	%
		over 600		\$54.30 PP4	\$3	6.38 49.26	%
	Level 4	50 bed		\$48.77 PP1	\$3	9.38 23.84	%
		100 bed		\$48.77 PP2	\$4	2.20 15.57	%
		over 100		\$48.77 PP3	\$4	4.66 9.20	%

aged care and health care

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type	Clas	EA\$	MA level	MA	difference'				
Homemaker									
	Grade 1		75 Level 2	\$22.51					
	Grade 2	25.	02 Level 4	\$23.67	5.70%				
Care service		24	22 1 14	424.52	4.270/				
	New entrant		32 Level 1	\$21.62					
	Grade 1		75 Level 2	\$22.51		1.4	24 64570	024.4	
	Grade 2 L1		02 Level 3	\$23.39		L1 L2	21.61579	821.4	
	Grade 2 L2		36 Level 3	\$23.39	8.40%	LZ L2	22.51316	855.5	
	Grade 3 Grade 4 L1		61 Level 4 02 Level 5	\$23.67	12.42%	L3	23.39474	889	0 2
	Grade 4 L1 Grade 4 L2		49 Level 5	\$24.47 \$24.47	14.49% 24.58%	L <del>4</del>	23.0/105	899.5	-0
	Grade 5		59 Level 6	\$24.47 \$25.79	26.36%	16	24.47300	950	$O_{\mathcal{L}}$
	Grade 5 max		55 Level 7	\$25.75	20.30% 9E 02%	17	26.79211	900.1	
	Grade 5 max	40.	55 Level /	\$20.24	85.03%	L/	20.23947	997.1	
Maintenance su	nervisor						(0, 1	1, 00	
Wantenance 3a	Year 1	27.	84 Level 2	\$22.51	23.66%		20, 20,	-9,	
	Year 2		89 Level 3	\$23.39	36.31%		Kr. Kr.	100	
	Year 3		79 Level 4	\$23.67	46.97%	~		Y-	
	Manager		71 Level 7	\$26.24	55.15%	01	410 1411		
				, -		8	D. D.		
Clercal						S (	1, 70,		
	Grade 1	25	5.6 Level 1	\$21.62	18.43%	10x 60	8 1		
	Grade 2	27.	12 Level 2	\$22.51	20.46%	1, 10,	O,		
	Grade 3	28.	68 Level 3	\$23.39	22.59%		,		
	Grade 4	29.	97 Level 4	\$23.67	26.61%	0.0%			
	Grade 5	31.	35 Level 5	\$24.47	28.10%	n in			
					20, 70,		23.39474 23.67105 24.47368 25.79211 26.23947		
Catering officer					10 00	0,0			
	120 beds		41 Level 1	\$21.62		27			
	200 beds		21 Level 2	\$22.51					
	300 beds		99 Level 3	\$23.39					
	500 beds		49 Level 4	\$23.67					
	1000 beds	33.	98 Level 5	\$24.47	38.84%				
				<	6,				
assitant catering		25	FF 1 14	¢24.62	10.200/				
	120 beds		55 Level 1	\$21.62					
	300 beds		7.2 Level 2	\$22.51					
	500 beds		21 Level 3	\$23.39					
	1000 beds	29.	99 Level 4	\$23.67	26.69%				
tainee catering	officer								
tamee catering	1 year	24.	37						
	2 year	34.							
	3 year	25.							
	,								

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type	Clas	EA\$ SCHADS leve MA\$	d	lifference'	
Home support	Year 1	\$25.34 PP1	\$21.88	15.84%	
	Year 2	\$25.48 PP2	\$23.19	9.87%	
	Year 3	\$25.77 PP3	\$23.67	8.87%	
	Year 4	\$25.90 PP4	\$25.83	0.30%	
	Year 5	\$26.05 PP5	\$27.69	-5.93%	
	aged care				
Support service		MA level MA			
	Level 1.1	\$23.05 Level 1	\$21.62 \$22.51	6.65% 4.28%	6.65% 4.28%
	Level 2.1 Level 2.2	\$23.48 Level 2 \$23.61 Level 2	\$22.51 \$22.51	4.28% 4.88%	4.28% 3.76%
	Level 2.2 Level 2.3	\$23.61 Level 2 \$23.78 Level 2	\$22.51	4.88% 5.63%	5.70% 7.06%
	Level 2.3 Level 2.4	\$24.13 Level 2	\$22.51	7.20%	7.U076 7.5.464
	Level 2.5	\$24.49 Level 2	\$22.51	8.78%	4.31%
	Level 3.1	\$24.27 Level 3	\$23.39	3.76%	11.90%
	Level 3.2	\$24.42 Level 3	\$23.39	4.38%	
	Level 3.3	\$24.70 Level 3	\$23.39	5.57%	
	Level 3.4	\$24.98 Level 3	\$23.39	6.78%	
	Level 4.1	\$25.34 Level 4	\$23.67	7.06%	
	Level 4.2	\$25.63 Level 4	\$23.67	8.29%	20.
	Level 4.3	\$25.90 Level 4	\$23.67	9.43%	
	Level 4.4	\$26.17 Level 4	\$23.67	10.57%	
	Level 4.5 Level 4.6	\$26.45 Level 4 \$26.59 Level 4	\$23.67 \$23.67	11.72% 12.33%	
	Level 5.1	\$26.32 Level 5	\$23.67	7.54%	30. 0.1
	Level 5.1 Level 5.2	\$26.61 Level 5	\$24.47	8.74%	
	Level 5.3	\$26.75 Level 5	\$24.47	9.30%	
	Level 5.4	\$27.03 Level 5	\$24.47	10.43%	
	Level 6.1	\$26.90 Level 6	\$25.79	4.31%	( ) X ( ) Y
	Level 6.2	\$27.20 Level 6	\$25.79	5.44%	
	Level 6.3	\$27.48 Level 6	\$25.79	6.55%	
	Level 6.4	\$28.17 Level 6	\$25.79	9.22%	
	Level 6.5	\$28.46 Level 6	\$25.79	10.36%	
	Level 6.6 Level 7.1	\$28.88 Level 6 \$29.38 Level 7	\$25.79 \$26.26	11.97%	©, ::O, ://
	Level 7.1 Level 7.2	\$29.68 Level 7	\$26.26	11.90% 13.03%	
	Level 7.2 Level 7.3	\$29.95 Level 7	\$26.26	14.06%	
	Level 7.4	\$30.09 Level 7	\$26.26	14.61%	
		*******	*		
EN					×0 ×0 × ×
	Step 1		\$24.11	-100.00%	Y' All O'
	Step 2		\$24.43	-100.00%	
	Step 3		\$24.75	-100.00%	
	Step 4		\$25.11	-100.00%	
EN - Specialist	Step 5		\$25.36	-100.00%	
EN - Specialist	Step 1		\$26.36	-100.00%	
	Step 2		\$25.36	-100.00%	
	Step 3		\$25.36	-100.00%	
RN - Level 1					
	Step 1		\$25.79	-100.00%	
	Step 2		\$26.32	-100.00%	
	Step 3		\$26.97	-100.00%	
	Step 4		\$27.68	-100.00% -100.00%	
	Step 5 Step 6		\$28.53 \$29.36	-100.00%	
	Step 7		J23.30	-100.00%	
RN - Level 2					This Doument Has been Released under the line of the l
	Step 1	\$31.28	\$31.82	-1.70%	
	Step 2	\$32.65	\$32.32	1.03%	$\otimes$ ,
	Step 3	\$34.17	\$32.88	3.93%	· ·
	Step 4	\$35.71	\$33.42	6.86%	
RN - Level 3	C+ 1	\$37.47	\$34.50	8.60%	
	Step 1 Step 2	\$37.47 \$39.21	\$34.50 \$35.13	8.60% 11.62%	
	Step 2 Step 3	\$40.12	\$35.13	11.62%	
RN - Level 4	step 5	Ş4U.12	200.74	12.20%	
201017	Step 1	\$44.45	\$39.38	12.89%	
	Step 2	\$46.68	\$42.20	10.62%	
	Step 3	\$47.86	\$44.66	7.16%	
	Step 4				
RN - Level 5		\$48.07	\$39.73	20.99%	
	Step 1	\$49.01	\$41.84	17.13%	
	Step 2	\$50.83	\$44.66	13.81%	
	Step 3 Step 4				
	2rsh #				

### **Limitations and Assumptions**

In the process of identifying and assigning the difference between award wages and EBA wages across awards and classifications a number of assumptions were made due to a lack of consistent and complete data.

#### Missing data

Where there is missing information on wage differentials across pay points or grades within a classification, the closest known value is used. For those where there was information missing for lower pay points or grades this was taken from the first known value in the classification, where they were higher pay points or grades the highest known value is taken. Where there was missing information for an entire classification but there is information for majority of other classifications in the relevant award, the pay points replicate that of the closest known classification, if the missing classification had more pay points or grades the highest value is used as an estimate for the remainder of the pay points or grades. Nurse practioner level 1 and 2 assumed equal to a registered nurse level 5 grade 6.

#### Multiple wages levels for the same award classification

Through identifying the EBA classifications and mapping them to the award there were a number of award classifications that had more than one wage attached. In this scenario a simple average was taken if there was no split between indirect and direct care wages in the EBA. Where there was more than one wage specified for an award classification across indirect care workers (eg. Admin) and direct care a weighted average was used, applying the split from the Aged Care Workfroce Census 2020 - 75% direct care workers. In the case where an EBA specified a substantially larger wage difference between the EBA and award across workers in catering services (cooks, chefs and catering staff) another wieghted average was used assigning a 67% weight to general catering staff, 20% to cooks and 13% to chefs.

#### Enrolled nurses with medical qualifications

Some EBAs specified a different wage for ENs with medical qualifications with the same award classification as ENs without medical qualifications. In this case a weighted average across award classification was taken using the share of ENs that can administor medicine as specified in the Aged Care Workforce Census, 73% in RAC and 74% in Home care.

#### Outliers

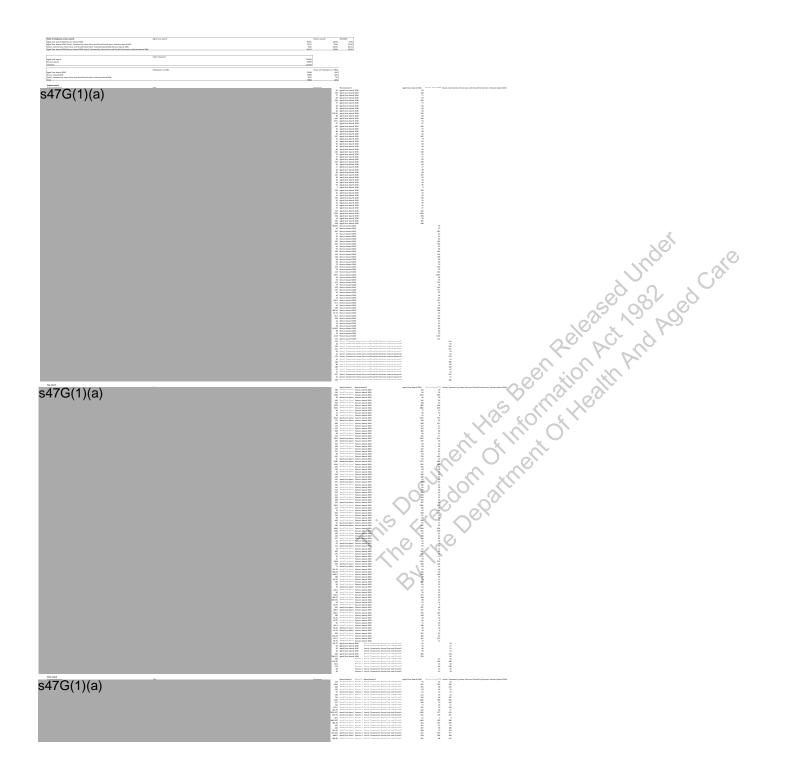
Where there is an outlier at high pay points the closest classification is used instead. This has occurred with \$47(1)(b) and the \$47(1)(b

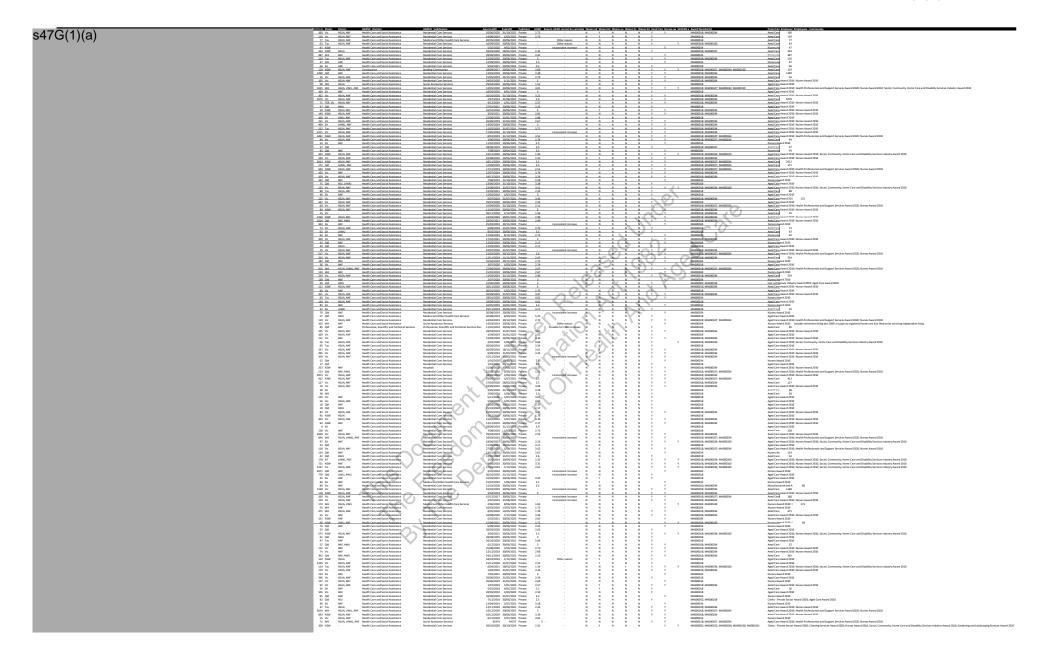
#### Categorising EBAs into low, medium and high difference from award rate

The sample of EBAs was split across levels of low, medium and high pay difference from award. Across each award and EBA the simple average of the relative wage difference from the award was used to order the EBAs from lowest to highest. Summary statistics where then used to split the EBAs across awards into low, medium and high taking into account a relatively equal representation across the levels. There is no medium level for the relative wage difference between EBA and award rates for the SCHAADS award due to a smaller sample and a wider spread in simple averages across the EBAs.

### Adjusted weights within low, medium and high grouped EBAs

In the EBA sample the coverage is not fully reprentative of all EBAs in the aged care sector. When calculating the weight each EBA receives within the low, medium and high category across awards it is originally taken as the share of employees out of all employees within the category with an adjustment. This adjustment accounts for the representative of the sample and that while larger organisations represent a high share within the sample the share is smaller when examining all EBAs. For this reason the smaller EBAs may be underweighted in the sample relative to the population and larger ones may be overrepresented. As EBAs generally are based on more that one award is it not possible to calculate the share of employees for an EBA in the population under each award. Therefore the adjustment was calculated by categorising EBAs in the population into size categories for the large, small and very small. Large was categorised as EBAs with more than 1000 employees under it, small was categoried as EBAs with between 100 and 200 employees and very small was categorised as EBAs with up to 100 employees. Across all EBAs that were inscope, large EBAs accounted for 55% of all employees, small EBAs accounted for 6% and very small EBAs accounted for 6%. Where the original weight for a large EBA in the sample across the low, medium and high category was above 55% it was adjusted down to this share and where the original weight for small and very small EBAs was less than 6% this was adjusted up to this figure. For the EBAs between large and small the remaining weight was distributed equally. In the case when the original weights for the sample EBAs were close to the large and small weights no adjustment was applied. For the high category within the SCHAADS award, the large EBA was adjusted down to reflect the highest number of employees in that group (859) with the share accounting for all EBAs in scope with employees larger than 800, 58%.





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2873 Vic. HSUA, ANF Health Care and Social Assistance Residential Care Services 28/06/2019 1/03/2022	Photos         2.59         N         N         N         N         N         Y           2-Photos         1-coanisident licrosease         N         N         N         N         Y         Y	
57 Qld -         Health Care and Social Assistance         Residential Care Services         28/06/2019 10/04/2022           92 Vic         HSUA, ANF         Health Care and Social Assistance         Residential Care Services         1/07/2019 1/01/2023	3 Private 2.57 - N Y N N N Y Y	
120 Vic HSUA, ANF Health Care and Social Assistance Residential Care Services 2/07/2019 11/08/2021	1 Private - Inconsistent Increase N N N N N Y Y	
1079 Vic         HSUA, ANF         Health Care and Social Assistance         Residential Care Services         2,07/2019         3,108/2022           30 NSW         ANF         Health Care and Social Assistance         Heapstain         2,07/2019         3,103/2019           73 Aux         ANF         Health Care and Social Assistance         Social Assistance Services         3,07/2019         3,107/2019           13/12/2021         3,11/2020         3,11/2020         3,11/2020         3,107/2019         3,11/2020	1 Private 2.85 - N N N N N N Y	
189 Vic         AWU         Health Care and Social Assistance         Social Assistance Services         4/07/2019 10/05/2022           83 Tax         HSUA, ASU         Health Care and Social Assistance         Social Assistance Services         5/07/2019 10/05/2021	2-Photos 2-03 N N N N N Y Y Photos Provided for FINA horses N N Y N N N N Y Y Y	
98 QId - Neath Care and Social Assistance Residential Care Services 9/07/2019 10/07/2022 27 NT ANF Health Care and Social Assistance Medical and Other Health Care Services 8/07/2019 7/07/2023 27/07/2022 27/07/2022 27/07/2022 27/07/2022 27/07/2022 27/07/2022 27/07/2022 27/07/	2 Private 1.85 · N N N N N Y	
125 Vic HSUA, ANF Health Care and Social Assistance Residential Care Services 9/07/2019 31/07/2021	1 Private 245 - N N N N N N Y Y	
40 Qld - Health Care and Social Assistance Residential Care Services 16/07/2019 31/03/2023		<u> </u>
121 Qid ASU Health Care and Social Assistance Social Assistance Services 17/07/2019 3/05/2022	2 Private - Other reason N Y N N N N	Y
61 Vic         ASU         Health Care and Social Assistance         Social Assistance Services         19/07/2019         30/05/2022           238 ACT. NSW. HSUA, AEU         Health Care and Social Assistance         Social Assistance Services         23/07/2019         30/05/2021	Photale - Other reason N Y N N N N Y Y N N N N Y Y N N N N Y Y N	Y
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412 NSW   HSUA ANF   Heath Care and Social Assistance   Personal and Other Services   20/07/2019 10/05/2019   92 Qid   ASU   Other Services   Personal and Other Services   20/07/2019 10/05/2021	1 Private 2.5 - N Y N N N N Y Y	
46 SA ANF Health Care and Social Assistance Medical and Other Health Care Services 31/07/2019 1/06/2022	2 Private 3.1 - N Y N N N Y	
43 Qld         ANF         Health Care and Social Assistance         Residential Care Services         1/08/2019         30/09/2021           19 SA         ANF         Health Care and Social Assistance         Residential Care Services         1/08/2019         1/08/2019	Prints	
265 Old         AMF, AWU         Health Care and Social Assistance         Residential Care Services         2,983/2019         3/20/2021           17 SA         AMF         Health Care and Social Assistance         Medical and Other Health Care Services         5,083/2019         3,096/2021           91 Vic         AMF         Health Care and Social Assistance         Heapth Care Services         5,083/2019         1,086/2021	1 Private 2.53 - N Y N N N N Y	
18 Tas HSUA, ANF Health Care and Social Assistance Residential Care Services 8/08/2019 30/06/2021	1 Private 2.5 - N N N N N N N Y	
93         Qld         ANF         Health Care and Social Assistance         Residential Care Services         7/08/2019         30/08/2019           169         Qld         HSUA, ASU, ANF. Health Care and Social Assistance         Medical and Other Health Care Services         19/08/2019         18/08/2019	Phode 2.5 - N N N N N N Y Y Y Y Y Y Y Y Y Y Y Y Y	Y
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144 Tas HSUA, ANF Health Care and Social Assistance Social Assistance Services 22/08/2019 31/12/2021	1 Private 2.67 - N N N N N N Y Y	
283 NSW HSUA Health Care and Social Assistance Social Assistance Services 22/08/2019 29/08/2022 612 NSW ANY Health Care and Social Assistance Hospitals 23/08/2019 31/12/2021	Photale         -         Provides for FVAR Accesses         Y         N         N         N         N         Y           Photale         -         S         N         N         N         N         Y	Υ
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65         WA         Health Care and Social Assistance         Medical and Other Health Care Services         9/10/2023         9/10/2023           345         ACT, NSW         AGU, LVMM         Health Care and Social Assistance         Social Assistance Services         27/80/2029         3/90/2023           61         QIE         AGU         Health Care and Social Assistance         Revisional Care Services         23/90/2023	Prints   2	Y
61 Old         ABUL         Health Care and Social Assistance         Residential Care Services         22/00/2019 10/05/2021           130 Vic         HSUBA, ANF         Health Care and Social Assistance         Medical and Other Health Care Services         29/00/2019 11/09/2021           98 Tas         HSUBA, ANF         Health Care and Social Assistance         Residential Care Services         23/20/2019 11/09/2021	Prints   2   - N	
771 NSW HSUA Health Care and Social Assistance Residential Care Services 29/08/2019 10/06/2022	2 Private 2.5 - N Y N N N Y	
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190 WA LHMU, ANF Health Care and Social Assistance Residential Care Services 9/09/2019 10/05/2021 295 Vic HSUA, ANF Health Care and Social Assistance Residential Care Services 6/09/2019 11/03/2022	Photds	
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116         ACT, NSW	Print 2:7 - N N N N N N N Y Y Y Y Y Y Y Y Y Y Y Y	
23 SA         AMF         Heath Care and Social Assistance         Hospitals         11/89/2019         18/99/2019           85 Vc         AMF         Heath Care and Social Assistance         Hospitals         11/89/2019         10/86/2023           47 VMA         AMF         Heath Care and Social Assistance         Residential Care Services         12/89/2019         10/86/2023	Prote   238	
171 Qld LHMU, ANF Health Care and Social Assistance Residential Care Services 12/09/2019 10/06/2021	1 Prinate 25 - N N N N N N N Y Y	
23 Qld         -         Health Care and Social Assistance         Residential Care Services         12/59/2019 10/56/2022           5 or fewer         Vic         ASU         Arts and Recreation Services         Sports and Recreation Activities         13/59/2019 11/12/2022	2 Prints 2.77 · N N N N N N Y Prints 2.77 · N N N N N N N Y	Y
11 Vic         ANF         Health Care and Social Assistance         Residential Care Services         16/09/2019         30/09/2023           44 Old         -         Health Care and Social Assistance         Social Assistance Services         11/09/2023         13/09/2023           245 SA         ASU         Health Care and Social Assistance         Social Assistance Services         15/09/2023         15/09/2023	2   2   2   3   1   1   1   1   1   1   1   1   1	Y
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55 ACT, NSW, ANF Health Care and Social Assistance Medical and Other Health Care Services 25/09/2019 1/09/2021	1 Private 1.96 - N N N N N N Y	
76         Vic.         HSLIA, AMF         Health Care and Social Assistance         Residential Care Services         19/09/2019         20/09/2019<	Printer   2.25	Y
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21         SA         ANF         Health Care and Social Assistance         Benderbind Care Services         1/10/2019         30/06/2021           178         NT         UNIAD, ANF         Health Care and Social Assistance         Benderbind Care Services         2/10/2019         30/09/2022           1155         V/C         ASUL ANF APESA Public Administration and Selety         Public Administration         3/10/2019         1/07/2019	Podd   25	Y
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63 SA LHMU Health Care and Social Assistance Residential Care Services 8/10/2019 10/06/2021	1 Private 1.5 - N N N N N N Y	Y
50         SA         ANF         Health Care and Social Assistance         Social Assistance Services         9/10/2019         30/05/2021           51         Vic         ANF         Health Care and Social Assistance         Medical and Other Health Care Services         11/10/2019         31/12/2022	Prints   25	
14 NT         ASU         Health Care and Social Assistance         Social Assistance Services         14/10/2019         14/10/20	Private   Inconsistent processe N	Y
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28 NT         -         Health Care and Social Assistance         Social Assistance Services         16/10/2019 15/10/2023           1100 NSW         HGUA         Health Care and Social Assistance         Residential Care Services         18/10/2019 1/12/2021	2 Prodes - Propulse for PRA Processes 9 N N N N Y T Product - Programme 1 N N N Y Y N N N N Y T N N N N N N N N N	Y
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117 ACT, NSW IRSUA         Health Care and Social Assistance         Medical and Other Health Care Services         22/10/2029 29/10/2022           1929 WA         WHANDA, ANY         Health Care and Social Assistance         Hespitals         24/10/2029 20/10/2022           1305 VE         HISUA, ANY         Health Care and Social Assistance         Residential Care Services         24/10/2029 20/10/2022	2 Printer 2 N N N N N Y Y Y Printer 2 20 N N N N N Y Y Y	
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52         Qili         ANE, AREU         Health Care and Social Assistance         Besidential Care Services         6/12/2019         10/12/2019 <th>  Peter                                      </th> <th>Y</th>	Peter	Y
603 NSW 16UA, ANF Health Care and Social Assistance Residential Care Services 20/12/2019, 1808/2023 122 Vic ASU Agriculture, Forestry and Fishing Agriculture, Forestry and Fishing Support Services 5/12/2019 27 SA ASU Health Care and Social Assistance Medical and Other Health Care Services 1/12/2019 1092/2023		Y
37         SA         ASU         Health Care and Social Assistance         Medical and Other Health Care Services         11/12/2019         10/12/2019           632         NT         UWU, ANF         Health Care and Social Assistance         Social Assistance Services         12/12/2019         30/06/2022	2 Protes 239 N Y N N N N Y Y Y Protes 151 - N N N N Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	Y Y
GE2         NT         VMO, ANF         Health Care and Social Assistance         Social Assistance Services         12/12/2019         30/02/2022           63         NGW         ANF         Health Care and Social Assistance         Residential Care Services         11/12/2009         10/02/2022           620         NGW         HSUB, AND         Health Care and Social Assistance         Residential Care Services         12/12/2009         10/02/2022	Profest   2.27	
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109 Vic         HSUBA, ANF         Health Care and Social Assistance         Residential Care Services         24/12/2019         20/2021           48 NSW, Vic         ASU         Health Care and Social Assistance         Social Assistance Services         24/12/2019         23/12/2019	Photo   2.5	· -
262 Qlid ANF, AWU Health Care and Social Assistance Residential Care Services 24/12/2019 10(06/2022 114 WA HSUA Health Care and Social Assistance Medical and Other Health Care Services 16/01/2020 10/06/2022	Photos	Υ
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132 NT         ABF         Health Care and Social Assistance         Medical and Other Health Care Services         22,01,2000         20,06/2022           60 Tas         HSUA, ANF         Health Care and Social Assistance         Residential Care Services         28,01,2000         20,002,2003           47 Clpd         ASU         Health Care and Social Assistance         Social Assistance Services         29,01,2000         23,002,2003           28 Clpd (2002)         23,002,2003         23,002,2003         23,002,2003         23,002,2003	20 N N N N N N N N Y Y Y Y Y Y Y Y Y Y Y	Y
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46         SA         ANF         Health Care and Social Assistance         Medical and Other Health Care Services         30(01/2020 29/01/2023           520         SA         HISUA, ANF         Health Care and Social Assistance         Medical and Other Health Care Services         31(01/2020 16/09/2023           55         Tax         HISUA, ANF         Health Care and Social Assistance         Residential Care Services         31(01/2020 16/09/2023)           56         Tax         HISUA, ANF         Health Care and Social Assistance         Residential Care Services         31(01/2020 16/09/2023)	Polyadr   2.21	Y Y
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44 SA HSUA, ANY Health Care and Social Assistance Medical and Other Health Care Services 29/5 62 WA ASU, UWU Health Care and Social Assistance Medical and Other Health Care Services 2/6	05/2020 31/03/2022 Private 06/2020 8/06/2023 Private 1		N N	N N	Y Y
173 WA HSUA, UWU Health Care and Social Assistance Medical and Other Health Care Services 2,6 49 Tas HSUA, ANF Health Care and Social Assistance Medical and Other Health Care Services 2,6	06/2020 8/06/2023 Private 1 06/2020 30/09/2023 Private 3	.54 - N .01 - N	N N	N N	Y Y
18 Tas ANF Health Care and Social Assistance Residential Care Services 10/6 100 Vic HSUA, ANF Health Care and Social Assistance Residential Care Services 10/6	06/2020 30/06/2021 Private 4 06/2020 31/10/2022 Private 2	2 - N 3 - N 44 - N 101 - N 102 - N 103 - N 104 - N 107 - N 107 - N 107 - N	N N Y N	N N	A A A
251 NSW ANF Heath Care and Social Assistance Hospitals 15/6 40 Viz - Heath Care and Social Assistance Residential Care Services 18/6	06/2020 10/06/2022 Private 3 06/2020 19/06/2024 Private 3	17 - N 16 - N	N N	N N	A A
205 UN UNU, ANY Health Care and Social Assistance Residential Care Services 22/6  20 SA UNU, ANY Health Care and Social Assistance Residential Care Services 22/6  21 SA AMY Health Care and Social Assistance Residential Care Services 22/6  22 SA AMY Health Care and Social Assistance Residential Care Services 22/6  23 SA AMY Health Care and Social Assistance Residential Care Services 22/6  24 SA AMY Health Care and Social Assistance Residential Care Services 22/6  25 SA AMY HEALTH CARE AND SOCIAL ASSISTANCE RESIDENTIAL CARE ASSISTANCE RESIDENTIA	06/2020 31/01/2024 Private 06/2020 31/01/2023 Private 2	. Other reason N .55 N	Y N	N N	Y
28 SA         ANF         Health Care and Social Assistance         Residential Care Services         22/5           69 QId         AWU         Health Care and Social Assistance         Residential Care Services         22/5           28 Tax         AMF         Health Care and Social Assistance         Hospitals         24/5	06/2020 10/06/2022 Private 06/2020 1/07/2023 Private 3	3 - N	N N	N N	Y .
12 Vic ANF Health Care and Social Assistance Besidential Care Services 25/5 91 QM ANF Health Care and Social Assistance Medical and Other Health Care Services 26/6	06/2020 1/03/2024 Private 2 06/2020 26/06/2023 Private	1 - N 115 - N 172 - N	Y N N N	N N N Y	Y Y
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138 Cld ANF Health Care and Social Assistance Residential Care Services 2/6 13 Tas ANF Health Care and Social Assistance Residential Care Services 2/6	07/2020 10/06/2022 Private 07/2020 10/06/2021 Private 1	2 - N 2.5 - N	N N N	N N	Y Y
35 Vic ANF Health Care and Social Assistance Residential Care Services 3/0 1085 Qld UWU, ANF, AWU Health Care and Social Assistance Residential Care Services 16/0	07/2020 1/03/2024 Private 2 07/2020 30/09/2021 Private 2	3 - N 1.5 - N 1.74 - N 1.25 - N 1.97 - N	N N N	N N	A A
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55 Vic ANF Health Care and Social Assistance Residential Care Services 10/0 188 Tas HSUA ANF Health Care and Social Assistance Residential Care Services 11/0	08/2020 1/11/2023 Private 3 08/2020 30/06/2022 Private 4	25 - N .65 - N .36 - N .54 - N	N N	N N	Y Y
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32 Vic ANF Health Care and Social Assistance Residential Care Services 29/5 48 Qld ANF Health Care and Social Assistance Medical and Other Health Care Services 29/5	08/2020 1/07/2024 Private 3 08/2020 1/07/2022 Private	2 - N .333 - N .437 - N .2 - N	N N N	N N N	Y Y
48 Qid ANF Health Care and Social Assistance Medical and Other Health Care Services 297,  7 Aus - Health Care and Social Assistance Residential Care Services 297,  204 Vic ANF Health Care and Social Assistance Hospitals 217,  217,  228,  239 Vic ANF Health Care and Social Assistance Hospitals 217,  229,  230 Vic ANF Health Care and Social Assistance Hospitals 217,  230 Vic ANF Health Care and Social Assistance Hospitals 217,  231,  232,  233,  234,  235,  236,  237,  23	08/2020 20/08/2024 Private 1 08/2020 1/02/2024 Private 3	.51 - N	N N	N N N	Y
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63 Tas INSUA, ANF Health Care and Social Assistance Residential Care Services 16/15 50 Vic INSUA, ANF Health Care and Social Assistance Residential Care Services 16/15 NOW INSUA, ANF Health Care and Social Assistance (Residential Care Services 12/17 NOW INSUA, ANF Health Care and Social Assistance (Residential Care Services 12/17 NOW INSUA ANF Health Care and Social Assistance (Residential Care Services 12/17 NOW INSUA ANF HEALTH CARE AND ASSISTANCE (RESIDENTIAL CARE AND ASSISTANCE	09/2020 1/07/2023 Private 3 10/2020 31/03/2022 Private 1	- Other reason N	N N N	N N	Y Y
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39 Vic HSUA, ANF Health Care and Social Assistance Residential Care Services 23/C 130 Vic HSUA, ANF Health Care and Social Assistance Residential Care Services 23/C	09/2020 30/06/2022 Private 4 09/2020 30/06/2022 Private 4	1.5 - N N - N 1.003 - N 1.61 - N	N N N	N N N	Y
52 Qld - Health Care and Social Assistance Residential Care Services 1/1 11 Vic - Health Care and Social Assistance Soci	10/2020 10/11/2022 Private 2 10/2020 1/07/2023 Private 2	2.5 - N 2.7 - N	N N N	N N N	Y
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15 Vic         ANF         Health Care and Social Assistance         Social Assistance Services         14/2           18 QId         ANU         Health Care and Social Assistance         Residential Care Services         15/2           106 Tas         HSUA         Health Care and Social Assistance         Medical and Other Health Care Services         13/2	10/2020 30/06/2022 Private 2 10/2020 30/11/2023 Private 2	117 - N			Υ
106 Tax HSUA Health Care and Social Assistance Medical and Other Health Care Services 19/7 202 Vic HSUA, ANE Health Care and Social Assistance Besidential Care Services 20/7 12 WA UNUL ANE Health Care and Social Assistance Hospitals 21/7	10/2020 31/10/2021 Private 3 10/2020 20/10/2023 Private 1	. N N N	1 0 1		Y Y
208 SA ANF Health Care and Social Assistance Hospitals 21/1 63 Vic ANF Health Care and Social Assistance Residential Care Services 21/1	10/2020 3/10/2022 Private 2 10/2020 30/06/2024 Private 3	.99 - N .21 - N	Y N	N N	Y
210     Tas     HSUA     Health Care and Social Assistance     Residential Care Services     22/1       47     Tas     ANF     Health Care and Social Assistance     Residential Care Services     26/1	10/2020 31/07/2021 Private 4 10/2020 30/06/2022 Private 5	.07 - N	A 0 0	N N	Y Y
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124 Old         ANF         Health Care and Social Assistance         Residential Care Services         1.3/7           5 or fewer         V.E.         ANF         Health Care and Social Assistance         Medical and Other Health Care Services         1.4/7           5 or fewer         V.E.         ANF         Health Care and Social Assistance         Medical and Other Health Care Services         1.4/7	11/2020 10/04/2021 Private 2 11/2020 10/04/2024 Private 3	2.6 - N	Y N	N N	Y
14 Vic - Health Care and Social Assistance Social Assistance Services 16/1 6 Vic ANF Health Care and Social Assistance Medical and Other Health Care Services 18/1	11/2020 15/11/2024 Private 2 11/2020 30/04/2024 Private 2	.74 · N	N N	N N	Y Y
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Sould, Community, Home Care and Disability Services Industry Annua 2010

Sould, Community, Home Care and Disability Services Industry Annual 2010

Services Industry Services Annual 2010

Annual

Aged care	EA	EA\$	MA	MA\$	difference
	Level 1	\$23.08	Level 1	\$21.62	5.50%
	Level 2	\$23.74	Level 2	\$22.51	0.45%
	Level 3	\$23.99	Level 3	\$23.39	4.06%
	Level 4	\$25.16	Level 4	\$23.67	4.29%
	Level 5	\$27.02	Level 5	\$24.47	3.66%
	Level 6	\$28.92	Level 6	\$25.79	2.07%
	Level 7	\$29.55	Level 7	\$26.24	2.33%
	Level 7 P ca	\$32.25	Level 7	\$26.24	22.91%
SCAHDS					7
	Level 1	\$23.08	L1 PP1	\$21.88	5.50%
	Level 2.1	\$23.30	L2 PP1	\$23.19	0.45%
	Level 2.2	\$24.30	L2 PP2	\$23.35	4.06%
	Level 3.1	\$24.69	L3 PP1	\$23.67	4.29%
	Level 3.2	\$25.29	L3 PP2	\$24.40	3.66%
	Level 4.1	\$26.36	L4 PP1	\$25.83	2.07%
	Level 4.2	\$26.96	L4 PP2	\$26.34	2.33%
			Ooch	dom atime	
Nurses		/his	e .v	S	
NA	PP1	\$24.30	1st year	\$22.19	9.52%
1471	PP2		2nd year		9.67%
	PP3		3rd year		9.73%
	PP4.1		4th year		6.86%
	PP4.2	•	4th year	•	8.58%
	PP5		4th year		11.32%
PCA	PP1	· ·	unclear	φ23.07	11.02/0
	PP2	•	unclear		
		72 117 7	J C. Cul		

	PP3	\$25.16 unclear		
	PP4.1	\$25.29 unclear		
	PP4.2	\$25.70 unclear		
	PP5	\$26.35 unclear		
EN	PP1	\$27.37 PP1	\$24.11	13.54%
	PP2	\$27.79 PP2	\$24.43	13.76%
	PP3	\$28.33 PP3	\$24.75	14.47%
	PP4	\$28.88 PP4	\$25.11	15.02%
	PP5	\$29.33 PP5	\$25.36	15.67%
RN				9,
Level 1	PP1	\$31.46 PP1	\$25.79	21.98%
	PP2	\$32.76 PP2	\$26.32	24.46%
	PP3	\$34.07 PP3	\$26.97	24.46% 26.32%
	PP4	\$35.37 PP4	\$27.68	27.77%
	PP5	\$36.65 PP5	\$28.53	28.44%
	PP6	\$37.80 PP6	\$29.36	28.75%
	PP7	\$38.79 PP7	\$30.21	28.41%
	PP8	\$39.32 PP8	\$30.99	26.88%
Level 2	PP1	\$41.91 PP1	\$31.82	31.70%
	PP2	\$42.47 PP2	\$32.32	31.40%
	PP3	\$43.08 PP3	\$32.88	31.01%
	PP4	\$43.80 PP4	\$33.42	31.07%
Level 3	PP1	\$44.82 PP1	\$34.50	29.90%
	PP2	\$45.84 PP2	\$35.13	30.49%
	PP3	\$46.57 PP3	\$35.74	30.29%
	PP4	\$48.68 PP4	\$36.38	33.81%



Australian Bureau of Statistics

Employee Earnings and Hours, 2021

ANZSCO 4 digit (Unit group) by ANZSIC 2 digit (Sub-division) and Method of setting pay (Individual arrangement includes OMIEs) Counting: Number of employees

Filters: Default Summation Number of employees

ANZSIC 2 digit (Sub-divi	ision)	86 R	- Residential care serv	rices	87 So	cial assistance se	rvices	95 Per	sonal and other se	ervices	85 Medical	and other health ca	are services		Total	
Method of setting pay (I	ndividual arrangement includes OMIEs)	Award only	Collective agreement	Individual arrangement	Award only	Collective agreement	Individual arrangement	Award only	Collective agreement	Individual arrangement	Award only	Collective agreement	Individual arrangement	Award only	Collective agreement	Individual arrangement
	ANZSCO 4 digit (Unit group)												-			
	1342 Health and welfare services managers 2525 Physiotherapists	0		2916.2 0					156.1	0	0	289.1 0		6141.6 0	5903.7 365.6	5767.8 9047.7
	2543 Nurse managers	0	1661.2	1079	240	0	0	0	0	0	0	0	0	533.5	2444.7	1079
	2544 Registered nurses 2524 Occupational therapists	1877.2 0		2682.5 0				0	228.8	2176 0.				14762.1	27184.6 1435	18238.5 5145.6
	2725 Social workers	0		0		488.4			0	- 0	0	0	0	3904.9		2708.1
	2723 Psychologists 3513 Chefs	532.4	1022.5	0		0	0	0	0	10	0	0	2684.9 0	0 1247.5	0 1438.4	1875.9 0
	3514 Cooks 4114 Enrolled and mothercraft nurses	0		0	0	0	0	0		0	0 2601.3	0	0 617.4	685.8 2854.2	1425.4 11242.7	946.5
	4113 Diversional therapists	Ö	2631	0	0				0, 0		0	0	0	4176	2631	0
	4117 Welfare support workers 4231 Aged and disabled carers	6111.8 13550.5	56050.3	2335.5 1143.8	33608.3 47496.1	19908.2 23195.4	4697.8	7561.6 10639.1	985.6	2363.5	16780.6	0	1341.2	52114.8 86387.8	36245.4 81951.5	20411.9 7644.9
	4233 Nursing support and personal care workers 2726 Welfare, recreation and community arts workers	5071.4 0		7937.9	0	3098.3 9261.8		852.5	123.9	0	896 0			5983.5 10554.6	56323.8 12764	11312.5 2592.9
	8115 Laundry workers	0	1585.1	0		9201.0		878	. 0	1094	0	0	0	2297.4	5117.7	1094
	8112 Commercial cleaners	0 7 2163.4	2608 12179.4	0	0 191.9	0	0	4344.6 1566.4	0	5628.4		236.5	0	6841.7 6613.2	2963.6 11901.6	4190.6
	Total	30779.5	175249.6	22666.5	99044.5	61992.9	26256.9	29963.3	7778.5			16538	36850.1	208397.8	261156.5	98225.5
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		1011.2	94.7%				_0` .:	$O$ ' . $\omega$ $C$	,							
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Aged Care Award 2010	Award	<b>EBA</b> 15.9%	75.8%	Total (incl. Individual Agreement) 91.7%
Nurses Award 2010		4.8%	85.7%	
Social, Community, Home Care and Disability Services Industry Award 2010		53.4%	32.0%	85.4%
Aged Care Award 2010 Nurses Award 2010 Social, Community, Home Care and Disability Services Industry Award 2010	Award	17.3% 5.3% 62.5%	82.7% 94.7% 37.5%	100.0%
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#### Sample based estimate of coverage

	EBA LOW	FRY Med	EBA High
Aged Care Award 2010	0.7%	11.0%	7.6
Nurses Award 2010	8.5%	7.8%	13.6
Social, Community, Home Care and Disability Services Industry Award 2010	5.2%	0.0%	1.3

### Assumed distribution of expired agreements

	EBA Low	EBA Med	EBA High
Aged Care Award 2010	8.0%	2.0%	0.0%
Nurses Award 2010	8.0%	2.0%	0.0%
Social, Community, Home Care and Disability Services Industry Award 2010	5.0%	0.0%	0.0%

#### Final EBA coverage

	EBA Low	EBA Med	EBA High	EBA Award	EBA Total	
Aged Care Award 2010	8.7%	13.0%	7.6%	46.	6%	75.8%
Nurses Award 2010	16.5%	9.8%	13.6%	45.	7%	85.7%
Social, Community, Home Care and Disability Services Industry Award 2010	10.2%	0.0%	1.3%	20.	5%	32.0%

Workplace Agreement Database (Attorney Generals Department) ABS Employee Earnings and Hours - custom tables Deloitte Access Economics 2022