

s47G(1)(a)

[illegible][illegible]

s47(1)(b)

AGED CARE AWARD		22	18	20	21	1013	118	71	97	171	238	30	80	178	839	3491	1355	132	2147
Award Level																			
Level 1		2%	2.02%	5.50%	0%	3%	3.88%	0.58%						2.66%	2.03%	3.97%	8.35%	4.65%	6.65%
Level 2		3%	1.98%	0.40%	0%	4%	3.35%	-1.33%						3.79%	3.73%	3.73%	9.13%	5.13%	5.13%
Level 3		2%	1.99%	4.06%	0%	0%	1.25%	-2.40%						4.35%	4.87%	3.58%	0.03%	12.75%	5.13%
Level 4		5%	2.87%	0%	0%	1%	2.18%	-0.20%						4.28%	4.38%	4.38%	16.30%	9.90%	9.90%
Level 5		3%	1.99%	3.66%	0%	6%	5.40%	0.51%						7.79%	5.87%	6.03%	23.02%	9.00%	9.00%
Level 6		3%	2.03%	2.07%	0%	3%	1.81%	-2.89%						6.80%	6.53%	6.43%	26.38%	7.87%	7.87%
Level 7		3%	1.98%	2.33%	0%	2.85%	0.73%							17.04%	8.14%	6.14%	14.54%	31.10%	31.60%
Simple average		2%	2%	2%	0%	4%	2%	-1%						7%	6%	4%	8%	18%	8%
SCHADS AWARD																			
Award Level																			
Home care Level 1	Pay point 1		2.03%	5.50%		0.37%		1.52%		0.47%	7.29%			6.28%	17.34%				15.84%
Home care Level 2	Pay point 2		2.02%	0.45%		12.34%		1.57%		0.45%	6.22%			1.75%	14.51%				9.87%
Home care Level 3	Pay point 2		2.02%	4.06%		0.24%		1.52%		0.80%	8.48%			1.75%	14.51%				9.87%
Home care Level 4	Pay point 1		1.98%	4.29%		-0.46%		2.81%		0.42%	7.12%			1.77%	15.83%				8.87%
Home care Level 4	Pay point 2		2.01%	5.69%		0.24%		2.96%		0.45%	6.57%			1.77%	15.67%				8.87%
Home care Level 4	Pay point 1		2.03%	2.07%		0.05%		1.84%		0.40%	37.84%			-5.33%	11.63%				0.50%
Home care Level 4	Pay point 2		2.02%	2.33%		0.22%		2.34%		0.37%	42.11%			-5.33%	11.63%				0.50%
Home care Level 5	Pay point 1		1.88%	2.33%		0.57%		1.34%		0.36%	46.65%			-5.09%	15.63%				-5.93%
Home care Level 5	Pay point 2		2.01%	2.33%		0.48%		1.24%		0.34%	45.65%			-5.09%	15.63%				-5.93%
Simple average			2%						2%		2%			-1%	6%				5%
NURSES AWARD																			
Award Level																			
Nursing Assistant	1st year	7%	20.22%	9.52%	3.24%	8.79%	17.67%	13.69%						8.09%	20.86%	4.72%	15.63%		
Nursing Assistant	2nd year	7%	20.22%	8.67%	3.10%	8.79%	17.67%	13.69%						8.05%	20.86%	5.97%	15.63%		
Nursing Assistant	3rd year and thereafter	7%	20.22%	8.73%	3.23%	8.79%	17.67%	13.69%						8.05%	20.86%	7.18%	15.63%		
Enrolled nurse	Experienced	7%	20.22%	8.92%	3.21%	8.79%	17.67%	13.69%						8.05%	20.86%	12.14%	15.63%		
Enrolled nurse	Student under 21	7%	20.22%	8.92%	3.21%	8.79%	17.67%	13.69%						8.05%	20.86%	12.14%	15.63%		
Enrolled nurse	Student over 21	7%	20.22%	8.92%	3.12%	8.79%	17.67%	13.69%						8.05%	20.86%	12.14%	15.63%		
Registered Nurse Level 1	Pay point 1	7%	20.22%	13.54%	1.99%	8.79%	17.67%	13.69%						5.68%	8.05%	20.86%	18.07%	15.63%	
Registered Nurse Level 1	Pay point 2	7%	20.97%	13.76%	1.23%	11.83%	17.70%	13.92%						6.11%	8.84%	21.82%	18.48%	15.95%	
Registered Nurse Level 1	Pay point 3	7%	20.97%	14.47%	1.29%	13.54%	17.74%	15.88%						6.88%	12.04%	22.71%	19.56%	15.63%	
Registered Nurse Level 1	Pay point 4	7%	20.97%	15.02%	1.19%	13.54%	17.71%	15.89%						7.33%	12.78%	23.40%	19.94%	15.63%	
Registered Nurse Level 1	Pay point 5	7%	20.97%	15.67%	1.18%	13.54%	18.30%	15.89%						7.80%	13.32%	24.82%	20.64%	15.63%	
Registered Nurse Level 1	Pay point 1	7%	16.41%	21.98%	22.18%	21.98%	36.06%	13.89%						16.87%	27.71%	26.64%	15.63%		
Registered Nurse Level 1	Pay point 2	7%	16.41%	23.40%	26.43%	18.48%	13.32%							17.85%	32.29%	30.42%	18.81%		
Registered Nurse Level 1	Pay point 3	7%	18.84%	26.32%	27.18%	34.02%	17.46%	15.88%						13.22%	29.77%	33.12%	20.99%		
Registered Nurse Level 1	Pay point 4	7%	20.80%	27.77%	27.53%	36.54%	17.63%	15.89%						13.21%	34.38%	36.52%	24.49%		
Registered Nurse Level 1	Pay point 5	7%	22.28%	28.44%	26.88%	26.67%	17.63%	15.89%						26.06%	35.54%	35.54%	25.13%		
Registered Nurse Level 1	Pay point 6	7%	23.60%	28.75%	26.88%	26.67%	17.88%	15.89%						29.02%	35.01%	40.54%	23.43%		
Registered Nurse Level 1	Pay point 7	7%	24.79%	28.41%	26.88%	26.67%	17.80%	15.89%						30.01%	36.10%	43.50%	26.20%		
Registered Nurse Level 1	Pay point 8 + thereafter	7%	26.23%	28.88%	26.88%	26.67%	21.13%	15.89%						37.88%	41.90%	37.88%	27.28%		
Registered Nurse Level 2	Pay point 1	7%	27.37%	31.70%	16.73%	20.21%	16.00%	13.69%						42.64%	55.26%	50.01%	38.60%		-1.70%
Registered Nurse Level 2	Pay point 2	7%	28.31%	31.40%	16.73%	27.68%	16.48%							45.39%	58.90%	50.01%	40.13%		1.03%
Registered Nurse Level 2	Pay point 3	7%	28.98%	31.01%	40.60%	16.73%	17.60%							48.61%	53.34%	40.60%	41.15%		3.93%
Registered Nurse Level 2	Pay point 4 + thereafter	7%	29.74%	31.07%	30.76%	30.80%	17.63%	13.69%						51.59%	52.29%	41.79%	40.13%		8.66%
Registered Nurse Level 3	Pay point 1	7%	30.78%	29.09%	20.14%	21.99%	16.01%	26.41%						57.29%	62.76%	42.81%	37.24%		8.66%
Registered Nurse Level 3	Pay point 2	7%	31.45%	30.49%	21.21%	37.11%	16.48%	28.93%						57.99%	63.97%	43.61%	38.45%		11.62%
Registered Nurse Level 3	Pay point 3	7%	32.18%	30.29%	21.94%	34.02%	17.46%	31.49%						58.65%	64.68%	44.38%	39.11%		12.26%
Registered Nurse Level 3	Pay point 4 + thereafter	7%	32.77%	31.81%	26.61%	30.56%	17.63%	34.04%						61.61%	66.49%	46.72%	43.74%		17.10%
Registered Nurse Level 4	Grade 1	7%	37.02%	39.30%	19.27%	30.56%	17.63%	26.38%						65.21%	69.67%	51.98%	23.84%		12.89%
Registered Nurse Level 4	Grade 2	7%	37.67%	39.49%	19.27%	30.56%	17.63%	25.89%						67.64%	70.47%	51.98%	25.57%		10.61%
Registered Nurse Level 4	Grade 3	7%	38.82%	39.29%	19.28%	30.56%	17.63%	26.11%						69.21%	71.01%	51.98%	9.20%		7.54%
Registered Nurse Level 4	Grade 4	7%	39.82%	39.56%	19.27%	30.56%	17.63%	26.38%						70.61%	71.61%	51.98%	23.84%		20.99%
Registered Nurse Level 4	Grade 5	7%	39.27%	39.29%	19.28%	30.56%	17.63%	26.11%						72.11%	72.19%	52.19%	31.98%		13.82%
Registered Nurse Level 4	Grade 6	7%	42.04%	39.81%	19.28%	30.56%	17.63%	26.11%						73.71%	73.71%	54.07%	31.98%		10.11%
Registered Nurse Level 4	Grade 7	7%	42.78%	39.81%	19.28%	30.56%	17.63%	26.11%						75.21%	75.21%	55.97%	31.98%		6.77%
Registered Nurse Level 4	Grade 8	7%	44.52%	39.81%	19.28%	30.56%	17.63%	26.11%						76.71%	76.71%	57.42%	31.98%		1.20%
Nurse practitioner, 1st year		7%	44.52%	39.81%	19.28%	30.56%	17.63%	26.11%						78.21%	78.21%	57.42%	31.98%		0.20%
Nurse practitioner, 2nd year		7%	44.52%	39.81%	19.28%	30.56%	17.63%	26.11%						79.71%	79.71%	57.42%	31.98%		3.21%
Simple average		7%	27%	24%	16%	25%	18%	19%			24%			20%	30%	29%	22%		9%

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

Red text indicates 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's Department Workplace Agreements Database.
2. Check for new EBAs currently not on the **AIIEBAs** 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 PartiallyinscopeEBAs 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 use 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 HJ 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

[AIIEBAsIA1](#)
[FullyinscopeEBAsIA1](#)
[PartiallyinscopeEBAsIA1](#)
[PartiallyinscopeEBAsIA11](#)
[PartiallyinscopeEBAsIA1](#)
[PartiallyinscopeEBAsIA1](#)
[PartiallyinscopeEBAsIA1C1](#)
[Employees on EBAs by awardIA20](#)
[Employees on EBAs by awardIH20](#)
[Employees on EBAs by awardIA14](#)
Updating the expiry dates on inscope EBAs

1. Obtain the expiry date for the newly added EBA from the Attorneys General 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 updated Workplace 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

[InscopeEBAexpirydateIA250](#)
[InscopeEBAexpirydateID250](#)
[InscopeEBAexpirydateIG1](#)
Adding EBAs to the sample

1. Identify the EBA that is to be added to the sample from the **AIIEBAs** 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
 - 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. If 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
12. If the largest weight in the level is above 55% and/or the smallest is below 6% use the adjustment to bring the weight 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 difference across classification from the **EBA sample** tab to the **EBAs relative wage by level** tab placing it in the low, medium or high level for the relevant award (if it applies to more than one award ensure that is also copied to the ad
16. In the **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)

[Total EBAsIA1](#)
[EBA sampleIU1](#)
[AssumptionsIA1](#)
[EBAs weight across levelIA16](#)
[EBAs weight across levelIC16](#)
[EBAs weight across levelIA26](#)
[EBAs weight across levelIB26](#)
[EBAs weight across levelIC26](#)
[AssumptionsIA19](#)
[EBAs weight across levelID26](#)
[EBAs relative wage by levelIF3](#)
[Relative wage differencesIE14](#)

Share of EBA sample across award and level		LOW	MEDIUM	HIGH		
Aged Care Award 2010		3.4%	57%	39%	18.5%	
Nurses Award 2010		28%	26%	45%	53.8%	
Social, Community, Home Care and Disability Services Industry Award 2010		80%	0%	20%	68.9%	
Total					13.1%	
Share of total workforce on EBAs across award		LOW	MEDIUM	HIGH	Share employees on EBAs	Share of employees on award
Aged Care Award 2010		1%	11%	8%	19%	81%
Nurses Award 2010		9%	8%	14%	30%	70%
Social, Community, Home Care and Disability Services Industry Award 2010		5%	0%	1%	7%	93%
Total					18%	82%
Weighted average percentage difference between award and EBA wages		LOW	MEDIUM	HIGH		
Aged Care Award 2010	Aged care employee level 1	0.6%	3.9%	6.8%		
	Aged care employee level 2	0.3%	3.4%	7.0%		
	Aged care employee level 3	0.3%	3.5%	5.8%		
	Aged care employee level 4	0.5%	4.4%	10.0%		
	Aged care employee level 5	0.6%	3.7%	9.1%		
	Aged care employee level 6	0.3%	5.3%	7.9%		
	Aged care employee level 7	0.7%	5.8%	15.2%		
Nurses Award 2010	Nursing assistant, 1st year	10.3%	12.9%	12%		
	Nursing assistant, 2nd year	10.3%	13.0%	13%		
	Nursing assistant, 3rd year and thereafter	10.3%	13.0%	13%		
	Nursing assistant, experienced (the holder of a relevant certificate III qualification)	10.3%	12.6%	16%		
	Student enrolled nurse - less than 21 years of age	10.3%	12.6%	16%		
	Student enrolled nurse - 21 years of age and over	10.3%	12.6%	16%		
	Enrolled nurse - pay point 1	10.0%	14.3%	20%		
	Enrolled nurse - pay point 2	10.2%	14.5%	20%		
	Enrolled nurse - pay point 3	11.7%	14.8%	21%		
	Enrolled nurse - pay point 4	12.0%	15.1%	21%		
	Enrolled nurse - pay point 5	13.2%	15.3%	22%		
	Registered nurse - level 1, pay point 1	16.4%	18.5%	25%		
	Registered nurse - level 1, pay point 2	18.7%	21.7%	28%		
	Registered nurse - level 1, pay point 3	19.7%	23.6%	31%		
	Registered nurse - level 1, pay point 4	21.9%	25.5%	34%		
	Registered nurse - level 1, pay point 5	22.1%	26.6%	35%		
	Registered nurse - level 1, pay point 6	22.1%	25.7%	37%		
	Registered nurse - level 1, pay point 7	22.1%	27.2%	39%		
	Registered nurse - level 1, pay point 8 and thereafter	22.6%	27.6%	39%		
	Registered nurse - level 2, pay point 1	6.9%	35.8%	39%		
	Registered nurse - level 2, pay point 2	7.8%	36.7%	39%		
	Registered nurse - level 2, pay point 3	9.4%	36.9%	40%		
	Registered nurse - level 2, pay point 4 and thereafter	11.1%	37.2%	40%		
	Registered nurse - level 3, pay point 1	14.0%	34.3%	39%		
	Registered nurse - level 3, pay point 2	16.3%	35.1%	40%		
	Registered nurse - level 3, pay point 3	17.1%	36.4%	41%		
	Registered nurse - level 3, pay point 4 and thereafter	17.8%	40.5%	45%		
	Registered nurse - level 4, grade 1	16.7%	26.6%	39%		
	Registered nurse - level 4, grade 2	15.3%	22.2%	35%		
	Registered nurse - level 4, grade 3	13.5%	18.6%	33%		
	Registered nurse - level 5, grade 1	21.1%	26.6%	39%		
	Registered nurse - level 5, grade 2	18.9%	22.2%	40%		
	Registered nurse - level 5, grade 3	17.2%	18.6%	40%		
	Registered nurse - level 5, grade 4	15.2%	20.0%	41%		
	Registered nurse - level 5, grade 5	13.3%	20.0%	42%		
	Registered nurse - level 5, grade 6	11.4%	20.0%	43%		
	Nurse practitioner, 1st year	11.4%	20.0%	43%		
	Nurse practitioner, 2nd year	11.4%	20.0%	43%		
Social, Community, Home Care and Disability Services Industry Award 2010	Level 1 - pay point 1	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%		11.8%		
	Level 3 - pay point 2	5.9%		11.7%		
	Level 4 - pay point 1	0.7%		25.6%		
	Level 4 - pay point 2	0.9%		28.2%		
	Level 5 - pay point 1	0.8%		29.1%		
	Level 5 - pay point 2	0.8%		29.1%		

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	Number	Share
Aged Care Award 2010	9671	18%
Nurses Award 2010	9622	54%
Social, Community, Home Care and Disability Services Industry Award 2010	4633	69%
Total		13%

Aged Care Award 2010									
Low Sample average over classifications less than 5%				Medium Sample average over classifications between 5% and 20%				High Sample average over classifications greater than 20%	
s47(1)(b)									
Aged care employee level 1	0.6%	0%	2.01%	2.9%	3.98%	5.50%	3%	3.97%	2.00%
Aged care employee level 2	0%	1.88%	2.7%	1.88%	1.87%	5.45%	4%	3.73%	5.13%
Aged care employee level 3	0.9%	0%	1.23%	1.23%	4.05%	4.87%	0%	3.95%	6.03%
Aged care employee level 4	0%	0%	1.97%	1.97%	1.18%	4.29%	3%	3.12%	3.98%
Aged care employee level 5	0.1%	0%	1.89%	2.9%	5.40%	3.68%	6%	5.87%	6.03%
Aged care employee level 6	0.1%	0%	1.89%	2.9%	5.40%	3.68%	6%	5.87%	6.03%
Aged care employee level 7	0.8%	0%	1.96%	2.9%	2.83%	2.15%	11.40%	8.16%	14.54%
Nurse Award 2010									
Low Sample average over classifications less than 5%				Medium Sample average over classifications between 5% and 20%				High Sample average over classifications greater than 20%	
s47(1)(b)									
Nursing assistant, 1st year	7.00%	0.00%	3.44%	17.67%	12.80%	8.00%		15.63%	9.52%
Nursing assistant, 2nd year and thereafter	7.00%	0.00%	3.19%	17.67%	12.80%	8.00%		15.63%	9.52%
Nursing assistant, experienced (the holder of a relevant certificate II qualification)	7.00%	0.00%	3.23%	17.67%	12.80%	8.00%		15.63%	9.52%
Student enrolled nurse - less than 21 years of age	7.00%	0.00%	3.12%	17.67%	12.80%	8.00%		15.63%	9.52%
Student enrolled nurse - 21 years of age and over	7.00%	0.00%	3.12%	17.67%	12.80%	8.00%		15.63%	9.52%
Enrolled nurse - pay point 1	7.00%	0.00%	1.98%	17.67%	12.80%	8.00%		15.63%	9.52%
Enrolled nurse - pay point 2	7.00%	0.00%	1.23%	17.67%	12.80%	8.00%		15.63%	9.52%
Enrolled nurse - pay point 3	7.00%	0.00%	1.25%	17.67%	12.80%	8.00%		15.63%	9.52%
Enrolled nurse - pay point 4	7.00%	0.00%	1.10%	17.67%	12.80%	8.00%		15.63%	9.52%
Enrolled nurse - pay point 5	7.00%	0.00%	1.18%	17.67%	12.80%	8.00%		15.63%	9.52%
Registered nurse - level 1, pay point 1	7.00%	0.00%	22.38%	18.48%	13.40%	21.33%		15.63%	9.52%
Registered nurse - level 1, pay point 2	7.00%	0.00%	26.43%	18.48%	13.40%	21.33%		15.63%	9.52%
Registered nurse - level 1, pay point 3	7.00%	0.00%	27.38%	17.48%	13.40%	21.33%		15.63%	9.52%
Registered nurse - level 1, pay point 4	7.00%	0.00%	27.33%	17.63%	13.40%	21.33%		15.63%	9.52%
Registered nurse - level 1, pay point 5	7.00%	0.00%	26.88%	17.63%	13.40%	21.33%		15.63%	9.52%
Registered nurse - level 1, pay point 6	7.00%	0.00%	26.88%	17.63%	13.40%	21.33%		15.63%	9.52%
Registered nurse - level 1, pay point 7	7.00%	0.00%	26.88%	17.63%	13.40%	21.33%		15.63%	9.52%
Registered nurse - level 1, pay point 8 and thereafter	7.00%	0.00%	26.88%	17.63%	13.40%	21.33%		15.63%	9.52%
Registered nurse - level 2, pay point 1	7.00%	0.00%	16.73%	16.00%	13.40%	21.33%		15.63%	9.52%
Registered nurse - level 2, pay point 2	7.00%	0.00%	16.73%	16.00%	13.40%	21.33%		15.63%	9.52%
Registered nurse - level 2, pay point 3 and thereafter	7.00%	0.00%	16.73%	16.00%	13.40%	21.33%		15.63%	9.52%
Registered nurse - level 3, pay point 1	7.00%	0.00%	16.73%	16.00%	13.40%	21.33%		15.63%	9.52%
Registered nurse - level 3, pay point 2	7.00%	0.00%	16.73%	16.00%	13.40%	21.33%		15.63%	9.52%
Registered nurse - level 3, pay point 3	7.00%	0.00%	16.73%	16.00%	13.40%	21.33%		15.63%	9.52%
Registered nurse - level 3, pay point 4 and thereafter	7.00%	0.00%	16.73%	16.00%	13.40%	21.33%		15.63%	9.52%
Registered nurse - level 4, grade 1	7.00%	0.00%	16.73%	16.00%	13.40%	21.33%		15.63%	9.52%
Registered nurse - level 4, grade 2	7.00%	0.00%	16.73%	16.00%	13.40%	21.33%		15.63%	9.52%
Registered nurse - level 4, grade 3	7.00%	0.00%	16.73%	16.00%	13.40%	21.33%		15.63%	9.52%
Registered nurse - level 4, grade 4	7.00%	0.00%	16.73%	16.00%	13.40%	21.33%		15.63%	9.52%
Registered nurse - level 4, grade 5	7.00%	0.00%	16.73%	16.00%	13.40%	21.33%		15.63%	9.52%
Registered nurse - level 4, grade 6	7.00%	0.00%	16.73%	16.00%	13.40%	21.33%		15.63%	9.52%
Nurse practitioner, 1st year	7.00%	3.20%	16.28%	17.63%	26.11%	25.21%		15.63%	9.52%
Nurse practitioner, 2nd year	7.00%	3.20%	16.28%	17.63%	26.11%	25.21%		15.63%	9.52%
Health Community Home Care and Disability Services Industry Award 2010									
Low Sample average over classifications less than 5%				Medium Sample average over classifications between 5% and 20%				High Sample average over classifications greater than 20%	
s47(1)(b)									
Level 1 - pay point 1	8.24%	0.01%	3.03%	1.52%	5.50%	11.64%		17.54%	7.20%
Level 1 - pay point 2	1.76%	12.84%	2.01%	1.52%	0.40%	9.87%		14.51%	6.22%
Level 1 - pay point 3	1.26%	0.00%	2.00%	1.52%	4.80%	9.87%		14.51%	8.80%
Level 1 - pay point 4	1.77%	0.00%	1.98%	2.81%	4.20%	9.87%		15.03%	7.12%
Level 1 - pay point 5	1.77%	0.00%	2.01%	2.84%	3.80%	9.87%		15.03%	6.97%
Level 4 - pay point 1	0.00%	0.00%	2.00%	1.84%	2.07%	9.35%		15.40%	17.84%
Level 4 - pay point 2	0.00%	0.12%	2.00%	2.84%	2.10%	9.35%		15.40%	40.51%
Level 5 - pay point 1	0.00%	0.17%	1.88%	2.84%	2.10%	9.35%		15.40%	40.50%
Level 5 - pay point 2	0.00%	0.48%	2.01%	2.84%	0.00%	9.35%		15.40%	40.50%

Aged Care Award 2010				
EBA with Aged Care Award as a parent award				
Simple average over classif. Category		Summary statistics		
s47(1)(b)		-0.7% Low	Min	-0.72%
		0.0% Low	Q1	3.04%
		2.1% Low	Median	3.95%
		3.0% Medium	Q3	6.80%
		3.1% Medium	Max	17.96%
		3.2% Medium		
		3.9% Medium	Low	53%
		4.4% Medium	Medium	3% - 6%
		5.6% Medium	High	26%
		6.8% High		
		8.1% High		
		8.4% High		
		18.0% High		

Editable cell

Weight adjustment input data			
	Employees	Share of all employees on EBAs	
Large EBA	>1000	55%	
Small EBA	100-1000	6%	
Very small EBA	<100	6%	

Low (Simple average over classifications less than 5%)				
EBA	Employees	Unadjusted Weight	Adjustment	Adjusted Weight
s47(1)(b)		171	52.1%	52.1%
		118	36.0%	36.0%
		21	6.4%	6.4%
		18	5.5%	5.5%

Medium (Simple average over classifications between 5% and 10%)				
EBA	Employees	Unadjusted Weight	Adjustment	Adjusted Weight
s47(1)(b)		97	1.3%	4.2%
		1013	18.3%	16.5%
		71	1.3%	4.7%
		3491	61.1%	55.0%
		859	15.5%	16.5%

High (Simple average over classifications greater than 10%)				
EBA	Employees	Unadjusted Weight	Adjustment	Adjusted Weight
s47(1)(b)		178	4.7%	1.3%
		2147	56.3%	-1.3%
		1355	35.5%	55.0%
		132	3.5%	2.5%

Nurses Award 2010				
EBA with Nurses Award as a parent award				
Simple average over classif. Category		Summary statistics		
s47(1)(b)		7.0% Low	Min	7.00%
		9.1% Low	Q1	17.78%
		15.8% Medium	Median	22.40%
		17.8% Medium	Q3	24.52%
		19.2% Medium	Max	35.74%
		19.9% Medium		
		22.4% Medium	Low	515%
		23.5% Medium	Medium	15% - 25%
		24.2% Medium	High	225%
		24.5% Medium		
		26.2% High		
		29.0% High		
		35.7% High		

Low (Simple average over classifications less than 20%)				
EBA	Employees	Unadjusted Weight	Adjustment	Adjusted Weight
s47(1)(b)		22	0.8%	5.2%
		2147	78.6%	-23.6%
		118	4.3%	1.7%
		97	3.5%	2.5%
		171	6.3%	13.5%
		178	6.5%	13.5%

Medium (Simple average over classifications between 20% and 25%)				
EBA	Employees	Unadjusted Weight	Adjustment	Adjusted Weight
s47(1)(b)		1355	53.8%	53.8%
		80	3.2%	3.2%
		1013	40.2%	40.2%
		71	2.8%	2.8%

High (Simple average over classifications greater than 25%)				
EBA	Employees	Unadjusted Weight	Adjustment	Adjusted Weight
s47(1)(b)		20	0.5%	5.5%
		3491	79.9%	-24.9%
		859	19.7%	39.0%

Social, Community, Home Care and Disability Services Industry Award 2010				
EBA with Social, Community, Home Care and Disability Services Industry Award as a parent award				
Simple average over classif. Category		Summary statistics		
s47(1)(b)		-0.6% Low	Min	-0.84%
		0.5% Low	Q1	1.45%
		1.5% Low	Median	2.43%
		2.0% Low	Q3	4.07%
		2.4% Low	Max	23.22%
		3.0% Low		
		4.7% Low	Low	55%
		15.6% High	Medium	5% - 15%
		23.2% High	High	215%

Low (Simple average over classifications less than 5%)				
EBA	Employees	Unadjusted Weight	Adjustment	Adjusted Weight
s47(1)(b)		178	4.8%	11.0%
		97	2.6%	3.4%
		21	0.6%	5.4%
		218	6.4%	11.0%
		1013	27.4%	11.0%
		2147	58.1%	55.0%

Medium (Simple average over classifications between 5% and 15%)				
EBA	Employees	Unadjusted Weight	Adjustment	Adjusted Weight
s47(1)(b)			0.0%	0.0%

High (Simple average over classifications greater than 15%)				
EBA	Employees	Unadjusted Weight	Adjustment	Adjusted Weight
s47(1)(b)		859	91.5%	55.0%
		80	8.5%	36.5%
				45.0%

Table 1. Employees by Age Group and Sex

Age Group	Male	Female	Total
15-19	100	100	200
20-24	100	100	200
25-29	100	100	200
30-34	100	100	200
35-39	100	100	200
40-44	100	100	200
45-49	100	100	200
50-54	100	100	200
55-59	100	100	200
60-64	100	100	200
65-69	100	100	200
70-74	100	100	200
75-79	100	100	200
80-84	100	100	200
85-89	100	100	200
90-94	100	100	200
95-99	100	100	200
100+	100	100	200

Year	Male	Female	Total
2011	100	100	200
2012	100	100	200
2013	100	100	200
2014	100	100	200
2015	100	100	200

Age Group	Male	Female	Total
15-19	100	100	200
20-24	100	100	200
25-29	100	100	200
30-34	100	100	200
35-39	100	100	200
40-44	100	100	200
45-49	100	100	200
50-54	100	100	200
55-59	100	100	200
60-64	100	100	200
65-69	100	100	200
70-74	100	100	200
75-79	100	100	200
80-84	100	100	200
85-89	100	100	200
90-94	100	100	200
95-99	100	100	200
100+	100	100	200

Year	Male	Female	Total
2011	100	100	200
2012	100	100	200
2013	100	100	200
2014	100	100	200
2015	100	100	200

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s47(1)(b)

EN

all classificaitons are 7%
7% above

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s47(1)(b)

Aged care award

Non personal carers	EA\$	MA	MA\$	
Level 1	\$22.15	Level 1	\$21.62	2%
Level 2	\$23.10	Level 2	\$22.51	3%
Level 3	\$24.00	Level 3	\$23.39	3%
Level 4	\$25.20	Level 4	\$23.67	6%
Personal carers				
Level 1 PP1	\$23.15	Level 2	\$22.51	3%
Level 1 PP2	\$23.85	Level 3	\$23.39	2%
Level 2 PP1	\$24.52	Level 4	\$23.67	4%
Level 2 PP2	\$25.19	Level 5	\$24.47	3%

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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	\$43.36	L2 PP4	\$33.42	29.74%
	Level 3					
		Year 1	\$45.12	L3 PP1	\$34.50	30.78%
		Year 2	\$46.18	L3 PP2	\$35.13	31.45%
		Year 3	\$47.24	L3 PP3	\$35.74	32.18%
		Year 4	\$48.30	L3 PP4	\$36.38	32.77%
	Level 4					
		Grade 1	\$53.96	L4 GR 1	\$39.38	37.02%
		Grade 2	\$53.96	L4 GR 2	\$42.20	27.87%
		Grade 3	\$53.96	L4 GR 3	\$44.66	20.82%
		Grade 4	\$58.08	L4 GR 3	\$44.66	30.05%
	Level 5					
		Grade 1	\$53.96	L5 PP1	\$39.73	35.82%
		Grade 2	\$58.08	L5 PP2	\$41.84	38.81%
		Grade 3	\$62.20	L5 PP3	\$44.66	39.27%
		Grade 4	\$66.91	L5 PP4	\$47.44	41.04%

s47(1)(b)

Aged care	EA	EA	EA\$	MA	MA	MA\$	difference
	Level 1		\$22.05	Level 1		\$21.62	2.01%
	Level 2		\$22.96	Level 2		\$22.51	1.98%
	Level 3		\$23.86	Level 3		\$23.39	1.99%
	Level 4	4.1	\$24.14	Level 4		\$23.67	1.98%
		4.2	\$24.56	Level 4		\$23.67	3.76%
	Level 5		\$24.96	Level 5		\$24.47	1.99%
	Level 6		\$26.31	Level 6		\$25.79	2.01%
	Level 7		\$26.77	Level 7		\$26.26	1.96%

SCHADS			MA	MA	MA\$	
Home care	Level 1		\$22.32	Level 1	PP1	\$21.88 2.03%
	Level 2	2.1	\$23.66	Level 2	PP1	\$23.19 2.01%
		2.2	\$23.82		PP2	\$23.35 2.00%
	Level 3	3.1	\$24.14	Level 3	PP1	\$23.67 1.98%
		3.2	\$24.89		PP2	\$24.40 2.01%
	Level 4	4.1	\$26.35	Level 4	PP1	\$25.83 2.03%
		4.2	\$26.87		PP2	\$26.34 2.00%
	Level 5	5.1	\$28.21	Level 5	PP1	\$27.69 1.88%
		5.2	\$29.36		PP2	\$28.78 2.01%

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s47(1)(b)

nurses and aged care award

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	\$25.41	PP4	\$25.11	1.19%
PP5	\$25.66	PP5	\$25.36	1.18%
RN				
L1 PP1	\$31.51	L1 PP1	\$25.79	22.18%
L1 PP2	\$33.33	L1 PP2	\$26.32	26.63%
L1 PP3	\$34.30	L1 PP3	\$26.97	27.18%
L1 PP4	\$35.30	L1 PP4	\$27.68	27.53%
L1 PP5 +	\$36.20	L1 PP5	\$28.53	26.88%
L2	\$39.01	L2 PP1	\$33.42	16.73%
L3 PP1	\$41.45	L3 PP1	\$34.50	20.14%
L3 PP2	\$42.58	L3 PP2	\$35.13	21.21%
L3 PP3	\$43.58	L3 PP3	\$35.74	21.94%
L3 PP4	\$44.70	L3 PP4	\$36.38	22.87%
L3 PP5	\$45.77	L3 PP4	\$36.38	25.81%
L3 PP6	\$46.84	L3 PP4	\$36.38	28.75%
L3 PP7	\$47.77	L3 PP4	\$36.38	31.31%
L3 PP8	\$49.31	L3 PP4	\$36.38	35.54%
L4 G1	\$46.97	L4 GR1	\$39.38	19.27%
L4 G2	\$50.33	L4 GR2	\$42.20	19.27%
L4 G3	\$53.27	L4 GR3	\$44.66	19.28%
Aged Care				
Level 1	\$21.62	Level 1	\$21.62	0.00%
Level 2	\$22.51	Level 2	\$22.51	0.00%
Level 3	\$23.39	Level 3	\$23.39	0.00%
Level 4	\$23.67	Level 4	\$23.67	0.00%
Level 5	\$24.47	Level 5	\$24.47	0.00%
Level 6	\$25.79	Level 6	\$25.79	0.00%
Level 7	\$26.24	Level 7	\$26.24	0.00%

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aged care		EA\$	MA	MA\$	difference
	Level 1	\$22.30	Level 1	\$21.62	3.17%
	Level 2	\$23.42	Level 2	\$22.51	4.03%
	Level 3	\$23.45	Level 3	\$23.39	0.24%
	Level 4	\$24.30	Level 4	\$23.67	2.66%
	Level 5	\$25.86	Level 5	\$24.47	5.66%
	Level 6	\$26.62	Level 6	\$25.79	3.21%
	Level 7	\$27.10	Level 7	\$26.26	3.22%
	Level 8	\$32.84	Level 7	\$26.26	25.08%
nurses					
RN					
Level 1	Year 1	\$31.46	PP1	\$25.79	21.99%
	Year 2	\$36.14	PP2	\$26.32	37.31%
	Year 3	\$36.14	PP3	\$26.97	34.00%
	Year 4	\$36.14	PP4	\$27.68	30.56%
	Year 5	\$36.14	PP5	\$28.53	26.67%
Level 2	Year 1	\$38.25	PP1	\$31.82	20.21%
	Year 2	\$41.25	PP2	\$32.32	27.63%
	Year 3	\$46.23	PP3	\$32.88	40.60%
EN					
	Year 1	\$26.23	PP1	\$24.11	8.79%
	Year 2	\$27.32	PP2	\$24.43	11.83%
	Year 3	\$28.10	PP3	\$24.75	13.54%

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Nurses		EA	EA\$	MA	MA\$	difference	weekly rate
EN	Pay point 1		\$28.18	PP1	\$24.11	16.89%	1070.88
	Pay point 2		\$28.58	PP2	\$24.43	17.01%	1086.22
	Pay point 3		\$29.00	PP3	\$24.75	17.17%	1101.96
	Pay point 4		\$29.39	PP4	\$25.11	17.05%	1116.91
	Pay point 5		\$29.71	PP5	\$25.36	17.17%	1129.1
	Pay point 6		\$30.33	PP5	\$25.36	19.62%	1152.71
	Pay point 7		\$30.94	PP5	\$25.36	21.98%	1175.53
EN with meds	Pay point 1 cert IV)		\$28.44	PP1	\$24.11	17.96%	1080.71
	Pay point 2 Diploma		\$28.84	PP2	\$24.43	18.07%	1096.06
	Pay point 3		\$29.27	PP3	\$24.75	18.26%	1112.19
	Pay point 4		\$29.66	PP4	\$25.11	18.13%	1127.14
	Pay point 5		\$29.98	PP5	\$25.36	18.23%	1139.33
	Pay point 6		\$30.59	PP5	\$25.36	20.64%	1162.55
	Pay point 7		\$31.20	PP5	\$25.36	23.04%	1185.76
RN							
Level 1	Pay point 1		\$29.93	PP1	\$25.79	16.06%	1137.37
	Pay point 2		\$31.18	PP2	\$26.32	18.48%	1184.97
	Pay point 3		\$31.68	PP3	\$26.97	17.46%	1203.85
	Pay point 4		\$32.56	PP4	\$27.68	17.63%	1237.29
	Pay point 5		\$33.55	PP5	\$28.53	17.61%	1275.06
	Pay point 6		\$34.61	PP6	\$29.36	17.88%	1315.19
	Pay point 7		\$35.61	PP7	\$30.21	17.89%	1353.35
	Pay point 8		\$36.55	PP8	\$30.99	17.93%	1388.76
	Pay point 9		\$37.54	PP8	\$30.99	21.14%	1426.53
	Pay point 10 +		\$38.52	PP8	\$30.99	24.31%	1463.9
aged care							
Level 1	Pay point 1		\$22.48	Level 1	\$21.62	3.98%	854.11
	Pay point 2		\$22.95	Level 2	\$22.51	1.95%	872.2
Level 2	Pay point 1		\$23.67	Level 2	\$22.51	5.14%	899.51
	Pay point 2		\$23.49	Level 3	\$23.39	0.41%	892.66
Level 3	Pay point 1		\$23.70	Level 3	\$23.39	1.30%	900.53
	Pay point 2		\$23.87	Level 4	\$23.67	0.86%	907.22
Level 4	Pay point 1		\$24.34	Level 4	\$23.67	2.83%	924.92
	Pay point 2		\$25.60	Level 5	\$24.47	4.62%	972.92
Level 5	Pay point 1		\$25.99	Level 5	\$24.47	6.18%	987.48
	Pay point 2		\$26.07	Level 6	\$25.79	1.07%	990.62
Level 6	Pay point 1		\$26.33	Level 6	\$25.79	2.08%	1000.46
	Pay point 2		\$26.77	Level 7	\$26.26	1.97%	1017.37
Level 7	Pay point 1		\$27.47	Level 7	\$26.26	4.61%	1043.73
	Pay point 2		\$27.47	Level 7	\$26.26	4.61%	1043.73
maintenance	handyman (unqualified)		\$22.95	Level 2	\$22.51	1.95%	872.2
	handyman (trade qual		\$23.87	Level 4	\$23.67	0.86%	907.22
	supervisor		\$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	PP1	\$21.88	0.37%	834.35
Level 2	PCA 2 PP1		\$26.06	PP1	\$23.19	12.34%	990.14
	PCA 2 PP2		\$23.30	PP2	\$23.35	-0.24%	885.23
Level 3	PCA 2 PP1		\$23.56	PP1	\$23.67	-0.46%	895.4
	PCA 2 PP2		\$24.37	PP2	\$24.40	-0.14%	925.93
Senior - Level 4	PP1		\$25.84	PP1	\$25.83	0.05%	981.89
	PP2		\$26.37	PP2	\$26.34	0.12%	1002.24
Level 5	PP1		\$27.85	PP1	\$27.69	0.57%	1058.2
	PP2		\$28.92	PP2	\$28.78	0.48%	1098.9

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type	Clas	EA\$	MA	MA\$	difference
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			healthcare		
	Level 1	\$24.98	healthcare		
	Level 2	\$25.32	healthcare		
Pastoral			healthcare		
	New entrant	\$24.29	healthcare		
	Level 1	\$25.83	healthcare		
	Level 2	\$27.34	healthcare		
Catering			aged care	MA	
	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%
	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%
	over 80 beds	\$34.57	Level 7	\$26.24	31.75%
Maintenance					
	Supervisor	\$25.61	Level 2	\$22.51	13.76%
	supervisor in char	\$26.06	Level 3	\$23.39	11.39%
	Supervisopr trade	\$28.06	Level 6	\$25.79	8.79%
	supervisor tradesj	\$26.52	Level 7	\$26.24	1.07%
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%
	Level 4	\$26.68	Level 4	\$23.67	12.71%
	Level 5	\$28.15	Level 5	\$24.47	15.02%
EN			nurses MA	MA	
Level 1	Year 1	\$27.41	PP1	\$24.11	13.69%
	thereafter	\$27.83	PP2	\$24.43	13.92%
Level 2	Year 1	\$28.68	PP3	\$24.75	15.88%
	thereafter	\$29.10	PP4	\$25.11	15.89%
RN					
Level 1	Year 1	\$31.72	L1 PP1	\$25.79	13.69%
	Year 2	\$33.72	L1 PP2	\$26.32	13.92%
	Year 3	\$35.95	L1 PP3	\$26.97	15.88%
	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%

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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	0.42%	899.5
		PP2	\$24.51		PP2	\$24.40	0.45%	927.2
	Level 4	PP1	\$25.93	Level 4	PP1	\$25.83	0.40%	981.4
		PP2	\$26.44		PP2	\$26.34	0.37%	1001
	Level 5	PP1	\$27.79	Level 5	PP1	\$27.69	0.36%	1052.2
		PP2	\$28.88		PP2	\$28.78	0.34%	1093.7

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		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	7.12%	
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			PP2			
				Level 5			PP2			
				Level 6			PP2			
Nurses										
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%	

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type	Clas	EA\$	SCHADS	MA\$	difference¹	
Home support	Year 1	\$23.25	PP1	\$21.88	6.28%	
	Year 2	\$23.60	PP2	\$23.19	1.75%	
	Year 3	\$24.09	PP3	\$23.67	1.77%	
	Year 4	\$24.45	PP4	\$25.83	-5.33%	
	Year 5	\$26.28	PP5	\$27.69	-5.09%	
Therapy assist	Step 1	\$25.86			#DIV/0!	
	Step 2	\$26.78			#DIV/0!	
	Step 3	\$27.72			#DIV/0!	
Personal care		Aged				
	Step 1	\$23.81	L2	\$22.51	5.76%	
	Cert III Step 1	\$24.09	L4	\$23.67	1.77%	
	Cert III Step 2	\$24.45	L4	\$23.67	3.29%	
	Cert III Step 3	\$24.92	L4	\$23.67	5.28%	
	Senior - Step 1	\$24.83	L5	\$24.47	1.46%	
	Senior - Step 2	\$25.62	L5	\$24.47	4.68%	
	Senior - Step 3	\$26.08	L5	\$24.47	6.56%	
	Cert IV Year 1	\$24.92	L6	\$25.79	-3.38%	
	Cert IV Year 2	\$25.62	L6	\$25.79	-0.67%	
Support service	Cert IV Year 3	\$26.00	L6	\$25.79	0.81%	
		MA				
	Level 1.1	\$22.19	Level 1	\$21.62	2.66%	2.66%
	Level 2.1	\$22.95	Level 2	\$22.51	1.94%	1.94%
	Level 2.2	\$23.12	Level 2	\$22.51	2.70%	1.99%
	Level 2.3	\$23.36	Level 2	\$22.51	3.76%	4.85%
	Level 2.4	\$23.59	Level 2	\$22.51	4.78%	8.97%
	Level 3.1	\$23.86	Level 3	\$23.39	1.99%	12.40%
	Level 3.2	\$24.44	Level 3	\$23.39	4.47%	17.04%
	Level 3.3	\$24.80	Level 3	\$23.39	6.01%	
	Level 4.1	\$24.82	Level 4	\$23.67	4.85%	
	Level 4.2	\$25.40	Level 4	\$23.67	7.30%	
	Level 4.3	\$25.99	Level 4	\$23.67	9.80%	
	Level 5.1	\$26.67	Level 5	\$24.47	8.97%	
	Level 5.2	\$27.25	Level 5	\$24.47	11.34%	
	Level 5.3	\$27.83	Level 5	\$24.47	13.71%	
	Level 6.1	\$28.99	Level 6	\$25.79	12.40%	
	Level 6.2	\$29.57	Level 6	\$25.79	14.65%	
	Level 6.3	\$30.15	Level 6	\$25.79	16.90%	
	Level 7	\$30.73	Level 7	\$26.26	17.04%	
EN		Nurses MA MA				
	Step 1	\$26.05	PP 1	\$24.11	8.05%	
	Step 2	\$26.59	PP 2	\$24.43	8.84%	
	Step 3	\$27.73	PP 3	\$24.75	12.04%	
	Step 4	\$28.32	PP 4	\$25.11	12.78%	
EN - Specialist	Step 5	\$28.90	PP 5	\$25.36	13.96%	
	Step 1	\$28.32	PP 5	\$25.36	11.67%	
	Step 2	\$28.94	PP 5	\$25.36	14.12%	
RN - Level 1	Step 3	\$30.82	PP 5	\$25.36	21.53%	
	Step 1	\$30.08	L1 PP1	\$25.79	16.63%	
	Step 2	\$31.44	L1 PP2	\$26.32	19.45%	
	Step 3	\$32.72	L1 PP3	\$26.97	21.32%	
	Step 4	\$35.46	L1 PP4	\$27.68	28.11%	
	Step 5	\$36.82	L1 PP5	\$28.53	29.06%	
RN - Level 2	Step 6	\$37.88	L1 PP6	\$29.36	29.02%	
	Step 1	\$38.15	L2 PP1	\$31.82	19.89%	
	Step 2	\$39.06	L2 PP2	\$32.32	20.85%	
	Step 3	\$39.96	L2 PP3	\$32.88	21.53%	
	Step 4	\$40.84	L2 PP4	\$33.42	22.20%	
RN - Level 3	Step 1	\$42.52	L3 PP1	\$34.50	23.25%	
	Step 2	\$43.55	L3 PP2	\$35.13	23.97%	
	Step 3	\$44.55	L3 PP3	\$35.74	24.65%	
	Step 4	\$45.55	L3 PP4	\$36.38	25.21%	

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aged, nurses, schads									
Aged care	Level 1	admin	EA \$	MA level	MA \$	difference			
			\$23.37	Level 1	\$21.62	8.12%			
	Level 2						8.12%		
		admin 1a	\$24.05	Level 2	\$22.51	6.83%			
		admin 1b	\$24.51	Level 2	\$22.51	8.87%			
		services levi	\$23.32	Level 2	\$22.51	3.58%			
		laundry	\$23.62	Level 2	\$22.51	4.92%			
		driver unde	\$27.21	Level 2	\$22.51	20.86%			
	Level 3	amin 2a	\$24.79	Level 3	\$23.39	5.96%	L1	21.61579	821.4
		admin 2b	\$25.25	Level 3	\$23.39	7.93%	L2	22.51316	855.5
		admin 3a	\$25.81	Level 3	\$23.39	10.32%	L3	23.39474	889
		admin 3b	\$26.18	Level 3	\$23.39	11.91%	L4	23.67105	899.5
		extended ca	\$24.19	Level 3	\$23.39	3.40%	L5	24.47368	930
	Level 4	services levi	\$24.23	Level 3	\$23.39	3.57%	L6	25.79211	980.1
		admin level	\$26.73	Level 4	\$23.67	12.92%	L7	26.23947	997.1
		services 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%			
	Level 5	leisure and l	\$24.99	Level 4	\$23.67	5.57%			
		admin level	\$27.58	Level 5	\$24.47	12.69%			
		extended ca	\$25.61	Level 5	\$24.47	4.64%			
		leisure and l	\$25.61	Level 5	\$24.47	4.64%			
		services em	\$26.39	Level 5	\$24.47	7.83%			
	Level 6	services levi	\$27.22	Level 6	\$25.79	5.54%			
		admin level	\$28.52	Level 6	\$25.79	10.58%			
	Level 7	amndmin lev	\$29.95	Level 7	\$26.24	14.14%			
		extended ca	\$26.06	Level 7	\$26.24	-0.68%			
		services levi	\$28.14	Level 7	\$26.24	7.24%			
		services levi	\$28.85	Level 7	\$26.24	9.95%			
		senior admi	\$30.95	Level 7	\$26.24	17.95%			
SCHADS	Home care	Level 1	\$25.67	L1 PP1	\$21.88	17.34%			
		Level 2	\$26.56	L2 PP1	\$23.19	14.51%			
		Level 3	\$27.37	L3 PP3	\$23.67	15.63%			
Nurses	EN	PP1	\$29.14	PP1	\$24.11	20.86%			
		PP2	\$29.76	PP2	\$24.43	21.82%			
		PP3	\$30.37	PP3	\$24.75	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	\$32.70	PP5	\$25.36	28.94%			
		PP8	\$35.29	PP5	\$25.36	39.16%			
	RN	L1 PP1	\$31.92	L1 PP1	\$25.79	23.77%			
		L1 PP2	\$33.46	L1 PP2	\$26.32	27.13%			
		L1 PP3	\$35.00	L1 PP3	\$26.97	29.77%			
		L1 PP4	\$36.56	L1 PP4	\$27.68	32.08%			
		L1 PP5	\$38.10	L1 PP5	\$28.53	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%			
	L2	L2 PP1	\$44.27	L2 PP1	\$31.82	39.13%			
		L2 PP2	\$45.30	L2 PP2	\$32.32	40.16%			
		L2 PP3	\$46.32	L2 PP3	\$32.88	40.88%			
		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	\$51.60	L3 PP3	\$35.74	44.38%			
		L3 PP4	\$52.76	L3 PP4	\$36.38	45.02%			
		care managi	\$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	\$58.94	L4 GR 3	\$44.66	31.97%			
		120 bed	\$63.44	L4 GR 3	\$44.66	42.05%			
	L5	30 bed	\$58.94	L5 GR 1	\$39.73	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%			

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type	Clas	Level	EA as varied	MA level	MA	difference'	current in EA	
RN	L1	Y1	\$32.66 L1 PP1		\$25.79	26.64%	\$31.71	personal care assistants 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	w/notation	PP 1	\$27.83 PP1		\$24.11	15.43%	\$27.02	
		PP 2	\$28.38 PP2		\$24.43	16.15%	\$27.55	
		PP 3	\$28.75 PP3		\$24.75	16.15%	\$27.91	
		PP 4	\$29.31 PP4		\$25.11	16.74%	\$28.46	
		PP 5	\$29.90 PP5		\$25.63	16.66%	\$29.03	
EN		PP 1	\$31.08 PP1		\$24.11	28.89%	\$30.17	
		PP 2	\$31.38 PP2		\$24.43	28.47%	\$30.47	
		PP 3	\$31.69 PP3		\$24.75	28.05%	\$30.77	
		PP 4	\$32.29 PP4		\$25.11	28.60%	\$31.35	
AN		Y1	\$23.24 Year 1		\$22.19	4.72%	\$22.56	
		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	
		PP2	\$25.50 Experienced		\$23.67	7.74%	\$24.76	
		PP3	\$28.79 Experienced		\$23.67	21.62%	\$27.95	
	TL		\$27.83 Experienced		\$23.67	17.58%	\$27.02	
Aged care	L1	general services/officer grade 1/laundry	\$22.47 Level 1		\$21.62	3.97%	\$21.82	
	L2	clerk grade 1	\$23.30 Level 2		\$22.51	3.49%	\$22.62	
		Personal care grade 1 - general services grade	\$23.34 Level 2		\$22.51	3.67%	\$22.66	
		general services grade 2 - assistant cook, hand	\$23.40 Level 2		\$22.51	3.95%	\$22.72	
		building officer	\$23.42 Level 2		\$22.51	4.04%	\$22.74	
	L3	clerk grade 1 2nd year	\$24.14 Level 3		\$23.39	3.20%	\$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 - recreation 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 vehicle driver <3 ton	\$24.30 Level 3		\$23.39	3.86%	\$23.59	
		recreation 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 Grade	\$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	
		maintenance 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	\$27.47 Level 6		\$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	
		maintenance supe	\$28.88 Level 7		\$26.26	10.00%	\$28.04	

s47(1)(b)

		EA	EA\$	MA Level	MA\$			
Aged care	Level 1		\$23.42	Level 1	\$21.62	8.35%	8.35%	821.4
	Level 2	Year 1	\$24.15	Level 2	\$22.51	7.27%	7.27%	855.5
		Year 6	\$24.76	Level 2	\$22.51	9.98%	4.72%	889
	Level 3	Year 1	\$24.50	Level 3	\$23.39	4.72%	8.61%	899.5
		Year 6	\$25.11	Level 3	\$23.39	7.33%	5.71%	930
	Level 4	Year 1	\$25.71	Level 4	\$23.67	8.61%	3.44%	980.1
		Year 6	\$26.31	Level 4	\$23.67	11.15%	13.38%	997.1
	Level 5	Year 1	\$25.87	Level 5	\$24.47	5.71%		
		Year 6	\$26.47	Level 5	\$24.47	8.16%		
	Level 6	Year 1	\$26.68	Level 6	\$25.79	3.44%		
		Year 6	\$27.29	Level 6	\$25.79	5.81%		
	Level 7	Year 1	\$29.75	Level 7	\$26.24	13.38%		
		Year 6	\$30.36	Level 7	\$26.24	15.70%		
RN	Level 1	Year 1	\$29.82	PP1	\$25.79	15.63%		
		Year 2	\$31.27	PP2	\$26.32	18.81%		
		Year 3	\$32.63	PP3	\$26.97	20.99%		
		Year 4	\$34.17	PP4	\$27.68	23.45%		
		Year 5	\$35.70	PP5	\$28.53	25.13%		
		Year 6	\$36.24	PP6	\$29.36	23.43%		
		Year 7	\$38.15	PP7	\$30.21	26.28%		
		Year 8	\$38.99	PP8	\$30.99	25.81%		
		Year 9	\$39.90	PP8	\$30.99	28.75%		
	Level 2	Year 1	\$44.44	PP1	\$31.82	39.66%		
		Year 2	\$45.62	PP2	\$32.32	41.15%		
	Level 3	50 bed	\$47.83	PP1	\$34.50	38.64%		
		200 bed	\$48.77	PP2	\$35.13	38.83%		
		400 bed	\$50.59	PP3	\$35.74	41.55%		
		600 bed	\$52.45	PP4	\$36.38	44.17%		
		over 600	\$54.30	PP4	\$36.38	49.26%		
	Level 4	50 bed	\$48.77	PP1	\$39.38	23.84%		
		100 bed	\$48.77	PP2	\$42.20	15.57%		
		over 100	\$48.77	PP3	\$44.66	9.20%		

s47(1)(b)

type	Clas	EA\$	MA level	MA	difference¹	aged care and health care		
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Homemaker

Grade 1	23.75	Level 2	\$22.51	5.49%
Grade 2	25.02	Level 4	\$23.67	5.70%

Care service

New entrant	21.32	Level 1	\$21.62	-1.37%			
Grade 1	23.75	Level 2	\$22.51	5.49%			
Grade 2 L1	25.02	Level 3	\$23.39	6.95%	L1	21.61579	821.4
Grade 2 L2	25.36	Level 3	\$23.39	8.40%	L2	22.51316	855.5
Grade 3	26.61	Level 4	\$23.67	12.42%	L3	23.39474	889
Grade 4 L1	28.02	Level 5	\$24.47	14.49%	L4	23.67105	899.5
Grade 4 L2	30.49	Level 5	\$24.47	24.58%	L5	24.47368	930
Grade 5	32.59	Level 6	\$25.79	26.36%	L6	25.79211	980.1
Grade 5 max	48.55	Level 7	\$26.24	85.03%	L7	26.23947	997.1

Maintenance supervisor

Year 1	27.84	Level 2	\$22.51	23.66%
Year 2	31.89	Level 3	\$23.39	36.31%
Year 3	34.79	Level 4	\$23.67	46.97%
Manager	40.71	Level 7	\$26.24	55.15%

Clerical

Grade 1	25.6	Level 1	\$21.62	18.43%
Grade 2	27.12	Level 2	\$22.51	20.46%
Grade 3	28.68	Level 3	\$23.39	22.59%
Grade 4	29.97	Level 4	\$23.67	26.61%
Grade 5	31.35	Level 5	\$24.47	28.10%

Catering officer

120 beds	28.41	Level 1	\$21.62	31.43%
200 beds	29.21	Level 2	\$22.51	29.75%
300 beds	29.99	Level 3	\$23.39	28.19%
500 beds	31.49	Level 4	\$23.67	33.03%
1000 beds	33.98	Level 5	\$24.47	38.84%

assitant catering officer

120 beds	25.55	Level 1	\$21.62	18.20%
300 beds	27.2	Level 2	\$22.51	20.82%
500 beds	29.21	Level 3	\$23.39	24.86%
1000 beds	29.99	Level 4	\$23.67	26.69%

tainee catering officer

1 year	24.37
2 year	34.82
3 year	25.32

s47(1)(b)

type	Clas	EAS	SCHADS lev	MA\$	difference'	
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	6.65%	6.65%
	Level 2.1	\$23.48	Level 2	\$22.51	4.28%	4.28%
	Level 2.2	\$23.61	Level 2	\$22.51	4.88%	3.76%
	Level 2.3	\$23.78	Level 2	\$22.51	5.63%	7.06%
	Level 2.4	\$24.13	Level 2	\$22.51	7.20%	7.54%
	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%	
	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	\$26.45	Level 4	\$23.67	11.72%	
	Level 4.6	\$26.59	Level 4	\$23.67	12.33%	
	Level 5.1	\$26.32	Level 5	\$24.47	7.54%	
	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%	
	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	\$28.88	Level 6	\$25.79	11.97%	
	Level 7.1	\$29.38	Level 7	\$26.26	11.90%	
	Level 7.2	\$29.68	Level 7	\$26.26	13.03%	
	Level 7.3	\$29.95	Level 7	\$26.26	14.06%	
	Level 7.4	\$30.09	Level 7	\$26.26	14.61%	
EN	Step 1			\$24.11	-100.00%	
	Step 2			\$24.43	-100.00%	
	Step 3			\$24.75	-100.00%	
	Step 4			\$25.11	-100.00%	
	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%	
	Step 5			\$28.53	-100.00%	
	Step 6			\$29.36	-100.00%	
	Step 7					
RN - Level 2	Step 1	\$31.28		\$31.82	-1.70%	
	Step 2	\$32.65		\$32.32	1.03%	
	Step 3	\$34.17		\$32.88	3.93%	
	Step 4	\$35.71		\$33.42	6.86%	
RN - Level 3	Step 1	\$37.47		\$34.50	8.60%	
	Step 2	\$39.21		\$35.13	11.62%	
	Step 3	\$40.12		\$35.74	12.26%	
RN - Level 4	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					

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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 practitioner 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 Workforce 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 weighted 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 administer 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 s47(1)(b) and the s47(1)(b) where the level 7 is skewed by an outlying potential single employee on a wage 85% larger than the award. For this circumstance the pay point 6 difference is used as a more representative figure. This also occurs in the s47(1)(b) where there are 2 level 7 pay points under the aged care award classification, one being extremely different from the other. The lower of the two are used in this circumstance. 4

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 were 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 representative 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 than one award it is 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 categorised 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 in scope, 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%.

April Care Award 2008 Women Award 2008 Social, Community, Home Care and Disability Services, including Award 2008

Agd. Care Award 2010 Women Award 2010 Social, Community Home Care and Disability Services Industry Award 2010

Aged Care Award 2020 Western Award 2020 Social, Community Home Care and Disability Services Industry Award 2020

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Community, Home Care and Disability Services Industry Award 2010, Gardening and Landscaping Services Award 2010

Disability Services Industry Award 2010

Industry Award 2010

© Social, Community, Home Care and Disability Services Industry Award 2010, Children's Services Award 2010

Industry Award 2010

s47(1)(b)

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

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%

Nurses

NA	PP1	\$24.30	1st year	\$22.19	9.52%
	PP2	\$24.74	2nd year	\$22.56	9.67%
	PP3	\$25.16	3rd year	\$22.93	9.73%
	PP4.1	\$25.29	4th year	\$23.67	6.86%
	PP4.2	\$25.70	4th year	\$23.67	8.58%
	PP5	\$26.35	4th year	\$23.67	11.32%
PCA	PP1	\$24.30	unclear		
	PP2	\$24.74	unclear		

	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					
Level 1	PP1	\$31.46	PP1	\$25.79	21.98%
	PP2	\$32.76	PP2	\$26.32	24.46%
	PP3	\$34.07	PP3	\$26.97	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%

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-division)	86 Residential care services			87 Social assistance services			95 Personal and other services			85 Medical and other health care services			Total		
	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
Method of setting pay (Individual arrangement includes OMIEs)															
ANZSCO 4 digit (Unit group)															
1342 Health and welfare services managers	0	1053	2916.2	2341.9	3994.2	1784.9	0	156.1	0	0	289.1	1492.9	6141.6	5903.7	5767.8
2626 Physiotherapists	0	503	0	0	0	0	0	0	0	0	0	8573.5	0	365.6	9047.7
2543 Nurse managers	0	1661.2	1079	240	0	0	0	0	0	0	0	533.5	2444.7	1079	0
2544 Registered nurses	1877.2	22134.8	2682.5	0	1863.5	0	0	228.8	2176	12727.2	3536.7	15845.7	14762.1	27184.6	18238.5
2524 Occupational therapists	0	1064.7	0	0	0	0	0	0	0	0	0	4242.6	0	1435	5145.6
2725 Social workers	0	0	0	0	488.4	0	3105	0	0	0	0	3904.9	488.4	2708.1	0
2723 Psychologists	0	0	0	0	0	0	0	0	0	0	0	2684.9	0	0	1875.9
3513 Chefs	532.4	1022.5	0	0	0	0	0	0	0	0	0	0	1247.5	1438.4	0
3514 Cooks	0	399.8	0	0	0	0	0	0	0	0	0	0	685.8	1425.4	0
4114 Enrolled and mothercraft nurses	0	9944.4	0	0	0	0	0	0	0	2601.3	0	617.4	2854.2	11242.7	946.5
4113 Diversional therapists	0	2631	0	0	0	0	0	0	0	0	0	0	4176	2631	0
4117 Welfare support workers	6111.8	8095.6	2335.5	33608.3	19908.2	16316.7	7561.6	985.6	2363.5	7496.1	6488.9	0	52114.8	36245.4	20411.9
4231 Aged and disabled carers	13550.5	56050.3	1143.8	47496.1	23195.4	4697.8	10639.1	0	0	16780.6	0	1341.2	86387.8	81951.5	7644.9
4233 Nursing support and personal care workers	5071.4	52239.5	7937.9	0	3098.3	0	0	0	0	896	711.6	609.5	5983.5	56323.8	11312.5
2726 Welfare, recreation and community arts workers	0	2668.6	0	6655.6	9261.8	1177.9	852.5	123.9	0	0	0	10554.6	12764	2592.9	0
8115 Laundry workers	0	1585.1	0	0	0	0	878	0	1094	0	0	0	2297.4	5117.7	1094
8112 Commercial cleaners	0	2608	0	0	0	0	4344.6	0	5628.4	0	236.5	0	6841.7	2963.6	4190.6
8513 Kitchenhands	2163.4	12179.4	0	191.9	0	0	1566.4	0	0	0	0	0	6613.2	11901.6	0
Total	30779.5	175249.6	22666.5	99044.5	61992.9	26256.9	29963.3	7778.5	12900.7	49406.7	16538	36850.1	208397.8	261156.5	98225.5
	1877.2	33740.4													
		83.0%			38.5%										
		94.7%													

INFO Cells in this table have been randomly adjusted to avoid the release of confidential data. Discrepancies may occur between sums of the component items and totals.

INFO Continuous variables in this table have been randomly adjusted to avoid the release of confidential data.

Symbol Description

* Estimate has a relative standard error of 25% to 50% and should be used with caution

** Estimate has a relative standard error greater than 50% and is considered too unreliable for general use

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	Award	EBA	Total (incl. Individual Agreement)	
Aged Care Award 2010		15.9%	75.8%	91.7%
Nurses Award 2010		4.8%	85.7%	90.4%
Social, Community, Home Care and Disability Services Industry Award 2010		53.4%	32.0%	85.4%

	Award	EBA	Total (excl. Individual Agreement)	
Aged Care Award 2010		17.3%	82.7%	100.0%
Nurses Award 2010		5.3%	94.7%	100.0%
Social, Community, Home Care and Disability Services Industry Award 2010		62.5%	37.5%	100.0%

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Sample based estimate of coverage

	EBA Low	EBA 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%

Data Sources

Workplace Agreement Database (Attorney Generals Department)

ABS Employee Earnings and Hours - custom tables

Deloitte Access Economics 2022

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%

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