



2024-25 Fair Work Commission Stage 3 (Tranche 1) Commonwealth Home Support Programme Base Funding Grant Opportunity

Fact sheet for service providers

The Australian Government is funding Commonwealth Home Support Programme (CHSP) providers to meet the Fair Work Commission's Stage 3 decision to increase award wages for some aged care workers.

Background

The Fair Work Commission (FWC) Stage 3 decision on the Aged Care Work Value Case will increase the minimum award wage for the following aged care workers employed under the [Aged Care Award 2010](#) or the [Social, Community, Home Care and Disability Services Industry \(SCHADS\) Award 2010 \(Schedule F\)](#):

- assistants in nursing
- personal care workers
- home care workers
- recreational activities officers (lifestyle workers)
- ancillary staff – such as administration staff, drivers, maintenance staff, gardeners, laundry hands, cleaners and food services assistants.

The FWC Stage 3 decision will be implemented in 2 stages, with award wage increases from 1 January 2025 and some workers receiving further increases from 1 October 2025.

The Government committed \$17.1 million for CHSP providers to pass on increases to award wages for eligible aged care workers, as well as associated on-costs, from 1 January 2025.

About the grant opportunity

The Department of Health and Aged Care (the department) established the 2024-25 FWC Stage 3 (Tranche 1) CHSP Base Funding Grant Opportunity (GO7358) to fund CHSP providers to meet their legislative requirement to pay the new minimum award rates from 1 January 2025.

This grant opportunity is a one-off payment to cover the shortfall in a CHSP provider's existing 2024-25 grant agreement. This funding will cover the cost of increasing wages to the new minimum award requirements and related on-costs in the 2024-25 financial year (FY).

Eligible CHSP providers can [apply for the grant opportunity on GrantConnect](#), which closes on 2pm on 9 January 2025 (AEDT). We anticipate successful applicants will receive payment within 12 weeks.

Note: We are considering arrangements to fund additional increases for eligible workers from 1 October 2025. We will notify CHSP providers when further information is available.

Who is eligible to apply?

To be eligible to apply for the grant, CHSP providers must:

- have a 2024-25 CHSP grant agreement in place
- employ staff and/or subcontractors under the relevant awards
- need to increase eligible staff wages to meet the minimum award rates that comes into effect from 1 January 2025.

If you employ staff or subcontractors under awards **not** affected by the FWC Stage 3 decision or already pay **above** the new award rates, these wages cannot be claimed in your grant application.

For more information about the eligibility criteria, refer to the Grant Opportunity Guidelines.

How do I fill out the application?

You will need to complete the Employee Workforce Capture Template, which details the impact of increasing eligible staff wages for your employees.

If you are claiming for subcontractor costs, you will also need to provide a completed Subcontractor Workforce Capture Template and statutory declaration for each subcontracted organisation in your claim. You must then complete the online application form on [GrantConnect](#) and upload your Employee Workforce Capture Template and other required attachments.

In the Workforce Capture Template, you will need to specify the cost of increasing award wages to the new minimum required by the FWC in the 2024-25 FY for each employee.

- The template must capture **wages only** and exclude on-costs.
- You only need to complete **one** application form and **one** Employee Workforce Capture Template for all your direct employees.
- You will need to complete **one** Sub-Contractor Workforce Capture Template for **each** sub-contractor organisation (if applicable).

Are on-costs included in this grant?

You do not need to apply separately for on-costs (i.e., payroll tax, super etc.). The Workforce Capture Template will apply an additional 19.35% on top of the wages input in the Workforce Capture Template to cover on-costs.

For example: if you request in the Workforce Capture Template for an additional \$5,000 to meet the new minimum award wage for a staff member, the template will add a further 19.35% onto this, bring total funding to \$5,967.50.

The 19.35% figure was informed by analysis of industry standards and government mandates.

Are leave liabilities included in this grant?

No, the department will run a separate grant opportunity to support aged care providers to meet the increased cost of eligible historical leave liabilities. CHSP providers with staff affected by the Stage 3 FWC decision **will need to apply separately** for the grant when available.

Further details about this grant, including the eligibility criteria, will be available when the grant opportunity opens on GrantConnect.

What is the maximum funding I can request?

The department will consider your application (i.e. wage amounts in the Workforce Capture Template) against your existing 2024-25 CHSP base funding agreement. We expect the funding requested will be less than 3% of your existing 2024-25 CHSP base funding.

For example, if a provider is funded for \$1 million across all CHSP service types, it is unlikely they would need more than \$150,000 to meet their requirements under the FWC's decision.

The theoretical 3% maximum would only be paid where:

- all staff delivering CHSP services are on the in-scope awards
- close to 100% of CHSP funding is spent on staffing.

Depending on the grant application, the department may request further information to justify the wage amounts declared in your Workforce Capture Template.

How and when will I receive my funding?

If successful, you will receive a Letter of Agreement for the approved one-off grant funding within 12 weeks of submitting your application. This Letter of Agreement will complement your 2024-25 CHSP base funding agreement.

This funding **must** be passed on to CHSP staff and subcontractors affected by the FWC's Stage 3 decision by 30 June 2025.

Will we receive any block funding in advance to cover increases wages from 1 January 2025?

The department will provide early release of block funding on a case by case basis. A provider will need to demonstrate that their funds are fully allocated, and they will be placed under financial stress from 1 January 2025 without an earlier release of a CHSP monthly payment.

Providers should engage with their Funding Arrangement Manager if they experience financial stress before receiving the FWC grant funding.

Will this funding be included in my 2025-27 grant agreement?

Yes. If successful, you will receive a one-off payment for the 2024-25 FY and then equivalent approved funding will be incorporated into your 2025-27 CHSP funding extension agreement.

How do I report the funds received from this grant?

You will be required to submit a report on the expenditure of the grant using a financial declaration in line with your Letter of Agreement.

Just like your 2024-25 CHSP base funding, the department will seek to recover any unspent grant funding at the end of the financial year.

Where can I find the new award rates?

For more information about the new award rates, please refer to the Fair Work Ombudsman's [Pay and Conditions Tool](#) and [Pay Guides](#) or call 13 13 94 (8am to 5:30pm Monday to Friday).

Where can I find more information?

There are range of resources available to help with your application on GrantConnect, including:

- Grant Opportunity Guidelines
- frequently asked questions.

If you have further questions about this grant opportunity, contact Grant.ATM@health.gov.au with a reference to the full grant opportunity name and GO number in your email (**GOXXXX**).

Find out more about the [FWC aged care wage rise](#).