



Award wage increase for nurses in aged care

Stephanie Kaiser, Assistant Secretary, Aged Care Workforce Branch

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Rachel Blackwood, Assistant Secretary, Home Support Operations Branch

Karen Hall, Director, Aged Care Workforce Branch



Acknowledgement of Country

I would like to acknowledge the Traditional Owners and Custodians of the lands on which we meet today and pay my respects to Elders past, present and emerging.

I would like to extend that acknowledgement and respect to any Aboriginal and Torres Strait Islander peoples here today.

Questions

- Submit questions via Q&A function in Slido (right side of screen)
- Type question and hit 'Enter'

Overview

Stephanie Kaiser

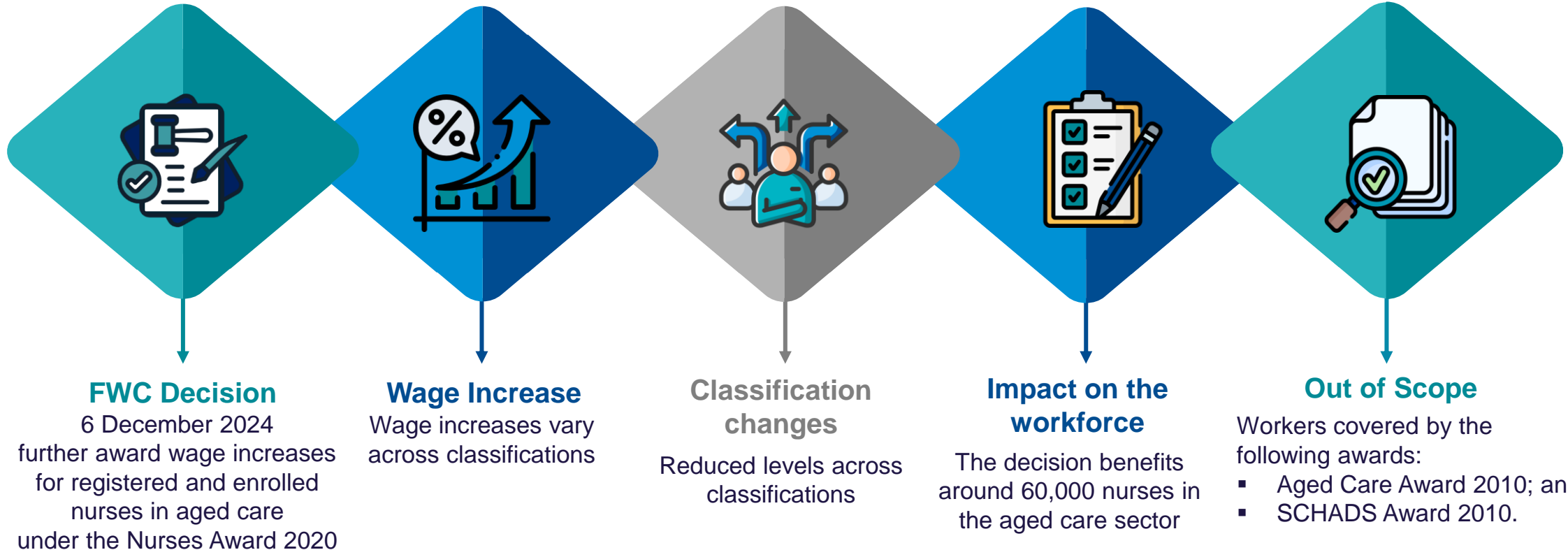
Assistant Secretary

Aged Care Workforce Branch





Increase to award wages for many aged care nurses



Fair Work Commission aged care nurses award wage increases & other wage related costs



- The following programs are impacted by the FWC decision:
 - residential aged care
 - Home Care Packages
 - Commonwealth Home Support Programme
 - Specialist aged care programs
 - Department of Veterans' Affairs Community Nursing Programs
- Grant funding for historical leave liabilities.

Classification changes for aged care workers

Christopher Crisafi

Director

Office of the Fair Work Ombudsman



Classification Changes

New classification structures have been introduced that will require some employees to be reclassified

Instructions on how employees will be translated into the new classification structures are available in ***the determinations***

Providers are required to ensure employees are transitioned to the ***correct new award classifications***

Classification Change Example

- A Registered Nurse previously classified under Registered nurse – level 1 – Pay point 3 (Nurses Award 2010), will be reclassified to Registered nurse – level 1 (In excess of 1 year and up to 4 years of employment classified at this level).
- This reclassification increases their hourly award wage from \$35.59 to \$37.13, resulting in a \$1.54 per hour raise.

New Hourly Wage Rate Classification (excerpt)

Classification under the <i>Nurses Award 2020</i>	Current hourly award rate	New hourly award rate
Registered Nurse level 1 – aged care		
Pay point 3	\$35.59	\$37.13

Classification Change Example

- An Enrolled Nurse in aged care, previously classified under Enrolled nurse – aged care employee Pay point 2 (Nurses Award 2020), will be reclassified to Enrolled nurse supervising other direct care employees.
- This reclassification increases their hourly award wage from \$32.24 to \$34.25, resulting in a \$2.01 per hour raise.

New Hourly Wage Rate Classification (excerpt)

Classification under the <i>Nurses Award 2020</i>	Current hourly award rate	New hourly award rate
Enrolled Nurse level 2 – aged care		
Pay point 2	\$32.24	\$34.25

Questions?

- Contact us on the channels below for further advice
- Consult our standalone webpage [Aged Care Work Value Case: Changes to awards](#) for further information

 /fairwork.gov.au

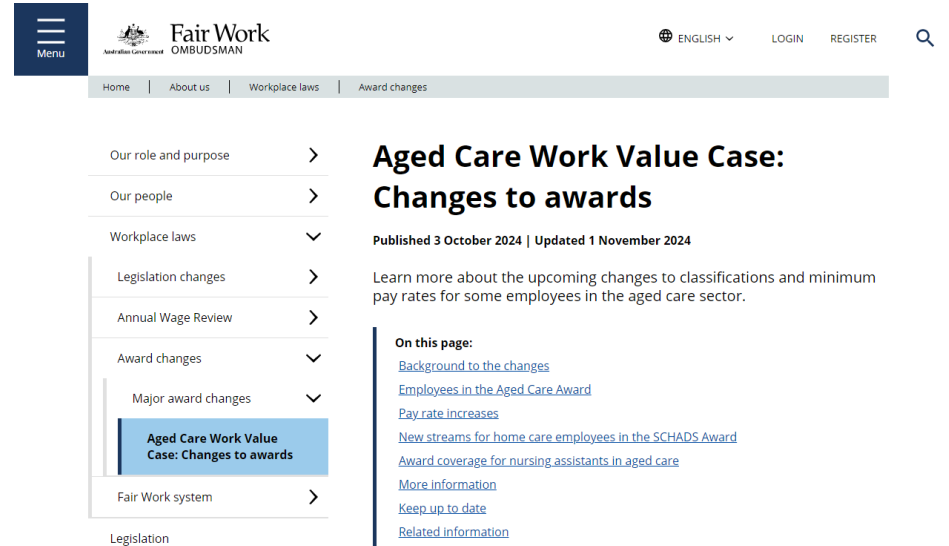
 The Fair Work Ombudsman

 @fairwork_gov_au

 Infoline: 13 13 94

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 FairWorkGovAu



The screenshot shows the Fair Work Ombudsman website. The header includes the logo, 'Fair Work OMBUDSMAN', and navigation links for 'Home', 'About us', 'Workplace laws', and 'Award changes'. A menu on the left lists various topics, with 'Aged Care Work Value Case: Changes to awards' highlighted. The main content area features the title 'Aged Care Work Value Case: Changes to awards', a publication date of 'Published 3 October 2024 | Updated 1 November 2024', and a brief description: 'Learn more about the upcoming changes to classifications and minimum pay rates for some employees in the aged care sector.' Below this, there is a section titled 'On this page:' with several links: 'Background to the changes', 'Employees in the Aged Care Award', 'Pay rate increases', 'New streams for home care employees in the SCHADS Award', 'Award coverage for nursing assistants in aged care', 'More information', 'Keep up to date', and 'Related information'.

Residential aged care funding

Mark Richardson
Assistant Secretary
Residential Care and Hotelling Reform Branch



Aged Care Nurses Award wage increase – residential aged care



How the award wage increase will be funded in residential aged care

Advice from the Independent Health and Aged Care Pricing Authority (IHACPA)

- The Government is expecting advice from the IHACPA on the AN-ACC (Australian National Aged Care Classification) price by 21 February.
- Based on this advice, the Government will announce the AN-ACC price.

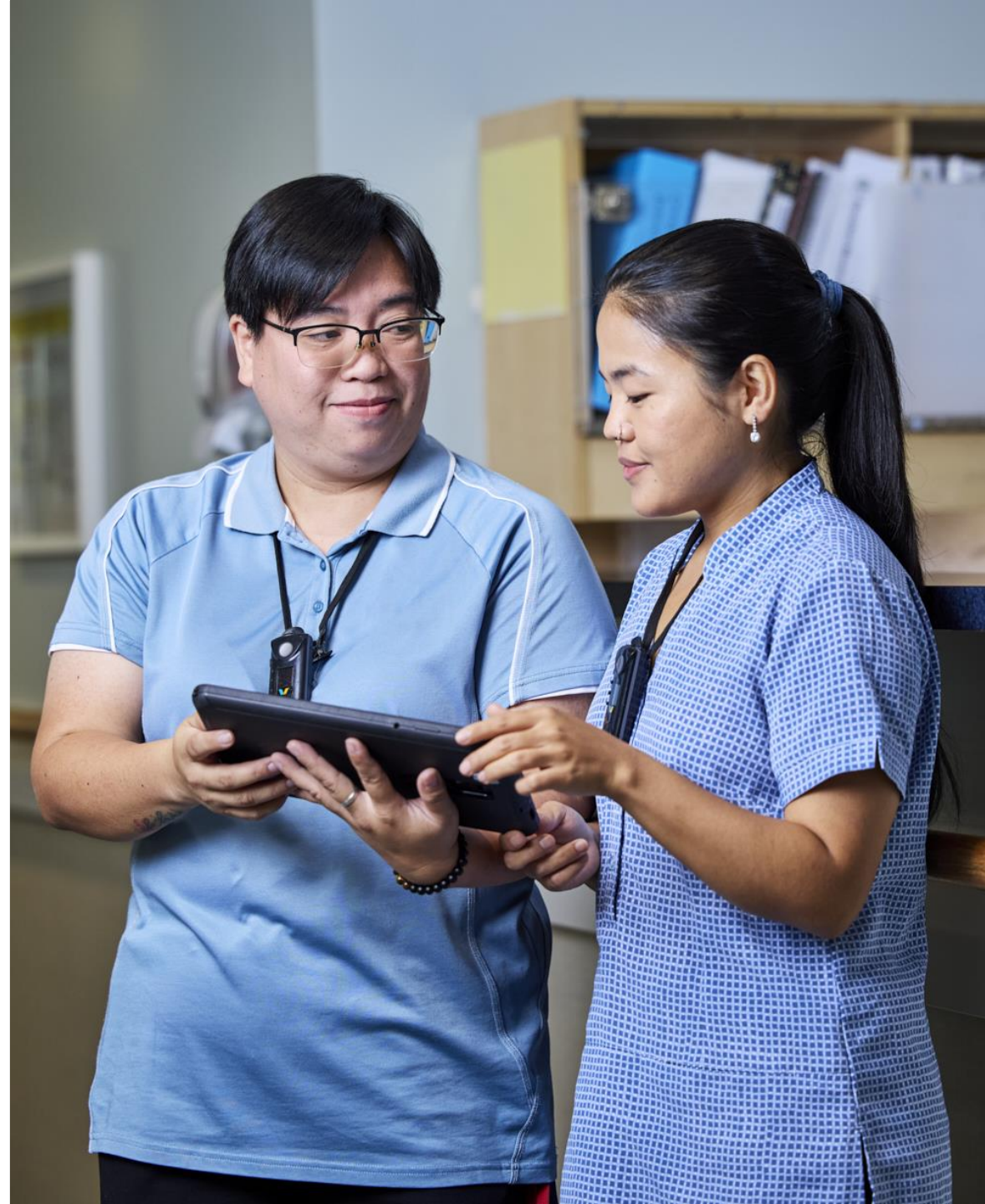
Increases to AN-ACC price and 24/7 RN supplement

- On 1 March 2025, the AN-ACC price and 24/7 Registered Nurse Supplement will increase to help fund award wage increases in residential aged care.
- The increased AN-ACC funding will automatically be applied to March claims.

Find latest information



[Funding higher wages
in residential aged care](#)



In-home aged care funding

Rachel Blackwood

Assistant Secretary

Home Support Operations Branch



Subsidy increases – Home Care Packages and Support at Home



Key dates for HCP and Support at Home subsidy increases

	1 March 2025	1 July 2025	1 October 2025	1 August 2026
Subsidy increase for nurses	0.10%	Commencement of Support at Home	0.31%	0.48%

Next steps

- Discuss any pricing changes with care recipients
- Gain their consent to update Home Care Agreements (Service Agreements under Support at Home)
- Adjust pricing models as required:
 - must be reasonable and justifiable
 - only for care and services delivered by registered and enrolled nurses receiving wage increase
 - publish prices on My Aged Care.



Commonwealth Home Support Programme (CHSP) - Nursing Activity

- Providers who currently have a CHSP contract to deliver Nursing services will have their Nursing Activity indexed.
- From 1 March 2025, Nursing providers will receive a Notice of Change to their contract increasing the Nursing funding payments.
- Providers that have 2025-27 CHSP contracts in place will receive further Notice of Changes in October 2025 and August 2026 relating to the nurses increases.

Historical Leave Liabilities

Karen Hall

Director

Aged Care Workforce Branch



Historical Leave Liabilities



- Providers will be eligible to apply for the following:
 - 25% for residential aged care providers
 - 50% for all other eligible providers.
- Only one application per approved provider will be required for all eligible aged care programs.
- More information on the timing of the grant will be available soon – sign up to GrantConnect.

Historical Leave Liabilities – Grant Application Process

- An online template will be available, to enter de-identified staffing details about classification levels and staffing.
- Once your workforce capture template is complete, the workbook provides estimates of your expected increased costs for leave liabilities.
- We will undertake an audit process to ensure government funding for leave liabilities is appropriately expended by providers.
- Providers must retain and be able to provide the HR and financial reports for **up to 2 years** after submitting their application and provide to the department in the event of an audit.



Aged Care Wages – Stage 3 Historical Leave Liabilities - Tranche 1

Eligibility:

Aged Care Award 2010

- Direct care aged care employees; and
- General and administrative services employees.

SCHADS Award 2010 (Schedule F)

- Home care aged care employees.

1. **Open Date:** 28 January 2025; and
2. **Close Date:** 2:00 pm (Canberra time) on 6 March 2025.

Apply Now!



Accountability on aged care wages

Karen Hall

Director

Aged Care Workforce Branch



Guidance on aged care wages



- Sets the expectation that Government funding is passed onto aged care nurses and on-costs from 1 March 2025.
- Pay tables set out the dollar amounts between the previous award and new award wages to meet this expectation.
- Relates to providers of residential aged care and Home Care Packages.

Accountability for passing on funding

- Aged care providers are legally required to pay workers at least the minimum award wage under the relevant awards.
- Providers of residential aged care and home care required to attest in the Quarterly Financial Report that funding for wages was passed on for Aged Care Nurses.
- Expenditure on labour costs and reporting of hourly rates monitored through Quarterly Financial Report.
- Financial performance is collected and reported quarterly in the Quarterly Financial Snapshot for the aged care sector.
- Providers expenditure on labour costs published on the My Aged Care website quarterly.



Questions



Resources



Fair Work
Commission
Decision



Better and
fairer wages for
aged care
workers



AN-ACC
funding model



AN-ACC
funding and
care minutes
estimator



Home Care
Packages



Commonwealth
Support
Programme



Thank you

For questions on the awards and employment arrangement, contact the Fair Work Ombudsman on 13 13 94

For questions about how the government is funding the aged care award wage increases, contact AgedCareWages@health.gov.au

