

Memo



Corporate Office

To: All Whiddon Employees

From: Jacky Hopwood

Date: 23 February 2023

Subject: Fair Work Commission Decision: Aged Care Wages

You may have read or heard in the news about the Fair Work Commissions (FWC) Decision related to stage 2 of the Work Value Case. This memo serves to outline the key decision points and how these relate to employees.

Background:

By way of background, the case related to applications to vary the modern awards and to increase wages for aged care sector workers covered by the following awards:

- Aged Care Award 2010
- Nurses Award 2020
- Social, Community, Home Care and Disability Services Award 2010

The application sought to increase minimum wages for all aged care employees covered by the above awards by 25%.

In November 2022, the FWC published their interim decision (Stage 1) which was that an initial 15% increase should be applied to those in direct care roles i.e., RN's, EN's, AIN's/PCW's and Home Care employees. This latest decision (Stage 2) provides us with some clarity as to when this increase should be applied in addition to including further classifications.

The decision:

On the 21 February 2023, the FWC published their Stage 2 decision as follows:

- The interim award rate increase for direct care workers will apply from **30 June 2023**. This will apply to the following Award classifications:
 - Nurse Practitioners, Registered Nurses, Enrolled Nurses, Assistants in Nursing classifications in the Nurses Award 2020;
 - All levels of Personal Care Workers involved in direct care in the Aged Care Award 2010; and
 - All levels of Home Care employees in the Social, Community, Home Care and Disability Services Industry 2010.
- Further, the decision advises us that the 15% will also apply to the following Award classifications outside of direct care workers:
 - Recreational Activities Officer/Lifestyle Officer (all levels) and Head Chef/Head Cook (aged care employee level 4-7 provided the employee is the most senior chef or cook engaged in a facility) classifications under the Aged Care Award 2010.

Next steps:

The FWC will finalise the Award Wages after the 1 March. Once received, we will commence our comparison of where Whiddon sits compared to the new Award rates. Once this work has been completed, we will communicate directly with impacted employees and confirm the revised rates.

Further, we await the Government's response as to how they will fund these increases. This will also assist us in understanding how to pass on the increase.

There is also a Stage 3 of this case. Stage 3 will consider the classifications which have not yet received an increase namely administration, cleaning, catering and maintenance.

As we have said before, we support the increases to Aged Care wages. We look forward to understanding how the FWC will address all employees as part of this review as Whiddon consider all roles as valuable in providing exceptional care and services to our residents and clients.

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