

Workplace Relations Circular

For the information of members of Australian Business Industrial

CIRCULAR No.	CASE FILE No.	CIRCULAR DATE	IMPORTANT INFORMATION
2023/016	MA000018	16/06/2023	

AGED CARE AWARD 2010 PAY SUMMARY 1 JULY 2023

Further to our circular on the Annual Wage Review Decision 2023, an updated Pay and Allowances Summary for the *Aged Care Award 2010* reflecting the **5.75% increase** set by the the Fair Work Commission ([\[2023\] FWCFB 3500](#)) is now available.

An updated National Training Wage Summary containing the new minimum wages applicable to most trainees will be available upon request shortly.

The new pay rates and allowances will apply from the start of the first full pay period on or after **1 July 2023**.

It is recommended that members compare their existing pay rates and allowances with the updated rates to ensure they are meeting minimum requirements from the effective date above.

Please call the TCCI Workplace Advice Line on 1300 765 123 or email advice@mybusiness.com.au if you wish to discuss this circular or require further information

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The following information is based upon the Annual Wage Review decision of the Fair Work Commission published on 02 June 2023 and the Work value case—Aged care industry determination published on 3 March 2023. The calculations are considered to be consistent with those methods and the relevant legislation. While all due care has been taken in the preparation of this information, it is believed to be accurate but no warranty of accuracy or reliability is given and no liability is accepted for errors or omissions or loss or damage suffered as a result of a person acting in reliance thereon. This information is not legal advice. If a legal opinion is sought please contact your legal advisor.

Day Workers

Adult Minimum Wages

Aged care employee—general (Clause 14.1)

Full time / Part time day workers (Clauses 23.1 and 25.1(a)-(b))								
Classification	Ordinary Time					Overtime		
	Weekly Rate	Hourly Rate	Saturday	Sunday	Public Holiday	Time and a Half	Double Time	Public Holiday
Level 1	\$ 910.90	\$ 23.97	\$ 35.96	\$ 41.95	\$ 59.93	\$ 35.96	\$ 47.94	\$ 59.93
Level 2	\$ 947.00	\$ 24.92	\$ 37.38	\$ 43.61	\$ 62.30	\$ 37.38	\$ 49.84	\$ 62.30
Level 3	\$ 983.40	\$ 25.88	\$ 38.82	\$ 45.29	\$ 64.70	\$ 38.82	\$ 51.76	\$ 64.70
Level 4	\$ 995.00	\$ 26.18	\$ 39.27	\$ 45.82	\$ 65.45	\$ 39.27	\$ 52.36	\$ 65.45
Level 5	\$ 1,028.70	\$ 27.07	\$ 40.61	\$ 47.37	\$ 67.68	\$ 40.61	\$ 54.14	\$ 67.68
Level 6	\$ 1,084.10	\$ 28.53	\$ 42.80	\$ 49.93	\$ 71.33	\$ 42.80	\$ 57.06	\$ 71.33
Level 7	\$ 1,103.60	\$ 29.04	\$ 43.56	\$ 50.82	\$ 72.60	\$ 43.56	\$ 58.08	\$ 72.60

Casual day workers, inclusive of 25% casual loading (Clauses 10, 23.2 and 25.1(c))								
Classification	Ordinary Time				Overtime			
	Hourly Rate	Saturday	Sunday	Public Holiday	Time and a Half	Double Time	Public Holiday	
Level 1	\$ 29.96	\$ 41.95	\$ 47.94	\$ 65.92	\$ 44.94	\$ 59.92	\$ 74.91	
Level 2	\$ 31.15	\$ 43.61	\$ 49.84	\$ 68.53	\$ 46.73	\$ 62.30	\$ 77.88	
Level 3	\$ 32.35	\$ 45.29	\$ 51.76	\$ 71.17	\$ 48.53	\$ 64.70	\$ 80.88	
Level 4	\$ 32.73	\$ 45.82	\$ 52.36	\$ 72.00	\$ 49.10	\$ 65.46	\$ 81.81	
Level 5	\$ 33.84	\$ 47.37	\$ 54.14	\$ 74.44	\$ 50.76	\$ 67.68	\$ 84.59	
Level 6	\$ 35.66	\$ 49.93	\$ 57.06	\$ 78.46	\$ 53.49	\$ 71.32	\$ 89.16	
Level 7	\$ 36.30	\$ 50.82	\$ 58.08	\$ 79.86	\$ 54.45	\$ 72.60	\$ 90.75	

Aged care employee—general—most senior food services employee (Clause 14.2)

Full time / Part time day workers (Clauses 23.1 and 25.1(a)-(b))								
Classification	Ordinary Time					Overtime		
	Weekly Rate	Hourly Rate	Saturday	Sunday	Public Holiday	Time and a Half	Double Time	Public Holiday
Level 4	\$ 1,144.20	\$ 30.11	\$ 45.17	\$ 52.69	\$ 75.28	\$ 45.17	\$ 60.22	\$ 75.28
Level 5	\$ 1,183.00	\$ 31.13	\$ 46.70	\$ 54.48	\$ 77.83	\$ 46.70	\$ 62.26	\$ 77.83
Level 6	\$ 1,246.80	\$ 32.81	\$ 49.22	\$ 57.42	\$ 82.03	\$ 49.22	\$ 65.62	\$ 82.03
Level 7	\$ 1,269.10	\$ 33.40	\$ 50.10	\$ 58.45	\$ 83.50	\$ 50.10	\$ 66.80	\$ 83.50

Casual day workers, inclusive of 25% casual loading (Clauses 10, 23.2 and 25.1(c))								
Classification	Ordinary Time				Public Holiday	Overtime		
	Hourly Rate	Saturday	Sunday	Public Holiday		Time and a Half	Double Time	Public Holiday
Level 4	\$ 37.64	\$ 52.69	\$ 60.22	\$ 82.80	\$ 56.46	\$ 75.28	\$ 94.09	
Level 5	\$ 38.91	\$ 54.48	\$ 62.26	\$ 85.61	\$ 58.37	\$ 77.82	\$ 97.28	
Level 6	\$ 41.01	\$ 57.42	\$ 65.62	\$ 90.23	\$ 61.52	\$ 82.02	\$ 102.53	
Level 7	\$ 41.75	\$ 58.45	\$ 66.80	\$ 91.85	\$ 62.63	\$ 83.50	\$ 104.38	

Aged care employee—direct care (Clause 14.3)

Full time / Part time day workers (Clauses 23.1 and 25.1(a)-(b))								
Classification	Ordinary Time					Overtime		
	Weekly Rate	Hourly Rate	Saturday	Sunday	Public Holiday	Time and a Half	Double Time	Public Holiday
Level 1	\$ 1,047.60	\$ 27.57	\$ 41.36	\$ 48.25	\$ 68.93	\$ 41.36	\$ 55.14	\$ 68.93
Level 2	\$ 1,089.00	\$ 28.66	\$ 42.99	\$ 50.16	\$ 71.65	\$ 42.99	\$ 57.32	\$ 71.65
Level 3	\$ 1,130.90	\$ 29.76	\$ 44.64	\$ 52.08	\$ 74.40	\$ 44.64	\$ 59.52	\$ 74.40
Level 4	\$ 1,144.20	\$ 30.11	\$ 45.17	\$ 52.69	\$ 75.28	\$ 45.17	\$ 60.22	\$ 75.28
Level 5	\$ 1,183.00	\$ 31.13	\$ 46.70	\$ 54.48	\$ 77.83	\$ 46.70	\$ 62.26	\$ 77.83
Level 6	\$ 1,246.80	\$ 32.81	\$ 49.22	\$ 57.42	\$ 82.03	\$ 49.22	\$ 65.62	\$ 82.03
Level 7	\$ 1,269.10	\$ 33.40	\$ 50.10	\$ 58.45	\$ 83.50	\$ 50.10	\$ 66.80	\$ 83.50

Casual day workers, inclusive of 25% casual loading (Clauses 10, 23.2 and 25.1(c))								
Classification	Ordinary Time				Public Holiday	Overtime		
	Hourly Rate	Saturday	Sunday	Public Holiday		Time and a Half	Double Time	Public Holiday
Level 1	\$ 34.46	\$ 48.25	\$ 55.14	\$ 75.82	\$ 51.69	\$ 68.92	\$ 86.16	
Level 2	\$ 35.83	\$ 50.16	\$ 57.32	\$ 78.82	\$ 53.75	\$ 71.66	\$ 89.56	
Level 3	\$ 37.20	\$ 52.08	\$ 59.52	\$ 81.84	\$ 55.80	\$ 74.40	\$ 93.00	
Level 4	\$ 37.64	\$ 52.69	\$ 60.22	\$ 82.80	\$ 56.46	\$ 75.28	\$ 94.09	
Level 5	\$ 38.91	\$ 54.48	\$ 62.26	\$ 85.61	\$ 58.37	\$ 77.82	\$ 97.28	
Level 6	\$ 41.01	\$ 57.42	\$ 65.62	\$ 90.23	\$ 61.52	\$ 82.02	\$ 102.53	
Level 7	\$ 41.75	\$ 58.45	\$ 66.80	\$ 91.85	\$ 62.63	\$ 83.50	\$ 104.38	

Apprentices

Cooking apprentices, day workers (Clause 14.4)								
Stage of apprenticeship	Ordinary Time					Overtime		
	Weekly Rate	Hourly Rate	Saturday	Sunday	Public Holiday	Time and a Half	Double Time	Public Holiday
Stage 1	\$ 547.25	\$ 14.40	\$ 21.60	\$ 25.20	\$ 36.00	\$ 21.60	\$ 28.80	\$ 36.00
Stage 2	\$ 646.75	\$ 17.02	\$ 25.53	\$ 29.79	\$ 42.55	\$ 25.53	\$ 34.04	\$ 42.55
Stage 3	\$ 796.00	\$ 20.95	\$ 31.43	\$ 36.66	\$ 52.38	\$ 31.43	\$ 41.90	\$ 52.38
Stage 4	\$ 945.25	\$ 24.88	\$ 37.32	\$ 43.54	\$ 62.20	\$ 37.32	\$ 49.76	\$ 62.20

Gardening apprentices, started before 1 January 2015, day workers (Clause 14.5)									
Highest Year of School Completed	Stage	Ordinary Time					Overtime		
		Weekly Rate	Hourly Rate	Saturday	Sunday	Public Holiday	Time and a Half	Double Time	Public Holiday
Less than Year 12	Stage 1	\$ 497.50	\$ 13.09	\$ 19.64	\$ 22.91	\$ 32.73	\$ 19.64	\$ 26.18	\$ 32.73
	Stage 2	\$ 597.00	\$ 15.71	\$ 23.57	\$ 27.49	\$ 39.28	\$ 23.57	\$ 31.42	\$ 39.28
	Stage 3	\$ 746.25	\$ 19.64	\$ 29.46	\$ 34.37	\$ 49.10	\$ 29.46	\$ 39.28	\$ 49.10
	Stage 4	\$ 945.25	\$ 24.88	\$ 37.32	\$ 43.54	\$ 62.20	\$ 37.32	\$ 49.76	\$ 62.20
Year 12	Stage 1	\$ 522.38	\$ 13.75	\$ 20.63	\$ 24.06	\$ 34.38	\$ 20.63	\$ 27.50	\$ 34.38
	Stage 2	\$ 646.75	\$ 17.02	\$ 25.53	\$ 29.79	\$ 42.55	\$ 25.53	\$ 34.04	\$ 42.55
	Stage 3	\$ 746.25	\$ 19.64	\$ 29.46	\$ 34.37	\$ 49.10	\$ 29.46	\$ 39.28	\$ 49.10
	Stage 4	\$ 945.25	\$ 24.88	\$ 37.32	\$ 43.54	\$ 62.20	\$ 37.32	\$ 49.76	\$ 62.20

Gardening apprentices, started on or after 1 January 2015, day workers (Clause 14.5)									
Highest Year of School Completed	Stage	Ordinary Time					Overtime		
		Weekly Rate	Hourly Rate	Saturday	Sunday	Public Holiday	Time and a Half	Double Time	Public Holiday
Less than Year 12	Stage 1	\$ 497.50	\$ 13.09	\$ 19.64	\$ 22.91	\$ 32.73	\$ 19.64	\$ 26.18	\$ 32.73
	Stage 2	\$ 597.00	\$ 15.71	\$ 23.57	\$ 27.49	\$ 39.28	\$ 23.57	\$ 31.42	\$ 39.28
	Stage 3	\$ 746.25	\$ 19.64	\$ 29.46	\$ 34.37	\$ 49.10	\$ 29.46	\$ 39.28	\$ 49.10
	Stage 4	\$ 945.25	\$ 24.88	\$ 37.32	\$ 43.54	\$ 62.20	\$ 37.32	\$ 49.76	\$ 62.20
Year 12	Stage 1	\$ 547.25	\$ 14.40	\$ 21.60	\$ 25.20	\$ 36.00	\$ 21.60	\$ 28.80	\$ 36.00
	Stage 2	\$ 646.75	\$ 17.02	\$ 25.53	\$ 29.79	\$ 42.55	\$ 25.53	\$ 34.04	\$ 42.55
	Stage 3	\$ 746.25	\$ 19.64	\$ 29.46	\$ 34.37	\$ 49.10	\$ 29.46	\$ 39.28	\$ 49.10
	Stage 4	\$ 945.25	\$ 24.88	\$ 37.32	\$ 43.54	\$ 62.20	\$ 37.32	\$ 49.76	\$ 62.20

Adult apprentices, apprenticeships commencing after 1 January 2014, day workers (Clause 14.6)								
Stage of apprenticeship	Ordinary Time					Overtime		
	Weekly Rate	Hourly Rate	Saturday	Sunday	Public Holiday	Time and a Half	Double Time	Public Holiday
Stage 1	\$ 796.00	\$ 20.95	\$ 31.43	\$ 36.66	\$ 52.38	\$ 31.43	\$ 41.90	\$ 52.38
Stage 2	\$ 910.90	\$ 23.97	\$ 35.96	\$ 41.95	\$ 59.93	\$ 35.96	\$ 47.94	\$ 59.93
Stage 3	\$ 910.90	\$ 23.97	\$ 35.96	\$ 41.95	\$ 59.93	\$ 35.96	\$ 47.94	\$ 59.93
Stage 4	\$ 945.25	\$ 24.88	\$ 37.32	\$ 43.54	\$ 62.20	\$ 37.32	\$ 49.76	\$ 62.20

Shiftworkers

Adult Minimum Wages

Aged care employee—general (Clause 14.1)

Full time / Part time shiftworkers (Clause 26)									
Classification	Ordinary Time						Overtime		
	10% Shift	12.5% Shift	15% Shift	Saturday	Sunday	Public Holiday	Time and a Half	Double Time	Public Holiday
Level 1	\$ 26.37	\$ 26.97	\$ 27.57	\$ 35.96	\$ 41.95	\$ 59.93	\$ 35.96	\$ 47.94	\$ 59.93
Level 2	\$ 27.41	\$ 28.04	\$ 28.66	\$ 37.38	\$ 43.61	\$ 62.30	\$ 37.38	\$ 49.84	\$ 62.30
Level 3	\$ 28.47	\$ 29.11	\$ 29.76	\$ 38.82	\$ 45.29	\$ 64.70	\$ 38.82	\$ 51.76	\$ 64.70
Level 4	\$ 28.80	\$ 29.46	\$ 30.11	\$ 39.27	\$ 45.82	\$ 65.45	\$ 39.27	\$ 52.36	\$ 65.45
Level 5	\$ 29.78	\$ 30.45	\$ 31.13	\$ 40.61	\$ 47.37	\$ 67.68	\$ 40.61	\$ 54.14	\$ 67.68
Level 6	\$ 31.38	\$ 32.10	\$ 32.81	\$ 42.80	\$ 49.93	\$ 71.33	\$ 42.80	\$ 57.06	\$ 71.33
Level 7	\$ 31.95	\$ 32.67	\$ 33.40	\$ 43.56	\$ 50.82	\$ 72.60	\$ 43.56	\$ 58.08	\$ 72.60

Casual shiftworkers (Clauses 10, 23.2 and 25.1(c))									
Classification	Ordinary Time						Overtime		
	10% Shift	12.5% Shift	15% Shift	Saturday	Sunday	Public Holiday	Time and a Half	Double Time	Public Holiday
Level 1	\$ 32.36	\$ 32.96	\$ 33.56	\$ 41.95	\$ 47.94	\$ 65.92	\$ 44.94	\$ 59.92	\$ 74.91
Level 2	\$ 33.64	\$ 34.27	\$ 34.89	\$ 43.61	\$ 49.84	\$ 68.53	\$ 46.73	\$ 62.30	\$ 77.88
Level 3	\$ 34.94	\$ 35.58	\$ 36.23	\$ 45.29	\$ 51.76	\$ 71.17	\$ 48.53	\$ 64.70	\$ 80.88
Level 4	\$ 35.35	\$ 36.01	\$ 36.66	\$ 45.82	\$ 52.36	\$ 72.00	\$ 49.10	\$ 65.46	\$ 81.81
Level 5	\$ 36.55	\$ 37.22	\$ 37.90	\$ 47.37	\$ 54.14	\$ 74.44	\$ 50.76	\$ 67.68	\$ 84.59
Level 6	\$ 38.51	\$ 39.23	\$ 39.94	\$ 49.93	\$ 57.06	\$ 78.46	\$ 53.49	\$ 71.32	\$ 89.16
Level 7	\$ 39.21	\$ 39.93	\$ 40.66	\$ 50.82	\$ 58.08	\$ 79.86	\$ 54.45	\$ 72.60	\$ 90.75

Aged care employee—general—most senior food services employee (Clause 14.2)

Full time / Part time shiftworkers (Clause 26)									
Classification	Ordinary Time						Overtime		
	10% Shift	12.5% Shift	15% Shift	Saturday	Sunday	Public Holiday	Time and a Half	Double Time	Public Holiday
Level 4	\$ 33.12	\$ 33.87	\$ 34.63	\$ 45.17	\$ 52.69	\$ 75.28	\$ 45.17	\$ 60.22	\$ 75.28
Level 5	\$ 34.24	\$ 35.02	\$ 35.80	\$ 46.70	\$ 54.48	\$ 77.83	\$ 46.70	\$ 62.26	\$ 77.83
Level 6	\$ 36.09	\$ 36.91	\$ 37.73	\$ 49.22	\$ 57.42	\$ 82.03	\$ 49.22	\$ 65.62	\$ 82.03
Level 7	\$ 36.74	\$ 37.58	\$ 38.41	\$ 50.10	\$ 58.45	\$ 83.50	\$ 50.10	\$ 66.80	\$ 83.50

Casual shiftworkers (Clauses 10, 23.2 and 25.1(c))									
Classification	Ordinary Time						Overtime		
	10% Shift	12.5% Shift	15% Shift	Saturday	Sunday	Public Holiday	Time and a Half	Double Time	Public Holiday
Level 4	\$ 40.65	\$ 41.40	\$ 42.15	\$ 52.69	\$ 60.22	\$ 82.80	\$ 56.46	\$ 75.28	\$ 94.09
Level 5	\$ 42.03	\$ 42.80	\$ 43.58	\$ 54.48	\$ 62.26	\$ 85.61	\$ 58.37	\$ 77.82	\$ 97.28
Level 6	\$ 44.29	\$ 45.11	\$ 45.93	\$ 57.42	\$ 65.62	\$ 90.23	\$ 61.52	\$ 82.02	\$ 102.53
Level 7	\$ 45.09	\$ 45.93	\$ 46.76	\$ 58.45	\$ 66.80	\$ 91.85	\$ 62.63	\$ 83.50	\$ 104.38

Aged care employee—direct care (Clause 14.3)

Full time / Part time shiftworkers (Clause 26)									
Classification	Ordinary Time						Overtime		
	10% Shift	12.5% Shift	15% Shift	Saturday	Sunday	Public Holiday	Time and a Half	Double Time	Public Holiday
Level 1	\$ 30.33	\$ 31.02	\$ 31.71	\$ 41.36	\$ 48.25	\$ 68.93	\$ 41.36	\$ 55.14	\$ 68.93
Level 2	\$ 31.53	\$ 32.24	\$ 32.96	\$ 42.99	\$ 50.16	\$ 71.65	\$ 42.99	\$ 57.32	\$ 71.65
Level 3	\$ 32.74	\$ 33.48	\$ 34.22	\$ 44.64	\$ 52.08	\$ 74.40	\$ 44.64	\$ 59.52	\$ 74.40
Level 4	\$ 33.12	\$ 33.87	\$ 34.63	\$ 45.17	\$ 52.69	\$ 75.28	\$ 45.17	\$ 60.22	\$ 75.28
Level 5	\$ 34.24	\$ 35.02	\$ 35.80	\$ 46.70	\$ 54.48	\$ 77.83	\$ 46.70	\$ 62.26	\$ 77.83
Level 6	\$ 36.09	\$ 36.91	\$ 37.73	\$ 49.22	\$ 57.42	\$ 82.03	\$ 49.22	\$ 65.62	\$ 82.03
Level 7	\$ 36.74	\$ 37.58	\$ 38.41	\$ 50.10	\$ 58.45	\$ 83.50	\$ 50.10	\$ 66.80	\$ 83.50

Casual shiftworkers (Clauses 10, 23.2 and 25.1(c))									
Classification	Ordinary Time						Overtime		
	10% Shift	12.5% Shift	15% Shift	Saturday	Sunday	Public Holiday	Time and a Half	Double Time	Public Holiday
Level 1	\$ 37.22	\$ 37.91	\$ 38.60	\$ 48.25	\$ 55.14	\$ 75.82	\$ 51.69	\$ 68.92	\$ 86.16
Level 2	\$ 38.69	\$ 39.41	\$ 40.12	\$ 50.16	\$ 57.32	\$ 78.82	\$ 53.75	\$ 71.66	\$ 89.56
Level 3	\$ 40.18	\$ 40.92	\$ 41.66	\$ 52.08	\$ 59.52	\$ 81.84	\$ 55.80	\$ 74.40	\$ 93.00
Level 4	\$ 40.65	\$ 41.40	\$ 42.15	\$ 52.69	\$ 60.22	\$ 82.80	\$ 56.46	\$ 75.28	\$ 94.09
Level 5	\$ 42.03	\$ 42.80	\$ 43.58	\$ 54.48	\$ 62.26	\$ 85.61	\$ 58.37	\$ 77.82	\$ 97.28
Level 6	\$ 44.29	\$ 45.11	\$ 45.93	\$ 57.42	\$ 65.62	\$ 90.23	\$ 61.52	\$ 82.02	\$ 102.53
Level 7	\$ 45.09	\$ 45.93	\$ 46.76	\$ 58.45	\$ 66.80	\$ 91.85	\$ 62.63	\$ 83.50	\$ 104.38

Apprentices

Cooking apprentices, shiftworkers (Clause 14.4)									
Stage of apprenticeship	Ordinary Time						Overtime		
	10% Shift	12.5% Shift	15% Shift	Saturday	Sunday	Public Holiday	Time and a Half	Double Time	Public Holiday
Stage 1	\$ 15.84	\$ 16.20	\$ 16.56	\$ 21.60	\$ 25.20	\$ 36.00	\$ 21.60	\$ 28.80	\$ 36.00
Stage 2	\$ 18.72	\$ 19.15	\$ 19.57	\$ 25.53	\$ 29.79	\$ 42.55	\$ 25.53	\$ 34.04	\$ 42.55
Stage 3	\$ 23.05	\$ 23.57	\$ 24.09	\$ 31.43	\$ 36.66	\$ 52.38	\$ 31.43	\$ 41.90	\$ 52.38
Stage 4	\$ 27.37	\$ 27.99	\$ 28.61	\$ 37.32	\$ 43.54	\$ 62.20	\$ 37.32	\$ 49.76	\$ 62.20

Gardening apprentices, started before 1 January 2015, shiftworkers (Clause 14.5)										
Highest Year of School Completed	Stage	Ordinary Time						Overtime		
		10% Shift	12.5% Shift	15% Shift	Saturday	Sunday	Public Holiday	Time and a Half	Double Time	Public Holiday
Less than Year 12	Stage 1	\$ 14.40	\$ 14.73	\$ 15.05	\$ 19.64	\$ 22.91	\$ 32.73	\$ 19.64	\$ 26.18	\$ 32.73
	Stage 2	\$ 17.28	\$ 17.67	\$ 18.07	\$ 23.57	\$ 27.49	\$ 39.28	\$ 23.57	\$ 31.42	\$ 39.28
	Stage 3	\$ 21.60	\$ 22.10	\$ 22.59	\$ 29.46	\$ 34.37	\$ 49.10	\$ 29.46	\$ 39.28	\$ 49.10
	Stage 4	\$ 27.37	\$ 27.99	\$ 28.61	\$ 37.32	\$ 43.54	\$ 62.20	\$ 37.32	\$ 49.76	\$ 62.20
Year 12	Stage 1	\$ 15.13	\$ 15.47	\$ 15.81	\$ 20.63	\$ 24.06	\$ 34.38	\$ 20.63	\$ 27.50	\$ 34.38
	Stage 2	\$ 18.72	\$ 19.15	\$ 19.57	\$ 25.53	\$ 29.79	\$ 42.55	\$ 25.53	\$ 34.04	\$ 42.55
	Stage 3	\$ 21.60	\$ 22.10	\$ 22.59	\$ 29.46	\$ 34.37	\$ 49.10	\$ 29.46	\$ 39.28	\$ 49.10
	Stage 4	\$ 27.37	\$ 27.99	\$ 28.61	\$ 37.32	\$ 43.54	\$ 62.20	\$ 37.32	\$ 49.76	\$ 62.20

Gardening apprentices, started on or after 1 January 2015, shiftworkers (Clause 14.5)										
Highest Year of School Completed	Stage	Ordinary Time						Overtime		
		10% Shift	12.5% Shift	15% Shift	Saturday	Sunday	Public Holiday	Time and a Half	Double Time	Public Holiday
Less than Year 12	Stage 1	\$ 14.40	\$ 14.73	\$ 15.05	\$ 19.64	\$ 22.91	\$ 32.73	\$ 19.64	\$ 26.18	\$ 32.73
	Stage 2	\$ 17.28	\$ 17.67	\$ 18.07	\$ 23.57	\$ 27.49	\$ 39.28	\$ 23.57	\$ 31.42	\$ 39.28
	Stage 3	\$ 21.60	\$ 22.10	\$ 22.59	\$ 29.46	\$ 34.37	\$ 49.10	\$ 29.46	\$ 39.28	\$ 49.10
	Stage 4	\$ 27.37	\$ 27.99	\$ 28.61	\$ 37.32	\$ 43.54	\$ 62.20	\$ 37.32	\$ 49.76	\$ 62.20
Year 12	Stage 1	\$ 15.84	\$ 16.20	\$ 16.56	\$ 21.60	\$ 25.20	\$ 36.00	\$ 21.60	\$ 28.80	\$ 36.00
	Stage 2	\$ 18.72	\$ 19.15	\$ 19.57	\$ 25.53	\$ 29.79	\$ 42.55	\$ 25.53	\$ 34.04	\$ 42.55
	Stage 3	\$ 21.60	\$ 22.10	\$ 22.59	\$ 29.46	\$ 34.37	\$ 49.10	\$ 29.46	\$ 39.28	\$ 49.10
	Stage 4	\$ 27.37	\$ 27.99	\$ 28.61	\$ 37.32	\$ 43.54	\$ 62.20	\$ 37.32	\$ 49.76	\$ 62.20

Adult apprentices, apprenticeships commencing after 1 January 2014, shiftworkers (Clause 14.6)										
Stage of apprenticeship	Ordinary Time						Overtime			
	10% Shift	12.5% Shift	15% Shift	Saturday	Sunday	Public Holiday	Time and a Half	Double Time	Public Holiday	
Stage 1	\$ 23.05	\$ 23.57	\$ 24.09	\$ 31.43	\$ 36.66	\$ 52.38	\$ 31.43	\$ 41.90	\$ 52.38	
Stage 2	\$ 26.37	\$ 26.97	\$ 27.57	\$ 35.96	\$ 41.95	\$ 59.93	\$ 35.96	\$ 47.94	\$ 59.93	
Stage 3	\$ 26.37	\$ 26.97	\$ 27.57	\$ 35.96	\$ 41.95	\$ 59.93	\$ 35.96	\$ 47.94	\$ 59.93	
Stage 4	\$ 27.37	\$ 27.99	\$ 28.61	\$ 37.32	\$ 43.54	\$ 62.20	\$ 37.32	\$ 49.76	\$ 62.20	

Allowances

Allowance

Amount

Clothing and equipment allowance (clause 15.2(b))

Where required uniforms are not provided by the employer

the lesser of \$ 1.23 per shift
or \$ 6.24 per week

Where required uniforms are not laundered by employer

the lesser of \$ 0.32 per shift
or \$ 1.49 per week

Meal allowance (clause 15.4)

First meal

\$ 15.20 per meal

Second meal

\$ 13.70 per meal

Nauseous work allowance (clause 15.5(a))

greater of \$ 0.54 per hour
or \$ 2.93 per week

Tool allowance (clause 15.6)

\$ 13.11 per week

Travelling, transport and fares (clause 15.7)

\$ 0.96 per km

Sleepover (clause 22.9(d))

\$ 56.37 per night

Aged Care Award 2010 - Pay and Allowances Summary

Leading hand allowance (clause 15.3)

The leading hand allowance is to be paid for all purposes of the award which means that it must be added to the applicable weekly/hourly rate of pay and needs to be included when calculating overtime, loadings and penalty rates etc.

If your employee is entitled to a leading hand allowance the total hourly rate is calculated as follows:

Step 1: Find the relevant hourly rate from the appropriate table on pages 1-4

Step 2: Add the relevant hourly allowance from the table below

Day Workers

In charge of	Ordinary Time					Overtime		
	Weekly Rate	Hourly Rate	Saturday	Sunday	Public Holiday	Time and a Half	Double Time	Public Holiday
2-5 employees	\$ 28.95	\$ 0.76	\$ 1.14	\$ 1.33	\$ 1.90	\$ 1.14	\$ 1.52	\$ 1.90
6-10 employees	\$ 41.30	\$ 1.09	\$ 1.64	\$ 1.91	\$ 2.73	\$ 1.64	\$ 2.18	\$ 2.73
11-15 employees	\$ 52.15	\$ 1.37	\$ 2.06	\$ 2.40	\$ 3.43	\$ 2.06	\$ 2.74	\$ 3.43
16 or more employees	\$ 63.75	\$ 1.68	\$ 2.52	\$ 2.94	\$ 4.20	\$ 2.52	\$ 3.36	\$ 4.20

Shiftworkers

In charge of	Ordinary Time						Overtime		
	10% Shift	12.5% Shift	15% Shift	Saturday	Sunday	Public Holiday	Time and a Half	Double Time	Public Holiday
2-5 employees	\$ 0.84	\$ 0.86	\$ 0.87	\$ 1.14	\$ 1.33	\$ 1.90	\$ 1.14	\$ 1.52	\$ 1.90
6-10 employees	\$ 1.20	\$ 1.23	\$ 1.25	\$ 1.64	\$ 1.91	\$ 2.73	\$ 1.64	\$ 2.18	\$ 2.73
11-15 employees	\$ 1.51	\$ 1.54	\$ 1.58	\$ 2.06	\$ 2.40	\$ 3.43	\$ 2.06	\$ 2.74	\$ 3.43
16 or more employees	\$ 1.85	\$ 1.89	\$ 1.93	\$ 2.52	\$ 2.94	\$ 4.20	\$ 2.52	\$ 3.36	\$ 4.20

The award calculates a number of allowances as a percentage of a fixed amount known as the standard rate. The standard rate is the minimum weekly wage payable to a full time, Aged care employee—general—level 6. The standard rate used to calculate the above allowances is \$1084.10.