



**Australian
Nursing &
Midwifery
Federation**
VICTORIAN BRANCH

Newsflash

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Fair Work decision delivers first step in aged care wage increases

On 21 February the Fair Work Commission announced that the Stage 1 increase in the ANMF's work aged care value case will be a 15% increase in the Award rate from 30 June 2023.

Does that mean I get a 15% wage increase?

For most members, no, as you are already being paid above the award rate via an enterprise agreement. The minimum hourly rate will become:

- Personal Care Worker Grade 1 \$27.11 per hour
- Personal Care Worker Grade 2 \$28.14 per hour (holds a relevant Certificate 3 qualification or possesses equivalent knowledge and skills)
- Enrolled Nurse (with 4 years' experience) \$30.51 per hour
- Registered Nurse Grade 2 with 5 years' experience \$36.34 per hour
- Nurse Unit Manager or similar \$43.77 per hour

The award classification examples (above) may differ slightly between employers as set out in the enterprise agreement. However, the award rate must be paid as a minimum. If you take Blue Cross as an example:

1. a PCA with a Cert III, in the Blue Cross EBA, is at WSG 6, which attracts hourly rates of between \$25.85 to \$26.48 depending on years of experience. The new minimum hourly rate would be \$28.14, an increase of \$1.66 per hour for someone on the current top rate, about a 6.3% wage increase.
2. an EN at Pay Point 8 is currently on \$31.05 per hour, the new minimum would be \$30.51, so an EN would stay on the superior EBA rate.

Further updates will be provided as the case proceeds.

**JOB REPS AND HEALTH AND SAFETY REPS ARE ENCOURAGED TO DISPLAY THIS
NEWSFLASH ON THEIR WORKPLACE NOTICEBOARD.**

Authorised by Lisa Fitzpatrick ANMF (Vic Branch) Secretary