



PAY GUIDE

AGED CARE WORKER WAGES

2025



What Stage 3 of the Union-won Aged Care Work Value Case means for you

Congratulations to Aged Care Workers!

Great news for Aged Care workers! After Aged Care unions launched the Work Value Case in 2021, workers in direct care, home care, and support roles have won significant pay increases and classification upgrades.

The Fair Work Commission (FWC) has been rolling out these changes in stages, with the latest decisions bringing even more pay boosts and structural changes set to take effect over the next year.

This Pay Guide provides you with the information you need to understand how these changes affect you.

Timeline of Wins

- 2021** Aged Care Unions launch the Work Value Case, gathering evidence to win over the year.
- 2022** FWC announces Stage 1 decision for a 15% pay increase for direct and home care workers.
- 2023** The Stage 1 15% pay rise took effect for direct and home care workers.
- 2024** FWC announces Stage 3 decision for further pay increases, including up to 8.5% more for direct and home care workers, 3% for support workers, plus classification changes for cleaners, laundry, and food attendants.
- 2025** Stage 3 pay increases and classification changes roll out, with partial increases in January and October for direct and home care workers. Support workers will receive the full increase and classification improvements in January.

Where we were, and where we are now:

If you are a:	In 2022, you were earning:	In 2025, you will be earning:
Certificate III Direct Care or Home Care Worker	\$24.76 per hour	\$32.14 per hour (30% or \$7+ more per hour)
Support Worker	\$23.57 per hour	\$27.66 per hour (17% or \$4+ more per hour)



What this means for you

Providers should pass on every cent

- Aged and Home Care providers will receive additional government funding to deliver these increases.
- This means all costs associated with the work value case are covered, and providers will all receive enough funding to cover wage increases for workers.
- The Government has stated that all money providers receive must be passed on to the workers as an increase in their wages.

If you're on an EBA, your pay increase will be different

- Workers employed under the Aged Care or SCHADS award will receive the additional % increase as determined for their classification level (see the tables provided).
- Workers on EBAs will still receive wage increases, however, they will receive the \$ equivalent of the % increase.
- For example, if a worker is currently on an EBA and paid \$32 per hour as a Certificate III PCW, rather than the 4% wage increase they will receive the \$ equivalent of \$0.91 which would take their hourly rate to \$32.91.
- This is because the % increases are calculated on top of the award wage rate, not individual EBA wage rates.

This is a complex decision - it is likely providers will get it wrong

The upcoming changes to both wages and classification levels in January are complex, and there is a high likelihood that providers will make mistakes when implementing these decisions. Many providers made mistakes implementing the first 15% increase and that decision was much simpler than this upcoming increase is.

“We do not trust our employer will do the right thing and pay us correctly. If not because of the union, we would not have been able to make employers accountable.” - Rita

“I didn’t get paid the correct pay rise the last time. The union helped me get back pay and get paid the correct rate. I want to make sure it won’t happen this time around. Being a union member, I know my union will make sure our employer will pass on every cent.” - Bobby

Make sure you get every cent: Check Your Pay!

It is really important that you and your colleagues are members of the United Workers Union.

Your union will be conducting **“Check Your Pay”** meetings throughout January and February 2025 to make sure that all members are on the correct classification and pay rate.

Stay tuned to find out when these meetings will take place, and if you’re not a member of your union, **now is the time to join to ensure you get every cent that you deserve.**

JOIN YOUR UNION NOW



Classification Changes

The Commission made changes to the classification structure for both the Aged Care Award and the SCHADS (Home Care) Award.

Classification Changes:

Support workers

1. All **cleaning, laundry and food services workers** will move from level 2 of the Aged Care Award to level 3 from January 1 2025

Personal Care Workers

1. The classification structure for PCWs will be condensed from 7 levels down to 6 levels.
2. The classifications will be defined to provide for a clearer career path for PCWs

Home Care Workers

1. The classification structure for Home Care workers will be condensed from six classifications with 12 pay points to six classifications and six pay points. **Meaning there will only be one pay point for each classification level**
2. The classifications will be defined to provide for a clearer career path for Home Care Workers

These changes to the classification structure means that many workers will be on different classification levels than they were prior to January 1 2025.

Below are tables that outline the changes you can expect based on your **current classification level**.

Non-Direct Care Workers

If you are currently employed as:

Level 1 – Aged Care Award classification

Level 2 – Aged Care Award classification

Level 3 – Aged Care Award classification

And you are: **Working in maintenance, gardening, clerical, administration or driving**

2024		First full pay period after 1 January 2025		\$ increase
Current Classification	Current wage	New classification	New wage	
Level 1	24.87	Level 1 (no change)	25.62	0.75
Level 2	25.86	Level 2 (no change)	26.63	0.77
Level 3	26.85	Level 3 (no change)	27.66	0.81

If you are currently employed as:

Level 2 – Aged Care Award classification

Level 3 – Aged Care Award classification

And you are: **Working in cleaning, laundry, food services**

2024		First full pay period after 1 January 2025		\$ increase
Current Classification	Current wage	New classification	New wage	
Level 2	25.86	Level 3	27.66	1.80
Level 3	26.85	Level 3 (no change)	27.66	0.81

Direct Care Workers

If you are currently employed as:

Level 1 – Aged Care Award Classification

And you are: Working as a Personal Care Worker

2024		First full pay period after 1 January 2025		\$ increase
Current Classification	Current wage	New classification	New wage	
Level 1	28.60	Level 1 (no change)	29.46	0.86

If you are currently employed as:

Level 2 – Aged Care Award Classification

Level 3 – Aged Care Award Classification

And you are: Working as a Personal Care Worker

2024		First full pay period after 1 January 2025		\$ increase
Current Classification	Current wage	New classification	New wage	
Level 2	29.73	Level 2 (no change)	30.74	1.01
Level 3	30.88	Level 2	30.74	0.00

If you are currently employed as:

Level 4 – Aged Care Award Classification

And you are: Working as a Personal Care Worker with a Cert III

2024		First full pay period after 1 January 2025		\$ increase
Current Classification	Current wage	New classification	New wage	
Level 4 (Cert III)	31.24	Level 3 (Cert III)	32.14	0.90

If you are currently employed as:

Level 5 – Aged Care Award Classification

And you are: Working as a Personal Care Worker WITHOUT a Cert IV

2024		First full pay period after 1 January 2025		\$ increase
Current Classification	Current wage	New classification	New wage	
Level 5	32.30	Level 4	33.00	0.70

If you are currently employed as:

Level 5 – Aged Care Award Classification

OR

Level 6 – Aged Care Award Classification

And you are: Working as a Personal Care Worker WITH a Certificate IV and are employed as a specialist

2024		First full pay period after 1 January 2025		\$ increase
Current Classification	Current wage	New classification	New wage	
Level 5	32.30	Level 5 (no change)	34.19	1.89
Level 6	34.04	Level 5	34.19	0.15

If you are currently employed as:

Level 7 – Aged Care Award Classification

And you are: Working as a Personal Care Worker with a Cert IV and are employed as a Team Leader

2024		First full pay period after 1 January 2025		\$ increase
Current Classification	Current wage	New classification	New wage	
Level 7	34.65	Level 6	35.89	1.25

New Classification Definitions

Aged Care Award - Aged care employee—direct care

Aged care employee — direct care — level 1 — Introductory

An employee whose primary role is to provide direct care to residents and who has less than 3 months' aged carer experience.

Aged care employee — direct care — level 2 — Direct Carer

An employee whose primary role is to provide direct care to residents and who has 3 months' or more aged carer experience.

Aged care employee — direct care — level 3 — Qualified

An employee whose primary role is to provide direct care to residents and who has obtained a Certificate III in Individual Support (Ageing) or equivalent qualification.

Aged care employee — direct care — level 4 — Senior

An employee whose primary role is to provide direct care to residents and who has obtained a Certificate III in Individual Support (Ageing) or equivalent qualification and has obtained 4 years' experience classified at level 3 after 1 January 2025.

Aged care employee — direct care — level 5 — Specialist

An employee whose primary role is to provide direct care to residents and who has obtained a Certificate IV in Ageing Support or equivalent qualification as a requirement for the performance of their duties by the employer.

Aged care employee — direct care — level 6 — Team Leader

A direct care employee who has obtained a Certificate IV in Ageing Support or equivalent qualification as a requirement for the performance of their duties by the employer and is required to supervise and train other direct care employees.

Home Care Workers

If you are currently employed as:

Level 1 – SCHADS Award with

Less than 3 months experience

Or

More than 3 months experience

And you are: Working as a Home Care Worker

2024		First full pay period after 1 January 2025		\$ increase
Current Classification	Current wage	New classification	New wage	
Level 1 (less 3 months)	28.94	Level 1 (no change)	29.81	0.87
Level 1	28.94	Level 2	31.64	2.70

If you are currently employed as:

Level 2 – SCHADS Award at

Pay point 1

Or

Pay point 2

And you are: Working as a Home Care Worker

2024		First full pay period after 1 January 2025		\$ increase
Current Classification	Current wage	New classification	New wage	
Level 2.1	30.61	Level 2	31.64	1.03
Level 2.2	30.82	Level 2	31.64	0.82

Home Care Workers

If you are currently employed as:

Level 3 – SCHADS Award at

Pay point 1

Or

Pay point 2

And you are: Working as a Home Care Worker WITH a Cert III

2024		First full pay period after 1 January 2025		\$ increase
Current Classification	Current wage	New classification	New wage	
Level 3.1	31.24	Level 3	32.67	1.43
Level 3.2	32.20	Level 3	32.67	0.47

If you are currently employed as:

Level 4 – SCHADS Award at

Pay point 1

Or

Pay point 2

And you are: Working as a Home Care Worker WITHOUT a Certificate IV

2024		First full pay period after 1 January 2025		\$ increase
Current Classification	Current wage	New classification	New wage	
Level 4.1	34.08	Level 4	34.75	0.67
Level 4.2	34.76	Level 4	34.75	0.00

If you are currently employed as:

Level 4 – SCHADS Award at

Pay point 1

Or

Pay point 2

And you are: Working as a Home Care Worker WITH a Certificate IV

2024		First full pay period after 1 January 2025		\$ increase
Current Classification	Current wage	New classification	New wage	
Level 4.1	34.08	Level 5	35.46	1.38
Level 4.2	34.76	Level 5	35.46	0.70

If you are currently employed as:

Level 5 – SCHADS Award at

Pay point 1

Or

Pay point 2

And you are: Working as a Home Care Worker WITH a Cert IV and as a Team Leader

2024		First full pay period after 1 January 2025		\$ increase
Current Classification	Current wage	New classification	New wage	
Level 5.1	36.54	Level 6	37.43	0.87
Level 5.2	37.98	Level 6	37.43	0.00

New Classification Definitions

SCHADS Award - Home Care Employees – Aged Care

Home care employee level 1 — aged care — Introductory

An employee whose primary role is to provide home care to aged care clients and who has less than 3 months' aged carer experience.

Home care employee level 2 — aged care — Home Carer

An employee whose primary role is to provide home care to aged care clients and who has 3 months' or more aged carer experience.

Home care employee level 3 — aged care — Qualified

An employee whose primary role is to provide home care to aged care clients and who has obtained a Certificate III in Individual Support (Ageing) or equivalent qualification.

Home care employee level 4 — aged care — Senior

An employee whose primary role is to provide home care to aged care clients and who has obtained a Certificate III in Individual Support (Ageing) or equivalent qualification and has obtained 4 years' experience classified at level 3 after 1 January 2025.

Home care employee level 5 — aged care — Specialist

An employee whose primary role is to provide home care to aged care clients and who has obtained a Certificate IV in Ageing Support or equivalent qualification as a requirement for the performance of their duties by the employer.

Home care employee level 6 — aged care — Team Leader

A home care employee who has obtained a Certificate IV in Ageing Support or equivalent qualification as a requirement for the performance of their duties by the employer and is required to supervise and train other home care employees—aged care.

New Aged Care Award Pay tables in full

Residential aged care - Direct care (Aged Care Award 2010)

Previous Classifications (Aged care -direct care employees)	Current Award Hourly Rate (from 1/7/24)	New Classifications (Aged care – direct care employees) ¹	New Award Hourly Rate (1/1/25)	\$ Increase from current award to new award hourly rates
Level 1	\$28.60	Level 1 - Introductory	\$29.46	\$0.86
Level 2	\$29.73	Level 2 - Direct Carer	\$30.74	\$1.01
Level 3	\$30.88	Level 2 - Direct Carer ²	\$30.74	\$ -
Level 4	\$31.24	Level 3 - Qualified	\$32.14	\$0.90
Level 5	\$32.30	Level 4 - Senior	\$33.00	\$0.70
Level 5	\$32.30	Level 5 - Specialist	\$34.19	\$1.89
Level 6	\$34.04	Level 5 - Specialist	\$34.19	\$0.15
Level 7	\$34.65	Level 6 - Team Leader	\$35.89	\$1.24

¹ Fair Work Commission (2024) Aged Care Award 2010, Determination 11 September 2024, aged care direct care employees

² “Current Award Hourly Rate (from the first full pay period on or after 1/7/24” will be retained for direct care employees previously classified on Level 3 (Clauses I.1.1 and I.1.2)

Residential aged care - direct care employees (previously Assistant in Nursing/Nursing Assistants) (Aged Care Award 2010)

Previous Classifications (Nursing assistant – Aged care employees – Assistants in nursing/ Nursing Assistants – Nurses Award 2020)	Current Award Hourly Rate (from 1/7/24)	New Classifications (Aged care – direct care employees) ³	New Award Hourly Rate (1/1/25)	\$ Increase from current award to new award hourly rates
Nursing assistant, 1st year (less than 3 months' experience)	\$29.33	Level 1 – Introductory	\$29.46	\$0.13
Nursing assistant, 1st year (more than 3 months' experience)	\$29.33	Level 2 – Direct carer	\$30.74	\$1.41
Nursing assistant, 2nd year	\$29.79	Level 2 – Direct carer	\$30.74	\$0.95
Nursing assistant, 3rd year and thereafter	\$30.27	Level 2 – Direct carer	\$30.74	\$0.47
Nursing assistant, Experienced (the holder of a relevant Certificate III qualification)	\$31.24	Level 3 – Qualified	\$32.14	\$0.91

³ Fair Work Commission (2024) Aged Care Award 2010, Determination 11 September 2024, Assistants in Nursing/Nursing Assistants previously covered by the Nurses Award 2020, transitioned into Aged Care Award 2010 under aged care direct care employees

Residential aged care - General and administrative services (Aged Care Award 2010)

Previous Classifications (Aged care employees - General and administrative services)	Current Award Hourly Rate (from 1/7/24)	New Classifications (Aged care – General and administrative services) ⁴	New Award Hourly Rate (from 1/1/25)	\$ Increase from current award to new award hourly rates
Level 1	\$24.87	Level 1 - General	\$25.62	\$0.75
Level 2	\$25.86	Level 2 - General	\$26.63	\$0.77
Level 2 Laundry, kitchen, cleaning personnel (moved from Level 2 to Level 3)	\$25.86	Level 3 - General ⁵	\$27.66	\$1.80
Level 3	\$26.85	Level 3 - General	\$27.66	\$0.81
Level 4	\$27.17	Level 4 - General	\$27.98	\$0.81
Level 5	\$28.09	Level 5 - General	\$28.93	\$0.84
Level 6	\$29.60	Level 6 - General	\$30.49	\$0.89
Level 7	\$30.13	Level 7 - General	\$31.03	\$0.90

⁴ Fair Work Commission (2024) Aged Care Award 2010, Determination 11 September 2024, aged care general and administrative services employees

⁵ The Fair Work Commission has reclassified Level 2 workers in laundry, kitchen, and cleaning to become classified as Level 3 under the Aged Care Award 2010.

New SCHADS Award Pay tables in full

Home Care - Aged care employees (Social, Community, Home Care and Disability Services Industry Award 2010)

Current Classifications (Home care employees - aged care)	Current Award Hourly Rate (from 1/7/24)	New Classifications ⁶ (Aged care employees, home care)	New Award Hourly Rate (1/1/25)	\$ Increase from current award to new award hourly rates
Level 1 (With less than 3 months' experience)	\$28.94	Level 1—Aged Care - Introductory	\$29.81	\$0.87
Level 1 (With 3 months' experience or more)	\$28.94	Level 2—Aged Care – Home Carer	\$31.64	\$2.70
Level 2 Pay Point 1	\$30.61	Level 2—Aged Care – Home Carer	\$31.64	\$1.03
Level 2 Pay Point 2	\$30.82	Level 2—Aged Care – Home Carer	\$31.64	\$0.82
Level 3 Pay Point 1 (with Cert III)	\$31.24	Level 3—Aged Care - Qualified	\$32.67	\$1.43
Level 3 Pay Point 2 (with Cert III)	\$32.20	Level 3—Aged Care - Qualified	\$32.67	\$0.47
Level 4 (Without Cert IV qualification) Pay Point 1	\$34.08	Level 4—Aged Care - Senior	\$34.75	\$0.67
Level 4 (Without Cert IV qualification) Pay Point 2	\$34.76	Level 4—Aged Care - Senior ⁷	\$34.75	\$ -
Level 4 (With Cert IV qualification) Pay Point 1	\$34.08	Level 5—Aged Care - Specialist	\$35.46	\$1.37
Level 4 (With Cert IV qualification) Pay Point 2	\$34.76	Level 5—Aged Care - Specialist	\$35.46	\$0.70
Level 5 Pay Point 1	\$36.54	Level 6—Aged Care – Team Leader	\$37.43	\$0.89
Level 5 Pay Point 2	\$37.98	Level 6—Aged Care – Team Leader ⁷	\$37.43	\$ -

⁶ Fair Work Commission (2024) Social, Community, Home Care and Disability Services Industry Award 2010, Determination 11 September 2024

⁷ "Current Award Hourly Rate (from the first full pay period on or after 1/7/24" will be retained for home care employees previously classified on Level 4, Pay Point 2 and Level 5, Pay Point 2 (Clause G.1.2)

Home care Assistant in Nursing/Nursing Assistants moving to Home Care employee – aged care classifications in the Social, Community, Home Care and Disability Services Industry Award 2010

Previous Classifications (Nursing assistant – Aged care employees, Nurses Award 2020)	Current Award Hourly Rate (from 1/7/24)	New Classifications (Home care employees –aged care) ⁸	New Award Hourly Rate (1/1/25)	\$ Increase from current award to new award hourly rates
Nursing assistant, 1st year (less than 3 months' experience)	\$29.33	Level 1 – Aged Care - Introductory	\$29.81	\$0.48
Nursing assistant, 1st year (more than 3 months' experience)	\$29.33	Level 2 – Aged Care – Home Carer	\$31.64	\$2.31
Nursing assistant, 2nd year	\$29.79	Level 2 – Aged Care – Home Carer	\$31.64	\$1.85
Nursing assistant, 3rd year and thereafter	\$30.27	Level 2 – Aged Care – Home Carer	\$31.64	\$1.37
Nursing assistant, Experienced (the holder of a relevant Certificate III qualification)	\$31.24	Level 3 – Aged Care - Qualified	\$32.67	\$1.43

⁸ Fair Work Commission (2024) Social, Community, Home Care and Disability Services Industry Award 2010 , Determination 11 September 2024, Assistants in Nursing/Nursing Assistants previously covered by the Nurses Award 2020, transitioned into SCHADS Award 2010 under home care – aged care employees



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