



4th September 2023

Dear staff,

Re: Award classifications

On the 5th May 2023, I wrote to provide you with an update to the Fair Work Commission, Work Value Case. In that letter, I had also mentioned that there have been a number of staff that had been incorrectly classified under their respective awards.

I have been working closely with the Health Services Union to review the variation in award classifications, and to ensure that any decision made, is fair and equitable for all staff. I am now writing to you, to confirm that the following award classifications have been agreed to, with the Health Services Union.

For staff employed as Assistant in Nursing, under the "Nurses Award"

- Assistant in Nursing staff, with a holder of a relevant Certificate III or IV in Aged Care, will be classified as "Experienced" and paid \$30.11 per hour
- Assistant in Nursing staff administering medication, will be classified as "Experienced", however, will be paid \$31.52 per hour

For staff employed as carers, under the Aged Care Award;

- Care staff with greater than 500 hours experience, and hold a relevant Certificate III or IV in Aged Care, will be classified as ACE level 4, and paid \$30.11 per hour. This will include Lifestyle Staff
- Care staff administering medications will be classified as ACE level 4, however, will be paid \$31.52 per hour

The current awards do not reflect the needs of aged care today, and whilst we have correctly classified staff within the respective awards, we have created 2 different pay scales within the above classifications, recognizing the additional responsibilities administering medication. To my knowledge, this is not common practice among aged care providers, and generally there is no difference in pay scales, where staff administer medications.

Thank you for your continued support and hard work, in a complex and highly regulated environment.

Godwin D'Amato
Chief Executive Officer