Examples of what this means for workers on the minimum wage and the three different areas of the workforce

**Minimum Wage**: Elizabeth is an aged residential care worker on the minimum wage of $15.75 per hour. She has three years’ experience. On 1 July 2017 her rate will increase by 27 per cent to $20 per hour, and progressively increase to $23 per hour by 1 July 2021, a 46 percent increase overall. If she attains a Level 3 qualification, her rate would increase to $25 per hour in 2021, a 58.7 percent overall increase. This means her take home pay would increase by around $140 a week, or $7,000 a year from 1 July 2017.

**Home and Community Support Services**: Susan has three years of experience and a Level 3 care and support qualification. She is currently paid $16.22 an hour. Based on the proposed rates, her pay would increase by 29.4 per cent on 1 July 2017 to $21 an hour. She would also receive increases over the next four years to reach $25 an hour on 1 July 2021 if she stayed a Level 3 caregiver. This means her take home pay would increase by around $155 a week, or $8,000 a year from 1 July 2017.

**Aged Residential Care**: Joy is on an average pay rate of $16.65, with a Level 2 care and support qualification. Based on the rates proposed, her pay would increase by 20 per cent to $20 per hour from 1 July 2017. The ongoing increases planned for the next four years would see her hourly rate rise to $23 by 1 July 2021 (an increase of 38.1 per cent on her pre-settlement rate). This means her take home pay would increase by around $110 a week, or $5,500 a year from 1 July 2017.

**Community and Residential Living**: Ngaire is on the average disability support worker pay rate of $17.72, with a Level 2 care and support qualification. She has eight years of experience. Under the rates proposed, her hourly rate would rise by 18.5 per cent to $21 an hour on 1 July 2017. Ngaire would also receive ongoing increases over the next four years to take her up to $26 an hour by 1 July 2021. If she gained a Level 3 qualification, she would not receive an increased wage rate, as the transition rate recognises her skills and experience. But if she went on to gain a Level 4 qualification, and role, her rate would rise to $27 by 2021. This means her take home pay would increase by around $110 a week, or $5,500 a year from 1 July 2017.