

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 per cent increase overall. If she attains a Level 3 qualification, her rate would increase to \$25 per hour in 2021, a 58.7 per cent 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.