

Administration Stream						Increase			
Agreement Classification	Description	Indicative roles	NSW Proposed Codes	FY23-24 Current Award Classification	F24-25 STAGE 3 Award Re-Classification	Opt. 1 NSW FY25 rate	3% Increase - Year 1	2.5% Increase - Year 2	2.5% Increase - Year 3
Level 1	Entry Level Classification (Unqualified)	Administration Assistant, Receptionist	ADNAU1	Aged Care Award Level 1 - General Aged Care Award Level 2 - General Aged Care Award Level 3 - General	Aged Care Award Level 3 - General	27.14	27.95	28.65	29.37
Level 2	Certificate III or equivalent By appointment only	Administration Officer	ADNAQ2	Aged Care Award Level 4 - General	Aged Care Award Level 4 - General	28.18	29.03	29.76	30.50
Level 3	Certificate IV or equivalent By appointment only	Senior Administration Officer	ADNAQ3	Aged Care Award Level 5 - General Aged Care Award Level 6 - General	Aged Care Award Level 5 - General Aged Care Award Level 6 - General	30.19	31.1	31.88	32.68
Level 4	Diploma or equivalent By appointment only, Supervisory responsibilities	Office Manager, Administration Manager, Roster Coordinator	ADNAQ4	Aged Care Award Level 7 - General	Aged Care Award Level 7 - General	30.73	31.65	32.44	33.25
Care Stream									
Agreement Classification	Description	Indicative roles	NSW Proposed Codes	FY23-24 Current Award Classification	F24-25 STAGE 3 Award Re-Classification	Opt. 1 NSW FY25 rate	3% Increase - Year 1	2.5% Increase - Year 2	2.5% Increase - Year 3
Level 1	Entry Level Classification (Unqualified)	Aged Care Support Assistant, Resident Services Assistant, Personal Care Worker (unqualified)	CSNAU1	Aged Care Award Level 1, 2 and 3 - Direct Schads Home care employee aged care - Level 1 pp 1, Level 2 pp 1 and 2 Nurses Award - Nursing Assistant - Year 1, 2, 3 and Experienced	Aged Care Award Level 1, 2 and 3 - Direct Schads Home care employee aged care - Level 1 pp 1, Level 2 pp 1 and 2	30.87	31.8	32.60	33.42
Level 2	Entry Level Classification with Cert III (Qualified)	Personal Care Worker (Qualified)	CSNAQ2	Aged Care Award Level 4 - Direct Schads Home care employee aged care - Level 4 pp1 and Level 3 pp1 and 2	Aged Care Award Level 4 - Direct SCHADS Level 4 without Cert IV	31.86	32.82	33.64	34.48
Level 3	Senior (Qualified & > 4 yrs Experience post qualification) Care Champion by appointment only.	Personal Care Worker (Senior)	CSNAA3	Aged Care Award Level 5 - Direct + 4yrs exp	Aged Care Award Level 4 - Direct without IV Cert SCHADS Level 4 without Cert IV	32.95	33.94	34.79	35.66
		Care Champion	CSNAC3			34.00	35.02	35.90	36.80
Level 4B	Personal Care Worker (Cert IV) by appointment only.	Personal Care Worker (Specialised)	CSNAB4	SCHADS Homecare Level 4 PPT 2		36.17	37.26	38.19	39.14
Level 5	Team Leader (Cert IV)	PCW Team Leader	CSNAQ5	Aged Care Award Level 7 - Direct SCHADS Homecare Level 5 PPT 2	Aged Care Award Level 6 - Direct SCHADS Level 6	37.98	39.12	40.10	41.10

Hospitality Stream									
Agreement Classification	Description	Indicative roles	NSW Proposed Codes	FY23-24 Current Award Classification	F24-25 STAGE 3 Award Re-Classification	Opt. 1 NSW FY25 rate	3% Increase - Year 1	2.5% Increase - Year 2	2.5% Increase - Year 3
Level 1	Entry Level (Unqualified)	Food / Hotel Services Attendant, Laundry Attendant, Catering Assistant, Cleaning Assistant, Kitchenhand, Barista, Waiter, Chef Assistant, Cook	HSNAU1	Aged Care Award Level 1 - General Aged Care Award Level 2 - General Aged Care Award Level 3 - General	Aged Care Award Level 1 - General Aged Care Award Level 2 - General Aged Care Award Level 3 - General	27.39	28.21	28.92	29.64
Level 2	Cook (Trade Qualified)	House Keeping TL, Stores/Receival TL, Chef, Cook	HSNAQ2	Aged Care Award Level 4 - General	Aged Care Award Level 4 - General	27.71	28.54	29.25	29.98
Level 2 Most Senior			HSNAM2	Aged Care Award Level 4 - General Most Senior	Aged Care Award Level 4 - General Most Senior	31.86	32.82	33.64	34.48
Level 3	Chef (Trade Qualified)	Cook TL, Catering TL, Hotel Services TL, Food Services TL Most Senior Chef	HSNAQ3	Aged Care Award Level 5 - General	Aged Care Award Level 5 - General	28.64	29.5	30.24	31.00
Level 3 Most Senior			HSNAM3	Aged Care Award Level 5 - General Most Senior	Aged Care Award Level 5 - General Most Senior Without IV Cert	32.95	33.94	34.79	35.66
Level 4	Chef/Food Services Supervisor (Trade Qualified)	Chef Manager, Catering Manager, Head Production Chef Services Team Leader Most Senior Senior Chef	HSNAQ4	Aged Care Award Level 6 - General	Aged Care Award Level 6 - General	29.6	30.49	31.25	32.03
Level 4 Most Senior			HSNAM4	Aged Care Award Level 6 - General Most Senior	Aged Care Award Level 6 - General Most Senior	34.04	35.06	35.94	36.84
Level 5	Chef Manager, Catering Manager (Post Trade Qualified) Supervisor Responsibilities	Chef Manager, Catering Manager, Head Production Chef Services Team Leader Most Senior Chef Manager, Catering Manager	HSNAQ5	Aged Care Award Level 7 - General	Aged Care Award Level 7 - General	30.13	31.03	31.81	32.61
Level 5 Most Senior			HSNAM5	Aged Care Award Level 7 - General Most Senior	Aged Care Award Level 7 - General Most Senior	34.65	35.69	36.58	37.49
Recreation and Lifestyle Stream									
Agreement Classification	Description	Indicative roles	NSW Proposed Codes	FY23-24 Current Award Classification	F24-25 STAGE 3 Award Re-Classification	Opt. 1 NSW FY25 rate	3% Increase - Year 1	2.5% Increase - Year 2	2.5% Increase - Year 3
Level 1	Assistant (Unqualified)	Lifestyle Services Assistant, Therapy Assistant, Allied Health Assistant, Physiotherapist Assistant	LSNAU1	Aged Care Award Level 3 - Direct Aged Care Award Level 4 - General Aged Care Award Level 6 - General (BC Legacy)	Aged Care Award Level 2 - Direct Aged Care Award Level 4 - General	31.5	32.45	33.26	34.09
Level 1	Qualified (Cert III)	Recreational/ Lifestyle activities Officer	LSNAQ2	Health Professional Support Services Level 1pp1 + Aged Care Award Level 4 WVC \$3.71 (BC Legacy)	Schads Home care employee aged care - Level 3 Pay point 1 OR Aged Care Level 3 (Cert. III)	32.95	33.94	34.79	35.66
Level 2	Senior (Cer III & 4 years post-qualification & exp)	Senior Recreational/ Lifestyle activities Officer	LSNAQ3	Aged Care Award Level 5 - Direct Aged Care Award Level 6 - General	Aged Care Award Level 4 - Direct Without IV Cert Aged Care Award Level 6 - General	32.95	33.94	34.79	35.66
Level 3	Specialist (Cert IV)	Specialist Recreational/ Lifestyle activities Officer	LSNAQ4	Health Professional Support Services Level 1pp1 + Aged Care Award Level 5 WVC \$3.84 (BC Legacy)	Aged Care Award Level 5 - Direct With IV Cert	32.95	33.94	34.79	35.66
Level 4	Team Leader (Cert IV) by appointment only	Lifestyle activities Coordinator, Lifestyle Coordinator, Diversional Therapist	LSNAQ5	Aged Care Award Level 7 - Direct - no other rates avail for VIC ALLF OR Health Professional Level 1, Pay Point 1 + ACA L6 WVC \$4.05 Market Alw applied OR Health Professional Support Services Level 1pp1 + Aged Care Award Level 7 WVC \$4.12 (BC Legacy)	Aged Care Award Level 5 - Direct With IV Cert Aged Care Award Level 6 - Direct	35.34	36.4	37.31	38.24

Maintenance Stream									
Agreement Classification	Description	Indicative roles	NSW Proposed Codes	FY23-24 Current Award Classification	F24-25 STAGE 3 Award Re-Classification	Opt. 1 NSW FY25 rate	3% Increase - Year 1	2.5% Increase - Year 2	2.5% Increase - Year 3
Level 1	Entry Level (Unqualified)	Labourer, Gardener	MLNAU1	Aged Care Award Level 1 - General Aged Care Award Level 2 - General	Aged Care Award Level 1 - General Aged Care Award Level 2 - General	26.38	27.17	27.85	28.55
Level 2	Maintenance Officer Handyperson (Trade Qualified or Cert III)	Maintenance Officer/Handyperson	MLNAQ2	Aged Care Award Level 3 - General	Aged Care Award Level 3 - General	27.39	28.21	28.92	29.64
Level 3	Maintenance Officer Advanced (Post Trade Qualified or Cert IV) By appointment only	Advanced Maintenance Officer	MLNAQ3	Aged Care Award Level 4 - General Aged Care Award Level 5 - General Aged Care Award Level 6 - General	Aged Care Award Level 4 - General Aged Care Award Level 5 - General Aged Care Award Level 6 - General	28.64	29.5	30.24	31.00
Level 4	Maintenance Team Leader (Post Trade Qualified) By appointment only	Maintenance Team Leader	MLNAQ4	Aged Care Award Level 7 - General	Aged Care Award Level 7 - General	30.13	31.03	31.81	32.61
Allied Health Stream									
Agreement Classification	Description	Indicative roles	NSW Proposed Codes	FY23-24 Current Award Classification	F24-25 STAGE 3 Award Re-Classification	Opt. 1 NSW FY25 rate	3% Increase - Year 1	2.5% Increase - Year 2	2.5% Increase - Year 3
Level 1	Graduate Entry Level (4 Yr Degree)	Physiotherapist, Podiatrist, Occupational Therapist	AHN1P1	Health Professional Level 1 Pay point 1	Health Professional Level 1 Pay point 1	37.41	38.53	39.49	40.48
Level 2	Experienced	Physiotherapist, Podiatrist, Occupational Therapist	AHN2P1	Health Professional Level 2 Pay point 1	Health Professional Level 2 Pay point 1	41.82	43.07	44.15	45.25
			AHN2P2	Health Professional Level 2 Pay point 2	Health Professional Level 2 Pay point 2	42.55	43.83	44.93	46.05
			AHN2P3	Health Professional Level 2 Pay point 3	Health Professional Level 2 Pay point 3	44.45	45.78	46.92	48.09
			AHN2P4	Health Professional Level 2 Pay point 4	Health Professional Level 2 Pay point 4	44.6	45.94	47.09	48.27
Level 3	Senior	Physiotherapist, Podiatrist, Occupational Therapist	AHN3P1	Health Professional Level 3 Pay point 1	Health Professional Level 3 Pay point 1	44.75	46.09	47.24	48.42
			AHN3P2	Health Professional Level 3 Pay point 2	Health Professional Level 3 Pay point 2	47.91	49.35	50.58	51.84
			AHN3P3	Health Professional Level 3 Pay point 3	Health Professional Level 3 Pay point 3	49.7	51.19	52.47	53.78
			AHN3P4	Health Professional Level 3 Pay point 4	Health Professional Level 3 Pay point 4	51.49	53.03	54.36	55.72
Level 4	Team Leader	Allied Health Professional Team Leader	AHN4P1	Health Professional Level 4 Pay point 1	Health Professional Level 4 Pay point 1	53.3	54.9	56.27	57.68
			AHN4P2	Health Professional Level 4 Pay point 2	Health Professional Level 4 Pay point 2	54.69	56.33	57.74	59.18
			AHN4P3	Health Professional Level 4 Pay point 3	Health Professional Level 4 Pay point 3	60.59652	62.41	63.97	65.57
			AHN4P4	Health Professional Level 4 Pay point 4	Health Professional Level 4 Pay point 4	65.66	67.63	69.32	71.05

Nursing Stream									
Agreement Classification	Description	Indicative roles	NSW Proposed Codes	FY23-24 Current Award Classification	F24-25 STAGE 3 Award Re-Classification	Opt. 1 NSW FY25 rate	3% Increase - Year 1	2.5% Increase - Year 2	2.5% Increase - Year 3
Enrolled Nurse	Graduate ENs commence on pay point 1.	Graduate Enrolled Nurse (Med Comp)	ENN0P1	Enrolled nurse - Pay point 1	Enrolled nurse - Pay point 1	34.63	35.67	36.56	37.47
		Enrolled Nurse (Med Comp)	ENN0P2	Enrolled nurse - Pay point 2	Enrolled nurse - Pay point 2	34.98	36.03	36.93	37.85
		Enrolled Nurse (Med Comp)	ENN0P3	Enrolled nurse - Pay point 3	Enrolled nurse - Pay point 3	35.32	36.38	37.29	38.22
		Enrolled Nurse (Med Comp) (Under Grad Student of Nursing)	ENN0P4	Enrolled nurse - Pay point 4	Enrolled nurse - Pay point 4	35.68	36.75	37.67	38.61
		*Only with Med Assist	Enrolled Nurse (Med Comp)	ENN0P5	Enrolled nurse - Pay point 5	Enrolled nurse - Pay point 5	36.15	37.23	38.16
Enrolled Nurse (Senior)	EN (Senior) RAC only, By Appointment only	Advanced EN	ENNOPS	Senior EN		36.62	37.72	38.66	39.63
Registered Nurse Level 1	Graduate RNS commence on pay point 1. Annual progression for PPT	Registered Nurse	RNN1P1	Registered Nurse - Level 1 Pay point 1	Registered Nurse - Level 1 Pay point 1	35.84	36.92	37.84	38.79
			RNN1P2	Registered Nurse - Level 1 Pay point 2	Registered Nurse - Level 1 Pay point 2	37.54	38.67	39.64	40.63
			RNN1P3	Registered Nurse - Level 1 Pay point 3	Registered Nurse - Level 1 Pay point 3	39.28	40.46	41.47	42.51
			RNN1P4	Registered Nurse - Level 1 Pay point 4	Registered Nurse - Level 1 Pay point 4	41.12	42.35	43.41	44.50
			RNN1P5	Registered Nurse - Level 1 Pay point 5	Registered Nurse - Level 1 Pay point 5	44.71	46.05	47.20	48.38
			RNN1P6	Registered Nurse - Level 1 Pay point 6	Registered Nurse - Level 1 Pay point 6	46.01	47.39	48.57	49.78
			RNN1P7	Registered Nurse - Level 1 Pay point 7	Registered Nurse - Level 1 Pay point 7	47.41	48.83	50.05	51.30
			RNN1P8	Registered Nurse - Level 1 Pay point 8 and thereafter	Registered Nurse - Level 1 Pay point 8 and thereafter	48.72	50.18	51.43	52.72
Registered Nurse Level 2	By Appointment only Annual progression through pay points	HCS: HCS: Care Manager, Case Manager RAC: Clinical Nurse Specialist	RNN2P1	Registered Nurse - Level 2 Pay point 1	Registered Nurse - Level 2 Pay point 1	50.185	51.69	52.98	54.30
			RNN2P2	Registered Nurse - Level 2 Pay point 2	Registered Nurse - Level 2 Pay point 2	50.585	52.1	53.40	54.74
			RNN2P3	Registered Nurse - Level 2 Pay point 4 and thereafter	Registered Nurse - Level 2 Pay point 4 and thereafter	50.85	52.38	53.69	55.03
Registered Nurse Level 3A	By Appointment only	RAC - Clinical Nurse Leader A < 60 beds	RNN3P1	Registered Nurse - Level 3 Pay point 1	Registered Nurse - Level 3 Pay point 1	54.6	56.24	57.65	59.09
			RNN3P2	Registered Nurse - Level 3 Pay point 2	Registered Nurse - Level 3 Pay point 2	55.85	57.53	58.97	60.44
			RNN3P3	Registered Nurse - Level 3 Pay point 3	Registered Nurse - Level 3 Pay point 3	56.245	57.93	59.38	60.86
Registered Nurse Level 3B	By Appointment only	HCS - Clinical Team Manager RAC - Clinical Nurse Leader B > 60 beds	RNN3P4	Registered Nurse - Level 3 Pay point 4 and thereafter	Registered Nurse - Level 3 Pay point 4 and thereafter	56.64	58.34	59.80	61.30
Registered Nurse Level 4A	By Appointment only	RAC - Care Manager < 65 beds	RNN4G1	Registered Nurse - Level 4 Grade 1	Registered Nurse - Level 4 Grade 1	58.34	60.09	61.59	63.13
	By Appointment only		RNN4G2	Registered Nurse - Level 4 Grade 2	Registered Nurse - Level 4 Grade 2	60.04	61.84	63.39	64.97
Registered Nurse Level 4B	By Appointment only	RAC - Care Manager > 65 beds	RNN4G3	Registered Nurse - Level 4 Grade 3	Registered Nurse - Level 4 Grade 3	60.12	61.92	63.47	65.06
Nurse Practitioner	By appointment only. Annual progression through pay points		NPN1P1	Nurse Practitioner - 1st year	Nurse Practitioner - 1st year	60.31	62.12	63.67	65.26
			NPN1P2	Nurse Practitioner - 2nd year	Nurse Practitioner - 2nd year	61.55	63.4	64.99	66.61