

To Aged Care and Home Care Employees
Copy to Ken Ritchie, Anne O'Brien, Tracy Baker, Paul Shields
From Tony Leahy, Chief Executive Officer
Date 13 July 2023
Subject Pay and Superannuation Increases

Dear Colleagues

All Aged Care and Home Care Staff, who work under the Enterprise Agreement:

Wednesday, 26 July 2023 is the payment date for the first full pay period in the new financial year. Most staff will notice an increase in their pay. The purpose of this communication is to outline the increases as they pertain to your place of work.

As per the memo shared with all Aged Care and Home Care employees on 22 May 2023, this pay will introduce the Work Value Case increase of 15% for all workers in the industry that deliver direct care. In addition, as previously communicated, the Parish believes that the provision of the exemplary care we deliver within our homes and to our clients is absolutely a team effort and have therefore made the decision to extend the increase to all staff who work in these Service areas (e.g. Cleaners, administration, rostering staff, etc).

Additionally, all staff who work under the Enterprise Agreement (EA) will also receive the recently announced 5.75% annual wage review.

As you are aware, last year we implemented the 2.5% Employee Value Allowance (EVA) in anticipation of the upcoming increases. As a result of the outcome and implementation of the 15% Work Value Case increase we will be removing the EVA from staff in both the Home Care and Residential Aged Care services to assist in including those employees not directly covered by the Work Value Case outcome outlined above.

Superannuation:

In accordance with the governmental requirements all employees will receive a 0.5% increase to employer paid superannuation contributions (this will lift the superannuation rate to 11%).

All increases are effective as of the first full period after 1 July 2023. This means you will notice the increase in your next pay along with higher contributions to your designated Superannuation accounts.

I take this opportunity to sincerely thank you for your continued hard work, commitment and dedication to those we serve.

Tony Leahy
Chief Executive Officer