



EBA Wage Increase July 2024

24 July 2024

EBA Clause

7.2 Future wage increases

- 7.2.1 This Agreement outlines the wage increases effective from the first full pay period on or after 1 July 2023. The Parties recognise that there are several factors which may influence future increases for the life of the Agreement that are unknown at the time the Agreement was made.
- 7.2.2 In determining any wage offer, the parties will have regard to Aged Care Funding, Consumer Price Index information, Annual Wage Reviews and other Modern Award increases relevant to the aged care industry.
- 7.2.3 Garden Village will ensure the wage increases set under the Agreement for each of the years commencing 1 July 2024 and 1 July 2025 respectively, will be at a minimum, 0.25% higher than the relevant Modern Award increases set out by the Fair Work Commission Annual Wage Review (s.285 of the Act).
- 7.2.4 Garden Village will consult with employees covered by this Agreement regarding future wage offers for 1 July 2024 and 1 July 2025 in the same manner as set out in clause 37 of this Agreement.
- 7.2.5 Garden Village agrees to communicate a wage offer to employees covered by this Agreement on an annual basis, within 15 business days following the Fair Work Commission Annual Wage Review announcement.

Increase 'Pool'

Applying 3.75% + 0.25% (4.00%) to all EBA staff would create a pool of \$0.5m in increased wages

Budget EBA wages prior to any uplift	\$14.0m
Budget EBA wages with 4% uplift (3.75% Modern Award and 0.25% EBA)	\$14.5m
Value of Increase	\$ 0.5m

Potential Scenario (% uplifts)

Potential scenario spreading the pool of \$0.5m

	Modern Award	EBA	Total
Direct Care (PCAs)	3.75%	0.25%	4.00%
Support (Clean, Cater, Maint)	3.75%	0.40%	4.15%
Nurses (EN & RN)	3.75%	0.15%	3.90%
Chefs *	3.75%	4.50%	8.25%
Home Care Workers	3.75%	0.15%	3.90%
Admin	3.75%	0.15%	3.90%

- This increase applies to 3 roles only and is required to retain due to high rates in the area.

Scenario 1 (rate uplifts)

The % increases on the previous slide translate into the following rates (for where the majority of our staff fall in our classifications):

	Current Rate	Potential Rate	Uplift
Direct Care (PCAs)	\$30.21	\$31.42	4.00%
Support (Clean, Cater, Maint) Level 1	\$24.93	\$25.96	4.15%
Support (Clean, Cater, Maint) Level 2	\$26.73	\$27.84	4.15%
Nurses (EN & RN)	\$51.55	\$53.57	3.90%
Chefs *	\$27.80	\$30.09	8.25%
Home Care Workers	\$31.46	\$32.68	3.90%
Admin Grade 3	\$29.92	\$31.09	3.90%
Admin Grade 4	\$31.31	\$32.54	3.90%

- This increase applies to 3 roles only and is required to retain due to high rates in the area.

Note: All rates maintained above the award rates
