Aged Care Workforce Supplement
Key points – Workforce Supplement

- Listened to feedback
  - Different start dates for eligible programs
  - Opt-in / Opt-out
- Eligible programs and workers
- Minimum wage commitments
- Application process
Addressing Workforce Pressures Initiative

This initiative will be delivered in two parts:

• the Aged Care Workforce Supplement

• an Aged Care Workforce Development Plan
Eligible Programs

From 1 July 2013:

- Residential Aged Care provided under the Aged Care Act 1997
- Multi-purpose services provided under the Aged Care Act 1997

From 1 August 2013:

- Home Care Packages provided under the Aged Care Act 1997
- Commonwealth HACC Program*
- National Respite for Carers Program*
- Day Therapy Centres*
- National Aboriginal and Torres Strait Islander Flexible Aged Care Program
- The Department of Veterans’ Affairs Home Care Program
- The Department of Veterans’ Affairs Community Nursing Program

* To be part of the Commonwealth Home Support Program from 1 July 2015
Eligible Aged Care Workers

Aged Care workers include:

- a personal or community care worker or other aged care employee
- an Enrolled Nurse
- a Registered Nurse

Not covered by the Supplement:

- State and Territory government employees
- temporary staff
- independent contractors
Application process

• Approved Provider must submit a fully complete application for the Supplement
• The approved application form is attached to the guidelines and is also available at the Living Longer Living Better web site
• Aggregation of Supplement allowed for multiple facilities or outlets
• Consider individual circumstances to determine whether or not to apply for the Supplement
Eligibility Criteria

• Employees must be advised in writing of the provider’s intention to apply
• Date of the wage increase must be advised
• Advise of other commitments
• Participate in the Aged Care Workforce Census and Survey (if requested)
Enterprise Agreement

• Residential care facilities with 50 or more places must have an Enterprise Agreement to be eligible

• Enterprise Agreement not required if less than 50 places

• More information on enterprise bargaining can be found at www.fwc.gov.au
Minimum wage requirements

• Annual increases in base wages

• Wages must exceed the relevant Award rates for all staff

• The provider will further increase base wages each financial year that the supplement is payable
Percentage margin over the relevant Award rate

<table>
<thead>
<tr>
<th>Aged care occupations</th>
<th>2013-14</th>
<th>2014-15</th>
<th>2015-16</th>
<th>2016-17</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personal and community care workers and other aged care staff</td>
<td>1.50%</td>
<td>3.00%</td>
<td>3.00%</td>
<td>3.00%</td>
</tr>
<tr>
<td>Enrolled nurses</td>
<td>2.50%</td>
<td>5.50%</td>
<td>8.50%</td>
<td>8.50%</td>
</tr>
<tr>
<td>Registered nurses</td>
<td>4.00%</td>
<td>8.00%</td>
<td>12.60%</td>
<td>12.60%</td>
</tr>
</tbody>
</table>
## Summary of other workforce commitments

<table>
<thead>
<tr>
<th>Area</th>
<th>Workforce commitment</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Training and education opportunities</strong></td>
<td>• Access to training and education</td>
</tr>
<tr>
<td></td>
<td>• Professional development</td>
</tr>
<tr>
<td></td>
<td>• Representation leave</td>
</tr>
<tr>
<td><strong>Processes to support or improve career</strong></td>
<td>• Review of part-time hours</td>
</tr>
<tr>
<td><strong>structures</strong></td>
<td>• Conversion of casual employees to permanent employees</td>
</tr>
<tr>
<td><strong>Processes to support or improve career</strong></td>
<td>• Workload management</td>
</tr>
<tr>
<td><strong>development and workforce planning</strong></td>
<td>• Workplace health and safety</td>
</tr>
<tr>
<td></td>
<td>• Disciplinary matters</td>
</tr>
</tbody>
</table>
Supplement commencement dates

- 1 July 2013 for residential care and multi-purpose services
- 1 August 2013 for other eligible programs
- Different payment arrangements dependant on when applications received
- Ongoing payment of the supplement
Supplement payment – residential care and home care

• 1.0 per cent of the amount of the basic subsidy in 2013-14 calculated from the date of effect set out in the notice of decision on eligibility
• 2.0 per cent in 2014-15
• 3.0 per cent in 2015-16
• 3.5 per cent in 2016-17
Supplement payment – other eligible programs

• 1.0 per cent of the funding agreement or contracted amount in 2013-14 calculated from the date of eligibility
• 2.0 per cent in 2014-15
• 3.0 per cent in 2015-16
• 3.5 per cent in 2016-17
The Supplement Process – in summary

a. Providers or organisations must meet the requirements of the Workforce Supplement and apply
b. The Department will assess the application and make a decision on eligibility
c. Payment of the Workforce Supplement will commence on the date as determined in the notice of eligibility
d. Payment of the Workforce Supplement will be made based on the usual arrangements for receiving funding under participating programs
Opt-in/Opt-out of the Workforce Supplement

• A provider can choose to opt-in at a date later than the July/August 2013 commencement dates

• A provider can choose to opt-out of the Supplement at any time

• More information in the Guidelines
Further information

• Fair Work Commission website (enterprise bargaining) www.fwc.gov.au

• Aged Care Workforce Supplement Guidelines, and FAQs

• www.livinglongerlivingbetter.gov.au

Any questions?