SCHADS Award Schedule E pay rates from 1 December 2026

Home care employees – disability care (MA000100, clause 17.1). Minimum rates before and after the Fair Work Commission's interim increase.

When it starts: Comes into operation on 1 December 2026. Under s 166(5) of the Fair Work Act 2009 it does not take effect for a particular employee until the start of the employee's first full pay period that starts on or after 1 December 2026.

CLASSIFICATION	WEEKLY BEFORE	WEEKLY FROM 1 DEC	INCREASE	HOURLY FROM 1 DEC*	CASUAL HOURLY FROM 1 DEC*	RISE
Level 1, pay point 1	$1,036.80	**$1,192.30**	+$155.50 ($311.00/fn)	$31.38	$39.23	15.00%
Level 2, pay point 1	$1,096.60	**$1,261.10**	+$164.50 ($329.00/fn)	$33.19	$41.49	15.00%
Level 2, pay point 2	$1,104.10	**$1,269.70**	+$165.60 ($331.20/fn)	$33.41	$41.76	15.00%
Level 3, pay point 1 (certificate 3)	$1,119.10	**$1,287.00**	+$167.90 ($335.80/fn)	$33.87	$42.34	15.00%
Level 3, pay point 2	$1,153.70	**$1,326.80**	+$173.10 ($346.20/fn)	$34.92	$43.65	15.00%
Level 4, pay point 1	$1,221.00	**$1,404.20**	+$183.20 ($366.40/fn)	$36.95	$46.19	15.00%
Level 4, pay point 2	$1,245.40	**$1,431.70**	+$186.30 ($372.60/fn)	$37.68	$47.10	14.96%
Level 5, pay point 1 (degree or diploma)	$1,309.20	**$1,505.60**	+$196.40 ($392.80/fn)	$39.62	$49.53	15.00%
Level 5, pay point 2	$1,360.80	**$1,541.90**	+$181.10 ($362.20/fn)	$40.58	$50.73	13.31%

* Hourly and casual rates are not stated in the determination. They are worked out the way the Fair Work Ombudsman pay guide does it: weekly ÷ 38 rounded to the cent, and casual = that hourly rate × 1.25 rounded to the cent. Confirm against the current FWO pay guide at fairwork.gov.au before paying.

Sources

- Weekly rates from 1 December 2026: determination PR814259, varying clause 17.1(a)-(e) – https://www.fwc.gov.au/documents/awardsandorders/pdf/pr814259.pdf
- Decision: [2026] FWCFB 232 (2026-09-11), matter AM2024/21 – https://www.fwc.gov.au/documents/decisionssigned/pdf/2026fwcfb232.pdf
- Weekly rates before: PR799380, first full pay period on or after 1 July 2026

Not changed on 1 December 2026

- Schedule B (social and community services, clause 15)
- Schedule C (crisis accommodation, clause 15)
- Schedule D (family day care, clause 16)
- Schedule F (home care employees - aged care, clause 17.2)

Not covered by this sheet

- Penalty-rate dollar figures (Saturday, Sunday, public holiday, shift loadings) and the clause 25.8 24-hour care payment at the new rates are not stated in PR814259 and are not computed here.
- Where a given role sits between Schedule B and Schedule E: the FWC itself calls the current division "not readily explicable" ([2025] FWCFB 74 [379], quoted in [2026] FWCFB 232 [24]).

Prepared by CrossVault from the official FWC documents above. Work out your own pay rise, or the cost per worker for providers, at crossvault.com.au/resources/schads-schedule-e-pay-rise-calculator. General information only, not legal advice.