

Senate Standing Committee on Education and Employment

QUESTIONS ON NOTICE Additional Estimates 2013-2014

Outcome 2 - Workplace Relations & Economic Strategy

Department of Employment Question No. EM0181_14

Senator Lines asked on 27 February 2014 , Hansard page 110

Question

Aged-care awards

Senator LINES: Where do the aged-care awards sit in terms of bargained or non-bargained?

Dr Morehead: In terms of the extent to which the aged-care sector has enterprise agreements, I think—bargaining does not ensure way higher wages.

Senator LINES: I am well aware of that, Dr Morehead.

Dr Morehead: In the aged-care sector, 75 per cent approximately of the employees in residential care would be on an enterprise agreement.

Senator LINES: What percentage above the award are they?

Dr Morehead: I do not have that here.

Senator LINES: Do you have that statistic?

Dr Morehead: Let me just have a look here.

Senator LINES: Because, by your own evidence, you cannot assume that because it is a bargaining place the rates of pay are high.

Dr Morehead: I do not have the wage rates here.

Senator LINES: Perhaps you can take that on notice.

Answer

Enterprise agreements in the residential aged care sector cover a range of classifications, and therefore providing an assessment of the percentage which have wages above the award is difficult to calculate. However, a sample of 100 aged care enterprise agreements in the sector* indicates that on average, the lowest classification in these agreements is paid 3.6 per cent above a comparable classification in the relevant modern award rate and the highest classification in these agreements is paid 36.4 per cent above a comparable classification in the relevant modern award rate.

*Sample methodology: This data is derived from the Department of Employment Workplace Agreements Database (WAD) from a random sample of aged care enterprise agreements current at 31 December 2013. The sample was structured so as to be representative of the overall population of current agreements in the Residential Care Services ANZSIC sub-division in terms of agreement size (number of employees covered). The sample represents just under 25 per cent of all current Residential Care Services agreements in WAD, and around 25 per cent of employees covered by current Residential Care Services agreements.