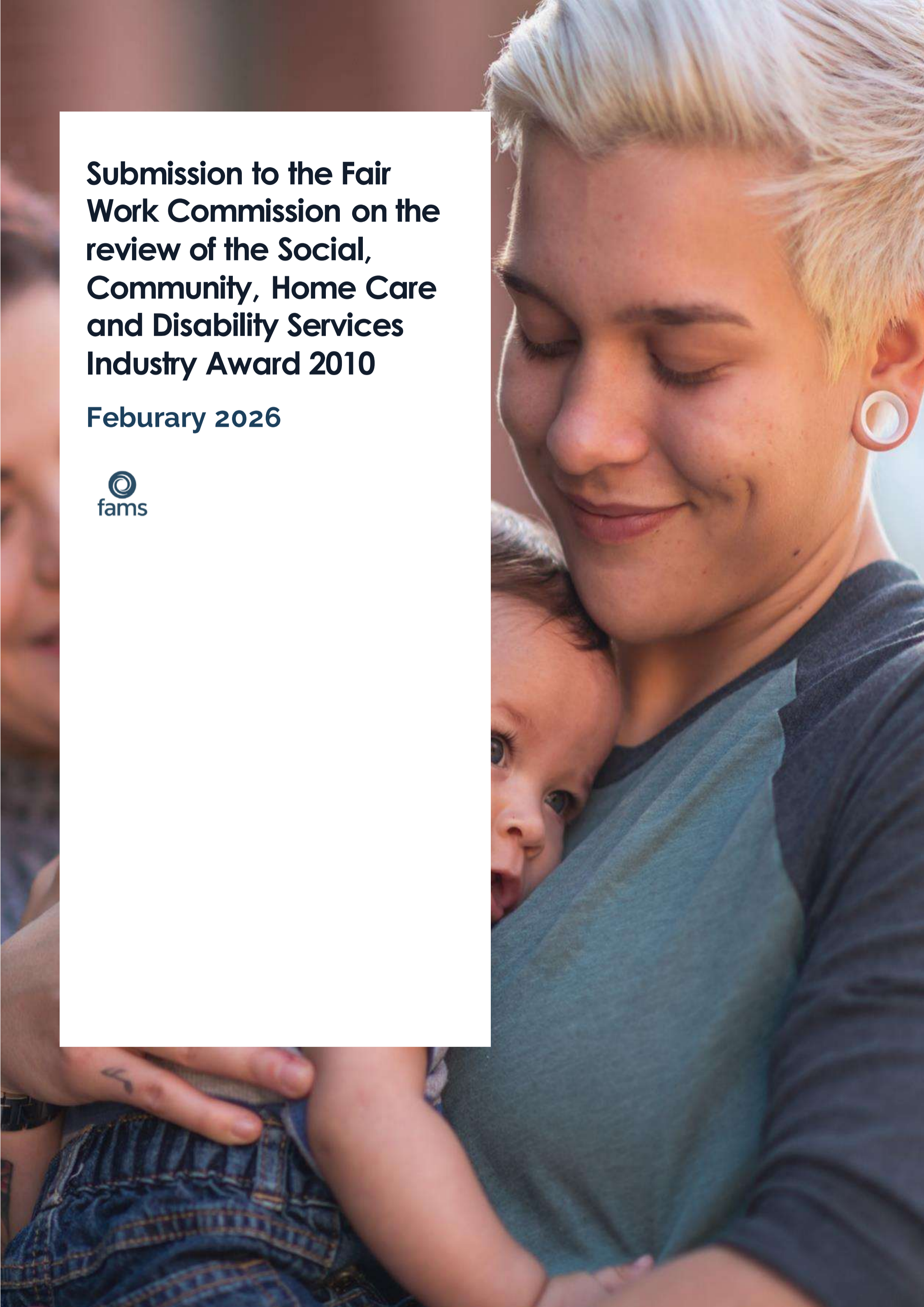


**Submission to the Fair  
Work Commission on the  
review of the Social,  
Community, Home Care  
and Disability Services  
Industry Award 2010**

**February 2026**



## About Fams

Fams is the NSW peak body that represents the child protection NGO early intervention and prevention sector.

Children and family's safety, health and wellbeing are at heart of all our work. Fams is dedicated to ensuring that children and families receive the support they need through evidence-informed, outcomes-based service delivery. We champion government and sector accountability and work to influence positive policy outcomes.

We collaborate closely with Government, policy and decision-makers, non-government organisations, academic institutions, peak bodies, the family and community services sector, Aboriginal Community Controlled Organisations, and groups supporting diverse communities. Our advocacy focuses on securing better policies and resources for children, young people, families, communities, and the services that support them.

## Acknowledgement of Country

Fams acknowledges the Traditional Owners of Country throughout New South Wales and their continuing connection to lands, waters and communities. We pay our respect to First Nations people, and to Elders past and present.

We recognise the significant overrepresentation of First Nations children and young people in contact with the child protection system and commit to driving reform that keeps First Nations children and young people safely with family, kin and community.

This acknowledgement is wholeheartedly endorsed by the Fams Board.



## Key Issues

1. Fams remains committed to ensuring that this review does not negatively impact pay rates for any worker that falls under the Award as stated in our previous submission on 27 May 2025.
2. The Early Intervention and Prevention (EIP) workforce in NSW has experienced significant disruption due to concurrent reforms and recommissioning processes at both state and federal levels. This had led to skilled staff leaving the sector and exacerbated recruitment issues particularly in regional and remote areas. Fair and competitive pay rates, particularly for those entering the EIP workforce is a key factor to enable the EIP workforce to recover and improve retention rates.
3. Fams are of the opinion that the proposed alternative structure is an improvement on the provisional structure. However, we have several recommendations that would help ensure that the revised Award rates are fit for purpose. We support the proposed definition of equivalency of qualifications in the alternative structure.

## Recommendations

1. We recommend that the entry level for Disability Support Workers in the alternative structure should be Level 3, not Level 2.
2. We recommend that the entry level for Social and Community Service (SACS) workers should be Level 5, not Level 2. The exclusion criteria provided in A.3.2, A.3.4 and A.4.2 do not sufficiently cover the breadth of roles within the EIP sector that perform similar functions to a caseworker/practitioner, counsellor, or an employee who performs crisis assistance and supported housing work. This risks the misclassification and underpayment of skilled workers.
3. We recommend that pay point progression is based on actual length of service, rather than a pro-rata equivalency.
4. Qualifications are an important factor but are not singularly representative of the valuable skillset acquired through lived experience, transferrable skills and other lived knowledge. We recommend these considerations are relevant to the requirements of the position in question.