National Disability Insurance Scheme

Disability Support Worker
Cost Model
Assumptions and Methodology

2024-25

Valid from: 1 July 2024

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**Further information**

Further information on pricing in the National Disability Insurance Scheme can be found at the [NDIS website](https://www.ndis.gov.au/providers/price-guides-and-pricing)

**Version Control**

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# Introduction

The National Disability Insurance Scheme (NDIS) was established in 2013 to support people with disability to pursue their goals, to help them to realise their full potential, to assist them to participate in and contribute to society, and to empower them to exercise choice and control over their lives and futures. The NDIS provides funding to eligible individuals (“participants”) so that they can purchase, in the open market, the disability related goods and services (“supports”) that they need. The NDIS is administered by the National Disability Insurance Agency (NDIA). The NDIA has a role, as market steward, to create an efficient and sustainable consumer driven marketplace for the supply of disability supports. It regulates the commercial relationships between providers and participants, including through price regulation. The pricing arrangements aim to maintain and increase market supply, and help markets grow to a more mature state in the future, while recognising the need for financial sustainability. Further information on the NDIA’s approach to pricing can be found in the *NDIS* *Pricing Strategy* and in the *Final Report of the Annual Pricing Review 2023-24.*

The NDIA uses the Disability Support Worker Cost Model that is described in this document to determine the price limits for supports that are delivered by Disability Support Workers (DSWs).

The DSW Cost Model estimates the fully loaded cost of a billable hour of support considering : base pay; shift loadings; leave entitlements; salary on costs; employee allowances; operational overheads (including supervision costs, utilisation costs and workers’ compensation costs); corporate overheads and margin.

The Cost Model estimates the efficient costs of providing supports by considering:

* **Base Salary** costs, including shift loadings. Note that in the Cost Model, costs are based on permanent worker costs.
* **Direct On-costs,** whichcovers those costs of employment associated with Superannuation entitlements, Annual Leave entitlements, Personal Leave entitlements, Long Service Leave entitlements and Employee Allowances.
* **Operational Overheads**,whichcovers those costs that are in the operational control of the provider and include workers compensation costs, utilisation costs (billable versus unbillable hours), supervision costs (including quality and safeguarding costs) and workforce rostering and balance measures such as the share of the workforce that is permanent or casual, and the extent to which overtime is used by the business.
* **Corporate Overheads,** which covers those costs incurred to run the administrative side of a business. These costs include the accounting, human resources, legal, marketing, and information technology functions.
* **Margin,** which represents the return that the provider makes because of the provision of working capital to the business.
* **Temporary Loading** which recognises the variable costs of COVID and of adjusting to the new provisions in the *Social, Community, Home Care and Disability Services Industry Award 2010* (SCHADS Industry Award) that were come into effect on 1 July 2024. These costs are being closely monitored by the NDIA.

# Description of the Cost Model

This section sets out the methodology and assumptions of the NDIS DSW Cost Model.

## Base Salary and Shift Loadings

The NDIA recognises that some Disability Support Workers are classified as Home Care Employees and others are classified as Social and Community Services Employees under the SCHADS Industry Award.[[1]](#footnote-2) The Cost Model take its parameters from the Social and Community Services Employees section for the SCHADS Industry Award, which has the more generous provisions. The NDIA also recognises that some Disability Support Workers are employed under Enterprise Bargaining Agreements (EBAs). However, these EBAs must leave the worker no worse off overall than they would be under the relevant Award. Any additional benefits offered by EBAs over the Award have been agreed to by providers and are often offset by productivity gains. The NDIA therefore considers the conditions set out in the Social and Community Services Employees section of the SCHADS Industry Award to be the most appropriate foundation for the DSW Cost Model.

The NDIA recognises that providers must employ Disability Support Workers with different skill levels and levels of experience to meet the different needs of participants. The Cost Model therefore has different sets of cost assumptions for four types of workers that will be referred to as DSW Level 1, DSW Level 2, DSW Level 3 and DSW Level 4.

Table 1 sets out the Cost Model’s assumptions with respect to the base pay of DSWs.

Table 1: Assumed SCHADS Industry Award Classifications and Pay Rates, 1 July 2024

|  | Assumed SCHADS Classification | Award Hourly Rate |
| --- | --- | --- |
| DSW Level 1 | 2.3 | $35.51 |
| DSW Level 2 | 2.4/3.1 | $36.90 |
| DSW Level 3 | 3.2 | $38.42 |
| DSW Level 4 | 4.4 | $46.35 |

***Table 2 sets out the Cost Model’s assumptions with respect to shift loadings.***[[2]](#footnote-3)

Table 2: Shift Loadings, 1 July 2024

| Shift | Permanent Loading |
| --- | --- |
| Weekday | 0.0% |
| Saturday | 50.0% |
| Sunday | 100.0% |
| Public Holiday | 150.0% |
| Evening Shift | 12.5% |
| Night Shift | 15.0% |

## Direct On-costs

Direct On-costs consist of leave costs (days worked versus days paid), plus salary-like on-costs (superannuation and employee allowances).

### Days Worked Versus Days Paid

The Cost Model recognises that under the SCHADS Industry Award a permanent worker’s ordinary hours of work will be 38 hours per week[[3]](#footnote-4), and that they will be available to work on 220 days a year, because under the SCHADS Industry Award and the National Employment Standards[[4]](#footnote-5) they must be paid for:

* 20 days of annual leave;[[5]](#footnote-6)
* 10 days of public holidays;[[6]](#footnote-7)
* 10 days of personal leave[[7]](#footnote-8); plus domestic and family violence leave[[8]](#footnote-9).

The Cost Model recognises that providers need to accrue the revenue to meet the costs of these leave accruals during the billable hours of the DSW. The Cost Model assumes that all annual, public holiday, and personal leave entitlements are drawn on, including personal leave. It assumes that the number of workers accessing family and domestic violence leave to be 2.3%, with those accessing the leave assumed to be accessing the entire minimum entitlement.

The Cost Model also recognises that workers accrue Long Service Leave (LSL) entitlements when they work and that again providers need to accrue the revenue to meet the costs of this leave accrual during the billable hours of the DSW. The Cost Model assumes that workers accrue 4⅓ days of long service leave each year.[[9]](#footnote-10) The Cost Model assumes that all long service leave entitlements are drawn on.

In line with the SCHADS Industry Award, the Cost Model also provides a 17.5% loading for annual leave to compensate workers for the shifts they would have otherwise taken.[[10]](#footnote-11)

### Superannuation

The Cost Model assumes that in 2024-25 superannuation is paid at the statutory 11.50% of base salary, including while on leave.[[11]](#footnote-12)

### Employee allowances

The Cost Model assumes that employee allowances are on average equal to 1.0% of base salary on average.

### Cumulative Impact of Direct on-costs

The impacts of leave loadings and direct on-costs are shown in Table 3.

Table 3: Impact of Direct On-Costs on the Cost per Worked Hour of a DSW

|  | DSW 1 | DSW 2 | DSW 3 | DSW 4 |
| --- | --- | --- | --- | --- |
| Standard Hourly Rate | $35.51 | $36.90 | $38.42 | $46.35 |
| Allowance for Annual leave |  |  |  |  |
| a. No. hours leave accrued in a year (hrs/yr.) | 152 | 152 | 152 | 152 |
| b. Loading | 17.50% | 17.50% | 17.50% | 17.50% |
| c. Proportion of leave taken | 100% | 100% | 100% | 100% |
| **Cost per worked hour** | **$3.80** | **$3.95** | **$4.11** | **$4.96** |
| Allowance for Personal leave |  |  |  |  |
| a. No. hours leave in a year (hrs/yr.) | 78 | 78 | 78 | 78 |
| b. Loading | 0% | 0% | 0% | 0% |
| c. Proportion of leave taken | 100% | 100% | 100% | 100% |
| **Cost per worked hour** | **$1.66** | **$1.72** | **$1.79** | **$2.16** |
| Allowance for Public Holiday leave |  |  |  |  |
| a. No. hours leave accrued in a year (hrs/yr.) | 76 | 76 | 76 | 76 |
| b. Loading | 0% | 0% | 0% | 0% |
| c. Proportion of leave taken | 100% | 100% | 100% | 100% |
| **Cost per worked hour** | **$1.62** | **$1.68** | **$1.75** | **$2.11** |
| Allowance for Long Service leave |  |  |  |  |
| a. No. hours leave accrued in a year (hrs/yr.) | 32.93 | 32.93 | 32.93 | 32.93 |
| b. Loading | 0% | 0% | 0% | 0% |
| c. Proportion of leave taken | 100% | 100% | 100% | 100% |
| **Cost per worked hour** | **$0.70** | **$0.73** | **$0.76** | **$0.91** |
| Superannuation |  |  |  |  |
| Superannuation Rate (%) | 11.50% | 11.50% | 11.50% | 11.50% |
| **Superannuation per worked hour ($)** | **$4.98** | **$5.17** | **$5.39** | **$6.50** |
| Employee Allowances |  |  |  |  |
| Allowance Rate (%) | 1.00% | 1.00% | 1.00% | 1.00% |
| **Allowance Cost per worked hour ($)** | **$0.36** | **$0.37** | **$0.38** | **$0.46** |
| Cumulative cost/hour, after Direct On-costs | $48.62 | $50.52 | $52.60 | $63.46 |
| Cumulative increase from standard hourly rate | 36.91% | 36.91% | 36.91% | 36.91% |

## Operational Overheads

Operational Overheads include those costs which are in the operational control of the provider such as workers compensation costs, utilisation costs, supervision costs and workforce rostering and balance measures such as the share of the workforce that is permanent or casual, and the extent to which overtime is used by the business.

The Cost Model expresses Operational Overheads as a percentage of direct costs and assumes that they increase as the complexity of the support increases (Table 4).

Table 4: Impact of Operational Overheads on the Cost per Billable Hour of a DSW

|  | DSW 1 | DSW 2 | DSW 3 | DSW 4 |
| --- | --- | --- | --- | --- |
| Cumulative cost/hour, before Operational Overheads | $48.62 | $50.52 | $52.60 | $63.46 |
| Operational Overheads (%) | 21.65% | 26.65% | 28.15% | 39.90% |
| **Operational Overheads ($)** | **$10.53** | **$13.46** | **$14.81** | **$25.32** |
| Cumulative cost/hour, after Operational Overheads | $59.14 | $63.98 | $67.41 | $88.77 |
| Cumulative increase from standard hourly rate | 66.55% | 73.39% | 75.44% | 91.53% |

## Corporate Overheads

Corporate Overheads include the costs incurred to run the administrative side of a business. These costs include the accounting, human resources, legal, marketing, and technology functions.

The Cost Model assumes that Corporate Overheads are 12.0% of direct costs (including Operational Overheads) (Table 5).

Table 5: Impact of Corporate Overheads on the Cost per Billable Hour of a DSW

|  | DSW 1 | DSW 2 | DSW 3 | DSW 4 |
| --- | --- | --- | --- | --- |
| Cumulative cost/hour, before Corporate Overheads | $59.14 | $63.98 | $67.41 | $88.77 |
| Corporate Overheads (%) | 12.00% | 12.00% | 12.00% | 12.00% |
| **Corporate Overheads ($)** | **$7.10** | **$7.68** | **$8.09** | **$10.65** |
| Cumulative cost/hour, after Corporate Overheads | $66.24 | $71.66 | $75.49 | $99.43 |
| Cumulative increase from standard hourly rate  | 86.53% | 94.20% | 96.50% | 114.51% |

## Margin

The Cost Model assumes a 2.0% margin on all costs. This equates to a rate of return of 8.0% against working capital that is equivalent to three month’s wages and entitlements (Table 6).

Table 6: Impact of Margins on the Cost per Billable Hour of a DSW

|  | DSW 1 | DSW 2 | DSW 3 | DSW 4 |
| --- | --- | --- | --- | --- |
| Cumulative cost/ hour, before Margin | $66.24 | $71.66 | $75.49 | $99.43 |
| Margin (%) | 2.00% | 2.00% | 2.00% | 2.00% |
| **Margin ($)** | **$1.32** | **$1.43** | **$1.51** | **$1.99** |
| Cumulative cost/hour, after Margin  | $67.56 | $73.09 | $77.00 | $101.42 |
| Cumulative increase from standard hourly rate  | 90.26% | 98.08% | 100.43% | 118.80% |

# Accommodation Cost Amounts

The NDIA adjusts Accommodation Cost amounts on 1 July each year in line with the March quarter Consumer Price Index (CPI). The CPI for March 2024 showed a 3.60% increase that will apply to relevant price limits from 1 July 2024.

## Centre Based Capital Amount

When a support item (“the primary support”) in the Assistance with Social, Economic and Community Participation Support Category is delivered in a facility (Centre), by a provider in one of the following Registration Groups:

* High Intensity Daily Personal Activities (0104);
* Specialised Supported Employment (0133); and
* Group and Centre Based Activities (0136)

then the provider can claim an additional amount for the costs of running and maintaining the facility through the relevant Centre Capital Cost support item.

If the primary support is being delivered to a group of participants, then the provider can claim up to price limit of the relevant Centre Capital Cost support item in respect of each of the participants for each hour of the support.

When a support is delivered partially in a Centre and partially in the Community, and the Centre is available at all times during the support if required, then providers can claim up to the price limit for the relevant Centre Capital Cost support item in respect of each of the participants for each hour of the entire period of the support.

In 2024-25, the Centre Based Capital Amount is $2.53.

## Short Term Accommodation Amount

The short term accommodation amount has three components

* Short Term Accommodation Labour Component, which covers the costs of the disability support workers providing support;
* Short Term Accommodation Capital Component, which covers the capital costs of the support; and
* Short Term Accommodation Hotel Component, which covers costs like food, heating, cleaning, etc. associated with the support.

In 2024-25, the latter two components are as follows:

* Short Term Accommodation Capital Component = $152.03 per day
* Short Term Accommodation Hotel Component = $61.65 per day

## Medium Term Accommodation Amount

The Medium Term Accommodation amount is equal to the Short Term Accommodation Capital Component.

# Price Limits Determined by the Cost Model

The following Table sets out how the price limits for each relevant NDIS support item is related to the NDIA’s estimates of the efficient costs of delivering supports. Further information can be found in the NDIA’s *NDIS* *Pricing Arrangements and Price Limits 2024-25* on the [NDIS website](https://www.ndis.gov.au/providers/pricing-arrangements).

| Support Item Number | Support Item Name | Methodology | Basic Model | Loading | Adjustment |
| --- | --- | --- | --- | --- | --- |
| 01\_002\_0107\_1\_1 | Assistance With Self-Care Activities – Standard – Weekday Night | Determined by DSW Model | DSW 1 | Night Loading |  |
| 01\_010\_0107\_1\_1 | Assistance With Self-Care Activities – Night-Time Sleepover | Derived from DSW Model | DSW 1 |  | See Note 1 |
| 01\_011\_0107\_1\_1 | Assistance With Self-Care Activities – Standard – Weekday Daytime | Determined by DSW Model | DSW 1 |  |  |
| 01\_012\_0107\_1\_1 | Assistance With Self-Care Activities – Standard – Public Holiday | Determined by DSW Model | DSW 1 | Public Holiday Loading |  |
| 01\_013\_0107\_1\_1 | Assistance With Self-Care Activities – Standard – Saturday | Determined by DSW Model | DSW 1 | Saturday Loading |  |
| 01\_014\_0107\_1\_1 | Assistance With Self-Care Activities – Standard – Sunday | Determined by DSW Model | DSW 1 | Sunday Loading |  |
| 01\_015\_0107\_1\_1 | Assistance With Self-Care Activities – Standard – Weekday Evening | Determined by DSW Model | DSW 1 | Evening Loading |  |
| 01\_045\_0115\_1\_1 | STA And Assistance (Inc. Respite) – 1:4 – Weekday | Derived from DSW Model | DSW 2 |  | See Note 3 |
| 01\_049\_0104\_1\_1 | Establishment Fee For Personal Care/Participation | Derived from DSW Model | DSW 1 |  | See Note 2 |
| 01\_049\_0107\_1\_1 | Establishment Fee For Personal Care/Participation | Derived from DSW Model | DSW 1 |  | See Note 2 |
| 01\_051\_0115\_1\_1 | STA And Assistance (Inc. Respite) – 1:4 – Saturday | Derived from DSW Model | DSW 2 | Saturday Loading | See Note 3 |
| 01\_052\_0115\_1\_1 | STA And Assistance (Inc. Respite) – 1:4 – Sunday | Derived from DSW Model | DSW 2 | Sunday Loading | See Note 3 |
| 01\_053\_0115\_1\_1 | STA And Assistance (Inc. Respite) – 1:4 – Public Holiday | Derived from DSW Model | DSW 2 | Public Holiday Loading | See Note 3 |
| 01\_054\_0115\_1\_1 | STA And Assistance (Inc. Respite) – 1:2 – Weekday | Derived from DSW Model | DSW 2 |  | See Note 3 |
| 01\_055\_0115\_1\_1 | STA And Assistance (Inc. Respite) – 1:2 – Saturday | Derived from DSW Model | DSW 2 | Saturday Loading | See Note 3 |
| 01\_056\_0115\_1\_1 | STA And Assistance (Inc. Respite) – 1:2 – Sunday | Derived from DSW Model | DSW 2 | Sunday Loading | See Note 3 |
| 01\_057\_0115\_1\_1 | STA And Assistance (Inc. Respite) – 1:2 – Public Holiday | Derived from DSW Model | DSW 2 | Public Holiday Loading | See Note 3 |
| 01\_058\_0115\_1\_1 | STA And Assistance (Inc. Respite) – 1:1 – Weekday | Derived from DSW Model | DSW 2 |  | See Note 3 |
| 01\_059\_0115\_1\_1 | STA And Assistance (Inc. Respite) – 1:1 – Saturday | Derived from DSW Model | DSW 2 | Saturday Loading | See Note 3 |
| 01\_060\_0115\_1\_1 | STA And Assistance (Inc. Respite) – 1:1 – Sunday | Derived from DSW Model | DSW 2 | Sunday Loading | See Note 3 |
| 01\_061\_0115\_1\_1 | STA And Assistance (Inc. Respite) – 1:1 – Public Holiday | Derived from DSW Model | DSW 2 | Public Holiday Loading | See Note 3 |
| 01\_062\_0115\_1\_1 | STA And Assistance (Inc. Respite) – 1:3 – Weekday | Derived from DSW Model | DSW 2 |  | See Note 3 |
| 01\_063\_0115\_1\_1 | STA And Assistance (Inc. Respite) – 1:3 – Saturday | Derived from DSW Model | DSW 2 | Saturday Loading | See Note 3 |
| 01\_064\_0115\_1\_1 | STA And Assistance (Inc. Respite) – 1:3 – Sunday | Derived from DSW Model | DSW 2 | Sunday Loading | See Note 3 |
| 01\_065\_0115\_1\_1 | STA And Assistance (Inc. Respite) – 1:3 – Public Holiday | Derived from DSW Model | DSW 2 | Public Holiday Loading | See Note 3 |
| 01\_066\_0115\_1\_1 | Unplanned onsite shared supports in Specialist Disability Accommodation | Determined by DSW Model |  |  | See Note 5 |
| 01\_082\_0115\_1\_1 | Medium Term Accommodation | Determined by DSW Model |  |  |  |
| 01\_134\_0117\_8\_1 | Capacity Building and Training in Self-Management and Plan Management | Determined by DSW Model | DSW 3 |  |  |
| 01\_200\_0115\_1\_1 | Assistance With Self-Care Activities in a STA – Weekday Daytime | Determined by DSW Model | DSW 1 |  |  |
| 01\_201\_0115\_1\_1 | Assistance With Self-Care Activities in a STA – Weekday Evening | Determined by DSW Model | DSW 1 | Evening Loading |  |
| 01\_202\_0115\_1\_1 | Assistance With Self-Care Activities in a STA – Saturday | Determined by DSW Model | DSW 1 | Saturday Loading |  |
| 01\_203\_0115\_1\_1 | Assistance With Self-Care Activities in a STA – Sunday | Determined by DSW Model | DSW 1 | Sunday Loading |  |
| 01\_204\_0115\_1\_1 | Assistance With Self-Care Activities in a STA – Public Holiday | Determined by DSW Model | DSW 1 | Public Holiday Loading |  |
| 01\_205\_0115\_1\_1 | Assistance With Self-Care Activities in a STA – Weekday Night | Determined by DSW Model | DSW 1 | Night Loading |  |
| 01\_400\_0104\_1\_1 | Assistance With Self-Care Activities – High Intensity – Weekday Daytime | Determined by DSW Model | DSW 2 |  |  |
| 01\_401\_0104\_1\_1 | Assistance With Self-Care Activities – High Intensity – Weekday Evening | Determined by DSW Model | DSW 2 | Evening Loading |  |
| 01\_402\_0104\_1\_1 | Assistance With Self-Care Activities – High Intensity – Saturday | Determined by DSW Model | DSW 2 | Saturday Loading |  |
| 01\_403\_0104\_1\_1 | Assistance With Self-Care Activities – High Intensity – Sunday | Determined by DSW Model | DSW 2 | Sunday Loading |  |
| 01\_404\_0104\_1\_1 | Assistance With Self-Care Activities – High Intensity – Public Holiday | Determined by DSW Model | DSW 2 | Public Holiday Loading |  |
| 01\_405\_0104\_1\_1 | Assistance With Self-Care Activities – High Intensity – Weekday Night | Determined by DSW Model | DSW 2 | Night Loading |  |
| 01\_801\_0115\_1\_1 | Assistance in Supported Independent Living – Standard – Weekday Daytime | Determined by DSW Model | DSW 1 |  |  |
| 01\_802\_0115\_1\_1 | Assistance in Supported Independent Living – Standard – Weekday Evening | Determined by DSW Model | DSW 1 | Evening Loading |  |
| 01\_803\_0115\_1\_1 | Assistance in Supported Independent Living – Standard – Weekday Night | Determined by DSW Model | DSW 1 | Night Loading |  |
| 01\_804\_0115\_1\_1 | Assistance in Supported Independent Living – Standard – Saturday | Determined by DSW Model | DSW 1 | Saturday Loading |  |
| 01\_805\_0115\_1\_1 | Assistance in Supported Independent Living – Standard – Sunday | Determined by DSW Model | DSW 1 | Sunday Loading |  |
| 01\_806\_0115\_1\_1 | Assistance in Supported Independent Living – Standard – Public Holiday | Determined by DSW Model | DSW 1 | Public Holiday Loading |  |
| 01\_811\_0115\_1\_1 | Assistance in Supported Independent Living – High Intensity – Weekday Daytime | Determined by DSW Model | DSW 2 |  |  |
| 01\_812\_0115\_1\_1 | Assistance in Supported Independent Living – High Intensity – Weekday Evening | Determined by DSW Model | DSW 2 | Evening Loading |  |
| 01\_813\_0115\_1\_1 | Assistance in Supported Independent Living – High Intensity – Weekday Night | Determined by DSW Model | DSW 2 | Night Loading |  |
| 01\_814\_0115\_1\_1 | Assistance in Supported Independent Living – High Intensity – Saturday | Determined by DSW Model | DSW 2 | Saturday Loading |  |
| 01\_815\_0115\_1\_1 | Assistance in Supported Independent Living – High Intensity – Sunday | Determined by DSW Model | DSW 2 | Sunday Loading |  |
| 01\_816\_0115\_1\_1 | Assistance in Supported Independent Living – High Intensity – Public Holiday | Determined by DSW Model | DSW 2 | Public Holiday Loading |  |
| 01\_832\_0115\_1\_1 | Assistance in Supported Independent Living – Night-Time Sleepover | Derived from DSW Model | DSW 1 |  | See Note 1 |
| 04\_049\_0104\_1\_1 | Establishment Fee For Personal Care/Participation | Derived from DSW Model | DSW 1 |  | See Note 2 |
| 04\_049\_0125\_1\_1 | Establishment Fee For Personal Care/Participation | Derived from DSW Model | DSW 1 |  | See Note 2 |
| 04\_049\_0133\_5\_1 | Establishment Fee For Personal Care/Participation | Derived from DSW Model | DSW 1 |  | See Note 2 |
| 04\_049\_0136\_1\_1 | Establishment Fee For Personal Care/Participation | Derived from DSW Model | DSW 1 |  | See Note 2 |
| 04\_102\_0125\_6\_1 | Access Community Social And Rec Activities – Standard – Public Holiday | Determined by DSW Model | DSW 1 | Public Holiday Loading |  |
| 04\_102\_0136\_6\_1 | Group Activities – Standard – Weekday Daytime | Determined by DSW Model | DSW 1 |  |  |
| 04\_103\_0125\_6\_1 | Access Community Social And Rec Activities – Standard – Weekday Evening | Determined by DSW Model | DSW 1 | Evening Loading |  |
| 04\_103\_0136\_6\_1 | Group Activities – Standard – Weekday Evening | Determined by DSW Model | DSW 1 | Evening Loading |  |
| 04\_104\_0125\_6\_1 | Access Community Social And Rec Activities – Weekday Daytime | Determined by DSW Model | DSW1 |  |  |
| 04\_104\_0136\_6\_1 | Group Activities – Standard – Saturday | Determined by DSW Model | DSW1 | Saturday Loading |  |
| 04\_105\_0125\_6\_1 | Access Community Social And Rec Activities – Standard – Saturday | Determined by DSW Model | DSW 1 | Saturday Loading |  |
| 04\_105\_0136\_6\_1 | Group Activities – Standard – Sunday | Determined by DSW Model | DSW 1 | Sunday Loading |  |
| 04\_106\_0125\_6\_1 | Access Community Social And Rec Activities – Standard – Sunday | Determined by DSW Model | DSW 1 | Sunday Loading |  |
| 04\_106\_0136\_6\_1 | Group Activities – Standard – Public Holiday | Determined by DSW Model | DSW 1 | Public Holiday Loading |  |
| 04\_400\_0104\_1\_1 | Access Community Social And Rec Activ – High Intensity – Weekday Daytime | Determined by DSW Model | DSW 2 |  |  |
| 04\_401\_0104\_1\_1 | Access Community Social And Rec Activ – High Intensity – Weekday Evening | Determined by DSW Model | DSW 2 | Evening Loading |  |
| 04\_402\_0104\_1\_1 | Access Community Social And Rec Activ – High Intensity – Saturday | Determined by DSW Model | DSW 2 | Saturday Loading |  |
| 04\_403\_0104\_1\_1 | Access Community Social And Rec Activ – High Intensity – Sunday | Determined by DSW Model | DSW 2 | Sunday Loading |  |
| 04\_404\_0104\_1\_1 | Access Community Social And Rec Activ – High Intensity – Public Holiday | Determined by DSW Model | DSW 2 | Public Holiday Loading |  |
| 04\_599\_0104\_6\_1 | Centre Capital Cost | Determined by DSW Model |  |  |  |
| 04\_599\_0133\_5\_1 | Centre Capital Cost | Determined by DSW Model |  |  |  |
| 04\_599\_0136\_6\_1 | Centre Capital Cost | Determined by DSW Model |  |  |  |
| 04\_600\_0104\_6\_1 | Group Activities – High Intensity – Weekday Daytime | Determined by DSW Model | DSW 2 |  |  |
| 04\_601\_0104\_6\_1 | Group Activities – High Intensity – Weekday Evening | Determined by DSW Model | DSW 2 | Evening Loading |  |
| 04\_602\_0104\_6\_1 | Group Activities – High Intensity – Saturday | Determined by DSW Model | DSW 2 | Saturday Loading |  |
| 04\_603\_0104\_6\_1 | Group Activities – High Intensity – Sunday | Determined by DSW Model | DSW 2 | Sunday Loading |  |
| 04\_604\_0104\_6\_1 | Group Activities – High Intensity – Public Holiday | Determined by DSW Model | DSW 2 | Public Holiday Loading |  |
| 04\_801\_0133\_5\_1 | Supports in Employment – Weekday Daytime | Determined by DSW Model | DSW 1 |  |  |
| 04\_802\_0133\_5\_1 | Supports In Employment – Weekday Evening | Determined by DSW Model | DSW 1 | Evening Loading |  |
| 04\_803\_0133\_5\_1 | Supports In Employment – Saturday | Determined by DSW Model | DSW 1 | Saturday Loading |  |
| 04\_804\_0133\_5\_1 | Supports In Employment – Sunday | Determined by DSW Model | DSW 1 | Sunday Loading |  |
| 04\_805\_0133\_5\_1 | Supports In Employment – Public Holiday | Determined by DSW Model | DSW 1 | Public Holiday Loading |  |
| 07\_001\_0106\_8\_3 | Support Coordination Level 1: Support Connection | Determined by DSW Model | DSW 3 |  |  |
| 07\_101\_0106\_6\_3 | Psychosocial Recovery Coaching - Weekday Daytime | Determined by DSW Model | DSW 4 |  |  |
| 07\_102\_0106\_6\_3 | Psychosocial Recovery Coaching - Weekday Evening | Determined by DSW Model | DSW 4 | Evening Loading |  |
| 07\_103\_0106\_6\_3 | Psychosocial Recovery Coaching - Weekday Night | Determined by DSW Model | DSW 4 | Night Loading |  |
| 07\_104\_0106\_6\_3 | Psychosocial Recovery Coaching - Saturday | Determined by DSW Model | DSW 4 | Saturday Loading |  |
| 07\_105\_0106\_6\_3 | Psychosocial Recovery Coaching - Sunday | Determined by DSW Model | DSW 4 | Sunday Loading |  |
| 07\_106\_0106\_6\_3 | Psychosocial Recovery Coaching - Public Holiday | Determined by DSW Model | DSW 4 | Public Holiday Loading |  |
| 08\_005\_0106\_2\_3 | Assistance With Accommodation And Tenancy Obligations | Determined by DSW Model | DSW 3 |  |  |
| 09\_006\_0106\_6\_3 | Life Transition Planning Including Mentoring, Peer-Support And Skill Development | Determined by DSW Model | DSW 3 |  |  |
| 09\_009\_0117\_6\_3 | Skills Development And Training | Determined by DSW Model | DSW 3 |  |  |
| 10\_101\_0106\_6\_3 | Psychosocial Recovery Coaching - Weekday Daytime | Determined by DSW Model | DSW 4 |  |  |
| 10\_016\_0102\_5\_3 | Employment Assistance | Determined by DSW Model | DSW 3 |  |  |
| 10\_599\_0133\_5\_3 | Centre Capital Cost | Determined by DSW Model |  |  |  |
| 10\_806\_0133\_5\_1 | Supports in Employment - Weekday Daytime | Determined by DSW Model | DSW 4 |  |  |
| 11\_024\_0117\_7\_3 | Individual Social Skills Development | Determined by DSW Model | DSW 3 |  |  |
| 13\_030\_0102\_4\_3 | Transition Through School And To Further Education | Determined by DSW Model | DSW 3 |  |  |
| 15\_035\_0106\_1\_3 | Assistance With Decision Making Daily Planning and Budgeting | Determined by DSW Model | DSW 1 |  |  |
| 15\_037\_0117\_1\_3 | Skill Development And Training including Public Transport Training | Determined by DSW Model | DSW 1 |  |  |
| 15\_038\_0117\_1\_3 | Training For Carers/Parents | Determined by DSW Model | DSW 3 |  |  |
| 15\_300\_0103\_1\_3 | Assistive Technology Mentoring | Determined by DSW Model | DSW 4 |  |  |

## Notes

1. Assistance with Self Care Activities - Night-Time Sleepover Support

The price limit for these support items is equal to the SCHADS Industry Award Sleepover Allowance[[12]](#footnote-13) plus three times the relevant DSW 1 Weekday Night hourly price limit.

1. Establishment Fee for Personal Care/Participation

The price limit for this support item is 10 times the relevant DSW 1 Weekday Daytime hourly price limit.

1. Short Term Accommodation and Assistance (including the respite care)

The daily price limits for each 1:n weekday support item is the sum of the following amounts, where n is the number of participants being supported by the worker:

* The short term accommodation capital component (see page 9);
* The short term accommodation hotel component (see page 9);
* 1/n times 8 times the relevant DSW 2 Weekday Daytime hourly price limit;
* 1/n times 8 times the relevant DSW 2 Weekday Evening hourly price limit;
* 1/n times 8 times the relevant DSW 2 Weekday Night hourly price limit.

The 2024-25 daily price limits for each 1:n Saturday support item is the sum of the following amounts:

* The short term accommodation capital component (see page 9);
* The short term accommodation hotel component (see page 9);
* 1/n times 24 times the relevant DSW 2 Saturday hourly price limit.

The 2024-25 daily price limits for each 1:n Sunday support item is the sum of the following amounts:

* The short term accommodation capital component (see page 9);
* The short term accommodation hotel component (see page 9);
* 1/n times 24 times the relevant DSW 2 Sunday hourly price limit.

The 2024-25 daily price limits for each 1:n Public Holiday support item is the sum of the following amounts:

* The short term accommodation capital component (see page 9);
* The short term accommodation hotel component (see page 9);
* 1/n times 24 times the relevant DSW 2 Public Holiday hourly price limit.
1. Group Activities (Transitional Arrangement)

The price limits for community-based group supports apply to each hour of support and are based on the hourly price limits of the relevant 1:1 community participation support (for each level of support and time of day and day of week). If the price limit for the relevant 1:1 support is P, and n is the number of participants being supported by the worker, then the price limit Pn for the 1:n community based support is given by the following formulae:

$$P\_{n}=\frac{P+\left(n-1\right)×0.12×P}{n}$$

For each additional person in the group (after the first) an additional 12.0% of the 1:1 hourly price limit (essentially seven minutes) is added to the hourly price limit.

The hourly transitional price limit for a centre-based group support is calculated by adding the hourly Centre Based Capital Amount (see page 9) to the hourly transitional price limit for the relevant community based group support.

1. Onsite Shared Supports in SDA

The price limit for Onsite Shared Supports in SDA or commonly known as the Concierge support is determined weekly claiming calculated by under a program of supports is $1,365.88 (2.5 hours x $78.05 ph. x 7 weeks) as the intention is that it is claimed on this basis for each day of the agreement. This sets the expectation of regular check ins that supports are working and the provider does not need to claim on an hourly basis and reinforces the idea it is a 24/7 available support.

1. [↑](#footnote-ref-2)
2. SCHADS Industry Award: Clauses 10.4(b), 26 and 29.3. [↑](#footnote-ref-3)
3. SCHADS Industry Award: Clause 25.1. [↑](#footnote-ref-4)
4. The National Employment Standards govern leave and several other conditions in Awards, and also may not be reduced by EBAs. <https://www.fairwork.gov.au/employee-entitlements/national-employment-standards> [↑](#footnote-ref-5)
5. <https://www.fairwork.gov.au/leave/annual-leave> [↑](#footnote-ref-6)
6. <https://www.fairwork.gov.au/leave/public-holidays> [↑](#footnote-ref-7)
7. <https://www.fairwork.gov.au/leave/sick-and-carers-leave/paid-sick-and-carers-leave>

Note: The Cost Model assumes all workers utilise all of their personal leave entitlement each year even though some workers may not use their entitlement. [↑](#footnote-ref-8)
8. <https://www.fairwork.gov.au/leave/family-and-domestic-violence-leave/employer-guide-to-family-and-domestic-violence> [↑](#footnote-ref-9)
9. <https://www.fairwork.gov.au/leave/long-service-leave>

Note: The Cost Model assumes all workers qualify for LSL accruals and that all workers will eventually access their LSL entitlement. This reflects the rollout of portable LSL schemes in some jurisdictions. [↑](#footnote-ref-10)
10. SCHADS Industry Award: Clause 31.3 [↑](#footnote-ref-11)
11. <https://www.ato.gov.au/rates/key-superannuation-rates-and-thresholds/?anchor=Superguaranteepercentage> [↑](#footnote-ref-12)
12. Calculated as 4.9% of the weekly minimum wage (before Equal Remuneration Order adjustment) for a Social and community services employee level 3 at pay point 3 in clause 15.3 of the SCHADS Industry Award. See Clause 25.7(d) of the SCHADS Industry Award. [↑](#footnote-ref-13)