

**Australian Catholic Council  
for Employment Relations on  
behalf of the Australian  
Catholic Bishops Conference**

**Supplementary Submissions**

**May 2023**

## SUPPLEMENTARY SUBMISSIONS

1. The Fair Work Commission (**the Commission**) posed questions on notice to the parties on 21 April 2023.
2. Table 1 of the Initial Submissions of the Australian Catholic Council for Employment Relations on behalf of the Australian Catholic Bishops Conference (**ACCER**) filed on 31 March 2023 (**Initial Submissions**) enclosed forecasted data and simulated growth scenarios for the National Minimum Wage (**NMW**).
3. Table S1 below provides a revised version of Table 1 from the Initial Submissions to include a further column (highlighted in grey) to forecast the C13 rate for the next 10 years. The C13 column can be compared to the figures highlighted in green below which reproduce the increase proposed by ACCER in the Initial Submissions, based on meeting the National Poverty Line (**NPL**) for single parents/carers with 2 children by the year 2030.
4. Table S1 demonstrates that from 2012 to 2022, the C13 rate has on average grown by 3% per year. The C14 rate has the same level of growth from 2012 to 2022. On that basis, the C13 rate would never reach the NPL, recorded in the first column under the heading 'NPL Assuming', since the projection assumes the same rate of annual growth.
5. Therefore, whilst the C13 rate is 2.7% higher than the C14 rate, it still remains an inadequate measure to provide a decent living wage.

Table S1 Supplementary Forecast Data and Simulated Growth Scenarios for National Minimum Wage (NMW) incl. Projections for C13 Award Rate								
Year	Forecast (\$AU) for...							
	NMW, assuming...						NPL <sup>†</sup> , assuming...	
	MW & NPL 10yr $\mu\Delta/\text{yr} = 3.0\%$	MW 5yr $\mu\Delta/\text{yr} = 3.2\%$	NPL 5yr $\mu\Delta/\text{yr} = 4.0\%$	C13 10yr $\mu\Delta/\text{yr} = 3.0\%$	MW $\geq$ NPL <sup>†</sup> by 2030	MW $\geq$ NPL <sup>†</sup> by 2027	A. NPL <sup>†</sup> 10yr $\mu\Delta/\text{yr} = 3.0\%$	B. NPL <sup>†</sup> 5yr $\mu\Delta/\text{yr} = 4.0\%$
					Both assuming NPL Forecast A.			
2013	622.20	622.20	622.20	640.20	622.20	622.20	762.24	762.24
2014	640.90	640.90	640.90	659.40	640.90	640.90	810.24	810.24
2015	656.90	656.90	656.90	675.90	656.90	656.90	834.24	834.24
2016	672.70	672.70	672.70	692.10	672.70	672.70	819.84	819.84
2017	694.90	694.90	694.90	714.90	694.90	694.90	832.32	832.32
2018	719.20	719.20	719.20	739.90	719.20	719.20	863.04	863.04
2019	740.80	740.80	740.80	762.10	740.80	740.80	886.08	886.08
2020	753.80	753.80	753.80	775.40	753.80	753.80	920.64	920.64
2021	772.60	772.60	772.60	794.80	772.60	772.60	975.36	975.36
2022	812.60	812.60	812.60	<b>834.80</b>	<b>812.60</b>	812.60	1,013.76	1,013.76
2023	837.00	838.60	845.10	859.80	<b>870.70</b>	883.50	1,036.80	1,036.80
2024	862.10	865.40	878.90	885.60	928.80	954.30	1,067.90	1,078.27
2025	888.00	893.10	914.10	912.20	986.80	1,025.20	1,099.94	1,121.40
2026	914.60	921.70	950.60	939.60	1,044.90	1,096.10	1,132.94	1,166.26
2027	942.00	951.20	988.70	967.80	1,103.00	1,167.00	1,166.93	1,212.91
2028	970.30	981.70	1,028.20	996.80	1,161.10	1,237.80	1,201.94	1,261.43
2029	999.40	1,013.10	1,069.30	1026.70	1,219.20	1,308.70	1,237.99	1,311.88
2030	1,029.40	1,045.50	1,112.10	1057.50	<b>1,277.20</b>	1,379.60	<b>1,275.13</b>	1,364.36
2031	1,060.30	1,078.90	1,156.60	1089.20	1,335.30	1,450.40	1,313.39	1,418.93
2032	1,092.10	1,113.50	1,202.90	1121.90	1,393.40	1,521.30	1,352.79	1,475.69
2033	1,124.80	1,149.10	1,251.00	1155.60	1,451.40	1,592.20	1,393.37	1,534.72

$\mu$  = average;  $\Delta$  = change; <sup>†</sup> = NPL for Single Parent/Carer with 2 Dependent Children

Source: Modified from Table 1, ACCER Submission 2023 (p. 42)

6. No figures for C13 Disposable Incomes (DIs) to Poverty Line ratios were given in the Commission's Statistical Report, so the disposable incomes for C13 dependent families have been re-calculated below. Discrepancies exist between the DIs provided in Table A13 of the Initial Submissions, adapted from the Table 8.4 and 8.6 of the Commission's Statistical Report, and those provided in Table A14, so the figures have been re-calculated for C-10 and C14 (NMW) dependent families using an adapted form of the ACCER's methodology for Tables A6-8 of the Initial Submissions for different families. These figures are given in Tables A15-A17 below.

**Table A14**  
**Ratio of disposable income of selected households to their**  
**60 per cent of median income poverty lines**  
**September 2022**

	Household	60% median income (PL, \$pw)	Disposable income (DI) NMW-dependent		Disposable income (DI) C13-dependent		Disposable Income (DI) C10-dependent	
			\$pw	Ratio DI:PL	\$pw	Ratio DI:PL	\$pw	Ratio DI:PL
1	Single adult	646.82	708.00	1.09	726.00	1.12	799.00	1.24
2	Single parent working full time, 1 child	840.86	991.00	1.18	1,009.00	1.20	1,085.00	1.29
3	Single parent working part time, 1 child	840.86	670.00	0.80	679.00	0.81	767.00	0.91
4	Single parent working full time, 2 children	1,034.91	1,106.00	1.07	1,124.00	1.09	1,199.00	1.16
5	Single parent working part time, 2 children	1,034.91	785.00	0.76	794.00	0.77	882.00	0.85
6	Single-earner couple, one with Newstart,	970.23	910.00	0.94	914.00	0.94	922.00	0.95
7	Single-earner couple,	970.23	708.00	0.73	726.00	0.75	799.00	0.82
8	Single-earner couple, one with Newstart, 1 child	1,164.27	1,193.00	1.02	1,198.00	1.03	1,206.00	1.04
9	Single-earner couple, 1 child	1,164.27	991.00	0.85	1,009.00	0.87	1,085.00	0.93
10	Single-earner couple, one with Newstart 2 children	1,358.32	1,308.00	0.96	1,312.00	0.97	1,320.00	0.97
11	Single-earner couple, 2 children	1,358.32	1,106.00	0.81	1,124.00	0.83	1,199.00	0.88
12	Dual-earner couple	970.23	1,104.00	1.14	1,130.00	1.16	1,237.00	1.27
13	Dual-earner couple, 1 child	1,164.27	1,384.00	1.19	1,408.00	1.21	1,502.00	1.29
14	Dual-earner couple, 2 children	1,358.32	1,488.00	1.10	1,509.00	1.11	1,587.00	1.17

The 60% median income poverty line (PL) data are taken from the Table 8.6 of the Commission's Statistical Report of 3 March 2023 (Version 1).

As per Table 8.4 of the Commission's statistical report of March 2023:

Assumptions: Single-earner households earn 100 per cent of the weekly NMW. Single parents working part time (PT) earn 50 per cent of the weekly NMW, those working full time (FT) earn 100 per cent. Dual-earner households comprise one partner earning 100 per cent of the NMW, the other earns 50 per cent...

Tax/transfer parameters as at July each year. Disposable income includes all available income transfers, unless otherwise specified. Children are aged 8– 12 years and attending primary school. Households paying sufficient rent to receive maximum Rent Assistance where applicable. From 20 March 2020 the Newstart Allowance (NSA) was replaced by the JobSeeker Payment (JSP). Single-earner couples are modelled in two scenarios: 1) the non-earning partner is in the labour force and receiving proportional rates of NSA or JSP and 2) the non-earning partner is not in the labour force and therefore not in receipt of NSA or JSP. Single-parent households and secondary earners in dual-earner households are not seeking further work and not in receipt of income support

**Table A15  
Nominal Disposable Incomes for NMW-dependent families  
September 2022**

Family Structure	Income				Benefits						Disposable income
	Adult 1 Gross	Adult 2 Gross	Adult 1 Net	Adult 2 Net	Medicare exemption total	FTB A	FTB B	FTB A Supp.	FTB B Supp	Rental assist. max.	
<b>Single adult</b>	812.60	-	708.22	-	-	-	-	-	-	-	708.22
<b>Single adult FT, 1 child</b>	812.60	-	708.22	-	16.25	98.98	58.73	15.67	7.62	85.75	991.23
<b>Single adult PT, 1 child</b>	406.30	-	395.37	-	8.13	98.98	58.73	15.67	7.62	85.75	670.25
<b>Single parent FT, 1 child</b>	812.60	-	708.22	-	16.25	197.96	58.73	31.34	7.62	85.75	1,105.88
<b>Single parent PT, 1 child</b>	406.30	-	395.37	-	8.13	197.96	58.73	31.34	7.62	85.75	784.90
<b>Single-earner couple (JSP)</b>	812.60	197.94	708.22	197.94	3.96	-	-	-	-	-	910.12
<b>Single-earner couple</b>	812.60	-	708.22	-	-	-	-	-	-	-	708.22
<b>Single-earner couple (JSP), 1 child</b>	812.60	197.94	708.22	197.94	20.21	98.98	58.73	15.67	7.62	85.75	1,193.13
<b>Single-earner couple, 1 child</b>	812.60	-	708.22	-	16.25	98.98	58.73	15.67	7.62	85.75	991.23
<b>Single-earner couple (JSP) 2 children</b>	812.60	197.94	708.22	197.94	20.21	197.96	58.73	31.34	7.62	85.75	1,307.78
<b>Single-earner couple, 2 children</b>	812.60	-	708.22	-	16.25	197.96	58.73	31.34	7.62	85.75	1,105.88
<b>Dual-earner couple</b>	812.60	406.30	708.22	395.37	-	-	-	-	-	-	1,103.60
<b>Dual-earner couple, 1 child</b>	812.60	406.30	708.22	395.37	24.38	88.45	58.73	15.67	7.62	85.75	1,384.20
<b>Dual-earner couple, 2 children</b>	812.60	406.30	708.22	395.37	24.38	176.90	58.73	31.34	7.62	85.75	1,488.32

Payments are calculated on the basis of the year being 52.18 weeks. The children are aged 8 to 12.

**Table A16**  
**Nominal Disposable Incomes for C13-dependent families**  
**September 2022**

Family Structure	Income				Benefits						Disposable income
	Adult 1 Gross	Adult 2 Gross	Adult 1 Net	Adult 2 Net	Medicare exemption total	FTB A	FTB B	FTB A Supp.	FTB B Supp	Rental assist. max.	
<b>Single adult</b>	812.60	-	708.22	-	-	-	-	-	-	-	708.22
<b>Single adult FT, 1 child</b>	812.60	-	708.22	-	16.25	98.98	58.73	15.67	7.62	85.75	991.23
<b>Single adult PT, 1 child</b>	406.30	-	395.37	-	8.13	98.98	58.73	15.67	7.62	85.75	670.25
<b>Single parent FT, 1 child</b>	812.60	-	708.22	-	16.25	197.96	58.73	31.34	7.62	85.75	1,105.88
<b>Single parent PT, 1 child</b>	406.30	-	395.37	-	8.13	197.96	58.73	31.34	7.62	85.75	784.90
<b>Single-earner couple (JSP)</b>	812.60	197.94	708.22	197.94	3.96	-	-	-	-	-	910.12
<b>Single-earner couple</b>	812.60	-	708.22	-	-	-	-	-	-	-	708.22
<b>Single-earner couple (JSP), 1 child</b>	812.60	197.94	708.22	197.94	20.21	98.98	58.73	15.67	7.62	85.75	1,193.13
<b>Single-earner couple, 1 child</b>	812.60	-	708.22	-	16.25	98.98	58.73	15.67	7.62	85.75	991.23
<b>Single-earner couple (JSP) 2 children</b>	812.60	197.94	708.22	197.94	20.21	197.96	58.73	31.34	7.62	85.75	1,307.78
<b>Single-earner couple, 2 children</b>	812.60	-	708.22	-	16.25	197.96	58.73	31.34	7.62	85.75	1,105.88
<b>Dual-earner couple</b>	812.60	406.30	708.22	395.37	-	-	-	-	-	-	1,103.60
<b>Dual-earner couple, 1 child</b>	812.60	406.30	708.22	395.37	24.38	88.45	58.73	15.67	7.62	85.75	1,384.20
<b>Dual-earner couple, 2 children</b>	812.60	406.30	708.22	395.37	24.38	176.90	58.73	31.34	7.62	85.75	1,488.32

Payments are calculated on the basis of the year being 52.18 weeks. The children are aged 8 to 12.

**Table A17**  
**Nominal Disposable Incomes for C10-dependent families**  
**September 2022**

Family Structure	Income				Benefits						Disposable income
	Adult 1 Gross	Adult 2 Gross	Adult 1 Net	Adult 2 Net	Medicare exemption total	FTB A	FTB B	FTB A Supp.	FTB B Supp	Rental assist. max.	
<b>Single adult</b>	812.60	-	708.22	-	-	-	-	-	-	-	708.22
<b>Single adult FT, 1 child</b>	812.60	-	708.22	-	16.25	98.98	58.73	15.67	7.62	85.75	991.23
<b>Single adult PT, 1 child</b>	406.30	-	395.37	-	8.13	98.98	58.73	15.67	7.62	85.75	670.25
<b>Single parent FT, 1 child</b>	812.60	-	708.22	-	16.25	197.96	58.73	31.34	7.62	85.75	1,105.88
<b>Single parent PT, 1 child</b>	406.30	-	395.37	-	8.13	197.96	58.73	31.34	7.62	85.75	784.90
<b>Single-earner couple (JSP)</b>	812.60	197.94	708.22	197.94	3.96	-	-	-	-	-	910.12
<b>Single-earner couple</b>	812.60	-	708.22	-	-	-	-	-	-	-	708.22
<b>Single-earner couple (JSP), 1 child</b>	812.60	197.94	708.22	197.94	20.21	98.98	58.73	15.67	7.62	85.75	1,193.13
<b>Single-earner couple, 1 child</b>	812.60	-	708.22	-	16.25	98.98	58.73	15.67	7.62	85.75	991.23
<b>Single-earner couple (JSP) 2 children</b>	812.60	197.94	708.22	197.94	20.21	197.96	58.73	31.34	7.62	85.75	1,307.78
<b>Single-earner couple, 2 children</b>	812.60	-	708.22	-	16.25	197.96	58.73	31.34	7.62	85.75	1,105.88
<b>Dual-earner couple</b>	812.60	406.30	708.22	395.37	-	-	-	-	-	-	1,103.60
<b>Dual-earner couple, 1 child</b>	812.60	406.30	708.22	395.37	24.38	88.45	58.73	15.67	7.62	85.75	1,384.20
<b>Dual-earner couple, 2 children</b>	812.60	406.30	708.22	395.37	24.38	176.90	58.73	31.34	7.62	85.75	1,488.32

Payments are calculated on the basis of the year being 52.18 weeks. The children are aged 8 to 12.





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