



# DRAFT DETERMINATION

*Fair Work Act 2009*  
s.285—Annual wage review

## Annual Wage Review 2019–20 (C2020/1)

### **BANKING, FINANCE AND INSURANCE AWARD 2020** [MA000019]

Banking finance and insurance industry

JUSTICE ROSS, PRESIDENT  
VICE PRESIDENT CATANZARITI  
DEPUTY PRESIDENT ASBURY  
COMMISSIONER HAMPTON  
MR FERGUSON  
PROFESSOR WOODEN  
MS LABINE-ROMAIN

MELBOURNE, XX JUNE 2020

*Annual Wage Review 2019–20.*

A. Further to the decision issued by the majority of the Expert Panel in the Annual Wage Review 2019–20 on 19 June 2020 [[2020] FWCFB 3500], the above award is varied as follows:

- By deleting the table appearing in clause 15.1(a) and inserting the following:

<b>Employee classification</b>	<b>Minimum annual rate (full-time employees)</b>	<b>Minimum weekly rate (full-time employees)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	41,673	801.40	21.09
Level 2	45,635	877.60	23.09
Level 3	48,199	926.90	24.39
Level 4	50,617	973.40	25.62
Level 5	52,671	1012.90	26.66
Level 6	58,994	1134.50	29.86

2. By deleting the year “2019” in clause 15.4(b) and inserting “2020”.
3. By deleting the amount "\$15.87" appearing in clause 18.3(a) and inserting "\$16.15".
4. By deleting the table appearing in clause 18.3(b)(i) and inserting the following:

<b>Days</b>	<b>\$ per day rostered on stand-by</b>
Monday to Friday inclusive	18.61
Saturdays, Sundays and public holidays	38.00

5. By deleting the table appearing in clause B.1.1 and inserting the following:

<b>Employee classification</b>	<b>Ordinary hours</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>	
	<b>100%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>
Level 1	21.09	52.73
Level 2	23.09	57.73
Level 3	24.39	60.98
Level 4	25.62	64.05
Level 5	26.66	66.65
Level 6	29.86	74.65

6. By deleting the table appearing in clause B.1.2 and inserting the following:

<b>Employee classification</b>	<b>Monday – Saturday</b>		<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>First 3 hours</b>	<b>After 3 hours</b>	<b>Work outside employee’s weekly hours</b>		
	<b>% of minimum hourly rate</b>				
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
Level 1	31.64	42.18	42.18	42.18	52.73
Level 2	34.64	46.18	46.18	46.18	57.73
Level 3	36.59	48.78	48.78	48.78	60.98
Level 4	38.43	51.24	51.24	51.24	64.05
Level 5	39.99	53.32	53.32	53.32	66.65

Employee classification	Monday - Saturday		Saturday	Sunday	Public holiday
	First 3 hours	After 3 hours	Work outside employee's weekly hours		
	<b>% of minimum hourly rate</b>				
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
Level 6	44.79	59.72	59.72	59.72	74.65

7. By deleting the table appearing in clause B.2.1 and inserting the following:

Employee classification	Early morning shift	Afternoon shift	Night shift	Permanent afternoon shift	Permanent night shift
	<b>% of minimum hourly rate</b>				
	<b>112.5%</b>	<b>120%</b>	<b>125%</b>	<b>125%</b>	<b>130%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	23.73	25.31	26.36	26.36	27.42
Level 2	25.98	27.71	28.86	28.86	30.02
Level 3	27.44	29.27	30.49	30.49	31.71
Level 4	28.82	30.74	32.03	32.03	33.31
Level 5	29.99	31.99	33.33	33.33	34.66
Level 6	33.59	35.83	37.33	37.33	38.82

8. By deleting the table appearing in clause B.2.2 and inserting the following:

Employee classification	Monday - Saturday		Saturday	Sunday	Public holiday
	First 3 hours	After 3 hours	Work outside employee's weekly hours		
	<b>% of minimum hourly rate</b>				
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	31.64	42.18	42.18	42.18	52.73
Level 2	34.64	46.18	46.18	46.18	57.73
Level 3	36.59	48.78	48.78	48.78	60.98
Level 4	38.43	51.24	51.24	51.24	64.05

Employee classification	Monday - Saturday		Saturday	Sunday	Public holiday
	First 3 hours	After 3 hours	Work outside employee's weekly hours		
	<b>% of minimum hourly rate</b>				
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 5	39.99	53.32	53.32	53.32	66.65
Level 6	44.79	59.72	59.72	59.72	74.65

9. By deleting the table appearing in clause B.3.1 and inserting the following:

Employee classification	Ordinary hours <sup>1</sup>	Public holiday
	<b>% of minimum hourly rate</b>	
	<b>125%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>
Level 1	26.36	58.00
Level 2	28.86	63.50
Level 3	30.49	67.07
Level 4	32.03	70.46
Level 5	33.33	73.32
Level 6	37.33	82.12

10. By deleting the table appearing in clause B.3.2 and inserting the following:

Employee classification	Early morning shift	Afternoon shift	Night shift	Permanent afternoon shift	Permanent night shift
	<b>% of minimum hourly rate</b>				
	<b>137.5%</b>	<b>145%</b>	<b>150%</b>	<b>150%</b>	<b>155%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	29.00	30.58	31.64	31.64	32.69
Level 2	31.75	33.48	34.64	34.64	35.79
Level 3	33.54	35.37	36.59	36.59	37.80

<b>Employee classification</b>	<b>Early morning shift</b>	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Permanent afternoon shift</b>	<b>Permanent night shift</b>
	<b>% of minimum hourly rate</b>				
	<b>137.5%</b>	<b>145%</b>	<b>150%</b>	<b>150%</b>	<b>155%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 4	35.23	37.15	38.43	38.43	39.71
Level 5	36.66	38.66	39.99	39.99	41.32
Level 6	41.06	43.30	44.79	44.79	46.28

11. By deleting the table appearing in clause B.4.1 and inserting the following:

<b>Age</b>	<b>Junior hourly rate—ordinary hours</b>	<b>Afternoon shift</b>	<b>Early morning shift</b>	<b>Night shift</b>	<b>Permanent afternoon shift</b>	<b>Permanent night shift</b>
	<b>% of junior hourly rate</b>					
	<b>100%</b>	<b>120%</b>	<b>112.5%</b>	<b>125%</b>	<b>125%</b>	<b>130%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Level 1</b>						
16 years or under	10.54	12.65	11.86	13.18	13.18	13.70
17 years	12.65	15.18	14.23	15.81	15.81	16.45
18 years	14.76	17.71	16.61	18.45	18.45	19.19
19 years	16.87	20.24	18.98	21.09	21.09	21.93
20 years	18.98	22.78	21.35	23.73	23.73	24.67
<b>Level 2</b>						
16 years or under	11.55	13.86	12.99	14.44	14.44	15.02
17 years	13.86	16.63	15.59	17.33	17.33	18.02
18 years	16.17	19.40	18.19	20.21	20.21	21.02
19 years	18.48	22.18	20.79	23.10	23.10	24.02
20 years	20.79	24.95	23.39	25.99	25.99	27.03
<b>Level 3</b>						
16 years or under	12.20	14.64	13.73	15.25	15.25	15.86

Age	Junior hourly rate—ordinary hours	Afternoon shift	Early morning shift	Night shift	Permanent afternoon shift	Permanent night shift
	% of junior hourly rate					
	100%	120%	112.5%	125%	125%	130%
	\$	\$	\$	\$	\$	\$
17 years	14.64	17.57	16.47	18.30	18.30	19.03
18 years	17.07	20.48	19.20	21.34	21.34	22.19
19 years	19.51	23.41	21.95	24.39	24.39	25.36
20 years	21.95	26.34	24.69	27.44	27.44	28.54
<b>Level 4</b>						
16 years or under	12.81	15.37	14.41	16.01	16.01	16.65
17 years	15.37	18.44	17.29	19.21	19.21	19.98
18 years	17.93	21.52	20.17	22.41	22.41	23.31
19 years	20.49	24.59	23.05	25.61	25.61	26.64
20 years	23.05	27.66	25.93	28.81	28.81	29.97
<b>Level 5</b>						
16 years or under	13.33	16.00	15.00	16.66	16.66	17.33
17 years	15.99	19.19	17.99	19.99	19.99	20.79
18 years	18.66	22.39	20.99	23.33	23.33	24.26
19 years	21.32	25.58	23.99	26.65	26.65	27.72
20 years	23.99	28.79	26.99	29.99	29.99	31.19
<b>Level 6</b>						
16 years or under	14.93	17.92	16.80	18.66	18.66	19.41
17 years	17.91	21.49	20.15	22.39	22.39	23.28
18 years	20.90	25.08	23.51	26.13	26.13	27.17
19 years	23.88	28.66	26.87	29.85	29.85	31.04
20 years	26.87	32.24	30.23	33.59	33.59	34.93

12. By deleting the table appearing in clause B.4.2 and inserting the following:

Age	Monday to Saturday		Sunday	Public holidays
	First 3 hours	After 3 hours & all work outside and employee's weekly hours		
	% of junior hourly rate			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Level 1</b>				
16 years or under	15.81	21.08	21.08	26.35
17 years	18.98	25.30	25.30	31.63
18 years	22.14	29.52	29.52	36.90
19 years	25.31	33.74	33.74	42.18
20 years	28.47	37.96	37.96	47.45
<b>Level 2</b>				
16 years or under	17.33	23.10	23.10	28.88
17 years	20.79	27.72	27.72	34.65
18 years	24.26	32.34	32.34	40.43
19 years	27.72	36.96	36.96	46.20
20 years	31.19	41.58	41.58	51.98
<b>Level 3</b>				
16 years or under	18.30	24.40	24.40	30.50
17 years	21.96	29.28	29.28	36.60
18 years	25.61	34.14	34.14	42.68
19 years	29.27	39.02	39.02	48.78
20 years	32.93	43.90	43.90	54.88
<b>Level 4</b>				
16 years or under	19.22	25.62	25.62	32.03
17 years	23.06	30.74	30.74	38.43
18 years	26.90	35.86	35.86	44.83
19 years	30.74	40.98	40.98	51.23

Age	Monday to Saturday		Sunday	Public holidays
	First 3 hours	After 3 hours & all work outside and employee's weekly hours		
	% of junior hourly rate			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
20 years	34.58	46.10	46.10	57.63
<b>Level 5</b>				
16 years or under	20.00	26.66	26.66	33.33
17 years	23.99	31.98	31.98	39.98
18 years	27.99	37.32	37.32	46.65
19 years	31.98	42.64	42.64	53.30
20 years	35.99	47.98	47.98	59.98
<b>Level 6</b>				
16 years or under	22.40	29.86	29.86	37.33
17 years	26.87	35.82	35.82	44.78
18 years	31.35	41.80	41.80	52.25
19 years	35.82	47.76	47.76	59.70
20 years	40.31	53.74	53.74	67.18

13. By deleting the table appearing in clause B.4.3 and inserting the following:

Age	Casual hourly rate	Afternoon shift	Early morning shift	Night shift	Permanent afternoon shift	Permanent night shift
	% of junior hourly rate					
	<b>125%</b>	<b>145%</b>	<b>137.5%</b>	<b>150%</b>	<b>150%</b>	<b>155%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Level 1</b>						
16 years or under	13.18	15.28	14.49	15.81	15.81	16.34
17 years	15.81	18.34	17.39	18.98	18.98	19.61
18 years	18.45	21.40	20.30	22.14	22.14	22.88



Age	Casual hourly rate	Afternoon shift	Early morning shift	Night shift	Permanent afternoon shift	Permanent night shift
	<b>% of junior hourly rate</b>					
	<b>125%</b>	<b>145%</b>	<b>137.5%</b>	<b>150%</b>	<b>150%</b>	<b>155%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
19 years	21.09	24.46	23.20	25.31	25.31	26.15
20 years	23.73	27.52	26.10	28.47	28.47	29.42
<b>Level 2</b>						
16 years or under	14.44	16.75	15.88	17.33	17.33	17.90
17 years	17.33	20.10	19.06	20.79	20.79	21.48
18 years	20.21	23.45	22.23	24.26	24.26	25.06
19 years	23.10	26.80	25.41	27.72	27.72	28.64
20 years	25.99	30.15	28.59	31.19	31.19	32.22
<b>Level 3</b>						
16 years or under	15.25	17.69	16.78	18.30	18.30	18.91
17 years	18.30	21.23	20.13	21.96	21.96	22.69
18 years	21.34	24.75	23.47	25.61	25.61	26.46
19 years	24.39	28.29	26.83	29.27	29.27	30.24
20 years	27.44	31.83	30.18	32.93	32.93	34.02
<b>Level 4</b>						
16 years or under	16.01	18.57	17.61	19.22	19.22	19.86
17 years	19.21	22.29	21.13	23.06	23.06	23.82
18 years	22.41	26.00	24.65	26.90	26.90	27.79
19 years	25.61	29.71	28.17	30.74	30.74	31.76
20 years	28.81	33.42	31.69	34.58	34.58	35.73
<b>Level 5</b>						
16 years or under	16.66	19.33	18.33	20.00	20.00	20.66
17 years	19.99	23.19	21.99	23.99	23.99	24.78
18 years	23.33	27.06	25.66	27.99	27.99	28.92
19 years	26.65	30.91	29.32	31.98	31.98	33.05
20 years	29.99	34.79	32.99	35.99	35.99	37.18

Age	Casual hourly rate	Afternoon shift	Early morning shift	Night shift	Permanent afternoon shift	Permanent night shift
	<b>% of junior hourly rate</b>					
	<b>125%</b>	<b>145%</b>	<b>137.5%</b>	<b>150%</b>	<b>150%</b>	<b>155%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Level 6</b>						
16 years or under	18.66	21.65	20.53	22.40	22.40	23.14
17 years	22.39	25.97	24.63	26.87	26.87	27.76
18 years	26.13	30.31	28.74	31.35	31.35	32.40
19 years	29.85	34.63	32.84	35.82	35.82	37.01
20 years	33.59	38.96	36.95	40.31	40.31	41.65

- 14. By deleting the amount “\$862.50” appearing in clause C.1.1 and inserting “\$877.60”.
- 15. By deleting the table appearing in clause C.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
First aid allowance	18.3(a)	1.84	16.15	per week
Stand-by and call-back allowance—Monday to Friday inclusive	18.3(b)(i)	2.12	18.61	per day
Stand-by and call-back allowance—Saturdays, Sundays and public holidays	18.3(b)(i)	4.33	38.00	per day

B. This determination comes into operation on 1 July 2020. In accordance with s.286(5) of the *Fair Work Act 2009* this determination does not take effect in relation to a particular employee until the start of the employee’s first full pay period that starts on or after 1 July 2020.

PRESIDENT