FairWork
Commission

DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2019–20
(C2020/1)

MARKET AND SOCIAL RESEARCH AWARD 2020
[MA000030]

Market and business consultancy services

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:

1.   By deleting the table appearing in clause 14.1 and inserting the following:

Employee classification	Minimum weekly rate (full-time employees)	Minimum annual salary	Minimum hourly rate
	$	$	$
Market research trainee	789.70	41,064	20.78
Support employee first year	858.80	44,658	22.60
Support employee thereafter	883.20	45,926	23.24
Market research interviewer	883.20	45,926	23.24

Employee classification	Minimum weekly rate (full-time employees)	Minimum annual salary	Minimum hourly rate
	$	$	$
Executive (face-to-face) interviewer and door-to-door interviewer	891.80	46,374	23.47
Editor/Coder/Keyboard operator	898.20	46,706	23.64
Team leader	940.40	48,901	24.75
Field supervisor	1010.10	52,525	26.58
Research assistant	1010.10	52,525	26.58
Field manager	1103.30	57,372	29.03
Research officer	1103.30	57,372	29.03
Research manager	1452.20	75,514	38.22

2.   By deleting the amount "$5.71" appearing in clause 19.1(a) and inserting "$5.81".

3.   By deleting the amount "$11.42" appearing in clause 19.1(b) and inserting "$11.62".

4.   By deleting the amount "$5.71" appearing in clause 19.1(c) and inserting "$5.81".

5.   By deleting the amount "$4907" appearing in clause A.1 and inserting "$4993".

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

	Ordinary hours	Monday- Friday outside daily spread of hours	Saturday	Sunday	Public holiday
	% of minimum hourly rate				
	100%	100% + $5.81	100% + $5.81	100% + $11.62	100% + $11.62
	$	$	$	$	$
Market research trainee	20.78	26.59	26.59	32.40	32.40
Support employee first year	22.60	28.41	28.41	34.22	34.22
Support employee thereafter	23.24	29.05	29.05	34.86	34.86
Market research interviewer	23.24	29.05	29.05	34.86	34.86
Executive (face-to-face) interviewer and door-to-door interviewer	23.47	29.28	29.28	35.09	35.09

	Ordinary hours	Monday- Friday outside daily spread of hours	Saturday	Sunday	Public holiday
	% of minimum hourly rate				
	100%	100% + $5.81	100% + $5.81	100% + $11.62	100% + $11.62
	$	$	$	$	$
Editor/Coder/Keyboard operator	23.64	29.45	29.45	35.26	35.26
Team leader	24.75	30.56	30.56	36.37	36.37
Field supervisor	26.58	32.39	32.39	38.20	38.20
Research assistant	26.58	32.39	32.39	38.20	38.20
Field manager	29.03	34.84	34.84	40.65	40.65
Research officer	29.03	34.84	34.84	40.65	40.65
Research manager	38.22	44.03	44.03	49.84	49.84

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

	All hours in excess of rostered ordinary hours
	% of minimum hourly rate
	125%
	$
Market research trainee	25.98
Support employee first year	28.25
Support employee thereafter	29.05
Market research interviewer	29.05
Executive (face-to-face) interviewer and door-to-door interviewer	29.34
Editor/Coder/Keyboard operator	29.55
Team leader	30.94
Field supervisor	33.23
Research assistant	33.23
Field manager	36.29
Research officer	36.29
Research manager	47.78

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

	All ordinary hours
	% of minimum hourly rate
	125%
Market research trainee	25.98
Support employee first year	28.25
Support employee thereafter	29.05
Market research interviewer	29.05
Executive (face-to-face) interviewer and door-to-door interviewer	29.34
Editor/Coder/Keyboard operator	29.55
Team leader	30.94
Field supervisor	33.23
Research assistant	33.23
Field manager	36.29
Research officer	36.29
Research manager	47.78

10.   By deleting the amount "$22.84" appearing in clause C.2.1 and inserting "$23.24".

11.   By deleting the table appearing in clause C.2.1 and inserting the following:

Penalty	Clause	% of standard rate	$	Payable
Saturday	19.1(a)	25.0	5.81	per hour
Sunday or public holiday	19.1(b)	50.0	11.62	per hour
Monday to Friday outside daily spread of ordinary hours	19.1(c)	25.0	5.81	per hour

B.   This determination comes into operation on 1 November 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 November 2020.

PRESIDENT