



# DRAFT DETERMINATION

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

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

**HYDROCARBONS INDUSTRY (UPSTREAM) AWARD 2020**  
[MA000062]

Oil and gas 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:

1. By deleting the table appearing in clause 16.1 and inserting the following:

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Entry Level—Introductory	781.40	20.56
Level 1—Basic	820.00	21.58
Level 2—Intermediate	851.60	22.41
Level 3—Competent	877.60	23.09
Level 4—Advanced	936.30	24.64
Level 5—Advanced Specialist	997.20	26.24
Level 6—Dual Trade	1046.00	27.53
Level 7—Dual Trade	1088.50	28.64

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Instrument Technician		

2. By deleting the year “2019” in clause 16.7(b) and inserting “2020”.
3. By deleting the amount “\$51.41” appearing in clause 20.2(b) and inserting “\$52.30”.
4. By deleting the amount “\$24.93” appearing in clause 20.2(c) and inserting “\$25.36”.
5. By deleting the table appearing in clause 20.2(d) and inserting the following:

<b>Leading hands in charge of:</b>	<b>\$ per week</b>
3 to 10 employees	24.92
11 to 20 employees	39.40
More than 20 employees	49.85

6. By deleting the amount “\$51.75” appearing in clause 20.2(e)(ii) and inserting “\$52.66”.
7. By deleting the table appearing in clause B.2.1 and inserting the following:

	<b>Ordinary hours</b>	<b>Saturday</b>		<b>Sunday</b>	<b>Public holiday</b>
		<b>First 2 hours</b>	<b>After 2 hours</b>		
		<b>% of ordinary hourly rate <sup>1</sup></b>			
	<b>100%</b>	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Entry Level— Introductory	21.94	32.91	43.88	43.88	54.85
Level 1—Basic	22.96	34.44	45.92	45.92	57.40
Level 2—Intermediate	23.79	35.69	47.58	47.58	59.48
Level 3—Competent	24.47	36.71	48.94	48.94	61.18
Level 4—Advanced	26.02	39.03	52.04	52.04	65.05
Level 5—Advanced Specialist	27.62	41.43	55.24	55.24	69.05
Level 6—Dual Trade	28.91	43.37	57.82	57.82	72.28
Level 7—Dual Trade Instrument Technician	30.02	45.03	60.04	60.04	75.05

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

	Monday to Saturday		Sunday – all day	Public holiday – all day
	First 2 hours	After 2 hours		
	% of ordinary hourly rate <sup>1</sup>			
	150%	200%	200%	250%
	\$	\$	\$	\$
Entry Level—Introductory	32.91	43.88	43.88	54.85
Level 1—Basic	34.44	45.92	45.92	57.40
Level 2—Intermediate	35.69	47.58	47.58	59.48
Level 3—Competent	36.71	48.94	48.94	61.18
Level 4—Advanced	39.03	52.04	52.04	65.05
Level 5—Advanced Specialist	41.43	55.24	55.24	69.05
Level 6—Dual Trade	43.37	57.82	57.82	72.28
Level 7—Dual Trade Instrument Technician	45.03	60.04	60.04	75.05

8. By deleting the table appearing in clause B.2.3 and inserting the following:

	Shift			Saturday		Sunday	Public holiday
	Afternoon	Night	Permanent night	First 2 hours	After 2 hours		
	% of ordinary hourly rate <sup>1</sup>						
	115%	115%	130%	150%	200%	200%	250%
	\$	\$	\$	\$	\$	\$	\$
Entry Level—Introductory	25.23	25.23	28.52	32.91	43.88	43.88	54.85
Level 1—Basic	26.40	26.40	29.85	34.44	45.92	45.92	57.40
Level 2—Intermediate	27.36	27.36	30.93	35.69	47.58	47.58	59.48
Level 3—Competent	28.14	28.14	31.81	36.71	48.94	48.94	61.18
Level 4—Advanced	29.92	29.92	33.83	39.03	52.04	52.04	65.05
Level 5—Advanced Specialist	31.76	31.76	35.91	41.43	55.24	55.24	69.05
Level 6—Dual Trade	33.25	33.25	37.58	43.37	57.82	57.82	72.28
Level 7—Dual Trade Instrument	34.52	34.52	39.03	45.03	60.04	60.04	75.05

	Shift			Saturday		Sunday	Public holiday
	Afternoon	Night	Permanent night	First 2 hours	After 2 hours		
	<b>% of ordinary hourly rate <sup>1</sup></b>						
Technician							

9. By deleting the table appearing in clause B.2.4 and inserting the following:

	Monday to Saturday		Sunday	Public holiday	Continuous shift worker—Monday to Sunday
	First 2 hours	After 2 hours			
	<b>% of ordinary hourly rate <sup>1</sup></b>				
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Entry Level—Introductory	32.91	43.88	43.88	54.85	43.88
Level 1—Basic	34.44	45.92	45.92	57.40	45.92
Level 2—Intermediate	35.69	47.58	47.58	59.48	47.58
Level 3—Competent	36.71	48.94	48.94	61.18	48.94
Level 4—Advanced	39.03	52.04	52.04	65.05	52.04
Level 5—Advanced Specialist	41.43	55.24	55.24	69.05	55.24
Level 6—Dual Trade	43.37	57.82	57.82	72.28	57.82
Level 7—Dual Trade Instrument Technician	45.03	60.04	60.04	75.05	60.04

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

	Ordinary hours	Saturday		Sunday	Public holiday
		First 2 hours	After 2 hours		
	<b>% of ordinary hourly rate <sup>1</sup></b>				
	<b>125%</b>	<b>175%</b>	<b>225%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Entry Level—Introductory	27.43	38.40	49.37	49.37	60.34
Level 1—Basic	28.70	40.18	51.66	51.66	63.14
Level 2—Intermediate	29.74	41.63	53.53	53.53	65.42
Level 3—Competent	30.59	42.82	55.06	55.06	67.29
Level 4—Advanced	32.53	45.54	58.55	58.55	71.56
Level 5—Advanced Specialist	34.53	48.34	62.15	62.15	75.96
Level 6—Dual Trade	36.14	50.59	65.05	65.05	79.50
Level 7—Dual Trade Instrument Technician	37.53	52.54	67.55	67.55	82.56

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

	Shift			Saturday		Sunday	Public holiday
	Afternoon	Night	Permanent night	First 2 hours	After 2 hours		
	<b>% of ordinary hourly rate <sup>1</sup></b>						
	<b>140%</b>	<b>140%</b>	<b>155%</b>	<b>175%</b>	<b>225%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Entry Level—Introductory	30.72	30.72	34.01	38.40	49.37	49.37	60.34
Level 1—Basic	32.14	32.14	35.59	40.18	51.66	51.66	63.14
Level 2—Intermediate	33.31	33.31	36.87	41.63	53.53	53.53	65.42
Level 3—Competent	34.26	34.26	37.93	42.82	55.06	55.06	67.29
Level 4—Advanced	36.43	36.43	40.33	45.54	58.55	58.55	71.56
Level 5—Advanced Specialist	38.67	38.67	42.81	48.34	62.15	62.15	75.96
Level 6—Dual Trade	40.47	40.47	44.81	50.59	65.05	65.05	79.50
Level 7—Dual Trade Instrument Technician	42.03	42.03	46.53	52.54	67.55	67.55	82.56

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

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Leading hands in charge of—3 to 10 employees	20.2(d)	2.84	24.92	per week
Leading hands in charge of—11 to 20 employees	20.2(d)	4.49	39.40	per week
Leading hands in charge of—More than 20 employees	20.2(d)	5.68	49.85	per week
Licence allowance—electricians <sup>1</sup>	20.2(c)	2.89	25.36	per week
Industry allowance <sup>2</sup>	20.2(b)	5.96	52.30	per week
Living away from home allowance—employees required to undertake remote work only	20.2(e)	6.0	52.66	per day or part thereof

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