



# DRAFT DETERMINATION

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

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

**CORRECTIONS AND DETENTION (PRIVATE SECTOR) AWARD 2020**  
[MA000110]

Corrections and detentions

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 15.1(a) and inserting the following:

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	\$	\$
<b>Correctional Employees (see Schedule A—Classification Definitions—Correctional Employees)</b>		
Trainee	782.10	20.58
Correctional Officer Level 1	843.70	22.20
Correctional Officer Level 2	919.80	24.21
Correctional Officer—Perimeter/Security Level 1	835.70	21.99

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	\$	\$
Correctional Officer—Perimeter/Security Level 2	843.70	22.20
Correctional Supervisor Level 1	1046.10	27.53
Correctional Supervisor Level 2	1087.80	28.63
Court Security Officer	835.70	21.99
Court Security Supervisor	898.60	23.65
Custody Officer	877.60	23.09
Prisoner Escort Transport Officer	877.60	23.09
<b>Detention employees (see Schedule B—Classification Definitions—Detention Services)</b>		
Induction Trainee	811.40	21.35
Detention Services Officer Level 1	835.70	21.99
Detention Services Officer Level 2	877.60	23.09
Operations Co-ordinator	960.40	25.27

2. By deleting the table appearing in clause 15.1(b) and inserting the following:

<b>Levels and Classification (see Schedule C—Classification Definitions—Catering employees (Corrections and Detention Services))</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	\$	\$
<b>Introductory</b>	753.80	19.84
<b>Level 1</b>	775.40	20.41
Food and beverage attendant grade 1		
Kitchen attendant grade 1		
<b>Level 2</b>	805.10	21.19
Cook grade 1		
Food and beverage attendant grade 2		
Kitchen attendant grade 2		
Storeperson grade 1		
<b>Level 3</b>	832.80	21.92
Cook grade 2		

<b>Levels and Classification (see Schedule C—Classification Definitions— Catering employees (Corrections and Detention Services))</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	\$	\$
Food and beverage attendant grade 3		
Kitchen attendant grade 3		
Storeperson grade 2		
<b>Level 4</b>	877.60	23.09
Cook (tradesperson) grade 3		
Food and beverage attendant (tradesperson) grade 4		
Storeperson grade 3		
<b>Level 5</b>	932.60	24.54
Cook (tradesperson) grade 4		
Food and beverage supervisor		
<b>Level 6</b>	957.60	25.20
Cook (tradesperson) grade 5		

3. By deleting the year “2019” in clause 15.3(b) and inserting “2020”.
4. By deleting the amounts "\$3.78" and "\$16.26" appearing in clause 17.2(a)(ii) and inserting "\$3.84" and "\$16.55" respectively.
5. By deleting the table appearing in clause D.1.1 and inserting the following:

<b>Employee classification</b>	<b>Day span</b>	<b>Night span</b>	<b>Permanent night span</b>	<b>Saturday span</b>	<b>Sunday span</b>	<b>Public holiday span</b>
	<b>% of minimum hourly rate</b>					
	<b>100%</b>	<b>115%</b>	<b>130%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>
	\$	\$	\$	\$	\$	\$
<b>Correctional Employees (see Schedule A— Classification Definitions— Correctional Employees)</b>						
Trainee	20.58	23.67	26.75	30.87	41.16	51.45
Correctional Officer Level 1	22.20	25.53	28.86	33.30	44.40	55.50
Correctional Officer Level 2	24.21	27.84	31.47	36.32	48.42	60.53
Correctional Officer— Perimeter/Security Level 1	21.99	25.29	28.59	32.99	43.98	54.98

<b>Employee classification</b>	<b>Day span</b>	<b>Night span</b>	<b>Permanent night span</b>	<b>Saturday span</b>	<b>Sunday span</b>	<b>Public holiday span</b>
	<b>% of minimum hourly rate</b>					
	<b>100%</b>	<b>115%</b>	<b>130%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Correctional Officer— Perimeter/Security Level 2	22.20	25.53	28.86	33.30	44.40	55.50
Correctional Supervisor Level 1	27.53	31.66	35.79	41.30	55.06	68.83
Correctional Supervisor Level 2	28.63	32.92	37.22	42.95	57.26	71.58
Court Security Officer	21.99	25.29	28.59	32.99	43.98	54.98
Court Security Supervisor	23.65	27.20	30.75	35.48	47.30	59.13
Custody Officer	23.09	26.55	30.02	34.64	46.18	57.73
Prisoner Escort Transport Officer	23.09	26.55	30.02	34.64	46.18	57.73
<b>Detention employees (see Schedule B—Classification Definitions—Detention Services)</b>						
Induction Trainee	21.35	24.55	27.76	32.03	42.70	53.38
Detention Services Officer Level 1	21.99	25.29	28.59	32.99	43.98	54.98
Detention Services Officer Level 2	23.09	26.55	30.02	34.64	46.18	57.73
Operations Co-ordinator	25.27	29.06	32.85	37.91	50.54	63.18

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

<b>Employee classification</b>	<b>Monday to Saturday</b>		<b>Sunday</b>	<b>Public holiday</b>
	<b>First 3 hours</b>	<b>After 3 hours</b>		
	<b>% of minimum hourly rate</b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Correctional Employees (see Schedule A—Classification Definitions—Correctional Employees)</b>				
Trainee	30.87	41.16	41.16	51.45
Correctional Officer Level 1	33.30	44.40	44.40	55.50
Correctional Officer Level 2	36.32	48.42	48.42	60.53

Employee classification	Monday to Saturday		Sunday	Public holiday
	First 3 hours	After 3 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Correctional Officer— Perimeter/Security Level 1	32.99	43.98	43.98	54.98
Correctional Officer— Perimeter/Security Level 2	33.30	44.40	44.40	55.50
Correctional Supervisor Level 1	41.30	55.06	55.06	68.83
Correctional Supervisor Level 2	42.95	57.26	57.26	71.58
Court Security Officer	32.99	43.98	43.98	54.98
Court Security Supervisor	35.48	47.30	47.30	59.13
Custody Officer	34.64	46.18	46.18	57.73
Prisoner Escort Transport Officer	34.64	46.18	46.18	57.73
<b>Detention employees (see Schedule B—Classification Definitions—Detention Services)</b>				
Induction Trainee	32.03	42.70	42.70	53.38
Detention Services Officer Level 1	32.99	43.98	43.98	54.98
Detention Services Officer Level 2	34.64	46.18	46.18	57.73
Operations Co-ordinator	37.91	50.54	50.54	63.18

7. By deleting the table appearing in clause D.1.3 and inserting the following:

Employee classification	Day span	Night span	Permanent night span	Saturday span	Sunday span	Public holiday span
	% of minimum hourly rate					
	125%	140%	155%	175%	225%	275%
	\$	\$	\$	\$	\$	\$
<b>Correctional Employees (see Schedule A— Classification Definitions— Correctional Employees)</b>						
Trainee	25.73	28.81	31.90	36.02	46.31	56.60
Correctional Officer Level 1	27.75	31.08	34.41	38.85	49.95	61.05
Correctional Officer Level 2	30.26	33.89	37.53	42.37	54.47	66.58

<b>Employee classification</b>	<b>Day span</b>	<b>Night span</b>	<b>Permanent night span</b>	<b>Saturday span</b>	<b>Sunday span</b>	<b>Public holiday span</b>
	<b>% of minimum hourly rate</b>					
	<b>125%</b>	<b>140%</b>	<b>155%</b>	<b>175%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Correctional Officer— Perimeter/Security Level 1	27.49	30.79	34.08	38.48	49.48	60.47
Correctional Officer— Perimeter/Security Level 2	27.75	31.08	34.41	38.85	49.95	61.05
Correctional Supervisor Level 1	34.41	38.54	42.67	48.18	61.94	75.71
Correctional Supervisor Level 2	35.79	40.08	44.38	50.10	64.42	78.73
Court Security Officer	27.49	30.79	34.08	38.48	49.48	60.47
Court Security Supervisor	29.56	33.11	36.66	41.39	53.21	65.04
Custody Officer	28.86	32.33	35.79	40.41	51.95	63.50
Prisoner Escort Transport Officer	28.86	32.33	35.79	40.41	51.95	63.50
<b>Detention employees (see Schedule B—Classification Definitions—Detention Services)</b>						
Induction Trainee	26.69	29.89	33.09	37.36	48.04	58.71
Detention Services Officer Level 1	27.49	30.79	34.08	38.48	49.48	60.47
Detention Services Officer Level 2	28.86	32.33	35.79	40.41	51.95	63.50
Operations Co-ordinator	31.59	35.38	39.17	44.22	56.86	69.49

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

<b>Level and Classification (see Schedule C—Classification Definitions—Catering employees (Corrections and Detention Services))</b>	<b>Day span</b>	<b>Night span</b>	<b>Permanent night span</b>	<b>Saturday span</b>	<b>Sunday span</b>	<b>Public holiday span</b>
	<b>% of minimum hourly rate</b>					
	<b>125%</b>	<b>140%</b>	<b>155%</b>	<b>175%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Introductory</b>	19.84	22.82	25.79	29.76	39.68	49.60

<b>Level and Classification (see Schedule C— Classification Definitions—Catering employees (Corrections and Detention Services))</b>	<b>Day span</b>	<b>Night span</b>	<b>Permanent night span</b>	<b>Saturday span</b>	<b>Sunday span</b>	<b>Public holiday span</b>
	<b>% of minimum hourly rate</b>					
	<b>125%</b>	<b>140%</b>	<b>155%</b>	<b>175%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Level 1</b>	20.41	23.47	26.53	30.62	40.82	51.03
Food and beverage attendant grade 1						
Kitchen attendant grade 1						
<b>Level 2</b>	21.19	24.37	27.55	31.79	42.38	52.98
Cook grade 1						
Food and beverage attendant grade 2						
Kitchen attendant grade 2						
Storeperson grade 1						
<b>Level 3</b>	21.92	25.21	28.50	32.88	43.84	54.80
Cook grade 2						
Food and beverage attendant grade 3						
Kitchen attendant grade 3						
Storeperson grade 2						
<b>Level 4</b>	23.09	26.55	30.02	34.64	46.18	57.73
Cook (tradesperson) grade 3						
Food and beverage attendant (tradesperson) grade 4						
Storeperson grade 3						
<b>Level 5</b>	24.54	28.22	31.90	36.81	49.08	61.35
Cook (tradesperson) grade 4						
Food and beverage supervisor						
<b>Level 6</b>	25.20	28.98	32.76	37.80	50.40	63.00
Cook (tradesperson) grade 5						

9. By deleting the table appearing in clause D.2.2 and inserting the following:

Level and Classification (see Schedule C— Classification Definitions— Catering employees (Corrections and Detention Services))	Monday to Saturday		Sunday	Public holiday
	First 3 hours	After 3 hours		
	<b>% of minimum hourly rate</b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Introductory</b>	29.76	39.68	39.68	49.60
<b>Level 1</b>	30.62	40.82	40.82	51.03
Food and beverage attendant grade 1				
Kitchen attendant grade 1				
<b>Level 2</b>	31.79	42.38	42.38	52.98
Cook grade 1				
Food and beverage attendant grade 2				
Kitchen attendant grade 2				
Storeperson grade 1				
<b>Level 3</b>	32.88	43.84	43.84	54.80
Cook grade 2				
Food and beverage attendant grade 3				
Kitchen attendant grade 3				
Storeperson grade 2				
<b>Level 4</b>	34.64	46.18	46.18	57.73
Cook (tradesperson) grade 3				
Food and beverage attendant (tradesperson) grade 4				
Storeperson grade 3				
<b>Level 5</b>	36.81	49.08	49.08	61.35
Cook (tradesperson) grade 4				
Food and beverage supervisor				
<b>Level 6</b>	37.80	50.40	50.40	63.00
Cook (tradesperson) grade 5				



10. By deleting the table appearing in clause D.2.3 and inserting the following:

<b>Level and Classification (see Schedule C— Classification Definitions—Catering employees (Corrections and Detention Services))</b>	<b>Day span</b>	<b>Night span</b>	<b>Permanent night span</b>	<b>Saturday span</b>	<b>Sunday span</b>	<b>Public holiday span</b>
	<b>% of minimum hourly rate</b>					
	<b>125%</b>	<b>140%</b>	<b>155%</b>	<b>175%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Introductory</b>	24.80	27.78	30.75	34.72	44.64	54.56
<b>Level 1</b>	25.51	28.57	31.64	35.72	45.92	56.13
Food and beverage attendant grade 1						
Kitchen attendant grade 1						
<b>Level 2</b>	26.49	29.67	32.84	37.08	47.68	58.27
Cook grade 1						
Food and beverage attendant grade 2						
Kitchen attendant grade 2						
Storeperson grade 1						
<b>Level 3</b>	27.40	30.69	33.98	38.36	49.32	60.28
Cook grade 2						
Food and beverage attendant grade 3						
Kitchen attendant grade 3						
Storeperson grade 2						
<b>Level 4</b>	28.86	32.33	35.79	40.41	51.95	63.50
Cook (tradesperson) grade 3						
Food and beverage attendant (tradesperson) grade 4						
Storeperson grade 3						
<b>Level 5</b>	30.68	34.36	38.04	42.95	55.22	67.49
Cook (tradesperson) grade 4						
Food and beverage supervisor						

<b>Level and Classification (see Schedule C— Classification Definitions—Catering employees (Corrections and Detention Services))</b>	<b>Day span</b>	<b>Night span</b>	<b>Permanent night span</b>	<b>Saturday span</b>	<b>Sunday span</b>	<b>Public holiday span</b>
	<b>% of minimum hourly rate</b>					
	<b>125%</b>	<b>140%</b>	<b>155%</b>	<b>175%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Level 6</b>	31.50	35.28	39.06	44.10	56.70	69.30
Cook (tradesperson) grade 5						

11. By deleting the amount “\$821.30” appearing in clause E.1.1 and inserting “\$835.70”.
12. By deleting the table appearing in clause E.1.1 and inserting the following:

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
First aid allowance—per shift	17.2(a)(ii)	0.46	3.84	per shift
First aid allowance— maximum per week	17.2(a)(ii)	1.98	16.55	per week

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