



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2019–20
(C2020/1)

CSIRO ENTERPRISE AWARD 2016
[MA000148]

Commonwealth employment

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 10.1 and inserting the following:

Employee classification	Annual (Full-time employees) \$	Weekly (Full-time employees) \$	Hourly (other than casual employee) \$
Level 1	41,812	801.50	21.81
Level 2 ("standard rate")	46,211	885.80	24.10
Level 3	55,127	1056.70	28.75
Level 4	66,409	1273.00	34.64
Level 5	75,653	1450.20	39.46
Level 6	82,314	1577.90	42.94
Level 7	97,726	1873.30	50.97
Level 8	113,984	2185.00	59.46

Employee classification	Annual (Full-time employees) \$	Weekly (Full-time employees) \$	Hourly (other than casual employee) \$
Level 9	145,608	2791.20	75.95

2. By deleting the amount "\$29,974" appearing in clause 10.2 and inserting "\$30,499".
3. By deleting the amount "\$609.42" appearing in clause 11.3(a) and inserting "\$620.06".
4. By deleting the amount "\$757.42" appearing in clause 11.3(b) and inserting "\$770.65".
5. By deleting the amount "\$922.84" appearing in clause 11.3(c) and inserting "\$938.95".
6. By deleting the amount "\$766.13" appearing in clause 11.4(b)(i) and inserting "\$779.50".
7. By deleting the table appearing in clause 11.4(b)(ii) and inserting the following:

Number of days	Maximum annual allowance \$
5–40	141.73
41–80	416.33
81 or more	841.51

8. By deleting the amount "\$32.91" appearing in clause 11.5 and inserting "\$33.48".
9. By deleting the amount "\$296.87" appearing in clause 13.3(a) and inserting "\$302.06".
10. By deleting the amount "\$22.46" appearing in clause 13.3(b) and inserting "\$22.85".
11. By deleting the table appearing in clause B.1 and inserting the following:

	Day	Saturday	Sunday
	Ordinary	140%	200%
	\$	\$	\$
Level 1	21.81	30.53	43.62
Level 2	24.10	33.74	48.20
Level 3	28.75	40.25	57.50
Level 4	34.64	48.50	69.28
Level 5	39.46	55.24	78.92
Level 6	42.94	60.12	85.88
Level 7	50.97	71.36	101.94
Level 8	59.46	83.24	118.92

	Day	Saturday	Sunday
	Ordinary	140%	200%
	\$	\$	\$
Level 9	75.95	106.33	151.90

12. By deleting the table appearing in clause B.2 and inserting the following:

	Monday – Friday	Saturday – first 3 hours	Saturday – after 3 hours	Sunday – all day	Public holiday – all day
	150%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
Level 1	32.72	32.72	43.62	43.62	54.53
Level 2	36.15	36.15	48.20	48.20	60.25
Level 3	43.13	43.13	57.50	57.50	71.88
Level 4	51.96	51.96	69.28	69.28	86.60
Level 5	59.19	59.19	78.92	78.92	98.65
Level 6	64.41	64.41	85.88	85.88	107.35
Level 7	76.46	76.46	101.94	101.94	127.43
Level 8	89.19	89.19	118.92	118.92	148.65
Level 9	113.93	113.93	151.90	151.90	189.88

13. By deleting the table appearing in clause B.3 and inserting the following:

	Day	Night	Permanent Night	Saturday	Sunday	Public holiday
	100%	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$
Level 1	21.81	25.08	28.35	32.72	43.62	54.53
Level 2	24.10	27.72	31.33	36.15	48.20	60.25
Level 3	28.75	33.06	37.38	43.13	57.50	71.88
Level 4	34.64	39.84	45.03	51.96	69.28	86.60
Level 5	39.46	45.38	51.30	59.19	78.92	98.65
Level 6	42.94	49.38	55.82	64.41	85.88	107.35
Level 7	50.97	58.62	66.26	76.46	101.94	127.43
Level 8	59.46	68.38	77.30	89.19	118.92	148.65

	Day	Night	Permanent Night	Saturday	Sunday	Public holiday
	100%	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$
Level 9	75.95	87.34	98.74	113.93	151.90	189.88

14. By deleting the table appearing in clause B.4 and inserting the following:

	Monday – Friday	Saturday – all day	Sunday – all day	Public holiday – all day
	150%	200%	200%	250%
	\$	\$	\$	\$
Level 1	32.72	43.62	43.62	54.53
Level 2	36.15	48.20	48.20	60.25
Level 3	43.13	57.50	57.50	71.88
Level 4	51.96	69.28	69.28	86.60
Level 5	59.19	78.92	78.92	98.65
Level 6	64.41	85.88	85.88	107.35
Level 7	76.46	101.94	101.94	127.43
Level 8	89.19	118.92	118.92	148.65
Level 9	113.93	151.90	151.90	189.88

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

	Day	Night	Saturday	Sunday
	125%	140%	175%	225%
	\$	\$	\$	\$
Level 1	27.26	30.53	38.17	49.07
Level 2	30.13	33.74	42.18	54.23
Level 3	35.94	40.25	50.31	64.69
Level 4	43.30	48.50	60.62	77.94
Level 5	49.33	55.24	69.06	88.79
Level 6	53.68	60.12	75.15	96.62
Level 7	63.71	71.36	89.20	114.68

	Day	Night	Saturday	Sunday
	125%	140%	175%	225%
	\$	\$	\$	\$
Level 8	74.33	83.24	104.06	133.79
Level 9	94.94	106.33	132.91	170.89

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

	Monday - Friday	Saturday – first 3 hours	Saturday – after 3 hours	Sunday – all day	Public holiday – all day
	150%	150%	200%	200%	200%
	\$	\$	\$	\$	\$
Level 1	32.72	32.72	43.62	43.62	43.62
Level 2	36.15	36.15	48.20	48.20	48.20
Level 3	43.13	43.13	57.50	57.50	57.50
Level 4	51.96	51.96	69.28	69.28	69.28
Level 5	59.19	59.19	78.92	78.92	78.92
Level 6	64.41	64.41	85.88	85.88	85.88
Level 7	76.46	76.46	101.94	101.94	101.94
Level 8	89.19	89.19	118.92	118.92	118.92
Level 9	113.93	113.93	151.90	151.90	151.90

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

	Day	Night	Saturday	Sunday
	125%	140%	175%	225%
	\$	\$	\$	\$
Level 1	27.26	30.53	38.17	49.07
Level 2	30.13	33.74	42.18	54.23
Level 3	35.94	40.25	50.31	64.69
Level 4	43.30	48.50	60.62	77.94
Level 5	49.33	55.24	69.06	88.79
Level 6	53.68	60.12	75.15	96.62

	Day	Night	Saturday	Sunday
	125%	140%	175%	225%
	\$	\$	\$	\$
Level 7	63.71	71.36	89.20	114.68
Level 8	74.33	83.24	104.06	133.79
Level 9	94.94	106.33	132.91	170.89

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

	Monday – Friday	Saturday – all day	Sunday – all day	Public holiday – all day
	150%	200%	200%	200%
	\$	\$	\$	\$
Level 1	32.72	43.62	43.62	43.62
Level 2	36.15	48.20	48.20	48.20
Level 3	43.13	57.50	57.50	57.50
Level 4	51.96	69.28	69.28	69.28
Level 5	59.19	78.92	78.92	78.92
Level 6	64.41	85.88	85.88	85.88
Level 7	76.46	101.94	101.94	101.94
Level 8	89.19	118.92	118.92	118.92
Level 9	113.93	151.90	151.90	151.90

19. By deleting the amount “\$870.60” appearing in clause C.1 and inserting “\$885.80”.

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

Allowance	Payable	\$	% of standard rate
St John's Ambulance Emergency First Aid (Level 1)	per annum	620.06	70.0
St John's Ambulance Apply First Aid (Level 2)	per annum	770.65	87.0
St John's Ambulance Occupational First Aid (Level 1)	per annum	938.95	106.0

Allowance	Payable	\$	% of standard rate
Australian Animal Health Laboratory	per annum	779.50	88.0
Secure (5–40 days in previous 12 months)	maximum per year	141.73	16.0
Secure (41–80 days in previous 12 months)	maximum per year	416.33	47.0
Secure (81 or more days in previous 12 months)	maximum per year	841.51	95.0
Diving	per day	33.48	3.78
Sea duty (seagoing)	per day	302.06	34.1
Sea duty (transit)	per day	22.85	2.58

21. By deleting clause E.5.1 and inserting the following:

E.5.1 Minimum wages for traineeships

(a) Wage Level A

Subject to clause E.5.2 and E.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time or part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level A by clause E.7 are:

	Highest year of schooling completed					
	Year 10		Year 11		Year 12	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$	\$	\$
School leaver	338.60	11.14	372.90	12.28	444.20	14.62
Plus 1 year out of school	372.90	12.28	444.20	14.62	517.00	17.02
Plus 2 years out of school	444.20	14.62	517.00	17.02	601.60	19.79
Plus 3 years out of school	517.00	17.02	601.60	19.79	688.80	22.65
Plus 4 years out of school	601.60	19.79	688.80	22.65		
Plus 5 or more years out of school	688.80	22.65				

(b) Wage Level B

Subject to clause E.5.2 and E.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time or part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level B by clause E.7 are:

	Highest year of schooling completed					
	Year 10		Year 11		Year 12	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$	\$	\$
School leaver	338.60	11.14	372.90	12.28	432.20	14.23
Plus 1 year out of school	372.90	12.28	432.20	14.23	497.20	16.36
Plus 2 years out of school	432.20	14.23	497.20	16.36	583.10	19.20
Plus 3 years out of school	497.20	16.36	583.10	19.20	665.10	21.90
Plus 4 years out of school	583.10	19.20	665.10	21.90		
Plus 5 or more years out of school	665.10	21.90				

(c) Wage Level C

Subject to clause E.5.2 and E.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time or part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level C by clause E.7 are:

	Highest year of schooling completed					
	Year 10		Year 11		Year 12	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$	\$	\$
School leaver	338.60	11.14	372.90	12.28	432.20	14.23
Plus 1 year out of school	372.90	12.28	432.20	14.23	486.60	16.01
Plus 2 years out of school	432.20	14.23	486.60	16.01	543.70	17.88
Plus 3 years out of school	486.60	16.01	543.70	17.88	605.60	19.92
Plus 4 years out of school	543.70	17.88	605.60	19.92		

	Highest year of schooling completed					
	Year 10		Year 11		Year 12	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$	\$	\$
Plus 5 or more years out of school	605.60	19.92				

(d) AQF Certificate Level IV traineeships

- (i) Subject to clause E.5.2 and E.5.3 of this schedule, the minimum wages for a trainee undertaking a traineeship are the minimum wages for the relevant Level III traineeship with the addition of 3.8% to those minimum wages.
- (ii) Subject to clause E.5.2 and E.5.3 of this schedule, the minimum wages for an adult trainee undertaking an AQF Certificate Level IV traineeship are as follows, provided that the relevant wage level is that for the relevant AQF Certificate Level III traineeship:

Wage level	First year of traineeship		Second and subsequent years of traineeship	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$
Wage Level A	715.50	23.52	743.20	24.45
Wage Level B	690.30	22.68	716.70	23.56
Wage Level C	628.20	20.67	651.90	21.45

(e) School-based traineeships

Subject to clauses E.5.2 and E.5.3 of this schedule, the minimum hourly wages for a trainee undertaking a school-based Wage Levels A or B traineeship are as follows when the trainee works ordinary hours:

Year of schooling	
Year 11 or lower	Year 12
per hour	per hour
\$	\$
11.14	12.28

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