



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2020–21 (C2021/1)

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 2021

Annual Wage Review 2020–21.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2020–21 on 16 June 2021 [[2021] FWCFB 3500], the above award is varied as follows:

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

Employee classification	Minimum annual rate (full-time employees)	Minimum weekly rate (full-time employees)	Minimum hourly rate
	\$	\$	\$
Level 1	42,713	821.40	21.62
Level 2	46,774	899.50	23.67
Level 3	49,405	950.10	25.00
Level 4	51,880	997.70	26.26
Level 5	53,986	1038.20	27.32
Level 6	60,471	1162.90	30.60

2. By deleting the words “1 November 2020” in clause 15.4(b) and inserting “1 July 2021”.
3. By deleting the amount “\$16.15” appearing in clause 18.3(a) and inserting “\$16.55”.
4. By deleting the table appearing in clause 18.3(b)(i) and inserting the following:

Days	\$ per day rostered on stand-by
Monday to Friday inclusive	19.07
Saturdays, Sundays and public holidays	38.95

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

Employee classification	Ordinary hours	Public holiday
	% of minimum hourly rate	
	100%	250%
	\$	\$
Level 1	21.62	54.05
Level 2	23.67	59.18
Level 3	25.00	62.50
Level 4	26.26	65.65
Level 5	27.32	68.30
Level 6	30.60	76.50

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

Employee classification	Monday – Saturday		Saturday	Sunday	Public holiday
	First 3 hours	After 3 hours	Work outside employee’s weekly hours		
	% of minimum hourly rate				
	150%	200%	200%	200%	250%
Level 1	32.43	43.24	43.24	43.24	54.05
Level 2	35.51	47.34	47.34	47.34	59.18
Level 3	37.50	50.00	50.00	50.00	62.50
Level 4	39.39	52.52	52.52	52.52	65.65
Level 5	40.98	54.64	54.64	54.64	68.30

Employee classification	Monday - Saturday		Saturday	Sunday	Public holiday
	First 3 hours	After 3 hours	Work outside employee's weekly hours		
	% of minimum hourly rate				
	150%	200%	200%	200%	250%
Level 6	45.90	61.20	61.20	61.20	76.50

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
	% of minimum hourly rate				
	112.5%	120%	125%	125%	130%
	\$	\$	\$	\$	\$
Level 1	24.32	25.94	27.03	27.03	28.11
Level 2	26.63	28.40	29.59	29.59	30.77
Level 3	28.13	30.00	31.25	31.25	32.50
Level 4	29.54	31.51	32.83	32.83	34.14
Level 5	30.74	32.78	34.15	34.15	35.52
Level 6	34.43	36.72	38.25	38.25	39.78

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		
	% of minimum hourly rate				
	150%	200%	200%	200%	250%
	\$	\$	\$	\$	\$
Level 1	32.43	43.24	43.24	43.24	54.05
Level 2	35.51	47.34	47.34	47.34	59.18
Level 3	37.50	50.00	50.00	50.00	62.50
Level 4	39.39	52.52	52.52	52.52	65.65

Employee classification	Monday - Saturday		Saturday	Sunday	Public holiday
	First 3 hours	After 3 hours	Work outside employee's weekly hours		
	% of minimum hourly rate				
	150%	200%	200%	200%	250%
	\$	\$	\$	\$	\$
Level 5	40.98	54.64	54.64	54.64	68.30
Level 6	45.90	61.20	61.20	61.20	76.50

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

Employee classification	Ordinary hours ¹	Public holiday
	% of minimum hourly rate	
	125%	275%
	\$	\$
Level 1	27.03	59.46
Level 2	29.59	65.09
Level 3	31.25	68.75
Level 4	32.83	72.22
Level 5	34.15	75.13
Level 6	38.25	84.15

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
	% of minimum hourly rate				
	137.5%	145%	150%	150%	155%
	\$	\$	\$	\$	\$
Level 1	29.73	31.35	32.43	32.43	33.51
Level 2	32.55	34.32	35.51	35.51	36.69
Level 3	34.38	36.25	37.50	37.50	38.75

Employee classification	Early morning shift	Afternoon shift	Night shift	Permanent afternoon shift	Permanent night shift
	% of minimum hourly rate				
	137.5%	145%	150%	150%	155%
	\$	\$	\$	\$	\$
Level 4	36.11	38.08	39.39	39.39	40.70
Level 5	37.57	39.61	40.98	40.98	42.35
Level 6	42.08	44.37	45.90	45.90	47.43

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

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%
	\$	\$	\$	\$	\$	\$
Level 1						
16 years or under	10.81	12.97	12.16	13.51	13.51	14.05
17 years	12.97	15.56	14.59	16.21	16.21	16.86
18 years	15.13	18.16	17.02	18.91	18.91	19.67
19 years	17.29	20.75	19.45	21.61	21.61	22.48
20 years	19.45	23.34	21.88	24.31	24.31	25.29
Level 2						
16 years or under	11.84	14.21	13.32	14.80	14.80	15.39
17 years	14.20	17.04	15.98	17.75	17.75	18.46
18 years	16.57	19.88	18.64	20.71	20.71	21.54
19 years	18.94	22.73	21.31	23.68	23.68	24.62
20 years	21.30	25.56	23.96	26.63	26.63	27.69
Level 3						
16 years or under	12.50	15.00	14.06	15.63	15.63	16.25

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	15.00	18.00	16.88	18.75	18.75	19.50
18 years	17.50	21.00	19.69	21.88	21.88	22.75
19 years	20.00	24.00	22.50	25.00	25.00	26.00
20 years	22.50	27.00	25.31	28.13	28.13	29.25
Level 4						
16 years or under	13.13	15.76	14.77	16.41	16.41	17.07
17 years	15.75	18.90	17.72	19.69	19.69	20.48
18 years	18.38	22.06	20.68	22.98	22.98	23.89
19 years	21.00	25.20	23.63	26.25	26.25	27.30
20 years	23.63	28.36	26.58	29.54	29.54	30.72
Level 5						
16 years or under	13.66	16.39	15.37	17.08	17.08	17.76
17 years	16.39	19.67	18.44	20.49	20.49	21.31
18 years	19.12	22.94	21.51	23.90	23.90	24.86
19 years	21.86	26.23	24.59	27.33	27.33	28.42
20 years	24.59	29.51	27.66	30.74	30.74	31.97
Level 6						
16 years or under	15.30	18.36	17.21	19.13	19.13	19.89
17 years	18.36	22.03	20.66	22.95	22.95	23.87
18 years	21.42	25.70	24.10	26.78	26.78	27.85
19 years	24.48	29.38	27.54	30.60	30.60	31.82
20 years	27.54	33.05	30.98	34.43	34.43	35.80

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			
	150%	200%	200%	250%
	\$	\$	\$	\$
Level 1				
16 years or under	16.22	21.62	21.62	27.03
17 years	19.46	25.94	25.94	32.43
18 years	22.70	30.26	30.26	37.83
19 years	25.94	34.58	34.58	43.23
20 years	29.18	38.90	38.90	48.63
Level 2				
16 years or under	17.76	23.68	23.68	29.60
17 years	21.30	28.40	28.40	35.50
18 years	24.86	33.14	33.14	41.43
19 years	28.41	37.88	37.88	47.35
20 years	31.95	42.60	42.60	53.25
Level 3				
16 years or under	18.75	25.00	25.00	31.25
17 years	22.50	30.00	30.00	37.50
18 years	26.25	35.00	35.00	43.75
19 years	30.00	40.00	40.00	50.00
20 years	33.75	45.00	45.00	56.25
Level 4				
16 years or under	19.70	26.26	26.26	32.83
17 years	23.63	31.50	31.50	39.38
18 years	27.57	36.76	36.76	45.95
19 years	31.50	42.00	42.00	52.50

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			
	150%	200%	200%	250%
	\$	\$	\$	\$
20 years	35.45	47.26	47.26	59.08
Level 5				
16 years or under	20.49	27.32	27.32	34.15
17 years	24.59	32.78	32.78	40.98
18 years	28.68	38.24	38.24	47.80
19 years	32.79	43.72	43.72	54.65
20 years	36.89	49.18	49.18	61.48
Level 6				
16 years or under	22.95	30.60	30.60	38.25
17 years	27.54	36.72	36.72	45.90
18 years	32.13	42.84	42.84	53.55
19 years	36.72	48.96	48.96	61.20
20 years	41.31	55.08	55.08	68.85

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					
	125%	145%	137.5%	150%	150%	155%
	\$	\$	\$	\$	\$	\$
Level 1						
16 years or under	13.51	15.67	14.86	16.22	16.22	16.76
17 years	16.21	18.81	17.83	19.46	19.46	20.10
18 years	18.91	21.94	20.80	22.70	22.70	23.45

Age	Casual hourly rate	Afternoon shift	Early morning shift	Night shift	Permanent afternoon shift	Permanent night shift
	% of junior hourly rate					
	125%	145%	137.5%	150%	150%	155%
	\$	\$	\$	\$	\$	\$
19 years	21.61	25.07	23.77	25.94	25.94	26.80
20 years	24.31	28.20	26.74	29.18	29.18	30.15
Level 2						
16 years or under	14.80	17.17	16.28	17.76	17.76	18.35
17 years	17.75	20.59	19.53	21.30	21.30	22.01
18 years	20.71	24.03	22.78	24.86	24.86	25.68
19 years	23.68	27.46	26.04	28.41	28.41	29.36
20 years	26.63	30.89	29.29	31.95	31.95	33.02
Level 3						
16 years or under	15.63	18.13	17.19	18.75	18.75	19.38
17 years	18.75	21.75	20.63	22.50	22.50	23.25
18 years	21.88	25.38	24.06	26.25	26.25	27.13
19 years	25.00	29.00	27.50	30.00	30.00	31.00
20 years	28.13	32.63	30.94	33.75	33.75	34.88
Level 4						
16 years or under	16.41	19.04	18.05	19.70	19.70	20.35
17 years	19.69	22.84	21.66	23.63	23.63	24.41
18 years	22.98	26.65	25.27	27.57	27.57	28.49
19 years	26.25	30.45	28.88	31.50	31.50	32.55
20 years	29.54	34.26	32.49	35.45	35.45	36.63
Level 5						
16 years or under	17.08	19.81	18.78	20.49	20.49	21.17
17 years	20.49	23.77	22.54	24.59	24.59	25.40
18 years	23.90	27.72	26.29	28.68	28.68	29.64
19 years	27.33	31.70	30.06	32.79	32.79	33.88
20 years	30.74	35.66	33.81	36.89	36.89	38.11

Age	Casual hourly rate	Afternoon shift	Early morning shift	Night shift	Permanent afternoon shift	Permanent night shift
	% of junior hourly rate					
	125%	145%	137.5%	150%	150%	155%
	\$	\$	\$	\$	\$	\$
Level 6						
16 years or under	19.13	22.19	21.04	22.95	22.95	23.72
17 years	22.95	26.62	25.25	27.54	27.54	28.46
18 years	26.78	31.06	29.45	32.13	32.13	33.20
19 years	30.60	35.50	33.66	36.72	36.72	37.94
20 years	34.43	39.93	37.87	41.31	41.31	42.69

- 14. By deleting the amount “\$877.60” appearing in clause C.1.1 and inserting “\$899.50”.
- 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	16.55	per week
Stand-by and call-back allowance—Monday to Friday	18.3(b)(i)	2.12	19.07	per day
Stand-by and call-back allowance—Saturdays, Sundays and public holidays	18.3(b)(i)	4.33	38.95	per day

B. This determination comes into operation on 1 July 2021. 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 2021.

PRESIDENT