



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2020–21
(C2021/1)

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 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 16.1 and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Entry Level—Introductory	800.90	21.08
Level 1—Basic	840.50	22.12
Level 2—Intermediate	872.90	22.97
Level 3—Competent	899.50	23.67
Level 4—Advanced	959.70	25.26
Level 5—Advanced Specialist	1022.10	26.90
Level 6—Dual Trade	1072.20	28.22

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Level 7—Dual Trade Instrument Technician	1115.70	29.36

2. By deleting the words “1 November 2020” in clause 16.7(b) and inserting “1 July 2021”.
3. By deleting the amount “\$52.30” appearing in clause 20.2(b) and inserting “\$53.61”.
4. By deleting the amount “\$25.36” appearing in clause 20.2(c) and inserting “\$26.00”.
5. By deleting the table appearing in clause 20.2(d) and inserting the following:

Leading hands in charge of:	\$ per week
3–10 employees	25.55
11–20 employees	40.39
More than 20 employees	51.09

6. By deleting the amount “\$52.66” appearing in clause 20.2(e)(ii) and inserting “\$53.97”.
7. By deleting the table appearing in clause B.2.1 and inserting the following:

	Ordinary hours	Saturday		Sunday	Public holiday
		First 2 hours	After 2 hours		
		% of ordinary hourly rate ¹			
	100%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
Entry Level—Introductory	22.49	33.74	44.98	44.98	56.23
Level 1—Basic	23.53	35.30	47.06	47.06	58.83
Level 2—Intermediate	24.38	36.57	48.76	48.76	60.95
Level 3—Competent	25.08	37.62	50.16	50.16	62.70
Level 4—Advanced	26.67	40.01	53.34	53.34	66.68
Level 5—Advanced Specialist	28.31	42.47	56.62	56.62	70.78

	Ordinary hours	Saturday		Sunday	Public holiday
		First 2 hours	After 2 hours		
		% of ordinary hourly rate ¹			
	100%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
Level 6—Dual Trade	29.63	44.45	59.26	59.26	74.08
Level 7—Dual Trade Instrument Technician	30.77	46.16	61.54	61.54	76.93

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 ¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Entry Level—Introductory	33.74	44.98	44.98	56.23
Level 1—Basic	35.30	47.06	47.06	58.83
Level 2—Intermediate	36.57	48.76	48.76	60.95
Level 3—Competent	37.62	50.16	50.16	62.70
Level 4—Advanced	40.01	53.34	53.34	66.68
Level 5—Advanced Specialist	42.47	56.62	56.62	70.78
Level 6—Dual Trade	44.45	59.26	59.26	74.08
Level 7—Dual Trade Instrument Technician	46.16	61.54	61.54	76.93

9. 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 ¹						
	115%	115%	130%	150%	200%	200%	250%
	\$	\$	\$	\$	\$	\$	\$
Entry Level—Introductory	25.86	25.86	29.24	33.74	44.98	44.98	56.23

	Shift			Saturday		Sunday	Public holiday
	Afternoon	Night	Permanent night	First 2 hours	After 2 hours		
	% of ordinary hourly rate ¹						
	115%	115%	130%	150%	200%	200%	250%
	\$	\$	\$	\$	\$	\$	\$
Level 1—Basic	27.06	27.06	30.59	35.30	47.06	47.06	58.83
Level 2—Intermediate	28.04	28.04	31.69	36.57	48.76	48.76	60.95
Level 3—Competent	28.84	28.84	32.60	37.62	50.16	50.16	62.70
Level 4—Advanced	30.67	30.67	34.67	40.01	53.34	53.34	66.68
Level 5—Advanced Specialist	32.56	32.56	36.80	42.47	56.62	56.62	70.78
Level 6—Dual Trade	34.07	34.07	38.52	44.45	59.26	59.26	74.08
Level 7—Dual Trade Instrument Technician	35.39	35.39	40.00	46.16	61.54	61.54	76.93

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

	Monday to Saturday		Sunday	Public holiday	Continuous shiftworker—Monday to Sunday
	First 2 hours	After 2 hours			
	% of ordinary hourly rate ¹				
	150%	200%	200%	250%	200%
	\$	\$	\$	\$	\$
Entry Level—Introductory	33.74	44.98	44.98	56.23	44.98
Level 1—Basic	35.30	47.06	47.06	58.83	47.06
Level 2—Intermediate	36.57	48.76	48.76	60.95	48.76
Level 3—Competent	37.62	50.16	50.16	62.70	50.16
Level 4—Advanced	40.01	53.34	53.34	66.68	53.34
Level 5—Advanced Specialist	42.47	56.62	56.62	70.78	56.62
Level 6—Dual Trade	44.45	59.26	59.26	74.08	59.26
Level 7—Dual Trade Instrument Technician	46.16	61.54	61.54	76.93	61.54

11. 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		
	% of ordinary hourly rate ¹				
	125%	175%	225%	225%	275%
	\$	\$	\$	\$	\$
Entry Level—Introductory	28.11	39.36	50.60	50.60	61.85
Level 1—Basic	29.41	41.18	52.94	52.94	64.71
Level 2—Intermediate	30.48	42.67	54.86	54.86	67.05
Level 3—Competent	31.35	43.89	56.43	56.43	68.97
Level 4—Advanced	33.34	46.67	60.01	60.01	73.34
Level 5—Advanced Specialist	35.39	49.54	63.70	63.70	77.85
Level 6—Dual Trade	37.04	51.85	66.67	66.67	81.48
Level 7—Dual Trade Instrument Technician	38.46	53.85	69.23	69.23	84.62

12. 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		
	% of ordinary hourly rate ¹						
	140%	140%	155%	175%	225%	225%	275%
	\$	\$	\$	\$	\$	\$	\$
Entry Level—Introductory	31.49	31.49	34.86	39.36	50.60	50.60	61.85
Level 1—Basic	32.94	32.94	36.47	41.18	52.94	52.94	64.71
Level 2—Intermediate	34.13	34.13	37.79	42.67	54.86	54.86	67.05
Level 3—Competent	35.11	35.11	38.87	43.89	56.43	56.43	68.97
Level 4—Advanced	37.34	37.34	41.34	46.67	60.01	60.01	73.34
Level 5—Advanced Specialist	39.63	39.63	43.88	49.54	63.70	63.70	77.85
Level 6—Dual Trade	41.48	41.48	45.93	51.85	66.67	66.67	81.48
Level 7—Dual Trade Instrument Technician	43.08	43.08	47.69	53.85	69.23	69.23	84.62

13. By deleting the amount “\$877.60” appearing in clause C.1.1 and inserting “\$899.50”.

14. By deleting the table appearing in clause C.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
Industry allowance ¹	20.2(b)	5.96	53.61	per week
Licence allowance—electricians ²	20.2(c)	2.89	26.00	per week
Leading hands in charge of—3 to 10 employees	20.2(d)	2.84	25.55	per week
Leading hands in charge of—11 to 20 employees	20.2(d)	4.49	40.39	per week
Leading hands in charge of—More than 20 employees	20.2(d)	5.68	51.09	per week
Living away from home allowance—employees required to undertake remote work only	20.2(e)	6.0	53.97	per day or part thereof

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