



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2020–21
(C2021/1)

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 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:

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

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Correctional employees (see Schedule A—Classification Definitions—Correctional Employees)		
Trainee	801.70	21.10
Correctional Officer Level 1	864.80	22.76
Correctional Officer Level 2	942.80	24.81
Correctional Officer—Perimeter/Security Level 1	856.60	22.54
Correctional Officer—Perimeter/Security Level 2	864.80	22.76

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
Correctional Supervisor Level 1	1072.30	28.22
Correctional Supervisor Level 2	1115.00	29.34
Court Security Officer	856.60	22.54
Court Security Supervisor	921.10	24.24
Custody Officer	899.50	23.67
Prisoner Escort Transport Officer	899.50	23.67
Detention employees (see Schedule B—Classification Definitions—Detention Services)		
Induction Trainee	831.70	21.89
Detention Services Officer Level 1	856.60	22.54
Detention Services Officer Level 2	899.50	23.67
Operations Co-ordinator	984.40	25.91

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

Levels and Classification (see Schedule C—Classification Definitions—Catering employees (Corrections and Detention Services))	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Introductory	772.60	20.33
Level 1	794.80	20.92
Food and beverage attendant grade 1		
Kitchen attendant grade 1		
Level 2	825.20	21.72
Cook grade 1		
Food and beverage attendant grade 2		
Kitchen attendant grade 2		
Storeperson grade 1		
Level 3	853.60	22.46
Cook grade 2		
Food and beverage attendant grade 3		
Kitchen attendant grade 3		

Levels and Classification (see Schedule C—Classification Definitions— Catering employees (Corrections and Detention Services))	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Storeperson grade 2		
Level 4	899.50	23.67
Cook (tradesperson) grade 3		
Food and beverage attendant (tradesperson) grade 4		
Storeperson grade 3		
Level 5	955.90	25.16
Cook (tradesperson) grade 4		
Food and beverage supervisor		
Level 6	981.50	25.83
Cook (tradesperson) grade 5		

3. By deleting the words “1 November 2020” in clause 15.3(b) and inserting “1 July 2021”.
4. By deleting the amounts “\$3.84” and “\$16.55” appearing in clause 17.2(a)(ii) and inserting “\$3.94” and “\$16.96” respectively.
5. By deleting the table appearing in clause D.1.1 and inserting the following:

Employee classification	Day span	Night span	Permanent night span	Saturday span	Sunday span	Public holiday span
	% of minimum hourly rate					
	100%	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$
Correctional employees (see Schedule A— Classification Definitions— Correctional Employees)						
Trainee	21.10	24.27	27.43	31.65	42.20	52.75
Correctional Officer Level 1	22.76	26.17	29.59	34.14	45.52	56.90
Correctional Officer Level 2	24.81	28.53	32.25	37.22	49.62	62.03

Employee classification	Day span	Night span	Permanent night span	Saturday span	Sunday span	Public holiday span
	% of minimum hourly rate					
	100%	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$
Correctional Officer— Perimeter/Security Level 1	22.54	25.92	29.30	33.81	45.08	56.35
Correctional Officer— Perimeter/Security Level 2	22.76	26.17	29.59	34.14	45.52	56.90
Correctional Supervisor Level 1	28.22	32.45	36.69	42.33	56.44	70.55
Correctional Supervisor Level 2	29.34	33.74	38.14	44.01	58.68	73.35
Court Security Officer	22.54	25.92	29.30	33.81	45.08	56.35
Court Security Supervisor	24.24	27.88	31.51	36.36	48.48	60.60
Custody Officer	23.67	27.22	30.77	35.51	47.34	59.18
Prisoner Escort Transport Officer	23.67	27.22	30.77	35.51	47.34	59.18
Detention employees (see Schedule B— Classification Definitions—Detention Services)						
Induction Trainee	21.89	25.17	28.46	32.84	43.78	54.73
Detention Services Officer Level 1	22.54	25.92	29.30	33.81	45.08	56.35
Detention Services Officer Level 2	23.67	27.22	30.77	35.51	47.34	59.18
Operations Co-ordinator	25.91	29.80	33.68	38.87	51.82	64.78

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

Employee classification	Monday to Saturday		Sunday	Public holiday
	First 3 hours	After 3 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Correctional employees (see Schedule A— Classification Definitions— Correctional Employees)				

Employee classification	Monday to Saturday		Sunday	Public holiday
	First 3 hours	After 3 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Trainee	31.65	42.20	42.20	52.75
Correctional Officer Level 1	34.14	45.52	45.52	56.90
Correctional Officer Level 2	37.22	49.62	49.62	62.03
Correctional Officer— Perimeter/Security Level 1	33.81	45.08	45.08	56.35
Correctional Officer— Perimeter/Security Level 2	34.14	45.52	45.52	56.90
Correctional Supervisor Level 1	42.33	56.44	56.44	70.55
Correctional Supervisor Level 2	44.01	58.68	58.68	73.35
Court Security Officer	33.81	45.08	45.08	56.35
Court Security Supervisor	36.36	48.48	48.48	60.60
Custody Officer	35.51	47.34	47.34	59.18
Prisoner Escort Transport Officer	35.51	47.34	47.34	59.18
Detention employees (see Schedule B—Classification Definitions—Detention Services)				
Induction Trainee	32.84	43.78	43.78	54.73
Detention Services Officer Level 1	33.81	45.08	45.08	56.35
Detention Services Officer Level 2	35.51	47.34	47.34	59.18
Operations Co-ordinator	38.87	51.82	51.82	64.78

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%
	\$	\$	\$	\$	\$	\$
Correctional employees (see Schedule A— Classification Definitions—Correctional Employees)						
Trainee	26.38	29.54	32.71	36.93	47.48	58.03
Correctional Officer Level 1	28.45	31.86	35.28	39.83	51.21	62.59
Correctional Officer Level 2	31.01	34.73	38.46	43.42	55.82	68.23
Correctional Officer— Perimeter/Security Level 1	28.18	31.56	34.94	39.45	50.72	61.99
Correctional Officer— Perimeter/Security Level 2	28.45	31.86	35.28	39.83	51.21	62.59
Correctional Supervisor Level 1	35.28	39.51	43.74	49.39	63.50	77.61
Correctional Supervisor Level 2	36.68	41.08	45.48	51.35	66.02	80.69
Court Security Officer	28.18	31.56	34.94	39.45	50.72	61.99
Court Security Supervisor	30.30	33.94	37.57	42.42	54.54	66.66
Custody Officer	29.59	33.14	36.69	41.42	53.26	65.09
Prisoner Escort Transport Officer	29.59	33.14	36.69	41.42	53.26	65.09
Detention employees (see Schedule B— Classification Definitions—Detention Services)						
Induction Trainee	27.36	30.65	33.93	38.31	49.25	60.20
Detention Services Officer Level 1	28.18	31.56	34.94	39.45	50.72	61.99
Detention Services Officer Level 2	29.59	33.14	36.69	41.42	53.26	65.09
Operations Co-ordinator	32.39	36.27	40.16	45.34	58.30	71.25

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

Levels and Classification (see Schedule C— Classification Definitions—Catering employees (Corrections and Detention Services))	Day span	Night span	Permanent night span	Saturday span	Sunday span	Public holiday span
	100%	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$
Introductory	20.33	23.38	26.43	30.50	40.66	50.83
Level 1	20.92	24.06	27.20	31.38	41.84	52.30
Food and beverage attendant grade 1						
Kitchen attendant grade 1						
Level 2	21.72	24.98	28.24	32.58	43.44	54.30
Cook grade 1						
Food and beverage attendant grade 2						
Kitchen attendant grade 2						
Storeperson grade 1						
Level 3	22.46	25.83	29.20	33.69	44.92	56.15
Cook grade 2						
Food and beverage attendant grade 3						
Kitchen attendant grade 3						
Storeperson grade 2						
Level 4	23.67	27.22	30.77	35.51	47.34	59.18
Cook (tradesperson) grade 3						
Food and beverage attendant (tradesperson) grade 4						
Storeperson grade 3						
Level 5	25.16	28.93	32.71	37.74	50.32	62.90
Cook (tradesperson) grade 4						
Food and beverage supervisor						

Levels and Classification (see Schedule C— Classification Definitions—Catering employees (Corrections and Detention Services))	Day span	Night span	Permanent night span	Saturday span	Sunday span	Public holiday span
	% of minimum hourly rate					
	100%	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$
Level 6	25.83	29.70	33.58	38.75	51.66	64.58
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		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Introductory	30.50	40.66	40.66	50.83
Level 1	31.38	41.84	41.84	52.30
Food and beverage attendant grade 1				
Kitchen attendant grade 1				
Level 2	32.58	43.44	43.44	54.30
Cook grade 1				
Food and beverage attendant grade 2				
Kitchen attendant grade 2				
Storeperson grade 1				
Level 3	33.69	44.92	44.92	56.15
Cook grade 2				
Food and beverage attendant grade 3				
Kitchen attendant grade 3				
Storeperson grade 2				

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		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Level 4	35.51	47.34	47.34	59.18
Cook (tradesperson) grade 3				
Food and beverage attendant (tradesperson) grade 4				
Storeperson grade 3				
Level 5	37.74	50.32	50.32	62.90
Cook (tradesperson) grade 4				
Food and beverage supervisor				
Level 6	38.75	51.66	51.66	64.58
Cook (tradesperson) grade 5				

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

Level and Classification (see Schedule C— Classification Definitions—Catering employees (Corrections and Detention Services))	Day span	Night span	Permanent night span	Saturday span	Sunday span	Public holiday span
	% of minimum hourly rate					
	125%	140%	155%	175%	225%	275%
	\$	\$	\$	\$	\$	\$
Introductory	25.41	28.46	31.51	35.58	45.74	55.91
Level 1	26.15	29.29	32.43	36.61	47.07	57.53
Food and beverage attendant grade 1						
Kitchen attendant grade 1						
Level 2	27.15	30.41	33.67	38.01	48.87	59.73
Cook grade 1						
Food and beverage attendant grade 2						
Kitchen attendant grade 2						
Storeperson grade 1						

Level and Classification (see Schedule C— Classification Definitions—Catering employees (Corrections and Detention Services))	Day span	Night span	Permanent night span	Saturday span	Sunday span	Public holiday span
	% of minimum hourly rate					
	125%	140%	155%	175%	225%	275%
	\$	\$	\$	\$	\$	\$
Level 3	28.08	31.44	34.81	39.31	50.54	61.77
Cook grade 2						
Food and beverage attendant grade 3						
Kitchen attendant grade 3						
Storeperson grade 2						
Level 4	29.59	33.14	36.69	41.42	53.26	65.09
Cook (tradesperson) grade 3						
Food and beverage attendant (tradesperson) grade 4						
Storeperson grade 3						
Level 5	31.45	35.22	39.00	44.03	56.61	69.19
Cook (tradesperson) grade 4						
Food and beverage supervisor						
Level 6	32.29	36.16	40.04	45.20	58.12	71.03
Cook (tradesperson) grade 5						

11. By deleting the amount “\$835.70” appearing in clause E.1.1 and inserting “\$856.60”.

12. By deleting the table appearing in clause E.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
First aid allowance—per shift	17.2(a)(ii)	0.46	3.94	per shift
First aid allowance—maximum per week	17.2(a)(ii)	1.98	16.96	per week

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