DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2021–22
(C2022/1)

LOCAL GOVERNMENT INDUSTRY AWARD 2020
[MA000112]

Local government administration

JUSTICE ROSS, PRESIDENT
VICE PRESIDENT CATANZARITI
DEPUTY PRESIDENT ASBURY
COMMISSIONER HAMPTON
MR FERGUSON
PROFESSOR WOODEN
MS LABINE-ROMAIN   MELBOURNE, XX JUNE 2022

Annual Wage Review 2021–22.

A.   Further to the decision issued by the Expert Panel in the Annual Wage Review 2021–22 on 15 June 2022 [[2022] 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
	$	$
Level 1	866.00	22.79
Level 2	893.60	23.52
Level 3	927.30	24.40
Level 4	940.90	24.76
Level 5	999.90	26.31
Level 6	1082.10	28.48
Level 7	1100.80	28.97
Level 8	1189.50	31.30

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	$	$
Level 9	1272.50	33.49
Level 10	1390.80	36.60
Level 11	1568.40	41.27

2.   By deleting the year "2021" in clause 16.7(b) and inserting "2022".

3.   By deleting the table appearing in clause 19.2(a) and inserting the following

Supervisor's classification level	Number of employees supervised	$ per week
3 or 4	1 to 5	27.24
3 or 4	6 to 15	37.14
3, 4 or 5	Over 15	47.04

4.   By deleting the amount "$16.57" appearing in clause 19.2(b)(i) and inserting "$17.33".

5.   By deleting the amounts "$0.83", "$1.18" and "$11.84" appearing in clause 19.2(c)(iii) and inserting "$0.87", "$1.24" and "$12.38" respectively.

6.   By deleting the amount "$27.22" appearing in clause 19.2(d)(i) and inserting "$28.47".

7.   By deleting the amount "$23.67" appearing in clause 19.2(e)(i) and inserting "$24.76".

8.   By deleting the amount "$35.51" appearing in clause 19.2(e)(ii) and inserting "$37.14".

9.   By deleting the amount "$47.34" appearing in clause 19.2(e)(iii) and inserting "$49.52".

10.   By deleting the amount "$11.84" appearing in clause 21.7(a) and inserting "$12.38".

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

	Ordinary hours	Work outside span of ordinary hours[1]	Public holiday
	% of minimum hourly rate		
	100%	120%	250%
	$	$	$
Level 1	22.79	27.35	56.98

	Ordinary hours	Work outside span of ordinary hours[1]	Public holiday
	% of minimum hourly rate		
	100%	120%	250%
	$	$	$
Level 2	23.52	28.22	58.80
Level 3	24.40	29.28	61.00
Level 4	24.76	29.71	61.90
Level 5	26.31	31.57	65.78
Level 6	28.48	34.18	71.20
Level 7	28.97	34.76	72.43
Level 8	31.30	37.56	78.25
Level 9	33.49	40.19	83.73
Level 10	36.60	43.92	91.50
Level 11	41.27	49.52	103.18

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

	Ordinary hours	Work outside span of ordinary hours[1]	Saturday[2]	Sunday[2]	Public holiday
	% of minimum hourly rate				
	100%	120%	150%	175%	250%
	$	$	$	$	$
Level 1	22.79	27.35	34.19	39.88	56.98
Level 2	23.52	28.22	35.28	41.16	58.80
Level 3	24.40	29.28	36.60	42.70	61.00
Level 4	24.76	29.71	37.14	43.33	61.90
Level 5	26.31	31.57	39.47	46.04	65.78
Level 6	28.48	34.18	42.72	49.84	71.20
Level 7	28.97	34.76	43.46	50.70	72.43
Level 8	31.30	37.56	46.95	54.78	78.25
Level 9	33.49	40.19	50.24	58.61	83.73

	Ordinary hours	Work outside span of ordinary hours[1]	Saturday[2]	Sunday[2]	Public holiday
	% of minimum hourly rate				
	100%	120%	150%	175%	250%
	$	$	$	$	$
Level 10	36.60	43.92	54.90	64.05	91.50
Level 11	41.27	49.52	61.91	72.22	103.18

13. By deleting the table appearing in clause B.1.3 and inserting the following:
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	Ordinary hours	Work outside span of ordinary hours[1]	Saturday before 5am or after 10pm	Sunday before 5am or after 10pm	Public holiday
	% of minimum hourly rate				
	100%	120%	150%	175%	250%
	$	$	$	$	$
Level 1	22.79	27.35	34.19	39.88	56.98
Level 2	23.52	28.22	35.28	41.16	58.80
Level 3	24.40	29.28	36.60	42.70	61.00
Level 4	24.76	29.71	37.14	43.33	61.90
Level 5	26.31	31.57	39.47	46.04	65.78
Level 6	28.48	34.18	42.72	49.84	71.20
Level 7	28.97	34.76	43.46	50.70	72.43
Level 8	31.30	37.56	46.95	54.78	78.25
Level 9	33.49	40.19	50.24	58.61	83.73
Level 10	36.60	43.92	54.90	64.05	91.50
Level 11	41.27	49.52	61.91	72.22	103.18

14.   By deleting the table appearing in clause B.1.4 and inserting the following:

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	Monday to Friday – first 2 hours	Monday to Friday – after 2 hours	Saturday before 12 noon – first 2 hours	Saturday before 12 noon – after 2 hours	Saturday from 12 noon and Sunday	Public holiday
	% of minimum hourly rate					
	150%	**200%**	**150%**	**200%**	**200%**	**250%**
	$	**$**	**$**	**$**	**$**	**$**
Level 1	34.19	45.58	34.19	45.58	45.58	56.98
Level 2	35.28	47.04	35.28	47.04	47.04	58.80
Level 3	36.60	48.80	36.60	48.80	48.80	61.00
Level 4	37.14	49.52	37.14	49.52	49.52	61.90
Level 5	39.47	52.62	39.47	52.62	52.62	65.78
Level 6	42.72	56.96	42.72	56.96	56.96	71.20
Level 7	43.46	57.94	43.46	57.94	57.94	72.43
Level 8	46.95	62.60	46.95	62.60	62.60	78.25
Level 9	50.24	66.98	50.24	66.98	66.98	83.73
Level 10	54.90	73.20	54.90	73.20	73.20	91.50
Level 11	61.91	82.54	61.91	82.54	82.54	103.18

15.   By deleting the table appearing in clause B.2.1 and inserting the following:

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	Ordinary hours	Work outside spread of ordinary hours	Saturday[1]	Sunday[1]
	% of minimum hourly rate			
	125%	**145%**	**175%**	**200%**
	$	**$**	**$**	**$**
Level 1	28.49	33.05	39.88	45.58
Level 2	29.40	34.10	41.16	47.04
Level 3	30.50	35.38	42.70	48.80
Level 4	30.95	35.90	43.33	49.52
Level 5	32.89	38.15	46.04	52.62
Level 6	35.60	41.30	49.84	56.96
Level 7	36.21	42.01	50.70	57.94

	Ordinary hours	Work outside spread of ordinary hours	Saturday[1]	Sunday[1]
	% of minimum hourly rate			
	125%	**145%**	**175%**	**200%**
	$	**$**	**$**	**$**
Level 8	39.13	45.39	54.78	62.60
Level 9	41.86	48.56	58.61	66.98
Level 10	45.75	53.07	64.05	73.20
Level 11	51.59	59.84	72.22	82.54

16.   By deleting the amount "$23.67" appearing in clause C.1.1 and inserting "$24.76".

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

Allowance	Clause	% of standard rate	$	Payable
Leading hand allowance—Supervisor level 3 or 4—supervising 1 to 5 employees	19.2(a)	110.0	27.24	per week
Leading hand allowance—Supervisor level 3 or 4—supervising 6 to 15 employees	19.2(a)	150.0	37.14	per week
Leading hand allowance—Supervisor level 3, 4 or 5—supervising over 15 employees	19.2(a)	190.0	47.04	per week
First aid allowance	19.2(b)(i)	70.0	17.33	per week
Adverse working conditions allowance—Level 1	19.2(c)(iii)	3.5	0.87	per hour
Adverse working conditions allowance—Level 2	19.2(c)(iii)	5.0	1.24	per hour
Adverse working conditions allowance—Level 3	19.2(c)(iii)	50.0	12.38	per hour
Camping allowance (operative from 31 January 2014)	19.2(d)(i)	115.0	28.47	per night
On-call allowance—Monday to Friday	19.2(e)(i)	100.0	24.76	per day
On-call allowance—Saturday	19.2(e)(ii)	150.0	37.14	per day

Allowance	Clause	% of standard rate	$	Payable
On-call allowance—Sunday or public holiday	19.2(e)(iii)	200.0	49.52	per day
Sleepover allowance— additional to on-call allowance in clause 19.2(e)	21.7(a)	50.0	12.38	per hour

B.   This determination comes into operation on 1 July 2022. 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 2022.

PRESIDENT