



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2021–22
(C2022/1)

**ABORIGINAL AND TORRES STRAIT ISLANDER HEALTH
WORKERS AND PRACTITIONERS AND ABORIGINAL COMMUNITY
CONTROLLED HEALTH SERVICES AWARD 2020**
[MA000115]

Indigenous organisations and services

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(a) and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Grade 1		
Level 1	898.00	23.63
Grade 2		
Level 1	961.70	25.31
Level 2	994.60	26.17
Grade 3		

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Level 1	1046.50	27.54
Level 2	1101.30	28.98
Level 3	1154.80	30.39
Grade 4		
Level 1	1187.00	31.24
Level 2	1219.00	32.08
Level 3	1247.00	32.82
Grade 5		
Level 1	1276.90	33.60
Level 2	1306.90	34.39
Level 3	1338.50	35.22

2. By deleting the table appearing in clause 16.1(b) and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Grade 1		
Level 1	891.70	23.47
Level 2	894.70	23.54
Level 3	912.90	24.02
Level 4	925.90	24.37
Level 5	952.70	25.07
Grade 2		
Level 1	967.40	25.46
Level 2	984.50	25.91
Level 3	1001.50	26.36
Level 4	1016.10	26.74
Level 5	1033.40	27.19
Grade 3		

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Level 1	1052.00	27.68
Level 2	1070.80	28.18
Level 3	1082.40	28.48
Level 4	1101.80	28.99
Grade 4		
Level 1	1118.90	29.44
Level 2	1145.90	30.16
Level 3	1166.40	30.69
Level 4	1188.00	31.26
Grade 5		
Level 1	1211.60	31.88
Level 2	1236.70	32.54
Level 3	1262.60	33.23
Grade 6		
Level 1	1277.30	33.61
Level 2	1301.20	34.24
Level 3	1328.30	34.96
Level 4	1379.30	36.30
Level 5	1420.40	37.38
Grade 7		
Level 1	1454.10	38.27
Level 2	1493.50	39.30
Grade 8		
Level 1	1508.80	39.71
Level 2	1547.50	40.72
Level 3	1599.40	42.09
Level 4	1637.30	43.09

3. By deleting the table appearing in clause 16.1(c) and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Dental Assistant		
Grade 1	852.00	22.42
Grade 2	868.70	22.86
Grade 3	885.80	23.31
Grade 4	940.90	24.76
Grade 5	972.80	25.60
Dental Therapist Grade 1		
Level 1	1017.80	26.78
Level 2	1044.50	27.49
Level 3	1078.00	28.37
Level 4	1119.60	29.46
Level 5	1174.80	30.92
Level 6	1229.10	32.34
Level 7	1270.70	33.44
Dental Therapist Grade 2		
Level 1	1288.80	33.92
Level 2	1317.80	34.68
Level 3	1345.90	35.42
Level 4	1369.90	36.05
Level 5	1400.90	36.87

4. By deleting the table appearing in clause 16.1(d) and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Cleaner	885.20	23.29
Driver—Grade 1	920.90	24.23

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Driver—Grade 2	945.00	24.87
Caretaker	945.00	24.87

5. By deleting the year “2021” in clause 16.5(b) and inserting “2022”.
6. By deleting the table appearing in clause 18.2(a)(ii) and inserting the following:

Level	\$ per annum
Level 1	2165.52
Level 2	4334.39

7. By deleting the amounts "\$0.50" and "\$2.70" appearing in clause 18.2(b) and inserting "\$0.52" and "\$2.83" respectively.
8. By deleting the amount "\$2.50" appearing in clause 18.2(c) and inserting "\$2.62".
9. By deleting the amount "\$19.71" appearing in clause 20.7(a)(i) and inserting "\$20.62".
10. By deleting the amount "\$39.42" appearing in clause 20.7(a)(ii) and inserting "\$41.23".
11. By deleting the table appearing in clause B.1.1 and inserting the following:

	All employees	Shiftworkers				All employees	
	Ordinary hours	Outside normal span of hours¹	Continuous night shift²	Saturday	Sunday	Public holiday	Public holiday
	% of minimum hourly rate						
	100%	115%	130%	150%	200%	150% plus one day off³	250%
	\$	\$	\$	\$	\$	\$	\$
Grade 1							
Level 1	23.63	27.17	30.72	35.45	47.26	35.45	59.08
Grade 2							
Level 1	25.31	29.11	32.90	37.97	50.62	37.97	63.28

	All employees	Shiftworkers				All employees	
	Ordinary hours	Outside normal span of hours¹	Continuous night shift²	Saturday	Sunday	Public holiday	Public holiday
	% of minimum hourly rate						
	100%	115%	130%	150%	200%	150% plus one day off³	250%
	\$	\$	\$	\$	\$	\$	\$
Level 2	26.17	30.10	34.02	39.26	52.34	39.26	65.43
Grade 3							
Level 1	27.54	31.67	35.80	41.31	55.08	41.31	68.85
Level 2	28.98	33.33	37.67	43.47	57.96	43.47	72.45
Level 3	30.39	34.95	39.51	45.59	60.78	45.59	75.98
Grade 4							
Level 1	31.24	35.93	40.61	46.86	62.48	46.86	78.10
Level 2	32.08	36.89	41.70	48.12	64.16	48.12	80.20
Level 3	32.82	37.74	42.67	49.23	65.64	49.23	82.05
Grade 5							
Level 1	33.60	38.64	43.68	50.40	67.20	50.40	84.00
Level 2	34.39	39.55	44.71	51.59	68.78	51.59	85.98
Level 3	35.22	40.50	45.79	52.83	70.44	52.83	88.05

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

	Employees other than shiftworkers		Shiftworkers - broken shifts		All employees	
	Outside the span of hours ¹	Outside the span of hours ¹	Outside a spread of 9 hours ²	Outside a spread of 12 hours ³	Excess hours ⁴	
					First 2 hours	After 2 hours
% of minimum hourly rate						
	150%	200%	150%	200%	150%	200%
	\$	\$	\$	\$	\$	\$
Grade 1						
Level 1	35.45	47.26	35.45	47.26	35.45	47.26
Grade 2						
Level 1	37.97	50.62	37.97	50.62	37.97	50.62
Level 2	39.26	52.34	39.26	52.34	39.26	52.34
Grade 3						
Level 1	41.31	55.08	41.31	55.08	41.31	55.08
Level 2	43.47	57.96	43.47	57.96	43.47	57.96
Level 3	45.59	60.78	45.59	60.78	45.59	60.78
Grade 4						
Level 1	46.86	62.48	46.86	62.48	46.86	62.48
Level 2	48.12	64.16	48.12	64.16	48.12	64.16
Level 3	49.23	65.64	49.23	65.64	49.23	65.64
Grade 5						
Level 1	50.40	67.20	50.40	67.20	50.40	67.20
Level 2	51.59	68.78	51.59	68.78	51.59	68.78
Level 3	52.83	70.44	52.83	70.44	52.83	70.44

13. By deleting the table appearing in clause B.1.3 and inserting the following:

	All employees	Shiftworkers				All employees
	Day	Outside normal span of hours¹	Continuous night shift²	Saturday	Sunday	Public holiday
	% of minimum hourly rate					
	125%	140%	155%	175%	225%	150%
	\$	\$	\$	\$	\$	\$
Grade 1						
Level 1	29.54	33.08	36.63	41.35	53.17	35.45
Grade 2						
Level 1	31.64	35.43	39.23	44.29	56.95	37.97
Level 2	32.71	36.64	40.56	45.80	58.88	39.26
Grade 3						
Level 1	34.43	38.56	42.69	48.20	61.97	41.31
Level 2	36.23	40.57	44.92	50.72	65.21	43.47
Level 3	37.99	42.55	47.10	53.18	68.38	45.59
Grade 4						
Level 1	39.05	43.74	48.42	54.67	70.29	46.86
Level 2	40.10	44.91	49.72	56.14	72.18	48.12
Level 3	41.03	45.95	50.87	57.44	73.85	49.23
Grade 5						
Level 1	42.00	47.04	52.08	58.80	75.60	50.40
Level 2	42.99	48.15	53.30	60.18	77.38	51.59
Level 3	44.03	49.31	54.59	61.64	79.25	52.83

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

	All employees	Shiftworkers				All employees	
	Ordinary hours	Outside normal span of hours ¹	Continuous night shift ²	Saturday	Sunday	Public holiday	Public holiday
% of minimum hourly rate							
	100%	115%	130%	150%	200%	150% plus one day off ³	250%
	\$	\$	\$	\$	\$	\$	\$
Grade 1							
Level 1	23.47	26.99	30.51	35.21	46.94	35.21	58.68
Level 2	23.54	27.07	30.60	35.31	47.08	35.31	58.85
Level 3	24.02	27.62	31.23	36.03	48.04	36.03	60.05
Level 4	24.37	28.03	31.68	36.56	48.74	36.56	60.93
Level 5	25.07	28.83	32.59	37.61	50.14	37.61	62.68
Grade 2							
Level 1	25.46	29.28	33.10	38.19	50.92	38.19	63.65
Level 2	25.91	29.80	33.68	38.87	51.82	38.87	64.78
Level 3	26.36	30.31	34.27	39.54	52.72	39.54	65.90
Level 4	26.74	30.75	34.76	40.11	53.48	40.11	66.85
Level 5	27.19	31.27	35.35	40.79	54.38	40.79	67.98
Grade 3							
Level 1	27.68	31.83	35.98	41.52	55.36	41.52	69.20
Level 2	28.18	32.41	36.63	42.27	56.36	42.27	70.45
Level 3	28.48	32.75	37.02	42.72	56.96	42.72	71.20
Level 4	28.99	33.34	37.69	43.49	57.98	43.49	72.48
Grade 4							
Level 1	29.44	33.86	38.27	44.16	58.88	44.16	73.60
Level 2	30.16	34.68	39.21	45.24	60.32	45.24	75.40
Level 3	30.69	35.29	39.90	46.04	61.38	46.04	76.73
Level 4	31.26	35.95	40.64	46.89	62.52	46.89	78.15
Grade 5							

	All employees	Shiftworkers				All employees	
	Ordinary hours	Outside normal span of hours¹	Continuous night shift²	Saturday	Sunday	Public holiday	Public holiday
% of minimum hourly rate							
	100%	115%	130%	150%	200%	150% plus one day off³	250%
	\$	\$	\$	\$	\$	\$	\$
Level 1	31.88	36.66	41.44	47.82	63.76	47.82	79.70
Level 2	32.54	37.42	42.30	48.81	65.08	48.81	81.35
Level 3	33.23	38.21	43.20	49.85	66.46	49.85	83.08
Grade 6							
Level 1	33.61	38.65	43.69	50.42	67.22	50.42	84.03
Level 2	34.24	39.38	44.51	51.36	68.48	51.36	85.60
Level 3	34.96	40.20	45.45	52.44	69.92	52.44	87.40
Level 4	36.30	41.75	47.19	54.45	72.60	54.45	90.75
Level 5	37.38	42.99	48.59	56.07	74.76	56.07	93.45
Grade 7							
Level 1	38.27	44.01	49.75	57.41	76.54	57.41	95.68
Level 2	39.30	45.20	51.09	58.95	78.60	58.95	98.25
Grade 8							
Level 1	39.71	45.67	51.62	59.57	79.42	59.57	99.28
Level 2	40.72	46.83	52.94	61.08	81.44	61.08	101.80
Level 3	42.09	48.40	54.72	63.14	84.18	63.14	105.23
Level 4	43.09	49.55	56.02	64.64	86.18	64.64	107.73

15. By deleting the table appearing in clause B.2.2 and inserting the following:

	Employees other than shiftworkers		Shiftworkers - broken shifts		All employees	
	Outside the span of hours ¹	Outside the span of hours ¹	Outside a spread of 9 hours ²	Outside a spread of 12 hours ³	Excess hours ⁴	
					First 2 hours	After 2 hours
% of minimum hourly rate						
	150%	200%	150%	200%	150%	200%
	\$	\$	\$	\$	\$	\$
Grade 1						
Level 1	35.21	46.94	35.21	46.94	35.21	46.94
Level 2	35.31	47.08	35.31	47.08	35.31	47.08
Level 3	36.03	48.04	36.03	48.04	36.03	48.04
Level 4	36.56	48.74	36.56	48.74	36.56	48.74
Level 5	37.61	50.14	37.61	50.14	37.61	50.14
Grade 2						
Level 1	38.19	50.92	38.19	50.92	38.19	50.92
Level 2	38.87	51.82	38.87	51.82	38.87	51.82
Level 3	39.54	52.72	39.54	52.72	39.54	52.72
Level 4	40.11	53.48	40.11	53.48	40.11	53.48
Level 5	40.79	54.38	40.79	54.38	40.79	54.38
Grade 3						
Level 1	41.52	55.36	41.52	55.36	41.52	55.36
Level 2	42.27	56.36	42.27	56.36	42.27	56.36
Level 3	42.72	56.96	42.72	56.96	42.72	56.96
Level 4	43.49	57.98	43.49	57.98	43.49	57.98
Grade 4						
Level 1	44.16	58.88	44.16	58.88	44.16	58.88
Level 2	45.24	60.32	45.24	60.32	45.24	60.32
Level 3	46.04	61.38	46.04	61.38	46.04	61.38
Level 4	46.89	62.52	46.89	62.52	46.89	62.52
Grade 5						
Level 1	47.82	63.76	47.82	63.76	47.82	63.76

	Employees other than shiftworkers		Shiftworkers - broken shifts		All employees	
	Outside the span of hours ¹	Outside the span of hours ¹	Outside a spread of 9 hours ²	Outside a spread of 12 hours ³	Excess hours ⁴	
	First 2 hours	After 2 hours			First 2 hours	After 2 hours
	% of minimum hourly rate					
	150%	200%	150%	200%	150%	200%
	\$	\$	\$	\$	\$	\$
Level 2	48.81	65.08	48.81	65.08	48.81	65.08
Level 3	49.85	66.46	49.85	66.46	49.85	66.46
Grade 6						
Level 1	50.42	67.22	50.42	67.22	50.42	67.22
Level 2	51.36	68.48	51.36	68.48	51.36	68.48
Level 3	52.44	69.92	52.44	69.92	52.44	69.92
Level 4	54.45	72.60	54.45	72.60	54.45	72.60
Level 5	56.07	74.76	56.07	74.76	56.07	74.76
Grade 7						
Level 1	57.41	76.54	57.41	76.54	57.41	76.54
Level 2	58.95	78.60	58.95	78.60	58.95	78.60
Grade 8						
Level 1	59.57	79.42	59.57	79.42	59.57	79.42
Level 2	61.08	81.44	61.08	81.44	61.08	81.44
Level 3	63.14	84.18	63.14	84.18	63.14	84.18
Level 4	64.64	86.18	64.64	86.18	64.64	86.18

16. By deleting the table appearing in clause B.2.3 and inserting the following:

	All employees	Shiftworkers				All employees
	Day	Outside normal span of hours¹	Continuous night shift²	Saturday	Sunday	Public holiday
% of minimum hourly rate						
	125%	140%	155%	175%	225%	150%
	\$	\$	\$	\$	\$	\$
Grade 1						
Level 1	29.34	32.86	36.38	41.07	52.81	35.21
Level 2	29.43	32.96	36.49	41.20	52.97	35.31
Level 3	30.03	33.63	37.23	42.04	54.05	36.03
Level 4	30.46	34.12	37.77	42.65	54.83	36.56
Level 5	31.34	35.10	38.86	43.87	56.41	37.61
Grade 2						
Level 1	31.83	35.64	39.46	44.56	57.29	38.19
Level 2	32.39	36.27	40.16	45.34	58.30	38.87
Level 3	32.95	36.90	40.86	46.13	59.31	39.54
Level 4	33.43	37.44	41.45	46.80	60.17	40.11
Level 5	33.99	38.07	42.14	47.58	61.18	40.79
Grade 3						
Level 1	34.60	38.75	42.90	48.44	62.28	41.52
Level 2	35.23	39.45	43.68	49.32	63.41	42.27
Level 3	35.60	39.87	44.14	49.84	64.08	42.72
Level 4	36.24	40.59	44.93	50.73	65.23	43.49
Grade 4						
Level 1	36.80	41.22	45.63	51.52	66.24	44.16
Level 2	37.70	42.22	46.75	52.78	67.86	45.24
Level 3	38.36	42.97	47.57	53.71	69.05	46.04
Level 4	39.08	43.76	48.45	54.71	70.34	46.89
Grade 5						
Level 1	39.85	44.63	49.41	55.79	71.73	47.82
Level 2	40.68	45.56	50.44	56.95	73.22	48.81

	All employees	Shiftworkers				All employees
	Day	Outside normal span of hours¹	Continuous night shift²	Saturday	Sunday	Public holiday
% of minimum hourly rate						
	125%	140%	155%	175%	225%	150%
	\$	\$	\$	\$	\$	\$
Level 3	41.54	46.52	51.51	58.15	74.77	49.85
Grade 6						
Level 1	42.01	47.05	52.10	58.82	75.62	50.42
Level 2	42.80	47.94	53.07	59.92	77.04	51.36
Level 3	43.70	48.94	54.19	61.18	78.66	52.44
Level 4	45.38	50.82	56.27	63.53	81.68	54.45
Level 5	46.73	52.33	57.94	65.42	84.11	56.07
Grade 7						
Level 1	47.84	53.58	59.32	66.97	86.11	57.41
Level 2	49.13	55.02	60.92	68.78	88.43	58.95
Grade 8						
Level 1	49.64	55.59	61.55	69.49	89.35	59.57
Level 2	50.90	57.01	63.12	71.26	91.62	61.08
Level 3	52.61	58.93	65.24	73.66	94.70	63.14
Level 4	53.86	60.33	66.79	75.41	96.95	64.64

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

	All employees	Shiftworkers				All employees	
	Ordinary hours	Outside normal span of hours ¹	Continuous night shift ²	Saturday	Sunday	Public holiday	Public holiday
% of minimum hourly rate							
	100%	115%	130%	150%	200%	150% plus one day off ³	250%
	\$	\$	\$	\$	\$	\$	\$
Dental Assistant							
Grade 1	22.42	25.78	29.15	33.63	44.84	33.63	56.05
Grade 2	22.86	26.29	29.72	34.29	45.72	34.29	57.15
Grade 3	23.31	26.81	30.30	34.97	46.62	34.97	58.28
Grade 4	24.76	28.47	32.19	37.14	49.52	37.14	61.90
Grade 5	25.60	29.44	33.28	38.40	51.20	38.40	64.00
Dental Therapist Grade 1							
Level 1	26.78	30.80	34.81	40.17	53.56	40.17	66.95
Level 2	27.49	31.61	35.74	41.24	54.98	41.24	68.73
Level 3	28.37	32.63	36.88	42.56	56.74	42.56	70.93
Level 4	29.46	33.88	38.30	44.19	58.92	44.19	73.65
Level 5	30.92	35.56	40.20	46.38	61.84	46.38	77.30
Level 6	32.34	37.19	42.04	48.51	64.68	48.51	80.85
Level 7	33.44	38.46	43.47	50.16	66.88	50.16	83.60
Dental Therapist Grade 2							
Level 1	33.92	39.01	44.10	50.88	67.84	50.88	84.80
Level 2	34.68	39.88	45.08	52.02	69.36	52.02	86.70
Level 3	35.42	40.73	46.05	53.13	70.84	53.13	88.55

	All employees	Shiftworkers				All employees	
	Ordinary hours	Outside normal span of hours¹	Continuous night shift²	Saturday	Sunday	Public holiday	Public holiday
% of minimum hourly rate							
	100%	115%	130%	150%	200%	150% plus one day off³	250%
	\$	\$	\$	\$	\$	\$	\$
Level 4	36.05	41.46	46.87	54.08	72.10	54.08	90.13
Level 5	36.87	42.40	47.93	55.31	73.74	55.31	92.18

18. By deleting the table appearing in clause B.3.2 and inserting the following:

	Employees other than shiftworkers		Shiftworkers - broken shifts		All employees	
	Outside the span of hours¹	Outside the span of hours¹	Outside a spread of 9 hours²	Outside a spread of 12 hours³	Excess hours⁴	
	First 2 hours	After 2 hours			First 2 hours	After 2 hours
% of minimum hourly rate						
	150%	200%	150%	200%	150%	200%
	\$	\$	\$	\$	\$	\$
Dental Assistant						
Grade 1	33.63	44.84	33.63	44.84	33.63	44.84
Grade 2	34.29	45.72	34.29	45.72	34.29	45.72
Grade 3	34.97	46.62	34.97	46.62	34.97	46.62
Grade 4	37.14	49.52	37.14	49.52	37.14	49.52
Grade 5	38.40	51.20	38.40	51.20	38.40	51.20
Dental Therapist Grade 1						
Level 1	40.17	53.56	40.17	53.56	40.17	53.56

	Employees other than shiftworkers		Shiftworkers - broken shifts		All employees	
	Outside the span of hours¹	Outside the span of hours¹	Outside a spread of 9 hours²	Outside a spread of 12 hours³	Excess hours⁴	
	First 2 hours	After 2 hours			First 2 hours	After 2 hours
	% of minimum hourly rate					
	150%	200%	150%	200%	150%	200%
	\$	\$	\$	\$	\$	\$
Level 2	41.24	54.98	41.24	54.98	41.24	54.98
Level 3	42.56	56.74	42.56	56.74	42.56	56.74
Level 4	44.19	58.92	44.19	58.92	44.19	58.92
Level 5	46.38	61.84	46.38	61.84	46.38	61.84
Level 6	48.51	64.68	48.51	64.68	48.51	64.68
Level 7	50.16	66.88	50.16	66.88	50.16	66.88
Dental Therapist Grade 2						
Level 1	50.88	67.84	50.88	67.84	50.88	67.84
Level 2	52.02	69.36	52.02	69.36	52.02	69.36
Level 3	53.13	70.84	53.13	70.84	53.13	70.84
Level 4	54.08	72.10	54.08	72.10	54.08	72.10
Level 5	55.31	73.74	55.31	73.74	55.31	73.74

19. By deleting the table appearing in clause B.3.3 and inserting the following:

	All employees	Shiftworkers				All employees
	Day	Outside normal span of hours¹	Continuous night shift²	Saturday	Sunday	Public holiday
	% of minimum hourly rate					
	125%	140%	155%	175%	225%	150%
	\$	\$	\$	\$	\$	\$
Dental Assistant						
Grade 1	28.03	31.39	34.75	39.24	50.45	33.63
Grade 2	28.58	32.00	35.43	40.01	51.44	34.29
Grade 3	29.14	32.63	36.13	40.79	52.45	34.97
Grade 4	30.95	34.66	38.38	43.33	55.71	37.14
Grade 5	32.00	35.84	39.68	44.80	57.60	38.40
Dental Therapist Grade 1						
Level 1	33.48	37.49	41.51	46.87	60.26	40.17
Level 2	34.36	38.49	42.61	48.11	61.85	41.24
Level 3	35.46	39.72	43.97	49.65	63.83	42.56
Level 4	36.83	41.24	45.66	51.56	66.29	44.19
Level 5	38.65	43.29	47.93	54.11	69.57	46.38
Level 6	40.43	45.28	50.13	56.60	72.77	48.51
Level 7	41.80	46.82	51.83	58.52	75.24	50.16
Dental Therapist Grade 2						
Level 1	42.40	47.49	52.58	59.36	76.32	50.88
Level 2	43.35	48.55	53.75	60.69	78.03	52.02
Level 3	44.28	49.59	54.90	61.99	79.70	53.13
Level 4	45.06	50.47	55.88	63.09	81.11	54.08
Level 5	46.09	51.62	57.15	64.52	82.96	55.31

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

	All employees	Shiftworkers				All employees	
	Ordinary hours	Outside normal span of hours ¹	Continuous night shift ²	Saturday	Sunday	Public holiday	Public holiday
	% of minimum hourly rate						
	100%	115%	130%	150%	200%	150% plus one day off³	250%
	\$	\$	\$	\$	\$	\$	\$
Cleaner	23.29	26.78	30.28	34.94	46.58	34.94	58.23
Driver—Grade 1	24.23	27.86	31.50	36.35	48.46	36.35	60.58
Driver—Grade 2	24.87	28.60	32.33	37.31	49.74	37.31	62.18
Caretaker	24.87	28.60	32.33	37.31	49.74	37.31	62.18

21. By deleting the table appearing in clause B.4.2 and inserting the following:

	Employees other than shiftworkers		Shiftworkers - broken shifts		All employees	
	Outside the span of hours ¹	Outside the span of hours ¹	Outside a spread of 9 hours ²	Outside a spread of 12 hours ³	Excess hours ⁴	
	First 2 hours	After 2 hours			First 2 hours	After 2 hours
	% of minimum hourly rate					
	150%	200%	150%	200%	150%	200%
	\$	\$	\$	\$	\$	\$
Cleaner	34.94	46.58	34.94	46.58	34.94	46.58
Driver—Grade 1	36.35	48.46	36.35	48.46	36.35	48.46
Driver—Grade 2	37.31	49.74	37.31	49.74	37.31	49.74
Caretaker	37.31	49.74	37.31	49.74	37.31	49.74

22. By deleting the table appearing in clause B.4.3 and inserting the following:

	All employees	Shiftworkers				All employees
	Day	Outside normal span of hours¹	Continuous night shift²	Saturday	Sunday	Public holiday
% of minimum hourly rate						
	125%	140%	155%	175%	225%	150%
	\$	\$	\$	\$	\$	\$
Cleaner	29.11	32.61	36.10	40.76	52.40	34.94
Driver—Grade 1	30.29	33.92	37.56	42.40	54.52	36.35
Driver—Grade 2	31.09	34.82	38.55	43.52	55.96	37.31
Caretaker	31.09	34.82	38.55	43.52	55.96	37.31

23. By deleting the amount “\$1000.50” appearing in clause C.1.1 and inserting “\$1046.50”.

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

Allowance	Clause	% of standard rate	\$	Payable
Bilingual qualification allowance—Level 1	18.2(a)(ii)	206.93	2165.52	per annum
Bilingual qualification allowance—Level 2	18.2(a)(ii)	414.18	4334.39	per annum
Nauseous work allowance—minimum per week	18.2(b)	0.27	2.83	minimum per week
Medication administration allowance	18.2(c)	0.25	2.62	per week
On-call and recall allowances—After ordinary working hours—other than public holiday	20.7(a)(i)	1.97	20.62	per any 24 hour period or part thereof
On-call and recall allowances—Public holiday	20.7(a)(ii)	3.94	41.23	per any 24 hour period or part thereof

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