



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2022–23
(C2023/1)

MARKET AND SOCIAL RESEARCH AWARD 2020
[MA000030]

Market and business consultancy services

JUSTICE HATCHER, PRESIDENT
VICE PRESIDENT CATANZARITI
VICE PRESIDENT ASBURY
DEPUTY PRESIDENT HAMPTON
MS LABINE-ROMAIN
PROFESSOR BAIRD
MR CULLY

SYDNEY, XX JUNE 2023

Annual Wage Review 2022–23.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2022–23 on 2 June 2023 [[2023] FWCFB 3500], the above award is varied as follows:

- By deleting the table appearing in clause 14.1 and inserting the following:

Employee classification	Minimum weekly rate (full-time employees)	Minimum annual salary	Minimum hourly rate
	\$	\$	\$
Market research trainee	898.20	46,706	23.64
Support employee first year	973.70	50,632	25.62
Support employee thereafter	1001.30	52,068	26.35
Market research interviewer	1001.30	52,068	26.35

Employee classification	Minimum weekly rate (full-time employees)	Minimum annual salary	Minimum hourly rate
	\$	\$	\$
Executive (face-to-face) interviewer and door-to-door interviewer	1011.10	52,577	26.61
Editor/Coder/Keyboard operator	1018.50	52,962	26.80
Team leader	1066.20	55,442	28.06
Field supervisor	1145.30	59,556	30.14
Research assistant	1145.30	59,556	30.14
Field manager	1250.90	65,047	32.92
Research officer	1250.90	65,047	32.92
Research manager	1646.50	85,618	43.33

2. By deleting the amount “\$6.23” appearing in clause 19.1(a) and inserting “\$6.59”.
3. By deleting the amount “\$12.46” appearing in clause 19.1(b) and inserting “\$13.18”.
4. By deleting the amount “\$6.23” appearing in clause 19.1(c) and inserting “\$6.59”.
5. By deleting the amount “\$5434” appearing in clause A.1 and inserting “\$5746”.
6. By deleting the table appearing in clause B.1.1 and inserting the following:

	Ordinary hours	Monday - Friday outside daily spread of hours	Saturday	Sunday	Public holiday
	% of minimum hourly rate				
	100%	100% + \$6.59	100% + \$6.59	100% + \$13.18	100% + \$13.18
	\$	\$	\$	\$	\$
Market research trainee	23.64	30.23	30.23	36.82	36.82
Support employee first year	25.62	32.21	32.21	38.80	38.80
Support employee thereafter	26.35	32.94	32.94	39.53	39.53
Market research interviewer	26.35	32.94	32.94	39.53	39.53

	Ordinary hours	Monday - Friday outside daily spread of hours	Saturday	Sunday	Public holiday
	% of minimum hourly rate				
	100%	100% + \$6.59	100% + \$6.59	100% + \$13.18	100% + \$13.18
	\$	\$	\$	\$	\$
Executive (face-to-face) interviewer and door-to-door interviewer	26.61	33.20	33.20	39.79	39.79
Editor/Coder/Keyboard operator	26.80	33.39	33.39	39.98	39.98
Team leader	28.06	34.65	34.65	41.24	41.24
Field supervisor	30.14	36.73	36.73	43.32	43.32
Research assistant	30.14	36.73	36.73	43.32	43.32
Field manager	32.92	39.51	39.51	46.10	46.10
Research officer	32.92	39.51	39.51	46.10	46.10
Research manager	43.33	49.92	49.92	56.51	56.51

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

	All hours in excess of rostered ordinary hours
	% of minimum hourly rate
	125%
	\$
Market research trainee	29.55
Support employee first year	32.03
Support employee thereafter	32.94
Market research interviewer	32.94
Executive (face-to-face) interviewer and door-to-door interviewer	33.26
Editor/Coder/Keyboard operator	33.50
Team leader	35.08
Field supervisor	37.68
Research assistant	37.68

	All hours in excess of rostered ordinary hours
	% of minimum hourly rate
	125%
	\$
Field manager	41.15
Research officer	41.15
Research manager	54.16

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

	All ordinary hours
	% of minimum hourly rate
	125%
	\$
Market research trainee	29.55
Support employee first year	32.03
Support employee thereafter	32.94
Market research interviewer	32.94
Executive (face-to-face) interviewer and door-to-door interviewer	33.26
Editor/Coder/Keyboard operator	33.50
Team leader	35.08
Field supervisor	37.68
Research assistant	37.68
Field manager	41.15
Research officer	41.15
Research manager	54.16

9. By deleting the amount “\$24.92” appearing in clause C.2.1 and inserting “\$26.35”.

10. By deleting the table appearing in clause C.2.1 and inserting the following:

Penalty	Clause	% of standard rate	\$	Payable
Saturday	19.1(a)	25.0	6.59	per hour

Penalty	Clause	% of standard rate	\$	Payable
Sunday or public holiday	19.1(b)	50.0	13.18	per hour
Monday to Friday outside daily spread of ordinary hours	19.1(c)	25.0	6.59	per hour

B. This determination comes into operation on 1 July 2023. 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 2023.

PRESIDENT