



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2022–23 (C2023/1)

JOURNALISTS PUBLISHED MEDIA AWARD 2020 [MA000067]

Journalism

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:

Level	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Band 1		
1	1085.60	28.57
2	1116.10	29.37
3	1164.10	30.63
4	1195.30	31.46
5	1226.40	32.27
6	1289.30	33.93
7	1345.70	35.41

Level	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Band 2		
8	1408.50	37.07
9	1502.00	39.53
10	1595.90	42.00
Band 3		
11	1642.90	43.23
12	1846.20	48.58
13	2064.90	54.34

2. By deleting the table appearing in clause A.1.3 and inserting the following:

	Ordinary hours	Public holiday²
	% of ordinary hourly rate¹	
	100%	250%
	\$	\$
Band 1		
Level 1	28.57	71.43
Level 2	29.37	73.43
Level 3	30.63	76.58
Level 4	31.46	78.65
Level 5	32.27	80.68
Level 6	33.93	84.83
Level 7	35.41	88.53
Band 2		
Level 8	37.07	92.68
Level 9	39.53	98.83
Level 10	42.00	105.00
Band 3		
Level 11	43.23	108.08
Level 12	48.58	121.45
Level 13	54.34	135.85

3. By deleting the table appearing in clause A.1.4 and inserting the following:

	Monday to Sunday		Distant engagement: Monday to Sunday ⁶	
	First 2 hours for full-time employees, first 3 hours for part-time employees	After the first 2 hours for full-time employees, after the first 3 hours for part-time employees	First 8 hours	After 8 hours
	% of ordinary hourly rate ⁷			
	150%	200%	150%	200%
	\$	\$	\$	\$
Band 1				
Level 1	42.86	57.14	42.86	57.14
Level 2	44.06	58.74	44.06	58.74
Level 3	45.95	61.26	45.95	61.26
Level 4	47.19	62.92	47.19	62.92
Level 5	48.41	64.54	48.41	64.54
Level 6	50.90	67.86	50.90	67.86
Level 7	53.12	70.82	53.12	70.82
Band 2				
Level 8	55.61	74.14	55.61	74.14
Level 9 ¹	59.30	79.06	59.30	79.06
Level 9 ²	–	–	–	–
Level 10 ³	63.00	84.00	63.00	84.00
Level 10 ⁴	–	–	–	–
Band 3				
Level 11	64.85	86.46	64.85	86.46
Level 12 ⁵	–	–	–	–
Level 13 ⁵	–	–	–	–

4. By deleting the table appearing in clause A.1.5 and inserting the following:

	Morning/afternoon shift		Night shift		All other shifts
	Weekday shift ¹	Weekend shift ²	Weekday shift ³	Weekend shift ⁴	Weekend ⁵
	% of ordinary hourly rate ⁶				
	110% ⁷	120% ⁷	117.5% ⁷	127.5% ⁷	110% ⁷
	\$	\$	\$	\$	\$
Band 1					
Level 1	31.43	34.28	33.57	36.43	31.43
Level 2	32.31	35.24	34.51	37.45	32.31
Level 3	33.69	36.76	35.99	39.05	33.69
Level 4	34.61	37.75	36.97	40.11	34.61
Level 5	35.50	38.72	37.92	41.14	35.50
Level 6	37.32	40.72	39.87	43.26	37.32
Level 7	38.95	42.49	41.61	45.15	38.95
Band 2					
Level 8	40.78	44.48	43.56	47.26	40.78
Level 9	43.24	46.94	46.02	49.72	43.24
Level 10	45.71	49.41	48.49	52.19	45.71
Band 3					
Level 11	46.94	50.64	49.72	53.42	46.94
Level 12 ⁸	–	–	–	–	–
Level 13 ⁸	–	–	–	–	–

5. By deleting the table appearing in clause A.1.6 and inserting the following:

	Morning/afternoon shift		Night shift		All other shifts
	Weekday shift ¹	Weekend shift ²	Weekday shift ³	Weekend shift ⁴	Weekend ⁵
	% of ordinary hourly rate ⁶				
	110% ⁷	120% ⁷	117.5% ⁷	127.5% ⁷	110% ⁷
	\$	\$	\$	\$	\$
Band 1					
Level 1	31.43	34.28	33.57	36.43	31.43

	Morning/afternoon shift		Night shift		All other shifts
	Weekday shift ¹	Weekend shift ²	Weekday shift ³	Weekend shift ⁴	Weekend ⁵
	% of ordinary hourly rate ⁶				
	110% ⁷	120% ⁷	117.5% ⁷	127.5% ⁷	110% ⁷
	\$	\$	\$	\$	\$
Level 2	32.31	35.24	34.51	37.45	32.31
Level 3	33.69	36.76	35.99	39.05	33.69
Level 4	34.52	37.59	36.82	39.88	34.52
Level 5	35.33	38.40	37.63	40.69	35.33
Level 6	36.99	40.06	39.29	42.35	36.99
Level 7	38.47	41.54	40.77	43.83	38.47
Band 2					
Level 8	40.13	43.20	42.43	45.49	40.13
Level 9	42.59	45.66	44.89	47.95	42.59
Level 10 ⁸	—	—	—	—	—
Band 3					
Level 11 ⁹	—	—	—	—	—
Level 12 ^{8,9}	—	—	—	—	—
Level 13 ^{8,9}	—	—	—	—	—

6. By deleting the table appearing in clause A.1.7 and inserting the following:

	Regional daily					Country non-daily or digital publication				
	Morning/afternoon shift		Night shift		All other shifts	Morning/afternoon shift		Night shift		All other shifts
	Weekday shift ¹	Weekend shift ²	Weekday shift ³	Weekend shift ⁴	Weekend ⁵	Weekday shift ¹	Weekend shift ²	Weekday shift ³	Weekend shift ⁴	Weekend ⁵
	% of ordinary hourly rate ⁶									
	110% ⁷	120% ⁷	115% ⁷	125% ⁷	110% ⁷	110% ⁷	120% ⁷	115% ⁷	125% ⁷	110% ⁷
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Band 1										
Level 1	31.43	34.28	32.86	35.71	31.43	31.43	34.28	32.86	35.71	31.43
Level 2	32.31	35.24	33.78	36.71	32.31	32.31	35.24	33.78	36.71	32.31
Level 3	33.69	36.76	35.22	38.29	33.69	33.69	36.76	35.22	38.29	33.69
Level 4	34.61	37.75	36.18	39.33	34.61	34.61	37.75	36.18	39.33	34.61
Level 5	35.50	38.72	37.11	40.34	35.50	35.50	38.72	37.11	40.34	35.50

	Regional daily					Country non-daily or digital publication				
	Morning/afternoon shift		Night shift		All other shifts	Morning/afternoon shift		Night shift		All other shifts
	Weekday shift ¹	Weekend shift ²	Weekday shift ³	Weekend shift ⁴	Weekend ⁵	Weekday shift ¹	Weekend shift ²	Weekday shift ³	Weekend shift ⁴	Weekend ⁵
% of ordinary hourly rate ⁶										
	110% ⁷	120% ⁷	115% ⁷	125% ⁷	110% ⁷	110% ⁷	120% ⁷	115% ⁷	125% ⁷	110% ⁷
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Level 6	37.32	40.72	39.02	42.41	37.32	37.32	40.72	39.02	42.41	37.32
Level 7	38.95	42.49	40.72	44.26	38.95	38.80	42.20	40.50	43.89	38.80
Band 2										
Level 8	40.78	44.48	42.63	46.34	40.78	40.46	43.86	42.16	45.55	40.46
Level 9	43.24	46.94	45.09	48.80	43.24	42.92 ⁸	46.32 ⁸	44.62 ⁸	48.01 ⁸	42.92 ⁸
Level 10 ⁹	45.71	49.41	47.56	51.27	45.71	45.39	48.79	47.09	50.48	45.39
Band 3										
Level 11 ⁹ , 10	-	-	-	-	-	46.62	50.02	48.32	51.71	46.62
Level 12 ⁹ , 10, 11	-	-	-	-	-	-	-	-	-	-
Level 13 ⁹ , 10, 11	-	-	-	-	-	-	-	-	-	-

7. By deleting the table appearing in clause A.1.8 and inserting the following:

	Morning/afternoon shift		All other shifts
	Weekday shift ¹	Weekend shift ²	Weekend ³
	% of ordinary hourly rate ⁴		
	110% ⁵	120% ⁵	110% ⁵
	\$	\$	\$
Band 1			
Level 1	31.43	34.28	31.43
Level 2	32.31	35.24	32.31
Level 3	33.69	36.76	33.69
Level 4	34.61	37.75	34.61
Level 5	35.50	38.72	35.50
Level 6	37.32	40.72	37.32
Level 7	38.80	42.20	38.80
Band 2			
Level 8	40.46	43.86	40.46
Level 9	42.92	46.32	42.92

	Morning/afternoon shift		All other shifts
	Weekday shift¹	Weekend shift²	Weekend³
	% of ordinary hourly rate⁴		
	110%⁵	120%⁵	110%⁵
	\$	\$	\$
Level 10	45.39	48.79	45.39
Band 3			
Level 11	46.62	50.02	46.62
Level 12 ⁶	–	–	–
Level 13 ⁶	–	–	–

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

	Ordinary hours	Public holiday
	% of ordinary hourly rate¹	
	125%	275%
	\$	\$
Band 1		
Level 1	35.71	78.57
Level 2	36.71	80.77
Level 3	38.29	84.23
Level 4	39.33	86.52
Level 5	40.34	88.74
Level 6	42.41	93.31
Level 7	44.26	97.38
Band 2		
Level 8	46.34	101.94
Level 9	49.41	108.71
Level 10	52.50	115.50
Band 3		
Level 11	54.04	118.88
Level 12	60.73	133.60
Level 13	67.93	149.44

9. By deleting the table appearing in clause A.2.2 and inserting the following:

	Morning/afternoon shift		Night shift		All other shifts
	Weekday shift ¹	Weekend shift ²	Weekday shift ³	Weekend shift ⁴	Weekend ⁵
	% of ordinary hourly rate ⁶				
	135% ⁷	145% ⁷	142.5% ⁷	152.5% ⁷	135% ⁷
	\$	\$	\$	\$	\$
Band 1					
Level 1	38.57	41.42	40.71	43.57	38.57
Level 2	39.65	42.58	41.85	44.79	39.65
Level 3	41.35	44.42	43.65	46.71	41.35
Level 4	42.48	45.62	44.84	47.98	42.48
Level 5	43.57	46.79	45.99	49.21	43.57
Level 6	45.80	49.20	48.35	51.74	45.80
Level 7	47.80	51.34	50.46	54.00	47.80
Band 2					
Level 8	50.05	53.75	52.83	56.53	50.05
Level 9	53.12	56.82	55.90	59.60	53.12
Level 10	56.21	59.91	58.99	62.69	56.21
Band 3					
Level 11	57.75	61.45	60.53	64.23	57.75
Level 12 ⁸	–	–	–	–	–
Level 13 ⁸	–	–	–	–	–

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

	Morning/afternoon shift		Night shift		All other shifts
	Weekday shift ¹	Weekend shift ²	Weekday shift ³	Weekend shift ⁴	Weekend ⁵
	% of ordinary hourly rate ⁶				
	135% ⁷	145% ⁷	142.5% ⁷	152.5% ⁷	135% ⁷
	\$	\$	\$	\$	\$
Band 1					
Level 1	38.57	41.42	40.71	43.57	38.57

	Morning/afternoon shift		Night shift		All other shifts
	Weekday shift ¹	Weekend shift ²	Weekday shift ³	Weekend shift ⁴	Weekend ⁵
	% of ordinary hourly rate ⁶				
	135% ⁷	145% ⁷	142.5% ⁷	152.5% ⁷	135% ⁷
	\$	\$	\$	\$	\$
Level 2	39.65	42.58	41.85	44.79	39.65
Level 3	41.35	44.42	43.65	46.71	41.35
Level 4	42.39	45.46	44.69	47.75	42.39
Level 5	43.40	46.47	45.70	48.76	43.40
Level 6	45.47	48.54	47.77	50.83	45.47
Level 7	47.32	50.39	49.62	52.68	47.32
Band 2					
Level 8	49.40	52.47	51.70	54.76	49.40
Level 9	52.47	55.54	54.77	57.83	52.47
Level 10 ⁸	–	–	–	–	–
Band 3					
Level 11 ⁹	–	–	–	–	–
Level 12 ^{8,9}	–	–	–	–	–
Level 13 ^{8,9}	–	–	–	–	–

11. By deleting the table appearing in clause A.2.4 and inserting the following:

	Regional daily					Country non-daily or digital publication				
	Morning/afternoon shift		Night shift		All other shifts	Morning/afternoon shift		Night shift		All other shifts
	Weekday shift ¹	Weekend shift ²	Weekday shift ³	Weekend shift ⁴	Weekend ⁵	Weekday shift ¹	Weekend shift ²	Weekday shift ³	Weekend shift ⁴	Weekend ⁵
	% of ordinary hourly rate ⁶									
	135% ⁷	145% ⁷	140% ⁷	150% ⁷	135% ⁷	135% ⁷	145% ⁷	140% ⁷	150% ⁷	135% ⁷
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Band 1										
Level 1	38.57	41.42	40.00	42.85	38.57	38.57	41.42	40.00	42.85	38.57
Level 2	39.65	42.58	41.12	44.05	39.65	39.65	42.58	41.12	44.05	39.65
Level 3	41.35	44.42	42.88	45.95	41.35	41.35	44.42	42.88	45.95	41.35

	Regional daily					Country non-daily or digital publication				
	Morning/afternoon shift		Night shift		All other shifts	Morning/afternoon shift		Night shift		All other shifts
	Weekday shift ¹	Weekend shift ²	Weekday shift ³	Weekend shift ⁴	Weekend ⁵	Weekday shift ¹	Weekend shift ²	Weekday shift ³	Weekend shift ⁴	Weekend ⁵
% of ordinary hourly rate ⁶										
	135% ⁷	145% ⁷	140% ⁷	150% ⁷	135% ⁷	135% ⁷	145% ⁷	140% ⁷	150% ⁷	135% ⁷
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Level 4	42.48	45.62	44.05	47.20	42.48	42.48	45.62	44.05	47.20	42.48
Level 5	43.57	46.79	45.18	48.41	43.57	43.57	46.79	45.18	48.41	43.57
Level 6	45.80	49.20	47.50	50.89	45.80	45.80	49.20	47.50	50.89	45.80
Level 7	47.80	51.34	49.57	53.11	47.80	47.65	51.05	49.35	52.74	47.65
Band 2										
Level 8	50.05	53.75	51.90	55.61	50.05	49.73	53.13	51.43	54.82	49.73
Level 9	53.12	56.82	54.97	58.68	53.12	52.80 ⁸	56.20 ⁸	54.50 ⁸	57.89 ⁸	52.80 ⁸
Level 10 ⁹	56.21	59.91	58.06	61.77	56.21	55.89	59.29	57.59	60.98	55.89
Band 3										
Level 11 ^{9, 10}	–	–	–	–	–	57.43	60.83	59.13	62.52	57.43
Level 12 ^{9, 10, 11}	–	–	–	–	–	–	–	–	–	–
Level 13 ^{9, 10, 11}	–	–	–	–	–	–	–	–	–	–

12. By deleting the table appearing in clause A.2.5 and inserting the following:

	Morning/afternoon shift		All other shifts
	Weekday shift ¹	Weekend shift ²	Weekend ³
	% of ordinary hourly rate ⁴		
	135% ⁵	145% ⁵	135% ⁵
	\$	\$	\$
Band 1			
Level 1	38.57	41.42	38.57
Level 2	39.65	42.58	39.65
Level 3	41.35	44.42	41.35
Level 4	42.48	45.62	42.48
Level 5	43.57	46.79	43.57

	Morning/afternoon shift		All other shifts
	Weekday shift¹	Weekend shift²	Weekend³
	% of ordinary hourly rate⁴		
	135%⁵	145%⁵	135%⁵
	\$	\$	\$
Level 6	45.80	49.20	45.80
Level 7	47.65	51.05	47.65
Band 2			
Level 8	49.73	53.13	49.73
Level 9	52.80	56.20	52.80
Level 10	55.89	59.29	55.89
Band 3			
Level 11	57.43	60.83	57.43
Level 12 ⁶	–	–	–
Level 13 ⁶	–	–	–

13. By deleting the table appearing in clause A.3.1 and inserting the following:

	Cadet percentage	Ordinary hours	Public holiday²
	% of Level 1 employee	% of ordinary hourly rate¹	
		100%	250%
	%	\$	\$
Standard Cadet			
1st year	60%	17.14	42.85
2nd year	75%	21.43	53.58
3rd year	90%	25.71	64.28
Graduate Cadet	90%	25.71	64.28

14. By deleting the table appearing in clause A.3.2 and inserting the following:

	Cadet percentage	Monday to Sunday		Distant engagement: Monday to Sunday ²	
		First 2 hours for full-time employees, first 3 hours for part-time employees	After the first 2 hours for full-time employees, after the first 3 hours for part-time employees	First 8 hours	After 8 hours
	% of Level 1 employee	% of ordinary hourly rate ¹			
		150%	200%	150%	200%
	%	\$	\$	\$	\$
Standard Cadet					
1st year	60%	25.71	34.28	25.71	34.28
2nd year	75%	32.15	42.86	32.15	42.86
3rd year	90%	38.57	51.42	38.57	51.42
Graduate Cadet	90%	38.57	51.42	38.57	51.42

15. By deleting the table appearing in clause A.3.3 and inserting the following:

	Cadet percentage	Morning/afternoon shift		All other shifts (except for night shifts in certain publications (see clause 19.2))
		Weekday shift ¹	Weekend shift ²	Weekend ³
	% of Level 1 employee	% of ordinary hourly rate ⁴		
		110%	120%	110%
	%	\$	\$	\$
Standard Cadet				
1st year	60%	18.85	20.57	18.85
2nd year	75%	23.57	25.72	23.57
3rd year	90%	28.28	30.85	28.28
Graduate Cadet	90%	28.28	30.85	28.28

16. By deleting the table appearing in clause A.3.4 and inserting the following:

		Night shift	
	Cadet percentage	Weekday shift¹	Weekend shift²
	% of Level 1 employee		
		% of ordinary hourly rate³	
		117.5%	127.5%
	%	\$	\$
Standard Cadet			
1st year	60%	20.14	21.85
2nd year	75%	25.18	27.32
3rd year	90%	30.21	32.78
Graduate Cadet	90%	30.21	32.78

17. By deleting the table appearing in clause A.3.5 and inserting the following:

	Cadet percentage	Night shift	
	% of Level 1 employee	Weekday shift¹	Weekend shift²
		% of ordinary hourly rate³	
		115%	125%
	%	\$	\$
Standard Cadet			
1st year	60%	19.71	21.43
2nd year	75%	24.64	26.79
3rd year	90%	29.57	32.14
Graduate Cadet	90%	29.57	32.14

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