



# DRAFT DETERMINATION

*Fair Work Act 2009*  
s 285—Annual wage review

**Annual Wage Review 2022–23**  
(C2023/1)

**VICTORIAN PUBLIC SERVICE AWARD 2016**  
[MA000135]

State and Territory government administration

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:

1. By deleting the table appearing in clause 8.2 and inserting the following:

<b>VPS Structure</b>	<b>Value range</b>	<b>Salary (\$ Min)</b>	<b>Salary (\$ Max)</b>
Grade 1	1.1	46,556	52,387
Grade 2	2.1	53,885	60,284
	2.2	61,258	67,107
Grade 3	3.1	68,453	75,202
	3.2	76,550	81,949
Grade 4	4.1	83,450	93,945
Grade 5	5.1	95,446	104,892
	5.2	104,893	114,339
Grade 6	6.1	115,837	134,503
	6.2	134,506	153,169

<b>VPS Structure</b>	<b>Value range</b>	<b>Salary (\$ Min)</b>	<b>Salary (\$ Max)</b>
Senior Technical Specialist	7.1	155,385	173,378
	7.2	173,379	191,368
	7.3	191,369	209,359

2. By deleting the table appearing in clause 8.3(b) and inserting the following:

<b>Legal Officer structure</b>	<b>Value range</b>	<b>Salary Minimum \$</b>
Articled Clerk		58,605
Solicitor 1	1.1	64,597
Solicitor 2	2.1	Base of VPS Grade 3 Value Range 1
	2.2	Base of VPS Grade 3 Value Range 2
Solicitor 3	3	Base of VPS Grade 4
Senior Solicitor	SS.1	Base of VPS Grade 5, Value Range 1
	SS.2	Base of VPS Grade 5, Value Range 2
Principal Solicitor	PS.1	Base of VPS Grade 6, Value Range 1
	PS.2	Base of VPS Grade 6, Value Range 2
VPS Senior Technical Specialist	STS	VPS Senior Technical Specialist

3. By deleting the table appearing in clause 8.6 and inserting the following:

<b>COG structure</b>	<b>Salary (\$ Min)</b>	<b>Salary (\$ Max)</b>
COG 1 Trainee	53,191	
COG 2A Prison Officer	Base of VPS Grade 2, Value Range 1	67,522
COG 2B Prison Officer	Base of VPS Grade 3, Value Range 1	78,316
COG 3 Senior Prison Officer/Industry Officer	79,666	85,612
COG 4 Operations Manager/Industry Supervisor	87,362	Top of VPS Grade 5, Value Range 1
COG 5 General Manager	Base of VPS Grade 5, Value Range 2	Top of VPS Grade 6, Value Range 1
COG 6 Senior General Manager	Base of VPS Grade 6, Value Range 2	Top of VPS Grade 6, Value Range 2

4. By deleting the tables appearing in clause 8.7 and inserting the following tables:

**Table 6—Child Protection Practitioner (CPP) stream**

<b>CPP Structure</b>	<b>Value range</b>	<b>Salary (\$ Min)</b>	<b>Salary (\$ Max)</b>
CPP Grade 2	2.1	54,378	Top of VPS Grade 2, Value Range 2
CPP Grade 3	3.1	Base of VPS Grade 3, Value Range 1	Top of VPS Grade 3, Value Range 2
CPP Grade 4	4.1	Base of VPS Grade 4, Value Range 1	Top of VPS Grade 4, Value Range 1
CPP Grade 5	5.1	Base of VPS Grade 5, Value Range 1	Top of VPS Grade 5, Value Range 1
	5.2	Base of VPS Grade 5, Value Range 2	Top of VPS Grade 5, Value Range 2
CPP Grade 6	6.1	Base of VPS Grade 6, Value Range 1	Top of VPS Grade 6, Value Range 1
	6.2	Base of VPS Grade 6, Value Range 2	Top of VPS Grade 6, Value Range 2

**Table 7—Children, Youth and Families (CYF) stream**

<b>CYF Structure</b>	<b>Value range</b>	<b>Salary (\$ Min)</b>	<b>Salary (\$ Max)</b>
CYF Grade 1	1.1	52,161	62,749
CYF Grade 2	2.1	62,911	77,246
CYF Grade 3	3.1	79,450	89,367
CYF Grade 4	4.1	90,443	99,792
CYF Grade 5	5.1	99,795	Top of VPS Grade 5, Value Range 1
	5.2	Base of VPS Grade 5, Value Range 2	Top of VPS Grade 5, Value Range 2
CYF Grade 6	6.1	Base of VPS Grade 6, Value Range 1	Top of VPS Grade 6, Value Range 1
	6.2	Base of VPS Grade 6, Value Range 2	Top of VPS Grade 6, Value Range 2

5. By deleting the table appearing in clause 8.8 and inserting the following:

<b>YJW Structure</b>	<b>Value range</b>	<b>Salary (\$ Min)</b>	<b>Salary (\$ Max)</b>
YJW Grade 1	1.1	54,122	66,792
YJW Grade 2	2.1	68,124	77,469

<b>YJW Structure</b>	<b>Value range</b>	<b>Salary (\$ Min)</b>	<b>Salary (\$ Max)</b>
YJW Grade 3	3.1	78,793	87,149
YJW Grade 4	4.1	88,128	99,208
YJW Grade 5	5.1	99,356	103,868
	5.2	104,131	113,463
YJW Grade 6	6.1	114,948	118,401
	6.2	133,394	151,837

6. By deleting the table appearing in clause 8.9 and inserting the following:

<b>HCO and HCSO Structure</b>	<b>Value range</b>	<b>Salary (\$ Min)</b>	<b>Salary (\$ Max)</b>
HCO 1	1.1	Base of VPS Grade 2 Value Range 1	
HCO 2	2.1	Base of VPS Grade 2 Value Range 2	
	2.2	Base of VPS Grade 3 Value Range 1	
HCO 3	3.1	Base of VPS Grade 3 Value Range 2	
HCSO unqualified		Base of VPS Grade 2 Value Range 1	
HCO qualified Level 1 (Cert. III)		54,976	Top of VPS Grade 2, Value Range 1
HCO qualified Level 2 (Cert. IV)		Base of VPS Grade 2 Value Range 2	Top of VPS Grade 2, Value Range 2

7. By deleting the table appearing in clause 8.10. and inserting the following:

<b>Sheriff's Officer structure</b>	<b>Salary (\$ Min)</b>	<b>Salary (\$ Max)</b>
Sheriff's Officer Trainee	Base of VPS Grade 2, Value Range 1	
Sheriff's Officer	Base of VPS Grade 2, Value Range 2	Top of VPS Grade 2, Value Range 2
Senior Sheriff's Officer	Base of VPS Grade 3, Value Range 1	78,316
Assistant District Supervisor	79,666	Top of VPS Grade 3, Value Range 2
District Supervisor	Base of VPS Grade 4	
Divisional Operations Manager	Base of VPS Grade 5, Value Range 1	

<b>Sheriff's Officer structure</b>	<b>Salary (\$ Min)</b>	<b>Salary (\$ Max)</b>
Regional Operations Manager	Base of VPS Grade 6, Value Range 1	
Deputy Sheriff	Base of VPS Grade 6, Value Range 2	

8. By deleting the table appearing in clause 8.11 and inserting the following:

<b>Community Corrections Officer structure</b>	<b>Salary (\$ Min)</b>	<b>Salary (\$ Max)</b>
Trainee Community Corrections Officer	Base of VPS Grade 2, Value Range 1	
Community Corrections Officer	Base of VPS Grade 2, Value Range 2	Top of Grade 2, Value Range 2
Leading Community Corrections Officer	Base of VPS Grade 3, Value Range 1	78,316
Senior Community Corrections Officer	79,666	85,612
Officer in Charge	87,362	94,361
Location Manager	Base of VPS Grade 5	
General Manager	Base of VPS Grade 6	

9. By deleting the table appearing in clause 8.13 and inserting the following:

<b>Forensic Officer structure</b>	<b>Salary (\$ Min)</b>	<b>Salary (\$ Max)</b>
Forensic Officer Level 1	59,151	63,786
Forensic Officer Level 2	67,917	74,377
Forensic Officer Level 3	83,710	91,812
Forensic Officer Level 4	93,865	103,024
Forensic Officer Level 5	109,657	118,128
Forensic Officer Level 6	127,708	137,654
Forensic Officer Level 7	146,886	158,397

10. By deleting the table appearing in clause 8.14 and inserting the following:

<b>Nursing Employee structure</b>		<b>Salary</b>
		\$
<b>Enrolled Nurse:</b>		
Pay Point 1		52,843
Pay Point 2		53,584

<b>Nursing Employee structure</b>		<b>Salary</b>
		<b>\$</b>
Pay Point 3		54,317
Pay Point 4		55,052
Pay Point 5		55,638
<b>Registered Nurse:</b>		
Grade 3B	Year 1	74,036
	Year 2 and thereafter	75,335
Grade 4A	Year 1	76,996
	Year 2 and thereafter	78,660
Grade 4B	Year 1	80,154
	Year 2 and thereafter	81,821
Grade 5B		85,759
Grade 6		94,524

11. By deleting the tables appearing in clause 8.15 and inserting the following tables:

**Table 15—Disability Development and Support Officer (DDSO) structure**

<b>DDSO Structure</b>		<b>Salary</b>
		<b>\$</b>
<b>DDSO 1 - Unqualified</b>	Year 1	51,019
	Year 2	52,157
	Year 3	53,824
	Year 4	55,004
<b>DDSO 1Q - Qualified (Cert IV)</b>	Year 1	56,183
	Year 2	57,367
	Year 3	59,087
	Year 4	59,678
<b>DDSO 2 - Cert IV</b>	Year 1	60,269
	Year 2	61,034
	Year 3	62,223
<b>DDSO 2A - Adv. Diploma (Cert VI)</b>	Year 1	59,738
	Year 2	61,744
	Year 3	64,322
	Year 4	66,596
	Year 5	69,023
	Year 6	71,450
	Year 7	73,881

<b>DDSO Structure</b>		<b>Salary</b>
		<b>\$</b>
	Year 8	76,310
<b>DDSO 3 - Cert IV</b>	Year 1	64,642
	Year 2	65,879
	Year 3	67,147
	Year 4	68,398
	Year 5	69,648
	Year 6	70,703
<b>DDSO 3A - Adv. Diploma (Cert VI)</b>	Year 1	76,108
	Year 2	76,978
	Year 3	78,588
	Year 4	80,161
	Year 5	81,993
<b>DDSO 4</b>	Year 1	86,622
	Year 2	88,449
	Year 3	90,265
	Year 4	92,084
<b>DDSO 5</b>		100,526
<b>DDSO 6</b>		107,605
<b>DDSO 7</b>		114,685
<b>DDSO 8</b>		122,774
<b>DDSO 9</b>		134,908

**Table 16—Trades and Support Services Structure**

<b>Trades and Support Services Structure</b>		<b>Salary</b>
		<b>\$</b>
<b>Facility Service Officer (FSO)</b>		
FSO-1	Year 1	50,863
	Year 2	51,457
	Year 3	52,047
	Year 4	53,290
FSO-2	Year 1	52,940
	Year 2	53,824
	Year 3	54,712
	Year 4	55,955
FSO-3	Year 1	55,997
	Year 2	57,279

<b>Trades and Support Services Structure</b>		<b>Salary</b>
		<b>\$</b>
	Year 3	58,478
	Year 4	59,412
FSO-4	Year 1	59,845
	Year 2	61,101
	Year 3	62,780
	Year 4	64,021
FSO-5	Year 1	65,495
	Year 2	66,738
<b>Trades</b>		
Level 1 - Trades Assistant (TA 1)	Year 1	52,940
	Year 2	53,824
	Year 3	54,712
	Year 4	55,955
Level 2 - Tradesperson (TA 2)	Year 1	57,671
	Year 2	58,958
	Year 3	60,636
	Year 4	61,457
Level 3 - Trades Coordinator		
Level 3 G1 (TA 3)	Year 1	64,753
	Year 2	66,724
	Year 3	67,970
Level 3 G2 (TA 4)		73,636
Level 4 - Trades Coordinator (formerly Maintenance Manager)		87,451
Level 4 - Trades Coordinator (formerly Senior Maintenance Manager)		88,928

12. By deleting the table appearing in clause 8.16 and inserting the following:

<b>Band</b>	<b>Salary Point</b>	<b>Salary</b>
		<b>\$</b>
<b>Ongoing Staff</b>		
Band 1	1	49,088
	2	50,950
	3	51,608
	4	52,591
	5	53,573



<b>Band</b>	<b>Salary Point</b>	<b>Salary</b>
		<b>\$</b>
Band 2	1	54,556
	2	55,539
	3	56,522
	4	57,503
Band 3	1	59,141
	2	59,813
	3	60,881
	4	61,525
Band 4	1	62,587
	2	63,653
	3	64,719
	4	65,785
<b>Project fire fighters</b>		
Band 1	1	47,750
	2	49,522
	3	50,124
	4	51,076
	5	52,024
Band 2	1	52,974
	2	53,926
	3	54,875
	4	55,826
Band 3	1	57,409
	2	58,440
	3	59,080
	4	60,109
Band 4	1	60,717
	2	61,748
	3	62,777
	4	63,805

13. By deleting the table appearing in clause 8.17(b) and inserting the following:

<b>Qualification</b>	<b>Salary minimum</b>
	<b>\$</b>
Certificate III (Trade qualification)	54,691
Relevant degree or Diploma	58,589

<b>Qualification</b>	<b>Salary minimum</b>
	<b>\$</b>
Certificate IV	60,148
Mandatory 3 year degree	62,648
Mandatory 4 year degree	64,597

14. By deleting the table appearing in clause 12.1(a) and inserting the following:

<b>Allowance</b>	<b>Payable</b>	<b>% of standard rate (\$53,885)</b>	<b>\$</b>
First aid	Per fortnight	0.0445	23.98
Sleepover allowance	Per night	0.1712	92.25
Stand-by	Per night	0.053	28.56
Stand-by	Per day and night	0.105	56.58

15. By deleting the amount “\$91,801” appearing in clause 17.3(a) and inserting “\$97,079”.

16. By deleting the amount “\$66,425” appearing in clause 17.5(a) and inserting “\$70,244”.

17. By deleting the amount “\$34.47” appearing in clause 19.3 and inserting “\$36.45”.

18. By deleting the amount “\$86,919” appearing in clause 20.5(b) and inserting “\$91,917”.

19. By deleting clause P.5 and inserting the following:

## **P.5 Minimum Wages**

### **P.5.1 Minimum wages for full-time traineeships**

#### **(a) Wage Level A**

Subject to clause P.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level A by Appendix P1 are:

	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per week</b>	<b>per week</b>	<b>per week</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	384.30	423.10	503.30
Plus 1 year out of school	423.10	503.30	585.70

	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per week</b>	<b>per week</b>	<b>per week</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Plus 2 years out of school	503.30	585.70	681.60
Plus 3 years out of school	585.70	681.60	780.40
Plus 4 years out of school	681.60	780.40	
Plus 5 or more years out of school	780.40		

**(b) Wage Level B**

Subject to clause P.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level B by Appendix P1 are:

	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per week</b>	<b>per week</b>	<b>per week</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	384.30	423.10	490.50
Plus 1 year out of school	423.10	490.50	564.20
Plus 2 years out of school	490.50	564.20	661.80
Plus 3 years out of school	564.20	661.80	754.70
Plus 4 years out of school	661.80	754.70	
Plus 5 or more years out of school	754.70		

**(c) Wage Level C**

Subject to clause P.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level C by Appendix P1 are:

	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per week</b>	<b>per week</b>	<b>per week</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	384.30	423.10	490.50
Plus 1 year out of school	423.10	490.50	554.70
Plus 2 years out of school	490.50	554.70	619.70
Plus 3 years out of school	554.70	619.70	690.20
Plus 4 years out of school	619.70	690.20	
Plus 5 or more years out of school	690.20		

**(d) AQF Certificate Level IV traineeships**

- (i) Subject to clause P.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level IV traineeship are the minimum wages for the relevant full-time AQF Certificate Level III traineeship with the addition of 3.8% to those minimum wages.
- (ii) Subject to clause P.5.3 of this schedule, the minimum wages for an adult trainee undertaking a full-time AQF Certificate Level IV traineeship are as follows, provided that the relevant wage level is that for the relevant AQF Certificate Level III traineeship:

Wage level	First year of traineeship	Second and subsequent years of traineeship
	per week \$	per week \$
Wage level A	810.00	840.80
Wage level B	783.40	813.20
Wage level C	716.50	743.60

**P.5.2 Minimum wages for part-time traineeships****(a) Wage Level A**

Subject to clauses P.5.2(f) and P.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level A by Appendix P1 are:

	Highest year of schooling completed		
	Year 10 per hour \$	Year 11 per hour \$	Year 12 per hour \$
School leaver	12.64	13.92	16.55
Plus 1 year out of school	13.92	16.55	19.27
Plus 2 years out of school	16.55	19.27	22.42
Plus 3 years out of school	19.27	22.42	25.68
Plus 4 years out of school	22.42	25.68	
Plus 5 or more years out of school	25.68		

**(b) Wage Level B**

Subject to clauses P.5.2(f) and P.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level B by Appendix P1 are:

	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per hour</b>	<b>per hour</b>	<b>per hour</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	12.64	13.92	16.14
Plus 1 year out of school	13.92	16.14	18.56
Plus 2 years out of school	16.14	18.56	21.77
Plus 3 years out of school	18.56	21.77	24.83
Plus 4 years out of school	21.77	24.83	
Plus 5 or more years out of school	24.83		

**(c) Wage Level C**

Subject to clauses P.5.2(f) and P.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level C by Appendix P1 are:

	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per hour</b>	<b>per hour</b>	<b>per hour</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	12.64	13.92	16.14
Plus 1 year out of school	13.92	16.14	18.24
Plus 2 years out of school	16.14	18.24	20.39
Plus 3 years out of school	18.24	20.39	22.70
Plus 4 years out of school	20.39	22.70	
Plus 5 or more years out of school	22.70		

**(d) School-based traineeships**

Subject to clauses P.5.2(f) and P.5.3 of this schedule, the minimum wages for a trainee undertaking a school-based AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Levels A, B or C by Appendix P1 are as follows when the trainee works ordinary hours:

<b>Year of schooling</b>	
<b>Year 11 or lower</b>	<b>Year 12</b>
<b>per hour</b>	<b>per hour</b>
<b>\$</b>	<b>\$</b>
12.64	13.92

**(e) AQF Certificate Level IV traineeships**

- (i) Subject to clauses P.5.2(f) and P.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level IV traineeship are the minimum wages for the relevant part-time AQF Certificate Level III traineeship with the addition of 3.8% to those minimum wages.
- (ii) Subject to clauses P.5.2(f) and P.5.3 of this schedule, the minimum wages for an adult trainee undertaking a part-time AQF Certificate Level IV traineeship are as follows, provided that the relevant wage level is that for the relevant AQF Certificate Level III traineeship:

<b>Wage level</b>	<b>First year of traineeship</b>	<b>Second and subsequent years of traineeship</b>
	<b>per hour</b>	<b>per hour</b>
	<b>\$</b>	<b>\$</b>
Wage level A	26.65	27.65
Wage level B	25.77	26.75
Wage level C	23.57	24.46

**(f) Calculating the actual minimum wage**

- (i) Where the full-time ordinary hours of work are not 38 or an average of 38 per week, the appropriate hourly minimum wage is obtained by multiplying the relevant minimum wage in clauses P.5.2(a)–(e) of this schedule by 38 and then dividing the figure obtained by the full-time ordinary hours of work per week.
- (ii) Where the approved training for a part-time traineeship is provided fully off-the-job by a registered training organisation, for example at school or at TAFE, the relevant minimum wage in clauses P.5.2(a)–(e) of this schedule applies to each ordinary hour worked by the trainee.

- (iii) Where the approved training for a part-time traineeship is undertaken solely on-the-job or partly on-the-job and partly off-the-job, the relevant minimum wage in clauses P.5.2(a)–(e) of this schedule minus 20% applies to each ordinary hour worked by the trainee.

### **P.5.3 Other minimum wage provisions**

- (a) An employee who was employed by an employer immediately prior to becoming a trainee with that employer must not suffer a reduction in their minimum wage per week or per hour by virtue of becoming a trainee. Casual loadings will be disregarded when determining whether the employee has suffered a reduction in their minimum wage.
- (b) If a qualification is converted from an AQF Certificate Level II to an AQF Certificate Level III traineeship, or from an AQF Certificate Level III to an AQF Certificate Level IV traineeship, then the trainee must be paid the next highest minimum wage provided in this schedule, where a higher minimum wage is provided for the new AQF certificate level.

### **P.5.4 Default wage rate**

The minimum wage for a trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate level are not allocated to a wage level by Appendix P1 is the relevant minimum wage under this schedule for a trainee undertaking an AQF Certificate to Level I–III traineeship whose training package and AQF certificate level are allocated to Wage Level B.

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