



# DETERMINATION

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

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

**CORRECTIONS AND DETENTION (PRIVATE SECTOR) AWARD 2020**  
[MA000110]

Corrections and detentions

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

SYDNEY, 20 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 15.1(a) and inserting the following:

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	\$	\$
<b>Correctional employees (see Schedule A—Classification Definitions—Correctional Employees)</b>		
Trainee	890.10	23.42
Correctional Officer Level 1	956.80	25.18
Correctional Officer Level 2	1042.90	27.44
Correctional Officer—Perimeter/Security Level 1	948.20	24.95
Correctional Officer—Perimeter/Security Level 2	956.80	25.18

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
Correctional Supervisor Level 1	1186.10	31.21
Correctional Supervisor Level 2	1233.40	32.46
Court Security Officer	948.20	24.95
Court Security Supervisor	1018.90	26.81
Custody Officer	995.00	26.18
Prisoner Escort Transport Officer	995.00	26.18
<b>Detention employees (see Schedule B—Classification Definitions—Detention Services)</b>		
Induction Trainee	921.80	24.26
Detention Services Officer Level 1	948.20	24.95
Detention Services Officer Level 2	995.00	26.18
Operations Co-ordinator	1088.90	28.66

2. By deleting the table appearing in clause 15.1(b) and inserting the following:

<b>Levels and Classification (see Schedule C—Classification Definitions—Catering employees (Corrections and Detention Services))</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	\$	\$
<b>Introductory</b>	859.30	22.61
<b>Level 1</b>	882.80	23.23
Food and beverage attendant grade 1		
Kitchen attendant grade 1		
<b>Level 2</b>	914.90	24.08
Cook grade 1		
Food and beverage attendant grade 2		
Kitchen attendant grade 2		
Storeperson grade 1		
<b>Level 3</b>	945.00	24.87
Cook grade 2		
Food and beverage attendant grade 3		
Kitchen attendant grade 3		

<b>Levels and Classification (see Schedule C—Classification Definitions— Catering employees (Corrections and Detention Services))</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	\$	\$
Storeperson grade 2		
<b>Level 4</b>	995.00	26.18
Cook (tradesperson) grade 3		
Food and beverage attendant (tradesperson) grade 4		
Storeperson grade 3		
<b>Level 5</b>	1057.40	27.83
Cook (tradesperson) grade 4		
Food and beverage supervisor		
<b>Level 6</b>	1085.60	28.57
Cook (tradesperson) grade 5		

3. By deleting the year “2022” in clause 15.3(b) and inserting “2023”.
4. By deleting the amounts “\$4.12” and “\$17.75” appearing in clause 17.2(a)(ii) and inserting “\$4.36” and “\$18.77” respectively.
5. By deleting the table appearing in clause D.1.1 and inserting the following:

<b>Employee classification</b>	<b>Day span</b>	<b>Night span</b>	<b>Permanent night span</b>	<b>Saturday span</b>	<b>Sunday span</b>	<b>Public holiday span</b>
	<b>% of minimum hourly rate</b>					
	<b>100%</b>	<b>115%</b>	<b>130%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>
	\$	\$	\$	\$	\$	\$
<b>Correctional employees (see Schedule A— Classification Definitions— Correctional Employees)</b>						
Trainee	23.42	26.93	30.45	35.13	46.84	58.55
Correctional Officer Level 1	25.18	28.96	32.73	37.77	50.36	62.95
Correctional Officer Level 2	27.44	31.56	35.67	41.16	54.88	68.60
Correctional Officer— Perimeter/Security Level 1	24.95	28.69	32.44	37.43	49.90	62.38

Employee classification	Day span	Night span	Permanent night span	Saturday span	Sunday span	Public holiday span
	<b>% of minimum hourly rate</b>					
	<b>100%</b>	<b>115%</b>	<b>130%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Correctional Officer— Perimeter/Security Level 2	25.18	28.96	32.73	37.77	50.36	62.95
Correctional Supervisor Level 1	31.21	35.89	40.57	46.82	62.42	78.03
Correctional Supervisor Level 2	32.46	37.33	42.20	48.69	64.92	81.15
Court Security Officer	24.95	28.69	32.44	37.43	49.90	62.38
Court Security Supervisor	26.81	30.83	34.85	40.22	53.62	67.03
Custody Officer	26.18	30.11	34.03	39.27	52.36	65.45
Prisoner Escort Transport Officer	26.18	30.11	34.03	39.27	52.36	65.45
<b>Detention employees (see Schedule B— Classification Definitions—Detention Services)</b>						
Induction Trainee	24.26	27.90	31.54	36.39	48.52	60.65
Detention Services Officer Level 1	24.95	28.69	32.44	37.43	49.90	62.38
Detention Services Officer Level 2	26.18	30.11	34.03	39.27	52.36	65.45
Operations Co-ordinator	28.66	32.96	37.26	42.99	57.32	71.65

6. By deleting the table appearing in clause D.1.2 and inserting the following:

Employee classification	Monday to Saturday		Sunday	Public holiday
	First 3 hours	After 3 hours		
	<b>% of minimum hourly rate</b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Correctional employees (see Schedule A— Classification Definitions— Correctional Employees)</b>				
Trainee	35.13	46.84	46.84	58.55
Correctional Officer Level 1	37.77	50.36	50.36	62.95

Employee classification	Monday to Saturday		Sunday	Public holiday
	First 3 hours	After 3 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Correctional Officer Level 2	41.16	54.88	54.88	68.60
Correctional Officer— Perimeter/Security Level 1	37.43	49.90	49.90	62.38
Correctional Officer— Perimeter/Security Level 2	37.77	50.36	50.36	62.95
Correctional Supervisor Level 1	46.82	62.42	62.42	78.03
Correctional Supervisor Level 2	48.69	64.92	64.92	81.15
Court Security Officer	37.43	49.90	49.90	62.38
Court Security Supervisor	40.22	53.62	53.62	67.03
Custody Officer	39.27	52.36	52.36	65.45
Prisoner Escort Transport Officer	39.27	52.36	52.36	65.45
<b>Detention employees (see Schedule B—Classification Definitions—Detention Services)</b>				
Induction Trainee	36.39	48.52	48.52	60.65
Detention Services Officer Level 1	37.43	49.90	49.90	62.38
Detention Services Officer Level 2	39.27	52.36	52.36	65.45
Operations Co-ordinator	42.99	57.32	57.32	71.65

7. By deleting the table appearing in clause D.1.3 and inserting the following:

<b>Employee classification</b>	<b>Day span</b>	<b>Night span</b>	<b>Permanent night span</b>	<b>Saturday span</b>	<b>Sunday span</b>	<b>Public holiday span</b>
	<b>% of minimum hourly rate</b>					
	<b>125%</b>	<b>140%</b>	<b>155%</b>	<b>175%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Correctional employees (see Schedule A— Classification Definitions—Correctional Employees)</b>						
Trainee	29.28	32.79	36.30	40.99	52.70	64.41
Correctional Officer Level 1	31.48	35.25	39.03	44.07	56.66	69.25
Correctional Officer Level 2	34.30	38.42	42.53	48.02	61.74	75.46
Correctional Officer— Perimeter/Security Level 1	31.19	34.93	38.67	43.66	56.14	68.61
Correctional Officer— Perimeter/Security Level 2	31.48	35.25	39.03	44.07	56.66	69.25
Correctional Supervisor Level 1	39.01	43.69	48.38	54.62	70.22	85.83
Correctional Supervisor Level 2	40.58	45.44	50.31	56.81	73.04	89.27
Court Security Officer	31.19	34.93	38.67	43.66	56.14	68.61
Court Security Supervisor	33.51	37.53	41.56	46.92	60.32	73.73
Custody Officer	32.73	36.65	40.58	45.82	58.91	72.00
Prisoner Escort Transport Officer	32.73	36.65	40.58	45.82	58.91	72.00
<b>Detention employees (see Schedule B— Classification Definitions—Detention Services)</b>						
Induction Trainee	30.33	33.96	37.60	42.46	54.59	66.72
Detention Services Officer Level 1	31.19	34.93	38.67	43.66	56.14	68.61
Detention Services Officer Level 2	32.73	36.65	40.58	45.82	58.91	72.00
Operations Co-ordinator	35.83	40.12	44.42	50.16	64.49	78.82

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

Levels and Classification (see Schedule C— Classification Definitions—Catering employees (Corrections and Detention Services))	Day span	Night span	Permanent night span	Saturday span	Sunday span	Public holiday span
	100%	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$
<b>Introductory</b>	22.61	26.00	29.39	33.92	45.22	56.53
<b>Level 1</b>	23.23	26.71	30.20	34.85	46.46	58.08
Food and beverage attendant grade 1						
Kitchen attendant grade 1						
<b>Level 2</b>	24.08	27.69	31.30	36.12	48.16	60.20
Cook grade 1						
Food and beverage attendant grade 2						
Kitchen attendant grade 2						
Storeperson grade 1						
<b>Level 3</b>	24.87	28.60	32.33	37.31	49.74	62.18
Cook grade 2						
Food and beverage attendant grade 3						
Kitchen attendant grade 3						
Storeperson grade 2						
<b>Level 4</b>	26.18	30.11	34.03	39.27	52.36	65.45
Cook (tradesperson) grade 3						
Food and beverage attendant (tradesperson) grade 4						
Storeperson grade 3						
<b>Level 5</b>	27.83	32.00	36.18	41.75	55.66	69.58
Cook (tradesperson) grade 4						
Food and beverage supervisor						

Levels and Classification (see Schedule C— Classification Definitions—Catering employees (Corrections and Detention Services))	Day span	Night span	Permanent night span	Saturday span	Sunday span	Public holiday span
	% of minimum hourly rate					
	100%	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$
<b>Level 6</b>	28.57	32.86	37.14	42.86	57.14	71.43
Cook (tradesperson) grade 5						

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

Level and Classification (see Schedule C— Classification Definitions— Catering employees (Corrections and Detention Services))	Monday to Saturday		Sunday	Public holiday
	First 3 hours	After 3 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
<b>Introductory</b>	33.92	45.22	45.22	56.53
<b>Level 1</b>	34.85	46.46	46.46	58.08
Food and beverage attendant grade 1				
Kitchen attendant grade 1				
<b>Level 2</b>	36.12	48.16	48.16	60.20
Cook grade 1				
Food and beverage attendant grade 2				
Kitchen attendant grade 2				
Storeperson grade 1				
<b>Level 3</b>	37.31	49.74	49.74	62.18
Cook grade 2				
Food and beverage attendant grade 3				
Kitchen attendant grade 3				
Storeperson grade 2				



Level and Classification (see Schedule C— Classification Definitions— Catering employees (Corrections and Detention Services))	Monday to Saturday		Sunday	Public holiday
	First 3 hours	After 3 hours		
	% of minimum hourly rate			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Level 4</b>	39.27	52.36	52.36	65.45
Cook (tradesperson) grade 3				
Food and beverage attendant (tradesperson) grade 4				
Storeperson grade 3				
<b>Level 5</b>	41.75	55.66	55.66	69.58
Cook (tradesperson) grade 4				
Food and beverage supervisor				
<b>Level 6</b>	42.86	57.14	57.14	71.43
Cook (tradesperson) grade 5				

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

Level and Classification (see Schedule C— Classification Definitions—Catering employees (Corrections and Detention Services))	Day span	Night span	Permanent night span	Saturday span	Sunday span	Public holiday span
	% of minimum hourly rate					
	<b>125%</b>	<b>140%</b>	<b>155%</b>	<b>175%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Introductory</b>	28.26	31.65	35.05	39.57	50.87	62.18
<b>Level 1</b>	29.04	32.52	36.01	40.65	52.27	63.88
Food and beverage attendant grade 1						
Kitchen attendant grade 1						
<b>Level 2</b>	30.10	33.71	37.32	42.14	54.18	66.22
Cook grade 1						
Food and beverage attendant grade 2						
Kitchen attendant grade 2						
Storeperson grade 1						

<b>Level and Classification (see Schedule C— Classification Definitions—Catering employees (Corrections and Detention Services))</b>	<b>Day span</b>	<b>Night span</b>	<b>Permanent night span</b>	<b>Saturday span</b>	<b>Sunday span</b>	<b>Public holiday span</b>
	<b>% of minimum hourly rate</b>					
	<b>125%</b>	<b>140%</b>	<b>155%</b>	<b>175%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Level 3</b>	31.09	34.82	38.55	43.52	55.96	68.39
Cook grade 2						
Food and beverage attendant grade 3						
Kitchen attendant grade 3						
Storeperson grade 2						
<b>Level 4</b>	32.73	36.65	40.58	45.82	58.91	72.00
Cook (tradesperson) grade 3						
Food and beverage attendant (tradesperson) grade 4						
Storeperson grade 3						
<b>Level 5</b>	34.79	38.96	43.14	48.70	62.62	76.53
Cook (tradesperson) grade 4						
Food and beverage supervisor						
<b>Level 6</b>	35.71	40.00	44.28	50.00	64.28	78.57
Cook (tradesperson) grade 5						

11. By deleting the amount “\$896.60” appearing in clause E.1.1 and inserting “\$948.20”.

12. By deleting the table appearing in clause E.1.1 and inserting the following:

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
First aid allowance—per shift	17.2(a)(ii)	0.46	4.36	per shift
First aid allowance—maximum per week	17.2(a)(ii)	1.98	18.77	per week

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

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