



# DRAFT DETERMINATION

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

**Annual Wage Review 2023–24**  
(C2024/1)

**BOOK INDUSTRY AWARD 2020**  
[MA000078]

Publishing industry

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

SYDNEY, XX JUNE 2024

*Annual Wage Review 2023–24.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2023–24 on 3 June 2024 [[2024] FWCFB 3500], the above award is varied as follows:

- By deleting the table appearing in clause 14 and inserting the following:

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
<b>Editors</b>		
Level 1—upon commencement	1077.50	28.36
Level 1—after 6 months	1145.30	30.14
Level 2—Grade 1	1205.60	31.73
Level 2—Grade 2	1235.70	32.52
Level 2—Grade 3	1296.40	34.12
Level 2—Grade 4	1364.50	35.91
Level 3—Grade 1	1429.40	37.62

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Level 3—Grade 2	1494.50	39.33
Level 3—Grade 3	1664.60	43.81
<b>Publicists</b>		
Grade 1	1163.50	30.62
Grade 2	1233.90	32.47
Grade 3	1318.40	34.69
Grade 4	1387.30	36.51
Grade 5	1552.60	40.86
Grade 6	1724.70	45.39
Grade 7	1896.60	49.91

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

<b>Employee classification</b>	<b>Ordinary hours</b>	<b>First 8 hours of overtime</b>	<b>After 8 hours of overtime</b>
	<b>% of minimum hourly rate</b>		
	<b>100%</b>	<b>150%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Editors</b>			
Level 1—upon commencement	28.36	42.54	56.72
Level 1—after 6 months	30.14	45.21	60.28
Level 2—Grade 1	31.73	47.60	63.46
Level 2—Grade 2	32.52	48.78	65.04
Level 2—Grade 3	34.12	51.18	68.24
Level 2—Grade 4	35.91	53.87	71.82
Level 3—Grade 1	37.62	56.43	75.24
Level 3—Grade 2	39.33	59.00	78.66
Level 3—Grade 3	43.81	N/A	N/A
<b>Publicists</b>			
Grade 1	30.62	45.93	61.24
Grade 2	32.47	48.71	64.94

<b>Employee classification</b>	<b>Ordinary hours</b>	<b>First 8 hours of overtime</b>	<b>After 8 hours of overtime</b>
	<b>% of minimum hourly rate</b>		
	<b>100%</b>	<b>150%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Grade 3	34.69	52.04	69.38
Grade 4	36.51	54.77	73.02
Grade 5	40.86	61.29	81.72
Grade 6	45.39	N/A	N/A
Grade 7	49.91	N/A	N/A

3. By deleting the table appearing in clause B.2 and inserting the following:

<b>Employee classification</b>	<b>Ordinary hours</b>
	<b>% of minimum hourly rate</b>
	<b>125%</b>
	<b>\$</b>
<b>Editors</b>	
Level 1—upon commencement	35.45
Level 1—after 6 months	37.68
Level 2—Grade 1	39.66
Level 2—Grade 2	40.65
Level 2—Grade 3	42.65
Level 2—Grade 4	44.89
Level 3—Grade 1	47.03
Level 3—Grade 2	49.16
Level 3—Grade 3	54.76
<b>Publicists</b>	
Grade 1	38.28
Grade 2	40.59
Grade 3	43.36
Grade 4	45.64
Grade 5	51.08

<b>Employee classification</b>	<b>Ordinary hours</b>
	<b>% of minimum hourly rate</b>
	<b>125%</b>
	<b>\$</b>
Grade 6	56.74
Grade 7	62.39

B. This determination comes into operation on 1 July 2024. In accordance with s 286(5) of the *Fair Work Act 2009* (Cth) 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 2024.

PRESIDENT