



# DETERMINATION

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

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

**ANIMAL CARE AND VETERINARY SERVICES AWARD 2020**  
[MA000118]

Animal care and veterinary services

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

SYDNEY, 18 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 [[\[2024\] FWC FB 3500](#)], the above award is varied as follows:

1. By deleting the table appearing in clause 15.1 and inserting the following:

<b>Classification</b>	<b>Minimum annual salary</b>	<b>Minimum hourly rate</b>
	\$	\$
Inspector Level 1	62,335	31.55
Inspector Level 2	65,765	33.28
Senior Inspector Level 3	71,052	35.96

2. By deleting the table appearing in clause 15.2 and inserting the following:

<b>Classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	\$	\$
Introductory level	891.50	23.46
Level 1	915.90	24.10

Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Level 2	989.80	26.05
Level 3	1032.30	27.17
Level 4	1126.30	29.64
Level 5—Practice manager	1183.50	31.14

3. By deleting the table appearing in clause 15.3 and inserting the following:

Classification	Minimum annual salary	Minimum hourly rate
	\$	\$
Level 1A	62,335	31.55
Level 1B	65,765	33.28
Level 2	71,052	35.96
Level 3	78,058	39.50
Level 4	88,172	44.62

4. By deleting the year “2023” in clause 15.6(b) and inserting “2024”.

5. By deleting the amount “\$15.92” appearing in clause 16.2(a) and inserting “\$16.52”.

6. By deleting the amount “\$19.50” appearing in clause 16.2(b) and inserting “\$20.23”.

7. By deleting the amount “\$20.60” appearing in clause 16.2(c)(i) and inserting “\$21.37”.

8. By deleting the amount “\$30.94” appearing in clause 16.2(c)(ii) and inserting “\$32.10”.

9. By deleting the amount “\$36.02” appearing in clause 16.2(c)(iii) and inserting “\$37.37”.

10. By deleting the amount “\$50.35” appearing in clause 16.3(a) and inserting “\$52.23”.

11. By deleting the table appearing in clause B.1.1 and inserting the following:

Classification	Minimum hourly rate	Saturday after 1.00 pm		Sunday	Public holiday
		First 3 hours	After 3 hours		
% of minimum hourly rate					
	100%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
Inspector Level 1	31.55	47.33	63.10	63.10	78.88
Inspector Level 2	33.28	49.92	66.56	66.56	83.20
Senior Inspector Level 3	35.96	53.94	71.92	71.92	89.90

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

Classification	Monday to Friday		Saturday	Sunday	Public holiday
	Morning shift <sup>1</sup> and afternoon shift <sup>2</sup>	Night shift <sup>3</sup>			
	<b>% of minimum hourly rate</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>
Inspector Level 1	36.28	41.02	47.33	63.10	78.88
Inspector Level 2	38.27	43.26	49.92	66.56	83.20
Senior Inspector Level 3	41.35	46.75	53.94	71.92	89.90

13. By deleting the table appearing in clause B.1.3 and inserting the following:

Classification	Monday to Saturday		Sunday – all day
	First 3 hours	After 3 hours	
	<b>% of minimum hourly rate</b>		
	<b>150%</b>	<b>200%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Inspector Level 1	47.33	63.10	63.10
Inspector Level 2	49.92	66.56	66.56
Senior Inspector Level 3	53.94	71.92	71.92

14. By deleting the table appearing in clause B.1.4 and inserting the following:

Classification	Minimum hourly rate	Saturday after 1.00 pm		Sunday	Public holiday
		First 3 hours	After 3 hours		
	<b>% of minimum hourly rate</b>				
	<b>100%</b>	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Introductory level	23.46	35.19	46.92	46.92	58.65
Level 1	24.10	36.15	48.20	48.20	60.25
Level 2	26.05	39.08	52.10	52.10	65.13
Level 3	27.17	40.76	54.34	54.34	67.93
Level 4	29.64	44.46	59.28	59.28	74.10
Level 5—Practice manager	31.14	46.71	62.28	62.28	77.85

15. By deleting the table appearing in clause B.1.5 and inserting the following:

Classification	Monday to Friday		Saturday	Sunday	Public holiday
	Morning shift <sup>1</sup> and afternoon shift <sup>2</sup>	Night shift <sup>3</sup>			
	<b>% of minimum hourly rate</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>
Introductory level	26.98	30.50	35.19	46.92	58.65
Level 1	27.72	31.33	36.15	48.20	60.25
Level 2	29.96	33.87	39.08	52.10	65.13
Level 3	31.25	35.32	40.76	54.34	67.93
Level 4	34.09	38.53	44.46	59.28	74.10
Level 5—Practice manager	35.81	40.48	46.71	62.28	77.85

16. By deleting the table appearing in clause B.1.6 and inserting the following:

Classification	Monday to Saturday		Sunday – all day
	First 3 hours	After 3 hours	
	<b>% of minimum hourly rate</b>		
	<b>150%</b>	<b>200%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Introductory level	35.19	46.92	46.92
Level 1	36.15	48.20	48.20
Level 2	39.08	52.10	52.10
Level 3	40.76	54.34	54.34
Level 4	44.46	59.28	59.28
Level 5—Practice manager	46.71	62.28	62.28

17. By deleting the table appearing in clause B.1.7 and inserting the following:

Classification	Minimum hourly rate	Public holiday <sup>1</sup>
	<b>% of minimum hourly rate</b>	
	<b>100%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>
Level 1A	31.55	63.10
Level 1B	33.28	66.56

<b>Classification</b>	<b>Minimum hourly rate</b>	<b>Public holiday<sup>1</sup></b>
	<b>% of minimum hourly rate</b>	
	<b>100%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>
Level 2	35.96	71.92
Level 3	39.50	79.00
Level 4	44.62	89.24

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

<b>Classification</b>	<b>Casual hourly rate</b>	<b>Saturday after 1.00 pm</b>		<b>Sunday</b>	<b>Public holiday</b>
		<b>First 3 hours</b>	<b>After 3 hours</b>		
	<b>% of minimum hourly rate</b>				
	<b>125%</b>	<b>175%</b>	<b>225%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Inspector Level 1	39.44	55.21	70.99	70.99	86.76
Inspector Level 2	41.60	58.24	74.88	74.88	91.52
Senior Inspector Level 3	44.95	62.93	80.91	80.91	98.89

19. By deleting the table appearing in clause B.2.2 and inserting the following:

<b>Classification</b>	<b>Monday to Friday</b>		<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>Morning shift<sup>1</sup> and afternoon shift<sup>2</sup></b>	<b>Night shift<sup>3</sup></b>			
	<b>% of minimum hourly rate</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>
Inspector Level 1	44.17	48.90	55.21	70.99	86.76
Inspector Level 2	46.59	51.58	58.24	74.88	91.52
Senior Inspector Level 3	50.34	55.74	62.93	80.91	98.89

20. By deleting the table appearing in clause B.2.3 and inserting the following:

Classification	Casual hourly rate	Saturday after 1.00 pm		Sunday	Public holiday
		First 3 hours	After 3 hours		
	<b>% of minimum hourly rate</b>				
	<b>125%</b>	<b>175%</b>	<b>225%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Introductory level	29.33	41.06	52.79	52.79	64.52
Level 1	30.13	42.18	54.23	54.23	66.28
Level 2	32.56	45.59	58.61	58.61	71.64
Level 3	33.96	47.55	61.13	61.13	74.72
Level 4	37.05	51.87	66.69	66.69	81.51
Level 5—Practice manager	38.93	54.50	70.07	70.07	85.64

21. By deleting the table appearing in clause B.2.4 and inserting the following:

Classification	Monday to Friday		Saturday	Sunday	Public holiday
	Morning shift <sup>1</sup> and afternoon shift <sup>2</sup>	Night shift <sup>3</sup>			
	<b>% of minimum hourly rate</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>
Introductory level	32.84	36.36	41.06	52.79	64.52
Level 1	33.74	37.36	42.18	54.23	66.28
Level 2	36.47	40.38	45.59	58.61	71.64
Level 3	38.04	42.11	47.55	61.13	74.72
Level 4	41.50	45.94	51.87	66.69	81.51
Level 5—Practice manager	43.60	48.27	54.50	70.07	85.64

22. By deleting the table appearing in clause B.2.5 and inserting the following:

Classification	Casual hourly rate	Public holiday <sup>1</sup>
	<b>% of minimum hourly rate</b>	
	<b>125%</b>	<b>225%</b>
	<b>\$</b>	<b>\$</b>
Level 1A	39.44	70.99
Level 1B	41.60	74.88
Level 2	44.95	80.91

Classification	Casual hourly rate	Public holiday <sup>1</sup>
	% of minimum hourly rate	
	125%	225%
	\$	\$
Level 3	49.38	88.88
Level 4	55.78	100.40

23. By deleting the amount “\$995.00” appearing in clause C.1.1 and inserting “\$1032.30”.
24. By deleting the table appearing in C.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
<b>Other than veterinary surgeons</b>				
Broken shift allowance	16.2(a)	1.6	16.52	per shift
First aid allowance	16.2(b)	1.96	20.23	per week
On-call allowance— Monday to Friday	16.2(c)(i)	2.07	21.37	per each 24 hour period or part thereof
On-call allowance— Saturday	16.2(c)(ii)	3.11	32.10	per each 24 hour period or part thereof
On-call allowance— Sunday, public holiday or off duty day	16.2(c)(iii)	3.62	37.37	per each 24 hour period or part thereof
<b>Veterinary surgeons</b>				
On-call duty allowance	16.3(a)	5.06	52.23	per each period of duty

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

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