



DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2018–19 (C2019/1)

CSIRO ENTERPRISE AWARD 2016 [MA000148]

Commonwealth employment

JUSTICE ROSS, PRESIDENT
VICE PRESIDENT HATCHER
DEPUTY PRESIDENT ASBURY
COMMISSIONER HAMPTON
PROFESSOR RICHARDSON
MR GIBBS
MR APTED

SYDNEY, 20 JUNE 2019

Annual Wage Review 2018–19.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2018–19 on 30 May 2019 [[\[2019\] FWCFB 3500](#)], the above award is varied as follows:

- By deleting the table appearing in clause 10.1 and inserting the following:

Employee classification	Annual (Full-time employees) \$	Weekly (Full-time employees) \$	Hourly (other than casual employee) \$
Level 1	41,093	787.70	21.43
Level 2 ("standard rate")	45,416	870.60	23.69
Level 3	54,179	1038.60	28.26
Level 4	65,267	1251.10	34.04
Level 5	74,352	1425.30	38.78
Level 6	80,898	1550.80	42.20
Level 7	96,045	1841.10	50.10
Level 8	112,024	2147.40	58.43
Level 9	143,104	2743.20	74.64

2. By deleting the amount “\$29,101” appearing in clause 10.2 and inserting “\$29,974”.
3. By deleting the amount “\$591.64” appearing in clause 11.3(a) and inserting “\$609.42”.
4. By deleting the amount “\$735.32” appearing in clause 11.3(b) and inserting “\$757.42”.
5. By deleting the amount “\$895.91” appearing in clause 11.3(c) and inserting “\$922.84”.
6. By deleting the amount “\$743.78” appearing in clause 11.4(b)(i) and inserting “\$766.13”.
7. By deleting the table appearing in clause 11.4(b)(ii) and inserting the following:

Number of days	Maximum annual allowance \$
5-40	139.30
41-80	409.18
81 or more	827.07

8. By deleting the amount “\$31.95” appearing in clause 11.5 and inserting “\$32.91”.
9. By deleting the amount “\$288.21” appearing in clause 13.3(a) and inserting “\$296.87”.
10. By deleting the amount “\$21.81” appearing in clause 13.3(b) and inserting “\$22.46”.
11. By deleting the table appearing in clause B.1 and inserting the following:

	Day	Saturday	Sunday
	Ordinary	140%	200%
	\$	\$	\$
Level 1	21.43	30.00	42.86
Level 2	23.69	33.17	47.38
Level 3	28.26	39.56	56.52
Level 4	34.04	47.66	68.08
Level 5	38.78	54.29	77.56
Level 6	42.20	59.08	84.40
Level 7	50.10	70.14	100.20
Level 8	58.43	81.80	116.86
Level 9	74.64	104.50	149.28

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

	Monday – Friday	Saturday – first 3 hours	Saturday – after 3 hours	Sunday – all day	Public holiday – all day
	150%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
Level 1	32.15	32.15	42.86	42.86	53.58
Level 2	35.54	35.54	47.38	47.38	59.23
Level 3	42.39	42.39	56.52	56.52	70.65
Level 4	51.06	51.06	68.08	68.08	85.10
Level 5	58.17	58.17	77.56	77.56	96.95
Level 6	63.30	63.30	84.40	84.40	105.50
Level 7	75.15	75.15	100.20	100.20	125.25
Level 8	87.65	87.65	116.86	116.86	146.08
Level 9	111.96	111.96	149.28	149.28	186.60

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

	Day	Night	Permanent Night	Saturday	Sunday	Public holiday
	100%	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$
Level 1	21.43	24.64	27.86	32.15	42.86	53.58
Level 2	23.69	27.24	30.80	35.54	47.38	59.23
Level 3	28.26	32.50	36.74	42.39	56.52	70.65
Level 4	34.04	39.15	44.25	51.06	68.08	85.10
Level 5	38.78	44.60	50.41	58.17	77.56	96.95
Level 6	42.20	48.53	54.86	63.30	84.40	105.50
Level 7	50.10	57.62	65.13	75.15	100.20	125.25
Level 8	58.43	67.19	75.96	87.65	116.86	146.08
Level 9	74.64	85.84	97.03	111.96	149.28	186.60

14. By deleting the table appearing in clause B.4 and inserting the following:

	Monday – Friday	Saturday – all day	Sunday – all day	Public holiday – all day
	150%	200%	200%	250%
	\$	\$	\$	\$
Level 1	32.15	42.86	42.86	53.58
Level 2	35.54	47.38	47.38	59.23
Level 3	42.39	56.52	56.52	70.65
Level 4	51.06	68.08	68.08	85.10
Level 5	58.17	77.56	77.56	96.95
Level 6	63.30	84.40	84.40	105.50
Level 7	75.15	100.20	100.20	125.25
Level 8	87.65	116.86	116.86	146.08
Level 9	111.96	149.28	149.28	186.60

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

	Day	Night	Saturday	Sunday
	125%	140%	175%	225%
	\$	\$	\$	\$
Level 1	26.79	30.00	37.50	48.22
Level 2	29.61	33.17	41.46	53.30
Level 3	35.33	39.56	49.46	63.59
Level 4	42.55	47.66	59.57	76.59
Level 5	48.48	54.29	67.87	87.26
Level 6	52.75	59.08	73.85	94.95
Level 7	62.63	70.14	87.68	112.73
Level 8	73.04	81.80	102.25	131.47
Level 9	93.30	104.50	130.62	167.94

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

	Monday - Friday	Saturday – first 3 hours	Saturday – after 3 hours	Sunday – all day	Public holiday – all day
	150%	150%	200%	200%	200%
	\$	\$	\$	\$	\$
Level 1	32.15	32.15	42.86	42.86	42.86
Level 2	35.54	35.54	47.38	47.38	47.38
Level 3	42.39	42.39	56.52	56.52	56.52
Level 4	51.06	51.06	68.08	68.08	68.08
Level 5	58.17	58.17	77.56	77.56	77.56
Level 6	63.30	63.30	84.40	84.40	84.40
Level 7	75.15	75.15	100.20	100.20	100.20
Level 8	87.65	87.65	116.86	116.86	116.86
Level 9	111.96	111.96	149.28	149.28	149.28

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

	Day	Night	Saturday	Sunday
	125%	140%	175%	225%
	\$	\$	\$	\$
Level 1	26.79	30.00	37.50	48.22
Level 2	29.61	33.17	41.46	53.30
Level 3	35.33	39.56	49.46	63.59
Level 4	42.55	47.66	59.57	76.59
Level 5	48.48	54.29	67.87	87.26
Level 6	52.75	59.08	73.85	94.95
Level 7	62.63	70.14	87.68	112.73
Level 8	73.04	81.80	102.25	131.47
Level 9	93.30	104.50	130.62	167.94

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

	Monday – Friday	Saturday – all day	Sunday – all day	Public holiday – all day
	150%	200%	200%	200%
	\$	\$	\$	\$
Level 1	32.15	42.86	42.86	42.86
Level 2	35.54	47.38	47.38	47.38
Level 3	42.39	56.52	56.52	56.52
Level 4	51.06	68.08	68.08	68.08
Level 5	58.17	77.56	77.56	77.56
Level 6	63.30	84.40	84.40	84.40
Level 7	75.15	100.20	100.20	100.20
Level 8	87.65	116.86	116.86	116.86
Level 9	111.96	149.28	149.28	149.28

19. By deleting the amount “\$845.20” appearing in clause C.1 and inserting “\$870.60”.

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

Allowance	Payable	\$	% of standard rate
St John’s Ambulance Emergency First Aid (Level 1)	per annum	609.42	70
St John’s Ambulance Apply First Aid (Level 2)	per annum	757.42	87
St John’s Ambulance Occupational First Aid (Level 1)	per annum	922.84	106
Australian Animal Health Laboratory	per annum	766.13	88
Secure (5-40 days in previous 12 months)	maximum per year	139.30	16
Secure (41-80 days in previous 12 months)	maximum per year	409.18	47
Secure (81 or more days in previous 12 months)	maximum per year	827.07	95

Allowance	Payable	\$	% of standard rate
Diving	per day	32.91	3.78
Sea duty (seagoing)	per day	296.87	34.1
Sea duty (transit)	per day	22.46	2.58

21. By deleting clause E.5.1 and inserting the following:

E.5.1 Minimum wages for traineeships

(a) Wage Level A

Subject to clause E.5.2 and E.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time or part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level A by clause E.7 are:

	Highest year of schooling completed					
	Year 10		Year 11		Year 12	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$	\$	\$
School leaver	332.80	10.95	366.50	12.07	436.60	14.37
Plus 1 year out of school	366.50	12.07	436.60	14.37	508.10	16.73
Plus 2 years out of school	436.60	14.37	508.10	16.73	591.30	19.45
Plus 3 years out of school	508.10	16.73	591.30	19.45	677.00	22.26
Plus 4 years out of school	591.30	19.45	677.00	22.26		
Plus 5 or more years out of school	677.00	22.26				

(b) Wage Level B

Subject to clause E.5.2 and E.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time or part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level B by clause E.7 are:

	Highest year of schooling completed					
	Year 10		Year 11		Year 12	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$	\$	\$
School leaver	332.80	10.95	366.50	12.07	424.80	13.99
Plus 1 year out of school	366.50	12.07	424.80	13.99	488.60	16.08
Plus 2 years out of school	424.80	13.99	488.60	16.08	573.10	18.87
Plus 3 years out of school	488.60	16.08	573.10	18.87	653.70	21.52
Plus 4 years out of school	573.10	18.87	653.70	21.52		
Plus 5 or more years out of school	653.70	21.52				

(c) Wage Level C

Subject to clause E.5.2 and E.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time or part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level C by clause E.7 are:

	Highest year of schooling completed					
	Year 10		Year 11		Year 12	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$	\$	\$
School leaver	332.80	10.95	366.50	12.07	424.80	13.99
Plus 1 year out of school	366.50	12.07	424.80	13.99	478.20	15.73
Plus 2 years out of school	424.80	13.99	478.20	15.73	534.30	17.57
Plus 3 years out of school	478.20	15.73	534.30	17.57	595.20	19.58
Plus 4 years out of school	534.30	17.57	595.20	19.58		
Plus 5 or more years out of school	595.20	19.58				

(d) AQF Certificate Level IV traineeships

(i) Subject to clause E.5.2 and E.5.3 of this schedule, the minimum wages for a trainee undertaking a traineeship are the minimum wages for the

relevant Level III traineeship with the addition of 3.8% to those minimum wages.

- (ii) Subject to clause E.5.2 and E.5.3 of this schedule, the minimum wages for an adult trainee undertaking an 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	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$
Wage Level A	703.20	23.12	730.40	24.03
Wage Level B	678.40	22.29	704.40	23.15
Wage Level C	617.40	20.31	640.70	21.08

(e) **School-based traineeships**

Subject to clauses E.5.2 and E.5.3 of this schedule, the minimum hourly wages for a trainee undertaking a school-based Wage Levels A or B traineeship are as follows when the trainee works ordinary hours:

Year of schooling	
Year 11 or lower	Year 12
per hour	per hour
\$	\$
10.95	12.07

B. This determination comes into operation from 1 July 2019. In accordance with s.166(5) of the *Fair Work Act 2009* this determination does not take effect until the start of the first full pay period that starts on or after 1 July 2019.

PRESIDENT

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