



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2019–20
(C2020/1)

VICTORIAN STATE GOVERNMENT AGENCIES AWARD 2015
[MA000134]

State and Territory government administration

JUSTICE ROSS, PRESIDENT
VICE PRESIDENT CATANZARITI
DEPUTY PRESIDENT ASBURY
COMMISSIONER HAMPTON
MR FERGUSON
PROFESSOR WOODEN
MS LABINE-ROMAIN

MELBOURNE, XX JUNE 2020

Annual Wage Review 2019–20.

A. Further to the decision issued by the majority of the Expert Panel in the Annual Wage Review 2019–20 on 19 June 2020 [[2020] FWCFB 3500], the above award is varied as follows:

1. By deleting the table appearing in clause 12.1 and inserting the following:

	Work Value Level	Minimum Annual Rate	Minimum Fortnightly Rate	Minimum Hourly Rate	Minimum Casual Hourly Rate
		\$	\$	\$	\$
Administrative Officer					
Grade 1	A	41,099	1575.30	20.73	25.91
Grade 1	B	42,163	1616.10	21.26	26.58
Grade 1	C	43,228	1656.90	21.80	27.25
Grade 1	D	44,297	1697.90	22.34	27.93
Grade 2	A	45,789	1755.10	23.09	28.86
Grade 2	B	46,664	1788.60	23.53	29.41

	Work Value Level	Minimum Annual Rate	Minimum Fortnightly Rate	Minimum Hourly Rate	Minimum Casual Hourly Rate
		\$	\$	\$	\$
Grade 2	C	47,529	1821.80	23.97	29.96
Grade 2	D	48,413	1855.70	24.42	30.53
Grade 3	A	50,349	1929.90	25.39	31.74
Grade 3	B	51,290	1965.90	25.87	32.34
Grade 3	C	52,230	2002.00	26.34	32.93
Grade 3	D	52,810	2024.20	26.63	33.29
Grade 4	A	54,620	2093.60	27.55	34.44
Grade 4	B	55,564	2129.80	28.02	35.03
Grade 4	C	56,485	2165.10	28.49	35.61
Grade 5	A	58,642	2247.70	29.58	36.98
Grade 5	B	59,453	2278.80	29.98	37.48
Grade 5	C	60,401	2315.20	30.46	38.08
Grade 6	A	62,834	2408.40	31.69	39.61
Grade 6	B	64,029	2454.20	32.29	40.36
Grade 6	C	65,236	2500.50	32.90	41.13
Grade 7	A	68,220	2614.90	34.41	43.01
Grade 7	B	69,401	2660.10	35.00	43.75
Grade 7	C	70,595	2705.90	35.60	44.50
Grade 8	A	75,591	2897.40	38.12	47.65
Grade 8	B	77,669	2977.00	39.17	48.96
Grade 8	C	79,745	3056.60	40.22	50.28

2. By deleting the table appearing in clause 12.2 and inserting the following:

	Work Value Level	Minimum Annual Rate	Minimum Fortnightly Rate	Minimum Hourly Rate	Minimum Casual Hourly Rate
		\$	\$	\$	\$
Technical Assistant (TA)					
TA 1	A	42,692	1636.40	21.53	26.91
TA 1	B	43,455	1665.60	21.92	27.40
TA 1	C	44,193	1693.90	22.29	27.86
TA 1	D	44,423	1702.70	22.40	28.00
Technical officer (TO)					
TO 1	A	46,394	1778.30	23.40	29.25
TO 1	B	47,193	1808.90	23.80	29.75
TO 1	C	47,858	1834.40	24.14	30.18
TO 1	D	48,812	1871.00	24.62	30.78
TO 1	E	49,073	1881.00	24.75	30.94
TO 1	F	49,883	1912.00	25.16	31.45
TO 1	G	50,726	1944.30	25.58	31.98
TO 1	H	51,445	1971.90	25.95	32.44
TO 1	I	52,015	1993.70	26.23	32.79
TO 2	A	52,388	2008.00	26.42	33.03
TO 2	B	53,415	2047.40	26.94	33.68
TO 2	C	53,821	2063.00	27.14	33.93
TO 3	A	54,760	2098.90	27.62	34.53
TO 3	B	55,538	2128.80	28.01	35.01
TO 3	C	56,787	2176.60	28.64	35.80
TO 4	A	57,757	2213.80	29.13	36.41
TO 4	B	58,446	2240.20	29.48	36.85
TO 4	C	59,702	2288.40	30.11	37.64
TO 5	A	60,738	2328.10	30.63	38.29
TO 5	B	61,871	2371.50	31.20	39.00
TO 6	A	63,078	2417.80	31.81	39.76
TO 6	B	64,280	2463.80	32.42	40.53
TO 7	A	65,706	2518.50	33.14	41.43
TO 7	B	66,909	2564.60	33.74	42.18

3. By deleting the table appearing in clause 12.3 and inserting the following:

	Work Value Level	Minimum Annual Rate	Minimum Fortnightly Rate	Minimum Hourly Rate	Minimum Casual Hourly Rate
		\$	\$	\$	\$
Information Technology Officer (ITO)					
ITO 1	A	48,906	1874.60	24.67	30.84
ITO 1	B	50,257	1926.30	25.35	31.69
ITO 1	C	51,627	1978.90	26.04	32.55
ITO 1	D	52,673	2019.00	26.57	33.21
ITO 1	E	53,693	2058.00	27.08	33.85
ITO 1	F	55,088	2111.50	27.78	34.73
ITO 1	G	57,122	2189.50	28.81	36.01
ITO 2	A	58,642	2247.70	29.58	36.98
ITO 2	B	59,995	2299.60	30.26	37.83
ITO 2	C	61,484	2356.70	31.01	38.76
ITO 2	D	62,834	2408.40	31.69	39.61
ITO 3	A	65,826	2523.10	33.20	41.50
ITO 3	B	67,611	2591.50	34.10	42.63
ITO 3	C	69,401	2660.10	35.00	43.75
ITO 4	A	73,300	2809.60	36.97	46.21
ITO 4	B	75,591	2897.40	38.12	47.65
ITO 5	A	79,745	3056.60	40.22	50.28
Legal Officer (LO)					
LO 1	A	49,511	1897.80	24.97	31.21
LO 1	B	51,215	1963.10	25.83	32.29
LO 1	C	52,650	2018.10	26.55	33.19
LO 1	D	54,056	2072.00	27.26	34.08
LO 1	E	55,837	2140.20	28.16	35.20
LO 1	F	57,613	2208.30	29.06	36.33
LO 1	G	59,259	2271.40	29.89	37.36
LO 1	H	61,037	2339.50	30.78	38.48
LO 1	I	62,678	2402.40	31.61	39.51
LO 2	A	65,758	2520.50	33.16	41.45
LO 2	B	66,655	2554.90	33.62	42.03
LO 2	C	67,557	2589.50	34.07	42.59

	Work Value Level	Minimum Annual Rate	Minimum Fortnightly Rate	Minimum Hourly Rate	Minimum Casual Hourly Rate
		\$	\$	\$	\$
LO 2	D	68,457	2624.00	34.53	43.16
LO 3	A	72,546	2780.70	36.59	45.74
LO 3	B	73,593	2820.80	37.12	46.40
LO 3	C	74,638	2860.90	37.64	47.05
LO 4	A	79,124	3032.80	39.91	49.89
LO 4	B	80,830	3098.20	40.77	50.96
LO 5	A	83,917	3216.50	42.32	52.90
Engineer/ Scientist (ES)					
ES 1	A	46,356	1776.80	23.38	29.23
ES 1	B	47,038	1803.00	23.72	29.65
ES 1	C	48,807	1870.80	24.62	30.78
ES 1	D	50,002	1916.60	25.22	31.53
ES 1	E	51,978	1992.30	26.21	32.76
ES 1	F	53,996	2069.70	27.23	34.04
ES 1	G	55,205	2116.00	27.84	34.80
ES 2	A	57,052	2186.80	28.77	35.96
ES 2	B	58,377	2237.60	29.44	36.80
ES 2	C	59,453	2278.80	29.98	37.48
ES 2	D	60,531	2320.10	30.53	38.16
ES 3	A	62,489	2395.20	31.52	39.40
ES 3	B	64,029	2454.20	32.29	40.36
ES 3	C	65,080	2494.50	32.82	41.03
ES 3	D	67,116	2572.60	33.85	42.31
ES 4	A	69,404	2660.20	35.00	43.75
ES 4	B	70,595	2705.90	35.60	44.50
ES 4	C	72,546	2780.70	36.59	45.74
ES 5	A	76,027	2914.10	38.34	47.93
ES 5	B	77,954	2988.00	39.32	49.15
ES 5	C	79,876	3061.60	40.28	50.35

4. By deleting the table appearing in clause 12.4 and inserting the following:

	Work Value Level	Minimum Annual Rate	Minimum Fortnightly Rate	Minimum Hourly Rate	Minimum Casual Hourly Rate
		\$	\$	\$	\$
Field worker (FW)					
FW 1	1	43,586	1670.60	21.98	27.48
FW 2	2	44,495	1705.50	22.44	28.05
FW 3	3	45,795	1755.30	23.10	28.88

5. By deleting the table appearing in clause 15.1(a) and inserting the following:

Allowance	Payable	% of standard rate (\$1755.10)	\$
First aid	per fortnightly	1.41	24.75
Stand by	per night	1.42	24.92
Stand by	per day and night	2.84	49.84

6. By deleting the table appearing in clause 33.1 and inserting the following:

Position Title	Minimum Annual Rate	Minimum Fortnightly Rate	Minimum Hourly Rate	Minimum Casual Hourly Rate
	\$	\$	\$	\$
Calltaker	45,668	1750.50	23.03	28.79
Dispatcher	53,349	2044.90	26.91	33.64
Team leader	60,875	2333.30	30.70	38.38

7. By deleting the table appearing in clause 33.2 and inserting the following:

Position Title	Minimum Annual Rate	Minimum Fortnightly Rate	Minimum Hourly Rate	Minimum Casual Hourly Rate
	\$	\$	\$	\$
Trainee officer	39,328	1507.40	19.83	24.79
Operational support officer	42,039	1611.40	21.20	26.50
Manager	57,511	2204.40	29.01	36.26

8. By deleting the table appearing in clause 38.2 and inserting the following:

Classification	Minimum Annual Rate	Minimum Fortnightly Rate	Minimum Hourly Rate	Minimum Casual Hourly Rate
	\$	\$	\$	\$
Road Worker (RW)				
RW 1-1	40,292	1544.40	20.32	25.40
RW 1-2	40,939	1569.20	20.65	25.81
RW 1-3	42,405	1625.40	21.39	26.74
RW 1-4	43,052	1650.20	21.71	27.14
RW 2-1	43,555	1669.50	21.97	27.46
RW 2-2	44,201	1694.20	22.29	27.86
RW 2-3	44,853	1719.20	22.62	28.28
RW 3-1	45,789	1755.10	23.09	28.86
RW 3-2	46,428	1779.60	23.42	29.28
RW 4-1	49,583	1900.50	25.01	31.26
RW 4-2	50,793	1946.90	25.62	32.03
RW 4-3	52,122	1997.80	26.29	32.86
Works Manager (WM)				
WM 1-1	53,757	2060.50	27.11	33.89
WM 1-2	54,713	2097.10	27.59	34.49
WM 1-3	56,050	2148.40	28.27	35.34
WM 2-1	57,894	2219.10	29.20	36.50
WM 2-2	59,150	2267.20	29.83	37.29
WM 2-3	60,413	2315.60	30.47	38.09
WM 3-1	62,570	2398.30	31.56	39.45

Classification	Minimum Annual Rate	Minimum Fortnightly Rate	Minimum Hourly Rate	Minimum Casual Hourly Rate
	\$	\$	\$	\$
WM 3-2	64,030	2454.30	32.29	40.36
WM 3-3	65,496	2510.50	33.03	41.29
Surveillance Manager (SM)				
SM 1-1	53,757	2060.50	27.11	33.89
SM 1-2	54,713	2097.10	27.59	34.49
SM 1-3	56,050	2148.40	28.27	35.34
SM 2-1	57,894	2219.10	29.20	36.50
SM 2-2	59,150	2267.20	29.83	37.29
SM 2-3	60,413	2315.60	30.47	38.09
SM 3-1	62,570	2398.30	31.56	39.45
SM 3-2	64,030	2454.30	32.29	40.36
SM 3-3	65,496	2510.50	33.03	41.29

9. By deleting clause E.5 and inserting the following:

E.5 Minimum Wages

E.5.1 Minimum wages for full-time traineeships

(a) Wage Level A

Subject to clause E.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 E1 are:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
School leaver	338.60	372.90	444.20
Plus 1 year out of school	372.90	444.20	517.00
Plus 2 years out of school	444.20	517.00	601.60
Plus 3 years out of school	517.00	601.60	688.80
Plus 4 years out of school	601.60	688.80	
Plus 5 or more years out of school	688.80		

(b) Wage Level B

Subject to clause E.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 E1 are:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
School leaver	338.60	372.90	432.20
Plus 1 year out of school	372.90	432.20	497.20
Plus 2 years out of school	432.20	497.20	583.10
Plus 3 years out of school	497.20	583.10	665.10
Plus 4 years out of school	583.10	665.10	
Plus 5 or more years out of school	665.10		

(c) Wage Level C

Subject to clause E.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 E1 are:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
School leaver	338.60	372.90	432.20
Plus 1 year out of school	372.90	432.20	486.60
Plus 2 years out of school	432.20	486.60	543.70
Plus 3 years out of school	486.60	543.70	605.60
Plus 4 years out of school	543.70	605.60	
Plus 5 or more years out of school	605.60		

(d) AQF Certificate Level IV traineeships

(i) Subject to clause E.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 E.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	715.50	743.20
Wage level B	690.30	716.70
Wage level C	628.20	651.90

E.5.2 Minimum wages for part-time traineeships

(a) Wage Level A

Subject to clauses E.5.2(f) and E.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 E1 are:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
School leaver	11.14	12.28	14.62
Plus 1 year out of school	12.28	14.62	17.02
Plus 2 years out of school	14.62	17.02	19.79
Plus 3 years out of school	17.02	19.79	22.65
Plus 4 years out of school	19.79	22.65	
Plus 5 or more years out of school	22.65		

(b) Wage Level B

Subject to clauses E.5.2(f) and E.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 E1 are:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
School leaver	11.14	12.28	14.23
Plus 1 year out of school	12.28	14.23	16.36
Plus 2 years out of school	14.23	16.36	19.20
Plus 3 years out of school	16.36	19.20	21.90
Plus 4 years out of school	19.20	21.90	
Plus 5 or more years out of school	21.90		

(c) Wage Level C

Subject to clauses E.5.2(f) and E.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 E1 are:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
School leaver	11.14	12.28	14.23
Plus 1 year out of school	12.28	14.23	16.01
Plus 2 years out of school	14.23	16.01	17.88
Plus 3 years out of school	16.01	17.88	19.92
Plus 4 years out of school	17.88	19.92	
Plus 5 or more years out of school	19.92		

(d) School-based traineeships

Subject to clauses E.5.2(f) and E.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 E1 are as follows when the trainee works ordinary hours:

Year of schooling	
Year 11 or lower	Year 12
per hour	per hour
\$	\$
11.14	12.28

(e) AQF Certificate Level IV traineeships

- (i) Subject to clauses E.5.2(f) and E.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 E.5.2(f) and E.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:

Wage level	First year of traineeship	Second and subsequent years of traineeship
	per hour \$	per hour \$
Wage level A	23.52	24.45
Wage level B	22.68	23.56
Wage level C	20.67	21.45

(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 E.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 E.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 E.5.2(a)–(e) of this schedule minus 20% applies to each ordinary hour worked by the trainee.

E.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.

E.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 E1 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 2020. 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 2020.

PRESIDENT