



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2021–22
(C2022/1)

CSIRO ENTERPRISE AWARD 2016
[MA000148]

Commonwealth employment

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

MELBOURNE, XX JUNE 2022

Annual Wage Review 2021–22.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2021–22 on 15 June 2022 [[2022] 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	44,944	861.50	23.44
Level 2 ("standard rate")	49,545	949.70	25.84
Level 3	59,104	1133.00	30.83
Level 4	71,200	1364.90	37.14
Level 5	81,111	1554.80	42.31
Level 6	88,253	1691.80	46.04

Draft determination amended 23 June 2022 to correct rates in item A.21 on pages 7–9.

Employee classification	Annual (Full-time employees)	Weekly (Full-time employees)	Hourly (other than casual employee)
	\$	\$	\$
Level 7	104,777	2008.50	54.65
Level 8	122,208	2342.60	63.74
Level 9	156,113	2992.60	81.43

2. By deleting the amount "\$31,261" appearing in clause 10.2 and inserting "\$33,348".
3. By deleting the amount "\$635.60" appearing in clause 11.3(a) and inserting "\$664.79".
4. By deleting the amount "\$789.96" appearing in clause 11.3(b) and inserting "\$826.24".
5. By deleting the amount "\$962.48" appearing in clause 11.3(c) and inserting "\$1006.68".
6. By deleting the amount "\$799.04" appearing in clause 11.4(b)(i) and inserting "\$835.74".
7. By deleting the table appearing in clause 11.4(b)(ii) and inserting the following:

Number of days	Maximum annual allowance
	\$
5–40	151.95
41–80	446.36
81 or more	902.22

8. By deleting the amount "\$34.32" appearing in clause 11.5 and inserting "\$35.90".
9. By deleting the amount "\$309.63" appearing in clause 13.3(a) and inserting "\$323.85".
10. By deleting the amount "\$23.43" appearing in clause 13.3(b) and inserting "\$24.50".
11. By deleting the table appearing in clause B.1 and inserting the following:

	Day	Saturday	Sunday
	Ordinary	140%	200%
	\$	\$	\$
Level 1	23.44	32.82	46.88
Level 2	25.84	36.18	51.68
Level 3	30.83	43.16	61.66
Level 4	37.14	52.00	74.28

	Day	Saturday	Sunday
	Ordinary	140%	200%
	\$	\$	\$
Level 5	42.31	59.23	84.62
Level 6	46.04	64.46	92.08
Level 7	54.65	76.51	109.30
Level 8	63.74	89.24	127.48
Level 9	81.43	114.00	162.86

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	35.16	35.16	46.88	46.88	58.60
Level 2	38.76	38.76	51.68	51.68	64.60
Level 3	46.25	46.25	61.66	61.66	77.08
Level 4	55.71	55.71	74.28	74.28	92.85
Level 5	63.47	63.47	84.62	84.62	105.78
Level 6	69.06	69.06	92.08	92.08	115.10
Level 7	81.98	81.98	109.30	109.30	136.63
Level 8	95.61	95.61	127.48	127.48	159.35
Level 9	122.15	122.15	162.86	162.86	203.58

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	23.44	26.96	30.47	35.16	46.88	58.60
Level 2	25.84	29.72	33.59	38.76	51.68	64.60
Level 3	30.83	35.45	40.08	46.25	61.66	77.08
Level 4	37.14	42.71	48.28	55.71	74.28	92.85
Level 5	42.31	48.66	55.00	63.47	84.62	105.78

	Day	Night	Permanent Night	Saturday	Sunday	Public holiday
	100%	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$
Level 6	46.04	52.95	59.85	69.06	92.08	115.10
Level 7	54.65	62.85	71.05	81.98	109.30	136.63
Level 8	63.74	73.30	82.86	95.61	127.48	159.35
Level 9	81.43	93.64	105.86	122.15	162.86	203.58

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	35.16	46.88	46.88	58.60
Level 2	38.76	51.68	51.68	64.60
Level 3	46.25	61.66	61.66	77.08
Level 4	55.71	74.28	74.28	92.85
Level 5	63.47	84.62	84.62	105.78
Level 6	69.06	92.08	92.08	115.10
Level 7	81.98	109.30	109.30	136.63
Level 8	95.61	127.48	127.48	159.35
Level 9	122.15	162.86	162.86	203.58

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

	Day	Night	Saturday	Sunday
	125%	140%	175%	225%
	\$	\$	\$	\$
Level 1	29.30	32.82	41.02	52.74
Level 2	32.30	36.18	45.22	58.14
Level 3	38.54	43.16	53.95	69.37
Level 4	46.43	52.00	65.00	83.57

	Day	Night	Saturday	Sunday
	125%	140%	175%	225%
	\$	\$	\$	\$
Level 5	52.89	59.23	74.04	95.20
Level 6	57.55	64.46	80.57	103.59
Level 7	68.31	76.51	95.64	122.96
Level 8	79.68	89.24	111.55	143.42
Level 9	101.79	114.00	142.50	183.22

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	35.16	35.16	46.88	46.88	46.88
Level 2	38.76	38.76	51.68	51.68	51.68
Level 3	46.25	46.25	61.66	61.66	61.66
Level 4	55.71	55.71	74.28	74.28	74.28
Level 5	63.47	63.47	84.62	84.62	84.62
Level 6	69.06	69.06	92.08	92.08	92.08
Level 7	81.98	81.98	109.30	109.30	109.30
Level 8	95.61	95.61	127.48	127.48	127.48
Level 9	122.15	122.15	162.86	162.86	162.86

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

	Day	Night	Saturday	Sunday
	125%	140%	175%	225%
	\$	\$	\$	\$
Level 1	29.30	32.82	41.02	52.74
Level 2	32.30	36.18	45.22	58.14
Level 3	38.54	43.16	53.95	69.37

	Day	Night	Saturday	Sunday
	125%	140%	175%	225%
	\$	\$	\$	\$
Level 4	46.43	52.00	65.00	83.57
Level 5	52.89	59.23	74.04	95.20
Level 6	57.55	64.46	80.57	103.59
Level 7	68.31	76.51	95.64	122.96
Level 8	79.68	89.24	111.55	143.42
Level 9	101.79	114.00	142.50	183.22

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	35.16	46.88	46.88	46.88
Level 2	38.76	51.68	51.68	51.68
Level 3	46.25	61.66	61.66	61.66
Level 4	55.71	74.28	74.28	74.28
Level 5	63.47	84.62	84.62	84.62
Level 6	69.06	92.08	92.08	92.08
Level 7	81.98	109.30	109.30	109.30
Level 8	95.61	127.48	127.48	127.48
Level 9	122.15	162.86	162.86	162.86

19. By deleting the amount “\$908.00” appearing in clause C.1 and inserting “\$949.70”.

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	664.79	70.0
St John's Ambulance Apply First	per annum	826.24	87.0

Allowance	Payable	\$	% of standard rate
Aid (Level 2)			
St John's Ambulance Occupational First Aid (Level 1)	per annum	1006.68	106.0
Australian Animal Health Laboratory	per annum	835.74	88.0
Secure (5–40 days in previous 12 months)	maximum per year	151.95	16.0
Secure (41–80 days in previous 12 months)	maximum per year	446.36	47.0
Secure (81 or more days in previous 12 months)	maximum per year	902.22	95.0
Diving	per day	35.90	3.78
Sea duty (seagoing)	per day	323.85	34.1
Sea duty (transit)	per day	24.50	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	363.40	11.95	400.10	13.16	475.90	15.65
Plus 1 year out of school	400.10	13.16	475.90	15.65	553.90	18.22
Plus 2 years out of school	475.90	15.65	553.90	18.22	644.50	21.20
Plus 3 years out of school	553.90	18.22	644.50	21.20	738.00	24.28
Plus 4 years out of school	644.50	21.20	738.00	24.28		
Plus 5 or more years out of school	738.00	24.28				

(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	363.40	11.95	400.10	13.16	463.80	15.26
Plus 1 year out of school	400.10	13.16	463.80	15.26	533.50	17.55
Plus 2 years out of school	463.80	15.26	533.50	17.55	625.80	20.59
Plus 3 years out of school	533.50	17.55	625.80	20.59	713.70	23.48
Plus 4 years out of school	625.80	20.59	713.70	23.48		
Plus 5 or more years out of school	713.70	23.48				

(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	363.40	11.95	400.10	13.16	463.80	15.26
Plus 1 year out of school	400.10	13.16	463.80	15.26	524.50	17.25
Plus 2 years out of school	463.80	15.26	524.50	17.25	586.00	19.28
Plus 3 years out of school	524.50	17.25	586.00	19.28	652.70	21.47
Plus 4 years out of school	586.00	19.28	652.70	21.47		
Plus 5 or more years out of school	652.70	21.47				

(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	766.00	25.20	795.10	26.15
Wage Level B	740.80	24.37	769.00	25.30
Wage Level C	677.50	22.29	703.20	23.13

(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
\$	\$
11.95	13.16

B. This determination comes into operation on 1 July 2022. 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 2022.

PRESIDENT