



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2022–23
(C2023/1)

EDUCATIONAL SERVICES (POST-SECONDARY EDUCATION)
AWARD 2020
[MA000075]

Educational services

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

SYDNEY, XX JUNE 2023

Annual Wage Review 2022–23.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2022–23 on 2 June 2023 [[2023] FWCFB 3500], the above award is varied as follows:

- By deleting the table appearing in clause 16.1(a) and inserting the following:

Employee classification level	Minimum annual salary¹ (full-time employee)	Minimum weekly rate² (full-time employee)	Minimum hourly rate
	\$	\$	\$
Level A			
A.1	61,336	1175.80	30.94
A.2	63,794	1222.90	32.18
A.3	66,250	1270.00	33.42
A.4	68,556	1314.20	34.58
A.5	70,398	1349.50	35.51

Employee classification level	Minimum annual salary¹ (full-time employee)	Minimum weekly rate² (full-time employee)	Minimum hourly rate
	\$	\$	\$
A.6	72,395	1387.80	36.52
A.7	74,392	1426.00	37.53
A.8	76,390	1464.30	38.53
Level B			
B.1	79,463	1523.30	40.09
B.2	81,768	1567.40	41.25
B.3	84,073	1611.60	42.41
B.4	86,382	1655.90	43.58
B.5	88,684	1700.00	44.74
B.6	90,992	1744.30	45.90
Level C			
C.1	93,294	1788.40	47.06
C.2	95,601	1832.60	48.23
C.3	97,904	1876.80	49.39
C.4	100,211	1921.00	50.55
C.5	102,514	1965.10	51.71
C.6	104,820	2009.30	52.88

2. By deleting the table appearing in clause 16.1(b) and inserting the following:

	Casual hourly rate (including casual loading)¹
	\$ per hour
Lecturing	
Lecture (one hour of delivery and 2 hours of associated working time)	154.68
Repeat lecture (one hour of delivery and one hour of associated working time)	103.10
Tutoring	
Tutorial (one hour of delivery and 2 hours of associated working time)	120.69
Repeat tutorial (one hour of delivery and one hour of associated working time)	80.45

	Casual hourly rate (including casual loading)¹
	\$ per hour
Tutorial (one hour of delivery and 2 hours of associated working time) (where academic holds a relevant doctoral qualification)	136.99
Repeat tutorial (one hour of delivery and one hour of associated working time) (where academic holds a relevant doctoral qualification)	91.28
Marking	
Standard marking	40.20
Marking as a supervising examiner, or marking requiring a significant exercise of judgment	51.56
Standard marking (where staff holds a relevant doctoral qualification)	45.66
Technical demonstration	
Technical demonstration (one hour of delivery and one hour of associated working time)	80.45
Other required staff activity	
Where staff does not hold doctorate qualifications or perform full subject co-ordination duties	40.20
Where staff hold doctorate qualifications or perform full subject co-ordination duties	45.66

3. By deleting the table appearing in clause 16.1(c) and inserting the following:

Employee classification level	Minimum annual rate¹ (full-time employee)	Minimum weekly rate² (full-time employee)	Minimum hourly rate	Casual daily rate³	Casual hourly rate⁴
	\$	\$	\$	\$	\$
Level 1	58,363.48	1118.79	29.44	279.52	55.90
Level 2	59,141.68	1133.71	29.83	283.25	56.65
Level 3	60,310.96	1156.12	30.42	288.85	57.77
Level 4	61,492.01	1178.76	31.02	294.50	58.90
Level 5	63,979.23	1226.44	32.27	306.41	61.28
Level 6	65,637.28	1258.22	33.11	314.35	62.87

Employee classification level	Minimum annual rate¹ (full-time employee)	Minimum weekly rate² (full-time employee)	Minimum hourly rate	Casual daily rate³	Casual hourly rate⁴
	\$	\$	\$	\$	\$
Level 7	67,146.90	1287.16	33.87	321.58	64.32
Level 8	68,805.08	1318.95	34.71	329.53	65.91
Level 9	70,471.03	1350.88	35.55	337.50	67.50
Level 10	72,621.88	1392.11	36.63	347.81	69.56
Level 11	74,624.20	1430.50	37.64	357.40	71.48
Level 12	76,391.80	1464.38	38.54	365.86	73.17

4. By deleting the table appearing in clause 16.1(d) and inserting the following:

Employee classification level	Minimum annual rate¹ (full-time employee)	Minimum weekly rate² (full-time employee)	Minimum hourly rate
	\$	\$	\$
Level 1			
1.1	47,518.62	910.90	23.97
1.2	49,767.00	954.00	25.11
1.3	51,300.70	983.40	25.88
Level 2			
2.1	51,937.13	995.60	26.20
2.2	52,865.70	1013.40	26.67
Level 3			
3.1	54,821.95	1050.90	27.66
3.2	57,571.13	1103.60	29.04
Level 4			
4.1	59,130.92	1133.50	29.83
4.2	61,467.98	1178.30	31.01
Level 5			
5.1	65,625.67	1258.00	33.11

Employee classification level	Minimum annual rate ¹ (full-time employee)	Minimum weekly rate ² (full-time employee)	Minimum hourly rate
	\$	\$	\$
5.2	68,755.67	1318.00	34.68
Level 6			
6.1	70,461.52	1350.70	35.54
6.2	74,613.98	1430.30	37.64
Level 7			
7.1	76,340.70	1463.40	38.51
7.2	80,879.20	1550.40	40.80
Level 8	85,960.23	1647.80	43.36
Level 9	90,884.77	1742.20	45.85

5. By deleting the year “2022” in clause 16.6(b) and inserting “2023”.
6. By deleting the amount “\$14.12” appearing in clause 18.2(a) and inserting “\$14.93”.
7. By deleting the table appearing in clause D.1.1 and inserting the following:

	Ordinary hours	Saturday	Public holiday
	% of minimum hourly rate		
	100%	125%	250%
	\$	\$	\$
Level 1			
1.1	23.97	29.96	59.93
1.2	25.11	31.39	62.78
1.3	25.88	32.35	64.70
Level 2			
2.1	26.20	32.75	65.50
2.2	26.67	33.34	66.68
Level 3			
3.1	27.66	34.58	69.15
3.2	29.04	36.30	72.60
Level 4			
4.1	29.83	37.29	74.58

	Ordinary hours	Saturday	Public holiday
	% of minimum hourly rate		
	100%	125%	250%
	\$	\$	\$
4.2	31.01	38.76	77.53
Level 5			
5.1	33.11	41.39	82.78
5.2	34.68	43.35	86.70
Level 6			
6.1	35.54	44.43	88.85
6.2	37.64	47.05	94.10
Level 7			
7.1	38.51	48.14	96.28
7.2	40.80	51.00	102.00
Level 8	43.36	54.20	108.40
Level 9	45.85	57.31	114.63

8. By deleting the table appearing in clause D.1.2 and inserting the following:

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Level 1				
1.1	35.96	47.94	47.94	59.93
1.2	37.67	50.22	50.22	62.78
1.3	38.82	51.76	51.76	64.70
Level 2				
2.1	39.30	52.40	52.40	65.50
2.2	40.01	53.34	53.34	66.68
Level 3				
3.1	41.49	55.32	55.32	69.15
3.2	43.56	58.08	58.08	72.60

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Level 4				
4.1	44.75	59.66	59.66	74.58
4.2	46.52	62.02	62.02	77.53
Level 5				
5.1	49.67	66.22	66.22	82.78
5.2	52.02	69.36	69.36	86.70
Level 6				
6.1	53.31	71.08	71.08	88.85
6.2	56.46	75.28	75.28	94.10
Level 7				
7.1	57.77	77.02	77.02	96.28
7.2	61.20	81.60	81.60	102.00
Level 8¹	–	–	–	–
Level 9¹	–	–	–	–

9. By deleting the table appearing in clause D.1.3 and inserting the following:

	Ordinary hours	Afternoon & night	Permanent night	Saturday, Sunday or public holiday
	% of minimum hourly rate			
	100%	115%	130%	150%
	\$	\$	\$	\$
Level 1				
1.1	23.97	27.57	31.16	35.96
1.2	25.11	28.88	32.64	37.67
1.3	25.88	29.76	33.64	38.82
Level 2				
2.1	26.20	30.13	34.06	39.30
2.2	26.67	30.67	34.67	40.01

	Ordinary hours	Afternoon & night	Permanent night	Saturday, Sunday or public holiday
	% of minimum hourly rate			
	100%	115%	130%	150%
	\$	\$	\$	\$
Level 3				
3.1	27.66	31.81	35.96	41.49
3.2	29.04	33.40	37.75	43.56
Level 4				
4.1	29.83	34.30	38.78	44.75
4.2	31.01	35.66	40.31	46.52
Level 5				
5.1	33.11	38.08	43.04	49.67
5.2	34.68	39.88	45.08	52.02
Level 6				
6.1	35.54	40.87	46.20	53.31
6.2	37.64	43.29	48.93	56.46
Level 7				
7.1	38.51	44.29	50.06	57.77
7.2	40.80	46.92	53.04	61.20
Level 8	43.36	49.86	56.37	65.04
Level 9	45.85	52.73	59.61	68.78

10. By deleting the table appearing in clause D.1.4 and inserting the following:

	Monday to Friday				Saturday, Sunday or public holiday
	Work in excess of ordinary weekly hours		Work in excess of ordinary daily hours on ordinary shift		
	First 3 hours	After 3 hours	First 2 hours	After 2 hours	
	% of minimum hourly rate				
	150%	200%	150%	200%	200%
	\$	\$	\$	\$	\$
Level 1					
1.1	35.96	47.94	35.96	47.94	47.94
1.2	37.67	50.22	37.67	50.22	50.22

	Monday to Friday				Saturday, Sunday or public holiday
	Work in excess of ordinary weekly hours		Work in excess of ordinary daily hours on ordinary shift		
	First 3 hours	After 3 hours	First 2 hours	After 2 hours	
	% of minimum hourly rate				
	150%	200%	150%	200%	200%
	\$	\$	\$	\$	\$
1.3	38.82	51.76	38.82	51.76	51.76
Level 2					
2.1	39.30	52.40	39.30	52.40	52.40
2.2	40.01	53.34	40.01	53.34	53.34
Level 3					
3.1	41.49	55.32	41.49	55.32	55.32
3.2	43.56	58.08	43.56	58.08	58.08
Level 4					
4.1	44.75	59.66	44.75	59.66	59.66
4.2	46.52	62.02	46.52	62.02	62.02
Level 5					
5.1	49.67	66.22	49.67	66.22	66.22
5.2	52.02	69.36	52.02	69.36	69.36
Level 6					
6.1	53.31	71.08	53.31	71.08	71.08
6.2	56.46	75.28	56.46	75.28	75.28
Level 7					
7.1	57.77	77.02	57.77	77.02	77.02
7.2	61.20	81.60	61.20	81.60	81.60
Level 8¹	–	–	–	–	–
Level 9¹	–	–	–	–	–

11. By deleting the table appearing in clause D.2.1 and inserting the following:

	Ordinary hours	Saturday	Public holiday
	% of minimum hourly rate		
	125%	150%	275%
	\$	\$	\$
Level 1			
1.1	29.96	35.96	65.92
1.2	31.39	37.67	69.05
1.3	32.35	38.82	71.17
Level 2			
2.1	32.75	39.30	72.05
2.2	33.34	40.01	73.34
Level 3			
3.1	34.58	41.49	76.07
3.2	36.30	43.56	79.86
Level 4			
4.1	37.29	44.75	82.03
4.2	38.76	46.52	85.28
Level 5			
5.1	41.39	49.67	91.05
5.2	43.35	52.02	95.37
Level 6			
6.1	44.43	53.31	97.74
6.2	47.05	56.46	103.51
Level 7			
7.1	48.14	57.77	105.90
7.2	51.00	61.20	112.20
Level 8	54.20	65.04	119.24
Level 9	57.31	68.78	126.09

12. By deleting the table appearing in clause D.2.2 and inserting the following:

	Ordinary hours	Afternoon & night	Permanent night	Saturday, Sunday or public holiday
	% of minimum hourly rate			
	125%	140%	155%	175%
	\$	\$	\$	\$
Level 1				
1.1	29.96	33.56	37.15	41.95
1.2	31.39	35.15	38.92	43.94
1.3	32.35	36.23	40.11	45.29
Level 2				
2.1	32.75	36.68	40.61	45.85
2.2	33.34	37.34	41.34	46.67
Level 3				
3.1	34.58	38.72	42.87	48.41
3.2	36.30	40.66	45.01	50.82
Level 4				
4.1	37.29	41.76	46.24	52.20
4.2	38.76	43.41	48.07	54.27
Level 5				
5.1	41.39	46.35	51.32	57.94
5.2	43.35	48.55	53.75	60.69
Level 6				
6.1	44.43	49.76	55.09	62.20
6.2	47.05	52.70	58.34	65.87
Level 7				
7.1	48.14	53.91	59.69	67.39
7.2	51.00	57.12	63.24	71.40
Level 8	54.20	60.70	67.21	75.88
Level 9	57.31	64.19	71.07	80.24

13. By deleting the amount “\$941.50” appearing in clause E.1.1 and inserting “\$995.60”.
14. By deleting the table appearing in clause E.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
First aid allowance	18.2(a)	1.5	14.93	per week

B. This determination comes into operation on 1 July 2023. 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 2023.

PRESIDENT