



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2019–20
(C2020/1)

JOURNALISTS PUBLISHED MEDIA AWARD 2020
[MA000067]

Journalism

JUSTICE ROSS, PRESIDENT
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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:

- By deleting the table appearing in clause 14.1 and inserting the following:

Level	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Band 1		
1	957.60	25.20
2	984.40	25.91
3	1026.70	27.02
4	1054.20	27.74
5	1081.70	28.47
6	1137.20	29.93
7	1186.80	31.23

Level	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Band 2		
8	1242.20	32.69
9	1324.70	34.86
10	1407.50	37.04
Band 3		
11	1449.10	38.13
12	1628.30	42.85
13	1821.20	47.93

2. By deleting the table appearing in clause A.1.3 and inserting the following:

	Ordinary hours	Public holiday*
	% of ordinary hourly rate¹	
	100%	250%
	\$	\$
Band 1		
Level 1	25.20	63.00
Level 2	25.91	64.78
Level 3	27.02	67.55
Level 4	27.74	69.35
Level 5	28.47	71.18
Level 6	29.93	74.83
Level 7	31.23	78.08
Band 2		
Level 8	32.69	81.73
Level 9	34.86	87.15
Level 10	37.04	92.60
Band 3		
Level 11	38.13	95.33
Level 12	42.85	107.13
Level 13	47.93	119.83

3. By deleting the table appearing in clause A.1.4 and inserting the following:

	Ordinary hours	Monday to Sunday		Distant engagement: Monday to Sunday		Public holiday*
		First 2 hours for full-time employees, first 3 hours for part-time employees	After the first 2 hours for full-time employees, after the first 3 hours for part-time employees	First 8 hours	After 8 hours	
% of ordinary hourly rate ⁵						
	100%	150%	200%	150%	200%	250%
	\$	\$	\$	\$	\$	\$
Band 1						
Level 1	25.20	37.80	50.40	37.80	50.40	63.00
Level 2	25.91	38.87	51.82	38.87	51.82	64.78
Level 3	27.02	40.53	54.04	40.53	54.04	67.55
Level 4	27.74	41.61	55.48	41.61	55.48	69.35
Level 5	28.47	42.71	56.94	42.71	56.94	71.18
Level 6	29.93	44.90	59.86	44.90	59.86	74.83
Level 7	31.23	46.85	62.46	46.85	62.46	78.08
Band 2						
Level 8	32.69	49.04	65.38	49.04	65.38	81.73
Level 9 ¹	34.86	52.29	69.72	52.29	69.72	87.15
Level 9 ²	34.86	-	-	-	-	87.15
Level 10 ³	37.04	55.56	74.08	55.56	74.08	92.60
Level 10 ⁴	37.04	-	-	-	-	92.60
Band 3						
Level 11	38.13	57.20	76.26	57.20	76.26	95.33
Level 12	42.85	-	-	-	-	107.13
Level 13	47.93	-	-	-	-	119.83

4. By deleting the table appearing in clause A.1.5 and inserting the following:

	Other than shiftworkers		Shiftworkers	
	Early/late work ¹	Weekend ²	Shift penalty ³	Weekend shift ⁴
	% of ordinary hourly rate ⁵			
	110% ⁶	120% ⁶	117.5% ⁶	127.5% ⁶
	\$	\$	\$	\$
Band 1				
Level 1	27.72	30.24	29.61	32.13
Level 2	28.50	31.09	30.44	33.04
Level 3	29.72	32.42	31.75	34.45
Level 4	30.51	33.29	32.59	35.37
Level 5	31.32	34.16	33.45	36.30
Level 6	32.92	35.92	35.17	38.16
Level 7	34.35	37.48	36.70	39.82
Band 2				
Level 8	35.96	39.23	38.41	41.68
Level 9	38.13	41.40	40.58	43.85
Level 10	40.31	43.58	42.76	46.03
Band 3				
Level 11	41.40	44.67	43.85	47.12
Level 12 ⁷	-	-	-	-
Level 13 ⁷	-	-	-	-

5. By deleting the table appearing in clause A.1.6 and inserting the following:

	Other than shiftworkers		Shiftworkers	
	Early/late work ¹	Weekend ²	Shift penalty ³	Weekend shift ⁴
	% of ordinary hourly rate ⁵			
	110% ⁶	120% ⁶	117.5% ⁶	127.5% ⁶
	\$	\$	\$	\$
Band 1				
Level 1	27.72	30.24	29.61	32.13
Level 2	28.50	31.09	30.44	33.04
Level 3	29.72	32.42	31.75	34.45

	Other than shiftworkers		Shiftworkers	
	Early/late work ¹	Weekend ²	Shift penalty ³	Weekend shift ⁴
	% of ordinary hourly rate ⁵			
	110% ⁶	120% ⁶	117.5% ⁶	127.5% ⁶
	\$	\$	\$	\$
Level 4	30.44	33.14	32.47	35.17
Level 5	31.17	33.87	33.20	35.90
Level 6	32.63	35.33	34.66	37.36
Level 7	33.93	36.63	35.96	38.66
Band 2				
Level 8	35.39	38.09	37.42	40.12
Level 9	37.56	40.26	39.59	42.29
Level 10 ⁷	-		-	
Band 3				
Level 11	40.83	43.53	42.86	45.56
Level 12 ⁷	-	-	-	-
Level 13 ⁷	-	-	-	-

6. By deleting the table appearing in clause A.1.7 and inserting the following:

	Early/late work ¹	Weekend ²
	% of ordinary hourly rate ³	
	110% ⁴	120% ⁴
	\$	\$
Band 1		
Level 1	27.72	30.24
Level 2	28.50	31.09
Level 3	29.72	32.42
Level 4	30.51	33.29
Level 5	31.32	34.16
Level 6	32.92	35.92
Level 7	34.22	37.22
Band 2		
Level 8	35.68	38.68
Level 9	37.85	40.85

	Early/late work¹	Weekend²
	% of ordinary hourly rate³	
	110%⁴	120%⁴
	\$	\$
Level 10	40.03	43.03
Band 3		
Level 11	41.12	44.12
Level 12 ⁵	-	-
Level 13 ⁵	-	-

7. By deleting the table appearing in clause A.1.8 and inserting the following:

	Regional daily		Country non-daily
	Shift penalty¹	Weekend shift²	Shift penalty³
	% of ordinary hourly rate⁴		
	115%⁵	125%⁵	115%⁵
	\$	\$	
Band 1			
Level 1	28.98	31.50	28.98
Level 2	29.80	32.39	29.80
Level 3	31.07	33.78	31.07
Level 4	31.90	34.68	31.90
Level 5	32.74	35.59	32.74
Level 6	34.42	37.41	34.42
Level 7	35.91	39.04	35.72
Band 2			
Level 8	37.59	40.86	37.18
Level 9	39.76	43.03	_ ⁶
Level 10	41.94	45.21	41.53
Band 3			
Level 11	43.03	46.30	42.62
Level 12 ⁵	-	-	-
Level 13 ⁵	-	-	-

8. By deleting the table appearing in clause A.2.1 and inserting the following:

	Ordinary hours	Public holiday*
	% of ordinary hourly rate¹	
	125%	275%
	\$	\$
Band 1		
Level 1	31.50	69.30
Level 2	32.39	71.25
Level 3	33.78	74.31
Level 4	34.68	76.29
Level 5	35.59	78.29
Level 6	37.41	82.31
Level 7	39.04	85.88
Band 2		
Level 8	40.86	89.90
Level 9	43.58	95.87
Level 10	46.30	101.86
Band 3		
Level 11	47.66	104.86
Level 12	53.56	117.84
Level 13	59.91	131.81

9. By deleting the table appearing in clause A.2.2 and inserting the following:

	Other than shiftworkers		Shiftworkers	
	Early/late work¹	Weekend²	Shift penalty³	Weekend shift⁴
	% of ordinary hourly rate⁵			
	135%⁶	145%⁶	142.5%⁶	152.5%⁶
	\$	\$	\$	\$
Band 1				
Level 1	34.02	36.54	35.91	38.43
Level 2	34.98	37.57	36.92	39.52
Level 3	36.48	39.18	38.51	41.21
Level 4	37.45	40.23	39.53	42.31

	Other than shiftworkers		Shiftworkers	
	Early/late work ¹	Weekend ²	Shift penalty ³	Weekend shift ⁴
	% of ordinary hourly rate ⁵			
	135% ⁶	145% ⁶	142.5% ⁶	152.5% ⁶
	\$	\$	\$	\$
Level 5	38.44	41.28	40.57	43.42
Level 6	40.40	43.40	42.65	45.64
Level 7	42.16	45.29	44.51	47.63
Band 2				
Level 8	44.13	47.40	46.58	49.85
Level 9	46.85	50.12	49.30	52.57
Level 10	49.57	52.84	52.02	55.29
Band 3				
Level 11	50.93	54.20	53.38	56.65
Level 12 ⁷	-	-	-	-
Level 13 ⁷	-	-	-	-

10. By deleting the table appearing in clause A.2.3 and inserting the following:

	Other than shiftworkers		Shiftworkers	
	Early/late work ¹	Weekend ²	Shift penalty ³	Weekend shift ⁴
	% of ordinary hourly rate ⁵			
	135% ⁶	145% ⁶	142.5% ⁶	152.5% ⁶
	\$	\$	\$	\$
Band 1				
Level 1	34.02	36.54	35.91	38.43
Level 2	34.98	37.57	36.92	39.52
Level 3	36.48	39.18	38.51	41.21
Level 4	37.38	40.08	39.41	42.11
Level 5	38.29	40.99	40.32	43.02
Level 6	40.11	42.81	42.14	44.84
Level 7	41.74	44.44	43.77	46.47
Band 2				
Level 8	43.56	46.26	45.59	48.29
Level 9	46.28	48.98	48.31	51.01

	Other than shiftworkers		Shiftworkers	
	Early/late work ¹	Weekend ²	Shift penalty ³	Weekend shift ⁴
	% of ordinary hourly rate ⁵			
	135% ⁶	145% ⁶	142.5% ⁶	152.5% ⁶
	\$	\$	\$	\$
Level 10 ⁷	-	-		
Band 3				
Level 11	50.36	53.06	52.39	55.09
Level 12 ⁷	-	-	-	-
Level 13 ⁷	-	-	-	-

11. By deleting the table appearing in clause A.2.4 and inserting the following:

	Early/late work ¹	Weekend ²
	% of ordinary hourly rate ³	
	135% ⁴	145% ⁴
	\$	\$
Band 1		
Level 1	34.02	36.54
Level 2	34.98	37.57
Level 3	36.48	39.18
Level 4	37.45	40.23
Level 5	38.44	41.28
Level 6	40.40	43.40
Level 7	42.03	45.03
Band 2		
Level 8	43.85	46.85
Level 9	46.57	49.57
Level 10	49.29	52.29
Band 3		
Level 11	50.65	53.65
Level 12 ⁵	-	-
Level 13 ⁵	-	-

12. By deleting the table appearing in clause A.2.5 and inserting the following:

	Regional daily		Country non-daily
	Shift penalty¹	Weekend shift²	Shift penalty³
	% of ordinary hourly rate⁴		
	140%⁵	150%⁵	140%⁵
	\$	\$	\$
Band 1			
Level 1	35.28	37.80	35.28
Level 2	36.28	38.87	36.28
Level 3	37.83	40.54	37.83
Level 4	38.84	41.62	38.84
Level 5	39.86	42.71	39.86
Level 6	41.90	44.89	41.90
Level 7	43.72	46.85	43.53
Band 2			
Level 8	45.76	49.03	45.35
Level 9	48.48	51.75	_ ⁶
Level 10	51.20	54.47	50.79
Band 3			
Level 11	52.56	55.83	52.15
Level 12 ⁵	-	-	-
Level 13 ⁵	-	-	-

13. By deleting the table appearing in clause A.3.1 and inserting the following:

	Cadet percentage	Ordinary hours	Public holiday*
	% of Level 1 employee	% of ordinary hourly rate¹	
		100%	250%
	%	\$	\$
Standard Cadet			
1st year	60%	15.12	37.80
2nd year	75%	18.90	47.25
3rd year	90%	22.68	56.70
Graduate Cadet	90%	22.68	56.70

14. By deleting the table appearing in clause A.3.2 and inserting the following:

	Cadet percentage	Ordinary hours	Monday to Sunday		Distant engagement: Monday to Sunday		Public holiday*
			First 2 hours for full-time employees, first 3 hours for part-time employees	After the first 2 hours for full-time employees, after the first 3 hours for part-time employees	First 8 hours	After 8 hours	
	% of Level 1 employee	% of ordinary hourly rate ¹					
		100%	150%	200%	150%	200%	250%
	%	\$	\$	\$	\$	\$	\$
Standard Cadet							
1st year	60%	15.12	22.68	30.24	22.68	30.24	37.80
2nd year	75%	18.90	28.35	37.80	28.35	37.80	47.25
3rd year	90%	22.68	34.02	45.36	34.02	45.36	56.70
Graduate Cadet	90%	22.68	34.02	45.36	34.02	45.36	56.70

15. By deleting the table appearing in clause A.3.3 and inserting the following:

	Cadet percentage	Early/late work ¹	Weekend ²
	% of Level 1 employee	% of ordinary hourly rate ³	
		110%	120%
	%	\$	\$
Standard Cadet			
1st year	60%	16.63	18.14
2nd year	75%	20.79	22.68
3rd year	90%	24.95	27.22
Graduate Cadet	90%	24.95	27.22

16. By deleting the table appearing in clause A.3.4 and inserting the following:

	Cadet percentage	Shift penalty¹	Weekend shift²
	% of Level 1 employee	% of ordinary hourly rate³	
		117.5%	127.5%
	%	\$	\$
Standard Cadet			
1st year	60%	17.77	19.28
2nd year	75%	22.21	24.10
3rd year	90%	26.65	28.92
Graduate Cadet	90%	26.65	28.92

17. By deleting the table appearing in clause A.3.5 and inserting the following:

	Cadet percentage	Regional daily or country non-daily	Regional daily
	% of Level 1 employee	Shift penalty¹	Weekend²
		% of ordinary hourly rate³	
		115%	125%
	%	\$	\$
Standard Cadet			
1st year	60%	17.39	18.90
2nd year	75%	21.74	23.63
3rd year	90%	26.08	28.35
Graduate Cadet	90%	26.08	28.35

B. This determination comes into operation on 1 November 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 November 2020.

PRESIDENT