



# DRAFT DETERMINATION

*Fair Work Act 2009*  
s.285—Annual wage review

**Annual Wage Review 2019–20**  
(C2020/1)

**LOCAL GOVERNMENT INDUSTRY AWARD 2020**  
[MA000112]

Local 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 16.1 and inserting the following:

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Level 1	805.90	21.21
Level 2	832.80	21.92
Level 3	864.90	22.76
Level 4	877.60	23.09
Level 5	932.60	24.54
Level 6	1009.30	26.56
Level 7	1026.70	27.02
Level 8	1109.50	29.20

Item A.15 on page 5 was amended on 25 June 2020. The public holiday rates have been removed.

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Level 9	1186.80	31.23
Level 10	1297.20	34.14
Level 11	1462.80	38.49

2. By deleting the year “2019” in clause 16.7(b) and inserting “2020”.
3. By deleting the table appearing in clause 19.2(a) and inserting the following

<b>Supervisor’s classification level</b>	<b>Number of employees supervised</b>	<b>\$ per week</b>
3 or 4	1 to 5	25.40
3 or 4	6 to 15	34.64
3, 4 or 5	over 15	43.87

4. By deleting the amount “\$15.89” appearing in clause 19.2(b) and inserting “\$16.16”.
5. By deleting the amounts “\$0.79”, “\$1.14” and “\$11.35” appearing in clause 19.2(c)(iii) and inserting “\$0.81”, “\$1.15” and “\$11.55” respectively.
6. By deleting the amount “\$26.11” appearing in clause 19.2(d)(i) and inserting “\$26.55”.
7. By deleting the amount “\$22.70” appearing in clause 19.2(e)(i) and inserting “\$23.09”.
8. By deleting the amount “\$34.05” appearing in clause 19.2(e)(ii) and inserting “\$34.64”.
9. By deleting the amount “\$45.40” appearing in clause 19.2(e)(iii) and inserting “\$46.18”.
10. By deleting the amount “\$11.35” appearing in clause 21.7(a) and inserting “\$11.55”.
11. By deleting the table appearing in clause B.1.1 and inserting the following:

	<b>Ordinary hours</b>	<b>Work outside span of ordinary hours<sup>1</sup></b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>		
	<b>100%</b>	<b>120%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	21.21	25.45	53.03
Level 2	21.92	26.30	54.80
Level 3	22.76	27.31	56.90

Item A.15 on page 5 was amended on 25 June 2020. The public holiday rates have been removed.

	<b>Ordinary hours</b>	<b>Work outside span of ordinary hours<sup>1</sup></b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>		
	<b>100%</b>	<b>120%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 4	23.09	27.71	57.73
Level 5	24.54	29.45	61.35
Level 6	26.56	31.87	66.40
Level 7	27.02	32.42	67.55
Level 8	29.20	35.04	73.00
Level 9	31.23	37.48	78.08
Level 10	34.14	40.97	85.35
Level 11	38.49	46.19	96.23

12. By deleting the table appearing in clause B.1.2 and inserting the following:

	<b>Ordinary hours</b>	<b>Work outside span of ordinary hours</b>	<b>Saturday<sup>1</sup></b>	<b>Sunday<sup>1</sup></b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>				
	<b>100%</b>	<b>120%</b>	<b>150%</b>	<b>175%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	21.21	25.45	31.82	37.12	53.03
Level 2	21.92	26.30	32.88	38.36	54.80
Level 3	22.76	27.31	34.14	39.83	56.90
Level 4	23.09	27.71	34.64	40.41	57.73
Level 5	24.54	29.45	36.81	42.95	61.35
Level 6	26.56	31.87	39.84	46.48	66.40
Level 7	27.02	32.42	40.53	47.29	67.55
Level 8	29.20	35.04	43.80	51.10	73.00
Level 9	31.23	37.48	46.85	54.65	78.08
Level 10	34.14	40.97	51.21	59.75	85.35
Level 11	38.49	46.19	57.74	67.36	96.23

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13. By deleting the table appearing in clause B.1.3 and inserting the following:

	<b>Ordinary hours</b>	<b>Work outside span of ordinary hours<sup>1</sup></b>	<b>Saturday before 5am or after 10pm</b>	<b>Sunday before 5am or after 10pm</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>				
	<b>100%</b>	<b>120%</b>	<b>150%</b>	<b>175%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	21.21	25.45	31.82	37.12	53.03
Level 2	21.92	26.30	32.88	38.36	54.80
Level 3	22.76	27.31	34.14	39.83	56.90
Level 4	23.09	27.71	34.64	40.41	57.73
Level 5	24.54	29.45	36.81	42.95	61.35
Level 6	26.56	31.87	39.84	46.48	66.40
Level 7	27.02	32.42	40.53	47.29	67.55
Level 8	29.20	35.04	43.80	51.10	73.00
Level 9	31.23	37.48	46.85	54.65	78.08
Level 10	34.14	40.97	51.21	59.75	85.35
Level 11	38.49	46.19	57.74	67.36	96.23

14. By deleting the table appearing in clause B.1.4 and inserting the following:

	<b>Monday to Friday – first 2 hours</b>	<b>Monday to Friday – after 2 hours</b>	<b>Saturday before 12 noon – first 2 hours</b>	<b>Saturday before 12 noon – after 2 hours</b>	<b>Saturday from 12 noon and Sunday</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>					
	<b>150%</b>	<b>200%</b>	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	31.82	42.42	31.82	42.42	42.42	53.03
Level 2	32.88	43.84	32.88	43.84	43.84	54.80
Level 3	34.14	45.52	34.14	45.52	45.52	56.90
Level 4	34.64	46.18	34.64	46.18	46.18	57.73
Level 5	36.81	49.08	36.81	49.08	49.08	61.35
Level 6	39.84	53.12	39.84	53.12	53.12	66.40

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	<b>Monday to Friday – first 2 hours</b>	<b>Monday to Friday – after 2 hours</b>	<b>Saturday before 12 noon – first 2 hours</b>	<b>Saturday before 12 noon – after 2 hours</b>	<b>Saturday from 12 noon and Sunday</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>					
	<b>150%</b>	<b>200%</b>	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 7	40.53	54.04	40.53	54.04	54.04	67.55
Level 8	43.80	58.40	43.80	58.40	58.40	73.00
Level 9	46.85	62.46	46.85	62.46	62.46	78.08
Level 10	51.21	68.28	51.21	68.28	68.28	85.35
Level 11	57.74	76.98	57.74	76.98	76.98	96.23

15. By deleting the table appearing in clause B.2.1 and inserting the following:

	<b>Ordinary hours</b>	<b>Work outside spread of ordinary hours</b>	<b>Saturday<sup>1</sup></b>	<b>Sunday<sup>1</sup></b>
	<b>% of minimum hourly rate</b>			
	<b>125%</b>	<b>145%</b>	<b>175%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	26.51	30.75	37.12	42.42
Level 2	27.40	31.78	38.36	43.84
Level 3	28.45	33.00	39.83	45.52
Level 4	28.86	33.48	40.41	46.18
Level 5	30.68	35.58	42.95	49.08
Level 6	33.20	38.51	46.48	53.12
Level 7	33.78	39.18	47.29	54.04
Level 8	36.50	42.34	51.10	58.40
Level 9	39.04	45.28	54.65	62.46
Level 10	42.68	49.50	59.75	68.28
Level 11	48.11	55.81	67.36	76.98

16. By deleting the amount “\$22.70” appearing in clause C.1.1 and inserting “\$23.09”.

17. By deleting the table appearing in clause C.1.1 and inserting the following:

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Leading hand allowance— Supervisor level 3 or 4—supervising 1 to 5 employees	19.2(a)	110.0	25.40	per week
Leading hand allowance— Supervisor level 3 or 4—supervising 6 to 15 employees	19.2(a)	150.0	34.64	per week
Leading hand allowance— Supervisor level 3, 4 or 5— supervising over 15 employees	19.2(a)	190.0	43.87	per week
First aid allowance	19.2(b)	70.0	16.16	per week
Adverse working conditions allowance—Level 1	19.2(c)(iii)	3.5	0.81	per hour
Adverse working conditions allowance—Level 2	19.2(c)(iii)	5.0	1.15	per hour
Adverse working conditions allowance—Level 3	19.2(c)(iii)	50.0	11.55	per hour
Camping allowance (operative from 31 January 2014)	19.2(d)(i)	115.0	26.55	per night
On-call allowance—Monday to Friday	19.2(e)(i)	100.0	23.09	per day
On-call allowance—Saturday	19.2(e)(ii)	150.0	34.64	per day
On-call allowance—Sunday or public holiday	19.2(e)(iii)	200.0	46.18	per day
Sleepover allowance—additional to on call allowance in clause 24.6(b)	21.7(a)	50.0	11.55	per hour

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

Item A.15 on page 5 was amended on 25 June 2020. The public holiday rates have been removed.