



# DRAFT DETERMINATION

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

## Annual Wage Review 2020–21 (C2021/1)

### MARKET AND SOCIAL RESEARCH AWARD 2020 [MA000030]

Market and business consultancy services

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

MELBOURNE, XX JUNE 2021

*Annual Wage Review 2020–21.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2020–21 on 16 June 2021 [[2021] FWCFB 3500], the above award is varied as follows:

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

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employees)</b>	<b>Minimum annual salary</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Market research trainee	809.40	42,089	21.30
Support employee first year	880.30	45,776	23.17
Support employee thereafter	905.30	47,076	23.82
Market research interviewer	905.30	47,076	23.82
Executive (face-to-face)	914.10	47,533	24.06

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employees)</b>	<b>Minimum annual salary</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
interviewer and door-to-door interviewer			
Editor/Coder/Keyboard operator	920.70	47,876	24.23
Team leader	963.90	50,123	25.37
Field supervisor	1035.40	53,841	27.25
Research assistant	1035.40	53,841	27.25
Field manager	1130.90	58,807	29.76
Research officer	1130.90	58,807	29.76
Research manager	1488.50	77,402	39.17

2. By deleting the amount “\$5.81” appearing in clause 19.1(a) and inserting “\$5.96”.
3. By deleting the amount “\$11.62” appearing in clause 19.1(b) and inserting “\$11.91”.
4. By deleting the amount “\$5.81” appearing in clause 19.1(c) and inserting “\$5.96”.
5. By deleting the amount “\$4993” appearing in clause A.1 and inserting “\$5118”.
6. By deleting the table appearing in clause B.1.1 and inserting the following:

	<b>Ordinary hours</b>	<b>Monday - Friday outside daily spread of hours</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>				
	<b>100%</b>	<b>100% + \$5.96</b>	<b>100% + \$5.96</b>	<b>100% + \$11.91</b>	<b>100% + \$11.91</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Market research trainee	21.30	27.26	27.26	33.21	33.21
Support employee first year	23.17	29.13	29.13	35.08	35.08
Support employee thereafter	23.82	29.78	29.78	35.73	35.73
Market research interviewer	23.82	29.78	29.78	35.73	35.73
Executive (face-to-face) interviewer and door-to-door interviewer	24.06	30.02	30.02	35.97	35.97
Editor/Coder/Keyboard	24.23	30.19	30.19	36.14	36.14

	<b>Ordinary hours</b>	<b>Monday - Friday outside daily spread of hours</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>				
	<b>100%</b>	<b>100% + \$5.96</b>	<b>100% + \$5.96</b>	<b>100% + \$11.91</b>	<b>100% + \$11.91</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
operator					
Team leader	25.37	31.33	31.33	37.28	37.28
Field supervisor	27.25	33.21	33.21	39.16	39.16
Research assistant	27.25	33.21	33.21	39.16	39.16
Field manager	29.76	35.72	35.72	41.67	41.67
Research officer	29.76	35.72	35.72	41.67	41.67
Research manager	39.17	45.13	45.13	51.08	51.08

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

	<b>All hours in excess of rostered ordinary hours</b>
	<b>% of minimum hourly rate</b>
	<b>125%</b>
	<b>\$</b>
Market research trainee	26.63
Support employee first year	28.96
Support employee thereafter	29.78
Market research interviewer	29.78
Executive (face-to-face) interviewer and door-to-door interviewer	30.08
Editor/Coder/Keyboard operator	30.29
Team leader	31.71
Field supervisor	34.06
Research assistant	34.06
Field manager	37.20
Research officer	37.20
Research manager	48.96

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

	<b>All ordinary hours</b>
	<b>% of minimum hourly rate</b>
	<b>125%</b>
	<b>\$</b>
Market research trainee	26.63
Support employee first year	28.96
Support employee thereafter	29.78
Market research interviewer	29.78
Executive (face-to-face) interviewer and door-to-door interviewer	30.08
Editor/Coder/Keyboard operator	30.29
Team leader	31.71
Field supervisor	34.06
Research assistant	34.06
Field manager	37.20
Research officer	37.20
Research manager	48.96

9. By deleting the amount “\$23.24” appearing in clause C.2.1 and inserting “\$23.82”.

10. By deleting the table appearing in clause C.2.1 and inserting the following:

<b>Penalty</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Saturday	19.1(a)	25.0	5.96	per hour
Sunday or public holiday	19.1(b)	50.0	11.91	per hour
Monday to Friday outside daily spread of ordinary hours	19.1(c)	25.0	5.96	per hour

B. This determination comes into operation on 1 July 2021. 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 2021.

PRESIDENT