



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2020–21
(C2021/1)

ELECTRICAL POWER INDUSTRY AWARD 2020
[MA000088]

Electrical power industry

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:

1. By deleting the table appearing in clause 15.1 and inserting the following:

Employee classification	Minimum weekly rate (full-time employees)	Minimum hourly rate
	\$	\$
Pay level 1		
Technical Grade 1	798.40	21.29
Administrative Grade 1	798.40	21.29
Pay level 2		
Technical Grade 2	849.60	22.66
Administrative Grade 2	849.60	22.66
Operations Grade 2	849.60	22.66

Employee classification	Minimum weekly rate (full-time employees)	Minimum hourly rate
	\$	\$
Pay level 3		
Technical Grade 3	900.10	24.00
Administrative Grade 3	900.10	24.00
Operations Grade 3	900.10	24.00
Pay level 4		
Technical Grade 4	985.20	26.27
Administrative Grade 4	985.20	26.27
Pay level 5		
Technical Grade 5	1072.20	28.59
Administrative Grade 5	1072.20	28.59
Professional/Manager/Specialist Grade 5	1072.20	28.59
Operations Grade 5	1072.20	28.59
Pay level 6		
Technical Grade 6	1158.90	30.90
Administrative Grade 6	1158.90	30.90
Operations Grade 6	1158.90	30.90
Pay level 7		
Technical Grade 7	1245.60	33.22
Professional/Manager/Specialist Grade 7	1245.60	33.22
Operations Grade 7	1245.60	33.22
Pay level 8		
Professional/Manager/Specialist Grade 8	1332.40	35.53
Operations Grade 8	1332.40	35.53
Pay level 9	1419.20	37.85
Pay level 10		
Professional/Manager/Specialist Grade 10	1505.90	40.16
Operations Grade 10	1505.90	40.16
Pay level 11		
Professional/Manager/Specialist Grade 11	1591.20	42.43

2. By deleting the words “1 November 2020” in clause 15.7(b) and inserting “1 July 2021”.
3. By deleting the amount “\$158.06” appearing in clause 17.2(a)(i) and inserting “\$162.02”.
4. By deleting the amount “\$228.31” appearing in clause 17.2(a)(ii) and inserting “\$234.03”.
5. By deleting the amount “\$16.68” appearing in clause 17.2(b)(i) and inserting “\$17.10”.
6. By deleting the amount “\$18.00” appearing in clause 17.2(c)(i) and inserting “\$18.45”.
7. By deleting the amount “\$61.47” appearing in clause 17.2(c)(ii) and inserting “\$63.01”.
8. By deleting the amount “\$96.59” appearing in clause 17.2(d) and inserting “\$99.01”.
9. By deleting the amount “\$74.64” appearing in clause 17.2(e)(i) and inserting “\$76.51”.
10. By deleting the amount “\$96.59” appearing in clause 17.2(f) and inserting “\$99.01”.
11. By deleting the amount “\$52.69” appearing in clause 17.2(g) and inserting “\$54.01”.
12. By deleting the table appearing in clause B.1.1 and inserting the following:

	Ordinary hours	Saturday	Sunday	Public holiday
	% of minimum hourly rate			
	100%	150%	200%	250%
	\$	\$	\$	\$
Pay level 1				
Technical Grade 1	21.29	31.94	42.58	53.23
Administrative Grade 1	21.29	31.94	42.58	53.23
Pay level 2				
Technical Grade 2	22.66	33.99	45.32	56.65
Administrative Grade 2	22.66	33.99	45.32	56.65
Operations Grade 2	22.66	33.99	45.32	56.65
Pay level 3				
Technical Grade 3	24.00	36.00	48.00	60.00

	Ordinary hours	Saturday	Sunday	Public holiday
	% of minimum hourly rate			
	100%	150%	200%	250%
	\$	\$	\$	\$
Administrative Grade 3	24.00	36.00	48.00	60.00
Operations Grade 3	24.00	36.00	48.00	60.00
Pay level 4				
Technical Grade 4	26.27	39.41	52.54	65.68
Administrative Grade 4	26.27	39.41	52.54	65.68
Pay level 5				
Technical Grade 5	28.59	42.89	57.18	71.48
Administrative Grade 5	28.59	42.89	57.18	71.48
Professional/Manager/Specialist Grade 5	28.59	42.89	57.18	71.48
Operations Grade 5	28.59	42.89	57.18	71.48
Pay level 6				
Technical Grade 6	30.90	46.35	61.80	77.25
Administrative Grade 6	30.90	46.35	61.80	77.25
Operations Grade 6	30.90	46.35	61.80	77.25
Pay level 7				
Technical Grade 7	33.22	49.83	66.44	83.05
Professional/Manager/Specialist Grade 7	33.22	49.83	66.44	83.05
Operations Grade 7	33.22	49.83	66.44	83.05
Pay level 8				
Professional/Manager/Specialist Grade 8	35.53	53.30	71.06	88.83
Operations Grade 8	35.53	53.30	71.06	88.83
Pay level 9	37.85	56.78	75.70	94.63
Pay level 10				
Professional/Manager/Specialist Grade 10	40.16	60.24	80.32	100.40
Operations Grade 10	40.16	60.24	80.32	100.40
Pay level 11				

	Ordinary hours	Saturday	Sunday	Public holiday
	% of minimum hourly rate			
	100%	150%	200%	250%
	\$	\$	\$	\$
Professional/Manager/Specialist Grade 11	42.43	63.65	84.86	106.08

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

	Afternoon shift	Night shift	Permanent night shift
	% of minimum hourly rate		
	116%	122.5%	130%
	\$	\$	\$
Pay level 1			
Technical Grade 1	24.70	26.08	27.68
Administrative Grade 1	24.70	26.08	27.68
Pay level 2			
Technical Grade 2	26.29	27.76	29.46
Administrative Grade 2	26.29	27.76	29.46
Operations Grade 2	26.29	27.76	29.46
Pay level 3			
Technical Grade 3	27.84	29.40	31.20
Administrative Grade 3	27.84	29.40	31.20
Operations Grade 3	27.84	29.40	31.20
Pay level 4			
Technical Grade 4	30.47	32.18	34.15
Administrative Grade 4	30.47	32.18	34.15
Pay level 5			
Technical Grade 5	33.16	35.02	37.17
Administrative Grade 5	33.16	35.02	37.17
Professional/Manager/Specialist Grade 5	33.16	35.02	37.17
Operations Grade 5	33.16	35.02	37.17
Pay level 6			
Technical Grade 6	35.84	37.85	40.17

	Afternoon shift	Night shift	Permanent night shift
	% of minimum hourly rate		
	116%	122.5%	130%
	\$	\$	\$
Administrative Grade 6	35.84	37.85	40.17
Operations Grade 6	35.84	37.85	40.17
Pay level 7			
Technical Grade 7	38.54	40.69	43.19
Professional/Manager/Specialist Grade 7	38.54	40.69	43.19
Operations Grade 7	38.54	40.69	43.19
Pay level 8			
Professional/Manager/Specialist Grade 8	41.21	43.52	46.19
Operations Grade 8	41.21	43.52	46.19
Pay level 9	43.91	46.37	49.21
Pay level 10			
Professional/Manager/Specialist Grade 10	46.59	49.20	52.21
Operations Grade 10	46.59	49.20	52.21
Pay level 11			
Professional/Manager/Specialist Grade 11	49.22	51.98	55.16

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

	Day workers and non-continuous shiftworkers		Continuous shiftworkers	All employees	
	Monday to Saturday—first 2 hours	Monday to Saturday—after 2 hours	Monday to Saturday—all hours	Sunday	Public holidays
	% of minimum hourly rate				
	150%	200%	200%	200%	250%
	\$	\$	\$	\$	\$
Pay level 1					
Technical Grade 1	31.94	42.58	42.58	42.58	53.23
Administrative Grade 1	31.94	42.58	42.58	42.58	53.23
Pay level 2					
Technical Grade 2	33.99	45.32	45.32	45.32	56.65

	Day workers and non-continuous shiftworkers		Continuous shiftworkers	All employees	
	Monday to Saturday—first 2 hours	Monday to Saturday—after 2 hours	Monday to Saturday—all hours	Sunday	Public holidays
	% of minimum hourly rate				
	150%	200%	200%	200%	250%
	\$	\$	\$	\$	\$
Administrative Grade 2	33.99	45.32	45.32	45.32	56.65
Operations Grade 2	33.99	45.32	45.32	45.32	56.65
Pay level 3					
Technical Grade 3	36.00	48.00	48.00	48.00	60.00
Administrative Grade 3	36.00	48.00	48.00	48.00	60.00
Operations Grade 3	36.00	48.00	48.00	48.00	60.00
Pay level 4					
Technical Grade 4	39.41	52.54	52.54	52.54	65.68
Administrative Grade 4	39.41	52.54	52.54	52.54	65.68
Pay level 5					
Technical Grade 5	42.89	57.18	57.18	57.18	71.48
Administrative Grade 5	42.89	57.18	57.18	57.18	71.48
Professional/Manager/Specialist Grade 5	42.89	57.18	57.18	57.18	71.48
Operations Grade 5	42.89	57.18	57.18	57.18	71.48
Pay level 6					
Technical Grade 6	46.35	61.80	61.80	61.80	77.25
Administrative Grade 6	46.35	61.80	61.80	61.80	77.25
Operations Grade 6	46.35	61.80	61.80	61.80	77.25
Pay level 7					
Technical Grade 7	49.83	66.44	66.44	66.44	83.05
Professional/Manager/Specialist Grade 7	49.83	66.44	66.44	66.44	83.05
Operations Grade 7	49.83	66.44	66.44	66.44	83.05
Pay level 8					
Professional/Manager/Specialist Grade 8	53.30	71.06	71.06	71.06	88.83
Operations Grade 8	53.30	71.06	71.06	71.06	88.83

	Day workers and non-continuous shiftworkers		Continuous shiftworkers	All employees	
	Monday to Saturday—first 2 hours	Monday to Saturday—after 2 hours	Monday to Saturday—all hours	Sunday	Public holidays
	% of minimum hourly rate				
	150%	200%	200%	200%	250%
	\$	\$	\$	\$	\$
Pay level 9	56.78	75.70	75.70	75.70	94.63
Pay level 10					
Professional/Manager/Specialist Grade 10	60.24	80.32	80.32	80.32	100.40
Operations Grade 10	60.24	80.32	80.32	80.32	100.40
Pay level 11					
Professional/Manager/Specialist Grade 11	63.65	84.86	84.86	84.86	106.08

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

	Ordinary hours	Saturday	Sunday	Public holiday
	% of minimum hourly rate			
	125%	175%	225%	275%
	\$	\$	\$	\$
Pay level 1				
Technical Grade 1	26.61	37.26	47.90	58.55
Administrative Grade 1	26.61	37.26	47.90	58.55
Pay level 2				
Technical Grade 2	28.33	39.66	50.99	62.32
Administrative Grade 2	28.33	39.66	50.99	62.32
Operations Grade 2	28.33	39.66	50.99	62.32
Pay level 3				
Technical Grade 3	30.00	42.00	54.00	66.00
Administrative Grade 3	30.00	42.00	54.00	66.00
Operations Grade 3	30.00	42.00	54.00	66.00
Pay level 4				
Technical Grade 4	32.84	45.97	59.11	72.24

	Ordinary hours	Saturday	Sunday	Public holiday
	% of minimum hourly rate			
	125%	175%	225%	275%
	\$	\$	\$	\$
Administrative Grade 4	32.84	45.97	59.11	72.24
Pay level 5				
Technical Grade 5	35.74	50.03	64.33	78.62
Administrative Grade 5	35.74	50.03	64.33	78.62
Professional/Manager/Specialist Grade 5	35.74	50.03	64.33	78.62
Operations Grade 5	35.74	50.03	64.33	78.62
Pay level 6				
Technical Grade 6	38.63	54.08	69.53	84.98
Administrative Grade 6	38.63	54.08	69.53	84.98
Operations Grade 6	38.63	54.08	69.53	84.98
Pay level 7				
Technical Grade 7	41.53	58.14	74.75	91.36
Professional/Manager/Specialist Grade 7	41.53	58.14	74.75	91.36
Operations Grade 7	41.53	58.14	74.75	91.36
Pay level 8				
Professional/Manager/Specialist Grade 8	44.41	62.18	79.94	97.71
Operations Grade 8	44.41	62.18	79.94	97.71
Pay level 9	47.31	66.24	85.16	104.09
Pay level 10				
Professional/Manager/Specialist Grade 10	50.20	70.28	90.36	110.44
Operations Grade 10	50.20	70.28	90.36	110.44
Pay level 11				
Professional/Manager/Specialist Grade 11	53.04	74.25	95.47	116.68

16. By deleting the table appearing in clause B.2.2 and inserting the following:

	Afternoon shift	Night shift	Permanent night shift
	% of minimum hourly rate		
	141%	147.5%	155%
	\$	\$	\$
Pay level 1			
Technical Grade 1	30.02	31.40	33.00
Administrative Grade 1	30.02	31.40	33.00
Pay level 2			
Technical Grade 2	31.95	33.42	35.12
Administrative Grade 2	31.95	33.42	35.12
Operations Grade 2	31.95	33.42	35.12
Pay level 3			
Technical Grade 3	33.84	35.40	37.20
Administrative Grade 3	33.84	35.40	37.20
Operations Grade 3	33.84	35.40	37.20
Pay level 4			
Technical Grade 4	37.04	38.75	40.72
Administrative Grade 4	37.04	38.75	40.72
Pay level 5			
Technical Grade 5	40.31	42.17	44.31
Administrative Grade 5	40.31	42.17	44.31
Professional/Manager/Speci alist Grade 5	40.31	42.17	44.31
Operations Grade 5	40.31	42.17	44.31
Pay level 6			
Technical Grade 6	43.57	45.58	47.90
Administrative Grade 6	43.57	45.58	47.90
Operations Grade 6	43.57	45.58	47.90
Pay level 7			
Technical Grade 7	46.84	49.00	51.49
Professional/Manager/Speci alist Grade 7	46.84	49.00	51.49
Operations Grade 7	46.84	49.00	51.49

	Afternoon shift	Night shift	Permanent night shift
	% of minimum hourly rate		
	141%	147.5%	155%
	\$	\$	\$
Pay level 8			
Professional/Manager/Specialist Grade 8	50.10	52.41	55.07
Operations Grade 8	50.10	52.41	55.07
Pay level 9	53.37	55.83	58.67
Pay level 10			
Professional/Manager/Specialist Grade 10	56.63	59.24	62.25
Operations Grade 10	56.63	59.24	62.25
Pay level 11			
Professional/Manager/Specialist Grade 11	59.83	62.58	65.77

- 17. By deleting the amount “\$878.10” appearing in clause C.1.1 and inserting “\$900.10”.
- 18. By deleting the table appearing in clause C.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
Availability allowance—1 in 5 days or more	17.2(a)(i)	18.0	162.02	per week
Availability allowance—1 in 4 days or less	17.2(a)(ii)	26.0	234.03	per week
First aid allowance	17.2(b)(i)	1.9	17.10	per week
Power station allowance—Professional, managerial, specialist or administrative employees	17.2(c)(i)	2.05	18.45	per week
Power station allowance—Technical or operations employees	17.2(c)(ii)	7.0	63.01	per week
Open cut brown coal mine allowance	17.2(d)	11.0	99.01	per week

Allowance	Clause	% of standard rate	\$	Payable
Briquette factory allowance	17.2(e)(i)	8.5	76.51	per week
Coal handling allowance	17.2(f)	11.0	99.01	per week
Transmission allowance— work on overhead/underground power lines or associated plant or equipment	17.2(g)	6.0	54.01	per week

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