



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2021–22
(C2022/1)

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 2022

Annual Wage Review 2021–22.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2021–22 on 15 June 2022 [[2022] FWC FB 3500], the above award is varied as follows:

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

Employee classification	Minimum weekly rate (full-time employees)	Minimum annual salary	Minimum hourly rate
	\$	\$	\$
Market research trainee	849.40	44,169	22.35
Support employee first year	920.80	47,882	24.23
Support employee thereafter	946.90	49,239	24.92
Market research interviewer	946.90	49,239	24.92

Employee classification	Minimum weekly rate (full-time employees)	Minimum annual salary	Minimum hourly rate
	\$	\$	\$
Executive (face-to-face) interviewer and door-to-door interviewer	956.10	49,717	25.16
Editor/Coder/Keyboard operator	963.10	50,081	25.34
Team leader	1008.20	52,426	26.53
Field supervisor	1083.00	56,316	28.50
Research assistant	1083.00	56,316	28.50
Field manager	1182.90	61,511	31.13
Research officer	1182.90	61,511	31.13
Research manager	1557.00	80,964	40.97

2. By deleting the amount “\$5.96” appearing in clause 19.1(a) and inserting “\$6.23”.
3. By deleting the amount “\$11.91” appearing in clause 19.1(b) and inserting “\$12.46”.
4. By deleting the amount “\$5.96” appearing in clause 19.1(c) and inserting “\$6.23”.
5. By deleting the amount “\$5118” appearing in clause A.1 and inserting “\$5434”.
6. By deleting the table appearing in clause B.1.1 and inserting the following:

	Ordinary hours	Monday - Friday outside daily spread of hours	Saturday	Sunday	Public holiday
	% of minimum hourly rate				
	100%	100% + \$6.23	100% + \$6.23	100% + \$12.46	100% + \$12.46
	\$	\$	\$	\$	\$
Market research trainee	22.35	28.58	28.58	34.81	34.81
Support employee first year	24.23	30.46	30.46	36.69	36.69
Support employee thereafter	24.92	31.15	31.15	37.38	37.38
Market research interviewer	24.92	31.15	31.15	37.38	37.38
Executive (face-to-face) interviewer and door-to-door interviewer	25.16	31.39	31.39	37.62	37.62

Commented [GE1]: The Commission is seeking feedback as to the application of the 2021-22 AWR modern award minimum wage increase to this rate.

In the absence of feedback, the Commission proposes to adjust this rate according to the following method.

First, to determine whether the rate is subject to the \$40 pw (or equivalent) or 4.6% increase, we propose that the applicable increase be determined according to the increase applied to the “Market research trainee” of clause B.1.1. As this rate falls below the \$869.60, it will receive an increase of \$40 per week.

To apply this to clause A.1, we propose the following method:
 $\$5118 + 300/38 * \$40 = \$5434$.

	Ordinary hours	Monday - Friday outside daily spread of hours	Saturday	Sunday	Public holiday
	% of minimum hourly rate				
	100%	100% + \$6.23	100% + \$6.23	100% + \$12.46	100% + \$12.46
	\$	\$	\$	\$	\$
Editor/Coder/Keyboard operator	25.34	31.57	31.57	37.80	37.80
Team leader	26.53	32.76	32.76	38.99	38.99
Field supervisor	28.50	34.73	34.73	40.96	40.96
Research assistant	28.50	34.73	34.73	40.96	40.96
Field manager	31.13	37.36	37.36	43.59	43.59
Research officer	31.13	37.36	37.36	43.59	43.59
Research manager	40.97	47.20	47.20	53.43	53.43

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

	All hours in excess of rostered ordinary hours
	% of minimum hourly rate
	125%
	\$
Market research trainee	27.94
Support employee first year	30.29
Support employee thereafter	31.15
Market research interviewer	31.15
Executive (face-to-face) interviewer and door-to-door interviewer	31.45
Editor/Coder/Keyboard operator	31.68
Team leader	33.16
Field supervisor	35.63
Research assistant	35.63
Field manager	38.91
Research officer	38.91
Research manager	51.21

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

	All ordinary hours
	% of minimum hourly rate
	125%
	\$
Market research trainee	27.94
Support employee first year	30.29
Support employee thereafter	31.15
Market research interviewer	31.15
Executive (face-to-face) interviewer and door-to-door interviewer	31.45
Editor/Coder/Keyboard operator	31.68
Team leader	33.16
Field supervisor	35.63
Research assistant	35.63
Field manager	38.91
Research officer	38.91
Research manager	51.21

9. By deleting the amount “\$23.82” appearing in clause C.2.1 and inserting “\$24.92”.

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

Penalty	Clause	% of standard rate	\$	Payable
Saturday	19.1(a)	25.0	6.23	per hour
Sunday or public holiday	19.1(b)	50.0	12.46	per hour
Monday to Friday outside daily spread of ordinary hours	19.1(c)	25.0	6.23	per hour

B. This determination comes into operation on 1 July 2022. 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 2022.

PRESIDENT