



# DRAFT DETERMINATION

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

**Annual Wage Review 2022–23**  
(C2023/1)

**VICTORIAN STATE GOVERNMENT AGENCIES AWARD 2015**  
[MA000134]

State and Territory government administration

JUSTICE HATCHER, PRESIDENT  
VICE PRESIDENT CATANZARITI  
VICE PRESIDENT ASBURY  
DEPUTY PRESIDENT HAMPTON  
MS LABINE-ROMAIN  
PROFESSOR BAIRD  
MR CULLY

SYDNEY, XX JUNE 2023

*Annual Wage Review 2022–23.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2022–23 on 2 June 2023 [[2023] FWCFB 3500], the above award is varied as follows:

1. By deleting the table appearing in clause 12.1 and inserting the following:

	<b>Work Value Level</b>	<b>Minimum Annual Rate</b>	<b>Minimum Fortnightly Rate</b>	<b>Minimum Hourly Rate</b>	<b>Minimum Casual Hourly Rate</b>
		\$	\$	\$	\$
<b>Administrative Officer</b>					
Grade 1	A	46,755	1792.10	23.58	29.48
Grade 1	B	47,909	1836.30	24.16	30.20
Grade 1	C	49,064	1880.60	24.74	30.93
Grade 1	D	50,224	1925.10	25.33	31.66
Grade 2	A	51,916	1989.90	26.18	32.73
Grade 2	B	52,908	2028.00	26.68	33.35

	<b>Work Value Level</b>	<b>Minimum Annual Rate</b>	<b>Minimum Fortnightly Rate</b>	<b>Minimum Hourly Rate</b>	<b>Minimum Casual Hourly Rate</b>
		\$	\$	\$	\$
Grade 2	C	53,888	2065.50	27.18	33.98
Grade 2	D	54,891	2104.00	27.68	34.60
Grade 3	A	57,086	2188.10	28.79	35.99
Grade 3	B	58,152	2229.00	29.33	36.66
Grade 3	C	59,219	2269.90	29.87	37.34
Grade 3	D	59,876	2295.00	30.20	37.75
Grade 4	A	61,928	2373.70	31.23	39.04
Grade 4	B	62,998	2414.70	31.77	39.71
Grade 4	C	64,042	2454.70	32.30	40.38
Grade 5	A	66,488	2548.50	33.53	41.91
Grade 5	B	67,407	2583.70	34.00	42.50
Grade 5	C	68,483	2624.90	34.54	43.18
Grade 6	A	71,242	2730.70	35.93	44.91
Grade 6	B	72,596	2782.60	36.61	45.76
Grade 6	C	73,965	2835.10	37.30	46.63
Grade 7	A	77,349	2964.80	39.01	48.76
Grade 7	B	78,686	3016.00	39.68	49.60
Grade 7	C	80,041	3068.00	40.37	50.46
Grade 8	A	85,705	3285.10	43.23	54.04
Grade 8	B	88,061	3375.40	44.41	55.51
Grade 8	C	90,415	3465.60	45.60	57.00

2. By deleting the table appearing in clause 12.2 and inserting the following:

	<b>Work Value Level</b>	<b>Minimum Annual Rate</b>	<b>Minimum Fortnightly Rate</b>	<b>Minimum Hourly Rate</b>	<b>Minimum Casual Hourly Rate</b>
		\$	\$	\$	\$
<b>Technical Assistant (TA)</b>					
TA 1	A	48,482	1858.30	24.45	30.56
TA 1	B	49,309	1890.00	24.87	31.09
TA 1	C	50,110	1920.70	25.27	31.59
TA 1	D	50,368	1930.60	25.40	31.75

	<b>Work Value Level</b>	<b>Minimum Annual Rate</b>	<b>Minimum Fortnightly Rate</b>	<b>Minimum Hourly Rate</b>	<b>Minimum Casual Hourly Rate</b>
		\$	\$	\$	\$
<b>Technical officer (TO)</b>					
TO 1	A	52,601	2016.20	26.53	33.16
TO 1	B	53,507	2050.90	26.99	33.74
TO 1	C	54,260	2079.80	27.37	34.21
TO 1	D	55,342	2121.30	27.91	34.89
TO 1	E	55,639	2132.60	28.06	35.08
TO 1	F	56,557	2167.80	28.52	35.65
TO 1	G	57,513	2204.50	29.01	36.26
TO 1	H	58,329	2235.70	29.42	36.78
TO 1	I	58,974	2260.50	29.74	37.18
TO 2	A	59,398	2276.70	29.96	37.45
TO 2	B	60,562	2321.30	30.54	38.18
TO 2	C	61,023	2339.00	30.78	38.48
TO 3	A	62,087	2379.80	31.31	39.14
TO 3	B	62,969	2413.60	31.76	39.70
TO 3	C	64,386	2467.90	32.47	40.59
TO 4	A	65,485	2510.00	33.03	41.29
TO 4	B	66,266	2540.00	33.42	41.78
TO 4	C	67,691	2594.60	34.14	42.68
TO 5	A	68,864	2639.60	34.73	43.41
TO 5	B	70,149	2688.80	35.38	44.23
TO 6	A	71,518	2741.30	36.07	45.09
TO 6	B	72,881	2793.50	36.76	45.95
TO 7	A	74,498	2855.50	37.57	46.96
TO 7	B	75,862	2907.80	38.26	47.83

3. By deleting the table appearing in clause 12.3 and inserting the following:

	<b>Work Value Level</b>	<b>Minimum Annual Rate</b>	<b>Minimum Fortnightly Rate</b>	<b>Minimum Hourly Rate</b>	<b>Minimum Casual Hourly Rate</b>
		\$	\$	\$	\$
<b>Information Technology Officer (ITO)</b>					
ITO 1	A	55,450	2125.40	27.97	34.96
ITO 1	B	56,981	2184.10	28.74	35.93
ITO 1	C	58,535	2243.60	29.52	36.90
ITO 1	D	59,721	2289.10	30.12	37.65
ITO 1	E	60,877	2333.40	30.70	38.38
ITO 1	F	62,458	2394.00	31.50	39.38
ITO 1	G	64,764	2482.40	32.66	40.83
ITO 2	A	66,488	2548.50	33.53	41.91
ITO 2	B	68,023	2607.30	34.31	42.89
ITO 2	C	69,710	2672.00	35.16	43.95
ITO 2	D	71,242	2730.70	35.93	44.91
ITO 3	A	74,634	2860.70	37.64	47.05
ITO 3	B	76,657	2938.30	38.66	48.33
ITO 3	C	78,686	3016.00	39.68	49.60
ITO 4	A	83,108	3185.50	41.91	52.39
ITO 4	B	85,705	3285.10	43.23	54.04
ITO 5	A	90,415	3465.60	45.60	57.00
<b>Legal Officer (LO)</b>					
LO 1	A	56,135	2151.60	28.31	35.39
LO 1	B	58,067	2225.70	29.29	36.61
LO 1	C	59,694	2288.10	30.11	37.64
LO 1	D	61,288	2349.20	30.91	38.64
LO 1	E	63,308	2426.60	31.93	39.91
LO 1	F	65,321	2503.70	32.94	41.18
LO 1	G	67,187	2575.30	33.89	42.36
LO 1	H	69,204	2652.60	34.90	43.63
LO 1	I	71,064	2723.90	35.84	44.80
LO 2	A	74,556	2857.70	37.60	47.00
LO 2	B	75,573	2896.70	38.11	47.64
LO 2	C	76,596	2935.90	38.63	48.29

	<b>Work Value Level</b>	<b>Minimum Annual Rate</b>	<b>Minimum Fortnightly Rate</b>	<b>Minimum Hourly Rate</b>	<b>Minimum Casual Hourly Rate</b>
		\$	\$	\$	\$
LO 2	D	77,616	2975.00	39.14	48.93
LO 3	A	82,253	3152.80	41.48	51.85
LO 3	B	83,440	3198.20	42.08	52.60
LO 3	C	84,624	3243.60	42.68	53.35
LO 4	A	89,711	3438.60	45.24	56.55
LO 4	B	91,645	3512.70	46.22	57.78
LO 5	A	95,145	3646.90	47.99	59.99
<b>Engineer/ Scientist (ES)</b>					
ES 1	A	52,559	2014.60	26.51	33.14
ES 1	B	53,332	2044.20	26.90	33.63
ES 1	C	55,337	2121.10	27.91	34.89
ES 1	D	56,693	2173.00	28.59	35.74
ES 1	E	58,932	2258.90	29.72	37.15
ES 1	F	61,221	2346.60	30.88	38.60
ES 1	G	62,591	2399.10	31.57	39.46
ES 2	A	64,685	2479.40	32.62	40.78
ES 2	B	66,187	2536.90	33.38	41.73
ES 2	C	67,407	2583.70	34.00	42.50
ES 2	D	68,630	2630.60	34.61	43.26
ES 3	A	70,849	2715.60	35.73	44.66
ES 3	B	72,596	2782.60	36.61	45.76
ES 3	C	73,788	2828.30	37.21	46.51
ES 3	D	76,097	2916.80	38.38	47.98
ES 4	A	78,690	3016.20	39.69	49.61
ES 4	B	80,041	3068.00	40.37	50.46
ES 4	C	82,253	3152.80	41.48	51.85
ES 5	A	86,200	3304.00	43.47	54.34
ES 5	B	88,385	3387.80	44.58	55.73
ES 5	C	90,563	3471.30	45.68	57.10

4. By deleting the table appearing in clause 12.4 and inserting the following:

	<b>Work Value Level</b>	<b>Minimum Annual Rate</b>	<b>Minimum Fortnightly Rate</b>	<b>Minimum Hourly Rate</b>	<b>Minimum Casual Hourly Rate</b>
		\$	\$	\$	\$
<b>Field worker (FW)</b>					
FW 1	1	49,452	1895.50	24.94	31.18
FW 2	2	50,448	1933.70	25.44	31.80
FW 3	3	51,922	1990.20	26.19	32.74

5. By deleting the table appearing in clause 15.1(a) and inserting the following:

<b>Allowance</b>	<b>Payable</b>	<b>% of standard rate (\$1989.90)</b>	<b>\$</b>
First aid	fortnightly	1.41	28.06
Stand by	per night	1.42	28.26
Stand by	per day and night	2.84	56.51

6. By deleting the table appearing in clause 33.1 and inserting the following:

<b>Position Title</b>	<b>Minimum Annual Rate</b>	<b>Minimum Fortnightly Rate</b>	<b>Minimum Hourly Rate</b>	<b>Minimum Casual Hourly Rate</b>
	\$	\$	\$	\$
Calltaker	51,778	1984.60	26.11	32.64
Dispatcher	60,487	2318.50	30.51	38.14
Team leader	69,020	2645.50	34.81	43.51

7. By deleting the table appearing in clause 33.2 and inserting the following:

<b>Position Title</b>	<b>Minimum Annual Rate</b>	<b>Minimum Fortnightly Rate</b>	<b>Minimum Hourly Rate</b>	<b>Minimum Casual Hourly Rate</b>
	\$	\$	\$	\$
Trainee officer	44,836	1718.60	22.61	28.26
Operational support officer	47,775	1831.20	24.09	30.11
Manager	65,207	2499.40	32.89	41.11

8. By deleting the table appearing in clause 38.2 and inserting the following:

<b>Classification</b>	<b>Minimum Annual Rate</b>	<b>Minimum Fortnightly Rate</b>	<b>Minimum Hourly Rate</b>	<b>Minimum Casual Hourly Rate</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Road Worker (RW)</b>				
RW 1-1	45,881	1758.60	23.14	28.93
RW 1-2	46,582	1785.50	23.49	29.36
RW 1-3	48,171	1846.40	24.29	30.36
RW 1-4	48,872	1873.30	24.65	30.81
RW 2-1	49,418	1894.20	24.92	31.15
RW 2-2	50,118	1921.00	25.28	31.60
RW 2-3	50,854	1949.20	25.65	32.06
RW 3-1	51,916	1989.90	26.18	32.73
RW 3-2	52,640	2017.70	26.55	33.19
RW 4-1	56,218	2154.80	28.35	35.44
RW 4-2	57,589	2207.40	29.04	36.30
RW 4-3	59,096	2265.10	29.80	37.25
<b>Works Manager (WM)</b>				
WM 1-1	60,950	2336.20	30.74	38.43
WM 1-2	62,034	2377.80	31.29	39.11
WM 1-3	63,549	2435.80	32.05	40.06
WM 2-1	65,640	2516.00	33.11	41.39
WM 2-2	67,065	2570.60	33.82	42.28
WM 2-3	68,495	2625.40	34.54	43.18
WM 3-1	70,941	2719.20	35.78	44.73
WM 3-2	72,597	2782.60	36.61	45.76
WM 3-3	74,259	2846.30	37.45	46.81
<b>Surveillance Manager (SM)</b>				
SM 1-1	60,950	2336.20	30.74	38.43
SM 1-2	62,034	2377.80	31.29	39.11
SM 1-3	63,549	2435.80	32.05	40.06
SM 2-1	65,640	2516.00	33.11	41.39
SM 2-2	67,065	2570.60	33.82	42.28
SM 2-3	68,495	2625.40	34.54	43.18
SM 3-1	70,941	2719.20	35.78	44.73
SM 3-2	72,597	2782.60	36.61	45.76
SM 3-3	74,259	2846.30	37.45	46.81

9. By deleting clause E.5 and inserting the following:

## **E.5 Minimum Wages**

### **E.5.1 Minimum wages for full-time traineeships**

#### **(a) Wage Level A**

Subject to clause E.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level A by Appendix E1 are:

	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per week</b>	<b>per week</b>	<b>per week</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	384.30	423.10	503.30
Plus 1 year out of school	423.10	503.30	585.70
Plus 2 years out of school	503.30	585.70	681.60
Plus 3 years out of school	585.70	681.60	780.40
Plus 4 years out of school	681.60	780.40	
Plus 5 or more years out of school	780.40		
Plus 1 year out of school	423.10	503.30	585.70
Plus 2 years out of school	503.30	585.70	681.60
Plus 3 years out of school	585.70	681.60	780.40
Plus 4 years out of school	681.60	780.40	
Plus 5 or more years out of school	780.40		

#### **(b) Wage Level B**

Subject to clause E.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level B by Appendix E1 are:

	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per week</b>	<b>per week</b>	<b>per week</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	384.30	423.10	490.50
Plus 1 year out of school	423.10	490.50	564.20
Plus 2 years out of school	490.50	564.20	661.80
Plus 3 years out of school	564.20	661.80	754.70



	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per week</b>	<b>per week</b>	<b>per week</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Plus 4 years out of school	661.80	754.70	
Plus 5 or more years out of school	754.70		
Plus 1 year out of school	423.10	490.50	564.20
Plus 2 years out of school	490.50	564.20	661.80
Plus 3 years out of school	564.20	661.80	754.70
Plus 4 years out of school	661.80	754.70	
Plus 5 or more years out of school	754.70		

**(c) Wage Level C**

Subject to clause E.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level C by Appendix E1 are:

	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per week</b>	<b>per week</b>	<b>per week</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	384.30	423.10	490.50
Plus 1 year out of school	423.10	490.50	554.70
Plus 2 years out of school	490.50	554.70	619.70
Plus 3 years out of school	554.70	619.70	690.20
Plus 4 years out of school	619.70	690.20	
Plus 5 or more years out of school	690.20		
Plus 1 year out of school	423.10	490.50	554.70
Plus 2 years out of school	490.50	554.70	619.70
Plus 3 years out of school	554.70	619.70	690.20
Plus 4 years out of school	619.70	690.20	
Plus 5 or more years out of school	690.20		

**(d) AQF Certificate Level IV traineeships**

(i) Subject to clause E.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level IV traineeship are the minimum wages for the relevant full-time AQF Certificate Level III traineeship with the addition of 3.8% to those minimum wages.

(ii) Subject to clause E.5.3 of this schedule, the minimum wages for an adult trainee undertaking a full-time AQF Certificate Level IV traineeship are

as follows, provided that the relevant wage level is that for the relevant AQF Certificate Level III traineeship:

Wage level	First year of traineeship	Second and subsequent years of traineeship
	per week	per week
	\$	\$
Wage level A	810.00	840.80
Wage level B	783.40	813.20
Wage level C	716.50	743.60
Wage level B	783.40	813.20
Wage level C	716.50	743.60

### E.5.2 Minimum wages for part-time traineeships

#### (a) Wage Level A

Subject to clauses E.5.2(f) and E.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level A by Appendix E1 are:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
School leaver	12.64	13.92	16.55
Plus 1 year out of school	13.92	16.55	19.27
Plus 2 years out of school	16.55	19.27	22.42
Plus 3 years out of school	19.27	22.42	25.68
Plus 4 years out of school	22.42	25.68	
Plus 5 or more years out of school	25.68		
Plus 1 year out of school	13.92	16.55	19.27
Plus 2 years out of school	16.55	19.27	22.42
Plus 3 years out of school	19.27	22.42	25.68
Plus 4 years out of school	22.42	25.68	
Plus 5 or more years out of school	25.68		

**(b) Wage Level B**

Subject to clauses E.5.2(f) and E.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level B by Appendix E1 are:

	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per hour</b>	<b>per hour</b>	<b>per hour</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	12.64	13.92	16.14
Plus 1 year out of school	13.92	16.14	18.56
Plus 2 years out of school	16.14	18.56	21.77
Plus 3 years out of school	18.56	21.77	24.83
Plus 4 years out of school	21.77	24.83	
Plus 5 or more years out of school	24.83		
Plus 1 year out of school	13.92	16.14	18.56
Plus 2 years out of school	16.14	18.56	21.77
Plus 3 years out of school	18.56	21.77	24.83
Plus 4 years out of school	21.77	24.83	
Plus 5 or more years out of school	24.83		

**(c) Wage Level C**

Subject to clauses E.5.2(f) and E.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level C by Appendix E1 are:

	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per hour</b>	<b>per hour</b>	<b>per hour</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	12.64	13.92	16.14
Plus 1 year out of school	13.92	16.14	18.24
Plus 2 years out of school	16.14	18.24	20.39
Plus 3 years out of school	18.24	20.39	22.70
Plus 4 years out of school	20.39	22.70	
Plus 5 or more years out of school	22.70		
Plus 1 year out of school	13.92	16.14	18.24
Plus 2 years out of school	16.14	18.24	20.39
Plus 3 years out of school	18.24	20.39	22.70
Plus 4 years out of school	20.39	22.70	

	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per hour</b>	<b>per hour</b>	<b>per hour</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Plus 5 or more years out of school	22.70		

**(d) School-based traineeships**

Subject to clauses E.5.2(f) and E.5.3 of this schedule, the minimum wages for a trainee undertaking a school-based AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Levels A, B or C by Appendix E1 are as follows when the trainee works ordinary hours:

<b>Year of schooling</b>	
<b>Year 11 or lower</b>	<b>Year 12</b>
<b>per hour</b>	<b>per hour</b>
<b>\$</b>	<b>\$</b>
12.64	13.92

**(e) AQF Certificate Level IV traineeships**

(i) Subject to clauses E.5.2(f) and E.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level IV traineeship are the minimum wages for the relevant part-time AQF Certificate Level III traineeship with the addition of 3.8% to those minimum wages.

(ii) Subject to clauses E.5.2(f) and E.5.3 of this schedule, the minimum wages for an adult trainee undertaking a part-time AQF Certificate Level IV traineeship are as follows, provided that the relevant wage level is that for the relevant AQF Certificate Level III traineeship:

<b>Wage level</b>	<b>First year of traineeship</b>	<b>Second and subsequent years of traineeship</b>
	<b>per hour</b>	<b>per hour</b>
	<b>\$</b>	<b>\$</b>
Wage level A	26.65	27.65
Wage level B	25.77	26.75
Wage level C	23.57	24.46
Wage level B	25.77	26.75
Wage level C	23.57	24.46

**(f) Calculating the actual minimum wage**

- (i) Where the full-time ordinary hours of work are not 38 or an average of 38 per week, the appropriate hourly minimum wage is obtained by multiplying the relevant minimum wage in clauses E.5.2(a)–(e) of this schedule by 38 and then dividing the figure obtained by the full-time ordinary hours of work per week.
- (ii) Where the approved training for a part-time traineeship is provided fully off-the-job by a registered training organisation, for example at school or at TAFE, the relevant minimum wage in clauses E.5.2(a)–(e) of this schedule applies to each ordinary hour worked by the trainee.
- (iii) Where the approved training for a part-time traineeship is undertaken solely on-the-job or partly on-the-job and partly off-the-job, the relevant minimum wage in clauses E.5.2(a)–(e) of this schedule minus 20% applies to each ordinary hour worked by the trainee.

**E.5.3 Other minimum wage provisions**

- (a) An employee who was employed by an employer immediately prior to becoming a trainee with that employer must not suffer a reduction in their minimum wage per week or per hour by virtue of becoming a trainee. Casual loadings will be disregarded when determining whether the employee has suffered a reduction in their minimum wage.
- (b) If a qualification is converted from an AQF Certificate Level II to an AQF Certificate Level III traineeship, or from an AQF Certificate Level III to an AQF Certificate Level IV traineeship, then the trainee must be paid the next highest minimum wage provided in this schedule, where a higher minimum wage is provided for the new AQF certificate level.

**E.5.4 Default wage rate**

The minimum wage for a trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate level are not allocated to a wage level by Appendix E1 is the relevant minimum wage under this schedule for a trainee undertaking an AQF Certificate to Level I–III traineeship whose training package and AQF certificate level are allocated to Wage Level B.

B. This determination comes into operation on 1 July 2023. 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 2023.

PRESIDENT