



# DETERMINATION

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

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

**ELECTRICAL POWER INDUSTRY AWARD 2020**  
[MA000088]

Electrical power industry

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

SYDNEY, 20 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 [[\[2023\] FWC FB 3500](#)], the above award is varied as follows:

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

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	\$	\$
<b>Pay level 1</b>		
Technical Grade 1	886.60	23.64
Administrative Grade 1	886.60	23.64
<b>Pay level 2</b>		
Technical Grade 2	940.80	25.09
Administrative Grade 2	940.80	25.09
Operations Grade 2	940.80	25.09

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
<b>Pay level 3</b>		
Technical Grade 3	995.60	26.55
Administrative Grade 3	995.60	26.55
Operations Grade 3	995.60	26.55
<b>Pay level 4</b>		
Technical Grade 4	1089.80	29.06
Administrative Grade 4	1089.80	29.06
<b>Pay level 5</b>		
Technical Grade 5	1186.00	31.63
Administrative Grade 5	1186.00	31.63
Professional/Manager/Specialist Grade 5	1186.00	31.63
Operations Grade 5	1186.00	31.63
<b>Pay level 6</b>		
Technical Grade 6	1281.90	34.18
Administrative Grade 6	1281.90	34.18
Operations Grade 6	1281.90	34.18
<b>Pay level 7</b>		
Technical Grade 7	1377.80	36.74
Professional/Manager/Specialist Grade 7	1377.80	36.74
Operations Grade 7	1377.80	36.74
<b>Pay level 8</b>		
Professional/Manager/Specialist Grade 8	1473.80	39.30
Operations Grade 8	1473.80	39.30
<b>Pay level 9</b>		
	1569.90	41.86
<b>Pay level 10</b>		
Professional/Manager/Specialist Grade 10	1665.80	44.42
Operations Grade 10	1665.80	44.42

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	\$	\$
<b>Pay level 11</b>		
Professional/Manager/Specialist Grade 11	1760.10	46.94

2. By deleting the year “2022” in clause 15.7(b) and inserting “2023”.
3. By deleting the amount “\$169.47” appearing in clause 17.2(a)(i) and inserting “\$179.21”.
4. By deleting the amount “\$244.79” appearing in clause 17.2(a)(ii) and inserting “\$258.86”.
5. By deleting the amount “\$17.89” appearing in clause 17.2(b)(i) and inserting “\$18.92”.
6. By deleting the amount “\$19.30” appearing in clause 17.2(c)(i) and inserting “\$20.41”.
7. By deleting the amount “\$65.91” appearing in clause 17.2(c)(ii) and inserting “\$69.69”.
8. By deleting the amount “\$103.57” appearing in clause 17.2(d) and inserting “\$109.52”.
9. By deleting the amount “\$80.03” appearing in clause 17.2(e)(i) and inserting “\$84.63”.
10. By deleting the amount “\$103.57” appearing in clause 17.2(f) and inserting “\$109.52”.
11. By deleting the amount “\$56.49” appearing in clause 17.2(g) and inserting “\$59.74”.
12. By deleting the table appearing in clause B.1.1 and inserting the following:

	<b>Ordinary hours</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>			
	<b>100%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>
	\$	\$	\$	\$
<b>Pay level 1</b>				
Technical Grade 1	23.64	35.46	47.28	59.10

	<b>Ordinary hours</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>			
	<b>100%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Administrative Grade 1	23.64	35.46	47.28	59.10
<b>Pay level 2</b>				
Technical Grade 2	25.09	37.64	50.18	62.73
Administrative Grade 2	25.09	37.64	50.18	62.73
Operations Grade 2	25.09	37.64	50.18	62.73
<b>Pay level 3</b>				
Technical Grade 3	26.55	39.83	53.10	66.38
Administrative Grade 3	26.55	39.83	53.10	66.38
Operations Grade 3	26.55	39.83	53.10	66.38
<b>Pay level 4</b>				
Technical Grade 4	29.06	43.59	58.12	72.65
Administrative Grade 4	29.06	43.59	58.12	72.65
<b>Pay level 5</b>				
Technical Grade 5	31.63	47.45	63.26	79.08
Administrative Grade 5	31.63	47.45	63.26	79.08
Professional/Manager/Specialist Grade 5	31.63	47.45	63.26	79.08
Operations Grade 5	31.63	47.45	63.26	79.08
<b>Pay level 6</b>				
Technical Grade 6	34.18	51.27	68.36	85.45
Administrative Grade 6	34.18	51.27	68.36	85.45
Operations Grade 6	34.18	51.27	68.36	85.45
<b>Pay level 7</b>				
Technical Grade 7	36.74	55.11	73.48	91.85
Professional/Manager/Specialist Grade 7	36.74	55.11	73.48	91.85
Operations Grade 7	36.74	55.11	73.48	91.85
<b>Pay level 8</b>				
Professional/Manager/Specialist Grade 8	39.30	58.95	78.60	98.25

	<b>Ordinary hours</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>			
	<b>100%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Operations Grade 8	39.30	58.95	78.60	98.25
<b>Pay level 9</b>	41.86	62.79	83.72	104.65
<b>Pay level 10</b>				
Professional/Manager/Specialist Grade 10	44.42	66.63	88.84	111.05
Operations Grade 10	44.42	66.63	88.84	111.05
<b>Pay level 11</b>				
Professional/Manager/Specialist Grade 11	46.94	70.41	93.88	117.35

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

	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Permanent night shift</b>
	<b>% of minimum hourly rate</b>		
	<b>116%</b>	<b>122.5%</b>	<b>130%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Pay level 1</b>			
Technical Grade 1	27.42	28.96	30.73
Administrative Grade 1	27.42	28.96	30.73
<b>Pay level 2</b>			
Technical Grade 2	29.10	30.74	32.62
Administrative Grade 2	29.10	30.74	32.62
Operations Grade 2	29.10	30.74	32.62
<b>Pay level 3</b>			
Technical Grade 3	30.80	32.52	34.52
Administrative Grade 3	30.80	32.52	34.52
Operations Grade 3	30.80	32.52	34.52
<b>Pay level 4</b>			
Technical Grade 4	33.71	35.60	37.78
Administrative Grade 4	33.71	35.60	37.78

	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Permanent night shift</b>
	<b>% of minimum hourly rate</b>		
	<b>116%</b>	<b>122.5%</b>	<b>130%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Pay level 5</b>			
Technical Grade 5	36.69	38.75	41.12
Administrative Grade 5	36.69	38.75	41.12
Professional/Manager/Specialist Grade 5	36.69	38.75	41.12
Operations Grade 5	36.69	38.75	41.12
<b>Pay level 6</b>			
Technical Grade 6	39.65	41.87	44.43
Administrative Grade 6	39.65	41.87	44.43
Operations Grade 6	39.65	41.87	44.43
<b>Pay level 7</b>			
Technical Grade 7	42.62	45.01	47.76
Professional/Manager/Specialist Grade 7	42.62	45.01	47.76
Operations Grade 7	42.62	45.01	47.76
<b>Pay level 8</b>			
Professional/Manager/Specialist Grade 8	45.59	48.14	51.09
Operations Grade 8	45.59	48.14	51.09
<b>Pay level 9</b>	48.56	51.28	54.42
<b>Pay level 10</b>			
Professional/Manager/Specialist Grade 10	51.53	54.41	57.75
Operations Grade 10	51.53	54.41	57.75
<b>Pay level 11</b>			
Professional/Manager/Specialist Grade 11	54.45	57.50	61.02

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
	<b>% of minimum hourly rate</b>				
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Pay level 1</b>					
Technical Grade 1	35.46	47.28	47.28	47.28	59.10
Administrative Grade 1	35.46	47.28	47.28	47.28	59.10
<b>Pay level 2</b>					
Technical Grade 2	37.64	50.18	50.18	50.18	62.73
Administrative Grade 2	37.64	50.18	50.18	50.18	62.73
Operations Grade 2	37.64	50.18	50.18	50.18	62.73
<b>Pay level 3</b>					
Technical Grade 3	39.83	53.10	53.10	53.10	66.38
Administrative Grade 3	39.83	53.10	53.10	53.10	66.38
Operations Grade 3	39.83	53.10	53.10	53.10	66.38
<b>Pay level 4</b>					
Technical Grade 4	43.59	58.12	58.12	58.12	72.65
Administrative Grade 4	43.59	58.12	58.12	58.12	72.65
<b>Pay level 5</b>					
Technical Grade 5	47.45	63.26	63.26	63.26	79.08
Administrative Grade 5	47.45	63.26	63.26	63.26	79.08
Professional/Manager/Specialist Grade 5	47.45	63.26	63.26	63.26	79.08
Operations Grade 5	47.45	63.26	63.26	63.26	79.08
<b>Pay level 6</b>					
Technical Grade 6	51.27	68.36	68.36	68.36	85.45
Administrative Grade 6	51.27	68.36	68.36	68.36	85.45
Operations Grade 6	51.27	68.36	68.36	68.36	85.45
<b>Pay level 7</b>					
Technical Grade 7	55.11	73.48	73.48	73.48	91.85

	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
	<b>% of minimum hourly rate</b>				
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Professional/Manager/Specialist Grade 7	55.11	73.48	73.48	73.48	91.85
Operations Grade 7	55.11	73.48	73.48	73.48	91.85
<b>Pay level 8</b>					
Professional/Manager/Specialist Grade 8	58.95	78.60	78.60	78.60	98.25
Operations Grade 8	58.95	78.60	78.60	78.60	98.25
<b>Pay level 9</b>	62.79	83.72	83.72	83.72	104.65
<b>Pay level 10</b>					
Professional/Manager/Specialist Grade 10	66.63	88.84	88.84	88.84	111.05
Operations Grade 10	66.63	88.84	88.84	88.84	111.05
<b>Pay level 11</b>					
Professional/Manager/Specialist Grade 11	70.41	93.88	93.88	93.88	117.35

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

	Ordinary hours	Saturday	Sunday	Public holiday
	<b>% of minimum hourly rate</b>			
	<b>125%</b>	<b>175%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Pay level 1</b>				
Technical Grade 1	29.55	41.37	53.19	65.01
Administrative Grade 1	29.55	41.37	53.19	65.01
<b>Pay level 2</b>				
Technical Grade 2	31.36	43.91	56.45	69.00
Administrative Grade 2	31.36	43.91	56.45	69.00
Operations Grade 2	31.36	43.91	56.45	69.00



	<b>Ordinary hours</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>			
	<b>125%</b>	<b>175%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Pay level 3</b>				
Technical Grade 3	33.19	46.46	59.74	73.01
Administrative Grade 3	33.19	46.46	59.74	73.01
Operations Grade 3	33.19	46.46	59.74	73.01
<b>Pay level 4</b>				
Technical Grade 4	36.33	50.86	65.39	79.92
Administrative Grade 4	36.33	50.86	65.39	79.92
<b>Pay level 5</b>				
Technical Grade 5	39.54	55.35	71.17	86.98
Administrative Grade 5	39.54	55.35	71.17	86.98
Professional/Manager/Specialist Grade 5	39.54	55.35	71.17	86.98
Operations Grade 5	39.54	55.35	71.17	86.98
<b>Pay level 6</b>				
Technical Grade 6	42.73	59.82	76.91	94.00
Administrative Grade 6	42.73	59.82	76.91	94.00
Operations Grade 6	42.73	59.82	76.91	94.00
<b>Pay level 7</b>				
Technical Grade 7	45.93	64.30	82.67	101.04
Professional/Manager/Specialist Grade 7	45.93	64.30	82.67	101.04
Operations Grade 7	45.93	64.30	82.67	101.04
<b>Pay level 8</b>				
Professional/Manager/Specialist Grade 8	49.13	68.78	88.43	108.08
Operations Grade 8	49.13	68.78	88.43	108.08
<b>Pay level 9</b>				
	52.33	73.26	94.19	115.12
<b>Pay level 10</b>				
Professional/Manager/Specialist Grade 10	55.53	77.74	99.95	122.16

	Ordinary hours	Saturday	Sunday	Public holiday
	<b>% of minimum hourly rate</b>			
	<b>125%</b>	<b>175%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Operations Grade 10	55.53	77.74	99.95	122.16
<b>Pay level 11</b>				
Professional/Manager/Specialist Grade 11	58.68	82.15	105.62	129.09

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

	Afternoon shift	Night shift	Permanent night shift
	<b>% of minimum hourly rate</b>		
	<b>141%</b>	<b>147.5%</b>	<b>155%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Pay level 1</b>			
Technical Grade 1	33.33	34.87	36.64
Administrative Grade 1	33.33	34.87	36.64
<b>Pay level 2</b>			
Technical Grade 2	35.38	37.01	38.89
Administrative Grade 2	35.38	37.01	38.89
Operations Grade 2	35.38	37.01	38.89
<b>Pay level 3</b>			
Technical Grade 3	37.44	39.16	41.15
Administrative Grade 3	37.44	39.16	41.15
Operations Grade 3	37.44	39.16	41.15
<b>Pay level 4</b>			
Technical Grade 4	40.97	42.86	45.04
Administrative Grade 4	40.97	42.86	45.04
<b>Pay level 5</b>			
Technical Grade 5	44.60	46.65	49.03
Administrative Grade 5	44.60	46.65	49.03
Professional/Manager/Specialist Grade 5	44.60	46.65	49.03

	Afternoon shift	Night shift	Permanent night shift
	<b>% of minimum hourly rate</b>		
	<b>141%</b>	<b>147.5%</b>	<b>155%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Operations Grade 5	44.60	46.65	49.03
<b>Pay level 6</b>			
Technical Grade 6	48.19	50.42	52.98
Administrative Grade 6	48.19	50.42	52.98
Operations Grade 6	48.19	50.42	52.98
<b>Pay level 7</b>			
Technical Grade 7	51.80	54.19	56.95
Professional/Manager/Specialist Grade 7	51.80	54.19	56.95
Operations Grade 7	51.80	54.19	56.95
<b>Pay level 8</b>			
Professional/Manager/Specialist Grade 8	55.41	57.97	60.92
Operations Grade 8	55.41	57.97	60.92
<b>Pay level 9</b>	59.02	61.74	64.88
<b>Pay level 10</b>			
Professional/Manager/Specialist Grade 10	62.63	65.52	68.85
Operations Grade 10	62.63	65.52	68.85
<b>Pay level 11</b>			
Professional/Manager/Specialist Grade 11	66.19	69.24	72.76

17. By deleting the amount “\$941.50” appearing in clause C.1.1 and inserting “\$995.60”.

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	179.21	per week

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Availability allowance—1 in 4 days or less	17.2(a)(ii)	26.0	258.86	per week
First aid allowance	17.2(b)(i)	1.9	18.92	per week
Power station allowance— Professional, managerial, specialist or administrative employees	17.2(c)(i)	2.05	20.41	per week
Power station allowance— Technical or operations employees	17.2(c)(ii)	7.0	69.69	per week
Open cut brown coal mine allowance	17.2(d)	11.0	109.52	per week
Briquette factory allowance	17.2(e)(i)	8.5	84.63	per week
Coal handling allowance	17.2(f)	11.0	109.52	per week
Transmission allowance— work on overhead/underground power lines or associated plant or equipment	17.2(g)	6.0	59.74	per week

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

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