



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2019–20
(C2020/1)

**ABORIGINAL COMMUNITY CONTROLLED HEALTH SERVICES
AWARD 2020**
[MA000115]

Indigenous organisations and services

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

MELBOURNE, XX JUNE 2020

Annual Wage Review 2019–20.

A. Further to the decision issued by the majority of the Expert Panel in the Annual Wage Review 2019–20 on 19 June 2020 [[2020] FWCFB 3500], the above award is varied as follows:

- By deleting the table appearing in clause 16.1(a) and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Grade 1		
Level 1	837.10	22.03
Level 2	897.00	23.61
Level 3	927.70	24.41
Grade 2		
Level 1	976.10	25.69

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Level 2	1027.20	27.03
Level 3	1077.10	28.34
Grade 3		
Level 1	1107.10	29.13
Level 2	1137.00	29.92
Level 3	1163.10	30.61
Grade 4		
Level 1	1190.90	31.34
Level 2	1218.90	32.08
Level 3	1248.40	32.85

2. By deleting the table appearing in clause 16.1(b) and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Grade 1		
Level 1	830.90	21.87
Level 2	833.90	21.94
Level 3	851.50	22.41
Level 4	863.60	22.73
Level 5	888.60	23.38
Grade 2		
Level 1	902.30	23.74
Level 2	918.20	24.16
Level 3	934.10	24.58
Level 4	947.70	24.94
Level 5	963.90	25.37
Grade 3		
Level 1	981.20	25.82

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Level 2	998.70	26.28
Level 3	1009.60	26.57
Level 4	1027.60	27.04
Grade 4		
Level 1	1043.60	27.46
Level 2	1068.80	28.13
Level 3	1087.90	28.63
Level 4	1108.10	29.16
Grade 5		
Level 1	1130.00	29.74
Level 2	1153.50	30.36
Level 3	1177.70	30.99
Grade 6		
Level 1	1191.30	31.35
Level 2	1213.70	31.94
Level 3	1238.90	32.60
Level 4	1286.40	33.85
Level 5	1324.80	34.86
Grade 7		
Level 1	1356.30	35.69
Level 2	1393.00	36.66
Grade 8		
Level 1	1407.20	37.03
Level 2	1443.30	37.98
Level 3	1491.80	39.26
Level 4	1527.10	40.19

3. By deleting the table appearing in clause 16.1(c) and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Dental Assistant		
Grade 1	792.20	20.85
Grade 2	808.50	21.28
Grade 3	825.20	21.72
Grade 4	877.60	23.09
Grade 5	907.30	23.88
Dental Therapist Grade 1		
Level 1	949.30	24.98
Level 2	974.20	25.64
Level 3	1005.50	26.46
Level 4	1044.30	27.48
Level 5	1095.70	28.83
Level 6	1146.30	30.17
Level 7	1185.20	31.19
Dental Therapist Grade 2		
Level 1	1202.00	31.63
Level 2	1229.10	32.34
Level 3	1255.30	33.03
Level 4	1277.80	33.63
Level 5	1306.60	34.38

4. By deleting the table appearing in clause 16.1(d) and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Cleaner	824.60	21.70
Driver—Grade 1	858.90	22.60
Driver—Grade 2	881.40	23.19
Caretaker	881.40	23.19

5. By deleting the year “2019” in clause 16.5(b) and inserting “2020”.
6. By deleting the table appearing in clause 18.2(a)(ii) and inserting the following:

Level	\$ per annum
Level 1	2019.84
Level 2	4042.81

7. By deleting the amount "\$18.90" appearing in clause 20.6(a)(i) and inserting "\$19.23".
8. By deleting the amount "\$37.80" appearing in clause 20.6(a)(ii) and inserting "\$38.46".
9. By deleting the table appearing in clause B.1.1 and inserting the following:

	All employees	Shiftworkers				All employees	
	Ordinary hours	Outside normal span of hours¹	Continuous night shift²	Saturday	Sunday	Public holiday	Public holiday
	% of minimum hourly rate						
	100%	115%	130%	150%	200%	150% plus one day off³	250%
	\$	\$	\$	\$	\$	\$	\$
Grade 1							
Level 1	22.03	25.33	28.64	33.05	44.06	33.05	55.08
Level 2	23.61	27.15	30.69	35.42	47.22	35.42	59.03
Level 3	24.41	28.07	31.73	36.62	48.82	36.62	61.03

	All employees	Shiftworkers				All employees	
	Ordinary hours	Outside normal span of hours ¹	Continuous night shift ²	Saturday	Sunday	Public holiday	Public holiday
	% of minimum hourly rate						
	100%	115%	130%	150%	200%	150% plus one day off ³	250%
	\$	\$	\$	\$	\$	\$	\$
Grade 2							
Level 1	25.69	29.54	33.40	38.54	51.38	38.54	64.23
Level 2	27.03	31.08	35.14	40.55	54.06	40.55	67.58
Level 3	28.34	32.59	36.84	42.51	56.68	42.51	70.85
Grade 3							
Level 1	29.13	33.50	37.87	43.70	58.26	43.70	72.83
Level 2	29.92	34.41	38.90	44.88	59.84	44.88	74.80
Level 3	30.61	35.20	39.79	45.92	61.22	45.92	76.53
Grade 4							
Level 1	31.34	36.04	40.74	47.01	62.68	47.01	78.35
Level 2	32.08	36.89	41.70	48.12	64.16	48.12	80.20
Level 3	32.85	37.78	42.71	49.28	65.70	49.28	82.13

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

	Employees other than shiftworkers		Shiftworkers - broken shifts		All employees	
	Outside the span of hours ¹	Outside the span of hours ¹	Outside a spread of 9 hours ²	Outside a spread of 12 hours ³	Excess hours ⁴	
	First 2 hours	After 2 hours			First 2 hours	After 2 hours
	% of minimum hourly rate					
	150%	200%	150%	200%	150%	200%
	\$	\$	\$	\$	\$	\$
Grade 1						
Level 1	33.05	44.06	33.05	44.06	33.05	44.06

	Employees other than shiftworkers		Shiftworkers - broken shifts		All employees	
	Outside the span of hours ¹	Outside the span of hours ¹	Outside a spread of 9 hours ²	Outside a spread of 12 hours ³	Excess hours ⁴	
	First 2 hours	After 2 hours			First 2 hours	After 2 hours
	% of minimum hourly rate					
	150%	200%	150%	200%	150%	200%
	\$	\$	\$	\$	\$	\$
Level 2	35.42	47.22	35.42	47.22	35.42	47.22
Level 3	36.62	48.82	36.62	48.82	36.62	48.82
Grade 2						
Level 1	38.54	51.38	38.54	51.38	38.54	51.38
Level 2	40.55	54.06	40.55	54.06	40.55	54.06
Level 3	42.51	56.68	42.51	56.68	42.51	56.68
Grade 3						
Level 1	43.70	58.26	43.70	58.26	43.70	58.26
Level 2	44.88	59.84	44.88	59.84	44.88	59.84
Level 3	45.92	61.22	45.92	61.22	45.92	61.22
Grade 4						
Level 1	47.01	62.68	47.01	62.68	47.01	62.68
Level 2	48.12	64.16	48.12	64.16	48.12	64.16
Level 3	49.28	65.70	49.28	65.70	49.28	65.70

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

	All employees	Shiftworkers				All employees
	Day	Outside normal span of hours¹	Continuous night shift²	Saturday	Sunday	Public holiday
	% of minimum hourly rate					
	125%	140%	155%	175%	225%	150%
	\$	\$	\$	\$	\$	\$
Grade 1						
Level 1	27.54	30.84	34.15	38.55	49.57	33.05
Level 2	29.51	33.05	36.60	41.32	53.12	35.42
Level 3	30.51	34.17	37.84	42.72	54.92	36.62
Grade 2						
Level 1	32.11	35.97	39.82	44.96	57.80	38.54
Level 2	33.79	37.84	41.90	47.30	60.82	40.55
Level 3	35.43	39.68	43.93	49.60	63.77	42.51
Grade 3						
Level 1	36.41	40.78	45.15	50.98	65.54	43.70
Level 2	37.40	41.89	46.38	52.36	67.32	44.88
Level 3	38.26	42.85	47.45	53.57	68.87	45.92
Grade 4						
Level 1	39.18	43.88	48.58	54.85	70.52	47.01
Level 2	40.10	44.91	49.72	56.14	72.18	48.12
Level 3	41.06	45.99	50.92	57.49	73.91	49.28

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

	All employees	Shiftworkers				All employees	
	Ordinary hours	Outside normal span of hours ¹	Continuous night shift ²	Saturday	Sunday	Public holiday	Public holiday
% of minimum hourly rate							
	100%	115%	130%	150%	200%	150% plus one day off ³	250%
	\$	\$	\$	\$	\$	\$	\$
Grade 1							
Level 1	21.87	25.15	28.43	32.81	43.74	32.81	54.68
Level 2	21.94	25.23	28.52	32.91	43.88	32.91	54.85
Level 3	22.41	25.77	29.13	33.62	44.82	33.62	56.03
Level 4	22.73	26.14	29.55	34.10	45.46	34.10	56.83
Level 5	23.38	26.89	30.39	35.07	46.76	35.07	58.45
Grade 2							
Level 1	23.74	27.30	30.86	35.61	47.48	35.61	59.35
Level 2	24.16	27.78	31.41	36.24	48.32	36.24	60.40
Level 3	24.58	28.27	31.95	36.87	49.16	36.87	61.45
Level 4	24.94	28.68	32.42	37.41	49.88	37.41	62.35
Level 5	25.37	29.18	32.98	38.06	50.74	38.06	63.43
Grade 3							
Level 1	25.82	29.69	33.57	38.73	51.64	38.73	64.55
Level 2	26.28	30.22	34.16	39.42	52.56	39.42	65.70
Level 3	26.57	30.56	34.54	39.86	53.14	39.86	66.43
Level 4	27.04	31.10	35.15	40.56	54.08	40.56	67.60
Grade 4							
Level 1	27.46	31.58	35.70	41.19	54.92	41.19	68.65
Level 2	28.13	32.35	36.57	42.20	56.26	42.20	70.33
Level 3	28.63	32.92	37.22	42.95	57.26	42.95	71.58
Level 4	29.16	33.53	37.91	43.74	58.32	43.74	72.90
Grade 5							

	All employees	Shiftworkers				All employees	
	Ordinary hours	Outside normal span of hours¹	Continuou s night shift²	Saturda y	Sunda y	Public holiday	Public holiday
% of minimum hourly rate							
	100%	115%	130%	150%	200%	150% plus one day off³	250%
	\$	\$	\$	\$	\$	\$	\$
Level 1	29.74	34.20	38.66	44.61	59.48	44.61	74.35
Level 2	30.36	34.91	39.47	45.54	60.72	45.54	75.90
Level 3	30.99	35.64	40.29	46.49	61.98	46.49	77.48
Grade 6							
Level 1	31.35	36.05	40.76	47.03	62.70	47.03	78.38
Level 2	31.94	36.73	41.52	47.91	63.88	47.91	79.85
Level 3	32.60	37.49	42.38	48.90	65.20	48.90	81.50
Level 4	33.85	38.93	44.01	50.78	67.70	50.78	84.63
Level 5	34.86	40.09	45.32	52.29	69.72	52.29	87.15
Grade 7							
Level 1	35.69	41.04	46.40	53.54	71.38	53.54	89.23
Level 2	36.66	42.16	47.66	54.99	73.32	54.99	91.65
Grade 8							
Level 1	37.03	42.58	48.14	55.55	74.06	55.55	92.58
Level 2	37.98	43.68	49.37	56.97	75.96	56.97	94.95
Level 3	39.26	45.15	51.04	58.89	78.52	58.89	98.15
Level 4	40.19	46.22	52.25	60.29	80.38	60.29	100.48

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

	Employees other than shiftworkers		Shiftworkers - broken shifts		All employees	
	Outside the span of hours ¹	Outside the span of hours ¹	Outside a spread of 9 hours ²	Outside a spread of 12 hours ³	Excess hours ⁴	
					First 2 hours	After 2 hours
% of minimum hourly rate						
	150%	200%	150%	200%	150%	200%
	\$	\$	\$	\$	\$	\$
Grade 1						
Level 1	32.81	43.74	32.81	43.74	32.81	43.74
Level 2	32.91	43.88	32.91	43.88	32.91	43.88
Level 3	33.62	44.82	33.62	44.82	33.62	44.82
Level 4	34.10	45.46	34.10	45.46	34.10	45.46
Level 5	35.07	46.76	35.07	46.76	35.07	46.76
Grade 2						
Level 1	35.61	47.48	35.61	47.48	35.61	47.48
Level 2	36.24	48.32	36.24	48.32	36.24	48.32
Level 3	36.87	49.16	36.87	49.16	36.87	49.16
Level 4	37.41	49.88	37.41	49.88	37.41	49.88
Level 5	38.06	50.74	38.06	50.74	38.06	50.74
Grade 3						
Level 1	38.73	51.64	38.73	51.64	38.73	51.64
Level 2	39.42	52.56	39.42	52.56	39.42	52.56
Level 3	39.86	53.14	39.86	53.14	39.86	53.14
Level 4	40.56	54.08	40.56	54.08	40.56	54.08
Grade 4						
Level 1	41.19	54.92	41.19	54.92	41.19	54.92
Level 2	42.20	56.26	42.20	56.26	42.20	56.26
Level 3	42.95	57.26	42.95	57.26	42.95	57.26
Level 4	43.74	58.32	43.74	58.32	43.74	58.32
Grade 5						
Level 1	44.61	59.48	44.61	59.48	44.61	59.48

	Employees other than shiftworkers		Shiftworkers - broken shifts		All employees	
	Outside the span of hours ¹	Outside the span of hours ¹	Outside a spread of 9 hours ²	Outside a spread of 12 hours ³	Excess hours ⁴	
	First 2 hours	After 2 hours			First 2 hours	After 2 hours
	% of minimum hourly rate					
	150%	200%	150%	200%	150%	200%
	\$	\$	\$	\$	\$	\$
Level 2	45.54	60.72	45.54	60.72	45.54	60.72
Level 3	46.49	61.98	46.49	61.98	46.49	61.98
Grade 6						
Level 1	47.03	62.70	47.03	62.70	47.03	62.70
Level 2	47.91	63.88	47.91	63.88	47.91	63.88
Level 3	48.90	65.20	48.90	65.20	48.90	65.20
Level 4	50.78	67.70	50.78	67.70	50.78	67.70
Level 5	52.29	69.72	52.29	69.72	52.29	69.72
Grade 7						
Level 1	53.54	71.38	53.54	71.38	53.54	71.38
Level 2	54.99	73.32	54.99	73.32	54.99	73.32
Grade 8						
Level 1	55.55	74.06	55.55	74.06	55.55	74.06
Level 2	56.97	75.96	56.97	75.96	56.97	75.96
Level 3	58.89	78.52	58.89	78.52	58.89	78.52
Level 4	60.29	80.38	60.29	80.38	60.29	80.38

14. By deleting the table appearing in clause B.2.3 and inserting the following:

	All employees	Shiftworkers				All employees
	Day	Outside normal span of hours¹	Continuous night shift²	Saturday	Sunday	Public holiday
% of minimum hourly rate						
	125%	140%	155%	175%	225%	150%
	\$	\$	\$	\$	\$	\$
Grade 1						
Level 1	27.34	30.62	33.90	38.27	49.21	32.81
Level 2	27.43	30.72	34.01	38.40	49.37	32.91
Level 3	28.01	31.37	34.74	39.22	50.42	33.62
Level 4	28.41	31.82	35.23	39.78	51.14	34.10
Level 5	29.23	32.73	36.24	40.92	52.61	35.07
Grade 2						
Level 1	29.68	33.24	36.80	41.55	53.42	35.61
Level 2	30.20	33.82	37.45	42.28	54.36	36.24
Level 3	30.73	34.41	38.10	43.02	55.31	36.87
Level 4	31.18	34.92	38.66	43.65	56.12	37.41
Level 5	31.71	35.52	39.32	44.40	57.08	38.06
Grade 3						
Level 1	32.28	36.15	40.02	45.19	58.10	38.73
Level 2	32.85	36.79	40.73	45.99	59.13	39.42
Level 3	33.21	37.20	41.18	46.50	59.78	39.86
Level 4	33.80	37.86	41.91	47.32	60.84	40.56
Grade 4						
Level 1	34.33	38.44	42.56	48.06	61.79	41.19
Level 2	35.16	39.38	43.60	49.23	63.29	42.20
Level 3	35.79	40.08	44.38	50.10	64.42	42.95
Level 4	36.45	40.82	45.20	51.03	65.61	43.74
Grade 5						
Level 1	37.18	41.64	46.10	52.05	66.92	44.61
Level 2	37.95	42.50	47.06	53.13	68.31	45.54

	All employees	Shiftworkers				All employees
	Day	Outside normal span of hours¹	Continuous night shift²	Saturday	Sunday	Public holiday
% of minimum hourly rate						
	125%	140%	155%	175%	225%	150%
	\$	\$	\$	\$	\$	\$
Level 3	38.74	43.39	48.03	54.23	69.73	46.49
Grade 6						
Level 1	39.19	43.89	48.59	54.86	70.54	47.03
Level 2	39.93	44.72	49.51	55.90	71.87	47.91
Level 3	40.75	45.64	50.53	57.05	73.35	48.90
Level 4	42.31	47.39	52.47	59.24	76.16	50.78
Level 5	43.58	48.80	54.03	61.01	78.44	52.29
Grade 7						
Level 1	44.61	49.97	55.32	62.46	80.30	53.54
Level 2	45.83	51.32	56.82	64.16	82.49	54.99
Grade 8						
Level 1	46.29	51.84	57.40	64.80	83.32	55.55
Level 2	47.48	53.17	58.87	66.47	85.46	56.97
Level 3	49.08	54.96	60.85	68.71	88.34	58.89
Level 4	50.24	56.27	62.29	70.33	90.43	60.29

15. By deleting the table appearing in clause B.3.1 and inserting the following:

	All employees	Shiftworkers				All employees	
	Ordinary hours	Outside normal span of hours¹	Continuous night shift²	Saturday	Sunday	Public holiday	Public holiday
% of minimum hourly rate							
	100%	115%	130%	150%	200%	150% plus one day off³	250%
	\$	\$	\$	\$	\$	\$	\$

	All employees	Shiftworkers				All employees	
	Ordinary hours	Outside normal span of hours ¹	Continuous night shift ²	Saturday	Sunday	Public holiday	Public holiday
% of minimum hourly rate							
	100%	115%	130%	150%	200%	150% plus one day off ³	250%
Dental Assistant							
Grade 1	20.85	23.98	27.11	31.28	41.70	31.28	52.13
Grade 2	21.28	24.47	27.66	31.92	42.56	31.92	53.20
Grade 3	21.72	24.98	28.24	32.58	43.44	32.58	54.30
Grade 4	23.09	26.55	30.02	34.64	46.18	34.64	57.73
Grade 5	23.88	27.46	31.04	35.82	47.76	35.82	59.70
Dental Therapist Grade 1							
Level 1	24.98	28.73	32.47	37.47	49.96	37.47	62.45
Level 2	25.64	29.49	33.33	38.46	51.28	38.46	64.10
Level 3	26.46	30.43	34.40	39.69	52.92	39.69	66.15
Level 4	27.48	31.60	35.72	41.22	54.96	41.22	68.70
Level 5	28.83	33.15	37.48	43.25	57.66	43.25	72.08
Level 6	30.17	34.70	39.22	45.26	60.34	45.26	75.43
Level 7	31.19	35.87	40.55	46.79	62.38	46.79	77.98
Dental Therapist Grade 2							
Level 1	31.63	36.37	41.12	47.45	63.26	47.45	79.08
Level 2	32.34	37.19	42.04	48.51	64.68	48.51	80.85
Level 3	33.03	37.98	42.94	49.55	66.06	49.55	82.58
Level 4	33.63	38.67	43.72	50.45	67.26	50.45	84.08
Level 5	34.38	39.54	44.69	51.57	68.76	51.57	85.95

16. By deleting the table appearing in clause B.3.2 and inserting the following:

	Employees other than shiftworkers		Shiftworkers - broken shifts		All employees	
	Outside the span of hours¹	Outside the span of hours¹	Outside a spread of 9 hours²	Outside a spread of 12 hours³	Excess hours⁴	
	First 2 hours	After 2 hours			First 2 hours	After 2 hours
	% of minimum hourly rate					
	150%	200%	150%	200%	150%	200%
	\$	\$	\$	\$	\$	\$
Dental Assistant						
Grade 1	31.28	41.70	31.28	41.70	31.28	41.70
Grade 2	31.92	42.56	31.92	42.56	31.92	42.56
Grade 3	32.58	43.44	32.58	43.44	32.58	43.44
Grade 4	34.64	46.18	34.64	46.18	34.64	46.18
Grade 5	35.82	47.76	35.82	47.76	35.82	47.76
Dental Therapist Grade 1						
Level 1	37.47	49.96	37.47	49.96	37.47	49.96
Level 2	38.46	51.28	38.46	51.28	38.46	51.28
Level 3	39.69	52.92	39.69	52.92	39.69	52.92
Level 4	41.22	54.96	41.22	54.96	41.22	54.96
Level 5	43.25	57.66	43.25	57.66	43.25	57.66
Level 6	45.26	60.34	45.26	60.34	45.26	60.34
Level 7	46.79	62.38	46.79	62.38	46.79	62.38
Dental Therapist Grade 2						
Level 1	47.45	63.26	47.45	63.26	47.45	63.26
Level 2	48.51	64.68	48.51	64.68	48.51	64.68

	Employees other than shiftworkers		Shiftworkers - broken shifts		All employees	
	Outside the span of hours¹	Outside the span of hours¹	Outside a spread of 9 hours²	Outside a spread of 12 hours³	Excess hours⁴	
	First 2 hours	After 2 hours			First 2 hours	After 2 hours
	% of minimum hourly rate					
	150%	200%	150%	200%	150%	200%
	\$	\$	\$	\$	\$	\$
Level 3	49.55	66.06	49.55	66.06	49.55	66.06
Level 4	50.45	67.26	50.45	67.26	50.45	67.26
Level 5	51.57	68.76	51.57	68.76	51.57	68.76

17. By deleting the table appearing in clause B.3.3 and inserting the following:

	All employees	Shiftworkers				All employees
	Day	Outside normal span of hours¹	Continuous night shift²	Saturday	Sunday	Public holiday
	% of minimum hourly rate					
	125%	140%	155%	175%	225%	150%
	\$	\$	\$	\$	\$	\$
Dental Assistant						
Grade 1	26.06	29.19	32.32	36.49	46.91	31.28
Grade 2	26.60	29.79	32.98	37.24	47.88	31.92
Grade 3	27.15	30.41	33.67	38.01	48.87	32.58
Grade 4	28.86	32.33	35.79	40.41	51.95	34.64
Grade 5	29.85	33.43	37.01	41.79	53.73	35.82
Dental Therapist Grade 1						
Level 1	31.23	34.97	38.72	43.72	56.21	37.47
Level 2	32.05	35.90	39.74	44.87	57.69	38.46

	All employees	Shiftworkers				All employees
	Day	Outside normal span of hours¹	Continuous night shift²	Saturday	Sunday	Public holiday
	% of minimum hourly rate					
	125%	140%	155%	175%	225%	150%
	\$	\$	\$	\$	\$	\$
Level 3	33.08	37.04	41.01	46.31	59.54	39.69
Level 4	34.35	38.47	42.59	48.09	61.83	41.22
Level 5	36.04	40.36	44.69	50.45	64.87	43.25
Level 6	37.71	42.24	46.76	52.80	67.88	45.26
Level 7	38.99	43.67	48.34	54.58	70.18	46.79
Dental Therapist Grade 2						
Level 1	39.54	44.28	49.03	55.35	71.17	47.45
Level 2	40.43	45.28	50.13	56.60	72.77	48.51
Level 3	41.29	46.24	51.20	57.80	74.32	49.55
Level 4	42.04	47.08	52.13	58.85	75.67	50.45
Level 5	42.98	48.13	53.29	60.17	77.36	51.57

18. By deleting the table appearing in clause B.4.1 and inserting the following:

	All employees	Shiftworkers				All employees	
	Ordinary hours	Outside normal span of hours¹	Continuous night shift²	Saturday	Sunday	Public holiday	Public holiday
	% of minimum hourly rate						
	100%	115%	130%	150%	200%	150% plus one day off³	250%
	\$	\$	\$	\$	\$	\$	\$
Cleaner	21.70	24.96	28.21	32.55	43.40	32.55	54.25
Driver—Grade 1	22.60	25.99	29.38	33.90	45.20	33.90	56.50

	All employees	Shiftworkers				All employees	
	Ordinary hours	Outside normal span of hours ¹	Continuous night shift ²	Saturday	Sunday	Public holiday	Public holiday
	% of minimum hourly rate						
	100%	115%	130%	150%	200%	150% plus one day off ³	250%
Driver—Grade 2	23.19	26.67	30.15	34.79	46.38	34.79	57.98
Caretaker	23.19	26.67	30.15	34.79	46.38	34.79	57.98

19. By deleting the table appearing in clause B.4.2 and inserting the following:

	Employees other than shiftworkers		Shiftworkers - broken shifts		All employees	
	Outside the span of hours ¹	Outside the span of hours ¹	Outside a spread of 9 hours ²	Outside a spread of 12 hours ³	Excess hours ⁴	
	First 2 hours	After 2 hours			First 2 hours	After 2 hours
	% of minimum hourly rate					
	150%	200%	150%	200%	150%	200%
	\$	\$	\$	\$	\$	\$
Cleaner	32.55	43.40	32.55	43.40	32.55	43.40
Driver—Grade 1	33.90	45.20	33.90	45.20	33.90	45.20
Driver—Grade 2	34.79	46.38	34.79	46.38	34.79	46.38
Caretaker	34.79	46.38	34.79	46.38	34.79	46.38

20. By deleting the table appearing in clause B.4.3 and inserting the following:

	All employees	Shiftworkers				All employees
	Day	Outside normal span of hours¹	Continuous night shift²	Saturday	Sunday	Public holiday
	% of minimum hourly rate					
	125%	140%	155%	175%	225%	150%
	\$	\$	\$	\$	\$	\$
Cleaner	27.13	30.38	33.64	37.98	48.83	32.55
Driver— Grade 1	28.25	31.64	35.03	39.55	50.85	33.90
Driver— Grade 2	28.99	32.47	35.94	40.58	52.18	34.79
Caretaker	28.99	32.47	35.94	40.58	52.18	34.79

21. By deleting the amount “\$959.30” appearing in clause C.1.1 and inserting “\$976.10”.

22. By deleting the table appearing in clause C.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
Bilingual qualification allowance—Level 1	18.2(a)(ii)	206.93	2019.84	per annum
Bilingual qualification allowance—Level 2	18.2(a)(ii)	414.18	4042.81	per annum
On-call and recall allowances—After ordinary working hours—other than public holiday	20.6(a)(i)	1.97	19.23	per any 24 hour period or part thereof
On-call and recall allowances—Public holiday	20.6(a)(ii)	3.94	38.46	per any 24 hour period or part thereof

B. This determination comes into operation on 1 July 2020. 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 2020.

PRESIDENT