



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2019–20 (C2020/1)

ANIMAL CARE AND VETERINARY SERVICES AWARD 2020 [MA000118]

Animal care and veterinary 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:

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

Classification	Minimum annual salary	Minimum hourly rate
	\$	\$
Inspector Level 1	52,991	26.82
Inspector Level 2	55,907	28.29
Senior Inspector Level 3	60,402	30.57

2. By deleting the table appearing in clause 15.2 and inserting the following:

Classification	Minimum weekly rate \$ (full-time employee)	Minimum hourly rate \$
Introductory level	753.80	19.84

Classification	Minimum weekly rate \$ (full-time employee)	Minimum hourly rate \$
Level 1	775.40	20.41
Level 2	841.10	22.13
Level 3	877.60	23.09
Level 4	957.60	25.20
Level 5—Practice manager	1006.10	26.48

3. By deleting the table appearing in clause 15.3 and inserting the following:

Classification	Minimum annual salary \$	Minimum hourly rate \$
Level 1A	52,991	26.82
Level 1B	55,907	28.29
Level 2	60,402	30.57
Level 3	66,358	33.58
Level 4	74,956	37.93

4. By deleting the year “2019” in clause 15.6(b) and inserting “2020”.

5. By deleting the amount “\$13.80” appearing in clause 16.2(a) and inserting “\$14.04”.

6. By deleting the amount “\$16.91” appearing in clause 16.2(b) and inserting “\$17.20”.

7. By deleting the amount “\$17.85” appearing in clause 16.2(c)(i) and inserting “\$18.17”.

8. By deleting the amount “\$26.82” appearing in clause 16.2(c)(ii) and inserting “\$27.29”.

9. By deleting the amount “\$31.22” appearing in clause 16.2(c)(iii) and inserting “\$31.77”.

10. By deleting the amount “\$43.64” appearing in clause 16.3(a) and inserting “\$44.41”.

11. By deleting the table appearing in clause B.1.1 and inserting the following:

Classification	Minimum hourly rate	Saturday after 1.00 pm		Sunday	Public holiday
		First 3 hours	After 3 hours		
	% of minimum hourly rate				
	100%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
Inspector Level 1	26.82	40.23	53.64	53.64	67.05

Classification	Minimum hourly rate	Saturday after 1.00 pm		Sunday	Public holiday
		First 3 hours	After 3 hours		
% of minimum hourly rate					
	100%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
Inspector Level 2	28.29	42.44	56.58	56.58	70.73
Senior Inspector Level 3	30.57	45.86	61.14	61.14	76.43

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

Classification	Monday to Friday		Saturday	Sunday	Public holiday
	Morning shift ¹ and afternoon shift ²	Night shift ³			
% of minimum hourly rate					
	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$
Inspector Level 1	30.84	34.87	40.23	53.64	67.05
Inspector Level 2	32.53	36.78	42.44	56.58	70.73
Senior Inspector Level 3	35.16	39.74	45.86	61.14	76.43

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

Classification	Monday to Saturday		Sunday – all day
	First 3 hours	After 3 hours	
% of minimum hourly rate			
	150%	200%	200%
	\$	\$	\$
Inspector Level 1	40.23	53.64	53.64
Inspector Level 2	42.44	56.58	56.58
Senior Inspector Level 3	45.86	61.14	61.14

14. By deleting the table appearing in clause B.1.4 and inserting the following:

Classification	Minimum hourly rate	Saturday after 1.00 pm		Sunday	Public holiday
		First 3 hours	After 3 hours		
% of minimum hourly rate					
	100%	150%	200%	200%	250%

	\$	\$	\$	\$	\$
Introductory level	19.84	29.76	39.68	39.68	49.60
Level 1	20.41	30.62	40.82	40.82	51.03
Level 2	22.13	33.20	44.26	44.26	55.33
Level 3	23.09	34.64	46.18	46.18	57.73
Level 4	25.20	37.80	50.40	50.40	63.00
Level 5—Practice manager	26.48	39.72	52.96	52.96	66.20

15. By deleting the table appearing in clause B.1.5 and inserting the following:

Classification	Monday to Friday		Saturday	Sunday	Public holiday
	Morning shift ¹ and afternoon shift ²	Night shift ³			
	% of minimum hourly rate				
	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$
Introductory level	22.82	25.79	29.76	39.68	49.60
Level 1	23.47	26.53	30.62	40.82	51.03
Level 2	25.45	28.77	33.20	44.26	55.33
Level 3	26.55	30.02	34.64	46.18	57.73
Level 4	28.98	32.76	37.80	50.40	63.00
Level 5—Practice manager	30.45	34.42	39.72	52.96	66.20

16. By deleting the table appearing in clause B.1.6 and inserting the following:

Classification	Monday to Saturday		Sunday – all day
	First 3 hours	After 3 hours	
	% of minimum hourly rate		
	150%	200%	200%
	\$	\$	\$
Introductory level	29.76	39.68	39.68
Level 1	30.62	40.82	40.82
Level 2	33.20	44.26	44.26
Level 3	34.64	46.18	46.18
Level 4	37.80	50.40	50.40
Level 5—Practice manager	39.72	52.96	52.96

17. By deleting the table appearing in clause B.1.7 and inserting the following:

Classification	Minimum hourly rate	Public holiday¹
	% of minimum hourly rate	
	100%	200%
	\$	\$
Level 1A	26.82	53.64
Level 1B	28.29	56.58
Level 2	30.57	61.14
Level 3	33.58	67.16
Level 4	37.93	75.86

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

Classification	Casual hourly rate	Saturday after 1.00 pm		Sunday	Public holiday
		First 3 hours	After 3 hours		
	% of minimum hourly rate				
	125%	175%	225%	225%	275%
	\$	\$	\$	\$	\$
Inspector Level 1	33.53	46.94	60.35	60.35	73.76
Inspector Level 2	35.36	49.51	63.65	63.65	77.80
Senior Inspector Level 3	38.21	53.50	68.78	68.78	84.07

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

Classification	Monday to Friday		Saturday	Sunday	Public holiday
	Morning shift¹ and afternoon shift²	Night shift³			
	% of minimum hourly rate				
	140%	155%	175%	225%	275%
	\$	\$	\$	\$	\$
Inspector Level 1	37.55	41.57	46.94	60.35	73.76
Inspector Level 2	39.61	43.85	49.51	63.65	77.80
Senior Inspector Level 3	42.80	47.38	53.50	68.78	84.07

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

Classification	Casual hourly rate	Saturday after 1.00 pm		Sunday	Public holiday
		First 3 hours	After 3 hours		
	% of minimum hourly rate				
	125%	175%	225%	225%	275%
	\$	\$	\$	\$	\$
Introductory level	24.80	34.72	44.64	44.64	54.56
Level 1	25.51	35.72	45.92	45.92	56.13
Level 2	27.66	38.73	49.79	49.79	60.86
Level 3	28.86	40.41	51.95	51.95	63.50
Level 4	31.50	44.10	56.70	56.70	69.30
Level 5—Practice manager	33.10	46.34	59.58	59.58	72.82

21. By deleting the table appearing in clause B.2.4 and inserting the following:

Classification	Monday to Friday		Saturday	Sunday	Public holiday
	Morning shift ¹ and afternoon shift ²	Night shift ³			
	% of minimum hourly rate				
	140%	155%	175%	225%	275%
	\$	\$	\$	\$	\$
Introductory level	27.78	30.75	34.72	44.64	54.56
Level 1	28.57	31.64	35.72	45.92	56.13
Level 2	30.98	34.30	38.73	49.79	60.86
Level 3	32.33	35.79	40.41	51.95	63.50
Level 4	35.28	39.06	44.10	56.70	69.30
Level 5—Practice manager	37.07	41.04	46.34	59.58	72.82

22. By deleting the table appearing in clause B.2.5 and inserting the following:

Classification	Casual hourly rate	Public holiday ¹
	% of minimum hourly rate	
	125%	225%
	\$	\$
Level 1A	33.53	60.35
Level 1B	35.36	63.65
Level 2	38.21	68.78

Classification	Casual hourly rate	Public holiday¹
	% of minimum hourly rate	
	125%	225%
	\$	\$
Level 3	41.98	75.56
Level 4	47.41	85.34

23. By deleting the amount “\$862.50” appearing in clause C.1.1 and inserting “\$877.60”.
24. By deleting the table appearing in C.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
Other than veterinary surgeons				
Broken shift allowance	16.2(a)	1.6	14.04	per shift
First aid allowance	16.2(b)	1.96	17.20	per week
On-call allowance— Monday to Friday	16.2(c)(i)	2.07	18.17	per each 24 hour period or part thereof
On-call allowance— Saturday	16.2(c)(ii)	3.11	27.29	per each 24 hour period or part thereof
On-call allowance— Sunday, public holiday or off duty day	16.2(c)(iii)	3.62	31.77	per each 24 hour period or part thereof
Veterinary surgeons				
On-call duty allowance	16.3(a)	5.06	44.41	per each period of duty

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

PRESIDENT