



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2019–20
(C2020/1)

STATE GOVERNMENT AGENCIES AWARD 2020
[MA000121]

State and Territory government administration

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:

| Employee classification | Work value level | Minimum annual rate (full-time employee) | Minimum weekly rate (full-time employee) | Minimum hourly rate |
|--------------------------------|-------------------------|---|---|----------------------------|
| | | \$ | \$ | \$ |
| Administrative Stream | | | | |
| Administrative Officer | | | | |
| Grade 1 | A | 41,099 | 787.66 | 20.73 |
| Grade 1 | B | 42,163 | 808.05 | 21.26 |
| Grade 1 | C | 43,228 | 828.46 | 21.80 |
| Grade 1 | D | 44,297 | 848.95 | 22.34 |

| Employee classification | Work value level | Minimum annual rate (full-time employee) | Minimum weekly rate (full-time employee) | Minimum hourly rate |
|--------------------------------|-------------------------|---|---|----------------------------|
| | | \$ | \$ | \$ |
| Grade 2 | A | 45,789 | 877.54 | 23.09 |
| Grade 2 | B | 46,664 | 894.31 | 23.53 |
| Grade 2 | C | 47,529 | 910.89 | 23.97 |
| Grade 2 | D | 48,413 | 927.83 | 24.42 |
| Grade 3 | A | 50,349 | 964.94 | 25.39 |
| Grade 3 | B | 51,290 | 982.97 | 25.87 |
| Grade 3 | C | 52,230 | 1000.99 | 26.34 |
| Grade 3 | D | 52,810 | 1012.10 | 26.63 |
| Grade 4 | A | 54,620 | 1046.79 | 27.55 |
| Grade 4 | B | 55,564 | 1064.88 | 28.02 |
| Grade 4 | C | 56,485 | 1082.53 | 28.49 |
| Grade 5 | A | 58,642 | 1123.87 | 29.58 |
| Grade 5 | B | 59,453 | 1139.41 | 29.98 |
| Grade 5 | C | 60,401 | 1157.58 | 30.46 |
| Grade 6 | A | 62,834 | 1204.21 | 31.69 |
| Grade 6 | B | 64,029 | 1227.11 | 32.29 |
| Grade 6 | C | 65,236 | 1250.25 | 32.90 |
| Grade 7 | A | 68,220 | 1307.43 | 34.41 |
| Grade 7 | B | 69,401 | 1330.07 | 35.00 |
| Grade 7 | C | 70,595 | 1352.95 | 35.60 |
| Grade 8 | A | 75,591 | 1448.70 | 38.12 |
| Grade 8 | B | 77,669 | 1488.52 | 39.17 |
| Grade 8 | C | 79,745 | 1528.31 | 40.22 |
| Technical Stream | | | | |
| Technical Assistant (TA) | | | | |
| TA 1 | A | 42,692 | 818.19 | 21.53 |
| TA 1 | B | 43,455 | 832.81 | 21.92 |
| TA 1 | C | 44,193 | 846.96 | 22.29 |
| TA 1 | D | 44,423 | 851.36 | 22.40 |

| Employee classification | Work value level | Minimum annual rate (full-time employee) | Minimum weekly rate (full-time employee) | Minimum hourly rate |
|---|-------------------------|---|---|----------------------------|
| | | \$ | \$ | \$ |
| Technical Officer (TO) | | | | |
| TO 1 | A | 46,394 | 889.14 | 23.40 |
| TO 1 | B | 47,193 | 904.45 | 23.80 |
| TO 1 | C | 47,858 | 917.20 | 24.14 |
| TO 1 | D | 48,812 | 935.48 | 24.62 |
| TO 1 | E | 49,073 | 940.48 | 24.75 |
| TO 1 | F | 49,883 | 956.01 | 25.16 |
| TO 1 | G | 50,726 | 972.16 | 25.58 |
| TO 1 | H | 51,445 | 985.94 | 25.95 |
| TO 1 | I | 52,015 | 996.87 | 26.23 |
| TO 2 | A | 52,388 | 1004.01 | 26.42 |
| TO 2 | B | 53,415 | 1023.70 | 26.94 |
| TO 2 | C | 53,821 | 1031.48 | 27.14 |
| TO 3 | A | 54,760 | 1049.47 | 27.62 |
| TO 3 | B | 55,538 | 1064.38 | 28.01 |
| TO 3 | C | 56,787 | 1088.32 | 28.64 |
| TO 4 | A | 57,757 | 1106.91 | 29.13 |
| TO 4 | B | 58,446 | 1120.11 | 29.48 |
| TO 4 | C | 59,702 | 1144.19 | 30.11 |
| TO 5 | A | 60,738 | 1164.04 | 30.63 |
| TO 5 | B | 61,871 | 1185.75 | 31.20 |
| TO 6 | A | 63,078 | 1208.89 | 31.81 |
| TO 6 | B | 64,280 | 1231.92 | 32.42 |
| TO 7 | A | 65,706 | 1259.25 | 33.14 |
| TO 7 | B | 66,909 | 1282.31 | 33.75 |
| Professional Stream | | | | |
| Information Technology Officer (ITO) | | | | |
| ITO 1 | A | 48,906 | 937.28 | 24.67 |

| Employee classification | Work value level | Minimum annual rate (full-time employee) | Minimum weekly rate (full-time employee) | Minimum hourly rate |
|--------------------------------|-------------------------|---|---|----------------------------|
| | | \$ | \$ | \$ |
| ITO 1 | B | 50,257 | 963.17 | 25.35 |
| ITO 1 | C | 51,627 | 989.43 | 26.04 |
| ITO 1 | D | 52,673 | 1009.48 | 26.57 |
| ITO 1 | E | 53,693 | 1029.02 | 27.08 |
| ITO 1 | F | 55,088 | 1055.76 | 27.78 |
| ITO 1 | G | 57,122 | 1094.74 | 28.81 |
| ITO 2 | A | 58,642 | 1123.87 | 29.58 |
| ITO 2 | B | 59,995 | 1149.80 | 30.26 |
| ITO 2 | C | 61,484 | 1178.34 | 31.01 |
| ITO 2 | D | 62,834 | 1204.21 | 31.69 |
| ITO 3 | A | 65,826 | 1261.55 | 33.20 |
| ITO 3 | B | 67,611 | 1295.76 | 34.10 |
| ITO 3 | C | 69,401 | 1330.07 | 35.00 |
| ITO 4 | A | 73,300 | 1404.79 | 36.97 |
| ITO 4 | B | 75,591 | 1448.70 | 38.12 |
| ITO 5 | A | 79,745 | 1528.31 | 40.22 |
| Legal Officer (LO) | | | | |
| LO 1 | A | 49,511 | 948.88 | 24.97 |
| LO 1 | B | 51,215 | 981.53 | 25.83 |
| LO 1 | C | 52,650 | 1009.03 | 26.55 |
| LO 1 | D | 54,056 | 1035.98 | 27.26 |
| LO 1 | E | 55,837 | 1070.11 | 28.16 |
| LO 1 | F | 57,613 | 1104.15 | 29.06 |
| LO 1 | G | 59,259 | 1135.70 | 29.89 |
| LO 1 | H | 61,037 | 1169.77 | 30.78 |
| LO 1 | I | 62,678 | 1201.22 | 31.61 |
| LO 2 | A | 65,758 | 1260.25 | 33.16 |
| LO 2 | B | 66,655 | 1277.44 | 33.62 |
| LO 2 | C | 67,557 | 1294.73 | 34.07 |

| Employee classification | Work value level | Minimum annual rate (full-time employee) | Minimum weekly rate (full-time employee) | Minimum hourly rate |
|--------------------------------|-------------------------|---|---|----------------------------|
| | | \$ | \$ | \$ |
| LO 2 | D | 68,457 | 1311.98 | 34.53 |
| LO 3 | A | 72,546 | 1390.34 | 36.59 |
| LO 3 | B | 73,593 | 1410.41 | 37.12 |
| LO 3 | C | 74,638 | 1430.43 | 37.64 |
| LO 4 | A | 79,124 | 1516.41 | 39.91 |
| LO 4 | B | 80,830 | 1549.10 | 40.77 |
| LO 5 | A | 83,917 | 1608.27 | 42.32 |
| Engineer/Scientist (ES) | | | | |
| ES 1 | A | 46,356 | 888.41 | 23.38 |
| ES 1 | B | 47,038 | 901.48 | 23.72 |
| ES 1 | C | 48,807 | 935.38 | 24.62 |
| ES 1 | D | 50,002 | 958.29 | 25.22 |
| ES 1 | E | 51,978 | 996.16 | 26.21 |
| ES 1 | F | 53,996 | 1034.83 | 27.23 |
| ES 1 | G | 55,205 | 1058.00 | 27.84 |
| ES 2 | A | 57,052 | 1093.40 | 28.77 |
| ES 2 | B | 58,377 | 1118.79 | 29.44 |
| ES 2 | C | 59,453 | 1139.41 | 29.98 |
| ES 2 | D | 60,531 | 1160.07 | 30.53 |
| ES 3 | A | 62,489 | 1197.60 | 31.52 |
| ES 3 | B | 64,029 | 1227.11 | 32.29 |
| ES 3 | C | 65,080 | 1247.26 | 32.82 |
| ES 3 | D | 67,116 | 1286.28 | 33.85 |
| ES 4 | A | 69,404 | 1330.12 | 35.00 |
| ES 4 | B | 70,595 | 1352.95 | 35.60 |
| ES 4 | C | 72,546 | 1390.34 | 36.59 |
| ES 5 | A | 76,027 | 1457.05 | 38.34 |
| ES 5 | B | 77,954 | 1493.98 | 39.32 |
| ES 5 | C | 79,876 | 1530.82 | 40.28 |

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

| Name | Work value level | Minimum weekly rate (full-time employee) | Minimum hourly rate | Minimum casual hourly rate |
|-------------|-------------------------|---|----------------------------|-----------------------------------|
| | | \$ | \$ | \$ |
| FW 1 | 1 | 835.40 | 21.98 | 27.48 |
| FW 2 | 2 | 852.70 | 22.44 | 28.05 |
| FW 3 | 3 | 877.60 | 23.09 | 28.86 |

3. By deleting the year “2019” in clause 15.5(b) and inserting “2020”.
4. By deleting the amount "\$634.51" appearing in clause 18.2(a)(ii) and inserting "\$645.62".
5. By deleting the table appearing in clause B.1.1 and inserting the following:

| Employee classification | Work value level | Ordinary hours | Public holidays |
|--------------------------------|-------------------------|---------------------------------|------------------------|
| | | % of minimum hourly rate | |
| | | 100% | 150% |
| | | \$ | \$ |
| Administrative Stream | | | |
| Administrative Officer | | | |
| Grade 1 | A | 20.73 | 31.10 |
| Grade 1 | B | 21.26 | 31.89 |
| Grade 1 | C | 21.80 | 32.70 |
| Grade 1 | D | 22.34 | 33.51 |
| Grade 2 | A | 23.09 | 34.64 |
| Grade 2 | B | 23.53 | 35.30 |
| Grade 2 | C | 23.97 | 35.96 |
| Grade 2 | D | 24.42 | 36.63 |
| Grade 3 | A | 25.39 | 38.09 |
| Grade 3 | B | 25.87 | 38.81 |
| Grade 3 | C | 26.34 | 39.51 |
| Grade 3 | D | 26.63 | 39.95 |

| Employee classification | Work value level | Ordinary hours | Public holidays |
|--------------------------------|-------------------------|---------------------------------|------------------------|
| | | % of minimum hourly rate | |
| | | 100% | 150% |
| | | \$ | \$ |
| Grade 4 | A | 27.55 | 41.33 |
| Grade 4 | B | 28.02 | 42.03 |
| Grade 4 | C | 28.49 | 42.74 |
| Grade 5 | A | 29.58 | 44.37 |
| Grade 5 | B | 29.98 | 44.97 |
| Grade 5 | C | 30.46 | 45.69 |
| Grade 6 | A | 31.69 | 47.54 |
| Grade 6 | B | 32.29 | 48.44 |
| Grade 6 | C | 32.90 | 49.35 |
| Grade 7 | A | 34.41 | 51.62 |
| Grade 7 | B | 35.00 | 52.50 |
| Grade 7 | C | 35.60 | 53.40 |
| Grade 8 | A | 38.12 | 57.18 |
| Grade 8 | B | 39.17 | 58.76 |
| Grade 8 | C | 40.22 | 60.33 |
| Technical Stream | | | |
| Technical Assistant (TA) | | | |
| TA 1 | A | 21.53 | 32.30 |
| TA 1 | B | 21.92 | 32.88 |
| TA 1 | C | 22.29 | 33.44 |
| TA 1 | D | 22.40 | 33.60 |
| Technical Officer (TO) | | | |
| TO 1 | A | 23.40 | 35.10 |
| TO 1 | B | 23.80 | 35.70 |
| TO 1 | C | 24.14 | 36.21 |
| TO 1 | D | 24.62 | 36.93 |
| TO 1 | E | 24.75 | 37.13 |
| TO 1 | F | 25.16 | 37.74 |
| TO 1 | G | 25.58 | 38.37 |

| Employee classification | Work value level | Ordinary hours | Public holidays |
|--------------------------------------|-------------------------|---------------------------------|------------------------|
| | | % of minimum hourly rate | |
| | | 100% | 150% |
| | | \$ | \$ |
| TO 1 | H | 25.95 | 38.93 |
| TO 1 | I | 26.23 | 39.35 |
| TO 2 | A | 26.42 | 39.63 |
| TO 2 | B | 26.94 | 40.41 |
| TO 2 | C | 27.14 | 40.71 |
| TO 3 | A | 27.62 | 41.43 |
| TO 3 | B | 28.01 | 42.02 |
| TO 3 | C | 28.64 | 42.96 |
| TO 4 | A | 29.13 | 43.70 |
| TO 4 | B | 29.48 | 44.22 |
| TO 4 | C | 30.11 | 45.17 |
| TO 5 | A | 30.63 | 45.95 |
| TO 5 | B | 31.20 | 46.80 |
| TO 6 | A | 31.81 | 47.72 |
| TO 6 | B | 32.42 | 48.63 |
| TO 7 | A | 33.14 | 49.71 |
| TO 7 | B | 33.75 | 50.63 |
| Professional Stream | | | |
| Information Technology Officer (ITO) | | | |
| ITO 1 | A | 24.67 | 37.01 |
| ITO 1 | B | 25.35 | 38.03 |
| ITO 1 | C | 26.04 | 39.06 |
| ITO 1 | D | 26.57 | 39.86 |
| ITO 1 | E | 27.08 | 40.62 |
| ITO 1 | F | 27.78 | 41.67 |
| ITO 1 | G | 28.81 | 43.22 |
| ITO 2 | A | 29.58 | 44.37 |
| ITO 2 | B | 30.26 | 45.39 |

| Employee classification | Work value level | Ordinary hours | Public holidays |
|--------------------------------|-------------------------|---------------------------------|------------------------|
| | | % of minimum hourly rate | |
| | | 100% | 150% |
| | | \$ | \$ |
| ITO 2 | C | 31.01 | 46.52 |
| ITO 2 | D | 31.69 | 47.54 |
| ITO 3 | A | 33.20 | 49.80 |
| ITO 3 | B | 34.10 | 51.15 |
| ITO 3 | C | 35.00 | 52.50 |
| ITO 4 | A | 36.97 | 55.46 |
| ITO 4 | B | 38.12 | 57.18 |
| ITO 5 | A | 40.22 | 60.33 |
| Legal Officer (LO) | | | |
| LO 1 | A | 24.97 | 37.46 |
| LO 1 | B | 25.83 | 38.75 |
| LO 1 | C | 26.55 | 39.83 |
| LO 1 | D | 27.26 | 40.89 |
| LO 1 | E | 28.16 | 42.24 |
| LO 1 | F | 29.06 | 43.59 |
| LO 1 | G | 29.89 | 44.84 |
| LO 1 | H | 30.78 | 46.17 |
| LO 1 | I | 31.61 | 47.42 |
| LO 2 | A | 33.16 | 49.74 |
| LO 2 | B | 33.62 | 50.43 |
| LO 2 | C | 34.07 | 51.11 |
| LO 2 | D | 34.53 | 51.80 |
| LO 3 | A | 36.59 | 54.89 |
| LO 3 | B | 37.12 | 55.68 |
| LO 3 | C | 37.64 | 56.46 |
| LO 4 | A | 39.91 | 59.87 |
| LO 4 | B | 40.77 | 61.16 |
| LO 5 | A | 42.32 | 63.48 |
| Engineer/Scientist (ES) | | | |

| Employee classification | Work value level | Ordinary hours | Public holidays |
|--------------------------------|-------------------------|---------------------------------|------------------------|
| | | % of minimum hourly rate | |
| | | 100% | 150% |
| | | \$ | \$ |
| ES 1 | A | 23.38 | 35.07 |
| ES 1 | B | 23.72 | 35.58 |
| ES 1 | C | 24.62 | 36.93 |
| ES 1 | D | 25.22 | 37.83 |
| ES 1 | E | 26.21 | 39.32 |
| ES 1 | F | 27.23 | 40.85 |
| ES 1 | G | 27.84 | 41.76 |
| ES 2 | A | 28.77 | 43.16 |
| ES 2 | B | 29.44 | 44.16 |
| ES 2 | C | 29.98 | 44.97 |
| ES 2 | D | 30.53 | 45.80 |
| ES 3 | A | 31.52 | 47.28 |
| ES 3 | B | 32.29 | 48.44 |
| ES 3 | C | 32.82 | 49.23 |
| ES 3 | D | 33.85 | 50.78 |
| ES 4 | A | 35.00 | 52.50 |
| ES 4 | B | 35.60 | 53.40 |
| ES 4 | C | 36.59 | 54.89 |
| ES 5 | A | 38.34 | 57.51 |
| ES 5 | B | 39.32 | 58.98 |
| ES 5 | C | 40.28 | 60.42 |

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

| Employee classification | Work value level | Ordinary hours | Afternoon & rotating night | Non-rotating night | Saturday | Sunday | Public holiday |
|--------------------------------|-------------------------|---------------------------------|---------------------------------------|---------------------------|-----------------|---------------|-----------------------|
| | | % of minimum hourly rate | | | | | |
| | | 100% | 115% | 130% | 150% | 200% | 250% |
| | | \$ | \$ | \$ | \$ | \$ | \$ |
| Administrative Stream | | | | | | | |
| Administrative Officer | | | | | | | |
| Grade 1 | A | 20.73 | 23.84 | 26.95 | 31.10 | 41.46 | 51.83 |
| Grade 1 | B | 21.26 | 24.45 | 27.64 | 31.89 | 42.52 | 53.15 |
| Grade 1 | C | 21.80 | 25.07 | 28.34 | 32.70 | 43.60 | 54.50 |
| Grade 1 | D | 22.34 | 25.69 | 29.04 | 33.51 | 44.68 | 55.85 |
| Grade 2 | A | 23.09 | 26.55 | 30.02 | 34.64 | 46.18 | 57.73 |
| Grade 2 | B | 23.53 | 27.06 | 30.59 | 35.30 | 47.06 | 58.83 |
| Grade 2 | C | 23.97 | 27.57 | 31.16 | 35.96 | 47.94 | 59.93 |
| Grade 2 | D | 24.42 | 28.08 | 31.75 | 36.63 | 48.84 | 61.05 |
| Grade 3 | A | 25.39 | 29.20 | 33.01 | 38.09 | 50.78 | 63.48 |
| Grade 3 | B | 25.87 | 29.75 | 33.63 | 38.81 | 51.74 | 64.68 |
| Grade 3 | C | 26.34 | 30.29 | 34.24 | 39.51 | 52.68 | 65.85 |
| Grade 3 | D | 26.63 | 30.62 | 34.62 | 39.95 | 53.26 | 66.58 |
| Grade 4 | A | 27.55 | 31.68 | 35.82 | 41.33 | 55.10 | 68.88 |
| Grade 4 | B | 28.02 | 32.22 | 36.43 | 42.03 | 56.04 | 70.05 |
| Grade 4 | C | 28.49 | 32.76 | 37.04 | 42.74 | 56.98 | 71.23 |
| Grade 5 | A | 29.58 | 34.02 | 38.45 | 44.37 | 59.16 | 73.95 |
| Grade 5 | B | 29.98 | 34.48 | 38.97 | 44.97 | 59.96 | 74.95 |
| Grade 5 | C | 30.46 | 35.03 | 39.60 | 45.69 | 60.92 | 76.15 |
| Grade 6 | A | 31.69 | 36.44 | 41.20 | 47.54 | 63.38 | 79.23 |
| Grade 6 | B | 32.29 | 37.13 | 41.98 | 48.44 | 64.58 | 80.73 |
| Grade 6 | C | 32.90 | 37.84 | 42.77 | 49.35 | 65.80 | 82.25 |
| Grade 7 | A | 34.41 | 39.57 | 44.73 | 51.62 | 68.82 | 86.03 |
| Grade 7 | B | 35.00 | 40.25 | 45.50 | 52.50 | 70.00 | 87.50 |
| Grade 7 | C | 35.60 | 40.94 | 46.28 | 53.40 | 71.20 | 89.00 |

| Employee classification | Work value level | Ordinary hours | Afternoon & rotating night | Non-rotating night | Saturday | Sunday | Public holiday |
|--------------------------------|-------------------------|---------------------------------|---------------------------------------|---------------------------|-----------------|---------------|-----------------------|
| | | % of minimum hourly rate | | | | | |
| | | 100% | 115% | 130% | 150% | 200% | 250% |
| | | \$ | \$ | \$ | \$ | \$ | \$ |
| Grade 8 | A | 38.12 | 43.84 | 49.56 | 57.18 | 76.24 | 95.30 |
| Grade 8 | B | 39.17 | 45.05 | 50.92 | 58.76 | 78.34 | 97.93 |
| Grade 8 | C | 40.22 | 46.25 | 52.29 | 60.33 | 80.44 | 100.55 |
| Technical Stream | | | | | | | |
| Technical Assistant (TA) | | | | | | | |
| TA 1 | A | 21.53 | 24.76 | 27.99 | 32.30 | 43.06 | 53.83 |
| TA 1 | B | 21.92 | 25.21 | 28.50 | 32.88 | 43.84 | 54.80 |
| TA 1 | C | 22.29 | 25.63 | 28.98 | 33.44 | 44.58 | 55.73 |
| TA 1 | D | 22.40 | 25.76 | 29.12 | 33.60 | 44.80 | 56.00 |
| Technical Officer (TO) | | | | | | | |
| TO 1 | A | 23.40 | 26.91 | 30.42 | 35.10 | 46.80 | 58.50 |
| TO 1 | B | 23.80 | 27.37 | 30.94 | 35.70 | 47.60 | 59.50 |
| TO 1 | C | 24.14 | 27.76 | 31.38 | 36.21 | 48.28 | 60.35 |
| TO 1 | D | 24.62 | 28.31 | 32.01 | 36.93 | 49.24 | 61.55 |
| TO 1 | E | 24.75 | 28.46 | 32.18 | 37.13 | 49.50 | 61.88 |
| TO 1 | F | 25.16 | 28.93 | 32.71 | 37.74 | 50.32 | 62.90 |
| TO 1 | G | 25.58 | 29.42 | 33.25 | 38.37 | 51.16 | 63.95 |
| TO 1 | H | 25.95 | 29.84 | 33.74 | 38.93 | 51.90 | 64.88 |
| TO 1 | I | 26.23 | 30.16 | 34.10 | 39.35 | 52.46 | 65.58 |
| TO 2 | A | 26.42 | 30.38 | 34.35 | 39.63 | 52.84 | 66.05 |
| TO 2 | B | 26.94 | 30.98 | 35.02 | 40.41 | 53.88 | 67.35 |
| TO 2 | C | 27.14 | 31.21 | 35.28 | 40.71 | 54.28 | 67.85 |
| TO 3 | A | 27.62 | 31.76 | 35.91 | 41.43 | 55.24 | 69.05 |
| TO 3 | B | 28.01 | 32.21 | 36.41 | 42.02 | 56.02 | 70.03 |
| TO 3 | C | 28.64 | 32.94 | 37.23 | 42.96 | 57.28 | 71.60 |
| TO 4 | A | 29.13 | 33.50 | 37.87 | 43.70 | 58.26 | 72.83 |

| Employee classification | Work value level | Ordinary hours | Afternoon & rotating night | Non-rotating night | Saturday | Sunday | Public holiday |
|--------------------------------------|-------------------------|---------------------------------|---------------------------------------|---------------------------|-----------------|---------------|-----------------------|
| | | % of minimum hourly rate | | | | | |
| | | 100% | 115% | 130% | 150% | 200% | 250% |
| | | \$ | \$ | \$ | \$ | \$ | \$ |
| TO 4 | B | 29.48 | 33.90 | 38.32 | 44.22 | 58.96 | 73.70 |
| TO 4 | C | 30.11 | 34.63 | 39.14 | 45.17 | 60.22 | 75.28 |
| TO 5 | A | 30.63 | 35.22 | 39.82 | 45.95 | 61.26 | 76.58 |
| TO 5 | B | 31.20 | 35.88 | 40.56 | 46.80 | 62.40 | 78.00 |
| TO 6 | A | 31.81 | 36.58 | 41.35 | 47.72 | 63.62 | 79.53 |
| TO 6 | B | 32.42 | 37.28 | 42.15 | 48.63 | 64.84 | 81.05 |
| TO 7 | A | 33.14 | 38.11 | 43.08 | 49.71 | 66.28 | 82.85 |
| TO 7 | B | 33.75 | 38.81 | 43.88 | 50.63 | 67.50 | 84.38 |
| Professional Stream | | | | | | | |
| Information Technology Officer (ITO) | | | | | | | |
| ITO 1 | A | 24.67 | 28.37 | 32.07 | 37.01 | 49.34 | 61.68 |
| ITO 1 | B | 25.35 | 29.15 | 32.96 | 38.03 | 50.70 | 63.38 |
| ITO 1 | C | 26.04 | 29.95 | 33.85 | 39.06 | 52.08 | 65.10 |
| ITO 1 | D | 26.57 | 30.56 | 34.54 | 39.86 | 53.14 | 66.43 |
| ITO 1 | E | 27.08 | 31.14 | 35.20 | 40.62 | 54.16 | 67.70 |
| ITO 1 | F | 27.78 | 31.95 | 36.11 | 41.67 | 55.56 | 69.45 |
| ITO 1 | G | 28.81 | 33.13 | 37.45 | 43.22 | 57.62 | 72.03 |
| ITO 2 | A | 29.58 | 34.02 | 38.45 | 44.37 | 59.16 | 73.95 |
| ITO 2 | B | 30.26 | 34.80 | 39.34 | 45.39 | 60.52 | 75.65 |
| ITO 2 | C | 31.01 | 35.66 | 40.31 | 46.52 | 62.02 | 77.53 |
| ITO 2 | D | 31.69 | 36.44 | 41.20 | 47.54 | 63.38 | 79.23 |
| ITO 3 | A | 33.20 | 38.18 | 43.16 | 49.80 | 66.40 | 83.00 |
| ITO 3 | B | 34.10 | 39.22 | 44.33 | 51.15 | 68.20 | 85.25 |
| ITO 3 | C | 35.00 | 40.25 | 45.50 | 52.50 | 70.00 | 87.50 |
| ITO 4 | A | 36.97 | 42.52 | 48.06 | 55.46 | 73.94 | 92.43 |
| ITO 4 | B | 38.12 | 43.84 | 49.56 | 57.18 | 76.24 | 95.30 |

| Employee classification | Work value level | Ordinary hours | Afternoon & rotating night | Non-rotating night | Saturday | Sunday | Public holiday |
|--------------------------------|-------------------------|---------------------------------|---------------------------------------|---------------------------|-----------------|---------------|-----------------------|
| | | % of minimum hourly rate | | | | | |
| | | 100% | 115% | 130% | 150% | 200% | 250% |
| | | \$ | \$ | \$ | \$ | \$ | \$ |
| ITO 5 | A | 40.22 | 46.25 | 52.29 | 60.33 | 80.44 | 100.55 |
| Legal Officer (LO) | | | | | | | |
| LO 1 | A | 24.97 | 28.72 | 32.46 | 37.46 | 49.94 | 62.43 |
| LO 1 | B | 25.83 | 29.70 | 33.58 | 38.75 | 51.66 | 64.58 |
| LO 1 | C | 26.55 | 30.53 | 34.52 | 39.83 | 53.10 | 66.38 |
| LO 1 | D | 27.26 | 31.35 | 35.44 | 40.89 | 54.52 | 68.15 |
| LO 1 | E | 28.16 | 32.38 | 36.61 | 42.24 | 56.32 | 70.40 |
| LO 1 | F | 29.06 | 33.42 | 37.78 | 43.59 | 58.12 | 72.65 |
| LO 1 | G | 29.89 | 34.37 | 38.86 | 44.84 | 59.78 | 74.73 |
| LO 1 | H | 30.78 | 35.40 | 40.01 | 46.17 | 61.56 | 76.95 |
| LO 1 | I | 31.61 | 36.35 | 41.09 | 47.42 | 63.22 | 79.03 |
| LO 2 | A | 33.16 | 38.13 | 43.11 | 49.74 | 66.32 | 82.90 |
| LO 2 | B | 33.62 | 38.66 | 43.71 | 50.43 | 67.24 | 84.05 |
| LO 2 | C | 34.07 | 39.18 | 44.29 | 51.11 | 68.14 | 85.18 |
| LO 2 | D | 34.53 | 39.71 | 44.89 | 51.80 | 69.06 | 86.33 |
| LO 3 | A | 36.59 | 42.08 | 47.57 | 54.89 | 73.18 | 91.48 |
| LO 3 | B | 37.12 | 42.69 | 48.26 | 55.68 | 74.24 | 92.80 |
| LO 3 | C | 37.64 | 43.29 | 48.93 | 56.46 | 75.28 | 94.10 |
| LO 4 | A | 39.91 | 45.90 | 51.88 | 59.87 | 79.82 | 99.78 |
| LO 4 | B | 40.77 | 46.89 | 53.00 | 61.16 | 81.54 | 101.93 |
| LO 5 | A | 42.32 | 48.67 | 55.02 | 63.48 | 84.64 | 105.80 |
| Engineer/Scientist (ES) | | | | | | | |
| ES 1 | A | 23.38 | 26.89 | 30.39 | 35.07 | 46.76 | 58.45 |
| ES 1 | B | 23.72 | 27.28 | 30.84 | 35.58 | 47.44 | 59.30 |
| ES 1 | C | 24.62 | 28.31 | 32.01 | 36.93 | 49.24 | 61.55 |
| ES 1 | D | 25.22 | 29.00 | 32.79 | 37.83 | 50.44 | 63.05 |
| ES 1 | E | 26.21 | 30.14 | 34.07 | 39.32 | 52.42 | 65.53 |

| Employee classification | Work value level | Ordinary hours | Afternoon & rotating night | Non-rotating night | Saturday | Sunday | Public holiday |
|-------------------------|------------------|---------------------------------|----------------------------|--------------------|-------------|-------------|----------------|
| | | % of minimum hourly rate | | | | | |
| | | 100% | 115% | 130% | 150% | 200% | 250% |
| | | \$ | \$ | \$ | \$ | \$ | \$ |
| ES 1 | F | 27.23 | 31.31 | 35.40 | 40.85 | 54.46 | 68.08 |
| ES 1 | G | 27.84 | 32.02 | 36.19 | 41.76 | 55.68 | 69.60 |
| ES 2 | A | 28.77 | 33.09 | 37.40 | 43.16 | 57.54 | 71.93 |
| ES 2 | B | 29.44 | 33.86 | 38.27 | 44.16 | 58.88 | 73.60 |
| ES 2 | C | 29.98 | 34.48 | 38.97 | 44.97 | 59.96 | 74.95 |
| ES 2 | D | 30.53 | 35.11 | 39.69 | 45.80 | 61.06 | 76.33 |
| ES 3 | A | 31.52 | 36.25 | 40.98 | 47.28 | 63.04 | 78.80 |
| ES 3 | B | 32.29 | 37.13 | 41.98 | 48.44 | 64.58 | 80.73 |
| ES 3 | C | 32.82 | 37.74 | 42.67 | 49.23 | 65.64 | 82.05 |
| ES 3 | D | 33.85 | 38.93 | 44.01 | 50.78 | 67.70 | 84.63 |
| ES 4 | A | 35.00 | 40.25 | 45.50 | 52.50 | 70.00 | 87.50 |
| ES 4 | B | 35.60 | 40.94 | 46.28 | 53.40 | 71.20 | 89.00 |
| ES 4 | C | 36.59 | 42.08 | 47.57 | 54.89 | 73.18 | 91.48 |
| ES 5 | A | 38.34 | 44.09 | 49.84 | 57.51 | 76.68 | 95.85 |
| ES 5 | B | 39.32 | 45.22 | 51.12 | 58.98 | 78.64 | 98.30 |
| ES 5 | C | 40.28 | 46.32 | 52.36 | 60.42 | 80.56 | 100.70 |

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

| Employee classification | Work value level | Monday to Saturday | | Sunday | Public holidays |
|------------------------------|------------------|---------------------------------|---------------|-------------|-----------------|
| | | First 3 hours | After 3 hours | | |
| | | % of minimum hourly rate | | | |
| | | 150% | 200% | 200% | 250% |
| | | \$ | \$ | \$ | \$ |
| Administrative Stream | | | | | |
| Administrative Officer | | | | | |
| Grade 1 | A | 31.10 | 41.46 | 41.46 | 51.83 |
| Grade 1 | B | 31.89 | 42.52 | 42.52 | 53.15 |
| Grade 1 | C | 32.70 | 43.60 | 43.60 | 54.50 |

| Employee classification | Work value level | Monday to Saturday | | Sunday | Public holidays |
|--------------------------|------------------|---------------------------------|---------------|-------------|-----------------|
| | | First 3 hours | After 3 hours | | |
| | | % of minimum hourly rate | | | |
| | | 150% | 200% | 200% | 250% |
| | | \$ | \$ | \$ | \$ |
| Grade 1 | D | 33.51 | 44.68 | 44.68 | 55.85 |
| Grade 2 | A | 34.64 | 46.18 | 46.18 | 57.73 |
| Grade 2 | B | 35.30 | 47.06 | 47.06 | 58.83 |
| Grade 2 | C | 35.96 | 47.94 | 47.94 | 59.93 |
| Grade 2 | D | 36.63 | 48.84 | 48.84 | 61.05 |
| Grade 3 | A | 38.09 | 50.78 | 50.78 | 63.48 |
| Grade 3 | B | 38.81 | 51.74 | 51.74 | 64.68 |
| Grade 3 | C | 39.51 | 52.68 | 52.68 | 65.85 |
| Grade 3 | D | 39.95 | 53.26 | 53.26 | 66.58 |
| Grade 4 | A | 41.33 | 55.10 | 55.10 | 68.88 |
| Grade 4 | B | 42.03 | 56.04 | 56.04 | 70.05 |
| Grade 4 | C | 42.74 | 56.98 | 56.98 | 71.23 |
| Grade 5 ¹ | A | 42.74 | 56.98 | 56.98 | 71.23 |
| Grade 5 ¹ | B | 42.74 | 56.98 | 56.98 | 71.23 |
| Grade 5 ¹ | C | 42.74 | 56.98 | 56.98 | 71.23 |
| Grade 6 ¹ | A | 42.74 | 56.98 | 56.98 | 71.23 |
| Grade 6 ¹ | B | 42.74 | 56.98 | 56.98 | 71.23 |
| Grade 6 ¹ | C | 42.74 | 56.98 | 56.98 | 71.23 |
| Grade 7 ² | A | – | – | – | – |
| Grade 7 ² | B | – | – | – | – |
| Grade 7 ² | C | – | – | – | – |
| Grade 8 ² | A | – | – | – | – |
| Grade 8 ² | B | – | – | – | – |
| Grade 8 ² | C | – | – | – | – |
| Technical Stream | | | | | |
| Technical Assistant (TA) | | | | | |
| TA 1 | A | 32.30 | 43.06 | 43.06 | 53.83 |
| TA 1 | B | 32.88 | 43.84 | 43.84 | 54.80 |

| Employee classification | Work value level | Monday to Saturday | | Sunday | Public holidays |
|----------------------------|------------------|---------------------------------|---------------|-------------|-----------------|
| | | First 3 hours | After 3 hours | | |
| | | % of minimum hourly rate | | | |
| | | 150% | 200% | 200% | 250% |
| | | \$ | \$ | \$ | \$ |
| TA 1 | C | 33.44 | 44.58 | 44.58 | 55.73 |
| TA 1 | D | 33.60 | 44.80 | 44.80 | 56.00 |
| Technical Officer (TO) | | | | | |
| TO 1 | A | 35.10 | 46.80 | 46.80 | 58.50 |
| TO 1 | B | 35.70 | 47.60 | 47.60 | 59.50 |
| TO 1 | C | 36.21 | 48.28 | 48.28 | 60.35 |
| TO 1 | D | 36.93 | 49.24 | 49.24 | 61.55 |
| TO 1 | E | 37.13 | 49.50 | 49.50 | 61.88 |
| TO 1 | F | 37.74 | 50.32 | 50.32 | 62.90 |
| TO 1 | G | 38.37 | 51.16 | 51.16 | 63.95 |
| TO 1 | H | 38.93 | 51.90 | 51.90 | 64.88 |
| TO 1 | I | 39.35 | 52.46 | 52.46 | 65.58 |
| TO 2 | A | 39.63 | 52.84 | 52.84 | 66.05 |
| TO 2 | B | 40.41 | 53.88 | 53.88 | 67.35 |
| TO 2 | C | 40.71 | 54.28 | 54.28 | 67.85 |
| TO 3 | A | 41.43 | 55.24 | 55.24 | 69.05 |
| TO 3 | B | 42.02 | 56.02 | 56.02 | 70.03 |
| TO 3 ¹ | C | 42.74 | 56.98 | 56.98 | 71.23 |
| TO 4 ¹ | A | 42.74 | 56.98 | 56.98 | 71.23 |
| TO 4 ¹ | B | 42.74 | 56.98 | 56.98 | 71.23 |
| TO 4 ¹ | C | 42.74 | 56.98 | 56.98 | 71.23 |
| TO 5 ¹ | A | 42.74 | 56.98 | 56.98 | 71.23 |
| TO 5 ¹ | B | 42.74 | 56.98 | 56.98 | 71.23 |
| TO 6 ¹ | A | 42.74 | 56.98 | 56.98 | 71.23 |
| TO 6 ¹ | B | 42.74 | 56.98 | 56.98 | 71.23 |
| TO 7 ² | A | – | – | – | – |
| TO 7 ² | B | – | – | – | – |
| Professional Stream | | | | | |

| Employee classification | Work value level | Monday to Saturday | | Sunday | Public holidays |
|--------------------------------------|------------------|---------------------------------|---------------|-------------|-----------------|
| | | First 3 hours | After 3 hours | | |
| | | % of minimum hourly rate | | | |
| | | 150% | 200% | 200% | 250% |
| | | \$ | \$ | \$ | \$ |
| Information Technology Officer (ITO) | | | | | |
| ITO 1 | A | 37.01 | 49.34 | 49.34 | 61.68 |
| ITO 1 | B | 38.03 | 50.70 | 50.70 | 63.38 |
| ITO 1 | C | 39.06 | 52.08 | 52.08 | 65.10 |
| ITO 1 | D | 39.86 | 53.14 | 53.14 | 66.43 |
| ITO 1 | E | 40.62 | 54.16 | 54.16 | 67.70 |
| ITO 1 | F | 41.67 | 55.56 | 55.56 | 69.45 |
| ITO 1 ¹ | G | 42.74 | 56.98 | 56.98 | 71.23 |
| ITO 2 ¹ | A | 42.74 | 56.98 | 56.98 | 71.23 |
| ITO 2 ¹ | B | 42.74 | 56.98 | 56.98 | 71.23 |
| ITO 2 ¹ | C | 42.74 | 56.98 | 56.98 | 71.23 |
| ITO 2 ¹ | D | 42.74 | 56.98 | 56.98 | 71.23 |
| ITO 3 ² | A | – | – | – | – |
| ITO 3 ² | B | – | – | – | – |
| ITO 3 ² | C | – | – | – | – |
| ITO 4 ² | A | – | – | – | – |
| ITO 4 ² | B | – | – | – | – |
| ITO 5 ² | A | – | – | – | – |
| Legal Officer (LO) | | | | | |
| LO 1 | A | 37.46 | 49.94 | 49.94 | 62.43 |
| LO 1 | B | 38.75 | 51.66 | 51.66 | 64.58 |
| LO 1 | C | 39.83 | 53.10 | 53.10 | 66.38 |
| LO 1 | D | 40.89 | 54.52 | 54.52 | 68.15 |
| LO 1 | E | 42.24 | 56.32 | 56.32 | 70.40 |
| LO 1 ¹ | F | 42.74 | 56.98 | 56.98 | 71.23 |
| LO 1 ¹ | G | 42.74 | 56.98 | 56.98 | 71.23 |
| LO 1 ¹ | H | 42.74 | 56.98 | 56.98 | 71.23 |

| Employee classification | Work value level | Monday to Saturday | | Sunday | Public holidays |
|-------------------------|------------------|---------------------------------|---------------|-------------|-----------------|
| | | First 3 hours | After 3 hours | | |
| | | % of minimum hourly rate | | | |
| | | 150% | 200% | 200% | 250% |
| | | \$ | \$ | \$ | \$ |
| LO 1 ¹ | I | 42.74 | 56.98 | 56.98 | 71.23 |
| LO 2 ² | A | – | – | – | – |
| LO 2 ² | B | – | – | – | – |
| LO 2 ² | C | – | – | – | – |
| LO 2 ² | D | – | – | – | – |
| LO 3 ² | A | – | – | – | – |
| LO 3 ² | B | – | – | – | – |
| LO 3 ² | C | – | – | – | – |
| LO 4 ² | A | – | – | – | – |
| LO 4 ² | B | – | – | – | – |
| LO 5 ² | A | – | – | – | – |
| Engineer/Scientist (ES) | | | | | |
| ES 1 | A | 35.07 | 46.76 | 46.76 | 58.45 |
| ES 1 | B | 35.58 | 47.44 | 47.44 | 59.30 |
| ES 1 | C | 36.93 | 49.24 | 49.24 | 61.55 |
| ES 1 | D | 37.83 | 50.44 | 50.44 | 63.05 |
| ES 1 | E | 39.32 | 52.42 | 52.42 | 65.53 |
| ES 1 | F | 40.85 | 54.46 | 54.46 | 68.08 |
| ES 1 | G | 41.76 | 55.68 | 55.68 | 69.60 |
| ES 2 ¹ | A | 42.74 | 56.98 | 56.98 | 71.23 |
| ES 2 ¹ | B | 42.74 | 56.98 | 56.98 | 71.23 |
| ES 2 ¹ | C | 42.74 | 56.98 | 56.98 | 71.23 |
| ES 2 ¹ | D | 42.74 | 56.98 | 56.98 | 71.23 |
| ES 3 ¹ | A | 42.74 | 56.98 | 56.98 | 71.23 |
| ES 3 ¹ | B | 42.74 | 56.98 | 56.98 | 71.23 |
| ES 3 ¹ | C | 42.74 | 56.98 | 56.98 | 71.23 |
| ES 3 ² | D | – | – | – | – |
| ES 4 ² | A | – | – | – | – |

| Employee classification | Work value level | Monday to Saturday | | Sunday | Public holidays |
|-------------------------|------------------|---------------------------------|---------------|-------------|-----------------------------|
| | | First 3 hours | After 3 hours | | In excess of ordinary hours |
| | | % of minimum hourly rate | | | |
| | | 150% | 200% | 200% | 250% |
| | | \$ | \$ | \$ | \$ |
| ES 4 ² | B | – | – | – | – |
| ES 4 ² | C | – | – | – | – |
| ES 5 ² | A | – | – | – | – |
| ES 5 ² | B | – | – | – | – |
| ES 5 ² | C | – | – | – | – |

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

| Employee classification | Ordinary hours | Public holidays |
|-------------------------|---------------------------------|-----------------|
| | % of minimum hourly rate | |
| | 100% | 150% |
| | \$ | \$ |
| FW 1 | 21.98 | 32.97 |
| FW 2 | 22.44 | 33.66 |
| FW 3 | 23.09 | 34.64 |

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

| | Work value level | Ordinary hours | Public holidays |
|------------------------------|------------------|---------------------------------|-----------------|
| | | % of minimum hourly rate | |
| | | 125% | 175% |
| | | \$ | \$ |
| Administrative Stream | | | |
| Administrative Officer | | | |
| Grade 1 | A | 25.91 | 36.28 |
| Grade 1 | B | 26.58 | 37.21 |
| Grade 1 | C | 27.25 | 38.15 |
| Grade 1 | D | 27.93 | 39.10 |
| Grade 2 | A | 28.86 | 40.41 |

| | Work value level | Ordinary hours | Public holidays |
|--------------------------|-------------------------|---------------------------------|------------------------|
| | | % of minimum hourly rate | |
| | | 125% | 175% |
| | | \$ | \$ |
| Grade 2 | B | 29.41 | 41.18 |
| Grade 2 | C | 29.96 | 41.95 |
| Grade 2 | D | 30.53 | 42.74 |
| Grade 3 | A | 31.74 | 44.43 |
| Grade 3 | B | 32.34 | 45.27 |
| Grade 3 | C | 32.93 | 46.10 |
| Grade 3 | D | 33.29 | 46.60 |
| Grade 4 | A | 34.44 | 48.21 |
| Grade 4 | B | 35.03 | 49.04 |
| Grade 4 | C | 35.61 | 49.86 |
| Grade 5 | A | 36.98 | 51.77 |
| Grade 5 | B | 37.48 | 52.47 |
| Grade 5 | C | 38.08 | 53.31 |
| Grade 6 | A | 39.61 | 55.46 |
| Grade 6 | B | 40.36 | 56.51 |
| Grade 6 | C | 41.13 | 57.58 |
| Grade 7 | A | 43.01 | 60.22 |
| Grade 7 | B | 43.75 | 61.25 |
| Grade 7 | C | 44.50 | 62.30 |
| Grade 8 | A | 47.65 | 66.71 |
| Grade 8 | B | 48.96 | 68.55 |
| Grade 8 | C | 50.28 | 70.39 |
| Technical Stream | | | |
| Technical Assistant (TA) | | | |
| TA 1 | A | 26.91 | 37.68 |
| TA 1 | B | 27.40 | 38.36 |
| TA 1 | C | 27.86 | 39.01 |
| TA 1 | D | 28.00 | 39.20 |
| Technical Officer (TO) | | | |

| | Work value level | Ordinary hours | Public holidays |
|--------------------------------------|-------------------------|---------------------------------|------------------------|
| | | % of minimum hourly rate | |
| | | 125% | 175% |
| | | \$ | \$ |
| TO 1 | A | 29.25 | 40.95 |
| TO 1 | B | 29.75 | 41.65 |
| TO 1 | C | 30.18 | 42.25 |
| TO 1 | D | 30.78 | 43.09 |
| TO 1 | E | 30.94 | 43.31 |
| TO 1 | F | 31.45 | 44.03 |
| TO 1 | G | 31.98 | 44.77 |
| TO 1 | H | 32.44 | 45.41 |
| TO 1 | I | 32.79 | 45.90 |
| TO 2 | A | 33.03 | 46.24 |
| TO 2 | B | 33.68 | 47.15 |
| TO 2 | C | 33.93 | 47.50 |
| TO 3 | A | 34.53 | 48.34 |
| TO 3 | B | 35.01 | 49.02 |
| TO 3 | C | 35.80 | 50.12 |
| TO 4 | A | 36.41 | 50.98 |
| TO 4 | B | 36.85 | 51.59 |
| TO 4 | C | 37.64 | 52.69 |
| TO 5 | A | 38.29 | 53.60 |
| TO 5 | B | 39.00 | 54.60 |
| TO 6 | A | 39.76 | 55.67 |
| TO 6 | B | 40.53 | 56.74 |
| TO 7 | A | 41.43 | 58.00 |
| TO 7 | B | 42.19 | 59.06 |
| Professional Stream | | | |
| Information Technology Officer (ITO) | | | |
| ITO 1 | A | 30.84 | 43.17 |
| ITO 1 | B | 31.69 | 44.36 |

| | Work value level | Ordinary hours | Public holidays |
|--------------------|-------------------------|---------------------------------|------------------------|
| | | % of minimum hourly rate | |
| | | 125% | 175% |
| | | \$ | \$ |
| ITO 1 | C | 32.55 | 45.57 |
| ITO 1 | D | 33.21 | 46.50 |
| ITO 1 | E | 33.85 | 47.39 |
| ITO 1 | F | 34.73 | 48.62 |
| ITO 1 | G | 36.01 | 50.42 |
| ITO 2 | A | 36.98 | 51.77 |
| ITO 2 | B | 37.83 | 52.96 |
| ITO 2 | C | 38.76 | 54.27 |
| ITO 2 | D | 39.61 | 55.46 |
| ITO 3 | A | 41.50 | 58.10 |
| ITO 3 | B | 42.63 | 59.68 |
| ITO 3 | C | 43.75 | 61.25 |
| ITO 4 | A | 46.21 | 64.70 |
| ITO 4 | B | 47.65 | 66.71 |
| ITO 5 | A | 50.28 | 70.39 |
| Legal Officer (LO) | | | |
| LO 1 | A | 31.21 | 43.70 |
| LO 1 | B | 32.29 | 45.20 |
| LO 1 | C | 33.19 | 46.46 |
| LO 1 | D | 34.08 | 47.71 |
| LO 1 | E | 35.20 | 49.28 |
| LO 1 | F | 36.33 | 50.86 |
| LO 1 | G | 37.36 | 52.31 |
| LO 1 | H | 38.48 | 53.87 |
| LO 1 | I | 39.51 | 55.32 |
| LO 2 | A | 41.45 | 58.03 |
| LO 2 | B | 42.03 | 58.84 |
| LO 2 | C | 42.59 | 59.62 |
| LO 2 | D | 43.16 | 60.43 |

| | Work value level | Ordinary hours | Public holidays |
|--------------------------------|-------------------------|---------------------------------|------------------------|
| | | % of minimum hourly rate | |
| | | 125% | 175% |
| | | \$ | \$ |
| LO 3 | A | 45.74 | 64.03 |
| LO 3 | B | 46.40 | 64.96 |
| LO 3 | C | 47.05 | 65.87 |
| LO 4 | A | 49.89 | 69.84 |
| LO 4 | B | 50.96 | 71.35 |
| LO 5 | A | 52.90 | 74.06 |
| Engineer/Scientist (ES) | | | |
| ES 1 | A | 29.23 | 40.92 |
| ES 1 | B | 29.65 | 41.51 |
| ES 1 | C | 30.78 | 43.09 |
| ES 1 | D | 31.53 | 44.14 |
| ES 1 | E | 32.76 | 45.87 |
| ES 1 | F | 34.04 | 47.65 |
| ES 1 | G | 34.80 | 48.72 |
| ES 2 | A | 35.96 | 50.35 |
| ES 2 | B | 36.80 | 51.52 |
| ES 2 | C | 37.48 | 52.47 |
| ES 2 | D | 38.16 | 53.43 |
| ES 3 | A | 39.40 | 55.16 |
| ES 3 | B | 40.36 | 56.51 |
| ES 3 | C | 41.03 | 57.44 |
| ES 3 | D | 42.31 | 59.24 |
| ES 4 | A | 43.75 | 61.25 |
| ES 4 | B | 44.50 | 62.30 |
| ES 4 | C | 45.74 | 64.03 |
| ES 5 | A | 47.93 | 67.10 |
| ES 5 | B | 49.15 | 68.81 |
| ES 5 | C | 50.35 | 70.49 |

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

| | Work value level | Ordinary hours | Afternoon & rotating night | Non-rotating night | Saturday | Sunday | Public holiday |
|------------------------------|-------------------------|---------------------------------|---------------------------------------|---------------------------|-----------------|---------------|-----------------------|
| | | % of minimum hourly rate | | | | | |
| | | 125% | 140% | 155% | 175% | 225% | 275% |
| | | \$ | \$ | \$ | \$ | \$ | \$ |
| Administrative Stream | | | | | | | |
| Administrative Officer | | | | | | | |
| Grade 1 | A | 25.91 | 29.02 | 32.13 | 36.28 | 46.64 | 57.01 |
| Grade 1 | B | 26.58 | 29.76 | 32.95 | 37.21 | 47.84 | 58.47 |
| Grade 1 | C | 27.25 | 30.52 | 33.79 | 38.15 | 49.05 | 59.95 |
| Grade 1 | D | 27.93 | 31.28 | 34.63 | 39.10 | 50.27 | 61.44 |
| Grade 2 | A | 28.86 | 32.33 | 35.79 | 40.41 | 51.95 | 63.50 |
| Grade 2 | B | 29.41 | 32.94 | 36.47 | 41.18 | 52.94 | 64.71 |
| Grade 2 | C | 29.96 | 33.56 | 37.15 | 41.95 | 53.93 | 65.92 |
| Grade 2 | D | 30.53 | 34.19 | 37.85 | 42.74 | 54.95 | 67.16 |
| Grade 3 | A | 31.74 | 35.55 | 39.35 | 44.43 | 57.13 | 69.82 |
| Grade 3 | B | 32.34 | 36.22 | 40.10 | 45.27 | 58.21 | 71.14 |
| Grade 3 | C | 32.93 | 36.88 | 40.83 | 46.10 | 59.27 | 72.44 |
| Grade 3 | D | 33.29 | 37.28 | 41.28 | 46.60 | 59.92 | 73.23 |
| Grade 4 | A | 34.44 | 38.57 | 42.70 | 48.21 | 61.99 | 75.76 |
| Grade 4 | B | 35.03 | 39.23 | 43.43 | 49.04 | 63.05 | 77.06 |
| Grade 4 | C | 35.61 | 39.89 | 44.16 | 49.86 | 64.10 | 78.35 |
| Grade 5 | A | 36.98 | 41.41 | 45.85 | 51.77 | 66.56 | 81.35 |
| Grade 5 | B | 37.48 | 41.97 | 46.47 | 52.47 | 67.46 | 82.45 |
| Grade 5 | C | 38.08 | 42.64 | 47.21 | 53.31 | 68.54 | 83.77 |
| Grade 6 | A | 39.61 | 44.37 | 49.12 | 55.46 | 71.30 | 87.15 |
| Grade 6 | B | 40.36 | 45.21 | 50.05 | 56.51 | 72.65 | 88.80 |
| Grade 6 | C | 41.13 | 46.06 | 51.00 | 57.58 | 74.03 | 90.48 |
| Grade 7 | A | 43.01 | 48.17 | 53.34 | 60.22 | 77.42 | 94.63 |
| Grade 7 | B | 43.75 | 49.00 | 54.25 | 61.25 | 78.75 | 96.25 |

| | Work value level | Ordinary hours | Afternoon & rotating night | Non-rotating night | Saturday | Sunday | Public holiday |
|--------------------------|-------------------------|---------------------------------|---------------------------------------|---------------------------|-----------------|---------------|-----------------------|
| | | % of minimum hourly rate | | | | | |
| | | 125% | 140% | 155% | 175% | 225% | 275% |
| | | \$ | \$ | \$ | \$ | \$ | \$ |
| Grade 7 | C | 44.50 | 49.84 | 55.18 | 62.30 | 80.10 | 97.90 |
| Grade 8 | A | 47.65 | 53.37 | 59.09 | 66.71 | 85.77 | 104.83 |
| Grade 8 | B | 48.96 | 54.84 | 60.71 | 68.55 | 88.13 | 107.72 |
| Grade 8 | C | 50.28 | 56.31 | 62.34 | 70.39 | 90.50 | 110.61 |
| Technical Stream | | | | | | | |
| Technical Assistant (TA) | | | | | | | |
| TA 1 | A | 26.91 | 30.14 | 33.37 | 37.68 | 48.44 | 59.21 |
| TA 1 | B | 27.40 | 30.69 | 33.98 | 38.36 | 49.32 | 60.28 |
| TA 1 | C | 27.86 | 31.21 | 34.55 | 39.01 | 50.15 | 61.30 |
| TA 1 | D | 28.00 | 31.36 | 34.72 | 39.20 | 50.40 | 61.60 |
| Technical Officer (TO) | | | | | | | |
| TO 1 | A | 29.25 | 32.76 | 36.27 | 40.95 | 52.65 | 64.35 |
| TO 1 | B | 29.75 | 33.32 | 36.89 | 41.65 | 53.55 | 65.45 |
| TO 1 | C | 30.18 | 33.80 | 37.42 | 42.25 | 54.32 | 66.39 |
| TO 1 | D | 30.78 | 34.47 | 38.16 | 43.09 | 55.40 | 67.71 |
| TO 1 | E | 30.94 | 34.65 | 38.36 | 43.31 | 55.69 | 68.06 |
| TO 1 | F | 31.45 | 35.22 | 39.00 | 44.03 | 56.61 | 69.19 |
| TO 1 | G | 31.98 | 35.81 | 39.65 | 44.77 | 57.56 | 70.35 |
| TO 1 | H | 32.44 | 36.33 | 40.22 | 45.41 | 58.39 | 71.36 |
| TO 1 | I | 32.79 | 36.72 | 40.66 | 45.90 | 59.02 | 72.13 |
| TO 2 | A | 33.03 | 36.99 | 40.95 | 46.24 | 59.45 | 72.66 |
| TO 2 | B | 33.68 | 37.72 | 41.76 | 47.15 | 60.62 | 74.09 |
| TO 2 | C | 33.93 | 38.00 | 42.07 | 47.50 | 61.07 | 74.64 |
| TO 3 | A | 34.53 | 38.67 | 42.81 | 48.34 | 62.15 | 75.96 |
| TO 3 | B | 35.01 | 39.21 | 43.42 | 49.02 | 63.02 | 77.03 |
| TO 3 | C | 35.80 | 40.10 | 44.39 | 50.12 | 64.44 | 78.76 |

| | Work value level | Ordinary hours | Afternoon & rotating night | Non-rotating night | Saturday | Sunday | Public holiday |
|--------------------------------------|-------------------------|---------------------------------|---------------------------------------|---------------------------|-----------------|---------------|-----------------------|
| | | % of minimum hourly rate | | | | | |
| | | 125% | 140% | 155% | 175% | 225% | 275% |
| | | \$ | \$ | \$ | \$ | \$ | \$ |
| TO 4 | A | 36.41 | 40.78 | 45.15 | 50.98 | 65.54 | 80.11 |
| TO 4 | B | 36.85 | 41.27 | 45.69 | 51.59 | 66.33 | 81.07 |
| TO 4 | C | 37.64 | 42.15 | 46.67 | 52.69 | 67.75 | 82.80 |
| TO 5 | A | 38.29 | 42.88 | 47.48 | 53.60 | 68.92 | 84.23 |
| TO 5 | B | 39.00 | 43.68 | 48.36 | 54.60 | 70.20 | 85.80 |
| TO 6 | A | 39.76 | 44.53 | 49.31 | 55.67 | 71.57 | 87.48 |
| TO 6 | B | 40.53 | 45.39 | 50.25 | 56.74 | 72.95 | 89.16 |
| TO 7 | A | 41.43 | 46.40 | 51.37 | 58.00 | 74.57 | 91.14 |
| TO 7 | B | 42.19 | 47.25 | 52.31 | 59.06 | 75.94 | 92.81 |
| Professional Stream | | | | | | | |
| Information Technology Officer (ITO) | | | | | | | |
| ITO 1 | A | 30.84 | 34.54 | 38.24 | 43.17 | 55.51 | 67.84 |
| ITO 1 | B | 31.69 | 35.49 | 39.29 | 44.36 | 57.04 | 69.71 |
| ITO 1 | C | 32.55 | 36.46 | 40.36 | 45.57 | 58.59 | 71.61 |
| ITO 1 | D | 33.21 | 37.20 | 41.18 | 46.50 | 59.78 | 73.07 |
| ITO 1 | E | 33.85 | 37.91 | 41.97 | 47.39 | 60.93 | 74.47 |
| ITO 1 | F | 34.73 | 38.89 | 43.06 | 48.62 | 62.51 | 76.40 |
| ITO 1 | G | 36.01 | 40.33 | 44.66 | 50.42 | 64.82 | 79.23 |
| ITO 2 | A | 36.98 | 41.41 | 45.85 | 51.77 | 66.56 | 81.35 |
| ITO 2 | B | 37.83 | 42.36 | 46.90 | 52.96 | 68.09 | 83.22 |
| ITO 2 | C | 38.76 | 43.41 | 48.07 | 54.27 | 69.77 | 85.28 |
| ITO 2 | D | 39.61 | 44.37 | 49.12 | 55.46 | 71.30 | 87.15 |
| ITO 3 | A | 41.50 | 46.48 | 51.46 | 58.10 | 74.70 | 91.30 |
| ITO 3 | B | 42.63 | 47.74 | 52.86 | 59.68 | 76.73 | 93.78 |
| ITO 3 | C | 43.75 | 49.00 | 54.25 | 61.25 | 78.75 | 96.25 |
| ITO 4 | A | 46.21 | 51.76 | 57.30 | 64.70 | 83.18 | 101.67 |

| | Work value level | Ordinary hours | Afternoon & rotating night | Non-rotating night | Saturday | Sunday | Public holiday |
|-------------------------|-------------------------|---------------------------------|---------------------------------------|---------------------------|-----------------|---------------|-----------------------|
| | | % of minimum hourly rate | | | | | |
| | | 125% | 140% | 155% | 175% | 225% | 275% |
| | | \$ | \$ | \$ | \$ | \$ | \$ |
| ITO 4 | B | 47.65 | 53.37 | 59.09 | 66.71 | 85.77 | 104.83 |
| ITO 5 | A | 50.28 | 56.31 | 62.34 | 70.39 | 90.50 | 110.61 |
| Legal Officer (LO) | | | | | | | |
| LO 1 | A | 31.21 | 34.96 | 38.70 | 43.70 | 56.18 | 68.67 |
| LO 1 | B | 32.29 | 36.16 | 40.04 | 45.20 | 58.12 | 71.03 |
| LO 1 | C | 33.19 | 37.17 | 41.15 | 46.46 | 59.74 | 73.01 |
| LO 1 | D | 34.08 | 38.16 | 42.25 | 47.71 | 61.34 | 74.97 |
| LO 1 | E | 35.20 | 39.42 | 43.65 | 49.28 | 63.36 | 77.44 |
| LO 1 | F | 36.33 | 40.68 | 45.04 | 50.86 | 65.39 | 79.92 |
| LO 1 | G | 37.36 | 41.85 | 46.33 | 52.31 | 67.25 | 82.20 |
| LO 1 | H | 38.48 | 43.09 | 47.71 | 53.87 | 69.26 | 84.65 |
| LO 1 | I | 39.51 | 44.25 | 49.00 | 55.32 | 71.12 | 86.93 |
| LO 2 | A | 41.45 | 46.42 | 51.40 | 58.03 | 74.61 | 91.19 |
| LO 2 | B | 42.03 | 47.07 | 52.11 | 58.84 | 75.65 | 92.46 |
| LO 2 | C | 42.59 | 47.70 | 52.81 | 59.62 | 76.66 | 93.69 |
| LO 2 | D | 43.16 | 48.34 | 53.52 | 60.43 | 77.69 | 94.96 |
| LO 3 | A | 45.74 | 51.23 | 56.71 | 64.03 | 82.33 | 100.62 |
| LO 3 | B | 46.40 | 51.97 | 57.54 | 64.96 | 83.52 | 102.08 |
| LO 3 | C | 47.05 | 52.70 | 58.34 | 65.87 | 84.69 | 103.51 |
| LO 4 | A | 49.89 | 55.87 | 61.86 | 69.84 | 89.80 | 109.75 |
| LO 4 | B | 50.96 | 57.08 | 63.19 | 71.35 | 91.73 | 112.12 |
| LO 5 | A | 52.90 | 59.25 | 65.60 | 74.06 | 95.22 | 116.38 |
| Engineer/Scientist (ES) | | | | | | | |
| ES 1 | A | 29.23 | 32.73 | 36.24 | 40.92 | 52.61 | 64.30 |
| ES 1 | B | 29.65 | 33.21 | 36.77 | 41.51 | 53.37 | 65.23 |
| ES 1 | C | 30.78 | 34.47 | 38.16 | 43.09 | 55.40 | 67.71 |
| ES 1 | D | 31.53 | 35.31 | 39.09 | 44.14 | 56.75 | 69.36 |

| | Work value level | Ordinary hours | Afternoon & rotating night | Non-rotating night | Saturday | Sunday | Public holiday |
|------|-------------------------|---------------------------------|---------------------------------------|---------------------------|-----------------|---------------|-----------------------|
| | | % of minimum hourly rate | | | | | |
| | | 125% | 140% | 155% | 175% | 225% | 275% |
| | | \$ | \$ | \$ | \$ | \$ | \$ |
| ES 1 | E | 32.76 | 36.69 | 40.63 | 45.87 | 58.97 | 72.08 |
| ES 1 | F | 34.04 | 38.12 | 42.21 | 47.65 | 61.27 | 74.88 |
| ES 1 | G | 34.80 | 38.98 | 43.15 | 48.72 | 62.64 | 76.56 |
| ES 2 | A | 35.96 | 40.28 | 44.59 | 50.35 | 64.73 | 79.12 |
| ES 2 | B | 36.80 | 41.22 | 45.63 | 51.52 | 66.24 | 80.96 |
| ES 2 | C | 37.48 | 41.97 | 46.47 | 52.47 | 67.46 | 82.45 |
| ES 2 | D | 38.16 | 42.74 | 47.32 | 53.43 | 68.69 | 83.96 |
| ES 3 | A | 39.40 | 44.13 | 48.86 | 55.16 | 70.92 | 86.68 |
| ES 3 | B | 40.36 | 45.21 | 50.05 | 56.51 | 72.65 | 88.80 |
| ES 3 | C | 41.03 | 45.95 | 50.87 | 57.44 | 73.85 | 90.26 |
| ES 3 | D | 42.31 | 47.39 | 52.47 | 59.24 | 76.16 | 93.09 |
| ES 4 | A | 43.75 | 49.00 | 54.25 | 61.25 | 78.75 | 96.25 |
| ES 4 | B | 44.50 | 49.84 | 55.18 | 62.30 | 80.10 | 97.90 |
| ES 4 | C | 45.74 | 51.23 | 56.71 | 64.03 | 82.33 | 100.62 |
| ES 5 | A | 47.93 | 53.68 | 59.43 | 67.10 | 86.27 | 105.44 |
| ES 5 | B | 49.15 | 55.05 | 60.95 | 68.81 | 88.47 | 108.13 |
| ES 5 | C | 50.35 | 56.39 | 62.43 | 70.49 | 90.63 | 110.77 |

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

| | Ordinary hours | Public holidays |
|------|---------------------------------|------------------------|
| | % of minimum hourly rate | |
| | 125% | 175% |
| | \$ | \$ |
| FW 1 | 27.48 | 38.47 |
| FW 2 | 28.05 | 39.27 |
| FW 3 | 28.86 | 40.41 |

12. By deleting the amount “\$45,001” appearing in clause C.1.1 and inserting “\$45,789”.

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

| Allowance | Clause | % of standard rate | \$ | Payable |
|---------------------|---------------|---------------------------|-----------|----------------|
| First aid allowance | 18.2(a)(ii) | 1.41 | 645.62 | per annum |

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