



# DRAFT DETERMINATION

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

**Annual Wage Review 2020–21**  
(C2021/1)

**BOOK INDUSTRY AWARD 2020**  
[MA000078]

Publishing industry

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

MELBOURNE, XX JUNE 2021

*Annual Wage Review 2020–21.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2020–21 on 16 June 2021 [[2021] FWCFB 3500], the above award is varied as follows:

- By deleting the table appearing in clause 14 and inserting the following:

| <b>Employee classification</b> | <b>Minimum weekly rate<br/>(full-time employee)</b> | <b>Minimum hourly rate</b> |
|--------------------------------|---|----------------------------|
|                                | <b>\$</b>   | <b>\$</b>                  |
| <b>Editors</b>                 |   |                            |
| Level 1—upon commencement      | 938.90  | 24.71                      |
| Level 1—after 6 months         | 998.00  | 26.26                      |
| Level 2—Grade 1                | 1050.50   | 27.64                      |
| Level 2—Grade 2                | 1076.70   | 28.33                      |
| Level 2—Grade 3                | 1129.60   | 29.73                      |
| Level 2—Grade 4                | 1189.00   | 31.29                      |
| Level 3—Grade 1                | 1245.50   | 32.78                      |

| <b>Employee classification</b> | <b>Minimum weekly rate<br/>(full-time employee)</b> | <b>Minimum hourly rate</b> |
|--------------------------------|---|----------------------------|
|                                | <b>\$</b>   | <b>\$</b>                  |
| Level 3—Grade 2                | 1302.30   | 34.27                      |
| Level 3—Grade 3                | 1450.50   | 38.17                      |
| <b>Publicists</b>              |   |                            |
| Grade 1                        | 1013.80   | 26.68                      |
| Grade 2                        | 1075.10   | 28.29                      |
| Grade 3                        | 1148.80   | 30.23                      |
| Grade 4                        | 1208.90   | 31.81                      |
| Grade 5                        | 1352.90   | 35.60                      |
| Grade 6                        | 1502.90   | 39.55                      |
| Grade 7                        | 1652.60   | 43.49                      |

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

| <b>Employee classification</b> | <b>Ordinary hours</b>           | <b>First 8 hours of<br/>overtime</b> | <b>After 8 hours of<br/>overtime</b> |
|--------------------------------|---------------------------------|--------------------------------------|--------------------------------------|
|                                | <b>% of minimum hourly rate</b> |                                      |                                      |
|                                | <b>100%</b>                     | <b>150%</b>                          | <b>200%</b>                          |
|                                | <b>\$</b>                       | <b>\$</b>                            | <b>\$</b>                            |
| <b>Editors</b>                 |                                 |                                      |                                      |
| Level 1—upon commencement      | 24.71                           | 37.07                                | 49.42                                |
| Level 1—after 6 months         | 26.26                           | 39.39                                | 52.52                                |
| Level 2—Grade 1                | 27.64                           | 41.46                                | 55.28                                |
| Level 2—Grade 2                | 28.33                           | 42.50                                | 56.66                                |
| Level 2—Grade 3                | 29.73                           | 44.60                                | 59.46                                |
| Level 2—Grade 4                | 31.29                           | 46.94                                | 62.58                                |
| Level 3—Grade 1                | 32.78                           | 49.17                                | 65.56                                |
| Level 3—Grade 2                | 34.27                           | 51.41                                | 68.54                                |
| Level 3—Grade 3                | 38.17                           | N/A                                  | N/A                                  |
| <b>Publicists</b>              |                                 |                                      |                                      |
| Grade 1                        | 26.68                           | 40.02                                | 53.36                                |
| Grade 2                        | 28.29                           | 42.44                                | 56.58                                |

| <b>Employee classification</b> | <b>Ordinary hours</b>           | <b>First 8 hours of overtime</b> | <b>After 8 hours of overtime</b> |
|--------------------------------|---------------------------------|----------------------------------|----------------------------------|
|                                | <b>% of minimum hourly rate</b> |                                  |                                  |
|                                | <b>100%</b>                     | <b>150%</b>                      | <b>200%</b>                      |
|                                | <b>\$</b>                       | <b>\$</b>                        | <b>\$</b>                        |
| Grade 3                        | 30.23                           | 45.35                            | 60.46                            |
| Grade 4                        | 31.81                           | 47.72                            | 63.62                            |
| Grade 5                        | 35.60                           | 53.40                            | 71.20                            |
| Grade 6                        | 39.55                           | N/A                              | N/A                              |
| Grade 7                        | 43.49                           | N/A                              | N/A                              |

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

| <b>Employee classification</b> | <b>Ordinary hours</b>           |
|--------------------------------|---------------------------------|
|                                | <b>% of minimum hourly rate</b> |
|                                | <b>125%</b>                     |
|                                | <b>\$</b>                       |
| <b>Editors</b>                 |                                 |
| Level 1—upon commencement      | 30.89                           |
| Level 1—after 6 months         | 32.83                           |
| Level 2—Grade 1                | 34.55                           |
| Level 2—Grade 2                | 35.41                           |
| Level 2—Grade 3                | 37.16                           |
| Level 2—Grade 4                | 39.11                           |
| Level 3—Grade 1                | 40.98                           |
| Level 3—Grade 2                | 42.84                           |
| Level 3—Grade 3                | 47.71                           |
| <b>Publicists</b>              |                                 |
| Grade 1                        | 33.35                           |
| Grade 2                        | 35.36                           |
| Grade 3                        | 37.79                           |
| Grade 4                        | 39.76                           |
| Grade 5                        | 44.50                           |
| Grade 6                        | 49.44                           |

| <b>Employee classification</b> | <b>Ordinary hours</b>           |
|--------------------------------|---------------------------------|
|                                | <b>% of minimum hourly rate</b> |
|                                | <b>125%</b>                     |
|                                | <b>\$</b>                       |
| Grade 7                        | 54.36                           |

B. This determination comes into operation on 1 July 2021. 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 2021.

PRESIDENT