



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2020–21
(C2021/1)

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 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:

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	42,126	807.34	21.25
Grade 1	B	43,217	828.25	21.80
Grade 1	C	44,309	849.18	22.35
Grade 1	D	45,404	870.17	22.90

Employee classification	Work value level	Minimum annual rate (full-time employee)	Minimum weekly rate (full-time employee)	Minimum hourly rate
		\$	\$	\$
Grade 2	A	46,934	899.49	23.67
Grade 2	B	47,831	916.68	24.12
Grade 2	C	48,717	933.66	24.57
Grade 2	D	49,623	951.02	25.03
Grade 3	A	51,608	989.07	26.03
Grade 3	B	52,572	1007.54	26.51
Grade 3	C	53,536	1026.02	27.00
Grade 3	D	54,130	1037.40	27.30
Grade 4	A	55,986	1072.97	28.24
Grade 4	B	56,953	1091.50	28.72
Grade 4	C	57,897	1109.59	29.20
Grade 5	A	60,108	1151.97	30.32
Grade 5	B	60,939	1167.89	30.73
Grade 5	C	61,911	1186.52	31.22
Grade 6	A	64,405	1234.32	32.48
Grade 6	B	65,630	1257.80	33.10
Grade 6	C	66,867	1281.50	33.72
Grade 7	A	69,926	1340.13	35.27
Grade 7	B	71,136	1363.32	35.88
Grade 7	C	72,360	1386.78	36.49
Grade 8	A	77,481	1484.92	39.08
Grade 8	B	79,611	1525.74	40.15
Grade 8	C	81,739	1566.52	41.22
Technical Stream				
Technical Assistant (TA)				
TA 1	A	43,759	838.64	22.07
TA 1	B	44,541	853.63	22.46
TA 1	C	45,298	868.13	22.85
TA 1	D	45,534	872.66	22.96

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	47,554	911.37	23.98
TO 1	B	48,373	927.07	24.40
TO 1	C	49,054	940.12	24.74
TO 1	D	50,032	958.86	25.23
TO 1	E	50,300	964.00	25.37
TO 1	F	51,130	979.90	25.79
TO 1	G	51,994	996.46	26.22
TO 1	H	52,731	1010.59	26.59
TO 1	I	53,315	1021.78	26.89
TO 2	A	53,698	1029.12	27.08
TO 2	B	54,750	1049.28	27.61
TO 2	C	55,167	1057.27	27.82
TO 3	A	56,129	1075.71	28.31
TO 3	B	56,926	1090.98	28.71
TO 3	C	58,207	1115.53	29.36
TO 4	A	59,201	1134.58	29.86
TO 4	B	59,907	1148.11	30.21
TO 4	C	61,195	1172.80	30.86
TO 5	A	62,256	1193.13	31.40
TO 5	B	63,418	1215.40	31.98
TO 6	A	64,655	1239.11	32.61
TO 6	B	65,887	1262.72	33.23
TO 7	A	67,349	1290.74	33.97
TO 7	B	68,582	1314.37	34.59
Professional Stream				
Information Technology Officer (ITO)				
ITO 1	A	50,129	960.72	25.28

Employee classification	Work value level	Minimum annual rate (full-time employee)	Minimum weekly rate (full-time employee)	Minimum hourly rate
		\$	\$	\$
ITO 1	B	51,513	987.24	25.98
ITO 1	C	52,918	1014.17	26.69
ITO 1	D	53,990	1034.72	27.23
ITO 1	E	55,035	1054.74	27.76
ITO 1	F	56,465	1082.15	28.48
ITO 1	G	58,550	1122.11	29.53
ITO 2	A	60,108	1151.97	30.32
ITO 2	B	61,495	1178.55	31.01
ITO 2	C	63,021	1207.79	31.78
ITO 2	D	64,405	1234.32	32.48
ITO 3	A	67,472	1293.10	34.03
ITO 3	B	69,301	1328.15	34.95
ITO 3	C	71,136	1363.32	35.88
ITO 4	A	75,133	1439.92	37.89
ITO 4	B	77,481	1484.92	39.08
ITO 5	A	81,739	1566.52	41.22
Legal Officer (LO)				
LO 1	A	50,749	972.60	25.59
LO 1	B	52,495	1006.06	26.48
LO 1	C	53,966	1034.26	27.22
LO 1	D	55,407	1061.87	27.94
LO 1	E	57,233	1096.87	28.87
LO 1	F	59,053	1131.75	29.78
LO 1	G	60,740	1164.08	30.63
LO 1	H	62,563	1199.02	31.55
LO 1	I	64,245	1231.25	32.40
LO 2	A	67,402	1291.76	33.99
LO 2	B	68,321	1309.37	34.46
LO 2	C	69,246	1327.10	34.92

Employee classification	Work value level	Minimum annual rate (full-time employee)	Minimum weekly rate (full-time employee)	Minimum hourly rate
		\$	\$	\$
LO 2	D	70,168	1344.77	35.39
LO 3	A	74,360	1425.11	37.50
LO 3	B	75,433	1445.67	38.04
LO 3	C	76,504	1466.20	38.58
LO 4	A	81,102	1554.32	40.90
LO 4	B	82,851	1587.84	41.79
LO 5	A	86,015	1648.47	43.38
Engineer/Scientist (ES)				
ES 1	A	47,515	910.62	23.96
ES 1	B	48,214	924.02	24.32
ES 1	C	50,027	958.77	25.23
ES 1	D	51,252	982.24	25.85
ES 1	E	53,277	1021.05	26.87
ES 1	F	55,346	1060.70	27.91
ES 1	G	56,585	1084.45	28.54
ES 2	A	58,478	1120.73	29.49
ES 2	B	59,836	1146.75	30.18
ES 2	C	60,939	1167.89	30.73
ES 2	D	62,044	1189.07	31.29
ES 3	A	64,051	1227.53	32.30
ES 3	B	65,630	1257.80	33.10
ES 3	C	66,707	1278.44	33.64
ES 3	D	68,794	1318.43	34.70
ES 4	A	71,139	1363.38	35.88
ES 4	B	72,360	1386.78	36.49
ES 4	C	74,360	1425.11	37.50
ES 5	A	77,928	1493.49	39.30
ES 5	B	79,903	1531.34	40.30
ES 5	C	81,873	1569.09	41.29

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	856.30	22.53	28.16
FW 2	2	874.00	23.00	28.75
FW 3	3	899.50	23.67	29.59

3. By deleting the words “1 November 2020” in clause 15.5(b) and inserting “1 July 2021”.
4. By deleting the amount “\$645.62” appearing in clause 18.2(a)(ii) and inserting “\$661.77”.
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	21.25	31.88
Grade 1	B	21.80	32.70
Grade 1	C	22.35	33.53
Grade 1	D	22.90	34.35
Grade 2	A	23.67	35.51
Grade 2	B	24.12	36.18
Grade 2	C	24.57	36.86
Grade 2	D	25.03	37.55
Grade 3	A	26.03	39.05
Grade 3	B	26.51	39.77
Grade 3	C	27.00	40.50
Grade 3	D	27.30	40.95

Employee classification	Work value level	Ordinary hours	Public holidays
		% of minimum hourly rate	
		100%	150%
		\$	\$
Grade 4	A	28.24	42.36
Grade 4	B	28.72	43.08
Grade 4	C	29.20	43.80
Grade 5	A	30.32	45.48
Grade 5	B	30.73	46.10
Grade 5	C	31.22	46.83
Grade 6	A	32.48	48.72
Grade 6	B	33.10	49.65
Grade 6	C	33.72	50.58
Grade 7	A	35.27	52.91
Grade 7	B	35.88	53.82
Grade 7	C	36.49	54.74
Grade 8	A	39.08	58.62
Grade 8	B	40.15	60.23
Grade 8	C	41.22	61.83
Technical Stream			
Technical Assistant (TA)			
TA 1	A	22.07	33.11
TA 1	B	22.46	33.69
TA 1	C	22.85	34.28
TA 1	D	22.96	34.44
Technical Officer (TO)			
TO 1	A	23.98	35.97
TO 1	B	24.40	36.60
TO 1	C	24.74	37.11
TO 1	D	25.23	37.85
TO 1	E	25.37	38.06
TO 1	F	25.79	38.69
TO 1	G	26.22	39.33

Employee classification	Work value level	Ordinary hours	Public holidays
		% of minimum hourly rate	
		100%	150%
		\$	\$
TO 1	H	26.59	39.89
TO 1	I	26.89	40.34
TO 2	A	27.08	40.62
TO 2	B	27.61	41.42
TO 2	C	27.82	41.73
TO 3	A	28.31	42.47
TO 3	B	28.71	43.07
TO 3	C	29.36	44.04
TO 4	A	29.86	44.79
TO 4	B	30.21	45.32
TO 4	C	30.86	46.29
TO 5	A	31.40	47.10
TO 5	B	31.98	47.97
TO 6	A	32.61	48.92
TO 6	B	33.23	49.85
TO 7	A	33.97	50.96
TO 7	B	34.59	51.89
Professional Stream			
Information Technology Officer (ITO)			
ITO 1	A	25.28	37.92
ITO 1	B	25.98	38.97
ITO 1	C	26.69	40.04
ITO 1	D	27.23	40.85
ITO 1	E	27.76	41.64
ITO 1	F	28.48	42.72
ITO 1	G	29.53	44.30
ITO 2	A	30.32	45.48
ITO 2	B	31.01	46.52

Employee classification	Work value level	Ordinary hours	Public holidays
		% of minimum hourly rate	
		100%	150%
		\$	\$
ITO 2	C	31.78	47.67
ITO 2	D	32.48	48.72
ITO 3	A	34.03	51.05
ITO 3	B	34.95	52.43
ITO 3	C	35.88	53.82
ITO 4	A	37.89	56.84
ITO 4	B	39.08	58.62
ITO 5	A	41.22	61.83
Legal Officer (LO)			
LO 1	A	25.59	38.39
LO 1	B	26.48	39.72
LO 1	C	27.22	40.83
LO 1	D	27.94	41.91
LO 1	E	28.87	43.31
LO 1	F	29.78	44.67
LO 1	G	30.63	45.95
LO 1	H	31.55	47.33
LO 1	I	32.40	48.60
LO 2	A	33.99	50.99
LO 2	B	34.46	51.69
LO 2	C	34.92	52.38
LO 2	D	35.39	53.09
LO 3	A	37.50	56.25
LO 3	B	38.04	57.06
LO 3	C	38.58	57.87
LO 4	A	40.90	61.35
LO 4	B	41.79	62.69
LO 5	A	43.38	65.07
Engineer/Scientist (ES)			

Employee classification	Work value level	Ordinary hours	Public holidays
		% of minimum hourly rate	
		100%	150%
		\$	\$
ES 1	A	23.96	35.94
ES 1	B	24.32	36.48
ES 1	C	25.23	37.85
ES 1	D	25.85	38.78
ES 1	E	26.87	40.31
ES 1	F	27.91	41.87
ES 1	G	28.54	42.81
ES 2	A	29.49	44.24
ES 2	B	30.18	45.27
ES 2	C	30.73	46.10
ES 2	D	31.29	46.94
ES 3	A	32.30	48.45
ES 3	B	33.10	49.65
ES 3	C	33.64	50.46
ES 3	D	34.70	52.05
ES 4	A	35.88	53.82
ES 4	B	36.49	54.74
ES 4	C	37.50	56.25
ES 5	A	39.30	58.95
ES 5	B	40.30	60.45
ES 5	C	41.29	61.94

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	21.25	24.44	27.63	31.88	42.50	53.13
Grade 1	B	21.80	25.07	28.34	32.70	43.60	54.50
Grade 1	C	22.35	25.70	29.06	33.53	44.70	55.88
Grade 1	D	22.90	26.34	29.77	34.35	45.80	57.25
Grade 2	A	23.67	27.22	30.77	35.51	47.34	59.18
Grade 2	B	24.12	27.74	31.36	36.18	48.24	60.30
Grade 2	C	24.57	28.26	31.94	36.86	49.14	61.43
Grade 2	D	25.03	28.78	32.54	37.55	50.06	62.58
Grade 3	A	26.03	29.93	33.84	39.05	52.06	65.08
Grade 3	B	26.51	30.49	34.46	39.77	53.02	66.28
Grade 3	C	27.00	31.05	35.10	40.50	54.00	67.50
Grade 3	D	27.30	31.40	35.49	40.95	54.60	68.25
Grade 4	A	28.24	32.48	36.71	42.36	56.48	70.60
Grade 4	B	28.72	33.03	37.34	43.08	57.44	71.80
Grade 4	C	29.20	33.58	37.96	43.80	58.40	73.00
Grade 5	A	30.32	34.87	39.42	45.48	60.64	75.80
Grade 5	B	30.73	35.34	39.95	46.10	61.46	76.83
Grade 5	C	31.22	35.90	40.59	46.83	62.44	78.05
Grade 6	A	32.48	37.35	42.22	48.72	64.96	81.20
Grade 6	B	33.10	38.07	43.03	49.65	66.20	82.75
Grade 6	C	33.72	38.78	43.84	50.58	67.44	84.30
Grade 7	A	35.27	40.56	45.85	52.91	70.54	88.18
Grade 7	B	35.88	41.26	46.64	53.82	71.76	89.70
Grade 7	C	36.49	41.96	47.44	54.74	72.98	91.23

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	39.08	44.94	50.80	58.62	78.16	97.70
Grade 8	B	40.15	46.17	52.20	60.23	80.30	100.38
Grade 8	C	41.22	47.40	53.59	61.83	82.44	103.05
Technical Stream							
Technical Assistant (TA)							
TA 1	A	22.07	25.38	28.69	33.11	44.14	55.18
TA 1	B	22.46	25.83	29.20	33.69	44.92	56.15
TA 1	C	22.85	26.28	29.71	34.28	45.70	57.13
TA 1	D	22.96	26.40	29.85	34.44	45.92	57.40
Technical Officer (TO)							
TO 1	A	23.98	27.58	31.17	35.97	47.96	59.95
TO 1	B	24.40	28.06	31.72	36.60	48.80	61.00
TO 1	C	24.74	28.45	32.16	37.11	49.48	61.85
TO 1	D	25.23	29.01	32.80	37.85	50.46	63.08
TO 1	E	25.37	29.18	32.98	38.06	50.74	63.43
TO 1	F	25.79	29.66	33.53	38.69	51.58	64.48
TO 1	G	26.22	30.15	34.09	39.33	52.44	65.55
TO 1	H	26.59	30.58	34.57	39.89	53.18	66.48
TO 1	I	26.89	30.92	34.96	40.34	53.78	67.23
TO 2	A	27.08	31.14	35.20	40.62	54.16	67.70
TO 2	B	27.61	31.75	35.89	41.42	55.22	69.03
TO 2	C	27.82	31.99	36.17	41.73	55.64	69.55
TO 3	A	28.31	32.56	36.80	42.47	56.62	70.78
TO 3	B	28.71	33.02	37.32	43.07	57.42	71.78
TO 3	C	29.36	33.76	38.17	44.04	58.72	73.40
TO 4	A	29.86	34.34	38.82	44.79	59.72	74.65

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	30.21	34.74	39.27	45.32	60.42	75.53
TO 4	C	30.86	35.49	40.12	46.29	61.72	77.15
TO 5	A	31.40	36.11	40.82	47.10	62.80	78.50
TO 5	B	31.98	36.78	41.57	47.97	63.96	79.95
TO 6	A	32.61	37.50	42.39	48.92	65.22	81.53
TO 6	B	33.23	38.21	43.20	49.85	66.46	83.08
TO 7	A	33.97	39.07	44.16	50.96	67.94	84.93
TO 7	B	34.59	39.78	44.97	51.89	69.18	86.48
Professional Stream							
Information Technology Officer (ITO)							
ITO 1	A	25.28	29.07	32.86	37.92	50.56	63.20
ITO 1	B	25.98	29.88	33.77	38.97	51.96	64.95
ITO 1	C	26.69	30.69	34.70	40.04	53.38	66.73
ITO 1	D	27.23	31.31	35.40	40.85	54.46	68.08
ITO 1	E	27.76	31.92	36.09	41.64	55.52	69.40
ITO 1	F	28.48	32.75	37.02	42.72	56.96	71.20
ITO 1	G	29.53	33.96	38.39	44.30	59.06	73.83
ITO 2	A	30.32	34.87	39.42	45.48	60.64	75.80
ITO 2	B	31.01	35.66	40.31	46.52	62.02	77.53
ITO 2	C	31.78	36.55	41.31	47.67	63.56	79.45
ITO 2	D	32.48	37.35	42.22	48.72	64.96	81.20
ITO 3	A	34.03	39.13	44.24	51.05	68.06	85.08
ITO 3	B	34.95	40.19	45.44	52.43	69.90	87.38
ITO 3	C	35.88	41.26	46.64	53.82	71.76	89.70
ITO 4	A	37.89	43.57	49.26	56.84	75.78	94.73
ITO 4	B	39.08	44.94	50.80	58.62	78.16	97.70

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	41.22	47.40	53.59	61.83	82.44	103.05
Legal Officer (LO)							
LO 1	A	25.59	29.43	33.27	38.39	51.18	63.98
LO 1	B	26.48	30.45	34.42	39.72	52.96	66.20
LO 1	C	27.22	31.30	35.39	40.83	54.44	68.05
LO 1	D	27.94	32.13	36.32	41.91	55.88	69.85
LO 1	E	28.87	33.20	37.53	43.31	57.74	72.18
LO 1	F	29.78	34.25	38.71	44.67	59.56	74.45
LO 1	G	30.63	35.22	39.82	45.95	61.26	76.58
LO 1	H	31.55	36.28	41.02	47.33	63.10	78.88
LO 1	I	32.40	37.26	42.12	48.60	64.80	81.00
LO 2	A	33.99	39.09	44.19	50.99	67.98	84.98
LO 2	B	34.46	39.63	44.80	51.69	68.92	86.15
LO 2	C	34.92	40.16	45.40	52.38	69.84	87.30
LO 2	D	35.39	40.70	46.01	53.09	70.78	88.48
LO 3	A	37.50	43.13	48.75	56.25	75.00	93.75
LO 3	B	38.04	43.75	49.45	57.06	76.08	95.10
LO 3	C	38.58	44.37	50.15	57.87	77.16	96.45
LO 4	A	40.90	47.04	53.17	61.35	81.80	102.25
LO 4	B	41.79	48.06	54.33	62.69	83.58	104.48
LO 5	A	43.38	49.89	56.39	65.07	86.76	108.45
Engineer/Scientist (ES)							
ES 1	A	23.96	27.55	31.15	35.94	47.92	59.90
ES 1	B	24.32	27.97	31.62	36.48	48.64	60.80
ES 1	C	25.23	29.01	32.80	37.85	50.46	63.08
ES 1	D	25.85	29.73	33.61	38.78	51.70	64.63
ES 1	E	26.87	30.90	34.93	40.31	53.74	67.18

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	27.91	32.10	36.28	41.87	55.82	69.78
ES 1	G	28.54	32.82	37.10	42.81	57.08	71.35
ES 2	A	29.49	33.91	38.34	44.24	58.98	73.73
ES 2	B	30.18	34.71	39.23	45.27	60.36	75.45
ES 2	C	30.73	35.34	39.95	46.10	61.46	76.83
ES 2	D	31.29	35.98	40.68	46.94	62.58	78.23
ES 3	A	32.30	37.15	41.99	48.45	64.60	80.75
ES 3	B	33.10	38.07	43.03	49.65	66.20	82.75
ES 3	C	33.64	38.69	43.73	50.46	67.28	84.10
ES 3	D	34.70	39.91	45.11	52.05	69.40	86.75
ES 4	A	35.88	41.26	46.64	53.82	71.76	89.70
ES 4	B	36.49	41.96	47.44	54.74	72.98	91.23
ES 4	C	37.50	43.13	48.75	56.25	75.00	93.75
ES 5	A	39.30	45.20	51.09	58.95	78.60	98.25
ES 5	B	40.30	46.35	52.39	60.45	80.60	100.75
ES 5	C	41.29	47.48	53.68	61.94	82.58	103.23

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	31.88	42.50	42.50	53.13
Grade 1	B	32.70	43.60	43.60	54.50
Grade 1	C	33.53	44.70	44.70	55.88

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	34.35	45.80	45.80	57.25
Grade 2	A	35.51	47.34	47.34	59.18
Grade 2	B	36.18	48.24	48.24	60.30
Grade 2	C	36.86	49.14	49.14	61.43
Grade 2	D	37.55	50.06	50.06	62.58
Grade 3	A	39.05	52.06	52.06	65.08
Grade 3	B	39.77	53.02	53.02	66.28
Grade 3	C	40.50	54.00	54.00	67.50
Grade 3	D	40.95	54.60	54.60	68.25
Grade 4	A	42.36	56.48	56.48	70.60
Grade 4	B	43.08	57.44	57.44	71.80
Grade 4	C	43.80	58.40	58.40	73.00
Grade 5 ¹	A	43.80	58.40	58.40	73.00
Grade 5 ¹	B	43.80	58.40	58.40	73.00
Grade 5 ¹	C	43.80	58.40	58.40	73.00
Grade 6 ¹	A	43.80	58.40	58.40	73.00
Grade 6 ¹	B	43.80	58.40	58.40	73.00
Grade 6 ¹	C	43.80	58.40	58.40	73.00
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	33.11	44.14	44.14	55.18
TA 1	B	33.69	44.92	44.92	56.15

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	34.28	45.70	45.70	57.13
TA 1	D	34.44	45.92	45.92	57.40
Technical Officer (TO)					
TO 1	A	35.97	47.96	47.96	59.95
TO 1	B	36.60	48.80	48.80	61.00
TO 1	C	37.11	49.48	49.48	61.85
TO 1	D	37.85	50.46	50.46	63.08
TO 1	E	38.06	50.74	50.74	63.43
TO 1	F	38.69	51.58	51.58	64.48
TO 1	G	39.33	52.44	52.44	65.55
TO 1	H	39.89	53.18	53.18	66.48
TO 1	I	40.34	53.78	53.78	67.23
TO 2	A	40.62	54.16	54.16	67.70
TO 2	B	41.42	55.22	55.22	69.03
TO 2	C	41.73	55.64	55.64	69.55
TO 3	A	42.47	56.62	56.62	70.78
TO 3	B	43.07	57.42	57.42	71.78
TO 3 ¹	C	43.80	58.40	58.40	73.00
TO 4 ¹	A	43.80	58.40	58.40	73.00
TO 4 ¹	B	43.80	58.40	58.40	73.00
TO 4 ¹	C	43.80	58.40	58.40	73.00
TO 5 ¹	A	43.80	58.40	58.40	73.00
TO 5 ¹	B	43.80	58.40	58.40	73.00
TO 6 ¹	A	43.80	58.40	58.40	73.00
TO 6 ¹	B	43.80	58.40	58.40	73.00
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	37.92	50.56	50.56	63.20
ITO 1	B	38.97	51.96	51.96	64.95
ITO 1	C	40.04	53.38	53.38	66.73
ITO 1	D	40.85	54.46	54.46	68.08
ITO 1	E	41.64	55.52	55.52	69.40
ITO 1	F	42.72	56.96	56.96	71.20
ITO 1 ¹	G	43.80	58.40	58.40	73.00
ITO 2 ¹	A	43.80	58.40	58.40	73.00
ITO 2 ¹	B	43.80	58.40	58.40	73.00
ITO 2 ¹	C	43.80	58.40	58.40	73.00
ITO 2 ¹	D	43.80	58.40	58.40	73.00
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	38.39	51.18	51.18	63.98
LO 1	B	39.72	52.96	52.96	66.20
LO 1	C	40.83	54.44	54.44	68.05
LO 1	D	41.91	55.88	55.88	69.85
LO 1	E	43.31	57.74	57.74	72.18
LO 1 ¹	F	43.80	58.40	58.40	73.00
LO 1 ¹	G	43.80	58.40	58.40	73.00
LO 1 ¹	H	43.80	58.40	58.40	73.00

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	43.80	58.40	58.40	73.00
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	35.94	47.92	47.92	59.90
ES 1	B	36.48	48.64	48.64	60.80
ES 1	C	37.85	50.46	50.46	63.08
ES 1	D	38.78	51.70	51.70	64.63
ES 1	E	40.31	53.74	53.74	67.18
ES 1	F	41.87	55.82	55.82	69.78
ES 1	G	42.81	57.08	57.08	71.35
ES 2 ¹	A	43.80	58.40	58.40	73.00
ES 2 ¹	B	43.80	58.40	58.40	73.00
ES 2 ¹	C	43.80	58.40	58.40	73.00
ES 2 ¹	D	43.80	58.40	58.40	73.00
ES 3 ¹	A	43.80	58.40	58.40	73.00
ES 3 ¹	B	43.80	58.40	58.40	73.00
ES 3 ¹	C	43.80	58.40	58.40	73.00
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%
	\$	\$
General/Field work stream		
FW 1	22.53	33.80
FW 2	23.00	34.50
FW 3	23.67	35.51

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	26.56	37.19
Grade 1	B	27.25	38.15
Grade 1	C	27.94	39.11
Grade 1	D	28.63	40.08

	Work value level	Ordinary hours	Public holidays
		% of minimum hourly rate	
		125%	175%
		\$	\$
Grade 2	A	29.59	41.42
Grade 2	B	30.15	42.21
Grade 2	C	30.71	43.00
Grade 2	D	31.29	43.80
Grade 3	A	32.54	45.55
Grade 3	B	33.14	46.39
Grade 3	C	33.75	47.25
Grade 3	D	34.13	47.78
Grade 4	A	35.30	49.42
Grade 4	B	35.90	50.26
Grade 4	C	36.50	51.10
Grade 5	A	37.90	53.06
Grade 5	B	38.41	53.78
Grade 5	C	39.03	54.64
Grade 6	A	40.60	56.84
Grade 6	B	41.38	57.93
Grade 6	C	42.15	59.01
Grade 7	A	44.09	61.72
Grade 7	B	44.85	62.79
Grade 7	C	45.61	63.86
Grade 8	A	48.85	68.39
Grade 8	B	50.19	70.26
Grade 8	C	51.53	72.14
Technical Stream			
Technical Assistant (TA)			
TA 1	A	27.59	38.62
TA 1	B	28.08	39.31
TA 1	C	28.56	39.99
TA 1	D	28.70	40.18

	Work value level	Ordinary hours	Public holidays
		% of minimum hourly rate	
		125%	175%
		\$	\$
Technical Officer (TO)			
TO 1	A	29.98	41.97
TO 1	B	30.50	42.70
TO 1	C	30.93	43.30
TO 1	D	31.54	44.15
TO 1	E	31.71	44.40
TO 1	F	32.24	45.13
TO 1	G	32.78	45.89
TO 1	H	33.24	46.53
TO 1	I	33.61	47.06
TO 2	A	33.85	47.39
TO 2	B	34.51	48.32
TO 2	C	34.78	48.69
TO 3	A	35.39	49.54
TO 3	B	35.89	50.24
TO 3	C	36.70	51.38
TO 4	A	37.33	52.26
TO 4	B	37.76	52.87
TO 4	C	38.58	54.01
TO 5	A	39.25	54.95
TO 5	B	39.98	55.97
TO 6	A	40.76	57.07
TO 6	B	41.54	58.15
TO 7	A	42.46	59.45
TO 7	B	43.24	60.53
Professional Stream			
Information Technology Officer (ITO)			
ITO 1	A	31.60	44.24

	Work value level	Ordinary hours	Public holidays
		% of minimum hourly rate	
		125%	175%
		\$	\$
ITO 1	B	32.48	45.47
ITO 1	C	33.36	46.71
ITO 1	D	34.04	47.65
ITO 1	E	34.70	48.58
ITO 1	F	35.60	49.84
ITO 1	G	36.91	51.68
ITO 2	A	37.90	53.06
ITO 2	B	38.76	54.27
ITO 2	C	39.73	55.62
ITO 2	D	40.60	56.84
ITO 3	A	42.54	59.55
ITO 3	B	43.69	61.16
ITO 3	C	44.85	62.79
ITO 4	A	47.36	66.31
ITO 4	B	48.85	68.39
ITO 5	A	51.53	72.14
Legal Officer (LO)			
LO 1	A	31.99	44.78
LO 1	B	33.10	46.34
LO 1	C	34.03	47.64
LO 1	D	34.93	48.90
LO 1	E	36.09	50.52
LO 1	F	37.23	52.12
LO 1	G	38.29	53.60
LO 1	H	39.44	55.21
LO 1	I	40.50	56.70
LO 2	A	42.49	59.48
LO 2	B	43.08	60.31
LO 2	C	43.65	61.11

	Work value level	Ordinary hours	Public holidays
		% of minimum hourly rate	
		125%	175%
		\$	\$
LO 2	D	44.24	61.93
LO 3	A	46.88	65.63
LO 3	B	47.55	66.57
LO 3	C	48.23	67.52
LO 4	A	51.13	71.58
LO 4	B	52.24	73.13
LO 5	A	54.23	75.92
Engineer/Scientist (ES)			
ES 1	A	29.95	41.93
ES 1	B	30.40	42.56
ES 1	C	31.54	44.15
ES 1	D	32.31	45.24
ES 1	E	33.59	47.02
ES 1	F	34.89	48.84
ES 1	G	35.68	49.95
ES 2	A	36.86	51.61
ES 2	B	37.73	52.82
ES 2	C	38.41	53.78
ES 2	D	39.11	54.76
ES 3	A	40.38	56.53
ES 3	B	41.38	57.93
ES 3	C	42.05	58.87
ES 3	D	43.38	60.73
ES 4	A	44.85	62.79
ES 4	B	45.61	63.86
ES 4	C	46.88	65.63
ES 5	A	49.13	68.78
ES 5	B	50.38	70.53
ES 5	C	51.61	72.26

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	26.56	29.75	32.94	37.19	47.81	58.44
Grade 1	B	27.25	30.52	33.79	38.15	49.05	59.95
Grade 1	C	27.94	31.29	34.64	39.11	50.29	61.46
Grade 1	D	28.63	32.06	35.50	40.08	51.53	62.98
Grade 2	A	29.59	33.14	36.69	41.42	53.26	65.09
Grade 2	B	30.15	33.77	37.39	42.21	54.27	66.33
Grade 2	C	30.71	34.40	38.08	43.00	55.28	67.57
Grade 2	D	31.29	35.04	38.80	43.80	56.32	68.83
Grade 3	A	32.54	36.44	40.35	45.55	58.57	71.58
Grade 3	B	33.14	37.11	41.09	46.39	59.65	72.90
Grade 3	C	33.75	37.80	41.85	47.25	60.75	74.25
Grade 3	D	34.13	38.22	42.32	47.78	61.43	75.08
Grade 4	A	35.30	39.54	43.77	49.42	63.54	77.66
Grade 4	B	35.90	40.21	44.52	50.26	64.62	78.98
Grade 4	C	36.50	40.88	45.26	51.10	65.70	80.30
Grade 5	A	37.90	42.45	47.00	53.06	68.22	83.38
Grade 5	B	38.41	43.02	47.63	53.78	69.14	84.51
Grade 5	C	39.03	43.71	48.39	54.64	70.25	85.86
Grade 6	A	40.60	45.47	50.34	56.84	73.08	89.32
Grade 6	B	41.38	46.34	51.31	57.93	74.48	91.03
Grade 6	C	42.15	47.21	52.27	59.01	75.87	92.73
Grade 7	A	44.09	49.38	54.67	61.72	79.36	96.99

	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	B	44.85	50.23	55.61	62.79	80.73	98.67
Grade 7	C	45.61	51.09	56.56	63.86	82.10	100.35
Grade 8	A	48.85	54.71	60.57	68.39	87.93	107.47
Grade 8	B	50.19	56.21	62.23	70.26	90.34	110.41
Grade 8	C	51.53	57.71	63.89	72.14	92.75	113.36
Technical Stream							
Technical Assistant (TA)							
TA 1	A	27.59	30.90	34.21	38.62	49.66	60.69
TA 1	B	28.08	31.44	34.81	39.31	50.54	61.77
TA 1	C	28.56	31.99	35.42	39.99	51.41	62.84
TA 1	D	28.70	32.14	35.59	40.18	51.66	63.14
Technical Officer (TO)							
TO 1	A	29.98	33.57	37.17	41.97	53.96	65.95
TO 1	B	30.50	34.16	37.82	42.70	54.90	67.10
TO 1	C	30.93	34.64	38.35	43.30	55.67	68.04
TO 1	D	31.54	35.32	39.11	44.15	56.77	69.38
TO 1	E	31.71	35.52	39.32	44.40	57.08	69.77
TO 1	F	32.24	36.11	39.97	45.13	58.03	70.92
TO 1	G	32.78	36.71	40.64	45.89	59.00	72.11
TO 1	H	33.24	37.23	41.21	46.53	59.83	73.12
TO 1	I	33.61	37.65	41.68	47.06	60.50	73.95
TO 2	A	33.85	37.91	41.97	47.39	60.93	74.47
TO 2	B	34.51	38.65	42.80	48.32	62.12	75.93
TO 2	C	34.78	38.95	43.12	48.69	62.60	76.51
TO 3	A	35.39	39.63	43.88	49.54	63.70	77.85
TO 3	B	35.89	40.19	44.50	50.24	64.60	78.95

	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 3	C	36.70	41.10	45.51	51.38	66.06	80.74
TO 4	A	37.33	41.80	46.28	52.26	67.19	82.12
TO 4	B	37.76	42.29	46.83	52.87	67.97	83.08
TO 4	C	38.58	43.20	47.83	54.01	69.44	84.87
TO 5	A	39.25	43.96	48.67	54.95	70.65	86.35
TO 5	B	39.98	44.77	49.57	55.97	71.96	87.95
TO 6	A	40.76	45.65	50.55	57.07	73.37	89.68
TO 6	B	41.54	46.52	51.51	58.15	74.77	91.38
TO 7	A	42.46	47.56	52.65	59.45	76.43	93.42
TO 7	B	43.24	48.43	53.61	60.53	77.83	95.12
Professional Stream							
Information Technology Officer (ITO)							
ITO 1	A	31.60	35.39	39.18	44.24	56.88	69.52
ITO 1	B	32.48	36.37	40.27	45.47	58.46	71.45
ITO 1	C	33.36	37.37	41.37	46.71	60.05	73.40
ITO 1	D	34.04	38.12	42.21	47.65	61.27	74.88
ITO 1	E	34.70	38.86	43.03	48.58	62.46	76.34
ITO 1	F	35.60	39.87	44.14	49.84	64.08	78.32
ITO 1	G	36.91	41.34	45.77	51.68	66.44	81.21
ITO 2	A	37.90	42.45	47.00	53.06	68.22	83.38
ITO 2	B	38.76	43.41	48.07	54.27	69.77	85.28
ITO 2	C	39.73	44.49	49.26	55.62	71.51	87.40
ITO 2	D	40.60	45.47	50.34	56.84	73.08	89.32
ITO 3	A	42.54	47.64	52.75	59.55	76.57	93.58
ITO 3	B	43.69	48.93	54.17	61.16	78.64	96.11
ITO 3	C	44.85	50.23	55.61	62.79	80.73	98.67

	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	A	47.36	53.05	58.73	66.31	85.25	104.20
ITO 4	B	48.85	54.71	60.57	68.39	87.93	107.47
ITO 5	A	51.53	57.71	63.89	72.14	92.75	113.36
Legal Officer (LO)							
LO 1	A	31.99	35.83	39.66	44.78	57.58	70.37
LO 1	B	33.10	37.07	41.04	46.34	59.58	72.82
LO 1	C	34.03	38.11	42.19	47.64	61.25	74.86
LO 1	D	34.93	39.12	43.31	48.90	62.87	76.84
LO 1	E	36.09	40.42	44.75	50.52	64.96	79.39
LO 1	F	37.23	41.69	46.16	52.12	67.01	81.90
LO 1	G	38.29	42.88	47.48	53.60	68.92	84.23
LO 1	H	39.44	44.17	48.90	55.21	70.99	86.76
LO 1	I	40.50	45.36	50.22	56.70	72.90	89.10
LO 2	A	42.49	47.59	52.68	59.48	76.48	93.47
LO 2	B	43.08	48.24	53.41	60.31	77.54	94.77
LO 2	C	43.65	48.89	54.13	61.11	78.57	96.03
LO 2	D	44.24	49.55	54.85	61.93	79.63	97.32
LO 3	A	46.88	52.50	58.13	65.63	84.38	103.13
LO 3	B	47.55	53.26	58.96	66.57	85.59	104.61
LO 3	C	48.23	54.01	59.80	67.52	86.81	106.10
LO 4	A	51.13	57.26	63.40	71.58	92.03	112.48
LO 4	B	52.24	58.51	64.77	73.13	94.03	114.92
LO 5	A	54.23	60.73	67.24	75.92	97.61	119.30
Engineer/Scientist (ES)							
ES 1	A	29.95	33.54	37.14	41.93	53.91	65.89
ES 1	B	30.40	34.05	37.70	42.56	54.72	66.88
ES 1	C	31.54	35.32	39.11	44.15	56.77	69.38

	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	D	32.31	36.19	40.07	45.24	58.16	71.09
ES 1	E	33.59	37.62	41.65	47.02	60.46	73.89
ES 1	F	34.89	39.07	43.26	48.84	62.80	76.75
ES 1	G	35.68	39.96	44.24	49.95	64.22	78.49
ES 2	A	36.86	41.29	45.71	51.61	66.35	81.10
ES 2	B	37.73	42.25	46.78	52.82	67.91	83.00
ES 2	C	38.41	43.02	47.63	53.78	69.14	84.51
ES 2	D	39.11	43.81	48.50	54.76	70.40	86.05
ES 3	A	40.38	45.22	50.07	56.53	72.68	88.83
ES 3	B	41.38	46.34	51.31	57.93	74.48	91.03
ES 3	C	42.05	47.10	52.14	58.87	75.69	92.51
ES 3	D	43.38	48.58	53.79	60.73	78.08	95.43
ES 4	A	44.85	50.23	55.61	62.79	80.73	98.67
ES 4	B	45.61	51.09	56.56	63.86	82.10	100.35
ES 4	C	46.88	52.50	58.13	65.63	84.38	103.13
ES 5	A	49.13	55.02	60.92	68.78	88.43	108.08
ES 5	B	50.38	56.42	62.47	70.53	90.68	110.83
ES 5	C	51.61	57.81	64.00	72.26	92.90	113.55

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%
General/Field work stream	\$	\$
FW 1	28.16	39.43
FW 2	28.75	40.25
FW 3	29.59	41.42

12. By deleting the amount “\$45,789” appearing in clause C.1.1 and inserting “\$46,934”.

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	661.77	per annum

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