



# DRAFT DETERMINATION

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

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

**CSIRO ENTERPRISE AWARD 2016**  
[MA000148]

Commonwealth employment

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 10.1 and inserting the following:

<b>Employee classification</b>	<b>Annual (Full-time employees)</b>	<b>Weekly (Full-time employees)</b>	<b>Hourly (other than casual employee)</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	42,857	821.50	22.35
Level 2 (“standard rate”)	47,366	908.00	24.71
Level 3	56,505	1083.20	29.47
Level 4	68,069	1304.80	35.50
Level 5	77,544	1486.50	40.45
Level 6	84,372	1617.40	44.01
Level 7	100,169	1920.20	52.25
Level 8	116,834	2239.60	60.94

<b>Employee classification</b>	<b>Annual (Full-time employees)</b>	<b>Weekly (Full-time employees)</b>	<b>Hourly (other than casual employee)</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 9	149,248	2861.00	77.85

2. By deleting the amount “\$30,499” appearing in clause 10.2 and inserting “\$31,261”.
3. By deleting the amount “\$620.06” appearing in clause 11.3(a) and inserting “\$635.60”.
4. By deleting the amount “\$770.65” appearing in clause 11.3(b) and inserting “\$789.96”.
5. By deleting the amount “\$938.95” appearing in clause 11.3(c) and inserting “\$962.48”.
6. By deleting the amount “\$779.50” appearing in clause 11.4(b)(i) and inserting “\$799.04”.
7. By deleting the table appearing in clause 11.4(b)(ii) and inserting the following:

<b>Number of days</b>	<b>Maximum annual allowance</b>
	<b>\$</b>
5–40	145.28
41–80	426.76
81 or more	862.60

8. By deleting the amount “\$33.48” appearing in clause 11.5 and inserting “\$34.32”.
9. By deleting the amount “\$302.06” appearing in clause 13.3(a) and inserting “\$309.63”.
10. By deleting the amount “\$22.85” appearing in clause 13.3(b) and inserting “\$23.43”.
11. By deleting the table appearing in clause B.1 and inserting the following:

	<b>Day</b>	<b>Saturday</b>	<b>Sunday</b>
	<b>Ordinary</b>	<b>140%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	22.35	31.29	44.70
Level 2	24.71	34.59	49.42
Level 3	29.47	41.26	58.94

	<b>Day</b>	<b>Saturday</b>	<b>Sunday</b>
	<b>Ordinary</b>	<b>140%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 4	35.50	49.70	71.00
Level 5	40.45	56.63	80.90
Level 6	44.01	61.61	88.02
Level 7	52.25	73.15	104.50
Level 8	60.94	85.32	121.88
Level 9	77.85	108.99	155.70

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

	<b>Monday – Friday</b>	<b>Saturday – first 3 hours</b>	<b>Saturday – after 3 hours</b>	<b>Sunday – all day</b>	<b>Public holiday – all day</b>
	<b>150%</b>	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	33.53	33.53	44.70	44.70	55.88
Level 2	37.07	37.07	49.42	49.42	61.78
Level 3	44.21	44.21	58.94	58.94	73.68
Level 4	53.25	53.25	71.00	71.00	88.75
Level 5	60.68	60.68	80.90	80.90	101.13
Level 6	66.02	66.02	88.02	88.02	110.03
Level 7	78.38	78.38	104.50	104.50	130.63
Level 8	91.41	91.41	121.88	121.88	152.35
Level 9	116.78	116.78	155.70	155.70	194.63

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

	<b>Day</b>	<b>Night</b>	<b>Permanent Night</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>100%</b>	<b>115%</b>	<b>130%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	22.35	25.70	29.06	33.53	44.70	55.88
Level 2	24.71	28.42	32.12	37.07	49.42	61.78
Level 3	29.47	33.89	38.31	44.21	58.94	73.68

	<b>Day</b>	<b>Night</b>	<b>Permanent Night</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>100%</b>	<b>115%</b>	<b>130%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 4	35.50	40.83	46.15	53.25	71.00	88.75
Level 5	40.45	46.52	52.59	60.68	80.90	101.13
Level 6	44.01	50.61	57.21	66.02	88.02	110.03
Level 7	52.25	60.09	67.93	78.38	104.50	130.63
Level 8	60.94	70.08	79.22	91.41	121.88	152.35
Level 9	77.85	89.53	101.21	116.78	155.70	194.63

14. By deleting the table appearing in clause B.4 and inserting the following:

	<b>Monday – Friday</b>	<b>Saturday – all day</b>	<b>Sunday – all day</b>	<b>Public holiday – all day</b>
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	33.53	44.70	44.70	55.88
Level 2	37.07	49.42	49.42	61.78
Level 3	44.21	58.94	58.94	73.68
Level 4	53.25	71.00	71.00	88.75
Level 5	60.68	80.90	80.90	101.13
Level 6	66.02	88.02	88.02	110.03
Level 7	78.38	104.50	104.50	130.63
Level 8	91.41	121.88	121.88	152.35
Level 9	116.78	155.70	155.70	194.63

15. By deleting the table appearing in clause B.5 and inserting the following:

	<b>Day</b>	<b>Night</b>	<b>Saturday</b>	<b>Sunday</b>
	<b>125%</b>	<b>140%</b>	<b>175%</b>	<b>225%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	27.94	31.29	39.11	50.29
Level 2	30.89	34.59	43.24	55.60

	<b>Day</b>	<b>Night</b>	<b>Saturday</b>	<b>Sunday</b>
	<b>125%</b>	<b>140%</b>	<b>175%</b>	<b>225%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 3	36.84	41.26	51.57	66.31
Level 4	44.38	49.70	62.13	79.88
Level 5	50.56	56.63	70.79	91.01
Level 6	55.01	61.61	77.02	99.02
Level 7	65.31	73.15	91.44	117.56
Level 8	76.18	85.32	106.65	137.12
Level 9	97.31	108.99	136.24	175.16

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

	<b>Monday - Friday</b>	<b>Saturday – first 3 hours</b>	<b>Saturday – after 3 hours</b>	<b>Sunday – all day</b>	<b>Public holiday – all day</b>
	<b>150%</b>	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	33.53	33.53	44.70	44.70	44.70
Level 2	37.07	37.07	49.42	49.42	49.42
Level 3	44.21	44.21	58.94	58.94	58.94
Level 4	53.25	53.25	71.00	71.00	71.00
Level 5	60.68	60.68	80.90	80.90	80.90
Level 6	66.02	66.02	88.02	88.02	88.02
Level 7	78.38	78.38	104.50	104.50	104.50
Level 8	91.41	91.41	121.88	121.88	121.88
Level 9	116.78	116.78	155.70	155.70	155.70

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

	<b>Day</b>	<b>Night</b>	<b>Saturday</b>	<b>Sunday</b>
	<b>125%</b>	<b>140%</b>	<b>175%</b>	<b>225%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	27.94	31.29	39.11	50.29

	<b>Day</b>	<b>Night</b>	<b>Saturday</b>	<b>Sunday</b>
	<b>125%</b>	<b>140%</b>	<b>175%</b>	<b>225%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 2	30.89	34.59	43.24	55.60
Level 3	36.84	41.26	51.57	66.31
Level 4	44.38	49.70	62.13	79.88
Level 5	50.56	56.63	70.79	91.01
Level 6	55.01	61.61	77.02	99.02
Level 7	65.31	73.15	91.44	117.56
Level 8	76.18	85.32	106.65	137.12
Level 9	97.31	108.99	136.24	175.16

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

	<b>Monday – Friday</b>	<b>Saturday – all day</b>	<b>Sunday – all day</b>	<b>Public holiday – all day</b>
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	33.53	44.70	44.70	44.70
Level 2	37.07	49.42	49.42	49.42
Level 3	44.21	58.94	58.94	58.94
Level 4	53.25	71.00	71.00	71.00
Level 5	60.68	80.90	80.90	80.90
Level 6	66.02	88.02	88.02	88.02
Level 7	78.38	104.50	104.50	104.50
Level 8	91.41	121.88	121.88	121.88
Level 9	116.78	155.70	155.70	155.70

19. By deleting the amount “\$885.80” appearing in clause C.1 and inserting “\$908.00”.

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

<b>Allowance</b>	<b>Payable</b>	<b>\$</b>	<b>% of standard rate</b>
St John’s Ambulance Emergency	per annum	635.60	70.0

<b>Allowance</b>	<b>Payable</b>	<b>\$</b>	<b>% of standard rate</b>
First Aid (Level 1)			
St John's Ambulance Apply First Aid (Level 2)	per annum	789.96	87.0
St John's Ambulance Occupational First Aid (Level 1)	per annum	962.48	106.0
Australian Animal Health Laboratory	per annum	799.04	88.0
Secure (5–40 days in previous 12 months)	maximum per year	145.28	16.0
Secure (41–80 days in previous 12 months)	maximum per year	426.76	47.0
Secure (81 or more days in previous 12 months)	maximum per year	862.60	95.0
Diving	per day	34.32	3.78
Sea duty (seagoing)	per day	309.63	34.1
Sea duty (transit)	per day	23.43	2.58

21. By deleting clause E.5.1 and inserting the following:

#### **E.5.1 Minimum wages for traineeships**

##### **(a) Wage Level A**

Subject to clause E.5.2 and E.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time or part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level A by clause E.7 are:

	<b>Highest year of schooling completed</b>					
	<b>Year 10</b>		<b>Year 11</b>		<b>Year 12</b>	
	<b>Full-time weekly</b>	<b>Part-time hourly</b>	<b>Full-time weekly</b>	<b>Part-time hourly</b>	<b>Full-time weekly</b>	<b>Part-time hourly</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	347.10	11.42	382.20	12.59	455.30	14.99
Plus 1 year out of school	382.20	12.59	455.30	14.99	529.90	17.45
Plus 2 years out of school	455.30	14.99	529.90	17.45	616.60	20.28
Plus 3 years out of school	529.90	17.45	616.60	20.28	706.00	23.22
Plus 4 years out of school	616.60	20.28	706.00	23.22		

	<b>Highest year of schooling completed</b>					
	<b>Year 10</b>		<b>Year 11</b>		<b>Year 12</b>	
	<b>Full-time weekly</b>	<b>Part-time hourly</b>	<b>Full-time weekly</b>	<b>Part-time hourly</b>	<b>Full-time weekly</b>	<b>Part-time hourly</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Plus 5 or more years out of school	706.00	23.22				

**(b) Wage Level B**

Subject to clause E.5.2 and E.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time or part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level B by clause E.7 are:

	<b>Highest year of schooling completed</b>					
	<b>Year 10</b>		<b>Year 11</b>		<b>Year 12</b>	
	<b>Full-time weekly</b>	<b>Part-time hourly</b>	<b>Full-time weekly</b>	<b>Part-time hourly</b>	<b>Full-time weekly</b>	<b>Part-time hourly</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	347.10	11.42	382.20	12.59	443.00	14.59
Plus 1 year out of school	382.20	12.59	443.00	14.59	509.60	16.77
Plus 2 years out of school	443.00	14.59	509.60	16.77	597.70	19.68
Plus 3 years out of school	509.60	16.77	597.70	19.68	681.70	22.45
Plus 4 years out of school	597.70	19.68	681.70	22.45		
Plus 5 or more years out of school	681.70	22.45				

**(c) Wage Level C**

Subject to clause E.5.2 and E.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time or part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level C by clause E.7 are:



	<b>Highest year of schooling completed</b>					
	<b>Year 10</b>		<b>Year 11</b>		<b>Year 12</b>	
	<b>Full-time weekly</b>	<b>Part-time hourly</b>	<b>Full-time weekly</b>	<b>Part-time hourly</b>	<b>Full-time weekly</b>	<b>Part-time hourly</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	347.10	11.42	382.20	12.59	443.00	14.59
Plus 1 year out of school	382.20	12.59	443.00	14.59	498.80	16.41
Plus 2 years out of school	443.00	14.59	498.80	16.41	557.30	18.33
Plus 3 years out of school	498.80	16.41	557.30	18.33	620.70	20.42
Plus 4 years out of school	557.30	18.33	620.70	20.42		
Plus 5 or more years out of school	620.70	20.42				

**(d) AQF Certificate Level IV traineeships**

- (i) Subject to clause E.5.2 and E.5.3 of this schedule, the minimum wages for a trainee undertaking a traineeship are the minimum wages for the relevant Level III traineeship with the addition of 3.8% to those minimum wages.
- (ii) Subject to clause E.5.2 and E.5.3 of this schedule, the minimum wages for an adult trainee undertaking an AQF Certificate Level IV traineeship are as follows, provided that the relevant wage level is that for the relevant AQF Certificate Level III traineeship:

<b>Wage level</b>	<b>First year of traineeship</b>		<b>Second and subsequent years of traineeship</b>	
	<b>Full-time weekly</b>	<b>Part-time hourly</b>	<b>Full-time weekly</b>	<b>Part-time hourly</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Wage Level A	733.40	24.11	761.80	25.06
Wage Level B	707.60	23.25	734.60	24.15
Wage Level C	643.90	21.19	668.20	21.99

**(e) School-based traineeships**

Subject to clauses E.5.2 and E.5.3 of this schedule, the minimum hourly wages for a trainee undertaking a school-based Wage Levels A or B traineeship are as follows when the trainee works ordinary hours:

<b>Year of schooling</b>	
<b>Year 11 or lower</b>	<b>Year 12</b>
<b>per hour</b>	<b>per hour</b>
<b>\$</b>	<b>\$</b>
11.42	12.59

B. This determination comes into operation from 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