



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2021–22
(C2022/1)

HYDROCARBONS INDUSTRY (UPSTREAM) AWARD 2020
[MA000062]

Oil and gas industry

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

MELBOURNE, XX JUNE 2022

Annual Wage Review 2021–22.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2021–22 on 15 June 2022 [[2022] FWCFB 3500], the above award is varied as follows:

- By deleting the table appearing in clause 16.1 and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Entry Level—Introductory	840.90	22.13
Level 1—Basic	880.50	23.17
Level 2—Intermediate	913.10	24.03
Level 3—Competent	940.90	24.76
Level 4—Advanced	1003.80	26.42
Level 5—Advanced Specialist	1069.10	28.13
Level 6—Dual Trade	1121.50	29.51

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Level 7—Dual Trade Instrument Technician	1167.00	30.71

2. By deleting the year “2021” in clause 16.7(b) and inserting “2022”.
3. By deleting the amount "\$53.61" appearing in clause 20.2(b) and inserting "\$56.08".
4. By deleting the amount "\$26.00" appearing in clause 20.2(c) and inserting "\$27.19".
5. By deleting the table appearing in clause 20.2(d) and inserting the following:

Leading hands in charge of:	\$ per week
3–10 employees	26.72
11–20 employees	42.25
More than 20 employees	53.44

6. By deleting the amount "\$53.97" appearing in clause 20.2(e)(ii) and inserting "\$56.45".
7. By deleting the table appearing in clause B.2.1 and inserting the following:

	Ordinary hours	Saturday		Sunday	Public holiday
		First 2 hours	After 2 hours		
		% of ordinary hourly rate ¹			
	100%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
Entry Level—Introductory	23.61	35.42	47.22	47.22	59.03
Level 1—Basic	24.65	36.98	49.30	49.30	61.63
Level 2—Intermediate	25.51	38.27	51.02	51.02	63.78
Level 3—Competent	26.24	39.36	52.48	52.48	65.60
Level 4—Advanced	27.90	41.85	55.80	55.80	69.75
Level 5—Advanced Specialist	29.61	44.42	59.22	59.22	74.03
Level 6—Dual Trade	30.99	46.49	61.98	61.98	77.48

	Ordinary hours	Saturday		Sunday	Public holiday
		First 2 hours	After 2 hours		
		% of ordinary hourly rate ¹			
	100%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
Level 7—Dual Trade Instrument Technician	32.19	48.29	64.38	64.38	80.48

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

	Monday to Saturday		Sunday – all day	Public holiday – all day
	First 2 hours	After 2 hours		
	% of ordinary hourly rate ¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Entry Level—Introductory	35.42	47.22	47.22	59.03
Level 1—Basic	36.98	49.30	49.30	61.63
Level 2—Intermediate	38.27	51.02	51.02	63.78
Level 3—Competent	39.36	52.48	52.48	65.60
Level 4—Advanced	41.85	55.80	55.80	69.75
Level 5—Advanced Specialist	44.42	59.22	59.22	74.03
Level 6—Dual Trade	46.49	61.98	61.98	77.48
Level 7—Dual Trade Instrument Technician	48.29	64.38	64.38	80.48

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

	Shift			Saturday		Sunday	Public holiday
	Afternoon	Night	Permanent night	First 2 hours	After 2 hours		
	% of ordinary hourly rate ¹						
	115%	115%	130%	150%	200%	200%	250%
	\$	\$	\$	\$	\$	\$	\$
Entry Level—Introductory	27.15	27.15	30.69	35.42	47.22	47.22	59.03
Level 1—Basic	28.35	28.35	32.05	36.98	49.30	49.30	61.63

	Shift			Saturday		Sunday	Public holiday
	Afternoon	Night	Permanent night	First 2 hours	After 2 hours		
	% of ordinary hourly rate ¹						
	115%	115%	130%	150%	200%	200%	250%
	\$	\$	\$	\$	\$	\$	\$
Level 2—Intermediate	29.34	29.34	33.16	38.27	51.02	51.02	63.78
Level 3—Competent	30.18	30.18	34.11	39.36	52.48	52.48	65.60
Level 4—Advanced	32.09	32.09	36.27	41.85	55.80	55.80	69.75
Level 5—Advanced Specialist	34.05	34.05	38.49	44.42	59.22	59.22	74.03
Level 6—Dual Trade	35.64	35.64	40.29	46.49	61.98	61.98	77.48
Level 7—Dual Trade Instrument Technician	37.02	37.02	41.85	48.29	64.38	64.38	80.48

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

	Monday to Saturday		Sunday	Public holiday	Continuous shiftworker—Monday to Sunday
	First 2 hours	After 2 hours			
	% of ordinary hourly rate ¹				
	150%	200%	200%	250%	200%
	\$	\$	\$	\$	\$
Entry Level—Introductory	35.42	47.22	47.22	59.03	47.22
Level 1—Basic	36.98	49.30	49.30	61.63	49.30
Level 2—Intermediate	38.27	51.02	51.02	63.78	51.02
Level 3—Competent	39.36	52.48	52.48	65.60	52.48
Level 4—Advanced	41.85	55.80	55.80	69.75	55.80
Level 5—Advanced Specialist	44.42	59.22	59.22	74.03	59.22
Level 6—Dual Trade	46.49	61.98	61.98	77.48	61.98
Level 7—Dual Trade Instrument Technician	48.29	64.38	64.38	80.48	64.38

11. By deleting the table appearing in clause B.3.1 and inserting the following:

	Ordinary hours	Saturday		Sunday	Public holiday
		First 2 hours	After 2 hours		
	% of ordinary hourly rate ¹				
	125%	175%	225%	225%	275%
	\$	\$	\$	\$	\$
Entry Level—Introductory	29.51	41.32	53.12	53.12	64.93
Level 1—Basic	30.81	43.14	55.46	55.46	67.79
Level 2—Intermediate	31.89	44.64	57.40	57.40	70.15
Level 3—Competent	32.80	45.92	59.04	59.04	72.16
Level 4—Advanced	34.88	48.83	62.78	62.78	76.73
Level 5—Advanced Specialist	37.01	51.82	66.62	66.62	81.43
Level 6—Dual Trade	38.74	54.23	69.73	69.73	85.22
Level 7—Dual Trade Instrument Technician	40.24	56.33	72.43	72.43	88.52

12. By deleting the table appearing in clause B.3.2 and inserting the following:

	Shift			Saturday		Sunday	Public holiday
	Afternoon	Night	Permanent night	First 2 hours	After 2 hours		
	% of ordinary hourly rate ¹						
	140%	140%	155%	175%	225%	225%	275%
	\$	\$	\$	\$	\$	\$	\$
Entry Level—Introductory	33.05	33.05	36.60	41.32	53.12	53.12	64.93
Level 1—Basic	34.51	34.51	38.21	43.14	55.46	55.46	67.79
Level 2—Intermediate	35.71	35.71	39.54	44.64	57.40	57.40	70.15
Level 3—Competent	36.74	36.74	40.67	45.92	59.04	59.04	72.16
Level 4—Advanced	39.06	39.06	43.25	48.83	62.78	62.78	76.73
Level 5—Advanced Specialist	41.45	41.45	45.90	51.82	66.62	66.62	81.43
Level 6—Dual Trade	43.39	43.39	48.03	54.23	69.73	69.73	85.22
Level 7—Dual Trade Instrument Technician	45.07	45.07	49.89	56.33	72.43	72.43	88.52

- 13. By deleting the amount “\$899.50” appearing in clause C.1.1 and inserting “\$940.90”.
- 14. By deleting the table appearing in clause C.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
Industry allowance ¹	20.2(b)	5.96	56.08	per week
Licence allowance—electricians ²	20.2(c)	2.89	27.19	per week
Leading hands in charge of—3 to 10 employees	20.2(d)	2.84	26.72	per week
Leading hands in charge of—11 to 20 employees	20.2(d)	4.49	42.25	per week
Leading hands in charge of—More than 20 employees	20.2(d)	5.68	53.44	per week
Living away from home allowance—employees required to undertake remote work only	20.2(e)	6.0	56.45	per day or part thereof

B. This determination comes into operation on 1 July 2022. 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 2022.

PRESIDENT