



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2021–22
(C2022/1)

**AUSTRALIAN BROADCASTING CORPORATION ENTERPRISE
AWARD 2016**
[MA000147]

Commonwealth employment

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:

1. By deleting the table appearing in clause 20.5 and inserting the following:

Classification	Annual award rate
	\$
Announcer	52,834
	53,202
	56,228
Engineer: Class 1	52,940
Engineer: Class 2	66,322
Engineer: Class 3	74,087

Draft determination amended 24 June 2022 to correct rates appearing in items A.8, A.10 and A.11 on pp. 8–9.

Classification	Annual award rate
	\$
Engineer: Class 4	82,760
Legal Officer	53,903
Senior Legal Officer	77,809
Librarian Class 1	52,008
Librarian Class 2	62,800
Sports Broadcaster: Grade 1	47,411
Sports Broadcaster: Grade 2	58,892
Sports Broadcaster: Grade 3	64,284
Broadcast Engineer Officer 1	57,403
Broadcast Engineer Officer 2	63,684
Broadcast Engineer Officer 3	67,842
Broadcast Engineer Officer 4	69,906
Broadcast Engineer Officer 5	73,302
Broadcast Engineer Officer 6	76,058
Broadcast Engineer Officer Trainee	50,510
Cadet Engineer	42,263
Costume Maker: Grade 1	46,733
Costume Maker: Grade 2	48,380
Costume Maker: Grade 3	50,069
Designer's Assistant	52,336
Assistant Designer	60,987
Designer	64,229
Senior Production Designer	67,857
Senior Designer, Grade 1 Victoria	71,925
Senior Designer, Grade 2 Head Officer	74,739
Drafting Assistant: Grade 2	52,336
Senior Drafting Officer	64,229
Executive Producer: Grade 1	75,062
Executive Producer: Grade 2	84,253
Co-ordinator, TV Drama	91,693
Graphics Designer	60,987
Photographer: Grade 1	52,384

Classification	Annual award rate
	\$
Photographer: Grade 2	58,801
Photographer: Grade 3	65,031
Senior Photographer	68,737
Producer: Grade 1	58,158
	59,330
	60,460
	61,591
	62,762
Producer: Grade 2	63,764
	64,913
	66,082
Producer: Grade 3	67,105
	68,238
	69,352
Producer: Grade 4	70,506
	71,651
	72,803
Producer: Grade 5	75,062
	77,386
	79,651
Producer: Merit	84,253
	86,514
Supervisor, TV Transmission: Vic, Qld, SA, WA and Tas	73,972
Television Assistant: 1	47,608
Television Assistant: 2	50,351
Television Assistant: 3	51,302
Television Assistant: 4	53,249
Senior Television Assistant (Prod Operations)	56,022
Television Lighting Electrician	52,834
Senior Television Lighting Electrician	56,543
Transmission Officer (TV)	66,382

Classification	Annual award rate
	\$
Administrative Officer 1	45,714
Administrative Officer 2	49,911
Administrative Officer 3	54,356
Administrative Officer 4	58,071
Administrative Officer 5	61,615
Administrative Officer 6	62,477
Administrative Officer 7	73,726
Administrative Officer 8	77,566
Assistant Shop Manager 1	49,911
Assistant Shop Manager 2	52,264
Assistant Shop Manager 3	55,398
Assistant Shop Manager 4	56,251
Broadcaster Level 1	49,911
	50,743
	51,577
Broadcaster Level 2	52,264
	55,398
	57,285
	60,432
	62,726
Broadcaster Level 3	64,792
	66,860
Broadcaster Level 4	69,075
	71,361
	72,545
Broadcaster Level 5	73,726
	74,907
	76,092
	77,566
	79,043
Broadcaster Level 6	80,520
	81,997

Classification	Annual award rate
	\$
	84,697
	84,950
	87,178
Broadcaster Level 7	89,684
Building and Services Officer 1	44,384
Building and Services Officer 2	47,046
Building and Services Officer 3	50,743
Building and Services Officer 4	55,398
Building and Services Officer 5	58,071
Building and Services Officer 6	61,615
Building and Services Officer 7	66,860
Design and Development Officer 1	49,911
Design and Development Officer 2	57,285
Design and Development Officer 3	63,684
Design and Development Officer 4	70,181
Design and Development Officer 5	79,043
Information Technologist 1	56,251
Information Technologist 2	64,792
Information Technologist 3	73,726
Information Technologist 4	81,997
Information Technologist 5	89,684
Make Up Artist Trainee	49,073
Make Up Artist 1	50,743
Make Up Artist 2	56,251
Make Up Artist 3	62,726
Production Support Officer Level 1	49,911
Production Support Officer Level 2 – Strand 1	54,356
Production Support Officer Level 2 – Strand 2	55,398
Production Support Officer Level 2 – Strand 3	56,251
Production Support Officer Level 3 – Strand 1	57,285
Production Support Officer Level 3 – Strand 2	58,071
Production Support Officer Level 3 – Strand 3	59,255

Classification	Annual award rate
	\$
Product Support Officer Level 4 – Strand 1 (Merit level)	60,432
Production Support Officer Level 4 – Strand 2 (Merit level)	61,615
Production Support Officer Level 4 – Strand 3 (Merit level)	62,726
Production Support Officer Level 5 – Strands 1, 2 & 3 (Merit Level)	63,684
Production Support Officer Level 6 – Strand 1 (Merit Level)	67,966
Production Support Officer Level 7 – Strand 4 (Merit Level)	70,181
Professional Officer (R&D) 1	49,911
Professional Officer (R&D) 2	57,285
Professional Officer (R&D) 3	64,792
Professional Officer (R&D) 4	72,545
Professional Officer (R&D) 5	80,520
Professional Officer (R&D) 6	87,178
Property Officer 1	45,714
Property Officer 2	47,909
Property Officer 3	50,743
Property Officer 4	53,307
Property Officer 5	55,398
Technical Services Officer 1	49,911
Technical Services Officer 2	57,285
Technical Services Officer 3	63,684
Technical Services Officer 4	70,181
Technical Services Officer 5	76,092
Sales Assistant	47,909
Scenic Workshop Officer 1	50,743
Scenic Workshop Officer 2	55,398
Scenic Workshop Officer 3	58,071
Scenic Workshop Officer 4	62,726
Broadbanded TOPO 1	49,911

Classification	Annual award rate
	\$
	50,743
	52,264
Broadbanded TOPO 2	53,307
	54,356
	56,251
	57,285
	58,071
Broadbanded TOPO 3	58,167
	61,615
	62,726
	63,684
	64,792
Broadbanded TOPO Merit	66,860
	67,966
	70,181
	71,361
	73,726
TOPO Technical Producer	66,860
TOPO Senior (BAPH)	62,726
TOPO Senior (NSW/Vic)	66,860
TOPO Shift Senior	62,726
TOPO Shift Supervisor	66,860
TOPO Technical Producer/Lighting Director	66,860
Senior TOPO	74,907
Senior TOPO Merit	77,566
Extended Range TOPO	81,997

2. By deleting the amount "\$105,847" appearing in clause 29.2 and inserting "\$110,716".
3. By deleting the amount "\$105,847" appearing in clause 29.3 and inserting "\$110,716".
4. By deleting the amount "\$105,847" appearing in clause 29.4 and inserting "\$110,716".

5. By deleting the table appearing in clause 30.8 and inserting the following:

Classification	Annual award rate
	\$
Journalists and Reporters	
Band 3 Level 6	89,684
Band 3 Level 5	79,655
Band 3 Level 4	72,608
Band 2 Level 3	67,782
	70,153
	71,381
Band 2 Level 2	63,332
	64,276
	65,481
Band 1 Level 1	53,389
	55,590
	58,654
	61,034
Top point	110,716
Band 1: Cadet Journalist or Trainee Reporter	47,404
Publicity/Public Relations Officer - Grade 1	55,933
Publicity/Public Relations Officer - Grade 2	61,694
Publicity/Public Relations Officer - Grade 3	69,447

6. By deleting the amount "\$51,041" appearing in clause 32.1 and inserting "\$53,389".

7. By deleting the table appearing in clause 59.1 and inserting the following:

	Weekly rate	Daily rate	Hourly rate
	\$	\$	\$
Lead	1719.40	343.88	42.99
Co-lead (2)	1506.10	301.22	37.65
Cast A	1146.00	229.20	28.65
Cast B	848.30	169.66	21.21
Cast	1092.40	218.48	27.31

8. By deleting the table appearing in clause 59.2 and inserting the following:

	Weekly rate	Daily rate	Hourly rate
	\$	\$	\$
Lead	1888.10	414.15	72.92
Co-lead (2)	1707.10	382.86	66.33
Performer	1216.90	271.03	46.21
Special extra	866.60	233.42	36.0835.99
Extra	776.60	197.01	32.6732.42

9. By deleting the amount "\$24.00" appearing in clause 63.2(b) and inserting "\$25.10".

10. By deleting the amount "\$54.56" appearing in clause 70.2(a)* ~~Lookup~~ and inserting "~~\$54.56~~57.07".

11. By deleting the amount "\$10.66" appearing in clause 79 and inserting "\$~~11.15~~40.66".

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

Commented [GE1]: FWC Proposed methodology for clause 59.2:

These amounts have been directly adjusted by the percentage increase in the AWR since the operation of the award.

The Commission proposes the following method for adjusting the daily and hourly rates in the current review:

Compare the 'Weekly rate' for each classification to the \$869.60 threshold to determine the increase to apply.

IF the weekly rate is below the tier, then the corresponding daily and hourly rates are proposed to increase by their 2021 relativity to the updated weekly rate (for example, 'Special extra' is found below the threshold and is proposed to increase by \$40 from \$826.60 to \$866.60. As such, the hourly rate, for instance, is adjusted in line with its current relativity to the weekly rate, which is approximately 0.0416284 (\$34.41 / \$826.60). So, the relativity multiplied by the new weekly rate (\$866.60) is equal to \$36.08.

IF, however, the weekly rate is above the tier, then the corresponding daily and hourly rates are proposed to increase by 4.6%

Commented [GE2]: Update 24 June 2022:

Rate revised as per methodology outlined in Comment above (applied the current relativity b/w the hourly rate and the current weekly rate to the new weekly rate)

Commented [GE3]: Update 24 June 2022:

Rate revised as per methodology outlined in Comment 1 (applied the current relativity b/w the hourly rate and the current weekly rate to the new weekly rate)

Commented [GE4]: FWC Proposed methodology for clauses 63.2(b), 70.2(a) and 79:

The amounts in items 9–11 have been increased directly by the percentage increase in the AWR since the operation of the award.

The award is silent in regards to their calculation in the event of flat dollar or tiered increase. The award also does not appear to contain a standard rate from which we could use the percentage change to apply to these amounts.

As such, the Commission proposes to adjust these rates by the average percentage change in the classifications contained in clause 20.5 (approximately 4.608%).

Commented [GE5R4]: Update 24 June 2022:

Rates in items 9–11 did not accord with proposed FWC methodology above. In addition, MEAA noted that items 10–11 did not change from previous year.

In accordance with MEAA correspondence on 24 June 2022, rates in items 9 to 11 are proposed to increase by 4.6%.