



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2022–23 (C2023/1)

ANIMAL CARE AND VETERINARY SERVICES AWARD 2020 [MA000118]

Animal care and veterinary services

JUSTICE HATCHER, PRESIDENT
VICE PRESIDENT CATANZARITI
VICE PRESIDENT ASBURY
DEPUTY PRESIDENT HAMPTON
MS LABINE-ROMAIN
PROFESSOR BAIRD
MR CULLY

SYDNEY, XX JUNE 2023

Annual Wage Review 2022–23.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2022–23 on 2 June 2023 [[2023] FWCFB 3500], the above award is varied as follows:

- By deleting the table appearing in clause 15.1 and inserting the following:

Classification	Minimum annual salary	Minimum hourly rate
	\$	\$
Inspector Level 1	60,082	30.41
Inspector Level 2	63,388	32.08
Senior Inspector Level 3	68,484	34.66

- By deleting the table appearing in clause 15.2 and inserting the following:

Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Introductory level	859.30	22.61

Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Level 1	882.80	23.23
Level 2	954.00	25.11
Level 3	995.00	26.18
Level 4	1085.60	28.57
Level 5—Practice manager	1140.70	30.02

3. By deleting the table appearing in clause 15.3 and inserting the following:

Classification	Minimum annual salary	Minimum hourly rate
	\$	\$
Level 1A	60,082	30.41
Level 1B	63,388	32.08
Level 2	68,484	34.66
Level 3	75,237	38.08
Level 4	84,985	43.01

4. By deleting the year “2022” in clause 15.6(b) and inserting “2023”.
5. By deleting the amount “\$15.05” appearing in clause 16.2(a) and inserting “\$15.92”.
6. By deleting the amount “\$18.44” appearing in clause 16.2(b) and inserting “\$19.50”.
7. By deleting the amount “\$19.48” appearing in clause 16.2(c)(i) and inserting “\$20.60”.
8. By deleting the amount “\$29.26” appearing in clause 16.2(c)(ii) and inserting “\$30.94”.
9. By deleting the amount “\$34.06” appearing in clause 16.2(c)(iii) and inserting “\$36.02”.
10. By deleting the amount “\$47.61” appearing in clause 16.3(a) and inserting “\$50.35”.

11. By deleting the table appearing in clause B.1.1 and inserting the following:

Classification	Minimum hourly rate	Saturday after 1.00 pm		Sunday	Public holiday
		First 3 hours	After 3 hours		
	% of minimum hourly rate				
	100%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
Inspector Level 1	30.41	45.62	60.82	60.82	76.03
Inspector Level 2	32.08	48.12	64.16	64.16	80.20
Senior Inspector Level 3	34.66	51.99	69.32	69.32	86.65

12. By deleting the table appearing in clause B.1.2 and inserting the following:

Classification	Monday to Friday		Saturday	Sunday	Public holiday
	Morning shift ¹ and afternoon shift ²	Night shift ³			
	% of minimum hourly rate				
	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$
Inspector Level 1	34.97	39.53	45.62	60.82	76.03
Inspector Level 2	36.89	41.70	48.12	64.16	80.20
Senior Inspector Level 3	39.86	45.06	51.99	69.32	86.65

13. By deleting the table appearing in clause B.1.3 and inserting the following:

Classification	Monday to Saturday		Sunday – all day
	First 3 hours	After 3 hours	
	% of minimum hourly rate		
	150%	200%	200%
	\$	\$	\$
Inspector Level 1	45.62	60.82	60.82
Inspector Level 2	48.12	64.16	64.16
Senior Inspector Level 3	51.99	69.32	69.32

14. By deleting the table appearing in clause B.1.4 and inserting the following:

Classification	Minimum hourly rate	Saturday after 1.00 pm		Sunday	Public holiday
		First 3 hours	After 3 hours		

	% of minimum hourly rate				
	100%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
Introductory level	22.61	33.92	45.22	45.22	56.53
Level 1	23.23	34.85	46.46	46.46	58.08
Level 2	25.11	37.67	50.22	50.22	62.78
Level 3	26.18	39.27	52.36	52.36	65.45
Level 4	28.57	42.86	57.14	57.14	71.43
Level 5—Practice manager	30.02	45.03	60.04	60.04	75.05

15. By deleting the table appearing in clause B.1.5 and inserting the following:

Classification	Monday to Friday		Saturday	Sunday	Public holiday
	Morning shift¹ and afternoon shift²	Night shift³			
	% of minimum hourly rate				
	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$
Introductory level	26.00	29.39	33.92	45.22	56.53
Level 1	26.71	30.20	34.85	46.46	58.08
Level 2	28.88	32.64	37.67	50.22	62.78
Level 3	30.11	34.03	39.27	52.36	65.45
Level 4	32.86	37.14	42.86	57.14	71.43
Level 5—Practice manager	34.52	39.03	45.03	60.04	75.05

16. By deleting the table appearing in clause B.1.6 and inserting the following:

Classification	Monday to Saturday		Sunday – all day
	First 3 hours	After 3 hours	
	% of minimum hourly rate		
	150%	200%	200%
	\$	\$	\$
Introductory level	33.92	45.22	45.22
Level 1	34.85	46.46	46.46
Level 2	37.67	50.22	50.22
Level 3	39.27	52.36	52.36
Level 4	42.86	57.14	57.14

Classification	Monday to Saturday		Sunday – all day
	First 3 hours	After 3 hours	
	% of minimum hourly rate		
	150%	200%	200%
	\$	\$	\$
Level 5—Practice manager	45.03	60.04	60.04

17. By deleting the table appearing in clause B.1.7 and inserting the following:

Classification	Minimum hourly rate	Public holiday ¹
	% of minimum hourly rate	
	100%	200%
	\$	\$
Level 1A	30.41	60.82
Level 1B	32.08	64.16
Level 2	34.66	69.32
Level 3	38.08	76.16
Level 4	43.01	86.02

18. By deleting the table appearing in clause B.2.1 and inserting the following:

Classification	Casual hourly rate	Saturday after 1.00 pm		Sunday	Public holiday
		First 3 hours	After 3 hours		
	% of minimum hourly rate				
	125%	175%	225%	225%	275%
	\$	\$	\$	\$	\$
Inspector Level 1	38.01	53.22	68.42	68.42	83.63
Inspector Level 2	40.10	56.14	72.18	72.18	88.22
Senior Inspector Level 3	43.33	60.66	77.99	77.99	95.32

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

Classification	Monday to Friday		Saturday	Sunday	Public holiday
	Morning shift ¹ and afternoon shift ²	Night shift ³			
	% of minimum hourly rate				
	140%	155%	175%	225%	275%
	\$	\$	\$	\$	\$
Inspector Level 1	42.57	47.14	53.22	68.42	83.63
Inspector Level 2	44.91	49.72	56.14	72.18	88.22
Senior Inspector Level 3	48.52	53.72	60.66	77.99	95.32

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

Classification	Casual hourly rate	Saturday after 1.00 pm		Sunday	Public holiday
		First 3 hours	After 3 hours		
	% of minimum hourly rate				
	125%	175%	225%	225%	275%
	\$	\$	\$	\$	\$
Introductory level	28.26	39.57	50.87	50.87	62.18
Level 1	29.04	40.65	52.27	52.27	63.88
Level 2	31.39	43.94	56.50	56.50	69.05
Level 3	32.73	45.82	58.91	58.91	72.00
Level 4	35.71	50.00	64.28	64.28	78.57
Level 5—Practice manager	37.53	52.54	67.55	67.55	82.56

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

Classification	Monday to Friday		Saturday	Sunday	Public holiday
	Morning shift ¹ and afternoon shift ²	Night shift ³			
	% of minimum hourly rate				
	140%	155%	175%	225%	275%
	\$	\$	\$	\$	\$
Introductory level	31.65	35.05	39.57	50.87	62.18
Level 1	32.52	36.01	40.65	52.27	63.88
Level 2	35.15	38.92	43.94	56.50	69.05

Classification	Monday to Friday		Saturday	Sunday	Public holiday
	Morning shift ¹ and afternoon shift ²	Night shift ³			
	% of minimum hourly rate				
	140%	155%	175%	225%	275%
	\$	\$	\$	\$	\$
Level 3	36.65	40.58	45.82	58.91	72.00
Level 4	40.00	44.28	50.00	64.28	78.57
Level 5—Practice manager	42.03	46.53	52.54	67.55	82.56

22. By deleting the table appearing in clause B.2.5 and inserting the following:

Classification	Casual hourly rate	Public holiday ¹
	% of minimum hourly rate	
	125%	225%
	\$	\$
Level 1A	38.01	68.42
Level 1B	40.10	72.18
Level 2	43.33	77.99
Level 3	47.60	85.68
Level 4	53.76	96.77

23. By deleting the amount “\$940.90” appearing in clause C.1.1 and inserting “\$995.00”.

24. By deleting the table appearing in C.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
Other than veterinary surgeons				
Broken shift allowance	16.2(a)	1.6	15.92	per shift
First aid allowance	16.2(b)	1.96	19.50	per week
On-call allowance—Monday to Friday	16.2(c)(i)	2.07	20.60	per each 24 hour period or part thereof

Allowance	Clause	% of standard rate	\$	Payable
On-call allowance— Saturday	16.2(c)(ii)	3.11	30.94	per each 24 hour period or part thereof
On-call allowance— Sunday, public holiday or off duty day	16.2(c)(iii)	3.62	36.02	per each 24 hour period or part thereof
Veterinary surgeons				
On-call duty allowance	16.3(a)	5.06	50.35	per each period of duty

B. This determination comes into operation on 1 July 2023. 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 2023.

PRESIDENT