



# DETERMINATION

*Fair Work Act 2009*

s.157—FWC may vary etc. modern awards if necessary to achieve modern awards objective

## Variation of *Professional Employees Award 2020* on Commission’s own motion

(AM2022/7)

### PROFESSIONAL EMPLOYEES AWARD 2020

[MA000065]

Scientific services

JUSTICE HATCHER, PRESIDENT  
DEPUTY PRESIDENT SAUNDERS  
COMMISSIONER P RYAN

SYDNEY, 6 JULY 2023

*Professional Employees Award 2020 – Commission acting on its own motion – hours of employment and overtime – coverage – correction to determination.*

A. The determination issued by the Full Bench on 16 March 2023 [[PR760322](#)] is corrected as follows:

1. By deleting item A.10 and inserting the following:

“10. By deleting “Schedule C—Summary of Casual Hourly Rates of Pay” and inserting a new “Schedule C—Summary of Hourly Rates of Pay” as follows:

#### Schedule C—Summary of Hourly Rates of Pay

##### C.1 Full-time and part-time employees—ordinary, overtime and penalty rates

	Ordinary hours and overtime	Monday to Saturday – before 6.00 am and after 10.00 pm	Sundays and public holidays
	% of minimum hourly rate		
	100%	125%	150%
	\$	\$	\$
Level 1 Graduate professional—Pay point 1.1 (3 year degree)	29.97	37.46	44.96

	<b>Ordinary hours and overtime</b>	<b>Monday to Saturday – before 6.00 am and after 10.00 pm</b>	<b>Sundays and public holidays</b>
	<b>% of minimum hourly rate</b>		
	<b>100%</b>	<b>125%</b>	<b>150%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1 Graduate professional—Pay point 1.1 (4 or 5 year degree)	30.74	38.43	46.11
Level 1 Graduate professional—Pay point 1.2	31.25	39.06	46.88
Level 1 Graduate professional—Pay point 1.3	32.56	40.70	48.84
Level 1 Graduate professional—Pay point 1.4	34.20	42.75	51.30
Level 2 Experienced professional/quality auditor/experienced medical research employee	35.36	44.20	53.04
Level 3 Professional/senior (lead) quality auditor/experienced medical research employee	38.64	48.30	57.96
Level 4 Professional/experienced medical research employee	43.58	54.48	65.37
Level 5 Experienced medical research employee	52.50	65.63	78.75

## **C.2 Casual employees—ordinary, overtime and penalty rates**

	<b>Ordinary or overtime hours</b>	<b>Monday to Saturday – before 6.00 am and after 10.00 pm</b>	<b>Sundays and public holidays</b>
	<b>% of minimum hourly rate</b>		
	<b>125%</b>	<b>150%</b>	<b>175%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1 Graduate professional—Pay point 1.1 (3 year degree)	37.46	44.96	52.45
Level 1 Graduate professional—Pay point 1.1 (4 or 5 year degree)	38.43	46.11	53.80
Level 1 Graduate professional—Pay point 1.2	39.06	46.88	54.69
Level 1 Graduate professional—Pay point 1.3	40.70	48.84	56.98

	Ordinary or overtime hours	Monday to Saturday – before 6.00 am and after 10.00 pm	Sundays and public holidays
	% of minimum hourly rate		
	125%	150%	175%
	\$	\$	\$
Level 1 Graduate professional—Pay point 1.4	42.75	51.30	59.85
Level 2 Experienced professional/quality auditor/experienced medical research employee	44.20	53.04	61.88
Level 3 Professional/senior (lead) quality auditor/experienced medical research employee	48.30	57.96	67.62
Level 4 Professional/experienced medical research employee	54.48	65.37	76.27
Level 5 Experienced medical research employee	65.63	78.75	91.88

- B. This determination comes into operation on 16 September 2023. In accordance with s 165(3) of the *Fair Work Act 2009* (Cth), 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 16 September 2023.



PRESIDENT

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