

Guide

Modern Awards Pay Database

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List of abbreviations

2018–19 Review	Annual Wage Review 2018–19
2019–20 Review	Annual Wage Review 2019–20
4 yearly review	4 yearly review of modern awards
AWR decision	Annual Wage Review Decision
CPI	Consumer Price Index
CSV	Comma Separated Value
Commission	Fair Work Commission
MAP	Modern Awards Pay Database

1. Introduction

The Modern Awards Pay Database (MAP) is the central repository of data related to the 155 [modern awards](#)¹ covering employees in the national workplace relations system. It records the classifications, wage and expense-related allowances and penalty rates contained in each modern award. The Commission has built the MAP in order to streamline the update to the modern award documents following an annual wage review. A subsidiary benefit of the system is that it allows the Commission to export the data which may be of interest to the public for analysis.

This guide has been made to assist the public in using the data. It covers the structure of the MAP, how the data files are provided, data conventions and examples of how the data can be analysed with a simple spreadsheet program.

Individuals, employer, employee and public organisations are invited to peruse the data for their own research purposes, to assist in their submissions to the annual wage review, modern award variation applications or as a complement to their own payroll tools.

2. Background

The MAP was created to automate updating wages, allowances, penalties and overtime rates in modern awards following any increase to the national minimum wage and modern award minimum wages handed down by the Expert Panel for annual wage reviews (Expert Panel). The MAP system brings together formulas and figures previously stored in a large number of spreadsheets into one central location. The dollar figures from the database are linked directly to modern award documents and the determinations that give effect to the Annual Wage Review Decision (AWR decision).

Research conducted during the 4 yearly review of modern awards (4 yearly review) showed that users preferred rates in awards to be expressed as calculated (dollar) amounts rather than being expressed as percentages.² For example, wage-related allowances in awards were expressed as percentages of a defined rate—the standard rate. Similarly, many awards contained penalty and overtime rates that were expressed as percentages of the employee’s minimum or ordinary hourly rate.

During the 4 yearly review, modern awards were comprehensively varied to include summary tables setting out these rates as calculated amounts. These innovations to reduce complexity and make modern awards simpler and more user friendly has led to an increase in the number of monetary figures expressed in modern awards. This has reduced the need for interpretation and calculation of wages and in doing so provided greater clarity on the amount to pay employees. The increased number of rates meant that the Fair Work Commission’s (Commission) previous system of updating wages was no longer viable. By streamlining and automating this process it will allow the Commission to meet its legislative requirement to publish the modern awards by 1 July each year.³

Whilst the primary purpose of the MAP is to ensure that the modern awards are able to be updated in accordance with AWR decisions, it was recognised that the data being collected and stored within the system could be very useful for a range of other purposes. The database contains a comprehensive record of the rates in modern awards and may be useful to researchers, payroll companies and other interested parties.

¹ Referring to the 121 industry and occupational modern awards and the 34 enterprise and state reference public sector modern awards as at 2021.

² Sweeney Research (2014), Citizen co-design with small-business owners, prepared for the Fair Work Commission, August. Available from: <https://www.fwc.gov.au/documents/sites/awardsmodernfouryr/citizen-codesign-report.pdf>.

³ As per s.292(1) of the Fair Work Act 2009 (Cth)

3. Overview of the MAP system

3.1 Database structure

The data stored for each award in the MAP are divided into four main records or files: Classification, Wage Allowances, Expense Allowances and Penalties.

Each of the records are presented to resemble the corresponding table in the modern award. Amounts in the award that appear as part of a sentence (like most allowances) are also captured.

Data are provided for each year from 2015 and represent the rates of pay contained in the award instrument at the end of financial year. For example, the 2015 data will reflect the rates of pay as at 30 June 2016 the day proceeding the operative date of the next annual wage review increase of 2015–16. This is to account for corrections or variations to a modern award that may take effect during the financial year.

There is an exception to the rule above. For the 122 industry and occupational modern awards, the data for 2019 will reflect the 2010 modern award instrument before they were consolidated into the new 2020 version. For example, the *Legal Services Award 2010* was consolidated into the *Legal Services Award 2020* on 4 February 2020. The 2019 MAP data for this award is therefore structured according to the 2010 award as at 3 February 2020 in respect of clause numbers, classifications and allowances.⁴

An operative date field has been added to the 2021 data to show the date from when the rate of pay takes effect. The field will show for instance that the operative date of records in the *General Retail Industry Award 2020* is 1 September 2021.⁵ If the rate of pay has not changed from year to year, as tends to be the case for particular types of expense-related allowances, then the operative date will reflect the date from when it was last adjusted. The operative date field is intended to be added to pre-2021 data in a future release.

Due to the point in time nature of the database, it is not possible to capture a flow of changes that may have occurred over a year. For example, as a result of a Work Value decision⁶, the Commission increased the minimum weekly wage of a Pharmacist and higher classifications by 2.5 per cent on 1 October 2019 which occurred on top of the 3 per cent awarded in the 2018–19 Review on 1 July 2019. In this case, the MAP data will reflect the rates of pay of Pharmacists from 1 October 2019. It does not capture their rates that applied between 1 July 2019 and 1 October 2019.

3.1.1 Classification record

This record contains information related to the classifications of a modern award such as the classification name, its base rate and any associated calculated rate (see [Figure 1 of Attachment A](#)). The unit of a base rate can be weekly, hourly, daily, annual or a piece rate.

The Review decision applies directly to all base rates in the system and flows on to all calculated rates in accordance with its formula.

There are many classifications, such as apprentices and juniors, whose base rate is derived as a percentage or function of another classification. These are called calculated base rates as they are dependent on a formula.

⁴ Generally, the only difference between the 2010 and 2020 award will be their clause number. The classifications and allowances may be presented differently, but nonetheless, the rate of pay will be the same. In a few cases, a wage-related allowance may have been transferred to an expense-related allowance at the operation of the 2020 award, such as the uniforms allowance of MA000052.

⁵ [2021] FWCFB 3500 at [299].

⁶ [2019] FWCFB 3949.

There are a few enterprise and state reference public sector awards that contain wage-related allowances that are adjusted in accordance with the AWR decision. As such, these allowances have been included in the Classification record to ensure that the AWR decision has a direct effect.⁷

3.1.2 Wage allowances record

This record contains information related to the wage-related allowances of an award, such as the allowance name, whether it applies for all-purposes, payment frequency, the base rate of the classification it is linked to as well as the formula and percentage amount used to calculate the allowance (see [Figure 2 of Attachment A](#)).

These records must be a function of a classification base rate (ie the classification used to derive the standard rate) and a percentage amount for it to be included as a wage-related allowance. This will also include wage-related penalty or shift payments that are paid as a percentage of the standard rate such as the afternoon and night shift allowance provided under the *Business Equipment Award 2020*.

Fixed allowances, such as the 'Special allowance' of the *Plumbing and Fire Sprinklers Award 2010*, have fixed amounts that are not adjusted through either the standard rate or by the Consumer Price Index (CPI). For the purposes of capturing these data, they have been entered within the Wage Allowance record.

3.1.3 Expense allowances

This record contains information related to the expense-related allowances of an award, such as the allowance name, the applicable CPI group and its current index value. It also shows the year, CPI value and allowance (\$) amount at the time of when the allowance was last adjusted (see [Figure 3 of Attachment A](#)).

Expense-related allowances are adjusted for positive movements in the corresponding CPI group between the most recent quarter at the time of the Review decision and the quarter when the allowance was last adjusted.⁸ The allowance amount otherwise remains the same if the CPI falls or remains constant over the period, or if the increase was so small that it was not sufficient to change the allowance (\$) value.⁹ The system recognises these cases and retains the allowance (\$) value and index figure of the last adjustment in preparation for the following year until an adjustment occurs.

3.1.4 Penalty record

This record contains information related to the penalties and overtime rates of a modern award. For the purposes of the database, penalties and overtime rates are referred to as 'penalties'. The record includes details of the penalty name, the penalty rate (%), the classification name and classification clause to which the penalty is linked to, and the percentage amount used for the penalty rate (see [Figure 4 of Attachment A](#)).

Penalties are what employees are awarded on top of their minimum or ordinary hourly rate of pay as compensation for working outside or beyond their ordinary hours of work as overtime, on weekends or public holidays or for shift work.

Penalty rates (\$) are calculated in the system by linking a penalty to a clause from the Classification record. The system automatically multiplies the penalty rate (%) across each classification and their

⁷ They can be identified with the label 'Allowance adjusted by the AWR' in their clause description (*clauseDescription*).

⁸ More information on the methodology of adjusting expense-related allowances in modern awards is provided on the Commission's website at: <https://www.fwc.gov.au/documents/wage-reviews/2019-20/research/method-of-adjustment-2020.pdf>

⁹ This has proven to be the case for allowances with low absolute values such as the Tool Allowance from the *Joinery and Building Trades Award 2010*. Despite the all groups CPI increasing over the period in the 2019 Review by a little over 1 per cent, the allowance rate remained unchanged from last year at \$0.07 per hour when rounded to the nearest cent.

base rate under that clause. A formula is applied so that the base rate is converted to an hourly amount before the penalty percentage is applied.

At this stage, the penalty data for the industry and occupational modern awards have only been inserted into the MAP from 2020 and only if the award was consolidated into the 2020 instrument in that year. The penalty data will only reflect the penalty rates (\$) that are presented in the 2020 modern award. For the few outstanding 2010 awards,¹⁰ the penalty data will be inserted into the penalty extract once the 2020 awards are finalised and the variations come into operation.¹¹

Although the updated modern awards contain an extensive number of penalty rates, it may not cover all permutations of penalties for every type of employee. Only the Fair Work Ombudsman maintains this information. In addition, a small number of updated modern awards do not contain any calculated penalty rates.

For the enterprise and state reference public sector modern awards, the penalty data has been included from 2015 as applicable.

4. Data files

The initial release of the MAP provides data from 2015 to 2020 with 5 separate data files for each year. The MAP data files will be updated on an annual basis following the conclusion of each annual wage review, or on an ad hoc basis if data are revised.

The description of a record within a file reflects the language contained in modern awards, particularly the language used in the summary tables contained in the Schedules. As such, the name of a penalty rate may simply be 'Night shift', or the name of an expense-related allowance could be 'Meal—overtime'. The MAP will not define what a night shift is or detail the circumstances in which a meal allowance is provided for working overtime. Similarly, the MAP does not provide definitions of each classification. The user will have to ascertain this information by referring to the modern award.

Data from the system is exported separately for each year and not as a time series. Users looking to merge records over time should note that there are limitations to the record identifiers currently generated by the system as noted in section 4.2 below. The Commission is looking to further enhance the technical operation of the database which may improve the ability of users to generate time series data.

4.1 Format

Data from the MAP are extracted into a Comma Separated Value (CSV) file format. This is a plain text format for storing tabular data where the column headings and row values are separated by commas.

The CSV file has been converted to an Excel spreadsheet for publication on the Fair Work Commission website. Both types of files can be imported into more advanced statistical software packages such as Stata or SAS. Files in CSV file format can be provided to users via an email request: email to amod@fwc.gov.au.

The data are extracted into five separate files for each year. These files, along with a list of variables and identifiers are provided in the data dictionary at [Attachment B](#).

¹⁰ This includes MA000001, MA000003, MA000005, MA000018, MA000034, MA000100 and MA000120. They are expected to be consolidated by the end of 2021, with the *Nurses Award 2020* [MA0000034] expected to be issued in July/August 2021.

¹¹ The penalty data for the 2010 awards that was previously published was indicative only and yet to be finalised. This penalty data was removed from the extract on 10 February 2021.

4.2 Identifiers

Award level:

- **awardID** – the top level unique identification number of each modern award. It is used by the system to sort data. Its value, however, changes in each year, and so its use is limited to linking data files in the same year. We recommend using the modern award number (awardCode) as the primary key, as it is a unique number itself and remains constant over time.

Clause level:

- **clauseID** – the unique identification value for the clause number of a classification, wage/expense allowance and penalty record. As its value changes in each year, it cannot link clause numbers over time.
- **clauseLookupID** – this is the fixed and unique identifier of the clause number and can be used to link clauses over time, regardless of any modern award variation renumbering clauses.

Record level:

- **classificationID; wageAllowanceID; expenseAllowanceID; penaltyID** – these are unique identification numbers at the unit record level for the classification, wage/expense allowance and penalty data files. As their ID number changes each year, they are not useful for linking data over time by themselves and need to be used in conjunction with the identifier below.
- **sourceClassificationID; sourceWageAllowanceID; sourceExpenseAllowanceID; sourcePenaltyID** – provides the value of the identifier above from the *previous* year. The combination of the record and source record identifiers allows the MAP to report the previous and current year data presented in a Determination.¹² With these 2 identifiers combined, users may be able to create a loop from their statistical software program linking records over time.
- **fixedID** – this identifier will be made available in a future update of the MAP.

4.3 Considerations with linking data over time

Users who wish to look at the MAP data over time should be mindful of the significant changes that have occurred in 2020 as a result of the exposure drafts becoming the modern award instrument.

This has led to the following changes:

- The clause number for all records has changed. The order of classification and allowance records as they appear in the award may also have changed.
- Some Classification and Allowance records may have split from one clause to many or many clauses into one. The source identifiers are largely lost in this process.
- The description of many wage and expense-related allowances have been amended to a more detailed description in line with the summary of allowance tables contained in the schedule of the 2020 modern awards. Allowance records were previously recorded in the MAP using a combination of headings¹³ (ie 'Leading hand allowance') and non-headings ('3 to 10

¹² For example, an item varying a wage or an expense-related allowance in a Determination will refer to the amount that's being deleted (the previous year value) and the amount its being replaced by (the current year value).

¹³ The isHeading variable indicates whether a record is used as heading or not (1 = true, 2 = false). This is used as a flag for the purposes of mapping certain records in a table.

employees).¹⁴ The allowance records have since changed to merge the description of headings and non-headings ('Leading hand allowance–3 to 10 employees').

For consistency, the allowance descriptions from the 2020 modern award will be applied to the pre-2020 data in a future update.

- The *Quarrying Award 2010* was amalgamated into the *Cement and Lime Award 2010* to form the *Cement, Lime and Quarrying Award 2020*. The source identifiers belonging to the *Quarrying Award 2010* could not be carried over. The Award record for the *Quarrying Award 2010* is thus deleted.
- Similarly, the vehicle manufacturing classifications and allowances belonging to the *Vehicle Manufacturing, Repair Services and Retail Award 2010* were moved to the *Manufacturing and Associated Industries Occupations Award 2010*. The source identifiers could not be transferred.¹⁵

4.4 Data conventions

4.4.1 Dummy clauses

Some clause numbers in the Classification record will be denoted with an asterisk (‘*’) followed by a description. This is used to indicate a dummy clause. Dummy clauses are included if the original clause cannot be used to form the corresponding penalty rate table in the modern award. Table 1 shows the circumstances in which dummy clauses are used.

Table 1: Types of dummy clauses

Dummy clause type	Description
{clause number}* _OrdHrRate	This dummy clause is used to form the ordinary hourly rate of a classification in the event that an all-purpose allowance is needed for a penalty rate to link to. The modern award will specify whether an all-purpose allowance is included in the ordinary hourly rate for penalties. ¹⁶ These rates will be equal to the ‘Ordinary hours’ penalty presented in the Penalty record. A dummy clause of this type is also made for the calculation of certain penalties, such as the shift work penalties under the <i>Aluminium Industry Award 2020</i> .
{clause number}* _MinHrRate	Used to derive the minimum hourly rate for certain classifications with a non-weekly base rate.
{clause number}* _Lookup	This dummy clause is designed so that calculated base rates can refer to other classifications existing within the same clause. This is necessary as the system does not allow a calculated base rate to refer to a classification that is within the same clause. These dummy clauses simply repeat the corresponding classification data in the primary clause.
{clause number}* _Formatted	A dummy clause is made if the original clause does not cosmetically have the same structure or layout as the intended penalty rate table. The dummy clause will be tailored to align with the penalty table, but

¹⁴ This was done in the same style as the Allowance sheets that were previously attached to each modern award.

¹⁵ At this stage the FixedID has not been used to link the classifications, wage and expense allowances between amalgamated awards. This will be considered in future work.

¹⁶ As a general rule, the ordinary hourly rate in the modern award includes an all-purpose allowance if it applies across all employees (ie industry allowance). In many modern awards the ordinary hourly rate presented in the Schedules will be equivalent to the minimum hourly rate, in which case a dummy clause is unnecessary.

Dummy clause type	Description
	the information contained is otherwise the same as the original clause.
{clause number}* _Example	Some awards provide an example of how a user would calculate their rate of pay over a particular shift for illustration (for example, see MA000016 and MA000022). As these examples are updated following an annual wage review, they have also been captured within the database for the Commission's use.

Dummy clauses have been retained in the Classification data file for reference and will appear in the Penalty file under clauseLink if they are used for a penalty. As these clauses contain data which is duplicated in the Penalty record and may not otherwise be useful, users may wish to remove these records from the Classification file. To do so, user can delete all records whose clause number (clauses) contains an asterisk (*).

4.4.2 Split clauses

In some cases, the clause number (clauses) may be presented more than once but distinguished by '[1]', '[2]', and so on. Many of these were created for the Penalty record, where the penalty rates contained within a table had to be based on different classification clauses. However, they should be considered as belonging to the same clause.

In the *Aluminium Industry Award 2020* for example, the penalty table at clause B.2.2 includes the penalty rates for day, weekend and public holiday work, as well as afternoon and rotating night shift and permanent night shift work. The shiftwork penalties for this award are calculated as a percentage of the standard rate rather than each classification rate. Therefore, a dummy clause had to be created to make the calculated base rates for these types of shift work.

- Clause 'B.2.2 [1]' from the Penalty record links to a dummy clause in the Classification record which sets the ordinary hourly rate to be used for the day, weekend and public holiday penalty rates;
- Clause 'B.2.2 [2]' links to a different dummy clause which creates the ordinary hourly rate for afternoon and rotating shift work (15 per cent of the standard rate); and
- Clause 'B.2.2 [3]' links to another dummy clause creating the ordinary hourly rate for permanent night shift work (30 per cent of the standard rate).¹⁷

While they are all part of the same penalty table in B.2.2 in the modern award, they had to be contained in 'separate' clauses for the purposes of the database.

4.4.3 Classification and allowance descriptions

The classification and allowance names in the system are created to match the wording of the modern award. Some of these records contain square brackets at the end of their description with a number or an asterisk. These turn into a footnote reference in the modern award document to add context or to indicate an allowance that applies for all purposes.

In addition, some of the record names contain flags which we use to map in the same style of a particularly complex award table. For example, the wage allowance records of MA000007 and MA000146 use double-brackets (//) or other labels ('[#b]' and '[#i]') in the allowance name (wageAllowance) to insert a line break or bold or italicise text as necessary.

Another point about the classification records is that they must be unique values within a clause. They are made unique by the combination of the classification name (classification) and parent classification name (parentClassificationName). For example, in the National Training Wage of the *Miscellaneous*

¹⁷ As the ordinary hourly rate is equivalent to the shiftwork penalty being created, these penalties will have a penalty rate (%) of 100 per cent.

Award 2020, the ‘School leaver’ classification will have the parent classifications ‘Year 10’, ‘Year 11’ and ‘Year 12’ to make each record unique.

In some cases, the parent classification will appear with an asterisk at the end of its name. This is made because the parent classification itself must also be recorded as a classification because it is used as a heading in a table. To make it unique, the name used for classification will not have the asterisk. This layout is largely used for tables relating to apprentices and juniors.

4.4.4 Classifications with multiple calculated rates

The vast majority of Classification records have the minimum weekly rate as a base rate followed by an hourly calculated rate. However, there are some awards that present more than one calculated rate such as the *Rail Industry Award 2020* which has a weekly base rate with a converted annual and hourly calculated rate.

Calculated rates (calculatedRate) in the MAP must always refer to the base rate of a classification in their formula. Due to the limitations of the system, when a classification contains more than one calculated rate, the classification record and its base rate are repeated in another row for each type of calculated rate (calculatedRateType).

This will also repeat the identifiers for classificationID and sourceClassificationID generated by the system and they will only be differentiated by the type of calculated rate.

4.5 Using the export files

The following examples demonstrate how an Excel spreadsheet can be used for basic analysis:

4.5.1 Example 1: Awards with classification base rates equal to the national minimum wage

- 1) Open the ‘Classification’ file.
- 2) Select a cell within the table range, click on the ‘Data’ tab and click ‘Filter’. The top row containing the column headings should now appear with a filter icon.
- 3) Select the filter under “baseRateType” (column Q) and place a tick mark next to ‘Weekly’.
- 4) Select the filter under “baseRate” (column P), highlight ‘Number Filters’ and select ‘Equals...’ from the menu.
- 5) Type in the national minimum wage for the relevant year (for example, \$740.80¹⁸ if using 2019 data) next to the ‘equals’ criterion and click ‘OK’. This will filter the dataset to classification records with a base rate equal to the amount specified.
- 6) To restrict the data to adult rates of pay only, select the filter under ‘isNonAdult’ (column E) and deselect the tick mark next to the value of ‘1’ (designates a value of ‘true’). This will remove all classifications that correspond with an apprentice or junior rate of pay.
- 7) Select all of the filtered data and copy to a separate spreadsheet. Repeat steps 3 to 5 to collect data for the other base rates as desired.

Users can also use the ‘Advanced’ filter to set multiple criterion to obtain base rates equal to the national minimum wage across each base rate type. For example, the following criteria could be used to obtain the weekly, hourly and annual base rates that are equal to the corresponding national minimum wage in 2019.

(baseRateType = “Weekly” AND baseRate = 740.80) OR (baseRateType = “Hourly” and baseRate = 19.49) OR (baseRateType = “Annual” AND baseRate = 44994) AND (isNonAdult ≠ 1)

¹⁸ Note that the column is presented with a ‘General’ cell format so ‘740.8’ should be used in this example.

4.5.2 Example 2: Awards with an industry or disability wage allowance applying for all purposes

- 1) Open the 'Wage Allowance' file.
- 2) Select a cell within the table range, click on the 'Data' tab and click 'Filter'. The top row containing the column headings should now appear with a filter icon.
- 3) Select the filter under "isAllPurpose" (column O) and place a tick mark next to the value of '1' (designates a value of 'true'). This will filter all wage-related allowances to those that apply for all purposes, including those that apply to all or a group of employees (ie industry allowance), as well as those that apply to employees that meet specific provisions under an award (ie leading hand or first aid allowance).
- 4) Select the filter under 'allowance' (column K), highlight the 'Text Filters' and select 'Contains...'
- 5) Type in the text 'industry' next to the 'contains' criterion. Add another criterion by clicking on the 'Or' radio button. Select 'contains' from the drop-down menu, type in the text 'disability' for the second criterion and click 'OK'. The data should now be restricted to all-purpose wage-related allowances that contain the text 'industry' or 'disability' within their descriptions.¹⁹
- 6) Users may wish to sort the filtered allowance (\$) data in a numerical order. Select the filter under 'allowanceAmount' (column P) and select either 'Sort Smallest to Largest' or 'Sort Largest to Smallest'. To make allowances more comparable, user may wish to ensure that 'paymentFrequency' (column Q) is filtered to a common unit (ie per week).

4.5.3 Example 3: Time series data on the meal allowance for a selected award

For the purposes of this example, the steps below explain how a user can compile data across several spreadsheets into a 'long' file. This is a simple way of analysing data over time for a few records at a time.

- 1) Open the 'Expense Allowance' files for each year from 2015 to 2020.
- 2) Select all of the 2020 data and copy across into a new spreadsheet.
- 3) Open the remaining 'Expense Allowance' files and copy the data for each year (excluding the column headings) into the spreadsheet. Ensure that there are no blank rows within the data range.
- 4) Select a cell within the table range, click on the 'Data' tab and click 'Filter'.
- 5) At this point the user may wish to scan the data by award and year. To do this select the 'Data' tab and then 'Sort'. Within the pop-up interface, sort the data by the column heading 'awardCode' (ordered from A to Z) in the first row. Then click 'Add Level' and sort by 'publishedYear', then by 'clauseDisplayOrder' and finally by 'displayOrder' (with the last two headers in ascending order).
- 6) Select the 'description' filter (column K), highlight the 'Text filters' and select 'Contains...'
- 7) Type in the text 'meal' next to the 'contains' criterion and click 'OK'.
- 8) Select the filter under 'awardCode' (column B) and place a tick mark next to the desired award (ie MA000003). The spreadsheet should contain a condensed list of 'meal' allowances provided under the *Fast Food Industry Award 2010* from 2015 to 2020.

¹⁹ To complete this analysis, the user may wish to remove the leading hand allowances under MA000055 from the filtered list. These are not in scope of the example question, but were not filtered out because from 2020 these allowances contain the text 'industry' within their descriptions to differentiate between the 'cement and lime industry' and the 'quarrying industry'.

5. Feedback

The Commission welcomes any feedback and/or suggestions on how we can improve the database and will consider whether they can be implemented in a future update of the MAP.

Any questions about the data files, the variables or this guide or concerns about the accuracy and completeness of this data should be submitted using the [Feedback form](#).

6. References

Decisions

[\[2021\] FWCFB 3500](#)

[\[2020\] FWCFB 3500](#)

[\[2019\] FWCFB 3949](#)

Research papers and other sources

Fair Work Commission (2020), 'Methodology for adjusting expense related allowances in modern awards', 19 June, www.fwc.gov.au/documents/wage-reviews/2019-20/research/method-of-adjustment-2020.pdf.

Sweeney Research (2014), 'Citizen co-design with small business owners, Ref No. 24210, 13 August, www.fwc.gov.au/documents/sites/awardsmodernfouryr/citizen-codesign-report.pdf.

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This guide is not intended to be comprehensive. It is designed to assist in gaining an understanding of the Fair Work Commission and its work. The Fair Work Commission does not provide legal advice.

While the Commission takes the utmost care to ensure the accuracy of the MAP data, the Commission cannot guarantee, and accepts no legal liability whatsoever arising from or in connection to the accuracy, reliability, currency or completeness of the data. Please refer to the 'Disclaimer' page on the Commission's website for more information: <https://www.fwc.gov.au/awards-agreements/awards/modern-awards/modern-awards-pay-database>

Attachment A – Record types

Figure 1: MAP Classification record

MA000018 | Aged Care Award 2010

Summary **Classification** Wage Allowances Expense Allowances Penalty Attachments Notes Audit History News Related Actions

View
Manage
Formula

Filters

Classification
--- Start typing to select a value ---

Clauses
--- Select a value ---

Clauses	Clause description	Parent classification	Classification	Base rate (\$)	Base rate type	Calculated rate (\$)	Calculated rate type
14.1	Aged Care Employees		Aged care employee—level 1	\$801.40	Weekly	\$21.09	Hourly
14.1	Aged Care Employees		Aged care employee—level 2	\$834.60	Weekly	\$21.96	Hourly
14.1	Aged Care Employees		Aged care employee—level 3	\$867.30	Weekly	\$22.82	Hourly
14.1	Aged Care Employees		Aged care employee—level 4	\$877.60	Weekly	\$23.09	Hourly
14.1	Aged Care Employees		Aged care employee—level 5	\$907.30	Weekly	\$23.88	Hourly
14.1	Aged Care Employees		Aged care employee—level 6	\$956.20	Weekly	\$25.16	Hourly
14.1	Aged Care Employees		Aged care employee—level 7	\$973.40	Weekly	\$25.62	Hourly
14.3(a)	Gardening apprentices commencing before 1 January 2015		Have not completed year 12				
14.3(a)	Gardening apprentices commencing before 1 January 2015	Have not completed year 12*	1st year	\$11.55	Hourly		
14.3(a)	Gardening apprentices commencing before 1 January 2015	Have not completed year 12*	2nd year	\$13.85	Hourly		
14.3(a)	Gardening apprentices commencing before 1 January 2015	Have not completed year 12*	3rd year	\$17.32	Hourly		
14.3(a)	Gardening apprentices commencing before 1 January 2015	Have not completed year 12*	4th year	\$21.94	Hourly		
14.3(a)	Gardening apprentices commencing before 1 January 2015		Have completed year 12				
14.3(a)	Gardening apprentices commencing before 1 January 2015	Have completed year 12*	1st year	\$12.12	Hourly		
14.3(a)	Gardening apprentices commencing before 1 January 2015	Have completed year 12*	2nd year	\$15.01	Hourly		
14.3(a)	Gardening apprentices commencing before 1 January 2015	Have completed year 12*	3rd year	\$17.32	Hourly		
14.3(a)	Gardening apprentices commencing before 1 January 2015	Have completed year 12*	4th year	\$21.94	Hourly		
14.3(b)	Gardening apprentices commencing on or after 1 January 2015		Have not completed year 12				
14.3(b)	Gardening apprentices commencing on or after 1 January 2015	Have not completed year 12*	1st year	\$11.55	Hourly		
14.3(b)	Gardening apprentices commencing on or after 1 January 2015	Have not completed year 12*	2nd year	\$13.85	Hourly		
14.3(b)	Gardening apprentices commencing on or after 1 January 2015	Have not completed year 12*	3rd year	\$17.32	Hourly		
14.3(b)	Gardening apprentices commencing on or after 1 January 2015	Have not completed year 12*	4th year	\$21.94	Hourly		

Figure 2: MAP Wage allowance record

MA000070 | Cemetery Industry Award 2020

Summary Classification **Wage Allowances** Expense Allowances Penalty Attachments Notes Audit History News Related Actions

View

Manage

Formula

Filters

Allowances

--- Start typing to select a value ---

Payment frequency

--- Select a value ---

Clauses

--- Select a value ---

Clauses	Allowance description	Display order	All purpose?	Standard rate	Rate	Rate unit	Allowance (\$)	Payment frequency
16.2(g)(ii)	Excavation allowance—each additional body from the same grave	1	✖	\$877.60	2.7	Percent	\$23.70	per additional body
16.2(b)	Industry allowance[1]	1	✔	\$877.60	3.8	Percent	\$33.35	per week
16.2(d)	First aid allowance	1	✖	\$877.60	1.2	Percent	\$10.53	per week
16.2(e)(iv)	Exhumation allowance—body buried for more than 7 years	1	✖	\$877.60	8.9	Percent	\$78.11	per body
16.2(c)(ii)	Leading hand—Class 5 and above—in charge of more than 6 employees	1	✖	\$877.60	4.6	Percent	\$40.37	per week
16.2(e)(iii)	Exhumation allowance—body buried for 14 days to 7 years and not arterially embalmed and sealed in approved container	1	✖	\$877.60	17.8	Percent	\$156.21	per body
16.2(e)(ii)	Exhumation allowance—body buried for 14 days to 7 years and arterially embalmed and sealed in approved container	1	✖	\$877.60	10.7	Percent	\$93.90	per body
16.2(e)(i)	Exhumation allowance—body buried for 14 days or less	2	✖	\$877.60	8.9	Percent	\$78.11	per body
16.2(f)	Lift and deepen allowance—age of grave since last burial—5 to 10 years	2	✖	\$877.60	8.7	Percent	\$76.35	Per occasion
16.2(g)(i)	Excavation allowance—first body	2	✖	\$877.60	5.4	Percent	\$47.39	for first body
16.2(c)(i)	Leading hand—Class 5 and above—in charge of 2 to 6 employees	2	✖	\$877.60	2.1	Percent	\$18.43	per week
16.2(f)	Lift and deepen allowance—age of grave since last burial—10 to 25 years	3	✖	\$877.60	6.5	Percent	\$57.04	Per occasion
16.2(f)	Lift and deepen allowance—age of grave since last burial—25 to 50 years	4	✖	\$877.60	4.3	Percent	\$37.74	Per occasion
16.2(f)	Lift and deepen allowance—age of grave since last burial—more than 50 years	5	✖	\$877.60	2.2	Percent	\$19.31	Per occasion

14 items

Figure 3: MAP Expense allowance record

MA000034 | Nurses Award 2010

Summary Classification Wage Allowances **Expense Allowances** Penalty Attachments Notes Audit History News Related Actions

View

Manage

Filters

Expense allowance

--- Start typing to select a value ---

Clauses

--- Select a value ---

Clause	Display order	All purpose?	Description	Type	Allowance (\$)	Allowance (last adjusted \$)	Round	Payment frequency	CPI group	CPI (current year)	Current Year (quarter)	CPI (last adjusted)	Last adjusted (year)
16.3(a)	1	✘	Meal	Detail	\$13.56	\$13.29	2	per occasion	Take away and fast foods	119.4	March Quarter	117	2019
16.3(a) (ii)	1	✘	Meal—further allowance	Detail	\$12.23	\$11.98	2	per occasion	Take away and fast foods	119.4	March Quarter	117	2019
16.5(a)	1	✘	Motor vehicle—per km	Detail	\$0.80	\$0.78	2	per km	Private motoring	106	March Quarter	103.8	2014
16.2(b)	1	✘	Uniform—per shift	Detail	\$1.23	\$1.23	2	per shift or part thereof	Clothing and footwear	94.8	March Quarter	101	2008
16.2(b)	2	✘	Uniform—per week	Detail	\$6.24	\$6.24	2	per week	Clothing and footwear	94.8	March Quarter	101	2008
16.2(b)	3	✘	Laundry—per shift	Detail	\$0.32	\$0.32	2	per shift or part thereof	Clothing and footwear	94.8	March Quarter	101	2008
16.2(b)	4	✘	Laundry—per week	Detail	\$1.49	\$1.49	2	per week	Clothing and footwear	94.8	March Quarter	101	2008

7 items

Figure 4: MAP Penalty record

MA000095 | Car Parking Award 2020

Summary Classification Wage Allowances Expense Allowances **Penalty** Attachments Notes Audit History News Related Actions

View

Manage

Formula

Filters

Classification

--- Start typing to select a value ---

Clauses

A.1.1

Penalty description

--- Start typing to select a value ---

Clauses	Clause description	Classification	Penalty description ↑	Rate	Rate unit	Calculated value	Display order
A.1.1	Full-time and part-time employees other than shiftworkers—ordinary and penalty rates	Car Parking Officer Level 1	Ordinary hours	100	Percent	\$20.89	1
A.1.1	Full-time and part-time employees other than shiftworkers—ordinary and penalty rates	Car Parking Officer Level 2	Ordinary hours	100	Percent	\$21.59	1
A.1.1	Full-time and part-time employees other than shiftworkers—ordinary and penalty rates	Car Parking Officer Level 3	Ordinary hours	100	Percent	\$22.42	1
A.1.1	Full-time and part-time employees other than shiftworkers—ordinary and penalty rates	Car Parking Officer Level 1	Public holiday	250	Percent	\$52.23	4
A.1.1	Full-time and part-time employees other than shiftworkers—ordinary and penalty rates	Car Parking Officer Level 2	Public holiday	250	Percent	\$53.98	4
A.1.1	Full-time and part-time employees other than shiftworkers—ordinary and penalty rates	Car Parking Officer Level 3	Public holiday	250	Percent	\$56.05	4
A.1.1	Full-time and part-time employees other than shiftworkers—ordinary and penalty rates	Car Parking Officer Level 1	Saturday	150	Percent	\$31.34	2
A.1.1	Full-time and part-time employees other than shiftworkers—ordinary and penalty rates	Car Parking Officer Level 2	Saturday	150	Percent	\$32.39	2
A.1.1	Full-time and part-time employees other than shiftworkers—ordinary and penalty rates	Car Parking Officer Level 3	Saturday	150	Percent	\$33.63	2
A.1.1	Full-time and part-time employees other than shiftworkers—ordinary and penalty rates	Car Parking Officer Level 1	Sunday	200	Percent	\$41.78	3
A.1.1	Full-time and part-time employees other than shiftworkers—ordinary and penalty rates	Car Parking Officer Level 2	Sunday	200	Percent	\$43.18	3
A.1.1	Full-time and part-time employees other than shiftworkers—ordinary and penalty rates	Car Parking Officer Level 3	Sunday	200	Percent	\$44.84	3

12 items

Attachment B – Data dictionary

Awards file extract definition

The files are supplied in csv format in 5 separate files. The AwardID is common across all files and can be used as the primary key across the data, adding name & awardNumber for context.

The Published year across all extract files is the year for which the value is valid, ie the Published year of the Determination\Award value.

These files only relate to one year and should be combined with earlier year extracts to use for time series evaluation.

Note – these files are supplied as is and any issues with completeness or accuracy should be directed to amod@FWC.gov.au.

Award dictionary

Field Name	Data type/Size	Null	Description
awardCode	Varchar(255)	N	Award number
awardID	Integer	N	Unique identification number of award
name	Varchar(255)	N	Title of the award

Classification data dictionary

Concatenation of awardNumber, ClauseID, publishedYear, Parent Classification, Classification makes the classification unique. Add calculatedRateType if classification record contains more than one calculatedRate.

Field name	Data type/Size	Null	Description
awardCode	Varchar(255)	N	Award number
awardID	Integer	N	Unique identification number of award
baseRate	Decimal(20,4)	N	Base rate of classification in clause
baseRateType	Varchar(4000)	N	Base rate type (Weekly, Hourly, Annual, Daily, Piecerate)
calculatedRate	Decimal(18,4)	N	Calculate rate of classification within clause – derived value from base rate.
calculatedRateType	Varchar(4000)	N	Calculated rate type (Hourly, Weekly, Annual, Daily, Fortnightly, Casual Hourly)
classification	Varchar(2000)	N	Sub level classification of clause
classificationID	Integer	N	Unique identification number of classification
clauseDescription	Varchar(1000)	N	Clause description
clauseDisplayOrder	Integer	N	Order in which clause appears in award
clauseID	Integer	N	Unique identification number of clauses
clauseLookupID	Integer	Y	Static look up ID for clause
clauses	Varchar(255)	N	Clause number
displayOrder	integer	N	Order in which classification appears in clause

Field name	Data type/Size	Null	Description
isHeading	TinyInt(1)	N	States if it's a header field (0 = No, 1 = Yes). Used by the Commission to flag records which act as headings within a table.
isNonAdult	TinyInt(1)	Y	States if it's non-adult field (0 = No, 1 = Yes). Used to flag junior, apprentice and trainee rates of pay.
operativeDate	Date	N	Operative date of the classification record
parentClassificationName	Varchar(2000)	N	Parent level classification of clause
publishedYear	Integer	N	Year to which award currently maps to
sourceClassificationID	integer	Y	Classification ID from the previous year
type	Varchar(2000)	N	The type in Detail or Group. Group is used to assign a classification description as a parent classification

Wage allowance data dictionary

Concatenation of awardNumber, publishedYear, ClauseID, ClauseDisplayOrder makes the value unique.

Field name	Data type/Size	Null	Description
allowance	Varchar(255)	N	Description of allowance
allowanceAmount	Decimal(18,4)	N	Allowance amount (\$) value of allowance
allowanceLookupCode	Integer	N	Allowance lookup code
awardCode	Varchar(255)	N	Award number
awardID	Integer	N	Unique identification number of award
baseRate	Decimal(18,4)	N	Base rate (standard rate) used to calculate the allowance
clauseDisplayOrder	Integer	N	Order in which clause appears in the Award
clauseID	Integer	N	Unique identification number of clause
clauseLookupID	Integer	Y	Static Look up ID for clause
clauses	Varchar(255)	N	Clause number
displayOrder	Integer	N	Order in which allowance appears in the clause
isAllPurpose	TinyInteger(1)	N	Used to flag whether an allowance applies for all purposes (1 = True, 0 = False). An all-purpose allowance applies to all employees or a specific group of employees and forms part of their ordinary hourly rate
isHeading	TinyInt(1)	N	States if it's a header field (0 = No, 1 = Yes). Used by the Commission to flag records which act as headings within a table.
operativeDate	Date	N	Operative date of the wage allowance record
parentAllowance	Varchar(255)	Y	Description of parent allowance
paymentFrequency	Varchar(1000)	Y	Denotes when the payment is made (ie per week, per hour etc.)
publishedYear	Integer	N	Year to which award currently maps to

Field name	Data type/Size	Null	Description
rate	Decimal(28,15)	N	Percentage of standard rate (base rate)
rateUnit	Varchar(4000)	N	Rate unit (Percent)
sourceWageAllowanceID	integer	Y	Wage-related allowance ID code from previous year
type	Varchar(2000)	N	The type in Detail or Group. Group is used to assign an allowance description as a parent allowance
wageAllowanceID	integer	N	Unique identification number of wage-related allowance

Expense allowance data dictionary

Concatenation of awardNumber, publishedYear, ClauseID and Display Order makes the allowance unique.

Field name	Data type/Size	Null	Description
allowance	Varchar(255)	N	Description of allowance
allowanceAmount	Decimal(18,4)	Y	contains calculated allowance value for the current year
allowanceLastAdjusted	Decimal(18,4)	Y	Contains the last adjusted allowance value
allowanceLookupCode	Integer	N	Lookup code for allowance – 10 is standard and 8 is a group name
awardCode	Varchar(255)	N	Award number
awardID	Integer	N	Unique identification number of award
clauseDisplayOrder	Integer	N	Order in which clause appears in award
clauseID	Integer	N	Unique identification number of clause
clauseLookupID	Integer	Y	Static Look up ID for clause
clauses	Varchar(255)	N	Clause number
cpiGroupDescription	Varchar(255)	N	Name of the CPI Group or sub-group
cpiQuarterCurrentYear	Varchar	N	The quarter in which the cpiValueCurrentYear is based on (March, June, September or December quarter). It is populated in a year in which different quarters were used to update expense allowances across awards (ie 2020)
cpiQuarterLastAdjusted	Varchar	N	The quarter in which the CPI of last adjusted year relates to. It will be populated in 2021 for those expense allowances that were adjusted in 2020.
cpiSeriesID	Varchar(255)	N	CPI series ID as supplied by the ABS
cpiValueCurrentYear	Decimal(18,4)	N	CPI value for the published year
cpiValueLastAdjusted	Decimal(18,4)	N	Value of the CPI when the expense allowance was last adjusted
displayOrder	Integer	N	Order in which allowance appears in the clause
expenseAllowanceID	Integer	N	Unique identification number of expense-related allowance

Field name	Data type/Size	Null	Description
isAllPurpose	TinyInteger(1)	N	Used to flag whether an allowance applies for all purposes (1 = True, 0 = False). An all-purpose allowance applies to all employees or a specific group of employees and forms part of their ordinary hourly rate
isHeading	TinyInt(1)	N	States if it's a header field (0 = No, 1 = Yes). Used by the Commission to flag records which act as headings within a table.
lastAdjustedYear	Integer	N	The year in which the expense allowance was last adjusted
operativeDate	Date	N	Operative date of the expense allowance record
parentAllowance	Varchar(255)	Y	Description of parent allowance
paymentFrequency	Varchar(1000)	Y	Denotes when the payment is made (ie per meal, per km etc)
publishedYear	Integer	N	Year to which award currently maps to
roundValue	Integer	N	Number of decimal places allowance value is rounded to.
sourceExpenseAllowanceID	integer	Y	Expense
type	Varchar(2000)	N	The type in Detail or Group. Group is used to assign an allowance description as a parent allowance

Penalty data dictionary

Concatenation of awardNumber, publishedYear, ClauseID, Classification and rate makes the penalty unique.

Field name	Data type/Size	Null	Description
awardCode	Varchar(255)	N	Award number
awardID	Integer	N	Unique identification number of award
classification	Varchar(255)	N	Parent classification of clause
classificationDisplayOrder	integer	N	Order in which a classification that is linked to the penalty record appears in the clause. It is equal to displayOrder in the Classification record.
clauseDescription	Varchar(1000)	N	Adds context to the penalties of a clause. Description is taken from the clause heading from the corresponding Summary table in the Award (ie Full-time and part-time adult employees—ordinary and penalty rates)
clauseDisplayOrder	Integer	N	Order in which penalty clause appears in the Award
clauseID	Integer	N	Unique identification number of clause
clauseLink	Varcha(255)	Y	The clause number from the classification file linked to the penalty record

Field name	Data type/Size	Null	Description
ClauseLinkDisplayOrder	Integer	N	Order in which classification clause that is linked to the penalty record appears in the Award
clauseLookupID	Integer	Y	Static look up ID for clause
clauses	Varcha(255)	N	Clause number
displayOrder	Integer	N	Order in which penalty appears in the clause
isHeading	TinyInt(1)	N	States if it's a header field (0 = No, 1 = Yes). Used by the Commission to flag records which act as headings within a table.
operativeDate	Date	N	Operative date of the penalty record
parentClassificationName	Varchar(2000)	Y	Parent classification description
penaltyCalculatedValue	Decimal(18,4)	N	Calculated value of penalty
PenaltyColumnDisplay Order	Integer	N	Order in which penalty rate column appears in the table in the Award
penaltyDescription	Varcha(1000)	N	Penalty description
PenaltyID	Integer	N	Unique identification number of penalty
penaltyRateUnit	Varchar(1000)	N	Penalty rate unit (percent)
penaltyText	Varchar(255)	Y	In cases where a (\$) figure does not apply, the numeric field is replaced with text.
publishedYear	Integer	N	Year in which award currently maps to
rate	Decimal(28,15)	N	Penalty rate
sourcePenaltyID	Integer	N	Penalty ID from previous year
type	Varchar(2000)	N	The type in Detail or Group. Group is used to assign an allowance description as a parent allowance