



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2018–19 (C2019/1)

VICTORIAN STATE GOVERNMENT AGENCIES AWARD 2015 [MA000134]

State and Territory government administration

JUSTICE ROSS, PRESIDENT
VICE PRESIDENT HATCHER
DEPUTY PRESIDENT ASBURY
COMMISSIONER HAMPTON
PROFESSOR RICHARDSON
MR GIBBS
MR APTED

MELBOURNE, XX JUNE 2019

Annual Wage Review 2018–19.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2018–19 on 30 May 2019 [[\[2019\] FWCFB 3500](#)], the above award is varied as follows:

1. By deleting the table appearing in clause 12.1 and inserting the following:

Administrative Officer	Work Value Level	Minimum Annual Rate	Minimum Fortnightly Rate	Minimum Hourly Rate	Minimum Casual Hourly Rate
		\$	\$	\$	\$
Grade 1	A	40,392	1548.20	20.37	25.46
Grade 1	B	41,438	1588.30	20.90	26.13
Grade 1	C	42,485	1628.40	21.43	26.79
Grade 1	D	43,535	1668.70	21.96	27.45
Grade 2	A	45,001	1724.90	22.70	28.38
Grade 2	B	45,861	1757.80	23.13	28.91
Grade 2	C	46,712	1790.50	23.56	29.45
Grade 2	D	47,580	1823.70	24.00	30.00
Grade 3	A	49,483	1896.70	24.96	31.20

Administrative Officer	Work Value Level	Minimum Annual Rate	Minimum Fortnightly Rate	Minimum Hourly Rate	Minimum Casual Hourly Rate
		\$	\$	\$	\$
Grade 3	B	50,408	1932.10	25.42	31.78
Grade 3	C	51,332	1967.60	25.89	32.36
Grade 3	D	51,902	1989.40	26.18	32.73
Grade 4	A	53,681	2057.60	27.07	33.84
Grade 4	B	54,608	2093.10	27.54	34.43
Grade 4	C	55,514	2127.80	28.00	35.00
Grade 5	A	57,633	2209.10	29.07	36.34
Grade 5	B	58,430	2239.60	29.47	36.84
Grade 5	C	59,362	2275.30	29.94	37.43
Grade 6	A	61,753	2367.00	31.14	38.93
Grade 6	B	62,928	2412.00	31.74	39.68
Grade 6	C	64,114	2457.50	32.34	40.43
Grade 7	A	67,047	2569.90	33.81	42.26
Grade 7	B	68,207	2614.40	34.40	43.00
Grade 7	C	69,381	2659.40	34.99	43.74
Grade 8	A	74,291	2847.60	37.47	46.84
Grade 8	B	76,333	2925.80	38.50	48.13
Grade 8	C	78,373	3004.00	39.53	49.41

2. By deleting the table appearing in clause 12.2 and inserting the following:

	Work Value Level	Minimum Annual Rate	Minimum Fortnightly Rate	Minimum Hourly Rate	Minimum Casual Hourly Rate
		\$	\$	\$	\$
Technical Assistant (TA)					
TA 1	A	41,958	1608.20	21.16	26.45
TA 1	B	42,708	1637.00	21.54	26.93
TA 1	C	43,433	1664.80	21.91	27.39
TA 1	D	43,659	1673.40	22.02	27.53

	Work Value Level	Minimum Annual Rate	Minimum Fortnightly Rate	Minimum Hourly Rate	Minimum Casual Hourly Rate
		\$	\$	\$	\$
Technical Officer (TO)					
TO 1	A	45,596	1747.70	23.00	28.75
TO 1	B	46,381	1777.80	23.39	29.24
TO 1	C	47,035	1802.80	23.72	29.65
TO 1	D	47,972	1838.80	24.19	30.24
TO 1	E	48,229	1848.60	24.32	30.40
TO 1	F	49,025	1879.10	24.73	30.91
TO 1	G	49,854	1910.90	25.14	31.43
TO 1	H	50,560	1938.00	25.50	31.88
TO 1	I	51,120	1959.40	25.78	32.23
TO 2	A	51,487	1973.50	25.97	32.46
TO 2	B	52,496	2012.20	26.48	33.10
TO 2	C	52,895	2027.50	26.68	33.35
TO 3	A	53,818	2062.80	27.14	33.93
TO 3	B	54,583	2092.20	27.53	34.41
TO 3	C	55,810	2139.20	28.15	35.19
TO 4	A	56,764	2175.80	28.63	35.79
TO 4	B	57,441	2201.70	28.97	36.21
TO 4	C	58,675	2249.00	29.59	36.99
TO 5	A	59,693	2288.00	30.11	37.64
TO 5	B	60,807	2330.70	30.67	38.34
TO 6	A	61,993	2376.20	31.27	39.09
TO 6	B	63,174	2421.50	31.86	39.83
TO 7	A	64,576	2475.20	32.57	40.71
TO 7	B	65,758	2520.50	33.16	41.45

3. By deleting the table appearing in clause 12.3 and inserting the following:

	Work Value Level	Minimum Annual Rate	Minimum Fortnightly Rate	Minimum Hourly Rate	Minimum Casual Hourly Rate
		\$	\$	\$	\$
Information Technology Officer (ITO)					
ITO 1	A	48,065	1842.30	24.24	30.30
ITO 1	B	49,393	1893.20	24.91	31.14
ITO 1	C	50,739	1944.80	25.59	31.99
ITO 1	D	51,767	1984.20	26.11	32.64
ITO 1	E	52,770	2022.70	26.61	33.26
ITO 1	F	54,141	2075.20	27.31	34.14
ITO 1	G	56,140	2151.80	28.31	35.39
ITO 2	A	57,633	2209.10	29.07	36.34
ITO 2	B	58,963	2260.00	29.74	37.18
ITO 2	C	60,427	2316.20	30.48	38.10
ITO 2	D	61,753	2367.00	31.14	38.93
ITO 3	A	64,694	2479.70	32.63	40.79
ITO 3	B	66,448	2546.90	33.51	41.89
ITO 3	C	68,207	2614.40	34.40	43.00
ITO 4	A	72,039	2761.20	36.33	45.41
ITO 4	B	74,291	2847.60	37.47	46.84
ITO 5	A	78,373	3004.00	39.53	49.41
Legal Officer (LO)					
LO 1	A	48,659	1865.10	24.54	30.68
LO 1	B	50,334	1929.30	25.39	31.74
LO 1	C	51,744	1983.30	26.10	32.63
LO 1	D	53,126	2036.30	26.79	33.49
LO 1	E	54,877	2103.40	27.68	34.60
LO 1	F	56,622	2170.30	28.56	35.70
LO 1	G	58,240	2232.30	29.37	36.71
LO 1	H	59,987	2299.30	30.25	37.81
LO 1	I	61,600	2361.10	31.07	38.84
LO 2	A	64,627	2477.10	32.59	40.74
LO 2	B	65,509	2511.00	33.04	41.30
LO 2	C	66,395	2544.90	33.49	41.86
LO 2	D	67,280	2578.80	33.93	42.41

	Work Value Level	Minimum Annual Rate	Minimum Fortnightly Rate	Minimum Hourly Rate	Minimum Casual Hourly Rate
		\$	\$	\$	\$
LO 3	A	71,298	2732.80	35.96	44.95
LO 3	B	72,327	2772.30	36.48	45.60
LO 3	C	73,354	2811.70	37.00	46.25
LO 4	A	77,763	2980.60	39.22	49.03
LO 4	B	79,440	3044.90	40.06	50.08
LO 5	A	82,474	3161.20	41.59	51.99
Engineer/ Scientist (ES)					
ES 1	A	45,559	1746.30	22.98	28.73
ES 1	B	46,229	1772.00	23.32	29.15
ES 1	C	47,968	1838.60	24.19	30.24
ES 1	D	49,142	1883.60	24.78	30.98
ES 1	E	51,084	1958.00	25.76	32.20
ES 1	F	53,067	2034.10	26.76	33.45
ES 1	G	54,256	2079.60	27.36	34.20
ES 2	A	56,071	2149.20	28.28	35.35
ES 2	B	57,373	2199.10	28.94	36.18
ES 2	C	58,430	2239.60	29.47	36.84
ES 2	D	59,490	2280.20	30.00	37.50
ES 3	A	61,414	2354.00	30.97	38.71
ES 3	B	62,928	2412.00	31.74	39.68
ES 3	C	63,961	2451.60	32.26	40.33
ES 3	D	65,962	2528.30	33.27	41.59
ES 4	A	68,210	2614.50	34.40	43.00
ES 4	B	69,381	2659.40	34.99	43.74
ES 4	C	71,298	2732.80	35.96	44.95
ES 5	A	74,719	2864.00	37.68	47.10
ES 5	B	76,613	2936.60	38.64	48.30
ES 5	C	78,502	3009.00	39.59	49.49

4. By deleting the table appearing in clause 12.4 and inserting the following:

	Work Value Level	Minimum Annual Rate	Minimum Fortnightly Rate	Minimum Hourly Rate	Minimum Casual Hourly Rate
		\$	\$	\$	\$
Field worker (FW)					
FW 1	1	42,836	1641.90	21.60	27.00
FW 2	2	43,730	1676.20	22.06	27.58
FW 3	3	45,007	1725.10	22.70	28.38

5. By deleting the table appearing in clause 15.1(a) and inserting the following:

Allowance	Payable	% of standard rate (\$1724.90)	\$
First aid	per fortnight	1.41	24.32
Stand-by	per night	1.42	24.49
Stand-by	per day and night	2.84	48.99

6. By deleting the table appearing in clause 33.1 and inserting the following:

Position Title	Minimum Annual Rate	Minimum Fortnightly Rate	Minimum Hourly Rate	Minimum Casual Hourly Rate
	\$	\$	\$	\$
Calltaker	44,883	1720.40	22.64	28.30
Dispatcher	52,431	2009.70	26.44	33.05
Team leader	59,828	2293.20	30.17	37.71

7. By deleting the table appearing in clause 33.2 and inserting the following:

Position Title	Minimum Annual Rate	Minimum Fortnightly Rate	Minimum Hourly Rate	Minimum Casual Hourly Rate
	\$	\$	\$	\$
Trainee officer	38,652	1481.50	19.49	24.36
Operational support officer	41,316	1583.60	20.84	26.05
Manager	56,522	2166.50	28.51	35.64

8. By deleting the table appearing in clause 38.2 and inserting the following:

Classification	Minimum Annual Rate	Minimum Fortnightly Rate	Minimum Hourly Rate	Minimum Casual Hourly Rate
	\$	\$	\$	\$
Road Worker (RW)				
RW 1-1	39,599	1517.80	19.97	24.96
RW 1-2	40,235	1542.20	20.29	25.36
RW 1-3	41,676	1597.40	21.02	26.28
RW 1-4	42,312	1621.80	21.34	26.68
RW 2-1	42,806	1640.80	21.59	26.99
RW 2-2	43,441	1665.10	21.91	27.39
RW 2-3	44,082	1689.70	22.23	27.79
RW 3-1	45,001	1724.90	22.7	28.38
RW 3-2	45,629	1749.00	23.01	28.76
RW 4-1	48,730	1867.80	24.58	30.73
RW 4-2	49,919	1913.40	25.18	31.48
RW 4-3	51,226	1963.50	25.84	32.3
Works Manager (WM)				
WM 1-1	52,832	2025.00	26.64	33.3
WM 1-2	53,772	2061.10	27.12	33.9
WM 1-3	55,086	2111.40	27.78	34.73
WM 2-1	56,898	2180.90	28.7	35.88
WM 2-2	58,133	2228.20	29.32	36.65
WM 2-3	59,374	2275.80	29.94	37.43

Classification	Minimum Annual Rate	Minimum Fortnightly Rate	Minimum Hourly Rate	Minimum Casual Hourly Rate
	\$	\$	\$	\$
WM 3-1	61,494	2357.10	31.01	38.76
WM 3-2	62,929	2412.10	31.74	39.68
WM 3-3	64,370	2467.30	32.46	40.58
Surveillance Manager (SM)				
SM 1-1	52,832	2025.00	26.64	33.3
SM 1-2	53,772	2061.10	27.12	33.9
SM 1-3	55,086	2111.40	27.78	34.73
SM 2-1	56,898	2180.90	28.7	35.88
SM 2-2	58,133	2228.20	29.32	36.65
SM 2-3	59,374	2275.80	29.94	37.43
SM 3-1	61,494	2357.10	31.01	38.76
SM 3-2	62,929	2412.10	31.74	39.68
SM 3-3	64,370	2467.30	32.46	40.58

9. By deleting clause E.5 and inserting the following:

E.5 Minimum Wages

E.5.1 Minimum wages for full-time traineeships

(a) Wage Level A

Subject to clause E.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level A by Appendix E1 are:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
School leaver	332.80	366.50	436.60
Plus 1 year out of school	366.50	436.60	508.10
Plus 2 years out of school	436.60	508.10	591.30
Plus 3 years out of school	508.10	591.30	677.00
Plus 4 years out of school	591.30	677.00	
Plus 5 or more years out of school	677.00		

(b) Wage Level B

Subject to clause E.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level B by Appendix E1 are:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
School leaver	332.80	366.50	424.80
Plus 1 year out of school	366.50	424.80	488.60
Plus 2 years out of school	424.80	488.60	573.10
Plus 3 years out of school	488.60	573.10	653.70
Plus 4 years out of school	573.10	653.70	
Plus 5 or more years out of school	653.70		

(c) Wage Level C

Subject to clause E.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level C by Appendix E1 are:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
School leaver	332.80	366.50	424.80
Plus 1 year out of school	366.50	424.80	478.20
Plus 2 years out of school	424.80	478.20	534.30
Plus 3 years out of school	478.20	534.30	595.20
Plus 4 years out of school	534.30	595.20	
Plus 5 or more years out of school	595.20		

(d) AQF Certificate Level IV traineeships

(i) Subject to clause E.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level IV traineeship are the minimum wages for the relevant full-time AQF Certificate Level III traineeship with the addition of 3.8% to those minimum wages.

(ii) Subject to clause E.5.3 of this schedule, the minimum wages for an adult trainee undertaking a full-time AQF Certificate Level IV traineeship are

as follows, provided that the relevant wage level is that for the relevant AQF Certificate Level III traineeship:

Wage level	First year of traineeship	Second and subsequent years of traineeship
	per week	per week
	\$	\$
Wage Level A	703.20	730.40
Wage Level B	678.40	704.40
Wage Level C	617.40	640.70

E.5.2 Minimum wages for part-time traineeships

(a) Wage Level A

Subject to clauses E.5.2(f) and E.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level A by Appendix E1 are:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
School leaver	10.95	12.07	14.37
Plus 1 year out of school	12.07	14.37	16.73
Plus 2 years out of school	14.37	16.73	19.45
Plus 3 years out of school	16.73	19.45	22.26
Plus 4 years out of school	19.45	22.26	
Plus 5 or more years out of school	22.26		

(b) Wage Level B

Subject to clauses E.5.2(f) and E.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level B by Appendix E1 are:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
School leaver	10.95	12.07	13.99
Plus 1 year out of school	12.07	13.99	16.08

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
Plus 2 years out of school	13.99	16.08	18.87
Plus 3 years out of school	16.08	18.87	21.52
Plus 4 years out of school	18.87	21.52	
Plus 5 or more years out of school	21.52		

(c) Wage Level C

Subject to clauses E.5.2(f) and E.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level C by Appendix E1 are:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
School leaver	10.95	12.07	13.99
Plus 1 year out of school	12.07	13.99	15.73
Plus 2 years out of school	13.99	15.73	17.57
Plus 3 years out of school	15.73	17.57	19.58
Plus 4 years out of school	17.57	19.58	
Plus 5 or more years out of school	19.58		

(d) School-based traineeships

Subject to clauses E.5.2(f) and E.5.3 of this schedule, the minimum wages for a trainee undertaking a school-based AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Levels A, B or C by Appendix E1 are as follows when the trainee works ordinary hours:

Year of schooling	
Year 11 or lower	Year 12
per hour	per hour
\$	\$
10.95	12.07

(e) AQF Certificate Level IV traineeships

(i) Subject to clauses E.5.2(f) and E.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level IV

traineeship are the minimum wages for the relevant part-time AQF Certificate Level III traineeship with the addition of 3.8% to those minimum wages.

- (ii) Subject to clauses E.5.2(f) and E.5.3 of this schedule, the minimum wages for an adult trainee undertaking a part-time AQF Certificate Level IV traineeship are as follows, provided that the relevant wage level is that for the relevant AQF Certificate Level III traineeship:

Wage level	First year of traineeship	Second and subsequent years of traineeship
	per hour	per hour
	\$	\$
Wage Level A	23.12	24.03
Wage Level B	22.29	23.15
Wage Level C	20.31	21.08

(f) Calculating the actual minimum wage

- (i) Where the full-time ordinary hours of work are not 38 or an average of 38 per week, the appropriate hourly minimum wage is obtained by multiplying the relevant minimum wage in clauses E.5.2(a)–(e) of this schedule by 38 and then dividing the figure obtained by the full-time ordinary hours of work per week.
- (ii) Where the approved training for a part-time traineeship is provided fully off-the-job by a registered training organisation, for example at school or at TAFE, the relevant minimum wage in clauses E.5.2(a)–(e) of this schedule applies to each ordinary hour worked by the trainee.
- (iii) Where the approved training for a part-time traineeship is undertaken solely on-the-job or partly on-the-job and partly off-the-job, the relevant minimum wage in clauses E.5.2(a)–(e) of this schedule minus 20% applies to each ordinary hour worked by the trainee.

E.5.3 Other minimum wage provisions

- (a) An employee who was employed by an employer immediately prior to becoming a trainee with that employer must not suffer a reduction in their minimum wage per week or per hour by virtue of becoming a trainee. Casual loadings will be disregarded when determining whether the employee has suffered a reduction in their minimum wage.
- (b) If a qualification is converted from an AQF Certificate Level II to an AQF Certificate Level III traineeship, or from an AQF Certificate Level III to an AQF Certificate Level IV traineeship, then the trainee must be paid the next highest minimum wage provided in this schedule, where a higher minimum wage is provided for the new AQF certificate level.

E.5.4 Default wage rate

The minimum wage for a trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate level are not allocated to a wage level by Appendix E1 is the relevant minimum wage under this schedule for a trainee undertaking an AQF Certificate to Level I–III traineeship whose training package and AQF certificate level are allocated to Wage Level B.

B. This determination comes into operation from 1 July 2019. In accordance with s.166(5) of the *Fair Work Act 2009* this determination does not take effect until the start of the first full pay period that starts on or after 1 July 2019.

PRESIDENT