



# DRAFT DETERMINATION

*Fair Work Act 2009*  
s.285—Annual wage review

## Annual Wage Review 2018–19 (C2019/1)

### CSIRO ENTERPRISE AWARD 2016 [MA000148]

Commonwealth employment

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 10.1 and inserting the following:

| <b>Employee classification</b> | <b>Annual<br/>(Full-time<br/>employees)<br/>\$</b> | <b>Weekly<br/>(Full-time<br/>employees)<br/>\$</b> | <b>Hourly<br/>(other than<br/>casual<br/>employee)<br/>\$</b> |
|--------------------------------|--|--|---|
| Level 1                        | 41,093   | 787.70   | 21.43   |
| Level 2 ("standard rate")      | 45,416   | 870.60   | 23.69   |
| Level 3                        | 54,179   | 1038.60  | 28.26   |
| Level 4                        | 65,267   | 1251.10  | 34.04   |
| Level 5                        | 74,352   | 1425.30  | 38.78   |
| Level 6                        | 80,898   | 1550.80  | 42.20   |
| Level 7                        | 96,045   | 1841.10  | 50.10   |
| Level 8                        | 112,024  | 2147.40  | 58.43   |
| Level 9                        | 143,104  | 2743.20  | 74.64   |

2. By deleting the amount “\$29,101” appearing in clause 10.2 and inserting “\$29,974”.
3. By deleting the amount “\$591.64” appearing in clause 11.3(a) and inserting “\$609.42”.
4. By deleting the amount “\$735.32” appearing in clause 11.3(b) and inserting “\$757.42”.
5. By deleting the amount “\$895.91” appearing in clause 11.3(c) and inserting “\$922.84”.
6. By deleting the amount “\$743.78” appearing in clause 11.4(b)(i) and inserting “\$766.13”.
7. By deleting the table appearing in clause 11.4(b)(ii) and inserting the following:

| Number of days | Maximum annual allowance<br>\$ |
|----------------|--------------------------------|
| 5-40           | 139.30                         |
| 41-80          | 409.18                         |
| 81 or more     | 827.07                         |

8. By deleting the amount “\$31.95” appearing in clause 11.5 and inserting “\$32.91”.
9. By deleting the amount “\$288.21” appearing in clause 13.3(a) and inserting “\$296.87”.
10. By deleting the amount “\$21.81” appearing in clause 13.3(b) and inserting “\$22.46”.
11. By deleting the table appearing in clause B.1 and inserting the following:

|         | Day      | Saturday | Sunday |
|---------|----------|----------|--------|
|         | Ordinary | 140%     | 200%   |
| Level 1 | 21.43    | 30.00    | 42.86  |
| Level 2 | 23.69    | 33.17    | 47.38  |
| Level 3 | 28.26    | 39.56    | 56.52  |
| Level 4 | 34.04    | 47.66    | 68.08  |
| Level 5 | 38.78    | 54.29    | 77.56  |
| Level 6 | 42.20    | 59.08    | 84.40  |
| Level 7 | 50.10    | 70.14    | 100.20 |
| Level 8 | 58.43    | 81.80    | 116.86 |
| Level 9 | 74.64    | 104.50   | 149.28 |

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

|         | <b>Monday –<br/>Friday</b> | <b>Saturday –<br/>first 3 hours</b> | <b>Saturday –<br/>after<br/>3 hours</b> | <b>Sunday –<br/>all day</b> | <b>Public<br/>holiday – all<br/>day</b> |
|---------|----------------------------|-------------------------------------|---|-----------------------------|---|
|         | <b>150%</b>                | <b>150%</b>                         | <b>200%</b>                             | <b>200%</b>                 | <b>250%</b>                             |
| Level 1 | 32.15                      | 32.15                               | 42.86                                   | 42.86                       | 53.58                                   |
| Level 2 | 35.54                      | 35.54                               | 47.38                                   | 47.38                       | 59.23                                   |
| Level 3 | 42.39                      | 42.39                               | 56.52                                   | 56.52                       | 70.65                                   |
| Level 4 | 51.06                      | 51.06                               | 68.08                                   | 68.08                       | 85.10                                   |
| Level 5 | 58.17                      | 58.17                               | 77.56                                   | 77.56                       | 96.95                                   |
| Level 6 | 63.30                      | 63.30                               | 84.40                                   | 84.40                       | 105.50                                  |
| Level 7 | 75.15                      | 75.15                               | 100.20                                  | 100.20                      | 125.25                                  |
| Level 8 | 87.65                      | 87.65                               | 116.86                                  | 116.86                      | 146.08                                  |
| Level 9 | 111.96                     | 111.96                              | 149.28                                  | 149.28                      | 186.60                                  |

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

|         | <b>Day</b>  | <b>Night</b> | <b>Permanent<br/>Night</b> | <b>Saturday</b> | <b>Sunday</b> | <b>Public<br/>holiday</b> |
|---------|-------------|--------------|----------------------------|-----------------|---------------|---------------------------|
|         | <b>100%</b> | <b>115%</b>  | <b>130%</b>                | <b>150%</b>     | <b>200%</b>   | <b>250%</b>               |
| Level 1 | 21.43       | 24.64        | 27.86                      | 32.15           | 42.86         | 53.58                     |
| Level 2 | 23.69       | 27.24        | 30.80                      | 35.54           | 47.38         | 59.23                     |
| Level 3 | 28.26       | 32.50        | 36.74                      | 42.39           | 56.52         | 70.65                     |
| Level 4 | 34.04       | 39.15        | 44.25                      | 51.06           | 68.08         | 85.10                     |
| Level 5 | 38.78       | 44.60        | 50.41                      | 58.17           | 77.56         | 96.95                     |
| Level 6 | 42.20       | 48.53        | 54.86                      | 63.30           | 84.40         | 105.50                    |
| Level 7 | 50.10       | 57.62        | 65.13                      | 75.15           | 100.20        | 125.25                    |
| Level 8 | 58.43       | 67.19        | 75.96                      | 87.65           | 116.86        | 146.08                    |
| Level 9 | 74.64       | 85.84        | 97.03                      | 111.96          | 149.28        | 186.60                    |

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

|         | <b>Monday –<br/>Friday</b> | <b>Saturday – all<br/>day</b> | <b>Sunday – all day</b> | <b>Public<br/>holiday – all<br/>day</b> |
|---------|----------------------------|-------------------------------|-------------------------|---|
|         | <b>150%</b>                | <b>200%</b>                   | <b>200%</b>             | <b>250%</b>                             |
| Level 1 | 32.15                      | 42.86                         | 42.86                   | 53.58                                   |
| Level 2 | 35.54                      | 47.38                         | 47.38                   | 59.23                                   |
| Level 3 | 42.39                      | 56.52                         | 56.52                   | 70.65                                   |
| Level 4 | 51.06                      | 68.08                         | 68.08                   | 85.10                                   |
| Level 5 | 58.17                      | 77.56                         | 77.56                   | 96.95                                   |
| Level 6 | 63.30                      | 84.40                         | 84.40                   | 105.50                                  |
| Level 7 | 75.15                      | 100.20                        | 100.20                  | 125.25                                  |
| Level 8 | 87.65                      | 116.86                        | 116.86                  | 146.08                                  |
| Level 9 | 111.96                     | 149.28                        | 149.28                  | 186.60                                  |

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

|         | <b>Day</b>  | <b>Night</b> | <b>Saturday</b> | <b>Sunday</b> |
|---------|-------------|--------------|-----------------|---------------|
|         | <b>125%</b> | <b>140%</b>  | <b>175%</b>     | <b>225%</b>   |
| Level 1 | 26.79       | 30.00        | 37.50           | 48.22         |
| Level 2 | 29.61       | 33.17        | 41.46           | 53.30         |
| Level 3 | 35.33       | 39.56        | 49.46           | 63.59         |
| Level 4 | 42.55       | 47.66        | 59.57           | 76.59         |
| Level 5 | 48.48       | 54.29        | 67.87           | 87.26         |
| Level 6 | 52.75       | 59.08        | 73.85           | 94.95         |
| Level 7 | 62.63       | 70.14        | 87.68           | 112.73        |
| Level 8 | 73.04       | 81.80        | 102.25          | 131.47        |
| Level 9 | 93.30       | 104.50       | 130.62          | 167.94        |

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

|         | <b>Monday -<br/>Friday</b> | <b>Saturday –<br/>first 3 hours</b> | <b>Saturday –<br/>after 3 hours</b> | <b>Sunday –<br/>all day</b> | <b>Public<br/>holiday –<br/>all day</b> |
|---------|----------------------------|-------------------------------------|-------------------------------------|-----------------------------|---|
|         | <b>150%</b>                | <b>150%</b>                         | <b>200%</b>                         | <b>200%</b>                 | <b>200%</b>                             |
| Level 1 | 32.15                      | 32.15                               | 42.86                               | 42.86                       | 42.86                                   |
| Level 2 | 35.54                      | 35.54                               | 47.38                               | 47.38                       | 47.38                                   |
| Level 3 | 42.39                      | 42.39                               | 56.52                               | 56.52                       | 56.52                                   |
| Level 4 | 51.06                      | 51.06                               | 68.08                               | 68.08                       | 68.08                                   |
| Level 5 | 58.17                      | 58.17                               | 77.56                               | 77.56                       | 77.56                                   |
| Level 6 | 63.30                      | 63.30                               | 84.40                               | 84.40                       | 84.40                                   |
| Level 7 | 75.15                      | 75.15                               | 100.20                              | 100.20                      | 100.20                                  |
| Level 8 | 87.65                      | 87.65                               | 116.86                              | 116.86                      | 116.86                                  |
| Level 9 | 111.96                     | 111.96                              | 149.28                              | 149.28                      | 149.28                                  |

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

|         | <b>Day</b>  | <b>Night</b> | <b>Saturday</b> | <b>Sunday</b> |
|---------|-------------|--------------|-----------------|---------------|
|         | <b>125%</b> | <b>140%</b>  | <b>175%</b>     | <b>225%</b>   |
| Level 1 | 26.79       | 30.00        | 37.50           | 48.22         |
| Level 2 | 29.61       | 33.17        | 41.46           | 53.30         |
| Level 3 | 35.33       | 39.56        | 49.46           | 63.59         |
| Level 4 | 42.55       | 47.66        | 59.57           | 76.59         |
| Level 5 | 48.48       | 54.29        | 67.87           | 87.26         |
| Level 6 | 52.75       | 59.08        | 73.85           | 94.95         |
| Level 7 | 62.63       | 70.14        | 87.68           | 112.73        |
| Level 8 | 73.04       | 81.80        | 102.25          | 131.47        |
| Level 9 | 93.30       | 104.50       | 130.62          | 167.94        |

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

|         | <b>Monday – Friday</b> | <b>Saturday – all day</b> | <b>Sunday – all day</b> | <b>Public holiday – all day</b> |
|---------|------------------------|---------------------------|-------------------------|---------------------------------|
|         | <b>150%</b>            | <b>200%</b>               | <b>200%</b>             | <b>200%</b>                     |
| Level 1 | 32.15                  | 42.86                     | 42.86                   | 42.86                           |
| Level 2 | 35.54                  | 47.38                     | 47.38                   | 47.38                           |
| Level 3 | 42.39                  | 56.52                     | 56.52                   | 56.52                           |
| Level 4 | 51.06                  | 68.08                     | 68.08                   | 68.08                           |
| Level 5 | 58.17                  | 77.56                     | 77.56                   | 77.56                           |
| Level 6 | 63.30                  | 84.40                     | 84.40                   | 84.40                           |
| Level 7 | 75.15                  | 100.20                    | 100.20                  | 100.20                          |
| Level 8 | 87.65                  | 116.86                    | 116.86                  | 116.86                          |
| Level 9 | 111.96                 | 149.28                    | 149.28                  | 149.28                          |

19. By deleting the amount “\$845.20” appearing in clause C.1 and inserting “\$870.60”.

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

| <b>Allowance</b>                                     | <b>Payable</b>   | <b>\$</b>                        | <b>% of standard rate</b> |
|--|------------------|----------------------------------|---------------------------|
| St John’s Ambulance Emergency First Aid (Level 1)    | per annum        | 609.42                           | 70                        |
| St John’s Ambulance Apply First Aid (Level 2)        | per annum        | 757.42                           | 87                        |
| St John’s Ambulance Occupational First Aid (Level 1) | per annum        | 922.84                           | 106                       |
| Australian Animal Health Laboratory                  | per annum        | 766.13                           | 88                        |
| Secure (5-40 days in previous 12 months)             | maximum per year | c 11.4(b)(ii)<br>see table below | 16                        |
| Secure (41-80 days in previous 12 months)            | maximum per year | c 11.4(b)(ii)<br>see table below | 47                        |
| Secure (81 or more days in previous 12 months)       | maximum per year | c 11.4(b)(ii)<br>see table below | 95                        |

| <b>Allowance</b>    | <b>Payable</b> | <b>\$</b> | <b>% of standard rate</b> |
|---------------------|----------------|-----------|---------------------------|
| Diving              | per day        | 32.91     | 3.78                      |
| Sea duty (seagoing) | per day        | 296.87    | 34.1                      |
| Sea duty (transit)  | per day        | 22.46     | 2.58                      |

21. By deleting clause E.5.1 and inserting the following:

### **E.5.1 Minimum wages for traineeships**

#### **(a) Wage Level A**

Subject to clause E.5.2 and E.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time or part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level A by clause E.7 are:

|                                    | <b>Highest year of schooling completed</b> |                         |                         |                         |                         |                         |
|------------------------------------|--|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|
|                                    | <b>Year 10</b>                             |                         | <b>Year 11</b>          |                         | <b>Year 12</b>          |                         |
|                                    | <b>Full-time weekly</b>                    | <b>Part-time hourly</b> | <b>Full-time weekly</b> | <b>Part-time hourly</b> | <b>Full-time weekly</b> | <b>Part-time hourly</b> |
|                                    | <b>\$</b>                                  | <b>\$</b>               | <b>\$</b>               | <b>\$</b>               | <b>\$</b>               | <b>\$</b>               |
| School leaver                      | 332.80                                     | 10.95                   | 366.50                  | 12.07                   | 436.60                  | 14.37                   |
| Plus 1 year out of school          | 366.50                                     | 12.07                   | 436.60                  | 14.37                   | 508.10                  | 16.73                   |
| Plus 2 years out of school         | 436.60                                     | 14.37                   | 508.10                  | 16.73                   | 591.30                  | 19.45                   |
| Plus 3 years out of school         | 508.10                                     | 16.73                   | 591.30                  | 19.45                   | 677.00                  | 22.26                   |
| Plus 4 years out of school         | 591.30                                     | 19.45                   | 677.00                  | 22.26                   |                         |                         |
| Plus 5 or more years out of school | 677.00                                     | 22.26                   |                         |                         |                         |                         |

#### **(b) Wage Level B**

Subject to clause E.5.2 and E.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time or part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level B by clause E.7 are:

|                                    | <b>Highest year of schooling completed</b> |                         |                         |                         |                         |                         |
|------------------------------------|--|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|
|                                    | <b>Year 10</b>                             |                         | <b>Year 11</b>          |                         | <b>Year 12</b>          |                         |
|                                    | <b>Full-time weekly</b>                    | <b>Part-time hourly</b> | <b>Full-time weekly</b> | <b>Part-time hourly</b> | <b>Full-time weekly</b> | <b>Part-time hourly</b> |
|                                    | <b>\$</b>                                  | <b>\$</b>               | <b>\$</b>               | <b>\$</b>               | <b>\$</b>               | <b>\$</b>               |
| School leaver                      | 332.80                                     | 10.95                   | 366.50                  | 12.07                   | 424.80                  | 13.99                   |
| Plus 1 year out of school          | 366.50                                     | 12.07                   | 424.80                  | 13.99                   | 488.60                  | 16.08                   |
| Plus 2 years out of school         | 424.80                                     | 13.99                   | 488.60                  | 16.08                   | 573.10                  | 18.87                   |
| Plus 3 years out of school         | 488.60                                     | 16.08                   | 573.10                  | 18.87                   | 653.70                  | 21.52                   |
| Plus 4 years out of school         | 573.10                                     | 18.87                   | 653.70                  | 21.52                   |                         |                         |
| Plus 5 or more years out of school | 653.70                                     | 21.52                   |                         |                         |                         |                         |

**(c) Wage Level C**

Subject to clause E.5.2 and E.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time or part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level C by clause E.7 are:

|                                    | <b>Highest year of schooling completed</b> |                         |                         |                         |                         |                         |
|------------------------------------|--|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|
|                                    | <b>Year 10</b>                             |                         | <b>Year 11</b>          |                         | <b>Year 12</b>          |                         |
|                                    | <b>Full-time weekly</b>                    | <b>Part-time hourly</b> | <b>Full-time weekly</b> | <b>Part-time hourly</b> | <b>Full-time weekly</b> | <b>Part-time hourly</b> |
|                                    | <b>\$</b>                                  | <b>\$</b>               | <b>\$</b>               | <b>\$</b>               | <b>\$</b>               | <b>\$</b>               |
| School leaver                      | 332.80                                     | 10.95                   | 366.50                  | 12.07                   | 424.80                  | 13.99                   |
| Plus 1 year out of school          | 366.50                                     | 12.07                   | 424.80                  | 13.99                   | 478.20                  | 15.73                   |
| Plus 2 years out of school         | 424.80                                     | 13.99                   | 478.20                  | 15.73                   | 534.30                  | 17.57                   |
| Plus 3 years out of school         | 478.20                                     | 15.73                   | 534.30                  | 17.57                   | 595.20                  | 19.58                   |
| Plus 4 years out of school         | 534.30                                     | 17.57                   | 595.20                  | 19.58                   |                         |                         |
| Plus 5 or more years out of school | 595.20                                     | 19.58                   |                         |                         |                         |                         |

**(d) AQF Certificate Level IV traineeships**

**(i)** Subject to clause E.5.2 and E.5.3 of this schedule, the minimum wages for a trainee undertaking a traineeship are the minimum wages for the



relevant Level III traineeship with the addition of 3.8% to those minimum wages.

- (ii) Subject to clause E.5.2 and E.5.3 of this schedule, the minimum wages for an adult trainee undertaking an 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 |                  |
|--------------|---------------------------|------------------|--|------------------|
|              | Full-time weekly          | Part-time hourly | Full-time weekly                           | Part-time hourly |
|              | \$                        | \$               | \$   | \$               |
| Wage Level A | 703.20                    | 23.12            | 730.40                                     | 24.03            |
| Wage Level B | 678.40                    | 22.29            | 704.40                                     | 23.15            |
| Wage Level C | 617.40                    | 20.31            | 640.70                                     | 21.08            |

(e) **School-based traineeships**

Subject to clauses E.5.2 and E.5.3 of this schedule, the minimum hourly wages for a trainee undertaking a school-based Wage Levels A or B traineeship 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    |

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