



# DRAFT DETERMINATION

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

**Annual Wage Review 2019–20**  
(C2020/1)

**BOOK INDUSTRY AWARD 2020**  
[MA000078]

Publishing industry

JUSTICE ROSS, PRESIDENT  
VICE PRESIDENT CATANZARITI  
DEPUTY PRESIDENT ASBURY  
COMMISSIONER HAMPTON  
MR FERGUSON  
PROFESSOR WOODEN  
MS LABINE-ROMAIN

MELBOURNE, XX JUNE 2020

*Annual Wage Review 2019–20.*

A. Further to the decision issued by the majority of the Expert Panel in the Annual Wage Review 2019–20 on 19 June 2020 [[2020] FWCFB 3500], the above award is varied as follows:

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

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	\$	\$
<b>Editors</b>		
Level 1—upon commencement	916.00	24.11
Level 1—after 6 months	973.70	25.62
Level 2—Grade 1	1024.90	26.97
Level 2—Grade 2	1050.40	27.64
Level 2—Grade 3	1102.00	29.00
Level 2—Grade 4	1160.00	30.53
Level 3—Grade 1	1215.10	31.98

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Level 3—Grade 2	1270.50	33.43
Level 3—Grade 3	1415.10	37.24
<b>Publicists</b>		
Grade 1	989.10	26.03
Grade 2	1048.90	27.60
Grade 3	1120.80	29.49
Grade 4	1179.40	31.04
Grade 5	1319.90	34.73
Grade 6	1466.20	38.58
Grade 7	1612.30	42.43

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

<b>Employee classification</b>	<b>Ordinary hours</b>	<b>First 8 hours of overtime</b>	<b>After 8 hours of overtime</b>
	<b>% of minimum hourly rate</b>		
	<b>100%</b>	<b>150%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Editors</b>			
Level 1—upon commencement	24.11	36.17	48.22
Level 1—after 6 months	25.62	38.43	51.24
Level 2—Grade 1	26.97	40.46	53.94
Level 2—Grade 2	27.64	41.46	55.28
Level 2—Grade 3	29.00	43.50	58.00
Level 2—Grade 4	30.53	45.80	61.06
Level 3—Grade 1	31.98	47.97	63.96
Level 3—Grade 2	33.43	50.15	66.86
Level 3—Grade 3	37.24	N/A	N/A
<b>Publicists</b>			
Grade 1	26.03	39.05	52.06
Grade 2	27.60	41.40	55.20

<b>Employee classification</b>	<b>Ordinary hours</b>	<b>First 8 hours of overtime</b>	<b>After 8 hours of overtime</b>
	<b>% of minimum hourly rate</b>		
	<b>100%</b>	<b>150%</b>	<b>200%</b>
Grade 3	29.49	44.24	58.98
Grade 4	31.04	46.56	62.08
Grade 5	34.73	52.10	69.46
Grade 6	38.58	N/A	N/A
Grade 7	42.43	N/A	N/A

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

<b>Employee classification</b>	<b>Ordinary hours</b>
	<b>% of minimum hourly rate</b>
	<b>125%</b>
	<b>\$</b>
<b>Editors</b>	
Level 1—upon commencement	30.14
Level 1—after 6 months	32.03
Level 2—Grade 1	33.71
Level 2—Grade 2	34.55
Level 2—Grade 3	36.25
Level 2—Grade 4	38.16
Level 3—Grade 1	39.98
Level 3—Grade 2	41.79
Level 3—Grade 3	46.55
<b>Publicists</b>	
Grade 1	32.54
Grade 2	34.50
Grade 3	36.86
Grade 4	38.80
Grade 5	43.41

<b>Employee classification</b>	<b>Ordinary hours</b>
	<b>% of minimum hourly rate</b>
	<b>125%</b>
	<b>\$</b>
Grade 6	48.23
Grade 7	53.04

B. This determination comes into operation on 1 November 2020. In accordance with s.286(5) of the *Fair Work Act 2009* this determination does not take effect in relation to a particular employee until the start of the employee's first full pay period that starts on or after 1 November 2020.

PRESIDENT