



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2019–20
(C2020/1)

PEST CONTROL INDUSTRY AWARD 2020
[MA000097]

Building services

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 16.1 and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Level 1	761.80	20.05
Level 2	780.50	20.54
Level 3	805.10	21.19
Level 4	821.90	21.63
Level 5	885.60	23.31

2. By deleting the year “2019” in clause 16.3(b) and inserting “2020”.

3. By deleting the table appearing in clause 18.2(a) and inserting the following:

In charge of:	\$ per week
2 to 10 employees	32.12
11 to 21 employees	48.06
More than 21 employees	65.29

4. By deleting the amount “\$94.64” appearing in clause 18.2(b) and inserting “\$96.29”.

5. By deleting the amount “\$7.36” appearing in clause 18.2(c) and inserting “\$7.49”.

6. By deleting the amount “\$16.78” appearing in clause 18.2(d)(i) and inserting “\$17.07”.

7. By deleting the table appearing in clause A.1.1 and inserting the following:

	Ordinary hours	Saturday	Sunday	Public holiday
	% of minimum hourly rate			
	100%	150%	200%	250%
	\$	\$	\$	\$
Level 1	20.05	30.08	40.10	50.13
Level 2	20.54	30.81	41.08	51.35
Level 3	21.19	31.79	42.38	52.98
Level 4	21.63	32.45	43.26	54.08
Level 5	23.31	34.97	46.62	58.28

8. By deleting the table appearing in clause A.1.2 and inserting the following:

	Day shift	Afternoon shift	Night shift	Permanent night shift	Saturday	Sunday	Public holiday
	% of minimum hourly rate						
	100%	115%	120%	125%	150%	200%	250%
	\$	\$	\$	\$	\$	\$	\$
Level 1	20.05	23.06	24.06	25.06	30.08	40.10	50.13
Level 2	20.54	23.62	24.65	25.68	30.81	41.08	51.35
Level 3	21.19	24.37	25.43	26.49	31.79	42.38	52.98

	Day shift	Afternoon shift	Night shift	Permanent night shift	Saturday	Sunday	Public holiday
Level 4	21.63	24.87	25.96	27.04	32.45	43.26	54.08
Level 5	23.31	26.81	27.97	29.14	34.97	46.62	58.28

9. By deleting the table appearing in clause A.1.3 and inserting the following:

	Monday to Sunday		Public holiday
	First 2 hours	After 2 hours	
	% of minimum hourly rate		
	150%	200%	250%
	\$	\$	\$
Level 1	30.08	40.10	50.13
Level 2	30.81	41.08	51.35
Level 3	31.79	42.38	52.98
Level 4	32.45	43.26	54.08
Level 5	34.97	46.62	58.28

10. By deleting the table appearing in clause A.2.1 and inserting the following:

	Ordinary hours	Saturday	Sunday	Public holiday
	% of minimum hourly rate			
	125%	175%	225%	275%
	\$	\$	\$	\$
Level 1	25.06	35.09	45.11	55.14
Level 2	25.68	35.95	46.22	56.49
Level 3	26.49	37.08	47.68	58.27
Level 4	27.04	37.85	48.67	59.48
Level 5	29.14	40.79	52.45	64.10

11. By deleting the table appearing in clause A.2.2 and inserting the following:

	Day shift	Afternoon shift	Night shift	Permanent night shift	Saturday	Sunday	Public holiday
	% of minimum hourly rate						
	125%	140%	145%	150%	175%	225%	275%
	\$	\$	\$	\$	\$	\$	\$
Level 1	25.06	28.07	29.07	30.08	35.09	45.11	55.14
Level 2	25.68	28.76	29.78	30.81	35.95	46.22	56.49
Level 3	26.49	29.67	30.73	31.79	37.08	47.68	58.27
Level 4	27.04	30.28	31.36	32.45	37.85	48.67	59.48
Level 5	29.14	32.63	33.80	34.97	40.79	52.45	64.10

12. By deleting the amount “\$791.30” appearing in clause B.1.1 and inserting “\$805.10”.

13. By deleting the table appearing in clause B.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
Leading hand allowance—2 to 10 employees	18.2(a)	3.99	32.12	per week
Leading hand allowance—11 to 21 employees	18.2(a)	5.97	48.06	per week
Leading hand allowance—more than 21 employees	18.2(a)	8.11	65.29	per week
Verminous/decomposed human body allowance	18.2(b)	11.96	96.29	per occasion
Work performed in fumigation depot allowance	18.2(c)	0.93	7.49	per day
First aid allowance	18.2(d)(i)	2.12	17.07	per week

B. This determination comes into operation from 1 November 2020. 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 November 2020.

PRESIDENT