



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2019–20 (C2020/1)

LABOUR MARKET ASSISTANCE INDUSTRY AWARD 2020 [MA000099]

Social, community, home care and disability 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(a) and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Pay point 1	853.60	22.46
Pay point 2	868.00	22.84
Pay point 3	899.30	23.67
Pay point 4	927.90	24.42

2. By deleting the table appearing in clause 16.1(b) and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Pay point 1	982.70	25.86
Pay point 2	1004.80	26.44
Pay point 3	1026.40	27.01
Pay point 4	1054.90	27.76

3. By deleting the table appearing in clause 16.1(c) and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Pay point 1	954.00	25.11
Pay point 2	982.70	25.86
Pay point 3	1004.80	26.44

4. By deleting the table appearing in clause 16.1(d) and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Pay point 1	1026.40	27.01
Pay point 2	1054.90	27.76
Pay point 3	1083.60	28.52
Pay point 4	1112.20	29.27
Pay point 5	1138.30	29.96

5. By deleting the table appearing in clause 16.1(e) and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Pay point 1	1138.30	29.96
Pay point 2	1167.10	30.71
Pay point 3	1193.30	31.40
Pay point 4	1221.90	32.16

6. By deleting the table appearing in clause 16.1(f) and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Pay point 1	1138.30	29.96
Pay point 2	1167.10	30.71
Pay point 3	1193.30	31.40
Pay point 4	1221.90	32.16
Pay point 5	1250.60	32.91
Pay point 6	1279.20	33.66

7. By deleting the table appearing in clause 16.1(g) and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Pay point 1	1307.80	34.42
Pay point 2	1336.60	35.17
Pay point 3	1365.30	35.93
Pay point 4	1393.80	36.68
Pay point 5	1422.50	37.43

8. By deleting the year “2019” in clause 16.4(b) and inserting “2020”.

9. By deleting the amount "\$14.25" appearing in clause 18.2(a) and inserting "\$14.50".
10. By deleting the amount "\$66.20" appearing in clause 18.2(b) and inserting "\$67.36".
11. By deleting the table appearing in clause B.1.1 and inserting the following:

	Ordinary hours	Late work¹	Early work²	Saturday	Sunday	Public holiday
	% of minimum hourly rate					
	100%	120%	135%	175%	200%	250%
	\$	\$	\$	\$	\$	\$
Administrative assistant						
Pay point 1	22.46	26.95	30.32	39.31	44.92	56.15
Pay point 2	22.84	27.41	30.83	39.97	45.68	57.10
Pay point 3	23.67	28.40	31.95	41.42	47.34	59.18
Pay point 4	24.42	29.30	32.97	42.74	48.84	61.05
Administrative officer						
Pay point 1	25.86	31.03	34.91	45.26	51.72	64.65
Pay point 2	26.44	31.73	35.69	46.27	52.88	66.10
Pay point 3	27.01	32.41	36.46	47.27	54.02	67.53
Pay point 4	27.76	33.31	37.48	48.58	55.52	69.40
Employment services officer grade 1						
Pay point 1	25.11	30.13	33.90	43.94	50.22	62.78
Pay point 2	25.86	31.03	34.91	45.26	51.72	64.65
Pay point 3	26.44	31.73	35.69	46.27	52.88	66.10
Employment services grade 2						
Pay point 1	27.01	32.41	36.46	47.27	54.02	67.53
Pay point 2	27.76	33.31	37.48	48.58	55.52	69.40
Pay point 3	28.52	34.22	38.50	49.91	57.04	71.30
Pay point 4	29.27	35.12	39.51	51.22	58.54	73.18
Pay point 5	29.96	35.95	40.45	52.43	59.92	74.90
Employment services co-ordinator						

	Ordinary hours	Late work ¹	Early work ²	Saturday	Sunday	Public holiday
	% of minimum hourly rate					
	100%	120%	135%	175%	200%	250%
	\$	\$	\$	\$	\$	\$
Pay point 1	29.96	35.95	40.45	52.43	59.92	74.90
Pay point 2	30.71	36.85	41.46	53.74	61.42	76.78
Pay point 3	31.40	37.68	42.39	54.95	62.80	78.50
Pay point 4	32.16	38.59	43.42	56.28	64.32	80.40
Manager grade 1						
Pay point 1	29.96	35.95	40.45	52.43	59.92	74.90
Pay point 2	30.71	36.85	41.46	53.74	61.42	76.78
Pay point 3	31.40	37.68	42.39	54.95	62.80	78.50
Pay point 4	32.16	38.59	43.42	56.28	64.32	80.40
Pay point 5	32.91	39.49	44.43	57.59	65.82	82.28
Pay point 6	33.66	40.39	45.44	58.91	67.32	84.15
Manager grade 2						
Pay point 1	34.42	41.30	46.47	60.24	68.84	86.05
Pay point 2	35.17	42.20	47.48	61.55	70.34	87.93
Pay point 3	35.93	43.12	48.51	62.88	71.86	89.83
Pay point 4	36.68	44.02	49.52	64.19	73.36	91.70
Pay point 5	37.43	44.92	50.53	65.50	74.86	93.58

12. By deleting the table appearing in clause B.1.2 and inserting the following:

	Monday to Saturday		Sunday	Public holiday	
	First 2 hours	After 2 hours		Within ordinary hours	Outside ordinary hours
	% of minimum hourly rate				
	150%	200%	200%	250%	350%
	\$	\$	\$		\$
Administrative assistant					
Pay point 1	33.69	44.92	44.92	56.15	78.61
Pay point 2	34.26	45.68	45.68	57.10	79.94

	Monday to Saturday		Sunday	Public holiday	
	First 2 hours	After 2 hours		Within ordinary hours	Outside ordinary hours
	% of minimum hourly rate				
	150%	200%	200%	250%	350%
	\$	\$	\$		\$
Pay point 3	35.51	47.34	47.34	59.18	82.85
Pay point 4	36.63	48.84	48.84	61.05	85.47
Administrative officer					
Pay point 1	38.79	51.72	51.72	64.65	90.51
Pay point 2	39.66	52.88	52.88	66.10	92.54
Pay point 3	40.52	54.02	54.02	67.53	94.54
Pay point 4	41.64	55.52	55.52	69.40	97.16
Employment services officer grade 1					
Pay point 1	37.67	50.22	50.22	62.78	87.89
Pay point 2	38.79	51.72	51.72	64.65	90.51
Pay point 3	39.66	52.88	52.88	66.10	92.54
Employment services grade 2					
Pay point 1	40.52	54.02	54.02	67.53	94.54
Pay point 2	41.64	55.52	55.52	69.40	97.16
Pay point 3	42.78	57.04	57.04	71.30	99.82
Pay point 4	43.91	58.54	58.54	73.18	102.45
Pay point 5	44.94	59.92	59.92	74.90	104.86
Employment services co-ordinator					
Pay point 1	44.94	59.92	59.92	74.90	104.86
Pay point 2	46.07	61.42	61.42	76.78	107.49
Pay point 3	47.10	62.80	62.80	78.50	109.90
Pay point 4	48.24	64.32	64.32	80.40	112.56
Manager grade 1					

	Monday to Saturday		Sunday	Public holiday	
	First 2 hours	After 2 hours		Within ordinary hours	Outside ordinary hours
	% of minimum hourly rate				
	150%	200%	200%	250%	350%
	\$	\$	\$		\$
Pay point 1	44.94	59.92	59.92	74.90	104.86
Pay point 2	46.07	61.42	61.42	76.78	107.49
Pay point 3	47.10	62.80	62.80	78.50	109.90
Pay point 4	48.24	64.32	64.32	80.40	112.56
Pay point 5	49.37	65.82	65.82	82.28	115.19
Pay point 6	50.49	67.32	67.32	84.15	117.81
Manager grade 2					
Pay point 1	51.63	68.84	68.84	86.05	120.47
Pay point 2	52.76	70.34	70.34	87.93	123.10
Pay point 3	53.90	71.86	71.86	89.83	125.76
Pay point 4	55.02	73.36	73.36	91.70	128.38
Pay point 5	56.15	74.86	74.86	93.58	131.01

13. By deleting the table appearing in clause B.2.1 and inserting the following:

	Ordinary hours	Late work ¹	Early work ²	Saturday	Sunday	Public holiday
	% of minimum hourly rate					
	125%	145%	160%	200%	225%	275%
	\$	\$	\$	\$	\$	\$
Administrative assistant						
Pay point 1	28.08	32.57	35.94	44.92	50.54	61.77
Pay point 2	28.55	33.12	36.54	45.68	51.39	62.81
Pay point 3	29.59	34.32	37.87	47.34	53.26	65.09
Pay point 4	30.53	35.41	39.07	48.84	54.95	67.16
Administrative officer						
Pay point 1	32.33	37.50	41.38	51.72	58.19	71.12

	Ordinary hours	Late work¹	Early work²	Saturday	Sunday	Public holiday
	% of minimum hourly rate					
	125%	145%	160%	200%	225%	275%
	\$	\$	\$	\$	\$	\$
Pay point 2	33.05	38.34	42.30	52.88	59.49	72.71
Pay point 3	33.76	39.16	43.22	54.02	60.77	74.28
Pay point 4	34.70	40.25	44.42	55.52	62.46	76.34
Employment services officer grade 1						
Pay point 1	31.39	36.41	40.18	50.22	56.50	69.05
Pay point 2	32.33	37.50	41.38	51.72	58.19	71.12
Pay point 3	33.05	38.34	42.30	52.88	59.49	72.71
Employment services grade 2						
Pay point 1	33.76	39.16	43.22	54.02	60.77	74.28
Pay point 2	34.70	40.25	44.42	55.52	62.46	76.34
Pay point 3	35.65	41.35	45.63	57.04	64.17	78.43
Pay point 4	36.59	42.44	46.83	58.54	65.86	80.49
Pay point 5	37.45	43.44	47.94	59.92	67.41	82.39
Employment services co- ordinator						
Pay point 1	37.45	43.44	47.94	59.92	67.41	82.39
Pay point 2	38.39	44.53	49.14	61.42	69.10	84.45
Pay point 3	39.25	45.53	50.24	62.80	70.65	86.35
Pay point 4	40.20	46.63	51.46	64.32	72.36	88.44
Manager grade 1						
Pay point 1	37.45	43.44	47.94	59.92	67.41	82.39
Pay point 2	38.39	44.53	49.14	61.42	69.10	84.45
Pay point 3	39.25	45.53	50.24	62.80	70.65	86.35
Pay point 4	40.20	46.63	51.46	64.32	72.36	88.44
Pay point 5	41.14	47.72	52.66	65.82	74.05	90.50
Pay point 6	42.08	48.81	53.86	67.32	75.74	92.57

	Ordinary hours	Late work ¹	Early work ²	Saturday	Sunday	Public holiday
	% of minimum hourly rate					
	125%	145%	160%	200%	225%	275%
	\$	\$	\$	\$	\$	\$
Manager grade 2						
Pay point 1	43.03	49.91	55.07	68.84	77.45	94.66
Pay point 2	43.96	51.00	56.27	70.34	79.13	96.72
Pay point 3	44.91	52.10	57.49	71.86	80.84	98.81
Pay point 4	45.85	53.19	58.69	73.36	82.53	100.87
Pay point 5	46.79	54.27	59.89	74.86	84.22	102.93

14. By deleting the amount “\$853.10” appearing in clause C.1.1 and inserting “\$868.00”.
15. By deleting the table appearing in clause C.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
First aid allowance	18.2(a)	1.67	14.50	per week
Excursions— sleepover allowance	18.2(b)	7.76	67.36	per night

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