



# DETERMINATION

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

**Annual Wage Review 2021–22**  
(C2022/1)

**ELECTRICAL, ELECTRONIC AND COMMUNICATIONS  
CONTRACTING AWARD 2020**  
[MA000025]

Electrical contracting industry

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

MELBOURNE, 28 JUNE 2022

*Annual Wage Review 2021–22.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2021–22 on 15 June 2022 [[2022] FWCFB 3500], the above award is varied as follows:

1. By deleting the table appearing in clause 16.2 and inserting the following:

<b>Classification level</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Electrical worker grade 1	823.80	21.68
Electrical worker grade 2	851.70	22.41
Electrical worker grade 3	880.10	23.16
Electrical worker grade 4	908.50	23.91
Electrical worker grade 5	940.90	24.76
Electrical worker grade 6	970.40	25.54
Electrical worker grade 7	1026.60	27.02

<b>Classification level</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
Electrical worker grade 8	1078.70	28.39
Electrical worker grade 9	1100.80	28.97
Electrical worker grade 10	1189.50	31.30

2. By deleting the year “2021” in clause 16.7(b) and inserting “2022”.
3. By deleting the amount “\$33.28” appearing in clause 18.3(a) and inserting “\$34.81”.
4. By deleting the amount “\$32.38” appearing in clause 18.3(b) and inserting “\$33.87”.
5. By deleting the table appearing in clause 18.3(c) and inserting the following:

<b>In charge of:</b>	<b>\$ per week</b>
3 to 10 employees	40.46
11 to 20 employees	56.45
More than 20 employees	76.21

6. By deleting the amount “\$82.75” appearing in clause 18.3(d) and inserting “\$86.56”.
7. By deleting the amount “\$69.26” appearing in clause 18.3(e) and inserting “\$72.45”.
8. By deleting the amounts “\$17.99” and “\$3.60” appearing in clause 18.3(f)(ii) and inserting “\$18.82” and “\$3.76” respectively.
9. By deleting the table appearing in clause 18.4(a)(iii) and inserting the following:

<b>Storey</b>	<b>\$ per hour</b>
0–15 floors	0.64
16–30 floors	0.79
31–45 floors	1.21
46–60 floors	1.54
More than 60 floors	1.96

10. By deleting the amount “\$0.76” wherever it appears in clause 18.4(b)(i) and inserting “\$0.79”.
11. By deleting the amount “\$18.89” appearing in clause 18.4(c) and inserting “\$19.76”.
12. By deleting the amount “\$79.16” appearing in clause 20.6 and inserting “\$82.80”.

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

	<b>Ordinary hours</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>	
	<b>100%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>
Electrical worker grade 1	22.60	56.50
Electrical worker grade 2	23.33	58.33
Electrical worker grade 3	24.08	60.20
Electrical worker grade 4	24.82	62.05
Electrical worker grade 5	26.23	65.58
Electrical worker grade 6	27.00	67.50
Electrical worker grade 7	28.48	71.20
Electrical worker grade 8	29.85	74.63
Electrical worker grade 9	30.43	76.08
Electrical worker grade 10	32.77	81.93

14. By deleting the table appearing in clause B.2.2 and inserting the following:

	<b>Monday to Saturday<sup>1</sup></b>		<b>Sunday<sup>1</sup></b>	<b>Public holiday<sup>1</sup></b>
	<b>First 2 hours</b>	<b>After 2 hours</b>		
	<b>% of ordinary hourly rate<sup>2</sup></b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Electrical worker grade 1	33.90	45.20	45.20	56.50
Electrical worker grade 2	35.00	46.66	46.66	58.33
Electrical worker grade 3	36.12	48.16	48.16	60.20
Electrical worker grade 4	37.23	49.64	49.64	62.05
Electrical worker grade 5	39.35	52.46	52.46	65.58
Electrical worker grade 6	40.50	54.00	54.00	67.50
Electrical worker grade 7	42.72	56.96	56.96	71.20
Electrical worker grade 8	44.78	59.70	59.70	74.63
Electrical worker grade 9	45.65	60.86	60.86	76.08
Electrical worker grade 10	49.16	65.54	65.54	81.93

15. By deleting the table appearing in clause B.2.3 and inserting the following:

	Afternoon or night <sup>1</sup>	Non-successive afternoon or night <sup>2</sup>		Permanent night <sup>3</sup>	Saturday	Sunday <sup>5</sup>	Public holiday	
		First 2 hours	After 2 hours				Continuous shiftwork	Other than continuous shiftwork
	% of ordinary hourly rate <sup>4</sup>							
	115%	150%	200%	130%	150%	200%	200%	250%
	\$	\$	\$	\$	\$	\$	\$	\$
Electrical worker grade 1	25.99	33.90	45.20	29.38	33.90	45.20	45.20	56.50
Electrical worker grade 2	26.83	35.00	46.66	30.33	35.00	46.66	46.66	58.33
Electrical worker grade 3	27.69	36.12	48.16	31.30	36.12	48.16	48.16	60.20
Electrical worker grade 4	28.54	37.23	49.64	32.27	37.23	49.64	49.64	62.05
Electrical worker grade 5	30.16	39.35	52.46	34.10	39.35	52.46	52.46	65.58
Electrical worker grade 6	31.05	40.50	54.00	35.10	40.50	54.00	54.00	67.50
Electrical worker grade 7	32.75	42.72	56.96	37.02	42.72	56.96	56.96	71.20
Electrical worker grade 8	34.33	44.78	59.70	38.81	44.78	59.70	59.70	74.63
Electrical worker grade 9	34.99	45.65	60.86	39.56	45.65	60.86	60.86	76.08
Electrical worker grade 10	37.69	49.16	65.54	42.60	49.16	65.54	65.54	81.93

16. By deleting the table appearing in clause B.2.4 and inserting the following:

	Monday to Sunday			Public holiday	
	Continuous shiftwork	Other than continuous shiftwork		Continuous shiftwork	Other than continuous shiftwork
		First 2 hours	After 2 hours		
	% of ordinary hourly rate <sup>1</sup>				
	200%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
Electrical worker grade 1	45.20	33.90	45.20	45.20	56.50
Electrical worker grade 2	46.66	35.00	46.66	46.66	58.33

	Monday to Sunday			Public holiday	
	Continuous shiftwork	Other than continuous shiftwork		Continuous shiftwork	Other than continuous shiftwork
		First 2 hours	After 2 hours		
	% of ordinary hourly rate <sup>1</sup>				
	200%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
Electrical worker grade 3	48.16	36.12	48.16	48.16	60.20
Electrical worker grade 4	49.64	37.23	49.64	49.64	62.05
Electrical worker grade 5	52.46	39.35	52.46	52.46	65.58
Electrical worker grade 6	54.00	40.50	54.00	54.00	67.50
Electrical worker grade 7	56.96	42.72	56.96	56.96	71.20
Electrical worker grade 8	59.70	44.78	59.70	59.70	74.63
Electrical worker grade 9	60.86	45.65	60.86	60.86	76.08
Electrical worker grade 10	65.54	49.16	65.54	65.54	81.93

17. By deleting the table appearing in clause B.3.1 and inserting the following:

	Day	Public holiday
	% of ordinary hourly rate <sup>1</sup>	
	125%	312.5%
	\$	\$
Electrical worker grade 1	28.25	70.63
Electrical worker grade 2	29.16	72.91
Electrical worker grade 3	30.10	75.25
Electrical worker grade 4	31.03	77.56
Electrical worker grade 5	32.79	81.97
Electrical worker grade 6	33.75	84.38
Electrical worker grade 7	35.60	89.00
Electrical worker grade 8	37.31	93.28
Electrical worker grade 9	38.04	95.09
Electrical worker grade 10	40.96	102.41

18. By deleting the table appearing in clause B.3.2 and inserting the following:

	Afternoon or night <sup>1</sup>	Non-successive afternoon or night <sup>2</sup>		Permanent night <sup>3</sup>	Saturday	Sunday	Public holiday	
		First 2 hours	After 2 hours				Continuous shift-worker	Non-continuous shift-worker
% of ordinary hourly rate <sup>4</sup>								
	140%	187.5%	250%	155%	187.5%	250%	250%	312.5%
	\$	\$	\$	\$	\$	\$	\$	\$
Electrical worker grade 1	31.64	42.38	56.50	35.03	42.38	56.50	56.50	70.63
Electrical worker grade 2	32.66	43.74	58.33	36.16	43.74	58.33	58.33	72.91
Electrical worker grade 3	33.71	45.15	60.20	37.32	45.15	60.20	60.20	75.25
Electrical worker grade 4	34.75	46.54	62.05	38.47	46.54	62.05	62.05	77.56
Electrical worker grade 5	36.72	49.18	65.58	40.66	49.18	65.58	65.58	81.97
Electrical worker grade 6	37.80	50.63	67.50	41.85	50.63	67.50	67.50	84.38
Electrical worker grade 7	39.87	53.40	71.20	44.14	53.40	71.20	71.20	89.00
Electrical worker grade 8	41.79	55.97	74.63	46.27	55.97	74.63	74.63	93.28
Electrical worker grade 9	42.60	57.06	76.08	47.17	57.06	76.08	76.08	95.09
Electrical worker grade 10	45.88	61.44	81.93	50.79	61.44	81.93	81.93	102.41

19. By deleting the table appearing in clause B.4.1 and inserting the following:

	<b>Ordinary hours</b>	<b>Public holiday</b>
	<b>% of apprentice hourly rate<sup>1</sup></b>	
	<b>100%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>
<b>Commencing before 1 January 2014</b>		
1st year	11.18	27.95
2nd year	14.37	35.93
3rd year	19.15	47.88
4th year	22.34	55.85
<b>Commencing on or after 1 January 2014</b>		
1st year	21.80	54.50
2nd year	23.80	59.50
3rd year	23.80	59.50
4th year	23.80	59.50

20. By deleting the table appearing in clause B.4.2 and inserting the following:

	<b>Monday to Saturday</b>		<b>Sunday</b>	<b>Public holiday</b>
	<b>First 2 hours</b>	<b>After 2 hours</b>		
	<b>% of apprentice hourly rate<sup>1</sup></b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Commencing before 1 January 2014</b>				
1st year	16.77	22.36	22.36	27.95
2nd year	21.56	28.74	28.74	35.93
3rd year	28.73	38.30	38.30	47.88
4th year	33.51	44.68	44.68	55.85
<b>Commencing on or after 1 January 2014</b>				
1st year	32.70	43.60	43.60	54.50
2nd year	35.70	47.60	47.60	59.50

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	<b>% of apprentice hourly rate<sup>1</sup></b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
3rd year	35.70	47.60	47.60	59.50
4th year	35.70	47.60	47.60	59.50

21. By deleting the table appearing in clause B.4.3 and inserting the following:

	Afternoon or night <sup>1</sup>	Non-successive afternoon or night <sup>2</sup>		Permanent night <sup>3</sup>	Saturday	Sunday	Public holiday	
		First 2 hours	After 2 hours				Continuous shiftwork	Other than continuous shift-work
	<b>% of apprentice hourly rate<sup>4</sup></b>							
	<b>115%</b>	<b>150%</b>	<b>200%</b>	<b>130%</b>	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Commencing before 1 January 2014</b>								
1st year	12.86	16.77	22.36	14.53	16.77	22.36	22.36	27.95
2nd year	16.53	21.56	28.74	18.68	21.56	28.74	28.74	35.93
3rd year	22.02	28.73	38.30	24.90	28.73	38.30	38.30	47.88
4th year	25.69	33.51	44.68	29.04	33.51	44.68	44.68	55.85
<b>Commencing on or after 1 January 2014</b>								
1st year	25.07	32.70	43.60	28.34	32.70	43.60	43.60	54.50
2nd year	27.37	35.70	47.60	30.94	35.70	47.60	47.60	59.50
3rd year	27.37	35.70	47.60	30.94	35.70	47.60	47.60	59.50
4th year	27.37	35.70	47.60	30.94	35.70	47.60	47.60	59.50



22. By deleting the table appearing in clause B.4.4 and inserting the following:

	<b>Monday to Sunday</b>		
	<b>Continuous shiftwork</b>	<b>Other than continuous shiftwork</b>	
		<b>First 2 hours</b>	<b>After 2 hours</b>
	<b>% of apprentice hourly rate<sup>1</sup></b>		
	<b>200%</b>	<b>150%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Commencing before 1 January 2014</b>			
1st year	22.36	16.77	22.36
2nd year	28.74	21.56	28.74
3rd year	38.30	28.73	38.30
4th year	44.68	33.51	44.68
<b>Commencing on or after 1 January 2014</b>			
1st year	43.60	32.70	43.60
2nd year	47.60	35.70	47.60
3rd year	47.60	35.70	47.60
4th year	47.60	35.70	47.60

23. By deleting the table appearing in clause B.4.5 and inserting the following:

	<b>Ordinary hours</b>	<b>Public holiday</b>
	<b>% of apprentice hourly rate<sup>1</sup></b>	
	<b>100%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>
<b>Have not completed year 12</b>		
1st year	13.83	34.58
2nd year	16.49	41.23
3rd year	19.15	47.88
4th year	22.34	55.85
<b>Have completed year 12</b>		
1st year	15.16	37.90

	<b>Ordinary hours</b>	<b>Public holiday</b>
	<b>% of apprentice hourly rate<sup>1</sup></b>	
	<b>100%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>
2nd year	17.82	44.55
3rd year	19.15	47.88
4th year	22.34	55.85

24. By deleting the table appearing in clause B.4.6 and inserting the following:

	<b>Monday to Saturday</b>		<b>Sunday</b>	<b>Public holiday</b>
	<b>First 2 hours</b>	<b>After 2 hours</b>		
	<b>% of apprentice hourly rate<sup>1</sup></b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Have not completed year 12</b>				
1st year	20.75	27.66	27.66	34.58
2nd year	24.74	32.98	32.98	41.23
3rd year	28.73	38.30	38.30	47.88
4th year	33.51	44.68	44.68	55.85
<b>Have completed year 12</b>				
1st year	22.74	30.32	30.32	37.90
2nd year	26.73	35.64	35.64	44.55
3rd year	28.73	38.30	38.30	47.88
4th year	33.51	44.68	44.68	55.85

25. By deleting the table appearing in clause B.4.7 and inserting the following:

	Afternoon or night <sup>1</sup>	Non-successive afternoon or night <sup>2</sup>		Permanent night <sup>3</sup>	Saturday	Sunday	Public holiday	
		First 2 hours	After 2 hours				Continuous shiftwork	Other than continuous shiftwork
	% of apprentice hourly rate <sup>4</sup>							
	115%	150%	200%	130%	150%	200%	200%	250%
	\$	\$	\$	\$	\$	\$	\$	\$
<b>Have not completed year 12</b>								
1st year	15.90	20.75	27.66	17.98	20.75	27.66	27.66	34.58
2nd year	18.96	24.74	32.98	21.44	24.74	32.98	32.98	41.23
3rd year	22.02	28.73	38.30	24.90	28.73	38.30	38.30	47.88
4th year	25.69	33.51	44.68	29.04	33.51	44.68	44.68	55.85
<b>Have completed year 12</b>								
1st year	17.43	22.74	30.32	19.71	22.74	30.32	30.32	37.90
2nd year	20.49	26.73	35.64	23.17	26.73	35.64	35.64	44.55
3rd year	22.02	28.73	38.30	24.90	28.73	38.30	38.30	47.88
4th year	25.69	33.51	44.68	29.04	33.51	44.68	44.68	55.85

26. By deleting the table appearing in clause B.4.8 and inserting the following:

	Monday to Sunday		
	Continuous shiftwork	Other than continuous shiftwork	
		First 2 hours	After 2 hours
	% of apprentice hourly rate <sup>1</sup>		
	200%	150%	200%
	\$	\$	\$
<b>Have not completed year 12</b>			
1st year	27.66	20.75	27.66
2nd year	32.98	24.74	32.98
3rd year	38.30	28.73	38.30
4th year	44.68	33.51	44.68

	Monday to Sunday		
	Continuous shiftwork	Other than continuous shiftwork	
		First 2 hours	After 2 hours
	% of apprentice hourly rate <sup>1</sup>		
	200%	150%	200%
	\$	\$	\$
<b>Have completed year 12</b>			
1st year	30.32	22.74	30.32
2nd year	35.64	26.73	35.64
3rd year	38.30	28.73	38.30
4th year	44.68	33.51	44.68

27. By deleting the table appearing in clause B.4.9 and inserting the following:

	Ordinary hours	Public holiday
	% of apprentice hourly rate <sup>1</sup>	
	100%	250%
	\$	\$
1st year	11.18	27.95
2nd year	14.37	35.93
3rd year	19.15	47.88
4th year	22.34	55.85

28. By deleting the table appearing in clause B.4.10. and inserting the following:

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of apprentice hourly rate <sup>1</sup>			
	150%	200%	200%	250%
	\$	\$	\$	\$
1st year	16.77	22.36	22.36	27.95
2nd year	21.56	28.74	28.74	35.93
3rd year	28.73	38.30	38.30	47.88
4th year	33.51	44.68	44.68	55.85

29. By deleting the table appearing in clause B.4.11 and inserting the following:

	Afternoon or night <sup>1</sup>	Non-successive afternoon or night <sup>2</sup>		Permanent night <sup>3</sup>	Saturday	Sunday	Public holiday	
		First 2 hours	After 2 hours				Continuous shiftwork	Other than continuous shiftwork
	<b>% of apprentice hourly rate<sup>4</sup></b>							
	<b>115%</b>	<b>150%</b>	<b>200%</b>	<b>130%</b>	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
1st year	12.86	16.77	22.36	14.53	16.77	22.36	22.36	27.95
2nd year	16.53	21.56	28.74	18.68	21.56	28.74	28.74	35.93
3rd year	22.02	28.73	38.30	24.90	28.73	38.30	38.30	47.88
4th year	25.69	33.51	44.68	29.04	33.51	44.68	44.68	55.85

30. By deleting the table appearing in clause B.4.12 and inserting the following:

	Monday to Sunday		
	Continuous shiftwork	Other than continuous shiftwork	
		First 2 hours	After 2 hours
	<b>% of apprentice hourly rate<sup>1</sup></b>		
	<b>200%</b>	<b>150%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	
1st year	22.36	16.77	22.36
2nd year	28.74	21.56	28.74
3rd year	38.30	28.73	38.30
4th year	44.68	33.51	44.68

31. By deleting the amounts “\$899.50” and “\$23.67” appearing in clause C.1.1 and inserting “\$940.90” and “\$24.76” respectively.

32. By deleting the table appearing in clause C.1.1 and inserting the following:

<b>Allowance</b>	<b>Clause</b>	<b>% of weekly standard rate</b>	<b>% of hourly standard rate</b>	<b>\$</b>	<b>Payable</b>
Industry allowance*	18.3(a)	3.7	-	34.81	per week
Electrician's licence allowance*	18.3(b)	3.6	-	33.87	per week
Leading hands allowance—in charge of—3 to 10 employees*	18.3(c)	4.3	-	40.46	per week
Leading hands allowance—in charge of—11 to 20 employees*	18.3(c)	6.0	-	56.45	per week
Leading hands allowance—in charge of—more than 20 employees*	18.3(c)	8.1	-	76.21	per week
Nominee allowance*	18.3(d)	9.2	-	86.56	per week
Electrical distribution line maintenance and tree clearing allowance*	18.3(e)	7.7	-	72.45	per week
Rate for ordering materials—more than 4 days' engagement*	18.3(f)(ii)	2.0	-	18.82	per week
Rate for ordering materials—less than 4 days' engagement*	18.3(f)(ii)	0.4	-	3.76	per day
Multistorey allowance—0 to 15 floors	18.4(a)(iii)	-	2.6	0.64	per hour
Multistorey allowance—16 to 30 floors	18.4(a)(iii)	-	3.2	0.79	per hour

<b>Allowance</b>	<b>Clause</b>	<b>% of weekly standard rate</b>	<b>% of hourly standard rate</b>	<b>\$</b>	<b>Payable</b>
Multistorey allowance—31 to 45 floors	18.4(a)(iii)	-	4.9	1.21	per hour
Multistorey allowance—46 to 60 floors	18.4(a)(iii)	-	6.2	1.54	per hour
Multistorey allowance—more than 60 floors	18.4(a)(iii)	-	7.9	1.96	per hour
Towers allowance—construction over 15 metres in height	18.4(b)(i)	-	3.2	0.79	per hour
Towers allowance—each further 15 metres	18.4(b)(i)	-	3.2	0.79	per hour
First aid allowance	18.4(c)	2.1	-	19.76	per week
Availability for duty	20.6	8.8	-	82.80	per week

B. This determination comes into operation on 1 July 2022. 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 July 2022.

## PRESIDENT

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