



DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2022–23 (C2023/1)

MARKET AND SOCIAL RESEARCH AWARD 2020 [MA000030]

Market and business consultancy services

JUSTICE HATCHER, PRESIDENT
VICE PRESIDENT CATANZARITI
VICE PRESIDENT ASBURY
DEPUTY PRESIDENT HAMPTON
MS LABINE-ROMAIN
PROFESSOR BAIRD
MR CULLY

SYDNEY, 20 JUNE 2023

Annual Wage Review 2022–23.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2022–23 on 2 June 2023 [[\[2023\] FWCFB 3500](#)], the above award is varied as follows:

- By deleting the table appearing in clause 14.1 and inserting the following:

| Employee classification | Minimum weekly rate (full-time employees) | Minimum annual salary | Minimum hourly rate |
|--------------------------------|--|------------------------------|----------------------------|
| | \$ | \$ | \$ |
| Market research trainee | 898.20 | 46,706 | 23.64 |
| Support employee first year | 973.70 | 50,632 | 25.62 |
| Support employee thereafter | 1001.30 | 52,068 | 26.35 |
| Market research interviewer | 1001.30 | 52,068 | 26.35 |

| Employee classification | Minimum weekly rate (full-time employees) | Minimum annual salary | Minimum hourly rate |
|---|--|------------------------------|----------------------------|
| | \$ | \$ | \$ |
| Executive (face-to-face) interviewer and door-to-door interviewer | 1011.10 | 52,577 | 26.61 |
| Editor/Coder/Keyboard operator | 1018.50 | 52,962 | 26.80 |
| Team leader | 1066.20 | 55,442 | 28.06 |
| Field supervisor | 1145.30 | 59,556 | 30.14 |
| Research assistant | 1145.30 | 59,556 | 30.14 |
| Field manager | 1250.90 | 65,047 | 32.92 |
| Research officer | 1250.90 | 65,047 | 32.92 |
| Research manager | 1646.50 | 85,618 | 43.33 |

2. By deleting the amount “\$6.23” appearing in clause 19.1(a) and inserting “\$6.59”.
3. By deleting the amount “\$12.46” appearing in clause 19.1(b) and inserting “\$13.18”.
4. By deleting the amount “\$6.23” appearing in clause 19.1(c) and inserting “\$6.59”.
5. By deleting the amount “\$5434” appearing in clause A.1 and inserting “\$5746”.
6. By deleting the table appearing in clause B.1.1 and inserting the following:

| | Ordinary hours | Monday - Friday outside daily spread of hours | Saturday | Sunday | Public holiday |
|-----------------------------|---------------------------------|--|----------------------|-----------------------|-----------------------|
| | % of minimum hourly rate | | | | |
| | 100% | 100% + \$6.59 | 100% + \$6.59 | 100% + \$13.18 | 100% + \$13.18 |
| | \$ | \$ | \$ | \$ | \$ |
| Market research trainee | 23.64 | 30.23 | 30.23 | 36.82 | 36.82 |
| Support employee first year | 25.62 | 32.21 | 32.21 | 38.80 | 38.80 |
| Support employee thereafter | 26.35 | 32.94 | 32.94 | 39.53 | 39.53 |
| Market research interviewer | 26.35 | 32.94 | 32.94 | 39.53 | 39.53 |

| | Ordinary hours | Monday - Friday outside daily spread of hours | Saturday | Sunday | Public holiday |
|---|---------------------------------|--|----------------------|-----------------------|-----------------------|
| | % of minimum hourly rate | | | | |
| | 100% | 100% + \$6.59 | 100% + \$6.59 | 100% + \$13.18 | 100% + \$13.18 |
| | \$ | \$ | \$ | \$ | \$ |
| Executive (face-to-face) interviewer and door-to-door interviewer | 26.61 | 33.20 | 33.20 | 39.79 | 39.79 |
| Editor/Coder/Keyboard operator | 26.80 | 33.39 | 33.39 | 39.98 | 39.98 |
| Team leader | 28.06 | 34.65 | 34.65 | 41.24 | 41.24 |
| Field supervisor | 30.14 | 36.73 | 36.73 | 43.32 | 43.32 |
| Research assistant | 30.14 | 36.73 | 36.73 | 43.32 | 43.32 |
| Field manager | 32.92 | 39.51 | 39.51 | 46.10 | 46.10 |
| Research officer | 32.92 | 39.51 | 39.51 | 46.10 | 46.10 |
| Research manager | 43.33 | 49.92 | 49.92 | 56.51 | 56.51 |

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

| | All hours in excess of rostered ordinary hours |
|---|---|
| | % of minimum hourly rate |
| | 125% |
| | \$ |
| Market research trainee | 29.55 |
| Support employee first year | 32.03 |
| Support employee thereafter | 32.94 |
| Market research interviewer | 32.94 |
| Executive (face-to-face) interviewer and door-to-door interviewer | 33.26 |
| Editor/Coder/Keyboard operator | 33.50 |
| Team leader | 35.08 |
| Field supervisor | 37.68 |
| Research assistant | 37.68 |

| | All hours in excess of rostered ordinary hours |
|------------------|---|
| | % of minimum hourly rate |
| | 125% |
| | \$ |
| Field manager | 41.15 |
| Research officer | 41.15 |
| Research manager | 54.16 |

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

| | All ordinary hours |
|---|---------------------------------|
| | % of minimum hourly rate |
| | 125% |
| | \$ |
| Market research trainee | 29.55 |
| Support employee first year | 32.03 |
| Support employee thereafter | 32.94 |
| Market research interviewer | 32.94 |
| Executive (face-to-face) interviewer and door-to-door interviewer | 33.26 |
| Editor/Coder/Keyboard operator | 33.50 |
| Team leader | 35.08 |
| Field supervisor | 37.68 |
| Research assistant | 37.68 |
| Field manager | 41.15 |
| Research officer | 41.15 |
| Research manager | 54.16 |

9. By deleting the amount “\$24.92” appearing in clause C.2.1 and inserting “\$26.35”.

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

| Penalty | Clause | % of standard rate | \$ | Payable |
|----------------|---------------|---------------------------|-----------|----------------|
| Saturday | 19.1(a) | 25.0 | 6.59 | per hour |

| Penalty | Clause | % of standard rate | \$ | Payable |
|---|---------------|---------------------------|-----------|----------------|
| Sunday or public holiday | 19.1(b) | 50.0 | 13.18 | per hour |
| Monday to Friday outside daily spread of ordinary hours | 19.1(c) | 25.0 | 6.59 | per hour |

B. This determination comes into operation on 1 July 2023. 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 2023.



PRESIDENT

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