



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2023–24
(C2024/1)

BUSINESS EQUIPMENT AWARD 2020
[MA000021]

Business equipment industry

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

SYDNEY, XX JUNE 2024

Annual Wage Review 2023–24.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2023–24 on 3 June 2024 [[2024] FWCFB 3500], the above award is varied as follows:

- By deleting the table appearing in clause 14.2(a)(i) and inserting the following:

Classification	Annual salary (full-time employee)	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$	\$
Technical employee			
Level 1	47,572	914.80	24.07
Level 2	49,337	948.80	24.97
Technician			
Level 3	50,954	979.90	25.79
Level 4	53,680	1032.30	27.17
Level 5	57,005	1096.30	28.85

Classification	Annual salary (full-time employee)	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$	\$
Level 6	60,166	1157.00	30.45

2. By deleting the table appearing in clause 14.2(a)(ii) and inserting the following:

Classification	Annual salary (full-time employee)	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$	\$
Level 1	49,368	949.40	24.98
Level 2	50,985	980.50	25.80
Level 3	53,680	1032.30	27.17
Level 4	58,560	1126.20	29.64
Level 5	62,802	1207.70	31.78

3. By deleting the table appearing in clause 14.2(a)(iii) and inserting the following:

Classification	Annual salary (full-time employee)	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$	\$
Salesperson Level 1	52,295	1005.70	26.47
Salesperson Level 2	57,365	1103.20	29.03
Salesperson Level 3	66,376	1276.50	33.59

4. By deleting the year “2023” in clause 14.6(b) and inserting “2024”.
5. By deleting the amount “\$71,516” appearing in clause 16.1 and inserting “\$74,198”.
6. By deleting the table appearing in clause 17.2(b) and inserting the following:

In charge of	\$ per week
2 to 5 employees	33.14
6 to 10 employees	49.03
More than 10 employees	64.00

7. By deleting the amount "\$23.38" appearing in clause 17.2(c) and inserting "\$24.26".
8. By deleting the amount "\$21.69" appearing in clause 17.2(d) and inserting "\$22.50".
9. By deleting the amount "\$60.50" appearing in clause 17.2(e)(i) and inserting "\$62.76".
10. By deleting the amount "\$15.56" appearing in clause 20.5(a) and inserting "\$16.14".
11. By deleting the amount "\$6.47" appearing in clause 21.1 and inserting "\$6.71".
12. By deleting the amount "\$15.50" appearing in clause 21.2 and inserting "\$16.08".
13. By deleting the amount "\$21.72" appearing in clause 21.3 and inserting "\$22.54".
14. By deleting the amount "\$3.84" appearing in clause 22.2(c)(i) and inserting "\$3.99".
15. By deleting the amount "\$4.61" appearing in clause 22.2(c)(ii) and inserting "\$4.78".
16. By deleting the amount "\$5.50" appearing in clause 22.2(c)(iii) and inserting "\$5.71".
17. By deleting the amount "\$7.85" appearing in clause 22.3(b) and inserting "\$8.15".
18. By deleting the table appearing in clause B.2.1 and inserting the following:

Classification	Ordinary hours	Public holiday	Outside spread of hours¹	Saturday	Sunday
	% of ordinary hourly rate²				
	100%	250%	100%+ \$6.71³	100% +\$16.08³	100% +\$22.54³
	\$	\$	\$	\$	\$
Technical stream					
Technical employee					
Level 1	24.07	60.18	30.78	40.15	46.61
Level 2	24.97	62.43	31.68	41.05	47.51
Technician					
Level 3	25.79	64.48	32.50	41.87	48.33
Level 4	27.17	67.93	33.88	43.25	49.71
Level 5	28.85	72.13	35.56	44.93	51.39
Level 6	30.45	76.13	37.16	46.53	52.99
Clerical and Administration stream					
Level 1	24.98	62.45	31.69	41.06	47.52
Level 2	25.80	64.50	32.51	41.88	48.34
Level 3	27.17	67.93	33.88	43.25	49.71
Level 4	29.64	74.10	36.35	45.72	52.18

Classification	Ordinary hours	Public holiday	Outside spread of hours ¹	Saturday	Sunday
	% of ordinary hourly rate²				
	100%	250%	100%+ \$6.71³	100% +\$16.08³	100% +\$22.54³
	\$	\$	\$	\$	\$
Level 5	31.78	79.45	38.49	47.86	54.32
Commercial Travellers stream					
Salesperson Level 1	26.47	–	–	–	–
Salesperson Level 2	29.03	–	–	–	–
Salesperson Level 3	33.59	–	–	–	–

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

Classification	Monday to Sunday		Sunday ¹	Public holiday
	first 3 hours	after 3 hours		
	% of ordinary hourly rate²			
	150%	200%	200%	250%
	\$	\$	\$	\$
Technical stream				
Technical employee				
Level 1	36.11	48.14	48.14	60.18
Level 2	37.46	49.94	49.94	62.43
Technician				
Level 3	38.69	51.58	51.58	64.48
Level 4	40.76	54.34	54.34	67.93
Level 5	43.28	57.70	57.70	72.13
Level 6	45.68	60.90	60.90	76.13
Clerical and Administration stream				
Level 1	37.47	49.96	49.96	62.45
Level 2	38.70	51.60	51.60	64.50
Level 3	40.76	54.34	54.34	67.93
Level 4	44.46	59.28	59.28	74.10
Level 5	47.67	63.56	63.56	79.45

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

Classification	Day	Afternoon	Night	Permanent night	Non standard
	% of ordinary hourly rate¹				
	100%	100% + \$3.99²	100% + \$4.78²	100% + \$5.71²	100% + \$8.15²
	\$	\$	\$	\$	\$
Technical stream					
Technical employee					
Level 1	24.07	28.06	28.85	29.78	32.22
Level 2	24.97	28.96	29.75	30.68	33.12
Technician					
Level 3	25.79	29.78	30.57	31.50	33.94
Level 4	27.17	31.16	31.95	32.88	35.32
Level 5	28.85	32.84	33.63	34.56	37.00
Level 6	30.45	34.44	35.23	36.16	38.60
Clerical and Administration stream					
Level 1	24.98	28.97	29.76	30.69	33.13
Level 2	25.80	29.79	30.58	31.51	33.95
Level 3	27.17	31.16	31.95	32.88	35.32
Level 4	29.64	33.63	34.42	35.35	37.79
Level 5	31.78	35.77	36.56	37.49	39.93
Commercial Travellers stream					
Salesperson Level 1	26.47	–	–	–	–
Salesperson Level 2	29.03	–	–	–	–
Salesperson Level 3	33.59	–	–	–	–

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

Classification	Monday to Sunday		Sunday ¹	Public holiday
	first 3 hours	after 3 hours		
	% of ordinary hourly rate ²			
	150%	200%	200%	250%
	\$	\$	\$	\$
Technical stream				
Technical employee				
Level 1	36.11	48.14	48.14	60.18
Level 2	37.46	49.94	49.94	62.43
Technician				
Level 3	38.69	51.58	51.58	64.48
Level 4	40.76	54.34	54.34	67.93
Level 5	43.28	57.70	57.70	72.13
Level 6	45.68	60.90	60.90	76.13
Clerical and Administration stream				
Level 1	37.47	49.96	49.96	62.45
Level 2	38.70	51.60	51.60	64.50
Level 3	40.76	54.34	54.34	67.93
Level 4	44.46	59.28	59.28	74.10
Level 5	47.67	63.56	63.56	79.45

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

Classification	Ordinary hours	Public holiday	Outside spread of hours ¹	Saturday	Sunday
	% of ordinary hourly rate ²				
	125%	275%	125%+ \$6.71 ³	125% +\$16.08 ³	125% +\$22.54 ³
	\$	\$	\$	\$	\$
Technical stream					
Technical employee					
Level 1	30.09	66.19	36.80	46.17	52.63
Level 2	31.21	68.67	37.92	47.29	53.75
Technician					
Level 3	32.24	70.92	38.95	48.32	54.78
Level 4	33.96	74.72	40.67	50.04	56.50
Level 5	36.06	79.34	42.77	52.14	58.60

Classification	Ordinary hours	Public holiday	Outside spread of hours ¹	Saturday	Sunday
	% of ordinary hourly rate²				
	125%	275%	125%+ \$6.71³	125% +\$16.08³	125% +\$22.54³
	\$	\$	\$	\$	\$
Level 6	38.06	83.74	44.77	54.14	60.60
Clerical and Administration stream					
Level 1	31.23	68.70	37.94	47.31	53.77
Level 2	32.25	70.95	38.96	48.33	54.79
Level 3	33.96	74.72	40.67	50.04	56.50
Level 4	37.05	81.51	43.76	53.13	59.59
Level 5	39.73	87.40	46.44	55.81	62.27
Commercial Travellers stream					
Salesperson Level 1	33.09	–	–	–	–
Salesperson Level 2	36.29	–	–	–	–
Salesperson Level 3	41.99	–	–	–	–

23. By deleting the table appearing in clause B.5.1 and inserting the following:

Classification	Day	Afternoon	Night	Permanent night	Non standard
	% of ordinary hourly rate¹				
	125%	125% + \$3.99²	125% + \$4.78²	125% + \$5.71²	125% + \$8.15²
	\$	\$	\$	\$	\$
Technical stream					
Technical employee					
Level 1	30.09	34.08	34.87	35.80	38.24
Level 2	31.21	35.20	35.99	36.92	39.36
Technician					
Level 3	32.24	36.23	37.02	37.95	40.39
Level 4	33.96	37.95	38.74	39.67	42.11
Level 5	36.06	40.05	40.84	41.77	44.21
Level 6	38.06	42.05	42.84	43.77	46.21
Clerical and Administration stream					

Classification	Day	Afternoon	Night	Permanent night	Non standard
	% of ordinary hourly rate¹				
	125%	125% + \$3.99²	125% + \$4.78²	125% + \$5.71²	125% + \$8.15²
	\$	\$	\$	\$	\$
Level 1	31.23	35.22	36.01	36.94	39.38
Level 2	32.25	36.24	37.03	37.96	40.40
Level 3	33.96	37.95	38.74	39.67	42.11
Level 4	37.05	41.04	41.83	42.76	45.20
Level 5	39.73	43.72	44.51	45.44	47.88
Commercial Travellers stream					
Salesperson Level 1	33.09	—	—	—	—
Salesperson Level 2	36.29	—	—	—	—
Salesperson Level 3	41.99	—	—	—	—

24. By deleting the amount “\$995.00” appearing in clause C.1 and inserting “\$1032.30”.

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

Allowance	Clause	% of standard rate	\$	Payable
Technical and Clerical streams				
Leading hand in charge of—2 to 5 employees ¹	17.2(b)	3.21	33.14	per week
Leading hand in charge of—6 to 10 employees ¹	17.2(b)	4.75	49.03	per week
Leading hand in charge of—more than 10 employees ¹	17.2(b)	6.2	64.00	per week
First aid allowance	17.2(c)	2.35	24.26	per week
Representation allowance	17.2(d)	2.18	22.50	per week
Service centre allowance	17.2(e)(i)	6.08	62.76	per week

26. By deleting the amount “\$26.18” appearing in clause C.2 and inserting “\$27.17”.

27. By deleting the table appearing in clause C.2 and inserting the following:

Allowance	Clause	% of standard hourly rate	\$	Payable
Overtime stand-by allowance	20.5(a)	59.42	16.14	per hour
Day work outside the spread of hours	21.1	24.7	6.71	per hour
Working ordinary hours on Saturday	21.2	59.2	16.08	per hour
Working ordinary hours on Sunday	21.3	82.95	22.54	per hour
Afternoon shift allowance	22.2(c)(i)	14.68	3.99	per hour
Night shift allowance	22.2(c)(ii)	17.59	4.78	per hour
Permanent night shift allowance	22.2(c)(iii)	21.0	5.71	per hour
Non-standard shift work allowance	22.3(b)	30.0	8.15	per hour

B. This determination comes into operation on 1 July 2024. In accordance with s 286(5) of the *Fair Work Act 2009* (Cth) 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 2024.

PRESIDENT