



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2023–24
(C2024/1)

CORRECTIONS AND DETENTION (PRIVATE SECTOR) AWARD 2020
[MA000110]

Corrections and detentions

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 15.1(a) and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Correctional employees (see Schedule A—Classification Definitions—Correctional Employees)		
Trainee	923.50	24.30
Correctional Officer Level 1	992.70	26.12
Correctional Officer Level 2	1082.00	28.47
Correctional Officer—Perimeter/Security Level 1	983.80	25.89
Correctional Officer—Perimeter/Security Level 2	992.70	26.12
Correctional Supervisor Level 1	1230.60	32.38

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
Correctional Supervisor Level 2	1279.70	33.68
Court Security Officer	983.80	25.89
Court Security Supervisor	1057.10	27.82
Custody Officer	1032.30	27.17
Prisoner Escort Transport Officer	1032.30	27.17
Detention employees (see Schedule B—Classification Definitions—Detention Services)		
Induction Trainee	956.40	25.17
Detention Services Officer Level 1	983.80	25.89
Detention Services Officer Level 2	1032.30	27.17
Operations Co-ordinator	1129.70	29.73

2. By deleting the table appearing in clause 15.1(b) and inserting the following:

Levels and Classification (see Schedule C—Classification Definitions—Catering employees (Corrections and Detention Services))	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Introductory	891.50	23.46
Level 1	915.90	24.10
Food and beverage attendant grade 1		
Kitchen attendant grade 1		
Level 2	949.20	24.98
Cook grade 1		
Food and beverage attendant grade 2		
Kitchen attendant grade 2		
Storeperson grade 1		
Level 3	980.40	25.80
Cook grade 2		
Food and beverage attendant grade 3		
Kitchen attendant grade 3		
Storeperson grade 2		

Levels and Classification (see Schedule C—Classification Definitions— Catering employees (Corrections and Detention Services))	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Level 4	1032.30	27.17
Cook (tradesperson) grade 3		
Food and beverage attendant (tradesperson) grade 4		
Storeperson grade 3		
Level 5	1097.10	28.87
Cook (tradesperson) grade 4		
Food and beverage supervisor		
Level 6	1126.30	29.64
Cook (tradesperson) grade 5		

3. By deleting the year “2023” in clause 15.3(b) and inserting “2024”.
4. By deleting the amounts “\$4.36” and “\$18.77” appearing in clause 17.2(a)(ii) and inserting “\$4.53” and “\$19.48” respectively.
5. By deleting the table appearing in clause D.1.1 and inserting the following:

Employee classification	Day span	Night span	Permanent night span	Saturday span	Sunday span	Public holiday span
	% of minimum hourly rate					
	100%	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$
Correctional employees (see Schedule A— Classification Definitions—Correctional Employees)						
Trainee	24.30	27.95	31.59	36.45	48.60	60.75
Correctional Officer Level 1	26.12	30.04	33.96	39.18	52.24	65.30
Correctional Officer Level 2	28.47	32.74	37.01	42.71	56.94	71.18
Correctional Officer— Perimeter/Security Level 1	25.89	29.77	33.66	38.84	51.78	64.73
Correctional Officer— Perimeter/Security Level 2	26.12	30.04	33.96	39.18	52.24	65.30

Employee classification	Day span	Night span	Permanent night span	Saturday span	Sunday span	Public holiday span
	% of minimum hourly rate					
	100%	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$
Correctional Supervisor Level 1	32.38	37.24	42.09	48.57	64.76	80.95
Correctional Supervisor Level 2	33.68	38.73	43.78	50.52	67.36	84.20
Court Security Officer	25.89	29.77	33.66	38.84	51.78	64.73
Court Security Supervisor	27.82	31.99	36.17	41.73	55.64	69.55
Custody Officer	27.17	31.25	35.32	40.76	54.34	67.93
Prisoner Escort Transport Officer	27.17	31.25	35.32	40.76	54.34	67.93
Detention employees (see Schedule B—Classification Definitions—Detention Services)						
Induction Trainee	25.17	28.95	32.72	37.76	50.34	62.93
Detention Services Officer Level 1	25.89	29.77	33.66	38.84	51.78	64.73
Detention Services Officer Level 2	27.17	31.25	35.32	40.76	54.34	67.93
Operations Co-ordinator	29.73	34.19	38.65	44.60	59.46	74.33

6. By deleting the table appearing in clause D.1.2 and inserting the following:

Employee classification	Monday to Saturday		Sunday	Public holiday
	First 3 hours	After 3 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Correctional employees (see Schedule A—Classification Definitions—Correctional Employees)				
Trainee	36.45	48.60	48.60	60.75
Correctional Officer Level 1	39.18	52.24	52.24	65.30
Correctional Officer Level 2	42.71	56.94	56.94	71.18

Employee classification	Monday to Saturday		Sunday	Public holiday
	First 3 hours	After 3 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Correctional Officer— Perimeter/Security Level 1	38.84	51.78	51.78	64.73
Correctional Officer— Perimeter/Security Level 2	39.18	52.24	52.24	65.30
Correctional Supervisor Level 1	48.57	64.76	64.76	80.95
Correctional Supervisor Level 2	50.52	67.36	67.36	84.20
Court Security Officer	38.84	51.78	51.78	64.73
Court Security Supervisor	41.73	55.64	55.64	69.55
Custody Officer	40.76	54.34	54.34	67.93
Prisoner Escort Transport Officer	40.76	54.34	54.34	67.93
Detention employees (see Schedule B—Classification Definitions—Detention Services)				
Induction Trainee	37.76	50.34	50.34	62.93
Detention Services Officer Level 1	38.84	51.78	51.78	64.73
Detention Services Officer Level 2	40.76	54.34	54.34	67.93
Operations Co-ordinator	44.60	59.46	59.46	74.33

7. By deleting the table appearing in clause D.1.3 and inserting the following:

Employee classification	Day span	Night span	Permanent night span	Saturday span	Sunday span	Public holiday span
	% of minimum hourly rate					
	125%	140%	155%	175%	225%	275%
	\$	\$	\$	\$	\$	\$
Correctional employees (see Schedule A— Classification Definitions—Correctional Employees)						
Trainee	30.38	34.02	37.67	42.53	54.68	66.83
Correctional Officer Level 1	32.65	36.57	40.49	45.71	58.77	71.83
Correctional Officer Level 2	35.59	39.86	44.13	49.82	64.06	78.29
Correctional Officer— Perimeter/Security Level 1	32.36	36.25	40.13	45.31	58.25	71.20
Correctional Officer— Perimeter/Security Level 2	32.65	36.57	40.49	45.71	58.77	71.83
Correctional Supervisor Level 1	40.48	45.33	50.19	56.67	72.86	89.05
Correctional Supervisor Level 2	42.10	47.15	52.20	58.94	75.78	92.62
Court Security Officer	32.36	36.25	40.13	45.31	58.25	71.20
Court Security Supervisor	34.78	38.95	43.12	48.69	62.60	76.51
Custody Officer	33.96	38.04	42.11	47.55	61.13	74.72
Prisoner Escort Transport Officer	33.96	38.04	42.11	47.55	61.13	74.72
Detention employees (see Schedule B— Classification Definitions—Detention Services)						
Induction Trainee	31.46	35.24	39.01	44.05	56.63	69.22
Detention Services Officer Level 1	32.36	36.25	40.13	45.31	58.25	71.20
Detention Services Officer Level 2	33.96	38.04	42.11	47.55	61.13	74.72
Operations Co-ordinator	37.16	41.62	46.08	52.03	66.89	81.76

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

Levels and Classification (see Schedule C— Classification Definitions—Catering employees (Corrections and Detention Services))	Day span	Night span	Permanent night span	Saturday span	Sunday span	Public holiday span
	% of minimum hourly rate					
	100%	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$
Introductory	23.46	26.98	30.50	35.19	46.92	58.65
Level 1	24.10	27.72	31.33	36.15	48.20	60.25
Food and beverage attendant grade 1						
Kitchen attendant grade 1						
Level 2	24.98	28.73	32.47	37.47	49.96	62.45
Cook grade 1						
Food and beverage attendant grade 2						
Kitchen attendant grade 2						
Storeperson grade 1						
Level 3	25.80	29.67	33.54	38.70	51.60	64.50
Cook grade 2						
Food and beverage attendant grade 3						
Kitchen attendant grade 3						
Storeperson grade 2						
Level 4	27.17	31.25	35.32	40.76	54.34	67.93
Cook (tradesperson) grade 3						
Food and beverage attendant (tradesperson) grade 4						
Storeperson grade 3						
Level 5	28.87	33.20	37.53	43.31	57.74	72.18
Cook (tradesperson) grade 4						
Food and beverage supervisor						

Levels and Classification (see Schedule C— Classification Definitions—Catering employees (Corrections and Detention Services))	Day span	Night span	Permanent night span	Saturday span	Sunday span	Public holiday span
	% of minimum hourly rate					
	100%	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$
Level 6	29.64	34.09	38.53	44.46	59.28	74.10
Cook (tradesperson) grade 5						

9. By deleting the table appearing in clause D.2.2 and inserting the following:

Level and Classification (see Schedule C— Classification Definitions— Catering employees (Corrections and Detention Services))	Monday to Saturday		Sunday	Public holiday
	First 3 hours	After 3 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Introductory	35.19	46.92	46.92	58.65
Level 1	36.15	48.20	48.20	60.25
Food and beverage attendant grade 1				
Kitchen attendant grade 1				
Level 2	37.47	49.96	49.96	62.45
Cook grade 1				
Food and beverage attendant grade 2				
Kitchen attendant grade 2				
Storeperson grade 1				
Level 3	38.70	51.60	51.60	64.50
Cook grade 2				
Food and beverage attendant grade 3				
Kitchen attendant grade 3				
Storeperson grade 2				

Level and Classification (see Schedule C— Classification Definitions— Catering employees (Corrections and Detention Services))	Monday to Saturday		Sunday	Public holiday
	First 3 hours	After 3 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Level 4	40.76	54.34	54.34	67.93
Cook (tradesperson) grade 3				
Food and beverage attendant (tradesperson) grade 4				
Storeperson grade 3				
Level 5	43.31	57.74	57.74	72.18
Cook (tradesperson) grade 4				
Food and beverage supervisor				
Level 6	44.46	59.28	59.28	74.10
Cook (tradesperson) grade 5				

10. By deleting the table appearing in clause D.2.3 and inserting the following:

Level and Classification (see Schedule C— Classification Definitions—Catering employees (Corrections and Detention Services))	Day span	Night span	Permanent night span	Saturday span	Sunday span	Public holiday span
	% of minimum hourly rate					
	125%	140%	155%	175%	225%	275%
	\$	\$	\$	\$	\$	\$
Introductory	29.33	32.84	36.36	41.06	52.79	64.52
Level 1	30.13	33.74	37.36	42.18	54.23	66.28
Food and beverage attendant grade 1						
Kitchen attendant grade 1						
Level 2	31.23	34.97	38.72	43.72	56.21	68.70
Cook grade 1						
Food and beverage attendant grade 2						
Kitchen attendant grade 2						
Storeperson grade 1						

Level and Classification (see Schedule C— Classification Definitions—Catering employees (Corrections and Detention Services))	Day span	Night span	Permanent night span	Saturday span	Sunday span	Public holiday span
	% of minimum hourly rate					
	125%	140%	155%	175%	225%	275%
	\$	\$	\$	\$	\$	\$
Level 3	32.25	36.12	39.99	45.15	58.05	70.95
Cook grade 2						
Food and beverage attendant grade 3						
Kitchen attendant grade 3						
Storeperson grade 2						
Level 4	33.96	38.04	42.11	47.55	61.13	74.72
Cook (tradesperson) grade 3						
Food and beverage attendant (tradesperson) grade 4						
Storeperson grade 3						
Level 5	36.09	40.42	44.75	50.52	64.96	79.39
Cook (tradesperson) grade 4						
Food and beverage supervisor						
Level 6	37.05	41.50	45.94	51.87	66.69	81.51
Cook (tradesperson) grade 5						

11. By deleting the amount “\$948.20” appearing in clause E.1.1 and inserting “\$983.80”.

12. By deleting the table appearing in clause E.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
First aid allowance—per shift	17.2(a)(ii)	0.46	4.53	per shift
First aid allowance—maximum per week	17.2(a)(ii)	1.98	19.48	per week

- 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