



# DRAFT DETERMINATION

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

**Annual Wage Review 2023–24**  
(C2024/1)

**VICTORIAN STATE GOVERNMENT AGENCIES AWARD 2015**  
[MA000134]

State and Territory government administration

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:

1. By deleting the table appearing in clause 12.1 and inserting the following:

	<b>Work Value Level</b>	<b>Minimum Annual Rate</b>	<b>Minimum Fortnightly Rate</b>	<b>Minimum Hourly Rate</b>	<b>Minimum Casual Hourly Rate</b>
		\$	\$	\$	\$
<b>Administrative Officer</b>					
Grade 1	A	48,508	1859.30	24.46	30.58
Grade 1	B	49,706	1905.20	25.07	31.34
Grade 1	C	50,904	1951.10	25.67	32.09
Grade 1	D	52,107	1997.30	26.28	32.85
Grade 2	A	53,863	2064.60	27.17	33.96
Grade 2	B	54,892	2104.00	27.68	34.60
Grade 2	C	55,909	2143.00	28.20	35.25

	<b>Work Value Level</b>	<b>Minimum Annual Rate</b>	<b>Minimum Fortnightly Rate</b>	<b>Minimum Hourly Rate</b>	<b>Minimum Casual Hourly Rate</b>
		<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Grade 2	D	56,949	2182.90	28.72	35.90
Grade 3	A	59,227	2270.20	29.87	37.34
Grade 3	B	60,333	2312.60	30.43	38.04
Grade 3	C	61,440	2355.00	30.99	38.74
Grade 3	D	62,121	2381.10	31.33	39.16
Grade 4	A	64,250	2462.70	32.40	40.50
Grade 4	B	65,360	2505.20	32.96	41.20
Grade 4	C	66,444	2546.80	33.51	41.89
Grade 5	A	68,981	2644.00	34.79	43.49
Grade 5	B	69,935	2680.60	35.27	44.09
Grade 5	C	71,051	2723.40	35.83	44.79
Grade 6	A	73,914	2833.10	37.28	46.60
Grade 6	B	75,318	2886.90	37.99	47.49
Grade 6	C	76,739	2941.40	38.70	48.38
Grade 7	A	80,250	3076.00	40.47	50.59
Grade 7	B	81,637	3129.10	41.17	51.46
Grade 7	C	83,043	3183.00	41.88	52.35
Grade 8	A	88,919	3408.30	44.85	56.06
Grade 8	B	91,363	3501.90	46.08	57.60
Grade 8	C	93,806	3595.60	47.31	59.14

2. By deleting the table appearing in clause 12.2 and inserting the following:

	<b>Work Value Level</b>	<b>Minimum Annual Rate</b>	<b>Minimum Fortnightly Rate</b>	<b>Minimum Hourly Rate</b>	<b>Minimum Casual Hourly Rate</b>
		<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Technical Assistant (TA)</b>					
TA 1	A	50,300	1928.00	25.37	31.71
TA 1	B	51,158	1960.90	25.80	32.25
TA 1	C	51,989	1992.70	26.22	32.78
TA 1	D	52,257	2003.00	26.36	32.95
<b>Technical officer (TO)</b>					

	<b>Work Value Level</b>	<b>Minimum Annual Rate</b>	<b>Minimum Fortnightly Rate</b>	<b>Minimum Hourly Rate</b>	<b>Minimum Casual Hourly Rate</b>
		\$	\$	\$	\$
TO 1	A	54,574	2091.80	27.52	34.40
TO 1	B	55,514	2127.80	28.00	35.00
TO 1	C	56,295	2157.80	28.39	35.49
TO 1	D	57,417	2200.80	28.96	36.20
TO 1	E	57,725	2212.60	29.11	36.39
TO 1	F	58,678	2249.10	29.59	36.99
TO 1	G	59,670	2287.10	30.09	37.61
TO 1	H	60,516	2319.60	30.52	38.15
TO 1	I	61,186	2345.30	30.86	38.58
TO 2	A	61,625	2362.10	31.08	38.85
TO 2	B	62,833	2408.40	31.69	39.61
TO 2	C	63,311	2426.70	31.93	39.91
TO 3	A	64,415	2469.00	32.49	40.61
TO 3	B	65,330	2504.10	32.95	41.19
TO 3	C	66,800	2560.40	33.69	42.11
TO 4	A	67,941	2604.20	34.27	42.84
TO 4	B	68,751	2635.20	34.67	43.34
TO 4	C	70,229	2691.90	35.42	44.28
TO 5	A	71,446	2738.50	36.03	45.04
TO 5	B	72,780	2789.70	36.71	45.89
TO 6	A	74,200	2844.10	37.42	46.78
TO 6	B	75,614	2898.30	38.14	47.68
TO 7	A	77,292	2962.60	38.98	48.73
TO 7	B	78,707	3016.80	39.69	49.61

3. By deleting the table appearing in clause 12.3 and inserting the following:

	<b>Work Value Level</b>	<b>Minimum Annual Rate</b>	<b>Minimum Fortnightly Rate</b>	<b>Minimum Hourly Rate</b>	<b>Minimum Casual Hourly Rate</b>
		\$	\$	\$	\$
<b>Information Technology Officer (ITO)</b>					
ITO 1	A	57,529	2205.10	29.01	36.26

	<b>Work Value Level</b>	<b>Minimum Annual Rate</b>	<b>Minimum Fortnightly Rate</b>	<b>Minimum Hourly Rate</b>	<b>Minimum Casual Hourly Rate</b>
		\$	\$	\$	\$
ITO 1	B	59,118	2266.00	29.82	37.28
ITO 1	C	60,730	2327.80	30.63	38.29
ITO 1	D	61,961	2375.00	31.25	39.06
ITO 1	E	63,160	2420.90	31.85	39.81
ITO 1	F	64,800	2483.80	32.68	40.85
ITO 1	G	67,193	2575.50	33.89	42.36
ITO 2	A	68,981	2644.00	34.79	43.49
ITO 2	B	70,574	2705.10	35.59	44.49
ITO 2	C	72,324	2772.20	36.48	45.60
ITO 2	D	73,914	2833.10	37.28	46.60
ITO 3	A	77,433	2968.00	39.05	48.81
ITO 3	B	79,532	3048.50	40.11	50.14
ITO 3	C	81,637	3129.10	41.17	51.46
ITO 4	A	86,225	3305.00	43.49	54.36
ITO 4	B	88,919	3408.30	44.85	56.06
ITO 5	A	93,806	3595.60	47.31	59.14
<b>Legal Officer (LO)</b>					
LO 1	A	58,240	2232.30	29.37	36.71
LO 1	B	60,245	2309.20	30.38	37.98
LO 1	C	61,933	2373.90	31.24	39.05
LO 1	D	63,586	2437.20	32.07	40.09
LO 1	E	65,682	2517.60	33.13	41.41
LO 1	F	67,771	2597.70	34.18	42.73
LO 1	G	69,707	2671.90	35.16	43.95
LO 1	H	71,799	2752.00	36.21	45.26
LO 1	I	73,729	2826.00	37.18	46.48
LO 2	A	77,352	2964.90	39.01	48.76
LO 2	B	78,407	3005.30	39.54	49.43
LO 2	C	79,468	3046.00	40.08	50.10
LO 2	D	80,527	3086.60	40.61	50.76
LO 3	A	85,337	3271.00	43.04	53.80
LO 3	B	86,569	3318.20	43.66	54.58
LO 3	C	87,797	3365.30	44.28	55.35
LO 4	A	93,075	3567.60	46.94	58.68

	<b>Work Value Level</b>	<b>Minimum Annual Rate</b>	<b>Minimum Fortnightly Rate</b>	<b>Minimum Hourly Rate</b>	<b>Minimum Casual Hourly Rate</b>
		\$	\$	\$	\$
LO 4	B	95,082	3644.50	47.95	59.94
LO 5	A	98,713	3783.70	49.79	62.24
<b>Engineer/ Scientist (ES)</b>					
ES 1	A	54,530	2090.10	27.50	34.38
ES 1	B	55,332	2120.90	27.91	34.89
ES 1	C	57,412	2200.60	28.96	36.20
ES 1	D	58,819	2254.50	29.66	37.08
ES 1	E	61,142	2343.60	30.84	38.55
ES 1	F	63,517	2434.60	32.03	40.04
ES 1	G	64,938	2489.10	32.75	40.94
ES 2	A	67,111	2572.40	33.85	42.31
ES 2	B	68,669	2632.10	34.63	43.29
ES 2	C	69,935	2680.60	35.27	44.09
ES 2	D	71,204	2729.20	35.91	44.89
ES 3	A	73,506	2817.50	37.07	46.34
ES 3	B	75,318	2886.90	37.99	47.49
ES 3	C	76,555	2934.30	38.61	48.26
ES 3	D	78,951	3026.20	39.82	49.78
ES 4	A	81,641	3129.30	41.18	51.48
ES 4	B	83,043	3183.00	41.88	52.35
ES 4	C	85,337	3271.00	43.04	53.80
ES 5	A	89,433	3428.00	45.11	56.39
ES 5	B	91,699	3514.80	46.25	57.81
ES 5	C	93,959	3601.40	47.39	59.24

4. By deleting the table appearing in clause 12.4 and inserting the following:

	<b>Work Value Level</b>	<b>Minimum Annual Rate</b>	<b>Minimum Fortnightly Rate</b>	<b>Minimum Hourly Rate</b>	<b>Minimum Casual Hourly Rate</b>
		\$	\$	\$	\$
<b>Field worker (FW)</b>					
FW 1	1	51,306	1966.60	25.88	32.35

	<b>Work Value Level</b>	<b>Minimum Annual Rate</b>	<b>Minimum Fortnightly Rate</b>	<b>Minimum Hourly Rate</b>	<b>Minimum Casual Hourly Rate</b>
		<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
FW 2	2	52,340	2006.20	26.40	33.00
FW 3	3	53,869	2064.80	27.17	33.96

5. By deleting the table appearing in clause 15.1(a) and inserting the following:

<b>Allowance</b>	<b>Payable</b>	<b>% of standard rate (\$2064.60)</b>	<b>\$</b>
First aid	fortnightly	1.41	29.11
Stand by	per night	1.42	29.32
Stand by	per day and night	2.84	58.63

6. By deleting the table appearing in clause 33.1 and inserting the following:

<b>Position Title</b>	<b>Minimum Annual Rate</b>	<b>Minimum Fortnightly Rate</b>	<b>Minimum Hourly Rate</b>	<b>Minimum Casual Hourly Rate</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Calltaker	53,720	2059.10	27.09	33.86
Dispatcher	62,755	2405.40	31.65	39.56
Team leader	71,608	2744.70	36.11	45.14

7. By deleting the table appearing in clause 33.2 and inserting the following:

<b>Position Title</b>	<b>Minimum Annual Rate</b>	<b>Minimum Fortnightly Rate</b>	<b>Minimum Hourly Rate</b>	<b>Minimum Casual Hourly Rate</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Trainee officer	46,517	1783.00	23.46	29.33
Operational support officer	49,567	1899.90	25.00	31.25
Manager	67,652	2593.10	34.12	42.65

8. By deleting the table appearing in clause 38.2 and inserting the following:

<b>Classification</b>	<b>Minimum Annual Rate</b>	<b>Minimum Fortnightly Rate</b>	<b>Minimum Hourly Rate</b>	<b>Minimum Casual Hourly Rate</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Road Worker (RW)</b>				
RW 1-1	47,602	1824.60	24.01	30.01
RW 1-2	48,329	1852.40	24.37	30.46
RW 1-3	49,977	1915.60	25.21	31.51
RW 1-4	50,705	1943.50	25.57	31.96
RW 2-1	51,271	1965.20	25.86	32.33
RW 2-2	51,997	1993.00	26.22	32.78
RW 2-3	52,761	2022.30	26.61	33.26
RW 3-1	53,863	2064.60	27.17	33.96
RW 3-2	54,614	2093.30	27.54	34.43
RW 4-1	58,326	2235.60	29.42	36.78
RW 4-2	59,749	2290.20	30.13	37.66
RW 4-3	61,312	2350.10	30.92	38.65
<b>Works Manager (WM)</b>				
WM 1-1	63,236	2423.80	31.89	39.86
WM 1-2	64,360	2466.90	32.46	40.58
WM 1-3	65,932	2527.20	33.25	41.56
WM 2-1	68,102	2610.30	34.35	42.94
WM 2-2	69,580	2667.00	35.09	43.86
WM 2-3	71,064	2723.90	35.84	44.80
WM 3-1	73,601	2821.10	37.12	46.40
WM 3-2	75,319	2887.00	37.99	47.49
WM 3-3	77,044	2953.10	38.86	48.58
<b>Surveillance Manager (SM)</b>				
SM 1-1	63,236	2423.80	31.89	39.86
SM 1-2	64,360	2466.90	32.46	40.58
SM 1-3	65,932	2527.20	33.25	41.56
SM 2-1	68,102	2610.30	34.35	42.94
SM 2-2	69,580	2667.00	35.09	43.86
SM 2-3	71,064	2723.90	35.84	44.80
SM 3-1	73,601	2821.10	37.12	46.40
SM 3-2	75,319	2887.00	37.99	47.49
SM 3-3	77,044	2953.10	38.86	48.58

9. By deleting clause E.5 and inserting the following:

**E.5 Minimum Wages**

**E.5.1 Minimum wages for full-time traineeships**

**(a) Wage Level A**

Subject to clause E.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level A by Appendix E1 are:

	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per week</b>	<b>per week</b>	<b>per week</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	398.70	439.00	522.20
Plus 1 year out of school	439.00	522.20	607.70
Plus 2 years out of school	522.20	607.70	707.20
Plus 3 years out of school	607.70	707.20	809.70
Plus 4 years out of school	707.20	809.70	
Plus 5 or more years out of school	809.70		

**(b) Wage Level B**

Subject to clause E.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level B by Appendix E1 are:

	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per week</b>	<b>per week</b>	<b>per week</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	398.70	439.00	508.90
Plus 1 year out of school	439.00	508.90	585.40
Plus 2 years out of school	508.90	585.40	686.60
Plus 3 years out of school	585.40	686.60	783.00
Plus 4 years out of school	686.60	783.00	
Plus 5 or more years out of school	783.00		



**(c) Wage Level C**

Subject to clause E.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level C by Appendix E1 are:

	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per week</b>	<b>per week</b>	<b>per week</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	398.70	439.00	508.90
Plus 1 year out of school	439.00	508.90	575.50
Plus 2 years out of school	508.90	575.50	642.90
Plus 3 years out of school	575.50	642.90	716.10
Plus 4 years out of school	642.90	716.10	
Plus 5 or more years out of school	716.10		

**(d) AQF Certificate Level IV traineeships**

- (i) Subject to clause E.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level IV traineeship are the minimum wages for the relevant full-time AQF Certificate Level III traineeship with the addition of 3.8% to those minimum wages.
- (ii) Subject to clause E.5.3 of this schedule, the minimum wages for an adult trainee undertaking a full-time AQF Certificate Level IV traineeship are as follows, provided that the relevant wage level is that for the relevant AQF Certificate Level III traineeship:

<b>Wage level</b>	<b>First year of</b>	<b>Second and</b>
	<b>traineeship</b>	<b>subsequent years of</b>
	<b>per week</b>	<b>traineeship</b>
	<b>\$</b>	<b>per week</b>
	<b>\$</b>	<b>\$</b>
Wage level A	840.40	872.30
Wage level B	812.80	843.70
Wage level C	743.40	771.50

**E.5.2 Minimum wages for part-time traineeships****(a) Wage Level A**

Subject to clauses E.5.2(f) and E.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level I–III traineeship whose

training package and AQF certificate levels are allocated to Wage Level A by Appendix E1 are:

	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per hour</b>	<b>per hour</b>	<b>per hour</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	13.11	14.44	17.17
Plus 1 year out of school	14.44	17.17	19.99
Plus 2 years out of school	17.17	19.99	23.26
Plus 3 years out of school	19.99	23.26	26.64
Plus 4 years out of school	23.26	26.64	
Plus 5 or more years out of school	26.64		

**(b) Wage Level B**

Subject to clauses E.5.2(f) and E.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level B by Appendix E1 are:

	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per hour</b>	<b>per hour</b>	<b>per hour</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	13.11	14.44	16.75
Plus 1 year out of school	14.44	16.75	19.26
Plus 2 years out of school	16.75	19.26	22.59
Plus 3 years out of school	19.26	22.59	25.76
Plus 4 years out of school	22.59	25.76	
Plus 5 or more years out of school	25.76		

**(c) Wage Level C**

Subject to clauses E.5.2(f) and E.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level C by Appendix E1 are:

	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per hour</b>	<b>per hour</b>	<b>per hour</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	13.11	14.44	16.75

	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per hour</b>	<b>per hour</b>	<b>per hour</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Plus 1 year out of school	14.44	16.75	18.92
Plus 2 years out of school	16.75	18.92	21.15
Plus 3 years out of school	18.92	21.15	23.55
Plus 4 years out of school	21.15	23.55	
Plus 5 or more years out of school	23.55		

**(d) School-based traineeships**

Subject to clauses E.5.2(f) and E.5.3 of this schedule, the minimum wages for a trainee undertaking a school-based AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Levels A, B or C by Appendix E1 are as follows when the trainee works ordinary hours:

<b>Year of schooling</b>	
<b>Year 11 or lower</b>	<b>Year 12</b>
<b>per hour</b>	<b>per hour</b>
<b>\$</b>	<b>\$</b>
13.11	14.44

**(e) AQF Certificate Level IV traineeships**

- (i) Subject to clauses E.5.2(f) and E.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level IV traineeship are the minimum wages for the relevant part-time AQF Certificate Level III traineeship with the addition of 3.8% to those minimum wages.
- (ii) Subject to clauses E.5.2(f) and E.5.3 of this schedule, the minimum wages for an adult trainee undertaking a part-time AQF Certificate Level IV traineeship are as follows, provided that the relevant wage level is that for the relevant AQF Certificate Level III traineeship:

<b>Wage level</b>	<b>First year of traineeship</b>	<b>Second and subsequent years of traineeship</b>
	<b>per hour</b>	<b>per hour</b>
	<b>\$</b>	<b>\$</b>
Wage level A	27.65	28.69
Wage level B	26.74	27.75
Wage level C	24.45	25.38

**(f) Calculating the actual minimum wage**

- (i)** Where the full-time ordinary hours of work are not 38 or an average of 38 per week, the appropriate hourly minimum wage is obtained by multiplying the relevant minimum wage in clauses E.5.2(a)–(e) of this schedule by 38 and then dividing the figure obtained by the full-time ordinary hours of work per week.
- (ii)** Where the approved training for a part-time traineeship is provided fully off-the-job by a registered training organisation, for example at school or at TAFE, the relevant minimum wage in clauses E.5.2(a)–(e) of this schedule applies to each ordinary hour worked by the trainee.
- (iii)** Where the approved training for a part-time traineeship is undertaken solely on-the-job or partly on-the-job and partly off-the-job, the relevant minimum wage in clauses E.5.2(a)–(e) of this schedule minus 20% applies to each ordinary hour worked by the trainee.

**E.5.3 Other minimum wage provisions**

- (a)** An employee who was employed by an employer immediately prior to becoming a trainee with that employer must not suffer a reduction in their minimum wage per week or per hour by virtue of becoming a trainee. Casual loadings will be disregarded when determining whether the employee has suffered a reduction in their minimum wage.
- (b)** If a qualification is converted from an AQF Certificate Level II to an AQF Certificate Level III traineeship, or from an AQF Certificate Level III to an AQF Certificate Level IV traineeship, then the trainee must be paid the next highest minimum wage provided in this schedule, where a higher minimum wage is provided for the new AQF certificate level.

**E.5.4 Default wage rate**

The minimum wage for a trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate level are not allocated to a wage level by Appendix E1 is the relevant minimum wage under this schedule for a trainee undertaking an AQF Certificate to Level I–III traineeship whose training package and AQF certificate level are allocated to Wage Level B.

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