



# DETERMINATION

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

## Annual Wage Review 2023–24

(C2024/1)

### BANKING, FINANCE AND INSURANCE AWARD 2020

[MA000019]

Banking finance and insurance industry

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

SYDNEY, 18 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 15.1(a) and inserting the following:

<b>Employee classification</b>	<b>Minimum annual rate (full-time employees)</b>	<b>Minimum weekly rate (full-time employees)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	49,145	945.10	24.87
Level 2	53,680	1032.30	27.17
Level 3	56,696	1090.30	28.69
Level 4	59,540	1145.00	30.13
Level 5	61,958	1191.50	31.36
Level 6	69,394	1334.50	35.12

2. By deleting the year “2023” in clause 15.4(b) and inserting “2024”.
3. By deleting the amount “\$18.31” appearing in clause 18.3(a) and inserting “\$18.99”.
4. By deleting the table appearing in clause 18.3(b)(i) and inserting the following:

<b>Days</b>	<b>\$ per day rostered on stand-by</b>
Monday to Friday inclusive	21.88
Saturdays, Sundays and public holidays	44.70

5. By deleting the table appearing in clause B.1.1 and inserting the following:

<b>Employee classification</b>	<b>Ordinary hours</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>	
	<b>100%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>
Level 1	24.87	62.18
Level 2	27.17	67.93
Level 3	28.69	71.73
Level 4	30.13	75.33
Level 5	31.36	78.40
Level 6	35.12	87.80

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

<b>Employee classification</b>	<b>Monday – Saturday</b>		<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>First 3 hours</b>	<b>After 3 hours</b>	<b>Work outside employee’s weekly hours</b>		
	<b>% of minimum hourly rate</b>				
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
Level 1	37.31	49.74	49.74	49.74	62.18
Level 2	40.76	54.34	54.34	54.34	67.93
Level 3	43.04	57.38	57.38	57.38	71.73
Level 4	45.20	60.26	60.26	60.26	75.33
Level 5	47.04	62.72	62.72	62.72	78.40

Employee classification	Monday - Saturday		Saturday	Sunday	Public holiday
	First 3 hours	After 3 hours	Work outside employee's weekly hours		
	<b>% of minimum hourly rate</b>				
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
Level 6	52.68	70.24	70.24	70.24	87.80

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

Employee classification	Early morning shift	Afternoon shift	Night shift	Permanent afternoon shift	Permanent night shift
	<b>% of minimum hourly rate</b>				
	<b>112.5%</b>	<b>120%</b>	<b>125%</b>	<b>125%</b>	<b>130%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	27.98	29.84	31.09	31.09	32.33
Level 2	30.57	32.60	33.96	33.96	35.32
Level 3	32.28	34.43	35.86	35.86	37.30
Level 4	33.90	36.16	37.66	37.66	39.17
Level 5	35.28	37.63	39.20	39.20	40.77
Level 6	39.51	42.14	43.90	43.90	45.66

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

Employee classification	Monday - Saturday		Saturday	Sunday	Public holiday
	First 3 hours	After 3 hours	Work outside employee's weekly hours		
	<b>% of minimum hourly rate</b>				
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	37.31	49.74	49.74	49.74	62.18
Level 2	40.76	54.34	54.34	54.34	67.93
Level 3	43.04	57.38	57.38	57.38	71.73
Level 4	45.20	60.26	60.26	60.26	75.33

Employee classification	Monday - Saturday		Saturday	Sunday	Public holiday
	First 3 hours	After 3 hours	Work outside employee's weekly hours		
	<b>% of minimum hourly rate</b>				
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 5	47.04	62.72	62.72	62.72	78.40
Level 6	52.68	70.24	70.24	70.24	87.80

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

Employee classification	Ordinary hours <sup>1</sup>	Public holiday
	<b>% of minimum hourly rate</b>	
	<b>125%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>
Level 1	31.09	68.39
Level 2	33.96	74.72
Level 3	35.86	78.90
Level 4	37.66	82.86
Level 5	39.20	86.24
Level 6	43.90	96.58

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

Employee classification	Early morning shift	Afternoon shift	Night shift	Permanent afternoon shift	Permanent night shift
	<b>% of minimum hourly rate</b>				
	<b>137.5%</b>	<b>145%</b>	<b>150%</b>	<b>150%</b>	<b>155%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	34.20	36.06	37.31	37.31	38.55
Level 2	37.36	39.40	40.76	40.76	42.11
Level 3	39.45	41.60	43.04	43.04	44.47

<b>Employee classification</b>	<b>Early morning shift</b>	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Permanent afternoon shift</b>	<b>Permanent night shift</b>
	<b>% of minimum hourly rate</b>				
	<b>137.5%</b>	<b>145%</b>	<b>150%</b>	<b>150%</b>	<b>155%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 4	41.43	43.69	45.20	45.20	46.70
Level 5	43.12	45.47	47.04	47.04	48.61
Level 6	48.29	50.92	52.68	52.68	54.44

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

<b>Age</b>	<b>Junior hourly rate—ordinary hours</b>	<b>Afternoon shift</b>	<b>Early morning shift</b>	<b>Night shift</b>	<b>Permanent afternoon shift</b>	<b>Permanent night shift</b>
	<b>% of junior hourly rate</b>					
	<b>100%</b>	<b>120%</b>	<b>112.5%</b>	<b>125%</b>	<b>125%</b>	<b>130%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Level 1</b>						
Under 17 years	12.44	14.93	14.00	15.55	15.55	16.17
17 years	14.92	17.90	16.79	18.65	18.65	19.40
18 years	17.41	20.89	19.59	21.76	21.76	22.63
19 years	19.90	23.88	22.39	24.88	24.88	25.87
20 years	22.38	26.86	25.18	27.98	27.98	29.09
<b>Level 2</b>						
Under 17 years	13.58	16.30	15.28	16.98	16.98	17.65
17 years	16.30	19.56	18.34	20.38	20.38	21.19
18 years	19.02	22.82	21.40	23.78	23.78	24.73
19 years	21.73	26.08	24.45	27.16	27.16	28.25
20 years	24.45	29.34	27.51	30.56	30.56	31.79
<b>Level 3</b>						
Under 17 years	14.35	17.22	16.14	17.94	17.94	18.66

Age	Junior hourly rate—ordinary hours	Afternoon shift	Early morning shift	Night shift	Permanent afternoon shift	Permanent night shift
	% of junior hourly rate					
	100%	120%	112.5%	125%	125%	130%
	\$	\$	\$	\$	\$	\$
17 years	17.22	20.66	19.37	21.53	21.53	22.39
18 years	20.08	24.10	22.59	25.10	25.10	26.10
19 years	22.95	27.54	25.82	28.69	28.69	29.84
20 years	25.82	30.98	29.05	32.28	32.28	33.57
<b>Level 4</b>						
Under 17 years	15.07	18.08	16.95	18.84	18.84	19.59
17 years	18.08	21.70	20.34	22.60	22.60	23.50
18 years	21.09	25.31	23.73	26.36	26.36	27.42
19 years	24.11	28.93	27.12	30.14	30.14	31.34
20 years	27.12	32.54	30.51	33.90	33.90	35.26
<b>Level 5</b>						
Under 17 years	15.68	18.82	17.64	19.60	19.60	20.38
17 years	18.81	22.57	21.16	23.51	23.51	24.45
18 years	21.95	26.34	24.69	27.44	27.44	28.54
19 years	25.08	30.10	28.22	31.35	31.35	32.60
20 years	28.22	33.86	31.75	35.28	35.28	36.69
<b>Level 6</b>						
Under 17 years	17.56	21.07	19.76	21.95	21.95	22.83
17 years	21.07	25.28	23.70	26.34	26.34	27.39
18 years	24.58	29.50	27.65	30.73	30.73	31.95
19 years	28.09	33.71	31.60	35.11	35.11	36.52
20 years	31.61	37.93	35.56	39.51	39.51	41.09

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

Age	Monday to Saturday		Sunday	Public holidays
	First 3 hours	After 3 hours & all work outside and employee's weekly hours		
	% of junior hourly rate			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Level 1</b>				
Under 17 years	18.66	24.88	24.88	31.10
17 years	22.38	29.84	29.84	37.30
18 years	26.12	34.82	34.82	43.53
19 years	29.85	39.80	39.80	49.75
20 years	33.57	44.76	44.76	55.95
<b>Level 2</b>				
Under 17 years	20.37	27.16	27.16	33.95
17 years	24.45	32.60	32.60	40.75
18 years	28.53	38.04	38.04	47.55
19 years	32.60	43.46	43.46	54.33
20 years	36.68	48.90	48.90	61.13
<b>Level 3</b>				
Under 17 years	21.53	28.70	28.70	35.88
17 years	25.83	34.44	34.44	43.05
18 years	30.12	40.16	40.16	50.20
19 years	34.43	45.90	45.90	57.38
20 years	38.73	51.64	51.64	64.55
<b>Level 4</b>				
Under 17 years	22.61	30.14	30.14	37.68
17 years	27.12	36.16	36.16	45.20
18 years	31.64	42.18	42.18	52.73
19 years	36.17	48.22	48.22	60.28

Age	Monday to Saturday		Sunday	Public holidays
	First 3 hours	After 3 hours & all work outside and employee's weekly hours		
	% of junior hourly rate			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
20 years	40.68	54.24	54.24	67.80
<b>Level 5</b>				
Under 17 years	23.52	31.36	31.36	39.20
17 years	28.22	37.62	37.62	47.03
18 years	32.93	43.90	43.90	54.88
19 years	37.62	50.16	50.16	62.70
20 years	42.33	56.44	56.44	70.55
<b>Level 6</b>				
Under 17 years	26.34	35.12	35.12	43.90
17 years	31.61	42.14	42.14	52.68
18 years	36.87	49.16	49.16	61.45
19 years	42.14	56.18	56.18	70.23
20 years	47.42	63.22	63.22	79.03

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

Age	Casual hourly rate	Afternoon shift	Early morning shift	Night shift	Permanent afternoon shift	Permanent night shift
	% of junior hourly rate					
	<b>125%</b>	<b>145%</b>	<b>137.5%</b>	<b>150%</b>	<b>150%</b>	<b>155%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Level 1</b>						
Under 17 years	15.55	18.04	17.11	18.66	18.66	19.28
17 years	18.65	21.63	20.52	22.38	22.38	23.13
18 years	21.76	25.24	23.94	26.12	26.12	26.99



<b>Age</b>	<b>Casual hourly rate</b>	<b>Afternoon shift</b>	<b>Early morning shift</b>	<b>Night shift</b>	<b>Permanent afternoon shift</b>	<b>Permanent night shift</b>
	<b>% of junior hourly rate</b>					
	<b>125%</b>	<b>145%</b>	<b>137.5%</b>	<b>150%</b>	<b>150%</b>	<b>155%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
19 years	24.88	28.86	27.36	29.85	29.85	30.85
20 years	27.98	32.45	30.77	33.57	33.57	34.69
<b>Level 2</b>						
Under 17 years	16.98	19.69	18.67	20.37	20.37	21.05
17 years	20.38	23.64	22.41	24.45	24.45	25.27
18 years	23.78	27.58	26.15	28.53	28.53	29.48
19 years	27.16	31.51	29.88	32.60	32.60	33.68
20 years	30.56	35.45	33.62	36.68	36.68	37.90
<b>Level 3</b>						
Under 17 years	17.94	20.81	19.73	21.53	21.53	22.24
17 years	21.53	24.97	23.68	25.83	25.83	26.69
18 years	25.10	29.12	27.61	30.12	30.12	31.12
19 years	28.69	33.28	31.56	34.43	34.43	35.57
20 years	32.28	37.44	35.50	38.73	38.73	40.02
<b>Level 4</b>						
Under 17 years	18.84	21.85	20.72	22.61	22.61	23.36
17 years	22.60	26.22	24.86	27.12	27.12	28.02
18 years	26.36	30.58	29.00	31.64	31.64	32.69
19 years	30.14	34.96	33.15	36.17	36.17	37.37
20 years	33.90	39.32	37.29	40.68	40.68	42.04
<b>Level 5</b>						
Under 17 years	19.60	22.74	21.56	23.52	23.52	24.30
17 years	23.51	27.27	25.86	28.22	28.22	29.16
18 years	27.44	31.83	30.18	32.93	32.93	34.02
19 years	31.35	36.37	34.49	37.62	37.62	38.87
20 years	35.28	40.92	38.80	42.33	42.33	43.74

Age	Casual hourly rate	Afternoon shift	Early morning shift	Night shift	Permanent afternoon shift	Permanent night shift
	<b>% of junior hourly rate</b>					
	<b>125%</b>	<b>145%</b>	<b>137.5%</b>	<b>150%</b>	<b>150%</b>	<b>155%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Level 6</b>						
Under 17 years	21.95	25.46	24.15	26.34	26.34	27.22
17 years	26.34	30.55	28.97	31.61	31.61	32.66
18 years	30.73	35.64	33.80	36.87	36.87	38.10
19 years	35.11	40.73	38.62	42.14	42.14	43.54
20 years	39.51	45.83	43.46	47.42	47.42	49.00

14. By deleting the amount “\$995.00” appearing in clause C.1.1 and inserting “\$1032.30”.
15. By deleting the table appearing in clause C.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
First aid allowance	18.3(a)	1.84	18.99	per week
Stand-by and call-back allowance—Monday to Friday	18.3(b)(i)	2.12	21.88	per day
Stand-by and call-back allowance—Saturdays, Sundays and public holidays	18.3(b)(i)	4.33	44.70	per day

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

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