



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2020–21
(C2021/1)

BUSINESS EQUIPMENT AWARD 2020
[MA000021]

Business equipment industry

JUSTICE ROSS, PRESIDENT
VICE PRESIDENT CATANZARITI
DEPUTY PRESIDENT ASBURY
COMMISSIONER HAMPTON
MR FERGUSON
PROFESSOR WOODEN
MS LABINE-ROMAIN

MELBOURNE, XX JUNE 2021

Annual Wage Review 2020–21.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2020–21 on 16 June 2021 [[2021] 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	41,280	793.80	20.89
Level 2	42,888	824.80	21.71
Technician			
Level 3	44,362	853.10	22.45
Level 4	46,775	899.50	23.67
Level 5	49,672	955.20	25.14

Classification	Annual salary (full-time employee)	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$	\$
Level 6	52,426	1008.20	26.53

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	42,917	825.30	21.72
Level 2	44,390	853.70	22.47
Level 3	46,775	899.50	23.67
Level 4	51,027	981.30	25.82
Level 5	54,724	1052.40	27.69

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	45,568	876.30	23.06
Salesperson Level 2	49,987	961.30	25.30
Salesperson Level 3	57,837	1112.30	29.27

4. By deleting the words “1 November 2020” in clause 14.6(b) and inserting “1 July 2021”.
5. By deleting the amount “\$63,076” appearing in clause 16.1 and inserting “\$64,653”.

6. By deleting the table appearing in clause 17.2(b) and inserting the following:

In charge of	\$ per week
2 to 5 employees	28.87
6 to 10 employees	42.73
More than 10 employees	55.77

7. By deleting the amount “\$20.62” appearing in clause 17.2(c) and inserting “\$21.14”.

8. By deleting the amount “\$19.13” appearing in clause 17.2(d) and inserting “\$19.61”.

9. By deleting the amount “\$53.36” appearing in clause 17.2(e)(i) and inserting “\$54.69”.

10. By deleting the amount “\$13.72” appearing in clause 20.5(a) and inserting “\$14.06”.

11. By deleting the amount “\$5.70” appearing in clause 21.1 and inserting “\$5.85”.

12. By deleting the amount “\$13.67” appearing in clause 21.2 and inserting “\$14.01”.

13. By deleting the amount “\$19.15” appearing in clause 21.3 and inserting “\$19.63”.

14. By deleting the amount “\$3.39” appearing in clause 22.2(c)(i) and inserting “\$3.47”.

15. By deleting the amount “\$4.06” appearing in clause 22.2(c)(ii) and inserting “\$4.16”.

16. By deleting the amount “\$4.85” appearing in clause 22.2(c)(iii) and inserting “\$4.97”.

17. By deleting the amount “\$6.93” appearing in clause 22.3(b) and inserting “\$7.10”.

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%+ \$5.85³	100% +\$14.01³	100% +\$19.63³
	\$	\$	\$	\$	\$
Technical stream					
Technical employee					
Level 1	20.89	52.23	26.74	34.90	40.52
Level 2	21.71	54.28	27.56	35.72	41.34
Technician					
Level 3	22.45	56.13	28.30	36.46	42.08
Level 4	23.67	59.18	29.52	37.68	43.30

Classification	Ordinary hours	Public holiday	Outside spread of hours¹	Saturday	Sunday
	% of ordinary hourly rate²				
	100%	250%	100%+ \$5.85³	100% +\$14.01³	100% +\$19.63³
	\$	\$	\$	\$	\$
Level 5	25.14	62.85	30.99	39.15	44.77
Level 6	26.53	66.33	32.38	40.54	46.16
Clerical and Administration stream					
Level 1	21.72	54.30	27.57	35.73	41.35
Level 2	22.47	56.18	28.32	36.48	42.10
Level 3	23.67	59.18	29.52	37.68	43.30
Level 4	25.82	64.55	31.67	39.83	45.45
Level 5	27.69	69.23	33.54	41.70	47.32
Commercial Travellers stream					
Salesperson Level 1	23.06	–	–	–	–
Salesperson Level 2	25.30	–	–	–	–
Salesperson Level 3	29.27	–	–	–	–

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 rate ²			
	150%	200%	200%	250%
	\$	\$	\$	\$
Technical stream				
Technical employee				
Level 1	31.34	41.78	41.78	52.23
Level 2	32.57	43.42	43.42	54.28
Technician				
Level 3	33.68	44.90	44.90	56.13
Level 4	35.51	47.34	47.34	59.18
Level 5	37.71	50.28	50.28	62.85
Level 6	39.80	53.06	53.06	66.33
Clerical and Administration stream				
Level 1	32.58	43.44	43.44	54.30
Level 2	33.71	44.94	44.94	56.18
Level 3	35.51	47.34	47.34	59.18
Level 4	38.73	51.64	51.64	64.55
Level 5	41.54	55.38	55.38	69.23

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% + \$3.47²	100% + \$4.16²	100% + \$4.97²	100% + \$7.10²
	\$	\$	\$	\$	\$
Technical stream					
Technical employee					
Level 1	20.89	24.36	25.05	25.86	27.99
Level 2	21.71	25.18	25.87	26.68	28.81
Technician					
Level 3	22.45	25.92	26.61	27.42	29.55
Level 4	23.67	27.14	27.83	28.64	30.77
Level 5	25.14	28.61	29.3	30.11	32.24
Level 6	26.53	30	30.69	31.5	33.63
Clerical and Administration stream					
Level 1	21.72	25.19	25.88	26.69	28.82
Level 2	22.47	25.94	26.63	27.44	29.57
Level 3	23.67	27.14	27.83	28.64	30.77
Level 4	25.82	29.29	29.98	30.79	32.92
Level 5	27.69	31.16	31.85	32.66	34.79
Commercial Travellers stream					
Salesperson Level 1	23.06	–	–	–	–
Salesperson Level 2	25.30	–	–	–	–
Salesperson Level 3	29.27	–	–	–	–

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	31.34	41.78	41.78	52.23
Level 2	32.57	43.42	43.42	54.28
Technician				
Level 3	33.68	44.90	44.90	56.13
Level 4	35.51	47.34	47.34	59.18
Level 5	37.71	50.28	50.28	62.85
Level 6	39.80	53.06	53.06	66.33
Clerical and Administration stream				
Level 1	32.58	43.44	43.44	54.30
Level 2	33.71	44.94	44.94	56.18
Level 3	35.51	47.34	47.34	59.18
Level 4	38.73	51.64	51.64	64.55
Level 5	41.54	55.38	55.38	69.23

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

Classification	Ordinary hours	Public holiday	Outside spread of hours¹	Saturday	Sunday
	% of ordinary hourly rate²				
	125%	275%	125%+ \$5.85³	125% +\$14.01³	125% +\$19.63³
	\$	\$	\$	\$	\$
Technical stream					
Technical employee					
Level 1	26.11	57.45	31.96	40.12	45.74
Level 2	27.14	59.70	32.99	41.15	46.77
Technician					
Level 3	28.06	61.74	33.91	42.07	47.69
Level 4	29.59	65.09	35.44	43.6	49.22
Level 5	31.43	69.14	37.28	45.44	51.06
Level 6	33.16	72.96	39.01	47.17	52.79
Clerical and Administration stream					
Level 1	27.15	59.73	33	41.16	46.78
Level 2	28.09	61.79	33.94	42.1	47.72
Level 3	29.59	65.09	35.44	43.6	49.22
Level 4	32.28	71.01	38.13	46.29	51.91
Level 5	34.61	76.15	40.46	48.62	54.24
Commercial Travellers stream					
Salesperson Level 1	28.83	–	–	–	–
Salesperson Level 2	31.63	–	–	–	–
Salesperson Level 3	36.59	–	–	–	–

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% + \$3.47²	125% + \$4.16²	125% + \$4.97²	125% + \$7.10²
	\$	\$	\$	\$	\$
Technical stream					
Technical employee					
Level 1	26.11	29.58	30.27	31.08	33.21
Level 2	27.14	30.61	31.3	32.11	34.24
Technician					
Level 3	28.06	31.53	32.22	33.03	35.16
Level 4	29.59	33.06	33.75	34.56	36.69
Level 5	31.43	34.9	35.59	36.4	38.53
Level 6	33.16	36.63	37.32	38.13	40.26
Clerical and Administration stream					
Level 1	27.15	30.62	31.31	32.12	34.25
Level 2	28.09	31.56	32.25	33.06	35.19
Level 3	29.59	33.06	33.75	34.56	36.69
Level 4	32.28	35.75	36.44	37.25	39.38
Level 5	34.61	38.08	38.77	39.58	41.71
Commercial Travellers stream					
Salesperson Level 1	28.83	—	—	—	—
Salesperson Level 2	31.63	—	—	—	—
Salesperson Level 3	36.59	—	—	—	—

24. By deleting the amount “\$877.60” appearing in clause C.1 and inserting “\$899.50”.

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	28.87	per week
Leading hand in charge of—6 to 10 employees ¹	17.2(b)	4.75	42.73	per week
Leading hand in charge of—more than 10 employees ¹	17.2(b)	6.2	55.77	per week
First aid allowance	17.2(c)	2.35	21.14	per week
Representation allowance	17.2(d)	2.18	19.61	per week
Service centre allowance	17.2(e)(i)	6.08	54.69	per week

26. By deleting the amount “\$23.09” appearing in clause C.2 and inserting “\$23.67”.

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	14.06	per hour
Day work outside the spread of hours	21.1	24.7	5.85	per hour
Working ordinary hours on Saturday	21.2	59.2	14.01	per hour
Working ordinary hours on Sunday	21.3	82.95	19.63	per hour
Afternoon shift allowance	22.2(c)(i)	14.68	3.47	per hour
Night shift allowance	22.2(c)(ii)	17.59	4.16	per hour

Allowance	Clause	% of standard hourly rate	\$	Payable
Permanent night shift allowance	22.2(c)(iii)	21.0	4.97	per hour
Non-standard shift work allowance	22.3(b)	30.0	7.10	per hour

B. This determination comes into operation on 1 July 2021. 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 2021.

PRESIDENT