



# DRAFT DETERMINATION

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

**Annual Wage Review 2020–21**  
(C2021/1)

**ABORIGINAL AND TORRES STRAIT ISLANDER HEALTH  
WORKERS AND PRACTITIONERS AND ABORIGINAL COMMUNITY  
CONTROLLED HEALTH SERVICES AWARD 2020**  
[MA000115]

Indigenous organisations and services

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:

1. By deleting the table appearing in clause 16.1(a) and inserting the following:

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	\$	\$
<b>Grade 1</b>		
Level 1	858.00	22.58
<b>Grade 2</b>		
Level 1	919.40	24.19
Level 2	950.90	25.02

Item A.24 was amended on 22 June 2021 to remove an allowance not currently presented in the table in clause C.1.1 (nauseous work allowance—minimum per hour, the allowance appears in clause 18.2(b))

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
<b>Grade 3</b>		
Level 1	1000.50	26.33
Level 2	1052.90	27.71
Level 3	1104.00	29.05
<b>Grade 4</b>		
Level 1	1134.80	29.86
Level 2	1165.40	30.67
Level 3	1192.20	31.37
<b>Grade 5</b>		
Level 1	1220.70	32.12
Level 2	1249.40	32.88
Level 3	1279.60	33.67

2. By deleting the table appearing in clause 16.1(b) and inserting the following:

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
<b>Grade 1</b>		
Level 1	851.70	22.41
Level 2	854.70	22.49
Level 3	872.80	22.97
Level 4	885.20	23.29
Level 5	910.80	23.97
<b>Grade 2</b>		
Level 1	924.90	24.34
Level 2	941.20	24.77
Level 3	957.50	25.20
Level 4	971.40	25.56
Level 5	988.00	26.00

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
<b>Grade 3</b>		
Level 1	1005.70	26.47
Level 2	1023.70	26.94
Level 3	1034.80	27.23
Level 4	1053.30	27.72
<b>Grade 4</b>		
Level 1	1069.70	28.15
Level 2	1095.50	28.83
Level 3	1115.10	29.34
Level 4	1135.80	29.89
<b>Grade 5</b>		
Level 1	1158.30	30.48
Level 2	1182.30	31.11
Level 3	1207.10	31.77
<b>Grade 6</b>		
Level 1	1221.10	32.13
Level 2	1244.00	32.74
Level 3	1269.90	33.42
Level 4	1318.60	34.70
Level 5	1357.90	35.73
<b>Grade 7</b>		
Level 1	1390.20	36.58
Level 2	1427.80	37.57
<b>Grade 8</b>		
Level 1	1442.40	37.96
Level 2	1479.40	38.93
Level 3	1529.10	40.24
Level 4	1565.30	41.19

3. By deleting the table appearing in clause 16.1(c) and inserting the following:

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
<b>Dental Assistant</b>		
Grade 1	812.00	21.37
Grade 2	828.70	21.81
Grade 3	845.80	22.26
Grade 4	899.50	23.67
Grade 5	930.00	24.47
<b>Dental Therapist Grade 1</b>		
Level 1	973.00	25.61
Level 2	998.60	26.28
Level 3	1030.60	27.12
Level 4	1070.40	28.17
Level 5	1123.10	29.56
Level 6	1175.00	30.92
Level 7	1214.80	31.97
<b>Dental Therapist Grade 2</b>		
Level 1	1232.10	32.42
Level 2	1259.80	33.15
Level 3	1286.70	33.86
Level 4	1309.70	34.47
Level 5	1339.30	35.24

4. By deleting the table appearing in clause 16.1(d) and inserting the following:

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Cleaner	845.20	22.24
Driver—Grade 1	880.40	23.17

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Driver—Grade 2	903.40	23.77
Caretaker	903.40	23.77

5. By deleting the words “1 November 2020” in clause 16.5(b) and inserting “1 July 2021”.
6. By deleting the table appearing in clause 18.2(a)(ii) and inserting the following:

<b>Level</b>	<b>\$ per annum</b>
Level 1	2070.33
Level 2	4143.87

7. By deleting the amounts “\$0.49” and “\$2.64” appearing in clause 18.2(b) and inserting “\$0.50” and “\$2.70” respectively.
8. By deleting the amount “\$2.44” appearing in clause 18.2(c) and inserting “\$2.50”.
9. By deleting the amount “\$19.23” appearing in clause 20.7(a)(i) and inserting “\$19.71”.
10. By deleting the amount “\$38.46” appearing in clause 20.7(a)(ii) and inserting “\$39.42”.
11. By deleting the table appearing in clause B.1.1 and inserting the following:

	<b>All employees</b>	<b>Shiftworkers</b>				<b>All employees</b>	
	<b>Ordinary hours</b>	<b>Outside normal span of hours<sup>1</sup></b>	<b>Continuous night shift<sup>2</sup></b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>						
	<b>100%</b>	<b>115%</b>	<b>130%</b>	<b>150%</b>	<b>200%</b>	<b>150% plus one day off<sup>3</sup></b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Grade 1</b>							
Level 1	22.58	25.97	29.35	33.87	45.16	33.87	56.45
<b>Grade 2</b>							
Level 1	24.19	27.82	31.45	36.29	48.38	36.29	60.48

	<b>All employees</b>	<b>Shiftworkers</b>				<b>All employees</b>	
	<b>Ordinary hours</b>	<b>Outside normal span of hours<sup>1</sup></b>	<b>Continuous night shift<sup>2</sup></b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>						
	<b>100%</b>	<b>115%</b>	<b>130%</b>	<b>150%</b>	<b>200%</b>	<b>150% plus one day off<sup>3</sup></b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 2	25.02	28.77	32.53	37.53	50.04	37.53	62.55
<b>Grade 3</b>							
Level 1	26.33	30.28	34.23	39.50	52.66	39.50	65.83
Level 2	27.71	31.87	36.02	41.57	55.42	41.57	69.28
Level 3	29.05	33.41	37.77	43.58	58.10	43.58	72.63
<b>Grade 4</b>							
Level 1	29.86	34.34	38.82	44.79	59.72	44.79	74.65
Level 2	30.67	35.27	39.87	46.01	61.34	46.01	76.68
Level 3	31.37	36.08	40.78	47.06	62.74	47.06	78.43
<b>Grade 5</b>							
Level 1	32.12	36.94	41.76	48.18	64.24	48.18	80.30
Level 2	32.88	37.81	42.74	49.32	65.76	49.32	82.20
Level 3	33.67	38.72	43.77	50.51	67.34	50.51	84.18

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

	Employees other than shiftworkers		Shiftworkers - broken shifts		All employees	
	Outside the span of hours <sup>1</sup>	Outside the span of hours <sup>1</sup>	Outside a spread of 9 hours <sup>2</sup>	Outside a spread of 12 hours <sup>3</sup>	Excess hours <sup>4</sup>	
					First 2 hours	After 2 hours
% of minimum hourly rate						
	150%	200%	150%	200%	150%	200%
	\$	\$	\$	\$	\$	\$
<b>Grade 1</b>						
Level 1	33.87	45.16	33.87	45.16	33.87	45.16
<b>Grade 2</b>						
Level 1	36.29	48.38	36.29	48.38	36.29	48.38
Level 2	37.53	50.04	37.53	50.04	37.53	50.04
<b>Grade 3</b>						
Level 1	39.50	52.66	39.50	52.66	39.50	52.66
Level 2	41.57	55.42	41.57	55.42	41.57	55.42
Level 3	43.58	58.10	43.58	58.10	43.58	58.10
<b>Grade 4</b>						
Level 1	44.79	59.72	44.79	59.72	44.79	59.72
Level 2	46.01	61.34	46.01	61.34	46.01	61.34
Level 3	47.06	62.74	47.06	62.74	47.06	62.74
<b>Grade 5</b>						
Level 1	48.18	64.24	48.18	64.24	48.18	64.24
Level 2	49.32	65.76	49.32	65.76	49.32	65.76
Level 3	50.51	67.34	50.51	67.34	50.51	67.34

13. By deleting the table appearing in clause B.1.3 and inserting the following:

	<b>All employees</b>	<b>Shiftworkers</b>				<b>All employees</b>
	<b>Day</b>	<b>Outside normal span of hours<sup>1</sup></b>	<b>Continuous night shift<sup>2</sup></b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>					
	<b>125%</b>	<b>140%</b>	<b>155%</b>	<b>175%</b>	<b>225%</b>	<b>150%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Grade 1</b>						
Level 1	28.23	31.61	35.00	39.52	50.81	33.87
<b>Grade 2</b>						
Level 1	30.24	33.87	37.49	42.33	54.43	36.29
Level 2	31.28	35.03	38.78	43.79	56.30	37.53
<b>Grade 3</b>						
Level 1	32.91	36.86	40.81	46.08	59.24	39.50
Level 2	34.64	38.79	42.95	48.49	62.35	41.57
Level 3	36.31	40.67	45.03	50.84	65.36	43.58
<b>Grade 4</b>						
Level 1	37.33	41.80	46.28	52.26	67.19	44.79
Level 2	38.34	42.94	47.54	53.67	69.01	46.01
Level 3	39.21	43.92	48.62	54.90	70.58	47.06
<b>Grade 5</b>						
Level 1	40.15	44.97	49.79	56.21	72.27	48.18
Level 2	41.10	46.03	50.96	57.54	73.98	49.32
Level 3	42.09	47.14	52.19	58.92	75.76	50.51



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

	All employees	Shiftworkers				All employees	
	Ordinary hours	Outside normal span of hours <sup>1</sup>	Continuous night shift <sup>2</sup>	Saturday	Sunday	Public holiday	Public holiday
% of minimum hourly rate							
	100%	115%	130%	150%	200%	150% plus one day off <sup>3</sup>	250%
	\$	\$	\$	\$	\$	\$	\$
<b>Grade 1</b>							
Level 1	22.41	25.77	29.13	33.62	44.82	33.62	56.03
Level 2	22.49	25.86	29.24	33.74	44.98	33.74	56.23
Level 3	22.97	26.42	29.86	34.46	45.94	34.46	57.43
Level 4	23.29	26.78	30.28	34.94	46.58	34.94	58.23
Level 5	23.97	27.57	31.16	35.96	47.94	35.96	59.93
<b>Grade 2</b>							
Level 1	24.34	27.99	31.64	36.51	48.68	36.51	60.85
Level 2	24.77	28.49	32.20	37.16	49.54	37.16	61.93
Level 3	25.20	28.98	32.76	37.80	50.40	37.80	63.00
Level 4	25.56	29.39	33.23	38.34	51.12	38.34	63.90
Level 5	26.00	29.90	33.80	39.00	52.00	39.00	65.00
<b>Grade 3</b>							
Level 1	26.47	30.44	34.41	39.71	52.94	39.71	66.18
Level 2	26.94	30.98	35.02	40.41	53.88	40.41	67.35
Level 3	27.23	31.31	35.40	40.85	54.46	40.85	68.08
Level 4	27.72	31.88	36.04	41.58	55.44	41.58	69.30
<b>Grade 4</b>							
Level 1	28.15	32.37	36.60	42.23	56.30	42.23	70.38
Level 2	28.83	33.15	37.48	43.25	57.66	43.25	72.08
Level 3	29.34	33.74	38.14	44.01	58.68	44.01	73.35
Level 4	29.89	34.37	38.86	44.84	59.78	44.84	74.73
<b>Grade 5</b>							

	<b>All employees</b>	<b>Shiftworkers</b>				<b>All employees</b>	
	<b>Ordinary hours</b>	<b>Outside normal span of hours<sup>1</sup></b>	<b>Continuous night shift<sup>2</sup></b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>	<b>Public holiday</b>
<b>% of minimum hourly rate</b>							
	<b>100%</b>	<b>115%</b>	<b>130%</b>	<b>150%</b>	<b>200%</b>	<b>150% plus one day off<sup>3</sup></b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	30.48	35.05	39.62	45.72	60.96	45.72	76.20
Level 2	31.11	35.78	40.44	46.67	62.22	46.67	77.78
Level 3	31.77	36.54	41.30	47.66	63.54	47.66	79.43
<b>Grade 6</b>							
Level 1	32.13	36.95	41.77	48.20	64.26	48.20	80.33
Level 2	32.74	37.65	42.56	49.11	65.48	49.11	81.85
Level 3	33.42	38.43	43.45	50.13	66.84	50.13	83.55
Level 4	34.70	39.91	45.11	52.05	69.40	52.05	86.75
Level 5	35.73	41.09	46.45	53.60	71.46	53.60	89.33
<b>Grade 7</b>							
Level 1	36.58	42.07	47.55	54.87	73.16	54.87	91.45
Level 2	37.57	43.21	48.84	56.36	75.14	56.36	93.93
<b>Grade 8</b>							
Level 1	37.96	43.65	49.35	56.94	75.92	56.94	94.90
Level 2	38.93	44.77	50.61	58.40	77.86	58.40	97.33
Level 3	40.24	46.28	52.31	60.36	80.48	60.36	100.60
Level 4	41.19	47.37	53.55	61.79	82.38	61.79	102.98

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

	Employees other than shiftworkers		Shiftworkers - broken shifts		All employees	
	Outside the span of hours <sup>1</sup>	Outside the span of hours <sup>1</sup>	Outside a spread of 9 hours <sup>2</sup>	Outside a spread of 12 hours <sup>3</sup>	Excess hours <sup>4</sup>	
					First 2 hours	After 2 hours
% of minimum hourly rate						
	150%	200%	150%	200%	150%	200%
	\$	\$	\$	\$	\$	\$
<b>Grade 1</b>						
Level 1	33.62	44.82	33.62	44.82	33.62	44.82
Level 2	33.74	44.98	33.74	44.98	33.74	44.98
Level 3	34.46	45.94	34.46	45.94	34.46	45.94
Level 4	34.94	46.58	34.94	46.58	34.94	46.58
Level 5	35.96	47.94	35.96	47.94	35.96	47.94
<b>Grade 2</b>						
Level 1	36.51	48.68	36.51	48.68	36.51	48.68
Level 2	37.16	49.54	37.16	49.54	37.16	49.54
Level 3	37.80	50.40	37.80	50.40	37.80	50.40
Level 4	38.34	51.12	38.34	51.12	38.34	51.12
Level 5	39.00	52.00	39.00	52.00	39.00	52.00
<b>Grade 3</b>						
Level 1	39.71	52.94	39.71	52.94	39.71	52.94
Level 2	40.41	53.88	40.41	53.88	40.41	53.88
Level 3	40.85	54.46	40.85	54.46	40.85	54.46
Level 4	41.58	55.44	41.58	55.44	41.58	55.44
<b>Grade 4</b>						
Level 1	42.23	56.30	42.23	56.30	42.23	56.30
Level 2	43.25	57.66	43.25	57.66	43.25	57.66
Level 3	44.01	58.68	44.01	58.68	44.01	58.68
Level 4	44.84	59.78	44.84	59.78	44.84	59.78
<b>Grade 5</b>						
Level 1	45.72	60.96	45.72	60.96	45.72	60.96

	Employees other than shiftworkers		Shiftworkers - broken shifts		All employees	
	Outside the span of hours <sup>1</sup>	Outside the span of hours <sup>1</sup>	Outside a spread of 9 hours <sup>2</sup>	Outside a spread of 12 hours <sup>3</sup>	Excess hours <sup>4</sup>	
	First 2 hours	After 2 hours			First 2 hours	After 2 hours
	% of minimum hourly rate					
	150%	200%	150%	200%	150%	200%
	\$	\$	\$	\$	\$	\$
Level 2	46.67	62.22	46.67	62.22	46.67	62.22
Level 3	47.66	63.54	47.66	63.54	47.66	63.54
<b>Grade 6</b>						
Level 1	48.20	64.26	48.20	64.26	48.20	64.26
Level 2	49.11	65.48	49.11	65.48	49.11	65.48
Level 3	50.13	66.84	50.13	66.84	50.13	66.84
Level 4	52.05	69.40	52.05	69.40	52.05	69.40
Level 5	53.60	71.46	53.60	71.46	53.60	71.46
<b>Grade 7</b>						
Level 1	54.87	73.16	54.87	73.16	54.87	73.16
Level 2	56.36	75.14	56.36	75.14	56.36	75.14
<b>Grade 8</b>						
Level 1	56.94	75.92	56.94	75.92	56.94	75.92
Level 2	58.40	77.86	58.40	77.86	58.40	77.86
Level 3	60.36	80.48	60.36	80.48	60.36	80.48
Level 4	61.79	82.38	61.79	82.38	61.79	82.38

16. By deleting the table appearing in clause B.2.3 and inserting the following:

	<b>All employees</b>	<b>Shiftworkers</b>				<b>All employees</b>
	<b>Day</b>	<b>Outside normal span of hours<sup>1</sup></b>	<b>Continuous night shift<sup>2</sup></b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
<b>% of minimum hourly rate</b>						
	<b>125%</b>	<b>140%</b>	<b>155%</b>	<b>175%</b>	<b>225%</b>	<b>150%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Grade 1</b>						
Level 1	28.01	31.37	34.74	39.22	50.42	33.62
Level 2	28.11	31.49	34.86	39.36	50.60	33.74
Level 3	28.71	32.16	35.60	40.20	51.68	34.46
Level 4	29.11	32.61	36.10	40.76	52.40	34.94
Level 5	29.96	33.56	37.15	41.95	53.93	35.96
<b>Grade 2</b>						
Level 1	30.43	34.08	37.73	42.60	54.77	36.51
Level 2	30.96	34.68	38.39	43.35	55.73	37.16
Level 3	31.50	35.28	39.06	44.10	56.70	37.80
Level 4	31.95	35.78	39.62	44.73	57.51	38.34
Level 5	32.50	36.40	40.30	45.50	58.50	39.00
<b>Grade 3</b>						
Level 1	33.09	37.06	41.03	46.32	59.56	39.71
Level 2	33.68	37.72	41.76	47.15	60.62	40.41
Level 3	34.04	38.12	42.21	47.65	61.27	40.85
Level 4	34.65	38.81	42.97	48.51	62.37	41.58
<b>Grade 4</b>						
Level 1	35.19	39.41	43.63	49.26	63.34	42.23
Level 2	36.04	40.36	44.69	50.45	64.87	43.25
Level 3	36.68	41.08	45.48	51.35	66.02	44.01
Level 4	37.36	41.85	46.33	52.31	67.25	44.84
<b>Grade 5</b>						
Level 1	38.10	42.67	47.24	53.34	68.58	45.72
Level 2	38.89	43.55	48.22	54.44	70.00	46.67

	<b>All employees</b>	<b>Shiftworkers</b>				<b>All employees</b>
	<b>Day</b>	<b>Outside normal span of hours<sup>1</sup></b>	<b>Continuous night shift<sup>2</sup></b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
<b>% of minimum hourly rate</b>						
	<b>125%</b>	<b>140%</b>	<b>155%</b>	<b>175%</b>	<b>225%</b>	<b>150%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 3	39.71	44.48	49.24	55.60	71.48	47.66
<b>Grade 6</b>						
Level 1	40.16	44.98	49.80	56.23	72.29	48.20
Level 2	40.93	45.84	50.75	57.30	73.67	49.11
Level 3	41.78	46.79	51.80	58.49	75.20	50.13
Level 4	43.38	48.58	53.79	60.73	78.08	52.05
Level 5	44.66	50.02	55.38	62.53	80.39	53.60
<b>Grade 7</b>						
Level 1	45.73	51.21	56.70	64.02	82.31	54.87
Level 2	46.96	52.60	58.23	65.75	84.53	56.36
<b>Grade 8</b>						
Level 1	47.45	53.14	58.84	66.43	85.41	56.94
Level 2	48.66	54.50	60.34	68.13	87.59	58.40
Level 3	50.30	56.34	62.37	70.42	90.54	60.36
Level 4	51.49	57.67	63.84	72.08	92.68	61.79

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

	All employees	Shiftworkers				All employees	
	Ordinary hours	Outside normal span of hours <sup>1</sup>	Continuous night shift <sup>2</sup>	Saturday	Sunday	Public holiday	Public holiday
% of minimum hourly rate							
	100%	115%	130%	150%	200%	150% plus one day off <sup>3</sup>	250%
	\$	\$	\$	\$	\$	\$	\$
<b>Dental Assistant</b>							
Grade 1	21.37	24.58	27.78	32.06	42.74	32.06	53.43
Grade 2	21.81	25.08	28.35	32.72	43.62	32.72	54.53
Grade 3	22.26	25.60	28.94	33.39	44.52	33.39	55.65
Grade 4	23.67	27.22	30.77	35.51	47.34	35.51	59.18
Grade 5	24.47	28.14	31.81	36.71	48.94	36.71	61.18
<b>Dental Therapist Grade 1</b>							
Level 1	25.61	29.45	33.29	38.42	51.22	38.42	64.03
Level 2	26.28	30.22	34.16	39.42	52.56	39.42	65.70
Level 3	27.12	31.19	35.26	40.68	54.24	40.68	67.80
Level 4	28.17	32.40	36.62	42.26	56.34	42.26	70.43
Level 5	29.56	33.99	38.43	44.34	59.12	44.34	73.90
Level 6	30.92	35.56	40.20	46.38	61.84	46.38	77.30
Level 7	31.97	36.77	41.56	47.96	63.94	47.96	79.93
<b>Dental Therapist Grade 2</b>							
Level 1	32.42	37.28	42.15	48.63	64.84	48.63	81.05
Level 2	33.15	38.12	43.10	49.73	66.30	49.73	82.88
Level 3	33.86	38.94	44.02	50.79	67.72	50.79	84.65

	<b>All employees</b>	<b>Shiftworkers</b>				<b>All employees</b>	
	<b>Ordinary hours</b>	<b>Outside normal span of hours<sup>1</sup></b>	<b>Continuous night shift<sup>2</sup></b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>	<b>Public holiday</b>
<b>% of minimum hourly rate</b>							
	<b>100%</b>	<b>115%</b>	<b>130%</b>	<b>150%</b>	<b>200%</b>	<b>150% plus one day off<sup>3</sup></b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 4	34.47	39.64	44.81	51.71	68.94	51.71	86.18
Level 5	35.24	40.53	45.81	52.86	70.48	52.86	88.10

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

	<b>Employees other than shiftworkers</b>		<b>Shiftworkers - broken shifts</b>		<b>All employees</b>	
	<b>Outside the span of hours<sup>1</sup></b>	<b>Outside the span of hours<sup>1</sup></b>	<b>Outside a spread of 9 hours<sup>2</sup></b>	<b>Outside a spread of 12 hours<sup>3</sup></b>	<b>Excess hours<sup>4</sup></b>	
	<b>First 2 hours</b>	<b>After 2 hours</b>			<b>First 2 hours</b>	<b>After 2 hours</b>
<b>% of minimum hourly rate</b>						
	<b>150%</b>	<b>200%</b>	<b>150%</b>	<b>200%</b>	<b>150%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Dental Assistant</b>						
Grade 1	32.06	42.74	32.06	42.74	32.06	42.74
Grade 2	32.72	43.62	32.72	43.62	32.72	43.62
Grade 3	33.39	44.52	33.39	44.52	33.39	44.52
Grade 4	35.51	47.34	35.51	47.34	35.51	47.34
Grade 5	36.71	48.94	36.71	48.94	36.71	48.94
<b>Dental Therapist Grade 1</b>						
Level 1	38.42	51.22	38.42	51.22	38.42	51.22



	Employees other than shiftworkers		Shiftworkers - broken shifts		All employees	
	Outside the span of hours <sup>1</sup>	Outside the span of hours <sup>1</sup>	Outside a spread of 9 hours <sup>2</sup>	Outside a spread of 12 hours <sup>3</sup>	Excess hours <sup>4</sup>	
	First 2 hours	After 2 hours			First 2 hours	After 2 hours
	% of minimum hourly rate					
	150%	200%	150%	200%	150%	200%
	\$	\$	\$	\$	\$	\$
Level 2	39.42	52.56	39.42	52.56	39.42	52.56
Level 3	40.68	54.24	40.68	54.24	40.68	54.24
Level 4	42.26	56.34	42.26	56.34	42.26	56.34
Level 5	44.34	59.12	44.34	59.12	44.34	59.12
Level 6	46.38	61.84	46.38	61.84	46.38	61.84
Level 7	47.96	63.94	47.96	63.94	47.96	63.94
<b>Dental Therapist Grade 2</b>						
Level 1	48.63	64.84	48.63	64.84	48.63	64.84
Level 2	49.73	66.30	49.73	66.30	49.73	66.30
Level 3	50.79	67.72	50.79	67.72	50.79	67.72
Level 4	51.71	68.94	51.71	68.94	51.71	68.94
Level 5	52.86	70.48	52.86	70.48	52.86	70.48

19. By deleting the table appearing in clause B.3.3 and inserting the following:

	<b>All employees</b>	<b>Shiftworkers</b>				<b>All employees</b>
	<b>Day</b>	<b>Outside normal span of hours<sup>1</sup></b>	<b>Continuous night shift<sup>2</sup></b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>					
	<b>125%</b>	<b>140%</b>	<b>155%</b>	<b>175%</b>	<b>225%</b>	<b>150%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Dental Assistant</b>						
Grade 1	26.71	29.92	33.12	37.40	48.08	32.06
Grade 2	27.26	30.53	33.81	38.17	49.07	32.72
Grade 3	27.83	31.16	34.50	38.96	50.09	33.39
Grade 4	29.59	33.14	36.69	41.42	53.26	35.51
Grade 5	30.59	34.26	37.93	42.82	55.06	36.71
<b>Dental Therapist Grade 1</b>						
Level 1	32.01	35.85	39.70	44.82	57.62	38.42
Level 2	32.85	36.79	40.73	45.99	59.13	39.42
Level 3	33.90	37.97	42.04	47.46	61.02	40.68
Level 4	35.21	39.44	43.66	49.30	63.38	42.26
Level 5	36.95	41.38	45.82	51.73	66.51	44.34
Level 6	38.65	43.29	47.93	54.11	69.57	46.38
Level 7	39.96	44.76	49.55	55.95	71.93	47.96
<b>Dental Therapist Grade 2</b>						
Level 1	40.53	45.39	50.25	56.74	72.95	48.63
Level 2	41.44	46.41	51.38	58.01	74.59	49.73
Level 3	42.33	47.40	52.48	59.26	76.19	50.79
Level 4	43.09	48.26	53.43	60.32	77.56	51.71
Level 5	44.05	49.34	54.62	61.67	79.29	52.86

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

	All employees		Shiftworkers			All employees	
	Ordinary hours	Outside normal span of hours <sup>1</sup>	Continuous night shift <sup>2</sup>	Saturday	Sunday	Public holiday	Public holiday
	<b>% of minimum hourly rate</b>						
	100%	115%	130%	150%	200%	150% plus one day off <sup>3</sup>	250%
	\$	\$	\$	\$	\$	\$	\$
Cleaner	22.24	25.58	28.91	33.36	44.48	33.36	55.60
Driver—Grade 1	23.17	26.65	30.12	34.76	46.34	34.76	57.93
Driver—Grade 2	23.77	27.34	30.90	35.66	47.54	35.66	59.43
Caretaker	23.77	27.34	30.90	35.66	47.54	35.66	59.43

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

	Employees other than shiftworkers		Shiftworkers - broken shifts		All employees	
	Outside the span of hours <sup>1</sup>	Outside the span of hours <sup>1</sup>	Outside a spread of 9 hours <sup>2</sup>	Outside a spread of 12 hours <sup>3</sup>	Excess hours <sup>4</sup>	
	First 2 hours	After 2 hours			First 2 hours	After 2 hours
	<b>% of minimum hourly rate</b>					
	150%	200%	150%	200%	150%	200%
	\$	\$	\$	\$	\$	\$
Cleaner	33.36	44.48	33.36	44.48	33.36	44.48
Driver—Grade 1	34.76	46.34	34.76	46.34	34.76	46.34
Driver—Grade 2	35.66	47.54	35.66	47.54	35.66	47.54
Caretaker	35.66	47.54	35.66	47.54	35.66	47.54

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

	<b>All employees</b>	<b>Shiftworkers</b>				<b>All employees</b>
	<b>Day</b>	<b>Outside normal span of hours<sup>1</sup></b>	<b>Continuous night shift<sup>2</sup></b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>					
	<b>125%</b>	<b>140%</b>	<b>155%</b>	<b>175%</b>	<b>225%</b>	<b>150%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Cleaner	27.80	31.14	34.47	38.92	50.04	33.36
Driver—Grade 1	28.96	32.44	35.91	40.55	52.13	34.76
Driver—Grade 2	29.71	33.28	36.84	41.60	53.48	35.66
Caretaker	29.71	33.28	36.84	41.60	53.48	35.66

23. By deleting the amount “\$976.10” appearing in clause C.1.1 and inserting “\$1000.50”.

24. By deleting the table appearing in clause C.1.1 and inserting the following:

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Bilingual qualification allowance—Level 1	18.2(a)(ii)	206.93	2070.33	per annum
Bilingual qualification allowance—Level 2	18.2(a)(ii)	414.18	4143.87	per annum
Nauseous work allowance—minimum per week	18.2(b)	0.27	2.70	minimum per week
Medication administration allowance	18.2(c)	0.25	2.50	per week
On-call and recall allowances—After ordinary working hours—other than public holiday	20.7(a)(i)	1.97	19.71	per any 24 hour period or part thereof

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
On-call and recall allowances—Public holiday	20.7(a)(ii)	3.94	39.42	per any 24 hour period or part thereof

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