



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2020–21
(C2021/1)

VICTORIAN STATE GOVERNMENT AGENCIES AWARD 2015
[MA000134]

State and Territory government administration

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 12.1 and inserting the following:

	Work Value Level	Minimum Annual Rate	Minimum Fortnightly Rate	Minimum Hourly Rate	Minimum Casual Hourly Rate
		\$	\$	\$	\$
Administrative Officer					
Grade 1	A	42,126	1614.70	21.25	26.56
Grade 1	B	43,217	1656.50	21.80	27.25
Grade 1	C	44,309	1698.40	22.35	27.94
Grade 1	D	45,404	1740.30	22.90	28.63
Grade 2	A	46,934	1799.00	23.67	29.59
Grade 2	B	47,831	1833.40	24.12	30.15

	Work Value Level	Minimum Annual Rate	Minimum Fortnightly Rate	Minimum Hourly Rate	Minimum Casual Hourly Rate
		\$	\$	\$	\$
Grade 2	C	48,717	1867.30	24.57	30.71
Grade 2	D	49,623	1902.00	25.03	31.29
Grade 3	A	51,608	1978.10	26.03	32.54
Grade 3	B	52,572	2015.10	26.51	33.14
Grade 3	C	53,536	2052.00	27.00	33.75
Grade 3	D	54,130	2074.80	27.30	34.13
Grade 4	A	55,986	2145.90	28.24	35.30
Grade 4	B	56,953	2183.00	28.72	35.90
Grade 4	C	57,897	2219.20	29.20	36.50
Grade 5	A	60,108	2303.90	30.31	37.89
Grade 5	B	60,939	2335.80	30.73	38.41
Grade 5	C	61,911	2373.00	31.22	39.03
Grade 6	A	64,405	2468.60	32.48	40.60
Grade 6	B	65,630	2515.60	33.10	41.38
Grade 6	C	66,867	2563.00	33.72	42.15
Grade 7	A	69,926	2680.30	35.27	44.09
Grade 7	B	71,136	2726.60	35.88	44.85
Grade 7	C	72,360	2773.60	36.49	45.61
Grade 8	A	77,481	2969.80	39.08	48.85
Grade 8	B	79,611	3051.50	40.15	50.19
Grade 8	C	81,739	3133.00	41.22	51.53

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

	Work Value Level	Minimum Annual Rate	Minimum Fortnightly Rate	Minimum Hourly Rate	Minimum Casual Hourly Rate
		\$	\$	\$	\$
Technical Assistant (TA)					
TA 1	A	43,759	1677.30	22.07	27.59

	Work Value Level	Minimum Annual Rate	Minimum Fortnightly Rate	Minimum Hourly Rate	Minimum Casual Hourly Rate
		\$	\$	\$	\$
TA 1	B	44,541	1707.30	22.46	28.08
TA 1	C	45,298	1736.30	22.85	28.56
TA 1	D	45,534	1745.30	22.96	28.70
Technical officer (TO)					
TO 1	A	47,554	1822.70	23.98	29.98
TO 1	B	48,373	1854.10	24.40	30.50
TO 1	C	49,054	1880.20	24.74	30.93
TO 1	D	50,032	1917.70	25.23	31.54
TO 1	E	50,300	1928.00	25.37	31.71
TO 1	F	51,130	1959.80	25.79	32.24
TO 1	G	51,994	1992.90	26.22	32.78
TO 1	H	52,731	2021.20	26.59	33.24
TO 1	I	53,315	2043.60	26.89	33.61
TO 2	A	53,698	2058.20	27.08	33.85
TO 2	B	54,750	2098.60	27.61	34.51
TO 2	C	55,167	2114.50	27.82	34.78
TO 3	A	56,129	2151.40	28.31	35.39
TO 3	B	56,926	2182.00	28.71	35.89
TO 3	C	58,207	2231.10	29.36	36.70
TO 4	A	59,201	2269.20	29.86	37.33
TO 4	B	59,907	2296.20	30.21	37.76
TO 4	C	61,195	2345.60	30.86	38.58
TO 5	A	62,256	2386.30	31.40	39.25
TO 5	B	63,418	2430.80	31.98	39.98
TO 6	A	64,655	2478.20	32.61	40.76
TO 6	B	65,887	2525.40	33.23	41.54
TO 7	A	67,349	2581.50	33.97	42.46
TO 7	B	68,582	2628.70	34.59	43.24

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

	Work Value Level	Minimum Annual Rate	Minimum Fortnightly Rate	Minimum Hourly Rate	Minimum Casual Hourly Rate
		\$	\$	\$	\$
Information Technology Officer (ITO)					
ITO 1	A	50,129	1921.40	25.28	31.60
ITO 1	B	51,513	1974.50	25.98	32.48
ITO 1	C	52,918	2028.30	26.69	33.36
ITO 1	D	53,990	2069.40	27.23	34.04
ITO 1	E	55,035	2109.50	27.76	34.70
ITO 1	F	56,465	2164.30	28.48	35.60
ITO 1	G	58,550	2244.20	29.53	36.91
ITO 2	A	60,108	2303.90	30.31	37.89
ITO 2	B	61,495	2357.10	31.01	38.76
ITO 2	C	63,021	2415.60	31.78	39.73
ITO 2	D	64,405	2468.60	32.48	40.60
ITO 3	A	67,472	2586.20	34.03	42.54
ITO 3	B	69,301	2656.30	34.95	43.69
ITO 3	C	71,136	2726.60	35.88	44.85
ITO 4	A	75,133	2879.80	37.89	47.36
ITO 4	B	77,481	2969.80	39.08	48.85
ITO 5	A	81,739	3133.00	41.22	51.53
Legal Officer (LO)					
LO 1	A	50,749	1945.20	25.59	31.99
LO 1	B	52,495	2012.10	26.48	33.10
LO 1	C	53,966	2068.50	27.22	34.03
LO 1	D	55,407	2123.70	27.94	34.93
LO 1	E	57,233	2193.70	28.86	36.08
LO 1	F	59,053	2263.50	29.78	37.23
LO 1	G	60,740	2328.20	30.63	38.29
LO 1	H	62,563	2398.00	31.55	39.44

	Work Value Level	Minimum Annual Rate	Minimum Fortnightly Rate	Minimum Hourly Rate	Minimum Casual Hourly Rate
		\$	\$	\$	\$
LO 1	I	64,245	2462.50	32.40	40.50
LO 2	A	67,402	2583.50	33.99	42.49
LO 2	B	68,321	2618.70	34.46	43.08
LO 2	C	69,246	2654.20	34.92	43.65
LO 2	D	70,168	2689.50	35.39	44.24
LO 3	A	74,360	2850.20	37.50	46.88
LO 3	B	75,433	2891.30	38.04	47.55
LO 3	C	76,504	2932.40	38.58	48.23
LO 4	A	81,102	3108.60	40.90	51.13
LO 4	B	82,851	3175.70	41.79	52.24
LO 5	A	86,015	3296.90	43.38	54.23
Engineer/ Scientist (ES)					
ES 1	A	47,515	1821.20	23.96	29.95
ES 1	B	48,214	1848.00	24.32	30.40
ES 1	C	50,027	1917.50	25.23	31.54
ES 1	D	51,252	1964.50	25.85	32.31
ES 1	E	53,277	2042.10	26.87	33.59
ES 1	F	55,346	2121.40	27.91	34.89
ES 1	G	56,585	2168.90	28.54	35.68
ES 2	A	58,478	2241.50	29.49	36.86
ES 2	B	59,836	2293.50	30.18	37.73
ES 2	C	60,939	2335.80	30.73	38.41
ES 2	D	62,044	2378.10	31.29	39.11
ES 3	A	64,051	2455.10	32.30	40.38
ES 3	B	65,630	2515.60	33.10	41.38
ES 3	C	66,707	2556.90	33.64	42.05
ES 3	D	68,794	2636.90	34.70	43.38
ES 4	A	71,139	2726.80	35.88	44.85
ES 4	B	72,360	2773.60	36.49	45.61

	Work Value Level	Minimum Annual Rate	Minimum Fortnightly Rate	Minimum Hourly Rate	Minimum Casual Hourly Rate
		\$	\$	\$	\$
ES 4	C	74,360	2850.20	37.50	46.88
ES 5	A	77,928	2987.00	39.30	49.13
ES 5	B	79,903	3062.70	40.30	50.38
ES 5	C	81,873	3138.20	41.29	51.61

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

	Work Value Level	Minimum Annual Rate	Minimum Fortnightly Rate	Minimum Hourly Rate	Minimum Casual Hourly Rate
		\$	\$	\$	\$
Field worker (FW)					
FW 1	1	44,676	1712.40	22.53	28.16
FW 2	2	45,607	1748.10	23.00	28.75
FW 3	3	46,940	1799.20	23.67	29.59

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

Allowance	Payable	% of standard rate (\$1799.00)	\$
First aid	fortnightly	1.41	25.37
Stand by	per night	1.42	25.55
Stand by	per day and night	2.84	51.09

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

Position Title	Minimum Annual Rate	Minimum Fortnightly Rate	Minimum Hourly Rate	Minimum Casual Hourly Rate
	\$	\$	\$	\$
Calltaker	46,810	1794.20	23.61	29.51
Dispatcher	54,683	2096.00	27.58	34.48

Position Title	Minimum Annual Rate	Minimum Fortnightly Rate	Minimum Hourly Rate	Minimum Casual Hourly Rate
	\$	\$	\$	\$
Team leader	62,397	2391.70	31.47	39.34

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

Position Title	Minimum Annual Rate	Minimum Fortnightly Rate	Minimum Hourly Rate	Minimum Casual Hourly Rate
	\$	\$	\$	\$
Trainee officer	40,311	1545.10	20.33	25.41
Operational support officer	43,090	1651.60	21.73	27.16
Manager	58,949	2259.50	29.73	37.16

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

Classification	Minimum Annual Rate	Minimum Fortnightly Rate	Minimum Hourly Rate	Minimum Casual Hourly Rate
	\$	\$	\$	\$
Road Worker (RW)				
RW 1-1	41,299	1583.00	20.83	26.04
RW 1-2	41,962	1608.40	21.16	26.45
RW 1-3	43,465	1666.00	21.92	27.40
RW 1-4	44,128	1691.40	22.26	27.83
RW 2-1	44,644	1711.20	22.52	28.15
RW 2-2	45,306	1736.60	22.85	28.56
RW 2-3	45,974	1762.20	23.19	28.99
RW 3-1	46,934	1799.00	23.67	29.59
RW 3-2	47,589	1824.10	24.00	30.00
RW 4-1	50,823	1948.00	25.63	32.04
RW 4-2	52,063	1995.60	26.26	32.83
RW 4-3	53,425	2047.80	26.94	33.68

Classification	Minimum Annual Rate	Minimum Fortnightly Rate	Minimum Hourly Rate	Minimum Casual Hourly Rate
	\$	\$	\$	\$
Works Manager (WM)				
WM 1-1	55,101	2112.00	27.79	34.74
WM 1-2	56,081	2149.60	28.28	35.35
WM 1-3	57,451	2202.10	28.98	36.23
WM 2-1	59,341	2274.50	29.93	37.41
WM 2-2	60,629	2323.90	30.58	38.23
WM 2-3	61,923	2373.50	31.23	39.04
WM 3-1	64,134	2458.30	32.35	40.44
WM 3-2	65,631	2515.60	33.10	41.38
WM 3-3	67,133	2573.20	33.86	42.33
Surveillance Manager (SM)				
SM 1-1	55,101	2112.00	27.79	34.74
SM 1-2	56,081	2149.60	28.28	35.35
SM 1-3	57,451	2202.10	28.98	36.23
SM 2-1	59,341	2274.50	29.93	37.41
SM 2-2	60,629	2323.90	30.58	38.23
SM 2-3	61,923	2373.50	31.23	39.04
SM 3-1	64,134	2458.30	32.35	40.44
SM 3-2	65,631	2515.60	33.10	41.38
SM 3-3	67,133	2573.20	33.86	42.33

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:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
School leaver	347.10	382.20	455.30
Plus 1 year out of school	382.20	455.30	529.90
Plus 2 years out of school	455.30	529.90	616.60
Plus 3 years out of school	529.90	616.60	706.00
Plus 4 years out of school	616.60	706.00	
Plus 5 or more years out of school	706.00		

(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:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
School leaver	347.10	382.20	443.00
Plus 1 year out of school	382.20	443.00	509.60
Plus 2 years out of school	443.00	509.60	597.70
Plus 3 years out of school	509.60	597.70	681.70
Plus 4 years out of school	597.70	681.70	
Plus 5 or more years out of school	681.70		

(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:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
School leaver	347.10	382.20	443.00
Plus 1 year out of school	382.20	443.00	498.80
Plus 2 years out of school	443.00	498.80	557.30

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
Plus 3 years out of school	498.80	557.30	620.70
Plus 4 years out of school	557.30	620.70	
Plus 5 or more years out of school	620.70		

(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:

Wage level	First year of	Second and
	traineeship	subsequent years of
	per week	per week
	\$	\$
Wage level A	733.40	761.80
Wage level B	707.60	734.60
Wage level C	643.90	668.20

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:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
School leaver	11.42	12.59	14.99
Plus 1 year out of school	12.59	14.99	17.45
Plus 2 years out of school	14.99	17.45	20.28
Plus 3 years out of school	17.45	20.28	23.22

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
Plus 4 years out of school	20.28	23.22	
Plus 5 or more years out of school	23.22		

(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:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
School leaver	11.42	12.59	14.59
Plus 1 year out of school	12.59	14.59	16.77
Plus 2 years out of school	14.59	16.77	19.68
Plus 3 years out of school	16.77	19.68	22.45
Plus 4 years out of school	19.68	22.45	
Plus 5 or more years out of school	22.45		

(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:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
School leaver	11.42	12.59	14.59
Plus 1 year out of school	12.59	14.59	16.41
Plus 2 years out of school	14.59	16.41	18.33
Plus 3 years out of school	16.41	18.33	20.42
Plus 4 years out of school	18.33	20.42	
Plus 5 or more years out of school	20.42		

(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:

Year of schooling	
Year 11 or lower	Year 12
per hour	per hour
\$	\$
11.42	12.59

(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:

Wage level	First year of traineeship	Second and subsequent years of traineeship
	per hour	per hour
	\$	\$
Wage level A	24.11	25.06
Wage level B	23.25	24.15
Wage level C	21.19	21.99

(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 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