



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2021–22
(C2022/1)

ANIMAL CARE AND VETERINARY SERVICES AWARD 2020
[MA000118]

Animal care and veterinary services

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

MELBOURNE, XX JUNE 2022

Annual Wage Review 2020–21.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2021–22 on 15 June 2022 [[2022] FWCFB 3500], the above award is varied as follows:

1. By deleting the table appearing in clause 15.1 and inserting the following:

Classification	Minimum annual salary	Minimum hourly rate
	\$	\$
Inspector Level 1	56,815	28.75
Inspector Level 2	59,941	30.33
Senior Inspector Level 3	64,760	32.77

2. By deleting the table appearing in clause 15.2 and inserting the following:

Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Introductory level	812.60	21.38

Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Level 1	834.80	21.97
Level 2	902.10	23.74
Level 3	940.90	24.76
Level 4	1026.60	27.02
Level 5—Practice manager	1078.70	28.39

3. By deleting the table appearing in clause 15.3 and inserting the following:

Classification	Minimum annual salary	Minimum hourly rate
	\$	\$
Level 1A	56,815	28.75
Level 1B	59,941	30.33
Level 2	64,760	32.77
Level 3	71,146	36.01
Level 4	80,364	40.67

4. By deleting the year “2021” in clause 15.6(b) and inserting “2022”.
5. By deleting the amount "\$14.39" appearing in clause 16.2(a) and inserting "\$15.05".
6. By deleting the amount "\$17.63" appearing in clause 16.2(b) and inserting "\$18.44".
7. By deleting the amount "\$18.62" appearing in clause 16.2(c)(i) and inserting "\$19.48".
8. By deleting the amount "\$27.97" appearing in clause 16.2(c)(ii) and inserting "\$29.26".
9. By deleting the amount "\$32.56" appearing in clause 16.2(c)(iii) and inserting "\$34.06".
10. By deleting the amount "\$45.51" appearing in clause 16.3(a) and inserting "\$47.61".
11. By deleting the table appearing in clause B.1.1 and inserting the following:

Classification	Minimum hourly rate	Saturday after 1.00 pm		Sunday	Public holiday
		First 3 hours	After 3 hours		
	% of minimum hourly rate				
	100%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
Inspector Level 1	28.75	43.13	57.50	57.50	71.88

Classification	Minimum hourly rate	Saturday after 1.00 pm		Sunday	Public holiday
		First 3 hours	After 3 hours		
% of minimum hourly rate					
	100%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
Inspector Level 2	30.33	45.50	60.66	60.66	75.83
Senior Inspector Level 3	32.77	49.16	65.54	65.54	81.93

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

Classification	Monday to Friday		Saturday	Sunday	Public holiday
	Morning shift ¹ and afternoon shift ²	Night shift ³			
% of minimum hourly rate					
	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$
Inspector Level 1	33.06	37.38	43.13	57.50	71.88
Inspector Level 2	34.88	39.43	45.50	60.66	75.83
Senior Inspector Level 3	37.69	42.60	49.16	65.54	81.93

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

Classification	Monday to Saturday		Sunday – all day
	First 3 hours	After 3 hours	
% of minimum hourly rate			
	150%	200%	200%
	\$	\$	\$
Inspector Level 1	43.13	57.50	57.50
Inspector Level 2	45.50	60.66	60.66
Senior Inspector Level 3	49.16	65.54	65.54

14. By deleting the table appearing in clause B.1.4 and inserting the following:

Classification	Minimum hourly rate	Saturday after 1.00 pm		Sunday	Public holiday
		First 3 hours	After 3 hours		
	% of minimum hourly rate				
	100%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
Introductory level	21.38	32.07	42.76	42.76	53.45
Level 1	21.97	32.96	43.94	43.94	54.93
Level 2	23.74	35.61	47.48	47.48	59.35
Level 3	24.76	37.14	49.52	49.52	61.90
Level 4	27.02	40.53	54.04	54.04	67.55
Level 5—Practice manager	28.39	42.59	56.78	56.78	70.98

15. By deleting the table appearing in clause B.1.5 and inserting the following:

Classification	Monday to Friday		Saturday	Sunday	Public holiday
	Morning shift ¹ and afternoon shift ²	Night shift ³			
	% of minimum hourly rate				
	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$
Introductory level	24.59	27.79	32.07	42.76	53.45
Level 1	25.27	28.56	32.96	43.94	54.93
Level 2	27.30	30.86	35.61	47.48	59.35
Level 3	28.47	32.19	37.14	49.52	61.90
Level 4	31.07	35.13	40.53	54.04	67.55
Level 5—Practice manager	32.65	36.91	42.59	56.78	70.98

16. By deleting the table appearing in clause B.1.6 and inserting the following:

Classification	Monday to Saturday		Sunday – all day
	First 3 hours	After 3 hours	
	% of minimum hourly rate		
	150%	200%	200%
	\$	\$	\$
Introductory level	32.07	42.76	42.76

Classification	Monday to Saturday		Sunday – all day
	First 3 hours	After 3 hours	
	% of minimum hourly rate		
	150%	200%	200%
	\$	\$	\$
Level 1	32.96	43.94	43.94
Level 2	35.61	47.48	47.48
Level 3	37.14	49.52	49.52
Level 4	40.53	54.04	54.04
Level 5—Practice manager	42.59	56.78	56.78

17. By deleting the table appearing in clause B.1.7 and inserting the following:

Classification	Minimum hourly rate	Public holiday ¹
	% of minimum hourly rate	
	100%	200%
	\$	\$
Level 1A	28.75	57.50
Level 1B	30.33	60.66
Level 2	32.77	65.54
Level 3	36.01	72.02
Level 4	40.67	81.34

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

Classification	Casual hourly rate	Saturday after 1.00 pm		Sunday	Public holiday
		First 3 hours	After 3 hours		
	% of minimum hourly rate				
	125%	175%	225%	225%	275%
	\$	\$	\$	\$	\$
Inspector Level 1	35.94	50.31	64.69	64.69	79.06
Inspector Level 2	37.91	53.08	68.24	68.24	83.41
Senior Inspector Level 3	40.96	57.35	73.73	73.73	90.12

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

Classification	Monday to Friday		Saturday	Sunday	Public holiday
	Morning shift ¹ and afternoon shift ²	Night shift ³			
	% of minimum hourly rate				
	140%	155%	175%	225%	275%
	\$	\$	\$	\$	\$
Inspector Level 1	40.25	44.56	50.31	64.69	79.06
Inspector Level 2	42.46	47.01	53.08	68.24	83.41
Senior Inspector Level 3	45.88	50.79	57.35	73.73	90.12

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

Classification	Casual hourly rate	Saturday after 1.00 pm		Sunday	Public holiday
		First 3 hours	After 3 hours		
	% of minimum hourly rate				
	125%	175%	225%	225%	275%
	\$	\$	\$	\$	\$
Introductory level	26.73	37.42	48.11	48.11	58.80
Level 1	27.46	38.45	49.43	49.43	60.42
Level 2	29.68	41.55	53.42	53.42	65.29
Level 3	30.95	43.33	55.71	55.71	68.09
Level 4	33.78	47.29	60.80	60.80	74.31
Level 5—Practice manager	35.49	49.68	63.88	63.88	78.07

21. By deleting the table appearing in clause B.2.4 and inserting the following:

Classification	Monday to Friday		Saturday	Sunday	Public holiday
	Morning shift ¹ and afternoon shift ²	Night shift ³			
	% of minimum hourly rate				
	140%	155%	175%	225%	275%
	\$	\$	\$	\$	\$
Introductory level	29.93	33.14	37.42	48.11	58.80
Level 1	30.76	34.05	38.45	49.43	60.42
Level 2	33.24	36.80	41.55	53.42	65.29

Classification	Monday to Friday		Saturday	Sunday	Public holiday
	Morning shift ¹ and afternoon shift ²	Night shift ³			
	% of minimum hourly rate				
	140%	155%	175%	225%	275%
	\$	\$	\$	\$	\$
Level 3	34.66	38.38	43.33	55.71	68.09
Level 4	37.83	41.88	47.29	60.80	74.31
Level 5—Practice manager	39.75	44.00	49.68	63.88	78.07

22. By deleting the table appearing in clause B.2.5 and inserting the following:

Classification	Casual hourly rate	Public holiday ¹
	% of minimum hourly rate	
	125%	225%
	\$	\$
Level 1A	35.94	64.69
Level 1B	37.91	68.24
Level 2	40.96	73.73
Level 3	45.01	81.02
Level 4	50.84	91.51

23. By deleting the amount “\$899.50” appearing in clause C.1.1 and inserting “\$940.90”.

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

Allowance	Clause	% of standard rate	\$	Payable
Other than veterinary surgeons				
Broken shift allowance	16.2(a)	1.6	15.05	per shift
First aid allowance	16.2(b)	1.96	18.44	per week
On-call allowance—Monday to Friday	16.2(c)(i)	2.07	19.48	per each 24 hour period or part thereof
On-call allowance—Saturday	16.2(c)(ii)	3.11	29.26	per each 24 hour period or

Allowance	Clause	% of standard rate	\$	Payable
				part thereof
On-call allowance— Sunday, public holiday or off duty day	16.2(c)(iii)	3.62	34.06	per each 24 hour period or part thereof
Veterinary surgeons				
On-call duty allowance	16.3(a)	5.06	47.61	per each period of duty

B. This determination comes into operation on 1 July 2022. 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 2022.

PRESIDENT