



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2021–22 (C2022/1)

HEALTH PROFESSIONALS, MEDICAL SCIENTISTS AND SUPPORT SERVICES (VICTORIA) STATE REFERENCE PUBLIC SECTOR MODERN AWARD 2018 [MA000157]

Health and welfare 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 2021–22.

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 12.2(a) and inserting the following:

Level	Weekly rate \$
Wage/Skill Group 1	885.20
Wage/Skill Group 2	906.00
Wage/Skill Group 3	920.30
Wage/Skill Group 4	927.80
Wage/Skill Group 5	942.20
Wage/Skill Group 6	952.40
Wage/Skill Group 7	968.40
Wage/Skill Group 8	981.50

Level	Weekly rate \$
Wage/Skill Group 9	998.90
Wage/Skill Group 10	1036.80
Wage/Skill Group 11	1073.10

2. By deleting the amounts "\$5.52" and "\$11.40" appearing in clause 12.2(a)(i) and inserting "\$5.77" and "\$11.92" respectively.

3. By deleting the amounts "\$8.01" and "\$14.47" appearing in clause 12.2(a)(ii) and inserting "\$8.37" and "\$15.17" respectively.

4. By deleting the table appearing in clause 12.2(b) and inserting the following:

Grade/ Level	Weekly rate \$
Dental technician level I	982.70
Dental technician level II	1068.10
Foreperson dental technician	1182.90
Dental laboratory manager	1307.70

5. By deleting the amounts "\$9.29" and "\$22.29" appearing in clause 12.2(b)(i) and inserting "\$9.73" and "\$23.33" respectively.

6. By deleting the table appearing in clause 12.2(d) and inserting the following:

Grade Level	Weekly rate \$
Dental nurse level I	972.60
Dental nurse level II	993.30
Dental nurse level III	1004.30
Dental nurse level IV	1020.20
Deputy superintending dental nurse	1128.30
Advanced dental technician	1172.40

7. By deleting the amounts "\$5.68" and "\$11.78" appearing in clause 12.2(d)(i) and inserting "\$5.94" and "\$12.32" respectively.

Commented [FWC1]: Adjustment of clauses 12.2(a)(i) and 12.2(a)(ii):

The values provided in clauses 13.8(b) and 13.8(c) have been adjusted directly by the percentage increase in modern award minimum wages since the award came into operation.

The award is silent as how to adjust these amounts in the event of a flat dollar or tiered wage increase.

We propose to increase this value by 4.6%, in line with the percentage change applied to the relevant standard rate of the award (Wage/Skill Group 5).

Commented [FWC2]: Adjustment of clauses 12.2(b)(i):

The values provided in clauses 13.8(b) and 13.8(c) have been adjusted directly by the percentage increase in modern award minimum wages since the award came into operation.

The award is silent as how to adjust these amounts in the event of a flat dollar or tiered wage increase.

We propose to increase this value by 4.6%, in line with the percentage change applied to the relevant standard rate of the award (Wage/Skill Group 5).

Commented [FWC3]: Adjustment of clauses 12.2(d)(i):

The values provided in clauses 13.8(b) and 13.8(c) have been adjusted directly by the percentage increase in modern award minimum wages since the award came into operation.

The award is silent as how to adjust these amounts in the event of a flat dollar or tiered wage increase.

We propose to increase this value by 4.6%, in line with the percentage change applied to the relevant standard rate of the award (Wage/Skill Group 5).

8. By deleting the table appearing in clause 12.3(b) and inserting the following:

UG1 classifications	Weekly rate \$
1st year of experience after qualification	970.40
2nd year of experience after qualification	1022.70
3rd year of experience after qualification	1067.50
4th year of experience after qualification	1123.90
5th year of experience after qualification	1166.90
6th year of experience after qualification	1210.20
Grade 2	
1st year of experience at this level	1210.20
2nd year of experience at this level	1261.90
3rd year of experience at this level	1311.80
4th year of experience at this level	1366.20
Grade 3	
1st year of experience at this level	1426.60
2nd year of experience at this level	1467.90
3rd year of experience at this level	1500.40
4th year of experience at this level	1569.20

9. By deleting the table appearing in clause 12.3(c) and inserting the following:

	Weekly rate \$
Deputy chief medical record administrator	
Grade 1 as defined	1426.60
Grade 2 as defined	1467.90
Deputy chief G 1 (MIT, NMT & cardiac tech only)	
1st year of experience at this level	1426.60
2nd year of experience at this level	1467.90
Deputy chief G 2 (MIT, NMT & cardiac tech only)	
1st year of experience at this level	1467.90
2nd year of experience at this level	1500.40
3rd year of experience at this level	1569.20

	Weekly rate \$
All other Chief G 1 (except Medical Record Administrator Chief Grade 1, Recreation Therapist, Music Therapist and Research Technologist) and all other Deputy Chief (except Music Therapist, Research Technologist, Medical Librarian and Recreation Therapist)	
1st year of experience at this level	1426.60
2nd year of experience at this level	1467.90
3rd year of experience at this level	1500.40
Medical record admin chief G 1 and RTT G 2a	
1st year of experience at this level	1426.60
2nd year of experience at this level	1467.90
Medical record administrator chief G 2	
1st year of experience at this level	1467.90
2nd year of experience at this level	1500.40
Medical record administrator chief G 3	
1st year of experience at this level	1569.20
2nd year of experience at this level	1628.90
RTT grade 2(a)	
1st year of experience at this level	1426.60
2nd year of experience at this level	1467.90
RTT grade 2(b)	
1st year of experience at this level	1500.40
2nd year of experience at this level	1569.20
RTT grade 2(c)	1628.90
All other Chief G 2 (except Medical Record Administrator, Music Therapist, Research Technologist and Recreation Therapist)	
1st year of experience at this level	1569.20
2nd year of experience at this level	1628.90
All chief G 3 (except Medical Record Administrator, Music Therapist, Research Technologist, Medical Librarian, Podiatrist, Medical Photographer/Illustrator and Recreation Therapist)	1736.30

	Weekly rate \$
All Chief Grade 4 (except Music Therapist, Research Technologist, Medical Librarian, Podiatrist, Medical Photographer/Illustrator, Recreation Therapist and Medical Record Administrator)	1854.60
All Chief G 5 (except Music Therapist, Research Technologist, Medical Librarian, Podiatrist, Medical Photographer/Illustrator, Nuclear Medicine Technologist, Speech Pathologist, Recreation Therapist, Medical Record Administrator and Orthoptist) and RTT G 4	2152.80
RTT grade 5	2233.30

10. By deleting the table appearing in clause 12.3(d) and inserting the following:

	Weekly rate \$
Grade 1 qualified	
1st year of experience after qualification	882.10
2nd year of experience after qualification	914.60
3rd year of experience after qualification	945.40
4th year of experience after qualification	967.60
5th year of experience after qualification	992.40
6th year of experience after qualification	1017.70
7th year of experience after qualification	1042.50
8th year of experience after qualification	1067.50
Grade 2	
1st year of experience at this level	1067.50
2nd year of experience at this level	1100.80
3rd year of experience at this level	1133.90
4th year of experience at this level	1165.60
Medical technician/renal dialysis technician	
1st year of experience	882.10
2nd year of experience	914.60
3rd year of experience	926.90
4th year of experience	939.20
5th year of experience	956.70

	Weekly rate \$
6th year of experience	975.30

11. By deleting the table appearing in clause 12.3(e) and inserting the following:

	Weekly rate \$
Child psychotherapy Level 1	
1st year of experience	962.10
2nd year of experience	998.00
3rd year of experience	1041.20
4th year of experience	1082.40
5th year of experience	1126.10
6th year of experience	1167.10
7th year of experience	1213.60
Child psychotherapy Level 2	
1st year of experience	1276.70
2nd year of experience	1291.30
3rd year of experience	1338.90
4th year of experience	1373.60
Child psychotherapy Level 3	
1st year of experience	1434.20
2nd year of experience	1477.50
3rd year of experience	1522.10
Child psychotherapy Level 4	
1st year of experience	1572.30
2nd year of experience	1621.00
3rd year of experience	1685.50

12. By deleting the table appearing in clause 12.3(f) and inserting the following:

	Weekly rate \$
Unqualified	
1st year of experience	880.10
2nd year of experience	908.50

	Weekly rate \$
3rd year of experience and thereafter	940.90
Qualified welfare worker class I	
1st year of experience	867.00
2nd year of experience	906.80
3rd year of experience	922.90
4th year of experience	948.50
5th year of experience	970.40
6th year of experience	1001.80
7th year of experience and thereafter	1023.00
Class II	
1st year of experience	970.40
2nd year of experience	1001.80
3rd year of experience	1022.30
4th year of experience and thereafter	1055.70
Class III	
1st year of experience	1055.70
2nd year of experience	1086.70
3rd year of experience and thereafter	1112.20
Class IV	
1st year of experience	1137.00
2nd year of experience	1165.10
3rd year of experience	1188.60

13. By deleting the table appearing in clause 12.3(g) and inserting the following:

	Weekly rate \$
Community development workers Class I	
1st year of experience	929.10
2nd year of experience	957.30
3rd year of experience	988.70
4th year of experience	1019.60
Class II(a)	

	Weekly rate \$
1st year of experience	957.30
2nd year of experience	988.70
3rd year of experience	1019.60
4th year of experience	1051.00
5th year of experience	1085.20
6th year of experience	1118.30
7th year of experience	1132.60
8th year of experience	1179.80
9th year of experience	1213.00
10th year of experience	1243.10
Class II(b)	
1st year of experience	1179.80
2nd year of experience	1213.00
3rd year of experience	1243.10
4th year of experience	1276.20
5th year of experience	1307.20
6th year of experience	1340.60
Class III	
1st year of experience	1276.20
2nd year of experience	1307.20
3rd year of experience and thereafter	1340.60

14. By deleting the table appearing in clause 12.3(h) and inserting the following:

	Weekly rate \$
Grade 1 qualified	
On commencement/appointment	1176.00
2nd year of experience after qualification	1195.10
3rd year of experience after qualification	1216.10
4th year of experience after qualification	1262.70
5th year of experience after qualification	1284.70
6th year of experience after qualification	1306.20

	Weekly rate \$
Grade 2	
1st year of experience at this level	1365.00
2nd year of experience at this level	1392.60
3rd year of experience at this level	1420.40
Grade 3 senior clinician	
1st year of experience at this level	1489.00
2nd year of experience at this level	1515.90
3rd year of experience at this level	1543.40
Grade 4 principal	
1st year of experience at this level	1658.20
2nd year of experience at this level	1705.80
3rd year of experience at this level	1753.40

15. By deleting the table appearing in clause 12.4(b) and inserting the following:

	Weekly rate \$
Grade I	
1st year of experience after qualification	946.40
2nd year of experience after qualification	998.70
3rd year of experience after qualification	1043.40
4th year of experience after qualification	1099.80
5th year of experience after qualification	1142.80
6th year of experience after qualification and thereafter	1186.30
Grade II	
On appointment	1186.30
2nd year after appointment	1237.80
3rd year after appointment	1287.70
4th year after appointment and thereafter	1342.00
Grade III	
On appointment	1402.40
2nd year after appointment	1444.00
3rd year after appointment	1476.10

	Weekly rate \$
4th year after appointment and thereafter	1545.00

16. By deleting the table appearing in clause 12.4(c) and inserting the following:

	Weekly rate \$
Grade 1	
1st year of experience after qualification	946.40
2nd year of experience after qualification	998.70
3rd year of experience after qualification	1043.40
4th year of experience after qualification	1099.80
5th year of experience after qualification	1142.80
6th year of experience after qualification and thereafter	1186.30
Grade 2	
1st year of experience after certification	1237.80
2nd year of experience after certification	1287.70
3rd year of experience after certification	1342.00
4th year of experience after certification	1402.40
5th year of experience after certification	1444.00
6th year of experience after certification	1476.10
7th year of experience after certification and thereafter	1545.00
Grade 3	
On appointment	1604.80
2nd year after appointment	1678.10
3rd year after appointment and thereafter	1780.30

17. By deleting the table appearing in clause 12.4(d) and inserting the following:

	Weekly rate \$
Grade 1	
1st year of experience after qualification	958.10
2nd year of experience after qualification	985.80
3rd year of experience after qualification	1028.20
4th year of experience after qualification	1077.80

	Weekly rate \$
5th year of experience after qualification	1135.30
6th year of experience after qualification and thereafter	1189.60
Grade 2	
1st year	1224.00
2nd year	1256.80
3rd year	1289.40
4th year and thereafter	1321.70
Grade 3	
1st year	1367.20
2nd year	1407.20
3rd year	1446.80
4th year and thereafter	1484.50
Grade 4	
1st year	1561.30
2nd year	1607.60
3rd year	1653.90
4th year and thereafter	1700.20

18. By deleting the table appearing in clause 12.4(e) and inserting the following:

	Weekly rate \$
Grade I	
1st year of experience after qualification	946.40
2nd year of experience after qualification	998.70
3rd year of experience after qualification	1043.40
4th year of experience after qualification	1099.80
5th year of experience after qualification	1142.80
6th year of experience after qualification and thereafter	1186.30
Grade II	
On appointment	1186.30
2nd year after appointment	1237.80
3rd year after appointment	1287.70

	Weekly rate \$
4th year after appointment and thereafter	1342.00
Grade III	
On appointment	1402.40
2nd year after appointment	1444.00
3rd year after appointment	1476.10
4th year after appointment and thereafter	1545.00
Grade IV	
On appointment and during 2nd year after appointment	1604.80
During 3rd and 4th years after appointment	1678.10
Thereafter	1780.30
Grade V	2145.90
Principal Scientist	1996.00
Deputy Director (Scientist)	1996.00
Director (Scientist)	2209.30

19. By deleting the table appearing in clause 12.4(f) and inserting the following:

	Weekly rate \$
Grade I	
First year of experience after registration	998.70
Second year	1043.40
Third year	1099.80
Fourth year	1142.80
Fifth year and thereafter	1186.30
Pharmacist grade 2	
On appointment	1186.30
Second year	1237.80
Third year	1287.70
Fourth year and thereafter	1342.00
Pharmacist In Charge	
On appointment	1402.40
2nd year	1444.00

	Weekly rate \$
3rd year and thereafter	1476.10
Group 2	1575.20
Group 1B	1604.80
Group 1A	1678.10

20. By deleting the table appearing in clause 12.4(g) and inserting the following:

	Weekly rate \$
Grade I	
1st year	933.20
2nd year	968.60
3rd year	1011.40
4th year	1052.00
5th year	1095.40
6th year	1136.00
7th year	1182.00
Grade II	
1st year	1244.40
2nd year	1275.20
3rd year	1306.10
4th year	1341.10
Grade III	
1st year	1400.70
2nd year	1447.80
3rd year	1487.80
Grade IV	
1st year	1548.10
2nd year	1596.70
3rd year	1661.50

21. By deleting the table appearing in clause 13.8(b) and inserting the following:

	Per week \$
In their second year	8.84
In their third year	30.69
In their fourth year	52.90

22. By deleting the table appearing in clause 13.8(c) and inserting the following:

	Per week \$
In their first year	86.90
In their second year	110.84
In their third year	135.02
In their fourth year	160.24

23. By deleting clause E.5 and inserting the following:

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 per week \$	Year 11 per week \$	Year 12 per week \$
School leaver	363.40	400.10	475.90
Plus 1 year out of school	400.10	475.90	553.90
Plus 2 years out of school	475.90	553.90	644.50
Plus 3 years out of school	553.90	644.50	738.00
Plus 4 years out of school	644.50	738.00	
Plus 5 or more years out of school	738.00		

(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

**Commented [FWC4]:
Adjustment of clauses 13.8(b) and 13.8(c):**

The values provided in clauses 13.8(b) and 13.8(c) have been adjusted directly by the percentage increase in modern award minimum wages since the award came into operation.

The award is silent as how to adjust these amounts in the event of a flat dollar or tiered wage increase.

We propose to increase this value by 4.6%, in line with the percentage change applied to the relevant standard rate of the award (Wage/Skill Group 5).

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	363.40	400.10	463.80
Plus 1 year out of school	400.10	463.80	533.50
Plus 2 years out of school	463.80	533.50	625.80
Plus 3 years out of school	533.50	625.80	713.70
Plus 4 years out of school	625.80	713.70	
Plus 5 or more years out of school	713.70		

(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	363.40	400.10	463.80
Plus 1 year out of school	400.10	463.80	524.50
Plus 2 years out of school	463.80	524.50	586.00
Plus 3 years out of school	524.50	586.00	652.70
Plus 4 years out of school	586.00	652.70	
Plus 5 or more years out of school	652.70		

(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 traineeship	Second and subsequent years of traineeship
	per week	per week
	\$	\$
Wage Level A	766.00	795.10
Wage Level B	740.80	769.00
Wage Level C	677.50	703.20

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	11.95	13.16	15.65
Plus 1 year out of school	13.16	15.65	18.22
Plus 2 years out of school	15.65	18.22	21.20
Plus 3 years out of school	18.22	21.20	24.28
Plus 4 years out of school	21.20	24.28	
Plus 5 or more years out of school	24.28		

(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	11.95	13.16	15.26

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
Plus 1 year out of school	13.16	15.26	17.55
Plus 2 years out of school	15.26	17.55	20.59
Plus 3 years out of school	17.55	20.59	23.48
Plus 4 years out of school	20.59	23.48	
Plus 5 or more years out of school	23.48		

(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	11.95	13.16	15.26
Plus 1 year out of school	13.16	15.26	17.25
Plus 2 years out of school	15.26	17.25	19.28
Plus 3 years out of school	17.25	19.28	21.47
Plus 4 years out of school	19.28	21.47	
Plus 5 or more years out of school	21.47		

(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
\$	\$
11.95	13.16

(e) AQP 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 AQP Certificate Level IV traineeship are the minimum wages for the relevant part-time AQP 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 AQP Certificate Level IV traineeship are as follows, provided that the relevant wage level is that for the relevant AQP Certificate Level III traineeship:

Wage level	First year of traineeship	Second and subsequent years of traineeship
	per hour	per hour
	\$	\$
Wage Level A	25.20	26.15
Wage Level B	24.37	25.30
Wage Level C	22.29	23.13

(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 AQP Certificate Level II to an AQP Certificate Level III traineeship, or from an AQP Certificate Level III to an AQP 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 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