



# DRAFT DETERMINATION

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

**Annual Wage Review 2023–24**  
(C2024/1)

**ELECTRICAL, ELECTRONIC AND COMMUNICATIONS  
CONTRACTING AWARD 2020**  
[MA000025]

Electrical contracting industry

JUSTICE HATCHER, PRESIDENT  
VICE PRESIDENT ASBURY  
DEPUTY PRESIDENT HAMPTON  
DEPUTY PRESIDENT O’NEILL  
MS LABINE-ROMAIN  
PROFESSOR BAIRD  
MR CULLY

SYDNEY, XX JUNE 2024

*Annual Wage Review 2023–24.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2023–24 on 3 June 2024 [[2024] FWCFB 3500], the above award is varied as follows:

- By deleting the table appearing in clause 16.2 and inserting the following:

<b>Classification level</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Electrical worker grade 1	903.90	23.79
Electrical worker grade 2	934.50	24.59
Electrical worker grade 3	965.60	25.41
Electrical worker grade 4	996.70	26.23
Electrical worker grade 5	1032.30	27.17
Electrical worker grade 6	1064.70	28.02
Electrical worker grade 7	1126.30	29.64

<b>Classification level</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
Electrical worker grade 8	1183.50	31.14
Electrical worker grade 9	1207.80	31.78
Electrical worker grade 10	1305.10	34.34

2. By deleting the year “2023” in clause 16.7(b) and inserting “2024”.
3. By deleting the amount “\$36.82” appearing in clause 18.3(a) and inserting “\$38.20”.
4. By deleting the amount “\$35.82” appearing in clause 18.3(b) and inserting “\$37.16”.
5. By deleting the table appearing in clause 18.3(c) and inserting the following:

<b>In charge of:</b>	<b>\$ per week</b>
3 to 10 employees	44.39
11 to 20 employees	61.94
More than 20 employees	83.62

6. By deleting the amount “\$91.54” appearing in clause 18.3(d) and inserting “\$94.97”.
7. By deleting the amount “\$76.62” appearing in clause 18.3(e) and inserting “\$79.49”.
8. By deleting the amounts “\$19.90” and “\$3.98” appearing in clause 18.3(f)(ii) and inserting “\$20.65” and “\$4.13” respectively.
9. By deleting the table appearing in clause 18.4(a)(iii) and inserting the following:

<b>Storey</b>	<b>\$ per hour</b>
0–15 floors	0.71
16–30 floors	0.87
31–45 floors	1.33
46–60 floors	1.68
More than 60 floors	2.15

10. By deleting the amount “\$0.84” wherever it appears in clause 18.4(b)(i) and inserting “\$0.87”.
11. By deleting the amount “\$20.90” appearing in clause 18.4(c) and inserting “\$21.68”.
12. By deleting the amount “\$87.56” appearing in clause 20.6 and inserting “\$90.84”.

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

	<b>Ordinary hours</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>	
	<b>100%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>
Electrical worker grade 1	24.79	61.98
Electrical worker grade 2	25.60	64.00
Electrical worker grade 3	26.42	66.05
Electrical worker grade 4	27.23	68.08
Electrical worker grade 5	28.76	71.90
Electrical worker grade 6	29.61	74.03
Electrical worker grade 7	31.23	78.08
Electrical worker grade 8	32.74	81.85
Electrical worker grade 9	33.38	83.45
Electrical worker grade 10	35.94	89.85

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

	<b>Monday to Saturday<sup>1</sup></b>		<b>Sunday<sup>1</sup></b>	<b>Public holiday<sup>1</sup></b>
	<b>First 2 hours</b>	<b>After 2 hours</b>		
	<b>% of ordinary hourly rate<sup>2</sup></b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Electrical worker grade 1	37.19	49.58	49.58	61.98
Electrical worker grade 2	38.40	51.20	51.20	64.00
Electrical worker grade 3	39.63	52.84	52.84	66.05
Electrical worker grade 4	40.85	54.46	54.46	68.08
Electrical worker grade 5	43.14	57.52	57.52	71.90
Electrical worker grade 6	44.42	59.22	59.22	74.03

	Monday to Saturday <sup>1</sup>		Sunday <sup>1</sup>	Public holiday <sup>1</sup>
	First 2 hours	After 2 hours		
	% of ordinary hourly rate <sup>2</sup>			
	150%	200%	200%	250%
	\$	\$	\$	\$
Electrical worker grade 7	46.85	62.46	62.46	78.08
Electrical worker grade 8	49.11	65.48	65.48	81.85
Electrical worker grade 9	50.07	66.76	66.76	83.45
Electrical worker grade 10	53.91	71.88	71.88	89.85

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

	After-noon or night <sup>1</sup>	Non-successive afternoon or night <sup>2</sup>		Perma-ment night <sup>3</sup>	Satur-day	Sunday <sup>5</sup>	Public holiday	
		First 2 hours	After 2 hours				Continuous shiftwork	Other than continuous shiftwork
	% of ordinary hourly rate <sup>4</sup>							
	115%	150%	200%	130%	150%	200%	200%	250%
	\$	\$	\$	\$	\$	\$	\$	\$
Electrical worker grade 1	28.51	37.19	49.58	32.23	37.19	49.58	49.58	61.98
Electrical worker grade 2	29.44	38.40	51.20	33.28	38.40	51.20	51.20	64.00
Electrical worker grade 3	30.38	39.63	52.84	34.35	39.63	52.84	52.84	66.05
Electrical worker grade 4	31.31	40.85	54.46	35.40	40.85	54.46	54.46	68.08
Electrical worker grade 5	33.07	43.14	57.52	37.39	43.14	57.52	57.52	71.90
Electrical worker grade 6	34.05	44.42	59.22	38.49	44.42	59.22	59.22	74.03
Electrical worker grade 7	35.91	46.85	62.46	40.60	46.85	62.46	62.46	78.08

	After-noon or night <sup>1</sup>	Non-successive afternoon or night <sup>2</sup>		Perma- nent night <sup>3</sup>	Satur- day	Sunday <sup>5</sup>	Public holiday	
		First 2 hours	After 2 hours				Continuous shiftwork	Other than continuous shiftwork
% of ordinary hourly rate <sup>4</sup>								
	115%	150%	200%	130%	150%	200%	200%	250%
	\$	\$	\$	\$	\$	\$	\$	\$
Electrical worker grade 8	37.65	49.11	65.48	42.56	49.11	65.48	65.48	81.85
Electrical worker grade 9	38.39	50.07	66.76	43.39	50.07	66.76	66.76	83.45
Electrical worker grade 10	41.33	53.91	71.88	46.72	53.91	71.88	71.88	89.85

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

	Monday to Sunday				Public holiday	
	Continuous shiftwork	Other than continuous shiftwork		Continuous shiftwork	Other than continuous shiftwork	
First 2 hours		After 2 hours				
% of ordinary hourly rate <sup>1</sup>						
	200%	150%	200%	200%	250%	
	\$	\$	\$	\$	\$	
Electrical worker grade 1	49.58	37.19	49.58	49.58	61.98	
Electrical worker grade 2	51.20	38.40	51.20	51.20	64.00	
Electrical worker grade 3	52.84	39.63	52.84	52.84	66.05	
Electrical worker grade 4	54.46	40.85	54.46	54.46	68.08	
Electrical worker grade 5	57.52	43.14	57.52	57.52	71.90	
Electrical worker grade 6	59.22	44.42	59.22	59.22	74.03	
Electrical worker grade 7	62.46	46.85	62.46	62.46	78.08	

	Monday to Sunday			Public holiday	
	Continuous shiftwork	Other than continuous shiftwork		Continuous shiftwork	Other than continuous shiftwork
		First 2 hours	After 2 hours		
% of ordinary hourly rate <sup>1</sup>					
	200%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
Electrical worker grade 8	65.48	49.11	65.48	65.48	81.85
Electrical worker grade 9	66.76	50.07	66.76	66.76	83.45
Electrical worker grade 10	71.88	53.91	71.88	71.88	89.85

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

	Day	Public holiday
	% of ordinary hourly rate <sup>1</sup>	
	125%	312.5%
	\$	\$
Electrical worker grade 1	30.99	77.47
Electrical worker grade 2	32.00	80.00
Electrical worker grade 3	33.03	82.56
Electrical worker grade 4	34.04	85.09
Electrical worker grade 5	35.95	89.88
Electrical worker grade 6	37.01	92.53
Electrical worker grade 7	39.04	97.59
Electrical worker grade 8	40.93	102.31
Electrical worker grade 9	41.73	104.31
Electrical worker grade 10	44.93	112.31

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

	After-noon or night <sup>1</sup>	Non-successive afternoon or night <sup>2</sup>		Perma-nent night <sup>3</sup>	Satur-day	Sunda-y	Public holiday	
		First 2 hours	After 2 hours				Contin-uous shift-worker	Non-contin-uous shift-worker
	<b>% of ordinary hourly rate<sup>4</sup></b>							
	<b>140%</b>	<b>187.5%</b>	<b>250%</b>	<b>155%</b>	<b>187.5%</b>	<b>250%</b>	<b>250%</b>	<b>312.5%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Electrical worker grade 1	34.71	46.48	61.98	38.42	46.48	61.98	61.98	77.47
Electrical worker grade 2	35.84	48.00	64.00	39.68	48.00	64.00	64.00	80.00
Electrical worker grade 3	36.99	49.54	66.05	40.95	49.54	66.05	66.05	82.56
Electrical worker grade 4	38.12	51.06	68.08	42.21	51.06	68.08	68.08	85.09
Electrical worker grade 5	40.26	53.93	71.90	44.58	53.93	71.90	71.90	89.88
Electrical worker grade 6	41.45	55.52	74.03	45.90	55.52	74.03	74.03	92.53
Electrical worker grade 7	43.72	58.56	78.08	48.41	58.56	78.08	78.08	97.59
Electrical worker grade 8	45.84	61.39	81.85	50.75	61.39	81.85	81.85	102.31
Electrical worker grade 9	46.73	62.59	83.45	51.74	62.59	83.45	83.45	104.31
Electrical worker grade 10	50.32	67.39	89.85	55.71	67.39	89.85	89.85	112.31

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

	<b>Ordinary hours</b>	<b>Public holiday</b>
	<b>% of apprentice hourly rate<sup>1</sup></b>	
	<b>100%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>
<b>Commencing before 1 January 2014</b>		
1st year	12.25	30.63
2nd year	15.74	39.35
3rd year	20.99	52.48
4th year	24.49	61.23
<b>Commencing on or after 1 January 2014</b>		
1st year	23.91	59.78
2nd year	26.10	65.25
3rd year	26.10	65.25
4th year	26.10	65.25

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

	<b>Monday to Saturday</b>		<b>Sunday</b>	<b>Public holiday</b>
	<b>First 2 hours</b>	<b>After 2 hours</b>		
	<b>% of apprentice hourly rate<sup>1</sup></b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Commencing before 1 January 2014</b>				
1st year	18.38	24.50	24.50	30.63
2nd year	23.61	31.48	31.48	39.35
3rd year	31.49	41.98	41.98	52.48
4th year	36.74	48.98	48.98	61.23
<b>Commencing on or after 1 January 2014</b>				
1st year	35.87	47.82	47.82	59.78
2nd year	39.15	52.20	52.20	65.25
3rd year	39.15	52.20	52.20	65.25



	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of apprentice hourly rate <sup>1</sup>			
	150%	200%	200%	250%
	\$	\$	\$	\$
4th year	39.15	52.20	52.20	65.25

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

	Afternoon or night <sup>1</sup>	Non-successive afternoon or night <sup>2</sup>		Permanent night <sup>3</sup>	Saturday	Sunday	Public holiday	
		First 2 hours	After 2 hours				Continu-ous shiftwork	Other than continuous shift-work
	% of apprentice hourly rate <sup>4</sup>							
	115%	150%	200%	130%	150%	200%	200%	250%
	\$	\$	\$	\$	\$	\$	\$	\$
<b>Commencing before 1 January 2014</b>								
1st year	14.09	18.38	24.50	15.93	18.38	24.50	24.50	30.63
2nd year	18.10	23.61	31.48	20.46	23.61	31.48	31.48	39.35
3rd year	24.14	31.49	41.98	27.29	31.49	41.98	41.98	52.48
4th year	28.16	36.74	48.98	31.84	36.74	48.98	48.98	61.23
<b>Commencing on or after 1 January 2014</b>								
1st year	27.50	35.87	47.82	31.08	35.87	47.82	47.82	59.78
2nd year	30.02	39.15	52.20	33.93	39.15	52.20	52.20	65.25
3rd year	30.02	39.15	52.20	33.93	39.15	52.20	52.20	65.25
4th year	30.02	39.15	52.20	33.93	39.15	52.20	52.20	65.25

22. By deleting the table appearing in clause B.4.4 and inserting the following:

	<b>Monday to Sunday</b>		
	<b>Continuous shiftwork</b>	<b>Other than continuous shiftwork</b>	
		<b>First 2 hours</b>	<b>After 2 hours</b>
	<b>% of apprentice hourly rate<sup>1</sup></b>		
	<b>200%</b>	<b>150%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Commencing before 1 January 2014</b>			
1st year	24.50	18.38	24.50
2nd year	31.48	23.61	31.48
3rd year	41.98	31.49	41.98
4th year	48.98	36.74	48.98
<b>Commencing on or after 1 January 2014</b>			
1st year	47.82	35.87	47.82
2nd year	52.20	39.15	52.20
3rd year	52.20	39.15	52.20
4th year	52.20	39.15	52.20

23. By deleting the table appearing in clause B.4.5 and inserting the following:

	<b>Ordinary hours</b>	<b>Public holiday</b>
	<b>% of apprentice hourly rate<sup>1</sup></b>	
	<b>100%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>
<b>Have not completed year 12</b>		
1st year	15.16	37.90
2nd year	18.08	45.20
3rd year	20.99	52.48
4th year	24.49	61.23
<b>Have completed year 12</b>		
1st year	16.62	41.55

	Ordinary hours	Public holiday
	% of apprentice hourly rate <sup>1</sup>	
	100%	250%
	\$	\$
2nd year	19.53	48.83
3rd year	20.99	52.48
4th year	24.49	61.23

24. By deleting the table appearing in clause B.4.6 and inserting the following:

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of apprentice hourly rate <sup>1</sup>			
	150%	200%	200%	250%
	\$	\$	\$	\$
<b>Have not completed year 12</b>				
1st year	22.74	30.32	30.32	37.90
2nd year	27.12	36.16	36.16	45.20
3rd year	31.49	41.98	41.98	52.48
4th year	36.74	48.98	48.98	61.23
<b>Have completed year 12</b>				
1st year	24.93	33.24	33.24	41.55
2nd year	29.30	39.06	39.06	48.83
3rd year	31.49	41.98	41.98	52.48
4th year	36.74	48.98	48.98	61.23

25. By deleting the table appearing in clause B.4.7 and inserting the following:

	Afternoon or night <sup>1</sup>	Non-successive afternoon or night <sup>2</sup>		Permanent night <sup>3</sup>	Saturday	Sunday	Public holiday	
		First 2 hours	After 2 hours				Continuous shiftwork	Other than continuous shiftwork
% of apprentice hourly rate <sup>4</sup>								
	115%	150%	200%	130%	150%	200%	200%	250%
	\$	\$	\$	\$	\$	\$	\$	\$
<b>Have not completed year 12</b>								
1st year	17.43	22.74	30.32	19.71	22.74	30.32	30.32	37.90
2nd year	20.79	27.12	36.16	23.50	27.12	36.16	36.16	45.20
3rd year	24.14	31.49	41.98	27.29	31.49	41.98	41.98	52.48
4th year	28.16	36.74	48.98	31.84	36.74	48.98	48.98	61.23
<b>Have completed year 12</b>								
1st year	19.11	24.93	33.24	21.61	24.93	33.24	33.24	41.55
2nd year	22.46	29.30	39.06	25.39	29.30	39.06	39.06	48.83
3rd year	24.14	31.49	41.98	27.29	31.49	41.98	41.98	52.48
4th year	28.16	36.74	48.98	31.84	36.74	48.98	48.98	61.23

26. By deleting the table appearing in clause B.4.8 and inserting the following:

	Monday to Sunday		
	Continuous shiftwork	Other than continuous shiftwork	
		First 2 hours	After 2 hours
% of apprentice hourly rate <sup>1</sup>			
	200%	150%	200%
	\$	\$	\$
<b>Have not completed year 12</b>			
1st year	30.32	22.74	30.32
2nd year	36.16	27.12	36.16
3rd year	41.98	31.49	41.98
4th year	48.98	36.74	48.98

	Monday to Sunday		
	Continuous shiftwork	Other than continuous shiftwork	
		First 2 hours	After 2 hours
	% of apprentice hourly rate <sup>1</sup>		
	200%	150%	200%
	\$	\$	\$
<b>Have completed year 12</b>			
1st year	33.24	24.93	33.24
2nd year	39.06	29.30	39.06
3rd year	41.98	31.49	41.98
4th year	48.98	36.74	48.98

27. By deleting the table appearing in clause B.4.9 and inserting the following:

	Ordinary hours	Public holiday
	% of apprentice hourly rate <sup>1</sup>	
	100%	250%
	\$	\$
1st year	12.25	30.63
2nd year	15.74	39.35
3rd year	20.99	52.48
4th year	24.49	61.23

28. By deleting the table appearing in clause B.4.10 and inserting the following:

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of apprentice hourly rate <sup>1</sup>			
	150%	200%	200%	250%
	\$	\$	\$	\$
1st year	18.38	24.50	24.50	30.63
2nd year	23.61	31.48	31.48	39.35
3rd year	31.49	41.98	41.98	52.48
4th year	36.74	48.98	48.98	61.23

29. By deleting the table appearing in clause B.4.11 and inserting the following:

	Afternoon or night <sup>1</sup>	Non-successive afternoon or night <sup>2</sup>		Permanent night <sup>3</sup>	Saturday	Sunday	Public holiday	
		First 2 hours	After 2 hours				Continuous shiftwork	Other than continuous shiftwork
	<b>% of apprentice hourly rate<sup>4</sup></b>							
	<b>115%</b>	<b>150%</b>	<b>200%</b>	<b>130%</b>	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
1st year	14.09	18.38	24.50	15.93	18.38	24.50	24.50	30.63
2nd year	18.10	23.61	31.48	20.46	23.61	31.48	31.48	39.35
3rd year	24.14	31.49	41.98	27.29	31.49	41.98	41.98	52.48
4th year	28.16	36.74	48.98	31.84	36.74	48.98	48.98	61.23

30. By deleting the table appearing in clause B.4.12 and inserting the following:

	Monday to Sunday		
	Continuous shiftwork	Other than continuous shiftwork	
		First 2 hours	After 2 hours
	<b>% of apprentice hourly rate<sup>1</sup></b>		
	<b>200%</b>	<b>150%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	
1st year	24.50	18.38	24.50
2nd year	31.48	23.61	31.48
3rd year	41.98	31.49	41.98
4th year	48.98	36.74	48.98

31. By deleting the amounts “\$995.00” and “\$26.18” appearing in clause C.1.1 and inserting “\$1032.30” and “\$27.17” respectively.

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

<b>Allowance</b>	<b>Clause</b>	<b>% of weekly standard rate</b>	<b>% of hourly standard rate</b>	<b>\$</b>	<b>Payable</b>
Industry allowance*	18.3(a)	3.7	-	38.20	per week
Electrician's licence allowance*	18.3(b)	3.6	-	37.16	per week
Leading hands allowance—in charge of—3 to 10 employees*	18.3(c)	4.3	-	44.39	per week
Leading hands allowance—in charge of—11 to 20 employees*	18.3(c)	6.0	-	61.94	per week
Leading hands allowance—in charge of—more than 20 employees*	18.3(c)	8.1	-	83.62	per week
Nominee allowance*	18.3(d)	9.2	-	94.97	per week
Electrical distribution line maintenance and tree clearing allowance*	18.3(e)	7.7	-	79.49	per week
Rate for ordering materials—more than 4 days' engagement*	18.3(f)(ii)	2.0	-	20.65	per week
Rate for ordering materials—less than 4 days' engagement*	18.3(f)(ii)	0.4	-	4.13	per day
Multistorey allowance—0 to 15 floors	18.4(a)(iii) )	-	2.6	0.71	per hour
Multistorey allowance—16 to 30 floors	18.4(a)(iii) )	-	3.2	0.87	per hour

<b>Allowance</b>	<b>Clause</b>	<b>% of weekly standard rate</b>	<b>% of hourly standard rate</b>	<b>\$</b>	<b>Payable</b>
Multistorey allowance—31 to 45 floors	18.4(a)(iii) )	-	4.9	1.33	per hour
Multistorey allowance—46 to 60 floors	18.4(a)(iii) )	-	6.2	1.68	per hour
Multistorey allowance—more than 60 floors	18.4(a)(iii) )	-	7.9	2.15	per hour
Towers allowance—construction over 15 metres in height	18.4(b)(i)	-	3.2	0.87	per hour
Towers allowance—each further 15 metres	18.4(b)(i)	-	3.2	0.87	per hour
First aid allowance	18.4(c)	2.1	-	21.68	per week
Availability for duty	20.6	8.8	-	90.84	per week

B. This determination comes into operation on 1 July 2024. In accordance with s 286(5) of the *Fair Work Act 2009* (Cth) 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 2024.

PRESIDENT