



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2023–24
(C2024/1)

GRAPHIC ARTS, PRINTING AND PUBLISHING AWARD 2020
[MA000026]

Graphic arts

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 17.2 and inserting the following:

Employee classification Level	Minimum weekly rate (full-time employee)	Minimum hourly rate	Alignment to qualification from the Printing and Graphic Arts Training Package
	\$	\$	
Level 1	891.50	23.46	
Level 2	915.90	24.10	
Level 3	949.20	24.98	
Level 4	980.40	25.80	Certificate II
Level 5	1032.30	27.17	Trade Certificate/ Certificate III
Level 6	1064.70	28.02	

Employee classification Level	Minimum weekly rate (full-time employee)	Minimum hourly rate	Alignment to qualification from the Printing and Graphic Arts Training Package
	\$	\$	
Level 7	1097.10	28.87	
Level 8	1126.30	29.64	Certificate IV (except as set out in clause 17.3)

2. By deleting the table appearing in clause 18.2(a) and inserting the following:

Age	% of level 4 rate	Minimum weekly rate (full-time employee)
		\$
Under 17 years	37.5	367.65
17 years	47.5	465.69
18 years	60	588.24
19 years	72.5	710.79
20 years	87.5	857.85

3. By deleting the table appearing in clause 18.3 and inserting the following:

Age	% of Level 3 rate	Minimum weekly rate (full-time employee)
		\$
Under 16 years	30	284.76
16 years	40	379.68
17 years	50	474.60
18 years	60	569.52
19 years	75	711.90
20 years	90	854.28

4. By deleting the table appearing in clause 18.4(b) and inserting the following:

Age	% of Level 2 rate	Minimum weekly rate (full-time employee)
		\$
Under 16 years	30	274.77
16 years	40	366.36
17 years	50	457.95
18 years	60	549.54
19 years	75	686.93
20 years	90	824.31

5. By deleting the amount “\$8.56” appearing in clause 19.3(a)(i) and inserting “\$8.88”.
6. By deleting the amount “\$17.11” appearing in clause 19.3(a)(ii) and inserting “\$17.76”.
7. By deleting the amount “\$25.67” appearing in clause 19.3(a)(iii) and inserting “\$26.63”.
8. By deleting the year “2023” in clause 22.2 and inserting “2024”.
9. By deleting the amount “\$49.75” appearing in clause 26.2(b)(i) and inserting “\$51.62”.
10. By deleting the amount “\$29.85” appearing in clause 26.2(c) and inserting “\$30.97”.
11. By deleting the amount “\$20.20” appearing in clause 26.2(d) and inserting “\$20.96”.
12. By deleting the amount “\$995.00” appearing in clause B.1.1 and inserting “\$1032.30”.
13. By deleting the table appearing in clause B.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
Junior apprentice proficiency payments—for the course requirement passed at that standard	19.3(a)(i)	0.86	8.88	per week
Junior apprentice proficiency payments—for the second course requirement passed at that standard—instead of amount in clause 19.3(a)(i)	19.3(a)(ii)	1.72	17.76	per week

Allowance	Clause	% of standard rate	\$	Payable
Junior apprentice proficiency payments—for the third course requirement passed at that standard—instead of amount in clause 19.3(a)(ii)	19.3(a)(iii)	2.58	26.63	per week
Visual display terminal allowance ¹	26.2(b)(i)	5.0	51.62	per week
Inserting allowance ¹	26.2(c)	3.0	30.97	per week
First aid allowance	26.2(d)	2.03	20.96	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