



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2023–24
(C2024/1)

MARKET AND SOCIAL RESEARCH AWARD 2020
[MA000030]

Market and business consultancy services

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 14.1 and inserting the following:

Employee classification	Minimum weekly rate (full-time employees)	Minimum annual salary	Minimum hourly rate
	\$	\$	\$
Market research trainee	931.90	48,459	24.52
Support employee first year	1010.20	52,530	26.58
Support employee thereafter	1038.80	54,018	27.34
Market research interviewer	1038.80	54,018	27.34

Employee classification	Minimum weekly rate (full-time employees)	Minimum annual salary	Minimum hourly rate
	\$	\$	\$
Executive (face-to-face) interviewer and door-to-door interviewer	1049.00	54,548	27.61
Editor/Coder/Keyboard operator	1056.70	54,948	27.81
Team leader	1106.20	57,522	29.11
Field supervisor	1188.20	61,786	31.27
Research assistant	1188.20	61,786	31.27
Field manager	1297.80	67,486	34.15
Research officer	1297.80	67,486	34.15
Research manager	1708.20	88,826	44.95

2. By deleting the amount “\$6.59” appearing in clause 19.1(a) and inserting “\$6.84”.
3. By deleting the amount “\$13.18” appearing in clause 19.1(b) and inserting “\$13.67”.
4. By deleting the amount “\$6.59” appearing in clause 19.1(c) and inserting “\$6.84”.
5. By deleting the amount “\$5746” appearing in clause A.1 and inserting “\$5961”.
6. By deleting the table appearing in clause B.1.1 and inserting the following:

	Ordinary hours	Monday - Friday outside daily spread of hours	Saturday	Sunday	Public holiday
	% of minimum hourly rate				
	100%	100% + \$6.84	100% + \$6.84	100% + \$13.67	100% + \$13.67
	\$	\$	\$	\$	\$
Market research trainee	24.52	31.36	31.36	38.19	38.19
Support employee first year	26.58	33.42	33.42	40.25	40.25
Support employee thereafter	27.34	34.18	34.18	41.01	41.01
Market research interviewer	27.34	34.18	34.18	41.01	41.01
Executive (face-to-face) interviewer and door-to-door interviewer	27.61	34.45	34.45	41.28	41.28

	Ordinary hours	Monday - Friday outside daily spread of hours	Saturday	Sunday	Public holiday
	% of minimum hourly rate				
	100%	100% + \$6.84	100% + \$6.84	100% + \$13.67	100% + \$13.67
	\$	\$	\$	\$	\$
Editor/Coder/Keyboard operator	27.81	34.65	34.65	41.48	41.48
Team leader	29.11	35.95	35.95	42.78	42.78
Field supervisor	31.27	38.11	38.11	44.94	44.94
Research assistant	31.27	38.11	38.11	44.94	44.94
Field manager	34.15	40.99	40.99	47.82	47.82
Research officer	34.15	40.99	40.99	47.82	47.82
Research manager	44.95	51.79	51.79	58.62	58.62

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

	All hours in excess of rostered ordinary hours
	% of minimum hourly rate
	125%
	\$
Market research trainee	30.65
Support employee first year	33.23
Support employee thereafter	34.18
Market research interviewer	34.18
Executive (face-to-face) interviewer and door-to-door interviewer	34.51
Editor/Coder/Keyboard operator	34.76
Team leader	36.39
Field supervisor	39.09
Research assistant	39.09
Field manager	42.69
Research officer	42.69
Research manager	56.19

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

	All ordinary hours
	% of minimum hourly rate
	125%
	\$
Market research trainee	30.65
Support employee first year	33.23
Support employee thereafter	34.18
Market research interviewer	34.18
Executive (face-to-face) interviewer and door-to-door interviewer	34.51
Editor/Coder/Keyboard operator	34.76
Team leader	36.39
Field supervisor	39.09
Research assistant	39.09
Field manager	42.69
Research officer	42.69
Research manager	56.19

9. By deleting the amount “\$26.35” appearing in clause C.2.1 and inserting “\$27.34”.

10. By deleting the table appearing in clause C.2.1 and inserting the following:

Penalty	Clause	% of standard rate	\$	Payable
Saturday	19.1(a)	25.0	6.84	per hour
Sunday or public holiday	19.1(b)	50.0	13.67	per hour
Monday to Friday outside daily spread of ordinary hours	19.1(c)	25.0	6.84	per hour

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