



# DRAFT DETERMINATION

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

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

**PEST CONTROL INDUSTRY AWARD 2020**  
[MA000097]

Building 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:

1. By deleting the table appearing in clause 16.1 and inserting the following:

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Level 1	900.60	23.70
Level 2	921.60	24.25
Level 3	949.20	24.98
Level 4	968.10	25.48
Level 5	1041.80	27.42

2. By deleting the year “2023” in clause 16.3(b) and inserting “2024”.

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

<b>In charge of:</b>	<b>\$ per week</b>
2 to 10 employees	37.87
11 to 21 employees	56.67
More than 21 employees	76.98

4. By deleting the amount “\$109.42” appearing in clause 18.2(b) and inserting “\$113.52”.
5. By deleting the amount “\$8.51” appearing in clause 18.2(c) and inserting “\$8.83”.
6. By deleting the amount “\$19.40” appearing in clause 18.2(d)(i) and inserting “\$20.12”.
7. By deleting the table appearing in clause A.1.1 and inserting the following:

	<b>Ordinary hours</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>			
	<b>100%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	23.70	35.55	47.40	59.25
Level 2	24.25	36.38	48.50	60.63
Level 3	24.98	37.47	49.96	62.45
Level 4	25.48	38.22	50.96	63.70
Level 5	27.42	41.13	54.84	68.55

8. By deleting the table appearing in clause A.1.2 and inserting the following:

	<b>Day shift</b>	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Permanent night shift</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>						
	<b>100%</b>	<b>115%</b>	<b>120%</b>	<b>125%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	23.70	27.26	28.44	29.63	35.55	47.40	59.25
Level 2	24.25	27.89	29.10	30.31	36.38	48.50	60.63
Level 3	24.98	28.73	29.98	31.23	37.47	49.96	62.45

	<b>Day shift</b>	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Permanent night shift</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>						
	<b>100%</b>	<b>115%</b>	<b>120%</b>	<b>125%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 4	25.48	29.30	30.58	31.85	38.22	50.96	63.70
Level 5	27.42	31.53	32.90	34.28	41.13	54.84	68.55

9. By deleting the table appearing in clause A.1.3 and inserting the following:

	<b>Monday to Sunday</b>		<b>Public holiday</b>
	<b>First 2 hours</b>	<b>After 2 hours</b>	
	<b>% of minimum hourly rate</b>		
	<b>150%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	35.55	47.40	59.25
Level 2	36.38	48.50	60.63
Level 3	37.47	49.96	62.45
Level 4	38.22	50.96	63.70
Level 5	41.13	54.84	68.55

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

	<b>Ordinary hours</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>			
	<b>125%</b>	<b>175%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	29.63	41.48	53.33	65.18
Level 2	30.31	42.44	54.56	66.69
Level 3	31.23	43.72	56.21	68.70
Level 4	31.85	44.59	57.33	70.07
Level 5	34.28	47.99	61.70	75.41

11. By deleting the table appearing in clause A.2.2 and inserting the following:

	<b>Day shift</b>	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Permanent night shift</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>						
	<b>125%</b>	<b>140%</b>	<b>145%</b>	<b>150%</b>	<b>175%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	29.63	33.18	34.37	35.55	41.48	53.33	65.18
Level 2	30.31	33.95	35.16	36.38	42.44	54.56	66.69
Level 3	31.23	34.97	36.22	37.47	43.72	56.21	68.70
Level 4	31.85	35.67	36.95	38.22	44.59	57.33	70.07
Level 5	34.28	38.39	39.76	41.13	47.99	61.70	75.41

12. By deleting the amount “\$914.90” appearing in clause B.1.1 and inserting “\$949.20”.

13. By deleting the table appearing in clause B.1.1 and inserting the following:

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Leading hand allowance—2 to 10 employees	18.2(a)	3.99	37.87	per week
Leading hand allowance—11 to 21 employees	18.2(a)	5.97	56.67	per week
Leading hand allowance—more than 21 employees	18.2(a)	8.11	76.98	per week
Verminous/decomposed human body allowance	18.2(b)	11.96	113.52	per occasion
Work performed in fumigation depot allowance	18.2(c)	0.93	8.83	per day
First aid allowance	18.2(d)(i)	2.12	20.12	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