



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2023–24
(C2024/1)

LEGAL SERVICES AWARD 2020
[MA000116]

Clerical 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 15.1 and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Level 1—Legal clerical and administrative employee	989.80	26.05
Level 2—Legal clerical and administrative employee	1032.30	27.17
Level 3—Legal clerical and administrative employee	1090.30	28.69
Level 4—Legal clerical and administrative employee	1145.00	30.13
Level 5—Legal clerical and administrative employee	1191.50	31.36
Level 5—Law graduate	1191.50	31.36
Level 6—Law clerk	1262.90	33.23

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

	Ordinary hours	Early morning	Afternoon & night	Non-continuous afternoon or night¹		Permanent night
				First 3 hours	After 3 hours	
	% of minimum hourly rate					
	100%	110%	115%	150%	200%	130%
	\$	\$	\$	\$	\$	\$
Level 1—Legal clerical and administrative employee	26.05	28.66	29.96	39.08	52.10	33.87
Level 2—Legal clerical and administrative employee	27.17	29.89	31.25	40.76	54.34	35.32
Level 3—Legal clerical and administrative employee	28.69	31.56	32.99	43.04	57.38	37.30
Level 4—Legal clerical and administrative employee	30.13	33.14	34.65	45.20	60.26	39.17
Level 5—Legal clerical and administrative employee	31.36	34.50	36.06	47.04	62.72	40.77
Level 5—Law graduate	31.36	34.50	36.06	47.04	62.72	40.77
Level 6—Law clerk	33.23	36.55	38.21	49.85	66.46	43.20

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

	All shiftworkers	Shiftworkers other than continuous shiftworkers		Continuous shiftworkers only
	Saturday	Sunday	Public holidays	Sunday & public holidays
	% of minimum hourly rate			
	150%	200%	250%	200%
	\$	\$	\$	\$
Level 1—Legal clerical and administrative employee	39.08	52.10	65.13	52.10
Level 2—Legal clerical and administrative employee	40.76	54.34	67.93	54.34

	All shiftworkers	Shiftworkers other than continuous shiftworkers		Continuous shiftworkers only
	Saturday	Sunday	Public holidays	Sunday & public holidays
	% of minimum hourly rate			
	150%	200%	250%	200%
	\$	\$	\$	\$
Level 3—Legal clerical and administrative employee	43.04	57.38	71.73	57.38
Level 4—Legal clerical and administrative employee	45.20	60.26	75.33	60.26
Level 5—Legal clerical and administrative employee	47.04	62.72	78.40	62.72
Level 5—Law graduate	47.04	62.72	78.40	62.72
Level 6—Law clerk	49.85	66.46	83.08	66.46

4. By deleting the table appearing in clause B.1.3 and inserting the following:

	Shiftworkers other than continuous shiftworkers				Continuous shiftworkers only
	Monday to Friday & Saturday until 12.00 pm		Saturday after 12.00 pm & Sunday	Public holiday	Monday to Sunday & Public holidays
	First 3 hours	After 3 hours			
	% of minimum hourly rate				
	150%	200%	200%	250%	200%
	\$	\$	\$	\$	\$
Level 1—Legal clerical and administrative employee	39.08	52.10	52.10	65.13	52.10
Level 2—Legal clerical and administrative employee	40.76	54.34	54.34	67.93	54.34
Level 3—Legal clerical and administrative employee	43.04	57.38	57.38	71.73	57.38

	Shiftworkers other than continuous shiftworkers			Continuous shiftworkers only	
	Monday to Friday & Saturday until 12.00 pm	Saturday after 12.00 pm & Sunday	Public holiday	Monday to Sunday & Public holidays	
	First 3 hours	After 3 hours			
	% of minimum hourly rate				
	150%	200%	200%	250%	200%
	\$	\$	\$	\$	\$
Level 4—Legal clerical and administrative employee	45.20	60.26	60.26	75.33	60.26
Level 5—Legal clerical and administrative employee	47.04	62.72	62.72	78.40	62.72
Level 5—Law graduate	47.04	62.72	62.72	78.40	62.72
Level 6—Law clerk	49.85	66.46	66.46	83.08	66.46

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

	Ordinary hours	Early morning	Afternoon & night	Non-continuous afternoon or night ¹		Permanent night
				First 3 hours	After 3 hours	
	% of minimum hourly rate					
	125%	135%	140%	175%	225%	155%
	\$	\$	\$	\$	\$	\$
Level 1—Legal clerical and administrative employee	32.56	35.17	36.47	45.59	58.61	40.38
Level 2—Legal clerical and administrative employee	33.96	36.68	38.04	47.55	61.13	42.11
Level 3—Legal clerical and administrative employee	35.86	38.73	40.17	50.21	64.55	44.47
Level 4—Legal clerical and administrative employee	37.66	40.68	42.18	52.73	67.79	46.70
Level 5—Legal clerical and administrative employee	39.20	42.34	43.90	54.88	70.56	48.61

	Ordinary hours	Early morning	Afternoon & night	Non-continuous afternoon or night¹		Permanent night
				First 3 hours	After 3 hours	
	% of minimum hourly rate					
	125%	135%	140%	175%	225%	155%
	\$	\$	\$	\$	\$	\$
Level 5—Law graduate	39.20	42.34	43.90	54.88	70.56	48.61
Level 6—Law clerk	41.54	44.86	46.52	58.15	74.77	51.51

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

	All shiftworkers	Shiftworkers other than continuous shiftworkers		Continuous shiftworkers only
	Saturday	Sunday	Public holiday	Sunday & public holiday
	% of minimum hourly rate			
	175%	225%	275%	225%
	\$	\$	\$	\$
Level 1—Legal clerical and administrative employee	45.59	58.61	71.64	58.61
Level 2—Legal clerical and administrative employee	47.55	61.13	74.72	61.13
Level 3—Legal clerical and administrative employee	50.21	64.55	78.90	64.55
Level 4—Legal clerical and administrative employee	52.73	67.79	82.86	67.79
Level 5—Legal clerical and administrative employee	54.88	70.56	86.24	70.56
Level 5—Law graduate	54.88	70.56	86.24	70.56
Level 6—Law clerk	58.15	74.77	91.38	74.77

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

Age	Ordinary hours	Early morning	Afternoon & night	Non-continuous afternoon or night ¹		Permanent night
				First 3 hours	After 3 hours	
Legal, clerical and administrative employee	% of junior hourly rate					
	100%	110%	115%	150%	200%	130%
	\$	\$	\$	\$	\$	\$
Level 1						
Under 16 years	11.72	12.89	13.48	17.58	23.44	15.24
16 years	13.03	14.33	14.98	19.55	26.06	16.94
17 years	15.63	17.19	17.97	23.45	31.26	20.32
18 years	18.24	20.06	20.98	27.36	36.48	23.71
19 years	20.84	22.92	23.97	31.26	41.68	27.09
20 years	23.45	25.80	26.97	35.18	46.90	30.49
Level 2						
Under 16 years	12.23	13.45	14.06	18.35	24.46	15.90
16 years	13.59	14.95	15.63	20.39	27.18	17.67
17 years	16.30	17.93	18.75	24.45	32.60	21.19
18 years	19.02	20.92	21.87	28.53	38.04	24.73
19 years	21.74	23.91	25.00	32.61	43.48	28.26
20 years	24.45	26.90	28.12	36.68	48.90	31.79
Level 3						
Under 16 years	12.91	14.20	14.85	19.37	25.82	16.78
16 years	14.35	15.79	16.50	21.53	28.70	18.66
17 years	17.21	18.93	19.79	25.82	34.42	22.37
18 years	20.08	22.09	23.09	30.12	40.16	26.10
19 years	22.95	25.25	26.39	34.43	45.90	29.84
20 years	25.82	28.40	29.69	38.73	51.64	33.57
Level 4						
Under 16 years	13.56	14.92	15.59	20.34	27.12	17.63
16 years	15.07	16.58	17.33	22.61	30.14	19.59
17 years	18.08	19.89	20.79	27.12	36.16	23.50
18 years	21.09	23.20	24.25	31.64	42.18	27.42
19 years	24.10	26.51	27.72	36.15	48.20	31.33
20 years	27.12	29.83	31.19	40.68	54.24	35.26

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

Age	All shiftworkers	Shiftworkers other than continuous shiftworkers		Continuous shiftworkers only
	Saturday	Sunday	Public holidays	Sunday & public holidays
Legal, clerical and administrative employee	% of junior hourly rate			
	150%	200%	250%	200%
	\$	\$	\$	\$
Level 1				
Under 16 years	17.58	23.44	29.30	23.44
16 years	19.55	26.06	32.58	26.06
17 years	23.45	31.26	39.08	31.26
18 years	27.36	36.48	45.60	36.48
19 years	31.26	41.68	52.10	41.68
20 years	35.18	46.90	58.63	46.90
Level 2				
Under 16 years	18.35	24.46	30.58	24.46
16 years	20.39	27.18	33.98	27.18
17 years	24.45	32.60	40.75	32.60
18 years	28.53	38.04	47.55	38.04
19 years	32.61	43.48	54.35	43.48
20 years	36.68	48.90	61.13	48.90
Level 3				
Under 16 years	19.37	25.82	32.28	25.82
16 years	21.53	28.70	35.88	28.70
17 years	25.82	34.42	43.03	34.42
18 years	30.12	40.16	50.20	40.16
19 years	34.43	45.90	57.38	45.90
20 years	38.73	51.64	64.55	51.64
Level 4				
Under 16 years	20.34	27.12	33.90	27.12
16 years	22.61	30.14	37.68	30.14
17 years	27.12	36.16	45.20	36.16
18 years	31.64	42.18	52.73	42.18
19 years	36.15	48.20	60.25	48.20

Age	All shiftworkers	Shiftworkers other than continuous shiftworkers		Continuous shiftworkers only
	Saturday	Sunday	Public holidays	Sunday & public holidays
Legal, clerical and administrative employee	% of junior hourly rate			
	150%	200%	250%	200%
	\$	\$	\$	\$
20 years	40.68	54.24	67.80	54.24

9. By deleting the table appearing in clause B.3.3 and inserting the following:

Age	Shiftworkers other than continuous shiftworkers				Continuous shiftworkers only
	Monday to Friday & Saturday until 12.00 pm		Saturday after 12.00 pm & Sunday	Public holiday	Monday to Sunday & Public holidays
	First 3 hours	After 3 hours			
Legal, clerical and administrative employee	% of junior hourly rate				
	150%	200%	200%	250%	200%
	\$	\$	\$	\$	\$
Level 1					
Under 16 years	17.58	23.44	23.44	29.30	23.44
16 years	19.55	26.06	26.06	32.58	26.06
17 years	23.45	31.26	31.26	39.08	31.26
18 years	27.36	36.48	36.48	45.60	36.48
19 years	31.26	41.68	41.68	52.10	41.68
20 years	35.18	46.90	46.90	58.63	46.90
Level 2					
Under 16 years	18.35	24.46	24.46	30.58	24.46
16 years	20.39	27.18	27.18	33.98	27.18
17 years	24.45	32.60	32.60	40.75	32.60
18 years	28.53	38.04	38.04	47.55	38.04
19 years	32.61	43.48	43.48	54.35	43.48
20 years	36.68	48.90	48.90	61.13	48.90
Level 3					
Under 16 years	19.37	25.82	25.82	32.28	25.82
16 years	21.53	28.70	28.70	35.88	28.70

Age	Shiftworkers other than continuous shiftworkers				Continuous shiftworkers only
	Monday to Friday & Saturday until 12.00 pm		Saturday after 12.00 pm & Sunday	Public holiday	Monday to Sunday & Public holidays
	First 3 hours	After 3 hours			
Legal, clerical and administrative employee	% of junior hourly rate				
	150%	200%	200%	250%	200%
	\$	\$	\$	\$	\$
17 years	25.82	34.42	34.42	43.03	34.42
18 years	30.12	40.16	40.16	50.20	40.16
19 years	34.43	45.90	45.90	57.38	45.90
20 years	38.73	51.64	51.64	64.55	51.64
Level 4					
Under 16 years	20.34	27.12	27.12	33.90	27.12
16 years	22.61	30.14	30.14	37.68	30.14
17 years	27.12	36.16	36.16	45.20	36.16
18 years	31.64	42.18	42.18	52.73	42.18
19 years	36.15	48.20	48.20	60.25	48.20
20 years	40.68	54.24	54.24	67.80	54.24

10. By deleting the table appearing in clause B.3.4 and inserting the following:

Age	Ordinary hours	Early morning	Afternoon & night	Non-continuous afternoon or night ¹		Permanent night
				First 3 hours	After 3 hours	
	Legal, clerical and administrative employee	% of junior hourly rate				
125%		135%	140%	175%	225%	155%
\$		\$	\$	\$	\$	\$
Level 1						
Under 16 years	14.65	15.82	16.41	20.51	26.37	18.17
16 years	16.29	17.59	18.24	22.80	29.32	20.20
17 years	19.54	21.10	21.88	27.35	35.17	24.23
18 years	22.80	24.62	25.54	31.92	41.04	28.27
19 years	26.05	28.13	29.18	36.47	46.89	32.30
20 years	29.31	31.66	32.83	41.04	52.76	36.35

Age	Ordinary hours	Early morning	Afternoon & night	Non-continuous afternoon or night ¹		Permanent night
				First 3 hours	After 3 hours	
Legal, clerical and administrative employee	% of junior hourly rate					
	125%	135%	140%	175%	225%	155%
	\$	\$	\$	\$	\$	\$
Level 2						
Under 16 years	15.29	16.51	17.12	21.40	27.52	18.96
16 years	16.99	18.35	19.03	23.78	30.58	21.06
17 years	20.38	22.01	22.82	28.53	36.68	25.27
18 years	23.78	25.68	26.63	33.29	42.80	29.48
19 years	27.18	29.35	30.44	38.05	48.92	33.70
20 years	30.56	33.01	34.23	42.79	55.01	37.90
Level 3						
Under 16 years	16.14	17.43	18.07	22.59	29.05	20.01
16 years	17.94	19.37	20.09	25.11	32.29	22.24
17 years	21.51	23.23	24.09	30.12	38.72	26.68
18 years	25.10	27.11	28.11	35.14	45.18	31.12
19 years	28.69	30.98	32.13	40.16	51.64	35.57
20 years	32.28	34.86	36.15	45.19	58.10	40.02
Level 4						
Under 16 years	16.95	18.31	18.98	23.73	30.51	21.02
16 years	18.84	20.34	21.10	26.37	33.91	23.36
17 years	22.60	24.41	25.31	31.64	40.68	28.02
18 years	26.36	28.47	29.53	36.91	47.45	32.69
19 years	30.13	32.54	33.74	42.18	54.23	37.36
20 years	33.90	36.61	37.97	47.46	61.02	42.04

11. By deleting the table appearing in clause B.3.5 and inserting the following:

Age	All shiftworkers	Shiftworkers other than continuous shiftworkers		Continuous shiftworkers only
	Saturday	Sunday	Public holidays	Sunday & public holidays
Legal, clerical and administrative employee	% of junior hourly rate			
	175%	225%	275%	225%
	\$	\$	\$	\$
Level 1				

Age	All shiftworkers	Shiftworkers other than continuous shiftworkers		Continuous shiftworkers only
	Saturday	Sunday	Public holidays	Sunday & public holidays
Legal, clerical and administrative employee	% of junior hourly rate			
	175%	225%	275%	225%
	\$	\$	\$	\$
Under 16 years	20.51	26.37	32.23	26.37
16 years	22.80	29.32	35.83	29.32
17 years	27.35	35.17	42.98	35.17
18 years	31.92	41.04	50.16	41.04
19 years	36.47	46.89	57.31	46.89
20 years	41.04	52.76	64.49	52.76
Level 2				
Under 16 years	21.40	27.52	33.63	27.52
16 years	23.78	30.58	37.37	30.58
17 years	28.53	36.68	44.83	36.68
18 years	33.29	42.80	52.31	42.80
19 years	38.05	48.92	59.79	48.92
20 years	42.79	55.01	67.24	55.01
Level 3				
Under 16 years	22.59	29.05	35.50	29.05
16 years	25.11	32.29	39.46	32.29
17 years	30.12	38.72	47.33	38.72
18 years	35.14	45.18	55.22	45.18
19 years	40.16	51.64	63.11	51.64
20 years	45.19	58.10	71.01	58.10
Level 4				
Under 16 years	23.73	30.51	37.29	30.51
16 years	26.37	33.91	41.44	33.91
17 years	31.64	40.68	49.72	40.68
18 years	36.91	47.45	58.00	47.45
19 years	42.18	54.23	66.28	54.23
20 years	47.46	61.02	74.58	61.02

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