



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2023–24
(C2024/1)

STATE GOVERNMENT AGENCIES AWARD 2020
[MA000121]

State and Territory government administration

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 15.1 and inserting the following:

Employee classification	Work value level	Minimum annual rate (full-time employee)	Minimum weekly rate (full-time employee)	Minimum hourly rate
		\$	\$	\$
Administrative Stream				
Administrative Officer				
Grade 1	A	48,508	929.65	24.46
Grade 1	B	49,706	952.61	25.07
Grade 1	C	50,904	975.57	25.67
Grade 1	D	52,107	998.63	26.28

Employee classification	Work value level	Minimum annual rate (full-time employee)	Minimum weekly rate (full-time employee)	Minimum hourly rate
		\$	\$	\$
Grade 2	A	53,863	1032.28	27.17
Grade 2	B	54,892	1052.00	27.68
Grade 2	C	55,909	1071.49	28.20
Grade 2	D	56,949	1091.43	28.72
Grade 3	A	59,227	1135.08	29.87
Grade 3	B	60,333	1156.28	30.43
Grade 3	C	61,440	1177.49	30.99
Grade 3	D	62,121	1190.55	31.33
Grade 4	A	64,250	1231.35	32.40
Grade 4	B	65,360	1252.62	32.96
Grade 4	C	66,444	1273.40	33.51
Grade 5	A	68,981	1322.02	34.79
Grade 5	B	69,935	1340.30	35.27
Grade 5	C	71,051	1361.69	35.83
Grade 6	A	73,914	1416.56	37.28
Grade 6	B	75,318	1443.47	37.99
Grade 6	C	76,739	1470.70	38.70
Grade 7	A	80,250	1537.99	40.47
Grade 7	B	81,637	1564.57	41.17
Grade 7	C	83,043	1591.52	41.88
Grade 8	A	88,919	1704.13	44.85
Grade 8	B	91,363	1750.97	46.08
Grade 8	C	93,806	1797.79	47.31
Technical Stream				
Technical Assistant (TA)				
TA 1	A	50,300	964.00	25.37
TA 1	B	51,158	980.44	25.80
TA 1	C	51,989	996.37	26.22
TA 1	D	52,257	1001.50	26.36

Employee classification	Work value level	Minimum annual rate (full-time employee)	Minimum weekly rate (full-time employee)	Minimum hourly rate
		\$	\$	\$
Technical Officer (TO)				
TO 1	A	54,574	1045.91	27.52
TO 1	B	55,514	1063.92	28.00
TO 1	C	56,295	1078.89	28.39
TO 1	D	57,417	1100.39	28.96
TO 1	E	57,725	1106.30	29.11
TO 1	F	58,678	1124.56	29.59
TO 1	G	59,670	1143.57	30.09
TO 1	H	60,516	1159.79	30.52
TO 1	I	61,186	1172.63	30.86
TO 2	A	61,625	1181.04	31.08
TO 2	B	62,833	1204.19	31.69
TO 2	C	63,311	1213.35	31.93
TO 3	A	64,415	1234.51	32.49
TO 3	B	65,330	1252.05	32.95
TO 3	C	66,800	1280.22	33.69
TO 4	A	67,941	1302.09	34.27
TO 4	B	68,751	1317.61	34.67
TO 4	C	70,229	1345.94	35.42
TO 5	A	71,446	1369.26	36.03
TO 5	B	72,780	1394.83	36.71
TO 6	A	74,200	1422.04	37.42
TO 6	B	75,614	1449.14	38.14
TO 7	A	77,292	1481.30	38.98
TO 7	B	78,707	1508.42	39.70
Professional Stream				
Information Technology Officer (ITO)				
ITO 1	A	57,529	1102.54	29.01

Employee classification	Work value level	Minimum annual rate (full-time employee)	Minimum weekly rate (full-time employee)	Minimum hourly rate
		\$	\$	\$
ITO 1	B	59,118	1132.99	29.82
ITO 1	C	60,730	1163.89	30.63
ITO 1	D	61,961	1187.48	31.25
ITO 1	E	63,160	1210.46	31.85
ITO 1	F	64,800	1241.89	32.68
ITO 1	G	67,193	1287.75	33.89
ITO 2	A	68,981	1322.02	34.79
ITO 2	B	70,574	1352.55	35.59
ITO 2	C	72,324	1386.09	36.48
ITO 2	D	73,914	1416.56	37.28
ITO 3	A	77,433	1484.00	39.05
ITO 3	B	79,532	1524.23	40.11
ITO 3	C	81,637	1564.57	41.17
ITO 4	A	86,225	1652.50	43.49
ITO 4	B	88,919	1704.13	44.85
ITO 5	A	93,806	1797.79	47.31
Legal Officer (LO)				
LO 1	A	58,240	1116.17	29.37
LO 1	B	60,245	1154.59	30.38
LO 1	C	61,933	1186.94	31.24
LO 1	D	63,586	1218.62	32.07
LO 1	E	65,682	1258.79	33.13
LO 1	F	67,771	1298.83	34.18
LO 1	G	69,707	1335.93	35.16
LO 1	H	71,799	1376.02	36.21
LO 1	I	73,729	1413.01	37.18
LO 2	A	77,352	1482.45	39.01
LO 2	B	78,407	1502.67	39.54
LO 2	C	79,468	1523.00	40.08

Employee classification	Work value level	Minimum annual rate (full-time employee)	Minimum weekly rate (full-time employee)	Minimum hourly rate
		\$	\$	\$
LO 2	D	80,527	1543.30	40.61
LO 3	A	85,337	1635.48	43.04
LO 3	B	86,569	1659.09	43.66
LO 3	C	87,797	1682.63	44.28
LO 4	A	93,075	1783.78	46.94
LO 4	B	95,082	1822.24	47.95
LO 5	A	98,713	1891.83	49.79
Engineer/Scientist (ES)				
ES 1	A	54,530	1045.07	27.50
ES 1	B	55,332	1060.44	27.91
ES 1	C	57,412	1100.30	28.96
ES 1	D	58,819	1127.26	29.66
ES 1	E	61,142	1171.78	30.84
ES 1	F	63,517	1217.30	32.03
ES 1	G	64,938	1244.53	32.75
ES 2	A	67,111	1286.18	33.85
ES 2	B	68,669	1316.04	34.63
ES 2	C	69,935	1340.30	35.27
ES 2	D	71,204	1364.62	35.91
ES 3	A	73,506	1408.74	37.07
ES 3	B	75,318	1443.47	37.99
ES 3	C	76,555	1467.17	38.61
ES 3	D	78,951	1513.09	39.82
ES 4	A	81,641	1564.65	41.17
ES 4	B	83,043	1591.52	41.88
ES 4	C	85,337	1635.48	43.04
ES 5	A	89,433	1713.98	45.10
ES 5	B	91,699	1757.41	46.25
ES 5	C	93,959	1800.72	47.39

2. By deleting the table appearing in clause 15.2 and inserting the following:

Name	Work value level	Minimum weekly rate (full-time employee)	Minimum hourly rate	Minimum casual hourly rate
		\$	\$	\$
FW 1	1	983.30	25.88	32.35
FW 2	2	1003.10	26.40	33.00
FW 3	3	1032.30	27.17	33.96

3. By deleting the year “2023” in clause 15.5(b) and inserting “2024”.
4. By deleting the amount “\$732.02” appearing in clause 18.2(a)(ii) and inserting “\$759.47”.
5. By deleting the table appearing in clause B.1.1 and inserting the following:

Employee classification	Work value level	Ordinary hours	Public holidays
		% of minimum hourly rate	
		100%	150%
		\$	\$
Administrative Stream			
Administrative Officer			
Grade 1	A	24.46	36.69
Grade 1	B	25.07	37.61
Grade 1	C	25.67	38.51
Grade 1	D	26.28	39.42
Grade 2	A	27.17	40.76
Grade 2	B	27.68	41.52
Grade 2	C	28.20	42.30
Grade 2	D	28.72	43.08
Grade 3	A	29.87	44.81
Grade 3	B	30.43	45.65
Grade 3	C	30.99	46.49
Grade 3	D	31.33	47.00

Employee classification	Work value level	Ordinary hours	Public holidays
		% of minimum hourly rate	
		100%	150%
		\$	\$
Grade 4	A	32.40	48.60
Grade 4	B	32.96	49.44
Grade 4	C	33.51	50.27
Grade 5	A	34.79	52.19
Grade 5	B	35.27	52.91
Grade 5	C	35.83	53.75
Grade 6	A	37.28	55.92
Grade 6	B	37.99	56.99
Grade 6	C	38.70	58.05
Grade 7	A	40.47	60.71
Grade 7	B	41.17	61.76
Grade 7	C	41.88	62.82
Grade 8	A	44.85	67.28
Grade 8	B	46.08	69.12
Grade 8	C	47.31	70.97
Technical Stream			
Technical Assistant (TA)			
TA 1	A	25.37	38.06
TA 1	B	25.80	38.70
TA 1	C	26.22	39.33
TA 1	D	26.36	39.54
Technical Officer (TO)			
TO 1	A	27.52	41.28
TO 1	B	28.00	42.00
TO 1	C	28.39	42.59
TO 1	D	28.96	43.44
TO 1	E	29.11	43.67
TO 1	F	29.59	44.39
TO 1	G	30.09	45.14

Employee classification	Work value level	Ordinary hours	Public holidays
		% of minimum hourly rate	
		100%	150%
		\$	\$
TO 1	H	30.52	45.78
TO 1	I	30.86	46.29
TO 2	A	31.08	46.62
TO 2	B	31.69	47.54
TO 2	C	31.93	47.90
TO 3	A	32.49	48.74
TO 3	B	32.95	49.43
TO 3	C	33.69	50.54
TO 4	A	34.27	51.41
TO 4	B	34.67	52.01
TO 4	C	35.42	53.13
TO 5	A	36.03	54.05
TO 5	B	36.71	55.07
TO 6	A	37.42	56.13
TO 6	B	38.14	57.21
TO 7	A	38.98	58.47
TO 7	B	39.70	59.55
Professional Stream			
Information Technology Officer (ITO)			
ITO 1	A	29.01	43.52
ITO 1	B	29.82	44.73
ITO 1	C	30.63	45.95
ITO 1	D	31.25	46.88
ITO 1	E	31.85	47.78
ITO 1	F	32.68	49.02
ITO 1	G	33.89	50.84
ITO 2	A	34.79	52.19
ITO 2	B	35.59	53.39

Employee classification	Work value level	Ordinary hours	Public holidays
		% of minimum hourly rate	
		100%	150%
		\$	\$
ITO 2	C	36.48	54.72
ITO 2	D	37.28	55.92
ITO 3	A	39.05	58.58
ITO 3	B	40.11	60.17
ITO 3	C	41.17	61.76
ITO 4	A	43.49	65.24
ITO 4	B	44.85	67.28
ITO 5	A	47.31	70.97
Legal Officer (LO)			
LO 1	A	29.37	44.06
LO 1	B	30.38	45.57
LO 1	C	31.24	46.86
LO 1	D	32.07	48.11
LO 1	E	33.13	49.70
LO 1	F	34.18	51.27
LO 1	G	35.16	52.74
LO 1	H	36.21	54.32
LO 1	I	37.18	55.77
LO 2	A	39.01	58.52
LO 2	B	39.54	59.31
LO 2	C	40.08	60.12
LO 2	D	40.61	60.92
LO 3	A	43.04	64.56
LO 3	B	43.66	65.49
LO 3	C	44.28	66.42
LO 4	A	46.94	70.41
LO 4	B	47.95	71.93
LO 5	A	49.79	74.69

Employee classification	Work value level	Ordinary hours	Public holidays
		% of minimum hourly rate	
		100%	150%
		\$	\$
Engineer/Scientist (ES)			
ES 1	A	27.50	41.25
ES 1	B	27.91	41.87
ES 1	C	28.96	43.44
ES 1	D	29.66	44.49
ES 1	E	30.84	46.26
ES 1	F	32.03	48.05
ES 1	G	32.75	49.13
ES 2	A	33.85	50.78
ES 2	B	34.63	51.95
ES 2	C	35.27	52.91
ES 2	D	35.91	53.87
ES 3	A	37.07	55.61
ES 3	B	37.99	56.99
ES 3	C	38.61	57.92
ES 3	D	39.82	59.73
ES 4	A	41.17	61.76
ES 4	B	41.88	62.82
ES 4	C	43.04	64.56
ES 5	A	45.10	67.65
ES 5	B	46.25	69.38
ES 5	C	47.39	71.09

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

Employee classification	Work value level	Ordinary hours	Afternoon & rotating night	Non-rotating night	Saturday	Sunday	Public holiday
		% of minimum hourly rate					
		100%	115%	130%	150%	200%	250%
		\$	\$	\$	\$	\$	\$
Administrative Stream							
Administrative Officer							
Grade 1	A	24.46	28.13	31.80	36.69	48.92	61.15
Grade 1	B	25.07	28.83	32.59	37.61	50.14	62.68
Grade 1	C	25.67	29.52	33.37	38.51	51.34	64.18
Grade 1	D	26.28	30.22	34.16	39.42	52.56	65.70
Grade 2	A	27.17	31.25	35.32	40.76	54.34	67.93
Grade 2	B	27.68	31.83	35.98	41.52	55.36	69.20
Grade 2	C	28.20	32.43	36.66	42.30	56.40	70.50
Grade 2	D	28.72	33.03	37.34	43.08	57.44	71.80
Grade 3	A	29.87	34.35	38.83	44.81	59.74	74.68
Grade 3	B	30.43	34.99	39.56	45.65	60.86	76.08
Grade 3	C	30.99	35.64	40.29	46.49	61.98	77.48
Grade 3	D	31.33	36.03	40.73	47.00	62.66	78.33
Grade 4	A	32.40	37.26	42.12	48.60	64.80	81.00
Grade 4	B	32.96	37.90	42.85	49.44	65.92	82.40
Grade 4	C	33.51	38.54	43.56	50.27	67.02	83.78
Grade 5	A	34.79	40.01	45.23	52.19	69.58	86.98
Grade 5	B	35.27	40.56	45.85	52.91	70.54	88.18
Grade 5	C	35.83	41.20	46.58	53.75	71.66	89.58
Grade 6	A	37.28	42.87	48.46	55.92	74.56	93.20
Grade 6	B	37.99	43.69	49.39	56.99	75.98	94.98
Grade 6	C	38.70	44.51	50.31	58.05	77.40	96.75
Grade 7	A	40.47	46.54	52.61	60.71	80.94	101.18
Grade 7	B	41.17	47.35	53.52	61.76	82.34	102.93
Grade 7	C	41.88	48.16	54.44	62.82	83.76	104.70

Employee classification	Work value level	Ordinary hours	Afternoon & rotating night	Non-rotating night	Saturday	Sunday	Public holiday
		% of minimum hourly rate					
		100%	115%	130%	150%	200%	250%
		\$	\$	\$	\$	\$	\$
Grade 8	A	44.85	51.58	58.31	67.28	89.70	112.13
Grade 8	B	46.08	52.99	59.90	69.12	92.16	115.20
Grade 8	C	47.31	54.41	61.50	70.97	94.62	118.28
Technical Stream							
Technical Assistant (TA)							
TA 1	A	25.37	29.18	32.98	38.06	50.74	63.43
TA 1	B	25.80	29.67	33.54	38.70	51.60	64.50
TA 1	C	26.22	30.15	34.09	39.33	52.44	65.55
TA 1	D	26.36	30.31	34.27	39.54	52.72	65.90
Technical Officer (TO)							
TO 1	A	27.52	31.65	35.78	41.28	55.04	68.80
TO 1	B	28.00	32.20	36.40	42.00	56.00	70.00
TO 1	C	28.39	32.65	36.91	42.59	56.78	70.98
TO 1	D	28.96	33.30	37.65	43.44	57.92	72.40
TO 1	E	29.11	33.48	37.84	43.67	58.22	72.78
TO 1	F	29.59	34.03	38.47	44.39	59.18	73.98
TO 1	G	30.09	34.60	39.12	45.14	60.18	75.23
TO 1	H	30.52	35.10	39.68	45.78	61.04	76.30
TO 1	I	30.86	35.49	40.12	46.29	61.72	77.15
TO 2	A	31.08	35.74	40.40	46.62	62.16	77.70
TO 2	B	31.69	36.44	41.20	47.54	63.38	79.23
TO 2	C	31.93	36.72	41.51	47.90	63.86	79.83
TO 3	A	32.49	37.36	42.24	48.74	64.98	81.23
TO 3	B	32.95	37.89	42.84	49.43	65.90	82.38
TO 3	C	33.69	38.74	43.80	50.54	67.38	84.23
TO 4	A	34.27	39.41	44.55	51.41	68.54	85.68

Employee classification	Work value level	Ordinary hours	Afternoon & rotating night	Non-rotating night	Saturday	Sunday	Public holiday
		% of minimum hourly rate					
		100%	115%	130%	150%	200%	250%
		\$	\$	\$	\$	\$	\$
TO 4	B	34.67	39.87	45.07	52.01	69.34	86.68
TO 4	C	35.42	40.73	46.05	53.13	70.84	88.55
TO 5	A	36.03	41.43	46.84	54.05	72.06	90.08
TO 5	B	36.71	42.22	47.72	55.07	73.42	91.78
TO 6	A	37.42	43.03	48.65	56.13	74.84	93.55
TO 6	B	38.14	43.86	49.58	57.21	76.28	95.35
TO 7	A	38.98	44.83	50.67	58.47	77.96	97.45
TO 7	B	39.70	45.66	51.61	59.55	79.40	99.25
Professional Stream							
Information Technology Officer (ITO)							
ITO 1	A	29.01	33.36	37.71	43.52	58.02	72.53
ITO 1	B	29.82	34.29	38.77	44.73	59.64	74.55
ITO 1	C	30.63	35.22	39.82	45.95	61.26	76.58
ITO 1	D	31.25	35.94	40.63	46.88	62.50	78.13
ITO 1	E	31.85	36.63	41.41	47.78	63.70	79.63
ITO 1	F	32.68	37.58	42.48	49.02	65.36	81.70
ITO 1	G	33.89	38.97	44.06	50.84	67.78	84.73
ITO 2	A	34.79	40.01	45.23	52.19	69.58	86.98
ITO 2	B	35.59	40.93	46.27	53.39	71.18	88.98
ITO 2	C	36.48	41.95	47.42	54.72	72.96	91.20
ITO 2	D	37.28	42.87	48.46	55.92	74.56	93.20
ITO 3	A	39.05	44.91	50.77	58.58	78.10	97.63
ITO 3	B	40.11	46.13	52.14	60.17	80.22	100.28
ITO 3	C	41.17	47.35	53.52	61.76	82.34	102.93
ITO 4	A	43.49	50.01	56.54	65.24	86.98	108.73
ITO 4	B	44.85	51.58	58.31	67.28	89.70	112.13

Employee classification	Work value level	Ordinary hours	Afternoon & rotating night	Non-rotating night	Saturday	Sunday	Public holiday
		% of minimum hourly rate					
		100%	115%	130%	150%	200%	250%
		\$	\$	\$	\$	\$	\$
ITO 5	A	47.31	54.41	61.50	70.97	94.62	118.28
Legal Officer (LO)							
LO 1	A	29.37	33.78	38.18	44.06	58.74	73.43
LO 1	B	30.38	34.94	39.49	45.57	60.76	75.95
LO 1	C	31.24	35.93	40.61	46.86	62.48	78.10
LO 1	D	32.07	36.88	41.69	48.11	64.14	80.18
LO 1	E	33.13	38.10	43.07	49.70	66.26	82.83
LO 1	F	34.18	39.31	44.43	51.27	68.36	85.45
LO 1	G	35.16	40.43	45.71	52.74	70.32	87.90
LO 1	H	36.21	41.64	47.07	54.32	72.42	90.53
LO 1	I	37.18	42.76	48.33	55.77	74.36	92.95
LO 2	A	39.01	44.86	50.71	58.52	78.02	97.53
LO 2	B	39.54	45.47	51.40	59.31	79.08	98.85
LO 2	C	40.08	46.09	52.10	60.12	80.16	100.20
LO 2	D	40.61	46.70	52.79	60.92	81.22	101.53
LO 3	A	43.04	49.50	55.95	64.56	86.08	107.60
LO 3	B	43.66	50.21	56.76	65.49	87.32	109.15
LO 3	C	44.28	50.92	57.56	66.42	88.56	110.70
LO 4	A	46.94	53.98	61.02	70.41	93.88	117.35
LO 4	B	47.95	55.14	62.34	71.93	95.90	119.88
LO 5	A	49.79	57.26	64.73	74.69	99.58	124.48
Engineer/Scientist (ES)							
ES 1	A	27.50	31.63	35.75	41.25	55.00	68.75
ES 1	B	27.91	32.10	36.28	41.87	55.82	69.78
ES 1	C	28.96	33.30	37.65	43.44	57.92	72.40
ES 1	D	29.66	34.11	38.56	44.49	59.32	74.15
ES 1	E	30.84	35.47	40.09	46.26	61.68	77.10

Employee classification	Work value level	Ordinary hours	Afternoon & rotating night	Non-rotating night	Saturday	Sunday	Public holiday
		% of minimum hourly rate					
		100%	115%	130%	150%	200%	250%
		\$	\$	\$	\$	\$	\$
ES 1	F	32.03	36.83	41.64	48.05	64.06	80.08
ES 1	G	32.75	37.66	42.58	49.13	65.50	81.88
ES 2	A	33.85	38.93	44.01	50.78	67.70	84.63
ES 2	B	34.63	39.82	45.02	51.95	69.26	86.58
ES 2	C	35.27	40.56	45.85	52.91	70.54	88.18
ES 2	D	35.91	41.30	46.68	53.87	71.82	89.78
ES 3	A	37.07	42.63	48.19	55.61	74.14	92.68
ES 3	B	37.99	43.69	49.39	56.99	75.98	94.98
ES 3	C	38.61	44.40	50.19	57.92	77.22	96.53
ES 3	D	39.82	45.79	51.77	59.73	79.64	99.55
ES 4	A	41.17	47.35	53.52	61.76	82.34	102.93
ES 4	B	41.88	48.16	54.44	62.82	83.76	104.70
ES 4	C	43.04	49.50	55.95	64.56	86.08	107.60
ES 5	A	45.10	51.87	58.63	67.65	90.20	112.75
ES 5	B	46.25	53.19	60.13	69.38	92.50	115.63
ES 5	C	47.39	54.50	61.61	71.09	94.78	118.48

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

Employee classification	Work value level	Monday to Saturday		Sunday	Public holidays
		First 3 hours	After 3 hours		In excess of ordinary hours
		% of minimum hourly rate			
		150%	200%	200%	250%
		\$	\$	\$	\$
Administrative Stream					
Administrative Officer					
Grade 1	A	36.69	48.92	48.92	61.15
Grade 1	B	37.61	50.14	50.14	62.68
Grade 1	C	38.51	51.34	51.34	64.18

Employee classification	Work value level	Monday to Saturday		Sunday	Public holidays In excess of ordinary hours
		First 3 hours	After 3 hours		
		% of minimum hourly rate			
		150%	200%	200%	250%
		\$	\$	\$	\$
Grade 1	D	39.42	52.56	52.56	65.70
Grade 2	A	40.76	54.34	54.34	67.93
Grade 2	B	41.52	55.36	55.36	69.20
Grade 2	C	42.30	56.40	56.40	70.50
Grade 2	D	43.08	57.44	57.44	71.80
Grade 3	A	44.81	59.74	59.74	74.68
Grade 3	B	45.65	60.86	60.86	76.08
Grade 3	C	46.49	61.98	61.98	77.48
Grade 3	D	47.00	62.66	62.66	78.33
Grade 4	A	48.60	64.80	64.80	81.00
Grade 4	B	49.44	65.92	65.92	82.40
Grade 4	C	50.27	67.02	67.02	83.78
Grade 5 ¹	A	50.27	67.02	67.02	83.78
Grade 5 ¹	B	50.27	67.02	67.02	83.78
Grade 5 ¹	C	50.27	67.02	67.02	83.78
Grade 6 ¹	A	50.27	67.02	67.02	83.78
Grade 6 ¹	B	50.27	67.02	67.02	83.78
Grade 6 ¹	C	50.27	67.02	67.02	83.78
Grade 7 ²	A	–	–	–	–
Grade 7 ²	B	–	–	–	–
Grade 7 ²	C	–	–	–	–
Grade 8 ²	A	–	–	–	–
Grade 8 ²	B	–	–	–	–
Grade 8 ²	C	–	–	–	–
Technical Stream					
Technical Assistant (TA)					
TA 1	A	38.06	50.74	50.74	63.43
TA 1	B	38.70	51.60	51.60	64.50

Employee classification	Work value level	Monday to Saturday		Sunday	Public holidays In excess of ordinary hours
		First 3 hours	After 3 hours		
		% of minimum hourly rate			
		150%	200%	200%	250%
		\$	\$	\$	\$
TA 1	C	39.33	52.44	52.44	65.55
TA 1	D	39.54	52.72	52.72	65.90
Technical Officer (TO)					
TO 1	A	41.28	55.04	55.04	68.80
TO 1	B	42.00	56.00	56.00	70.00
TO 1	C	42.59	56.78	56.78	70.98
TO 1	D	43.44	57.92	57.92	72.40
TO 1	E	43.67	58.22	58.22	72.78
TO 1	F	44.39	59.18	59.18	73.98
TO 1	G	45.14	60.18	60.18	75.23
TO 1	H	45.78	61.04	61.04	76.30
TO 1	I	46.29	61.72	61.72	77.15
TO 2	A	46.62	62.16	62.16	77.70
TO 2	B	47.54	63.38	63.38	79.23
TO 2	C	47.90	63.86	63.86	79.83
TO 3	A	48.74	64.98	64.98	81.23
TO 3	B	49.43	65.90	65.90	82.38
TO 3 ¹	C	50.27	67.02	67.02	83.78
TO 4 ¹	A	50.27	67.02	67.02	83.78
TO 4 ¹	B	50.27	67.02	67.02	83.78
TO 4 ¹	C	50.27	67.02	67.02	83.78
TO 5 ¹	A	50.27	67.02	67.02	83.78
TO 5 ¹	B	50.27	67.02	67.02	83.78
TO 6 ¹	A	50.27	67.02	67.02	83.78
TO 6 ¹	B	50.27	67.02	67.02	83.78
TO 7 ²	A	–	–	–	–
TO 7 ²	B	–	–	–	–

Employee classification	Work value level	Monday to Saturday		Sunday	Public holidays In excess of ordinary hours
		First 3 hours	After 3 hours		
		% of minimum hourly rate			
		150%	200%	200%	250%
		\$	\$	\$	\$
Professional Stream					
Information Technology Officer (ITO)					
ITO 1	A	43.52	58.02	58.02	72.53
ITO 1	B	44.73	59.64	59.64	74.55
ITO 1	C	45.95	61.26	61.26	76.58
ITO 1	D	46.88	62.50	62.50	78.13
ITO 1	E	47.78	63.70	63.70	79.63
ITO 1	F	49.02	65.36	65.36	81.70
ITO 1 ¹	G	50.27	67.02	67.02	83.78
ITO 2 ¹	A	50.27	67.02	67.02	83.78
ITO 2 ¹	B	50.27	67.02	67.02	83.78
ITO 2 ¹	C	50.27	67.02	67.02	83.78
ITO 2 ¹	D	50.27	67.02	67.02	83.78
ITO 3 ²	A	–	–	–	–
ITO 3 ²	B	–	–	–	–
ITO 3 ²	C	–	–	–	–
ITO 4 ²	A	–	–	–	–
ITO 4 ²	B	–	–	–	–
ITO 5 ²	A	–	–	–	–
Legal Officer (LO)					
LO 1	A	44.06	58.74	58.74	73.43
LO 1	B	45.57	60.76	60.76	75.95
LO 1	C	46.86	62.48	62.48	78.10
LO 1	D	48.11	64.14	64.14	80.18
LO 1	E	49.70	66.26	66.26	82.83
LO 1 ¹	F	50.27	67.02	67.02	83.78
LO 1 ¹	G	50.27	67.02	67.02	83.78

Employee classification	Work value level	Monday to Saturday		Sunday	Public holidays In excess of ordinary hours
		First 3 hours	After 3 hours		
		% of minimum hourly rate			
		150%	200%	200%	250%
		\$	\$	\$	\$
LO 1 ¹	H	50.27	67.02	67.02	83.78
LO 1 ¹	I	50.27	67.02	67.02	83.78
LO 2 ²	A	–	–	–	–
LO 2 ²	B	–	–	–	–
LO 2 ²	C	–	–	–	–
LO 2 ²	D	–	–	–	–
LO 3 ²	A	–	–	–	–
LO 3 ²	B	–	–	–	–
LO 3 ²	C	–	–	–	–
LO 4 ²	A	–	–	–	–
LO 4 ²	B	–	–	–	–
LO 5 ²	A	–	–	–	–
Engineer/Scientist (ES)					
ES 1	A	41.25	55.00	55.00	68.75
ES 1	B	41.87	55.82	55.82	69.78
ES 1	C	43.44	57.92	57.92	72.40
ES 1	D	44.49	59.32	59.32	74.15
ES 1	E	46.26	61.68	61.68	77.10
ES 1	F	48.05	64.06	64.06	80.08
ES 1	G	49.13	65.50	65.50	81.88
ES 2 ¹	A	50.27	67.02	67.02	83.78
ES 2 ¹	B	50.27	67.02	67.02	83.78
ES 2 ¹	C	50.27	67.02	67.02	83.78
ES 2 ¹	D	50.27	67.02	67.02	83.78
ES 3 ¹	A	50.27	67.02	67.02	83.78
ES 3 ¹	B	50.27	67.02	67.02	83.78
ES 3 ¹	C	50.27	67.02	67.02	83.78

Employee classification	Work value level	Monday to Saturday		Sunday	Public holidays
		First 3 hours	After 3 hours		In excess of ordinary hours
		% of minimum hourly rate			
		150%	200%	200%	250%
		\$	\$	\$	\$
ES 3 ²	D	–	–	–	–
ES 4 ²	A	–	–	–	–
ES 4 ²	B	–	–	–	–
ES 4 ²	C	–	–	–	–
ES 5 ²	A	–	–	–	–
ES 5 ²	B	–	–	–	–
ES 5 ²	C	–	–	–	–

8. By deleting the table appearing in clause B.1.4 and inserting the following:

Employee classification	Ordinary hours	Public holidays
	% of minimum hourly rate	
	100%	150%
	\$	\$
General/Field work stream		
FW 1	25.88	38.82
FW 2	26.40	39.60
FW 3	27.17	40.76

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

	Work value level	Ordinary hours	Public holidays
		% of minimum hourly rate	
		125%	175%
		\$	\$
Administrative Stream			
Administrative Officer			
Grade 1	A	30.58	42.81
Grade 1	B	31.34	43.87

	Work value level	Ordinary hours	Public holidays
		% of minimum hourly rate	
		125%	175%
		\$	\$
Grade 1	C	32.09	44.92
Grade 1	D	32.85	45.99
Grade 2	A	33.96	47.55
Grade 2	B	34.60	48.44
Grade 2	C	35.25	49.35
Grade 2	D	35.90	50.26
Grade 3	A	37.34	52.27
Grade 3	B	38.04	53.25
Grade 3	C	38.74	54.23
Grade 3	D	39.16	54.83
Grade 4	A	40.50	56.70
Grade 4	B	41.20	57.68
Grade 4	C	41.89	58.64
Grade 5	A	43.49	60.88
Grade 5	B	44.09	61.72
Grade 5	C	44.79	62.70
Grade 6	A	46.60	65.24
Grade 6	B	47.49	66.48
Grade 6	C	48.38	67.73
Grade 7	A	50.59	70.82
Grade 7	B	51.46	72.05
Grade 7	C	52.35	73.29
Grade 8	A	56.06	78.49
Grade 8	B	57.60	80.64
Grade 8	C	59.14	82.79
Technical Stream			
Technical Assistant (TA)			
TA 1	A	31.71	44.40
TA 1	B	32.25	45.15

	Work value level	Ordinary hours	Public holidays
		% of minimum hourly rate	
		125%	175%
		\$	\$
TA 1	C	32.78	45.89
TA 1	D	32.95	46.13
Technical Officer (TO)			
TO 1	A	34.40	48.16
TO 1	B	35.00	49.00
TO 1	C	35.49	49.68
TO 1	D	36.20	50.68
TO 1	E	36.39	50.94
TO 1	F	36.99	51.78
TO 1	G	37.61	52.66
TO 1	H	38.15	53.41
TO 1	I	38.58	54.01
TO 2	A	38.85	54.39
TO 2	B	39.61	55.46
TO 2	C	39.91	55.88
TO 3	A	40.61	56.86
TO 3	B	41.19	57.66
TO 3	C	42.11	58.96
TO 4	A	42.84	59.97
TO 4	B	43.34	60.67
TO 4	C	44.28	61.99
TO 5	A	45.04	63.05
TO 5	B	45.89	64.24
TO 6	A	46.78	65.49
TO 6	B	47.68	66.75
TO 7	A	48.73	68.22
TO 7	B	49.63	69.48

	Work value level	Ordinary hours	Public holidays
		% of minimum hourly rate	
		125%	175%
		\$	\$
Professional Stream			
Information Technology Officer (ITO)			
ITO 1	A	36.26	50.77
ITO 1	B	37.28	52.19
ITO 1	C	38.29	53.60
ITO 1	D	39.06	54.69
ITO 1	E	39.81	55.74
ITO 1	F	40.85	57.19
ITO 1	G	42.36	59.31
ITO 2	A	43.49	60.88
ITO 2	B	44.49	62.28
ITO 2	C	45.60	63.84
ITO 2	D	46.60	65.24
ITO 3	A	48.81	68.34
ITO 3	B	50.14	70.19
ITO 3	C	51.46	72.05
ITO 4	A	54.36	76.11
ITO 4	B	56.06	78.49
ITO 5	A	59.14	82.79
Legal Officer (LO)			
LO 1	A	36.71	51.40
LO 1	B	37.98	53.17
LO 1	C	39.05	54.67
LO 1	D	40.09	56.12
LO 1	E	41.41	57.98
LO 1	F	42.73	59.82
LO 1	G	43.95	61.53
LO 1	H	45.26	63.37

	Work value level	Ordinary hours	Public holidays
		% of minimum hourly rate	
		125%	175%
		\$	\$
LO 1	I	46.48	65.07
LO 2	A	48.76	68.27
LO 2	B	49.43	69.20
LO 2	C	50.10	70.14
LO 2	D	50.76	71.07
LO 3	A	53.80	75.32
LO 3	B	54.58	76.41
LO 3	C	55.35	77.49
LO 4	A	58.68	82.15
LO 4	B	59.94	83.91
LO 5	A	62.24	87.13
Engineer/Scientist (ES)			
ES 1	A	34.38	48.13
ES 1	B	34.89	48.84
ES 1	C	36.20	50.68
ES 1	D	37.08	51.91
ES 1	E	38.55	53.97
ES 1	F	40.04	56.05
ES 1	G	40.94	57.31
ES 2	A	42.31	59.24
ES 2	B	43.29	60.60
ES 2	C	44.09	61.72
ES 2	D	44.89	62.84
ES 3	A	46.34	64.87
ES 3	B	47.49	66.48
ES 3	C	48.26	67.57
ES 3	D	49.78	69.69
ES 4	A	51.46	72.05
ES 4	B	52.35	73.29

	Work value level	Ordinary hours	Public holidays
		% of minimum hourly rate	
		125%	175%
		\$	\$
ES 4	C	53.80	75.32
ES 5	A	56.38	78.93
ES 5	B	57.81	80.94
ES 5	C	59.24	82.93

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

	Work value level	Ordinary hours	Afternoon & rotating night	Non-rotating night	Saturday	Sunday	Public holiday
		% of minimum hourly rate					
		125%	140%	155%	175%	225%	275%
		\$	\$	\$	\$	\$	\$
Administrative Stream							
Administrative Officer							
Grade 1	A	30.58	34.24	37.91	42.81	55.04	67.27
Grade 1	B	31.34	35.10	38.86	43.87	56.41	68.94
Grade 1	C	32.09	35.94	39.79	44.92	57.76	70.59
Grade 1	D	32.85	36.79	40.73	45.99	59.13	72.27
Grade 2	A	33.96	38.04	42.11	47.55	61.13	74.72
Grade 2	B	34.60	38.75	42.90	48.44	62.28	76.12
Grade 2	C	35.25	39.48	43.71	49.35	63.45	77.55
Grade 2	D	35.90	40.21	44.52	50.26	64.62	78.98
Grade 3	A	37.34	41.82	46.30	52.27	67.21	82.14
Grade 3	B	38.04	42.60	47.17	53.25	68.47	83.68
Grade 3	C	38.74	43.39	48.03	54.23	69.73	85.22
Grade 3	D	39.16	43.86	48.56	54.83	70.49	86.16
Grade 4	A	40.50	45.36	50.22	56.70	72.90	89.10
Grade 4	B	41.20	46.14	51.09	57.68	74.16	90.64

	Work value level	Ordinary hours	Afternoon & rotating night	Non-rotating night	Saturday	Sunday	Public holiday
		% of minimum hourly rate					
		125%	140%	155%	175%	225%	275%
		\$	\$	\$	\$	\$	\$
Grade 4	C	41.89	46.91	51.94	58.64	75.40	92.15
Grade 5	A	43.49	48.71	53.92	60.88	78.28	95.67
Grade 5	B	44.09	49.38	54.67	61.72	79.36	96.99
Grade 5	C	44.79	50.16	55.54	62.70	80.62	98.53
Grade 6	A	46.60	52.19	57.78	65.24	83.88	102.52
Grade 6	B	47.49	53.19	58.88	66.48	85.48	104.47
Grade 6	C	48.38	54.18	59.99	67.73	87.08	106.43
Grade 7	A	50.59	56.66	62.73	70.82	91.06	111.29
Grade 7	B	51.46	57.64	63.81	72.05	92.63	113.22
Grade 7	C	52.35	58.63	64.91	73.29	94.23	115.17
Grade 8	A	56.06	62.79	69.52	78.49	100.91	123.34
Grade 8	B	57.60	64.51	71.42	80.64	103.68	126.72
Grade 8	C	59.14	66.23	73.33	82.79	106.45	130.10
Technical Stream							
Technical Assistant (TA)							
TA 1	A	31.71	35.52	39.32	44.40	57.08	69.77
TA 1	B	32.25	36.12	39.99	45.15	58.05	70.95
TA 1	C	32.78	36.71	40.64	45.89	59.00	72.11
TA 1	D	32.95	36.90	40.86	46.13	59.31	72.49
Technical Officer (TO)							
TO 1	A	34.40	38.53	42.66	48.16	61.92	75.68
TO 1	B	35.00	39.20	43.40	49.00	63.00	77.00
TO 1	C	35.49	39.75	44.00	49.68	63.88	78.07
TO 1	D	36.20	40.54	44.89	50.68	65.16	79.64
TO 1	E	36.39	40.75	45.12	50.94	65.50	80.05
TO 1	F	36.99	41.43	45.86	51.78	66.58	81.37

	Work value level	Ordinary hours	Afternoon & rotating night	Non- rotating night	Saturday	Sunday	Public holiday
		% of minimum hourly rate					
		125%	140%	155%	175%	225%	275%
		\$	\$	\$	\$	\$	\$
TO 1	G	37.61	42.13	46.64	52.66	67.70	82.75
TO 1	H	38.15	42.73	47.31	53.41	68.67	83.93
TO 1	I	38.58	43.20	47.83	54.01	69.44	84.87
TO 2	A	38.85	43.51	48.17	54.39	69.93	85.47
TO 2	B	39.61	44.37	49.12	55.46	71.30	87.15
TO 2	C	39.91	44.70	49.49	55.88	71.84	87.81
TO 3	A	40.61	45.49	50.36	56.86	73.10	89.35
TO 3	B	41.19	46.13	51.07	57.66	74.14	90.61
TO 3	C	42.11	47.17	52.22	58.96	75.80	92.65
TO 4	A	42.84	47.98	53.12	59.97	77.11	94.24
TO 4	B	43.34	48.54	53.74	60.67	78.01	95.34
TO 4	C	44.28	49.59	54.90	61.99	79.70	97.41
TO 5	A	45.04	50.44	55.85	63.05	81.07	99.08
TO 5	B	45.89	51.39	56.90	64.24	82.60	100.95
TO 6	A	46.78	52.39	58.00	65.49	84.20	102.91
TO 6	B	47.68	53.40	59.12	66.75	85.82	104.89
TO 7	A	48.73	54.57	60.42	68.22	87.71	107.20
TO 7	B	49.63	55.58	61.54	69.48	89.33	109.18
Professional Stream							
Information Technology Officer (ITO)							
ITO 1	A	36.26	40.61	44.97	50.77	65.27	79.78
ITO 1	B	37.28	41.75	46.22	52.19	67.10	82.01
ITO 1	C	38.29	42.88	47.48	53.60	68.92	84.23
ITO 1	D	39.06	43.75	48.44	54.69	70.31	85.94
ITO 1	E	39.81	44.59	49.37	55.74	71.66	87.59
ITO 1	F	40.85	45.75	50.65	57.19	73.53	89.87

	Work value level	Ordinary hours	Afternoon & rotating night	Non-rotating night	Saturday	Sunday	Public holiday
		% of minimum hourly rate					
		125%	140%	155%	175%	225%	275%
		\$	\$	\$	\$	\$	\$
ITO 1	G	42.36	47.45	52.53	59.31	76.25	93.20
ITO 2	A	43.49	48.71	53.92	60.88	78.28	95.67
ITO 2	B	44.49	49.83	55.16	62.28	80.08	97.87
ITO 2	C	45.60	51.07	56.54	63.84	82.08	100.32
ITO 2	D	46.60	52.19	57.78	65.24	83.88	102.52
ITO 3	A	48.81	54.67	60.53	68.34	87.86	107.39
ITO 3	B	50.14	56.15	62.17	70.19	90.25	110.30
ITO 3	C	51.46	57.64	63.81	72.05	92.63	113.22
ITO 4	A	54.36	60.89	67.41	76.11	97.85	119.60
ITO 4	B	56.06	62.79	69.52	78.49	100.91	123.34
ITO 5	A	59.14	66.23	73.33	82.79	106.45	130.10
Legal Officer (LO)							
LO 1	A	36.71	41.12	45.52	51.40	66.08	80.77
LO 1	B	37.98	42.53	47.09	53.17	68.36	83.55
LO 1	C	39.05	43.74	48.42	54.67	70.29	85.91
LO 1	D	40.09	44.90	49.71	56.12	72.16	88.19
LO 1	E	41.41	46.38	51.35	57.98	74.54	91.11
LO 1	F	42.73	47.85	52.98	59.82	76.91	94.00
LO 1	G	43.95	49.22	54.50	61.53	79.11	96.69
LO 1	H	45.26	50.69	56.13	63.37	81.47	99.58
LO 1	I	46.48	52.05	57.63	65.07	83.66	102.25
LO 2	A	48.76	54.61	60.47	68.27	87.77	107.28
LO 2	B	49.43	55.36	61.29	69.20	88.97	108.74
LO 2	C	50.10	56.11	62.12	70.14	90.18	110.22
LO 2	D	50.76	56.85	62.95	71.07	91.37	111.68
LO 3	A	53.80	60.26	66.71	75.32	96.84	118.36
LO 3	B	54.58	61.12	67.67	76.41	98.24	120.07
LO 3	C	55.35	61.99	68.63	77.49	99.63	121.77

	Work value level	Ordinary hours	Afternoon & rotating night	Non-rotating night	Saturday	Sunday	Public holiday
		% of minimum hourly rate					
		125%	140%	155%	175%	225%	275%
		\$	\$	\$	\$	\$	\$
LO 4	A	58.68	65.72	72.76	82.15	105.62	129.09
LO 4	B	59.94	67.13	74.32	83.91	107.89	131.86
LO 5	A	62.24	69.71	77.17	87.13	112.03	136.92
Engineer/Scientist (ES)							
ES 1	A	34.38	38.50	42.63	48.13	61.88	75.63
ES 1	B	34.89	39.07	43.26	48.84	62.80	76.75
ES 1	C	36.20	40.54	44.89	50.68	65.16	79.64
ES 1	D	37.08	41.52	45.97	51.91	66.74	81.57
ES 1	E	38.55	43.18	47.80	53.97	69.39	84.81
ES 1	F	40.04	44.84	49.65	56.05	72.07	88.08
ES 1	G	40.94	45.85	50.76	57.31	73.69	90.06
ES 2	A	42.31	47.39	52.47	59.24	76.16	93.09
ES 2	B	43.29	48.48	53.68	60.60	77.92	95.23
ES 2	C	44.09	49.38	54.67	61.72	79.36	96.99
ES 2	D	44.89	50.27	55.66	62.84	80.80	98.75
ES 3	A	46.34	51.90	57.46	64.87	83.41	101.94
ES 3	B	47.49	53.19	58.88	66.48	85.48	104.47
ES 3	C	48.26	54.05	59.85	67.57	86.87	106.18
ES 3	D	49.78	55.75	61.72	69.69	89.60	109.51
ES 4	A	51.46	57.64	63.81	72.05	92.63	113.22
ES 4	B	52.35	58.63	64.91	73.29	94.23	115.17
ES 4	C	53.80	60.26	66.71	75.32	96.84	118.36
ES 5	A	56.38	63.14	69.91	78.93	101.48	124.03
ES 5	B	57.81	64.75	71.69	80.94	104.06	127.19
ES 5	C	59.24	66.35	73.45	82.93	106.63	130.32

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

	Ordinary hours	Public holidays
	% of minimum hourly rate	
	125%	175%
General/Field work stream	\$	\$
FW 1	32.35	45.29
FW 2	33.00	46.20
FW 3	33.96	47.55

12. By deleting the amount “\$51,916” appearing in clause C.1.1 and inserting “\$53,863”.

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

Allowance	Clause	% of standard rate	\$	Payable
First aid allowance	18.2(a)(ii)	1.41	759.47	per annum

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