



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2023–24
(C2024/1)

VICTORIAN PUBLIC SERVICE AWARD 2016
[MA000135]

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 8.2 and inserting the following:

VPS Structure	Value range	Salary (\$ Min)	Salary (\$ Max)
Grade 1	1.1	48,302	54,352
Grade 2	2.1	55,906	62,545
	2.2	63,555	69,624
Grade 3	3.1	71,020	78,022
	3.2	79,421	85,022
Grade 4	4.1	86,579	97,468
Grade 5	5.1	99,025	108,825
	5.2	108,826	118,627
Grade 6	6.1	120,181	139,547
	6.2	139,550	158,913

VPS Structure	Value range	Salary (\$ Min)	Salary (\$ Max)
Senior Technical Specialist	7.1	161,212	179,880
	7.2	179,881	198,544
	7.3	198,545	217,210

2. By deleting the table appearing in clause 8.3(b) and inserting the following:

Legal Officer structure	Value range	Salary Minimum \$
Articled Clerk		60,803
Solicitor 1	1.1	67,019
Solicitor 2	2.1	Base of VPS Grade 3 Value Range 1
	2.2	Base of VPS Grade 3 Value Range 2
Solicitor 3	3	Base of VPS Grade 4
Senior Solicitor	SS.1	Base of VPS Grade 5, Value Range 1
	SS.2	Base of VPS Grade 5, Value Range 2
Principal Solicitor	PS.1	Base of VPS Grade 6, Value Range 1
	PS.2	Base of VPS Grade 6, Value Range 2
VPS Senior Technical Specialist	STS	VPS Senior Technical Specialist

3. By deleting the table appearing in clause 8.6 and inserting the following:

COG structure	Salary (\$ Min)	Salary (\$ Max)
COG 1 Trainee	55,186	
COG 2A Prison Officer	Base of VPS Grade 2, Value Range 1	70,054
COG 2B Prison Officer	Base of VPS Grade 3, Value Range 1	81,253
COG 3 Senior Prison Officer/Industry Officer	82,653	88,822
COG 4 Operations Manager/Industry Supervisor	90,638	Top of VPS Grade 5, Value Range 1
COG 5 General Manager	Base of VPS Grade 5, Value Range 2	Top of VPS Grade 6, Value Range 1
COG 6 Senior General Manager	Base of VPS Grade 6, Value Range 2	Top of VPS Grade 6, Value Range 2

4. By deleting the tables appearing in clause 8.7 and inserting the following tables:

Table 6—Child Protection Practitioner (CPP) stream

CPP Structure	Value range	Salary (\$ Min)	Salary (\$ Max)
CPP Grade 2	2.1	56,417	Top of VPS Grade 2, Value Range 2
CPP Grade 3	3.1	Base of VPS Grade 3, Value Range 1	Top of VPS Grade 3, Value Range 2
CPP Grade 4	4.1	Base of VPS Grade 4, Value Range 1	Top of VPS Grade 4, Value Range 1
CPP Grade 5	5.1	Base of VPS Grade 5, Value Range 1	Top of VPS Grade 5, Value Range 1
	5.2	Base of VPS Grade 5, Value Range 2	Top of VPS Grade 5, Value Range 2
CPP Grade 6	6.1	Base of VPS Grade 6, Value Range 1	Top of VPS Grade 6, Value Range 1
	6.2	Base of VPS Grade 6, Value Range 2	Top of VPS Grade 6, Value Range 2

Table 7—Children, Youth and Families (CYF) stream

CYF Structure	Value range	Salary (\$ Min)	Salary (\$ Max)
CYF Grade 1	1.1	54,117	65,102
CYF Grade 2	2.1	65,270	80,143
CYF Grade 3	3.1	82,429	92,718
CYF Grade 4	4.1	93,835	103,534
CYF Grade 5	5.1	103,537	Top of VPS Grade 5, Value Range 1
	5.2	Base of VPS Grade 5, Value Range 2	Top of VPS Grade 5, Value Range 2
CYF Grade 6	6.1	Base of VPS Grade 6, Value Range 1	Top of VPS Grade 6, Value Range 1
	6.2	Base of VPS Grade 6, Value Range 2	Top of VPS Grade 6, Value Range 2

5. By deleting the table appearing in clause 8.8 and inserting the following:

YJW Structure	Value range	Salary (\$ Min)	Salary (\$ Max)
YJW Grade 1	1.1	56,152	69,297
YJW Grade 2	2.1	70,679	80,374

YJW Structure	Value range	Salary (\$ Min)	Salary (\$ Max)
YJW Grade 3	3.1	81,748	90,417
YJW Grade 4	4.1	91,433	102,928
YJW Grade 5	5.1	103,082	107,763
	5.2	108,036	117,718
YJW Grade 6	6.1	119,259	122,841
	6.2	138,396	157,531

6. By deleting the table appearing in clause 8.9 and inserting the following:

HSO and HCSO Structure	Value range	Salary (\$ Min)	Salary (\$ Max)
HSO 1	1.1	Base of VPS Grade 2 Value Range 1	
HSO 2	2.1	Base of VPS Grade 2 Value Range 2	
	2.2	Base of VPS Grade 3 Value Range 1	
HSO 3	3.1	Base of VPS Grade 3 Value Range 2	
HCSO unqualified		Base of VPS Grade 2 Value Range 1	
HSCO qualified Level 1 (Cert. III)		57,038	Top of VPS Grade 2, Value Range 1
HSCO qualified Level 2 (Cert. IV)		Base of VPS Grade 2 Value Range 2	Top of VPS Grade 2, Value Range 2

7. By deleting the table appearing in clause 8.10. and inserting the following:

Sheriff's Officer structure	Salary (\$ Min)	Salary (\$ Max)
Sheriff's Officer Trainee	Base of VPS Grade 2, Value Range 1	
Sheriff's Officer	Base of VPS Grade 2, Value Range 2	Top of VPS Grade 2, Value Range 2
Senior Sheriff's Officer	Base of VPS Grade 3, Value Range 1	81,253
Assistant District Supervisor	82,653	Top of VPS Grade 3, Value Range 2
District Supervisor	Base of VPS Grade 4	
Divisional Operations Manager	Base of VPS Grade 5, Value Range 1	

Sheriff's Officer structure	Salary (\$ Min)	Salary (\$ Max)
Regional Operations Manager	Base of VPS Grade 6, Value Range 1	
Deputy Sheriff	Base of VPS Grade 6, Value Range 2	

8. By deleting the table appearing in clause 8.11 and inserting the following:

Community Corrections Officer structure	Salary (\$ Min)	Salary (\$ Max)
Trainee Community Corrections Officer	Base of VPS Grade 2, Value Range 1	
Community Corrections Officer	Base of VPS Grade 2, Value Range 2	Top of Grade 2, Value Range 2
Leading Community Corrections Officer	Base of VPS Grade 3, Value Range 1	81,253
Senior Community Corrections Officer	82,653	88,822
Officer in Charge	90,638	97,900
Location Manager	Base of VPS Grade 5	
General Manager	Base of VPS Grade 6	

9. By deleting the table appearing in clause 8.13 and inserting the following:

Forensic Officer structure	Salary (\$ Min)	Salary (\$ Max)
Forensic Officer Level 1	61,369	66,178
Forensic Officer Level 2	70,464	77,166
Forensic Officer Level 3	86,849	95,255
Forensic Officer Level 4	97,385	106,887
Forensic Officer Level 5	113,769	122,558
Forensic Officer Level 6	132,497	142,816
Forensic Officer Level 7	152,394	164,337

10. By deleting the table appearing in clause 8.14 and inserting the following:

Nursing Employee structure		Salary \$
Enrolled Nurse:		
Pay Point 1		54,825
Pay Point 2		55,593
Pay Point 3		56,354

Nursing Employee structure		Salary \$
Pay Point 4		57,116
Pay Point 5		57,724
Registered Nurse:		
Grade 3B	Year 1	76,812
	Year 2 and thereafter	78,160
Grade 4A	Year 1	79,883
	Year 2 and thereafter	81,610
Grade 4B	Year 1	83,160
	Year 2 and thereafter	84,889
Grade 5B		88,975
Grade 6		98,069

11. By deleting the tables appearing in clause 8.15 and inserting the following tables:

Table 15—Disability Development and Support Officer (DDSO) structure

DDSO Structure		Salary \$
DDSO 1 - Unqualified	Year 1	52,932
	Year 2	54,113
	Year 3	55,842
	Year 4	57,067
DDSO 1Q - Qualified (Cert IV)	Year 1	58,290
	Year 2	59,518
	Year 3	61,303
	Year 4	61,916
DDSO 2 - Cert IV	Year 1	62,529
	Year 2	63,323
	Year 3	64,556
DDSO 2A - Adv. Diploma (Cert VI)	Year 1	61,978
	Year 2	64,059
	Year 3	66,734
	Year 4	69,093
	Year 5	71,611
	Year 6	74,129
	Year 7	76,652
	Year 8	79,172
DDSO 3 - Cert IV	Year 1	67,066
	Year 2	68,349

DDSO Structure		Salary \$
	Year 3	69,665
	Year 4	70,963
	Year 5	72,260
	Year 6	73,354
DDSO 3A - Adv. Diploma (Cert VI)	Year 1	78,962
	Year 2	79,865
	Year 3	81,535
	Year 4	83,167
	Year 5	85,068
DDSO 4	Year 1	89,870
	Year 2	91,766
	Year 3	93,650
	Year 4	95,537
DDSO 5		104,296
DDSO 6		111,640
DDSO 7		118,986
DDSO 8		127,378
DDSO 9		139,967

Table 16—Trades and Support Services Structure

Trades and Support Services Structure		Salary \$
Facility Service Officer (FSO)		
FSO-1	Year 1	52,770
	Year 2	53,387
	Year 3	53,999
	Year 4	55,288
FSO-2	Year 1	54,925
	Year 2	55,842
	Year 3	56,764
	Year 4	58,053
FSO-3	Year 1	58,097
	Year 2	59,427
	Year 3	60,671
	Year 4	61,640
FSO-4	Year 1	62,089
	Year 2	63,392
	Year 3	65,134

Trades and Support Services Structure		Salary \$
	Year 4	66,422
FSO-5	Year 1	67,951
	Year 2	69,241
Trades		
Level 1 - Trades Assistant (TA 1)	Year 1	54,925
	Year 2	55,842
	Year 3	56,764
	Year 4	58,053
Level 2 - Tradesperson (TA 2)	Year 1	59,834
	Year 2	61,169
	Year 3	62,910
	Year 4	63,762
Level 3 - Trades Coordinator		
Level 3 G1 (TA 3)	Year 1	67,181
	Year 2	69,226
	Year 3	70,519
Level 3 G2 (TA 4)		76,397
Level 4 - Trades Coordinator (formerly Maintenance Manager)		90,730
Level 4 - Trades Coordinator (formerly Senior Maintenance Manager)		92,263

12. By deleting the table appearing in clause 8.16 and inserting the following:

Band	Salary Point	Salary \$
Ongoing Staff		
Band 1	1	50,929
	2	52,861
	3	53,543
	4	54,563
	5	55,582
Band 2	1	56,602
	2	57,622
	3	58,642
	4	59,659
Band 3	1	61,359
	2	62,056

Band	Salary Point	Salary \$
	3	63,164
	4	63,832
Band 4	1	64,934
	2	66,040
	3	67,146
	4	68,252
Project fire fighters		
Band 1	1	49,541
	2	51,379
	3	52,004
	4	52,991
	5	53,975
Band 2	1	54,961
	2	55,948
	3	56,933
	4	57,919
Band 3	1	59,562
	2	60,632
	3	61,296
	4	62,363
Band 4	1	62,994
	2	64,064
	3	65,131
	4	66,198

13. By deleting the table appearing in clause 8.17(b) and inserting the following:

Qualification	Salary minimum \$
Certificate III (Trade qualification)	56,742
Relevant degree or Diploma	60,786
Certificate IV	62,404
Mandatory 3 year degree	64,997
Mandatory 4 year degree	67,019

14. By deleting the table appearing in clause 12.1(a) and inserting the following:

Allowance	Payable	% of standard rate (\$55,906)	\$
First aid	Per fortnight	0.0445	24.88
Sleepover allowance	Per night	0.1712	95.71
Stand-by	Per night	0.053	29.63
Stand-by	Per day and night	0.105	58.70

15. By deleting the amount “\$97,079” appearing in clause 17.3(a) and inserting “\$100,720”.
16. By deleting the amount “\$70,244” appearing in clause 17.5(a) and inserting “\$72,879”.
17. By deleting the amount “\$36.45” appearing in clause 19.3 and inserting “\$37.82”.
18. By deleting the amount “\$91,917” appearing in clause 20.5(b) and inserting “\$95,364”.
19. By deleting clause P.5 and inserting the following:

P.5 Minimum Wages

P.5.1 Minimum wages for full-time traineeships

(a) Wage Level A

Subject to clause P.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level A by Appendix P1 are:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
School leaver	398.70	439.00	522.20
Plus 1 year out of school	439.00	522.20	607.70
Plus 2 years out of school	522.20	607.70	707.20
Plus 3 years out of school	607.70	707.20	809.70
Plus 4 years out of school	707.20	809.70	
Plus 5 or more years out of school	809.70		

(b) Wage Level B

Subject to clause P.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level I–III traineeship whose training

package and AQF certificate levels are allocated to Wage Level B by Appendix P1 are:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
School leaver	398.70	439.00	508.90
Plus 1 year out of school	439.00	508.90	585.40
Plus 2 years out of school	508.90	585.40	686.60
Plus 3 years out of school	585.40	686.60	783.00
Plus 4 years out of school	686.60	783.00	
Plus 5 or more years out of school	783.00		

(c) Wage Level C

Subject to clause P.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level C by Appendix P1 are:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
School leaver	398.70	439.00	508.90
Plus 1 year out of school	439.00	508.90	575.50
Plus 2 years out of school	508.90	575.50	642.90
Plus 3 years out of school	575.50	642.90	716.10
Plus 4 years out of school	642.90	716.10	
Plus 5 or more years out of school	716.10		

(d) AQF Certificate Level IV traineeships

- (i)** Subject to clause P.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level IV traineeship are the minimum wages for the relevant full-time AQF Certificate Level III traineeship with the addition of 3.8% to those minimum wages.
- (ii)** Subject to clause P.5.3 of this schedule, the minimum wages for an adult trainee undertaking a full-time AQF Certificate Level IV traineeship are

as follows, provided that the relevant wage level is that for the relevant AQF Certificate Level III traineeship:

Wage level	First year of traineeship	Second and subsequent years of traineeship
	per week	per week
	\$	\$
Wage level A	840.40	872.30
Wage level B	812.80	843.70
Wage level C	743.40	771.50

P.5.2 Minimum wages for part-time traineeships

(a) Wage Level A

Subject to clauses P.5.2(f) and P.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level A by Appendix P1 are:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
School leaver	13.11	14.44	17.17
Plus 1 year out of school	14.44	17.17	19.99
Plus 2 years out of school	17.17	19.99	23.26
Plus 3 years out of school	19.99	23.26	26.64
Plus 4 years out of school	23.26	26.64	
Plus 5 or more years out of school	26.64		

(b) Wage Level B

Subject to clauses P.5.2(f) and P.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level B by Appendix P1 are:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
School leaver	13.11	14.44	16.75
Plus 1 year out of school	14.44	16.75	19.26

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
Plus 2 years out of school	16.75	19.26	22.59
Plus 3 years out of school	19.26	22.59	25.76
Plus 4 years out of school	22.59	25.76	
Plus 5 or more years out of school	25.76		

(c) Wage Level C

Subject to clauses P.5.2(f) and P.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level C by Appendix P1 are:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
School leaver	13.11	14.44	16.75
Plus 1 year out of school	14.44	16.75	18.92
Plus 2 years out of school	16.75	18.92	21.15
Plus 3 years out of school	18.92	21.15	23.55
Plus 4 years out of school	21.15	23.55	
Plus 5 or more years out of school	23.55		

(d) School-based traineeships

Subject to clauses P.5.2(f) and P.5.3 of this schedule, the minimum wages for a trainee undertaking a school-based AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Levels A, B or C by Appendix P1 are as follows when the trainee works ordinary hours:

Year of schooling	
Year 11 or lower	Year 12
per hour	per hour
\$	\$
13.11	14.44

(e) AQF Certificate Level IV traineeships

- (i) Subject to clauses P.5.2(f) and P.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level IV traineeship

are the minimum wages for the relevant part-time AQF Certificate Level III traineeship with the addition of 3.8% to those minimum wages.

- (ii) Subject to clauses P.5.2(f) and P.5.3 of this schedule, the minimum wages for an adult trainee undertaking a part-time AQF Certificate Level IV traineeship are as follows, provided that the relevant wage level is that for the relevant AQF Certificate Level III traineeship:

Wage level	First year of traineeship	Second and subsequent years of traineeship
	per hour	per hour
	\$	\$
Wage level A	27.65	28.69
Wage level B	26.74	27.75
Wage level C	24.45	25.38

(f) Calculating the actual minimum wage

- (i) Where the full-time ordinary hours of work are not 38 or an average of 38 per week, the appropriate hourly minimum wage is obtained by multiplying the relevant minimum wage in clauses P.5.2(a)–(e) of this schedule by 38 and then dividing the figure obtained by the full-time ordinary hours of work per week.
- (ii) Where the approved training for a part-time traineeship is provided fully off-the-job by a registered training organisation, for example at school or at TAFE, the relevant minimum wage in clauses P.5.2(a)–(e) of this schedule applies to each ordinary hour worked by the trainee.
- (iii) Where the approved training for a part-time traineeship is undertaken solely on-the-job or partly on-the-job and partly off-the-job, the relevant minimum wage in clauses P.5.2(a)–(e) of this schedule minus 20% applies to each ordinary hour worked by the trainee.

P.5.3 Other minimum wage provisions

- (a) An employee who was employed by an employer immediately prior to becoming a trainee with that employer must not suffer a reduction in their minimum wage per week or per hour by virtue of becoming a trainee. Casual loadings will be disregarded when determining whether the employee has suffered a reduction in their minimum wage.
- (b) If a qualification is converted from an AQF Certificate Level II to an AQF Certificate Level III traineeship, or from an AQF Certificate Level III to an AQF Certificate Level IV traineeship, then the trainee must be paid the next highest minimum wage provided in this schedule, where a higher minimum wage is provided for the new AQF certificate level.

P.5.4 Default wage rate

The minimum wage for a trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate level are not allocated to a wage level by Appendix P1 is the relevant minimum wage under this schedule for a trainee undertaking an AQF Certificate to Level I–III traineeship whose training package and AQF certificate level are allocated to Wage Level B.

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