



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2023–24 (C2024/1)

HEALTH PROFESSIONALS, MEDICAL SCIENTISTS AND SUPPORT SERVICES (VICTORIA) STATE REFERENCE PUBLIC SECTOR MODERN AWARD 2018 [MA000157]

Health and welfare 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 12.2(a) and inserting the following:

Level	Weekly rate \$
Wage/Skill Group 1	971.20
Wage/Skill Group 2	994.00
Wage/Skill Group 3	1009.70
Wage/Skill Group 4	1017.90
Wage/Skill Group 5	1033.80
Wage/Skill Group 6	1045.00
Wage/Skill Group 7	1062.50
Wage/Skill Group 8	1076.80

Level	Weekly rate \$
Wage/Skill Group 9	1095.90
Wage/Skill Group 10	1137.50
Wage/Skill Group 11	1177.40

2. By deleting the amounts “\$6.10” and “\$12.60” appearing in clause 12.2(a)(i) and inserting “\$6.33” and “\$13.08” respectively.

3. By deleting the amounts “\$8.85” and “\$16.04” appearing in clause 12.2(a)(ii) and inserting “\$9.18” and “\$16.64” respectively.

4. By deleting the table appearing in clause 12.2(b) and inserting the following:

Grade/ Level	Weekly rate \$
Dental technician level I	1078.20
Dental technician level II	1171.90
Foreperson dental technician	1297.80
Dental laboratory manager	1434.80

5. By deleting the amounts “\$10.29” and “\$24.67” appearing in clause 12.2(b)(i) and inserting “\$10.68” and “\$25.60” respectively.

6. By deleting the table appearing in clause 12.2(d) and inserting the following:

Grade Level	Weekly rate \$
Dental nurse level I	1067.10
Dental nurse level II	1089.80
Dental nurse level III	1101.80
Dental nurse level IV	1119.40
Deputy superintending dental nurse	1237.90
Advanced dental technician	1286.30

7. By deleting the amounts “\$6.28” and “\$13.03” appearing in clause 12.2(d)(i) and inserting “\$6.51” and “\$13.52” respectively.

8. By deleting the table appearing in clause 12.3(b) and inserting the following:

UG1 classifications	Weekly rate \$
1st year of experience after qualification	1064.70
2nd year of experience after qualification	1122.10
3rd year of experience after qualification	1171.20
4th year of experience after qualification	1233.10
5th year of experience after qualification	1280.30
6th year of experience after qualification	1327.80
Grade 2	
1st year of experience at this level	1327.80
2nd year of experience at this level	1384.50
3rd year of experience at this level	1439.20
4th year of experience at this level	1499.00
Grade 3	
1st year of experience at this level	1565.20
2nd year of experience at this level	1610.50
3rd year of experience at this level	1646.20
4th year of experience at this level	1721.60

9. By deleting the table appearing in clause 12.3(c) and inserting the following:

	Weekly rate \$
Deputy chief medical record administrator	
Grade 1 as defined	1565.20
Grade 2 as defined	1610.50
Deputy chief G 1 (MIT, NMT & cardiac tech only)	
1st year of experience at this level	1565.20
2nd year of experience at this level	1610.50
Deputy chief G 2 (MIT, NMT & cardiac tech only)	
1st year of experience at this level	1610.50
2nd year of experience at this level	1646.20
3rd year of experience at this level	1721.60

	Weekly rate \$
All other Chief G 1 (except Medical Record Administrator Chief Grade 1, Recreation Therapist, Music Therapist and Research Technologist) and all other Deputy Chief (except Music Therapist, Research Technologist, Medical Librarian and Recreation Therapist)	
1st year of experience at this level	1565.20
2nd year of experience at this level	1610.50
3rd year of experience at this level	1646.20
Medical record admin chief G 1 and RTT G 2a	
1st year of experience at this level	1565.20
2nd year of experience at this level	1610.50
Medical record administrator chief G 2	
1st year of experience at this level	1610.50
2nd year of experience at this level	1646.20
Medical record administrator chief G 3	
1st year of experience at this level	1721.60
2nd year of experience at this level	1787.20
RTT grade 2(a)	
1st year of experience at this level	1565.20
2nd year of experience at this level	1610.50
RTT grade 2(b)	
1st year of experience at this level	1646.20
2nd year of experience at this level	1721.60
RTT grade 2(c)	1787.20
All other Chief G 2 (except Medical Record Administrator, Music Therapist, Research Technologist and Recreation Therapist)	
1st year of experience at this level	1721.60
2nd year of experience at this level	1787.20
All chief G 3 (except Medical Record Administrator, Music Therapist, Research Technologist, Medical Librarian, Podiatrist, Medical Photographer/Illustrator and Recreation Therapist)	1905.00

	Weekly rate \$
All Chief Grade 4 (except Music Therapist, Research Technologist, Medical Librarian, Podiatrist, Medical Photographer/Illustrator, Recreation Therapist and Medical Record Administrator)	2034.70
All Chief G 5 (except Music Therapist, Research Technologist, Medical Librarian, Podiatrist, Medical Photographer/Illustrator, Nuclear Medicine Technologist, Speech Pathologist, Recreation Therapist, Medical Record Administrator and Orthoptist) and RTT G 4	2362.00
RTT grade 5	2450.30

10. By deleting the table appearing in clause 12.3(d) and inserting the following:

	Weekly rate \$
Grade 1 qualified	
1st year of experience after qualification	967.80
2nd year of experience after qualification	1003.50
3rd year of experience after qualification	1037.30
4th year of experience after qualification	1061.60
5th year of experience after qualification	1088.90
6th year of experience after qualification	1116.60
7th year of experience after qualification	1143.70
8th year of experience after qualification	1171.20
Grade 2	
1st year of experience at this level	1171.20
2nd year of experience at this level	1207.80
3rd year of experience at this level	1244.10
4th year of experience at this level	1278.80
Medical technician/renal dialysis technician	
1st year of experience	967.80
2nd year of experience	1003.50
3rd year of experience	1017.00
4th year of experience	1030.40
5th year of experience	1049.60

	Weekly rate \$
6th year of experience	1070.10

11. By deleting the table appearing in clause 12.3(e) and inserting the following:

	Weekly rate \$
Child psychotherapy Level 1	
1st year of experience	1055.60
2nd year of experience	1095.00
3rd year of experience	1142.40
4th year of experience	1187.50
5th year of experience	1235.60
6th year of experience	1280.50
7th year of experience	1331.50
Child psychotherapy Level 2	
1st year of experience	1400.70
2nd year of experience	1416.70
3rd year of experience	1469.00
4th year of experience	1507.10
Child psychotherapy Level 3	
1st year of experience	1573.60
2nd year of experience	1621.10
3rd year of experience	1670.00
Child psychotherapy Level 4	
1st year of experience	1725.10
2nd year of experience	1778.50
3rd year of experience	1849.20

12. By deleting the table appearing in clause 12.3(f) and inserting the following:

	Weekly rate \$
Unqualified	
1st year of experience	965.60
2nd year of experience	996.70

	Weekly rate \$
3rd year of experience and thereafter	1032.30
Qualified welfare worker class I	
1st year of experience	951.30
2nd year of experience	994.90
3rd year of experience	1012.60
4th year of experience	1040.60
5th year of experience	1064.70
6th year of experience	1099.10
7th year of experience and thereafter	1122.40
Class II	
1st year of experience	1064.70
2nd year of experience	1099.10
3rd year of experience	1121.60
4th year of experience and thereafter	1158.30
Class III	
1st year of experience	1158.30
2nd year of experience	1192.30
3rd year of experience and thereafter	1220.30
Class IV	
1st year of experience	1247.50
2nd year of experience	1278.30
3rd year of experience	1304.00

13. By deleting the table appearing in clause 12.3(g) and inserting the following:

	Weekly rate \$
Community development workers Class I	
1st year of experience	1019.30
2nd year of experience	1050.30
3rd year of experience	1084.80
4th year of experience	1118.60

	Weekly rate \$
Class II(a)	
1st year of experience	1050.30
2nd year of experience	1084.80
3rd year of experience	1118.60
4th year of experience	1153.10
5th year of experience	1190.60
6th year of experience	1226.90
7th year of experience	1242.60
8th year of experience	1294.40
9th year of experience	1330.80
10th year of experience	1363.90
Class II(b)	
1st year of experience	1294.40
2nd year of experience	1330.80
3rd year of experience	1363.90
4th year of experience	1400.20
5th year of experience	1434.20
6th year of experience	1470.90
Class III	
1st year of experience	1400.20
2nd year of experience	1434.20
3rd year of experience and thereafter	1470.90

14. By deleting the table appearing in clause 12.3(h) and inserting the following:

	Weekly rate \$
Grade 1 qualified	
On commencement/appointment	1290.20
2nd year of experience after qualification	1311.20
3rd year of experience after qualification	1334.20
4th year of experience after qualification	1385.40
5th year of experience after qualification	1409.50

	Weekly rate \$
6th year of experience after qualification	1433.10
Grade 2	
1st year of experience at this level	1497.60
2nd year of experience at this level	1527.90
3rd year of experience at this level	1558.40
Grade 3 senior clinician	
1st year of experience at this level	1633.60
2nd year of experience at this level	1663.20
3rd year of experience at this level	1693.30
Grade 4 principal	
1st year of experience at this level	1819.30
2nd year of experience at this level	1871.50
3rd year of experience at this level	1923.70

15. By deleting the table appearing in clause 12.4(b) and inserting the following:

	Weekly rate \$
Grade I	
1st year of experience after qualification	1038.30
2nd year of experience after qualification	1095.70
3rd year of experience after qualification	1144.80
4th year of experience after qualification	1206.60
5th year of experience after qualification	1253.80
6th year of experience after qualification and thereafter	1301.50
Grade II	
On appointment	1301.50
2nd year after appointment	1358.10
3rd year after appointment	1412.80
4th year after appointment and thereafter	1472.40
Grade III	
On appointment	1538.60
2nd year after appointment	1584.30

	Weekly rate \$
3rd year after appointment	1619.50
4th year after appointment and thereafter	1695.10

16. By deleting the table appearing in clause 12.4(c) and inserting the following:

	Weekly rate \$
Grade 1	
1st year of experience after qualification	1038.30
2nd year of experience after qualification	1095.70
3rd year of experience after qualification	1144.80
4th year of experience after qualification	1206.60
5th year of experience after qualification	1253.80
6th year of experience after qualification and thereafter	1301.50
Grade 2	
1st year of experience after certification	1358.10
2nd year of experience after certification	1412.80
3rd year of experience after certification	1472.40
4th year of experience after certification	1538.60
5th year of experience after certification	1584.30
6th year of experience after certification	1619.50
7th year of experience after certification and thereafter	1695.10
Grade 3	
On appointment	1760.70
2nd year after appointment	1841.10
3rd year after appointment and thereafter	1953.30

17. By deleting the table appearing in clause 12.4(d) and inserting the following:

	Weekly rate \$
Grade 1	
1st year of experience after qualification	1051.20
2nd year of experience after qualification	1081.60
3rd year of experience after qualification	1128.10

	Weekly rate \$
4th year of experience after qualification	1182.50
5th year of experience after qualification	1245.60
6th year of experience after qualification and thereafter	1305.20
Grade 2	
1st year	1342.90
2nd year	1378.90
3rd year	1414.60
4th year and thereafter	1450.10
Grade 3	
1st year	1500.00
2nd year	1543.90
3rd year	1587.40
4th year and thereafter	1628.80
Grade 4	
1st year	1713.00
2nd year	1763.80
3rd year	1814.60
4th year and thereafter	1865.40

18. By deleting the table appearing in clause 12.4(e) and inserting the following:

	Weekly rate \$
Grade I	
1st year of experience after qualification	1038.30
2nd year of experience after qualification	1095.70
3rd year of experience after qualification	1144.80
4th year of experience after qualification	1206.60
5th year of experience after qualification	1253.80
6th year of experience after qualification and thereafter	1301.50
Grade II	
On appointment	1301.50
2nd year after appointment	1358.10

	Weekly rate \$
3rd year after appointment	1412.80
4th year after appointment and thereafter	1472.40
Grade III	
On appointment	1538.60
2nd year after appointment	1584.30
3rd year after appointment	1619.50
4th year after appointment and thereafter	1695.10
Grade IV	
On appointment and during 2nd year after appointment	1760.70
During 3rd and 4th years after appointment	1841.10
Thereafter	1953.30
Grade V	2354.40
Principal Scientist	2190.00
Deputy Director (Scientist)	2190.00
Director (Scientist)	2423.90

19. By deleting the table appearing in clause 12.4(f) and inserting the following:

	Weekly rate \$
Grade I	
First year of experience after registration	1095.70
Second year	1144.80
Third year	1206.60
Fourth year	1253.80
Fifth year and thereafter	1301.50
Pharmacist grade 2	
On appointment	1301.50
Second year	1358.10
Third year	1412.80
Fourth year and thereafter	1472.40
Pharmacist In Charge	
On appointment	1538.60

	Weekly rate \$
2nd year	1584.30
3rd year and thereafter	1619.50
Group 2	1728.30
Group 1B	1760.70
Group 1A	1841.10

20. By deleting the table appearing in clause 12.4(g) and inserting the following:

	Weekly rate \$
Grade I	
1st year	1023.90
2nd year	1062.70
3rd year	1109.70
4th year	1154.20
5th year	1201.80
6th year	1246.30
7th year	1296.90
Grade II	
1st year	1365.40
2nd year	1399.10
3rd year	1433.00
4th year	1471.40
Grade III	
1st year	1536.70
2nd year	1588.40
3rd year	1632.30
Grade IV	
1st year	1698.50
2nd year	1751.80
3rd year	1822.90

21. By deleting the table appearing in clause 13.9(b) and inserting the following:

	Per week \$	% of standard rate
In their second year	9.70	0.938
In their third year	33.67	3.257
In their fourth year	58.05	5.615

22. By deleting the table appearing in clause 13.9(c) and inserting the following:

	Per week \$	% of standard rate
In their first year	95.35	9.223
In their second year	121.62	11.764
In their third year	148.14	14.33
In their fourth year	175.82	17.007

23. By deleting clause E.5 and inserting the following:

E.5.1 Minimum wages for full-time traineeships

(a) Wage Level A

Subject to clause E.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 E1 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		

(a) Wage Level B

Subject to clause E.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 E1 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		

(b) Wage Level C

Subject to clause E.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 E1 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		

(b) AQF Certificate Level IV traineeships

(i) Subject to clause E.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 E.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

E.5.2 Minimum wages for part-time traineeships

(a) Wage Level A

Subject to clauses E.5.2(f) and E.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 E1 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 E.5.2(f) and E.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 E1 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
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 E.5.2(f) and E.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 E1 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 E.5.2(f) and E.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 E1 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 E.5.2(f) and E.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 E.5.2(f) and E.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 E.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 E.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 E.5.2(a)–(e) of this schedule minus 20% applies to each ordinary hour worked by the trainee.

E.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.

E.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 E1 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