



# DRAFT DETERMINATION

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

## Annual Wage Review 2018–19 (C2019/1)

### VICTORIAN PUBLIC SERVICE AWARD 2016 [MA000135]

State and Territory government administration

JUSTICE ROSS, PRESIDENT  
VICE PRESIDENT HATCHER  
DEPUTY PRESIDENT ASBURY  
COMMISSIONER HAMPTON  
PROFESSOR RICHARDSON  
MR GIBBS  
MR APTED

MELBOURNE, XX JUNE 2019

*Annual Wage Review 2018–19.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2018–19 on 30 May 2019 [[\[2019\] 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	40,211	45,410
Grade 2	2.1	46,709	52,256
	2.2	53,100	58,169
Grade 3	3.1	59,337	65,187
	3.2	66,356	71,035
Grade 4	4.1	72,337	81,434
Grade 5	5.1	82,734	90,923
	5.2	90,924	99,112
Grade 6	6.1	100,411	116,591
	6.2	116,592	132,771

<b>VPS Structure</b>	<b>Value range</b>	<b>Salary (\$ Min)</b>	<b>Salary (\$ Max)</b>
Senior Technical Specialist	7.1	134,691	150,288
	7.2	150,289	165,882
	7.3	165,883	181,477

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

<b>Legal Officer structure</b>	<b>Value range</b>	<b>Salary Minimum</b>
Articled Clerk		\$50,800
Solicitor 1	1.1	\$55,995
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:

<b>COG structure</b>	<b>Salary (Min)</b>	<b>Salary (Max)</b>
COG 1 Trainee	\$46,107	
COG 2A Prison Officer	Base of VPS Grade 2, Value Range 1	\$58,530
COG 2B Prison officer	Base of VPS Grade 3, Value Range 1	\$67,886
COG 3 Senior Prison Officer / Industry Officer	\$69,056	\$74,210
COG 4 Operations Manager / Industry Supervisor	\$75,728	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**

<b>CPP Structure</b>	<b>Value range</b>	<b>Salary (Min)</b>	<b>Salary (Max)</b>
CPP Grade 2	2.1	\$47,136	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**

<b>CYF Structure</b>	<b>Value range</b>	<b>Salary (Min)</b>	<b>Salary (Max)</b>
CYF Grade 1	1.1	\$45,215	\$54,392
CYF Grade 2	2.1	\$54,533	\$66,959
CYF Grade 3	3.1	\$68,869	\$77,465
CYF Grade 4	4.1	\$78,398	\$86,502
CYF Grade 5	5.1	\$86,505	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:

<b>YJW Structure</b>	<b>Value range</b>	<b>Salary (\$ Min)</b>	<b>Salary (\$ Max)</b>
YJW Grade 1	1.1	\$46,914	\$57,896
YJW Grade 2	2.1	\$59,052	\$67,152
YJW Grade 3	3.1	\$68,300	\$75,542
YJW Grade 4	4.1	\$76,391	\$85,995
YJW Grade 5	5.1	\$86,124	\$90,035
	5.2	\$90,263	\$98,353
YJW Grade 6	6.1	\$99,639	\$102,632
	6.2	\$115,629	\$131,616

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

<b>HSO and HCSO Structure</b>	<b>Value range</b>	<b>Salary (Min)</b>	<b>Salary (Max)</b>
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	
HCSO qualified Level 1 (Cert III)		\$47,655	Top of VPS Grade 2, Value Range 1
HCSO 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:

<b>Sheriff's Officer structure</b>	<b>Salary (Min)</b>	<b>Salary (Max)</b>
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	\$67,886

<b>Sheriff's Officer structure</b>	<b>Salary (Min)</b>	<b>Salary (Max)</b>
Assistant District Supervisor	\$69,056	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	
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:

<b>Community Corrections Officer structure</b>	<b>Salary (Min)</b>	<b>Salary (Max)</b>
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	\$67,886
Senior Community Corrections Officer	\$69,056	\$74,210
Officer in Charge	\$75,728	\$81,794
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:

<b>Forensic Officer structure</b>	<b>Salary (\$ Min)</b>	<b>Salary (\$ Max)</b>
Forensic Officer Level 1	\$51,274	\$55,291
Forensic Officer Level 2	\$58,872	\$64,472
Forensic Officer Level 3	\$72,561	\$79,585
Forensic Officer Level 4	\$81,364	\$89,303
Forensic Officer Level 5	\$95,054	\$102,396
Forensic Officer Level 6	\$110,700	\$119,322
Forensic Officer Level 7	\$127,324	\$137,301

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

<b>Nursing Employee structure</b>		<b>Salary \$</b>
<b>Enrolled Nurse:</b>		
Pay Point 1		45,805
Pay Point 2		46,447
Pay Point 3		47,083
Pay Point 4		47,721
Pay Point 5		48,228
<b>Registered Nurse:</b>		
Grade 3B	Year 1	64,176
Grade 3B	Year 2 and thereafter	65,302
Grade 4A	Year 1	66,741
Grade 4A	Year 2 and thereafter	68,185
Grade 4B	Year 1	69,480
Grade 4B	Year 2 and thereafter	70,924
Grade 5B		74,338
Grade 6		81,935

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

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

<b>DDSO Structure</b>		<b>Salary \$</b>
<b>DDSO 1 - Unqualified</b>	Year 1	44,224
	Year 2	45,211
	Year 3	46,656
	Year 4	47,679
<b>DDSO 1Q - Qualified (Cert IV)</b>	Year 1	48,701
	Year 2	49,727
	Year 3	51,218
	Year 4	51,730
<b>DDSO 2 - Cert IV</b>	Year 1	52,243
	Year 2	52,905
	Year 3	53,936

<b>DDSO Structure</b>		<b>Salary \$</b>
<b>DDSO 2A - Adv. Diploma (Cert VI)</b>	Year 1	51,783
	Year 2	53,521
	Year 3	55,756
	Year 4	57,728
	Year 5	59,831
	Year 6	61,935
	Year 7	64,042
	Year 8	66,147
<b>DDSO 3 - Cert IV</b>	Year 1	56,033
	Year 2	57,105
	Year 3	58,204
	Year 4	59,289
	Year 5	60,372
	Year 6	61,287
<b>DDSO3A - Adv. Diploma (Cert VI)</b>	Year 1	65,972
	Year 2	66,726
	Year 3	68,122
	Year 4	69,484
	Year 5	71,073
<b>DDSO 4</b>	Year 1	75,086
	Year 2	76,670
	Year 3	78,244
	Year 4	79,821
<b>DDSO 5</b>		87,138
<b>DDSO 6</b>		93,274
<b>DDSO 7</b>		99,411
<b>DDSO 8</b>		106,423
<b>DDSO 9</b>		116,942

**Table 16—Trades and Support Services Structure**

<b>Trades and Support Services Structure</b>		<b>Salary \$</b>
<b>Facility Service Officer (FSO)</b>		
FSO-1	Year 1	44,088
	Year 2	44,603
	Year 3	45,115
	Year 4	46,193
FSO-2	Year 1	45,889
	Year 2	46,656
	Year 3	47,426
	Year 4	48,503
FSO-3	Year 1	48,539
	Year 2	49,651
	Year 3	50,690
	Year 4	51,500
FSO-4	Year 1	51,874
	Year 2	52,964
	Year 3	54,419
	Year 4	55,495
FSO-5	Year 1	56,772
	Year 2	57,850
<b>Trades</b>		
Level 1 - Trades Assistant (TA 1)	Year 1	45,889
	Year 2	46,656
	Year 3	47,426
	Year 4	48,503
Level 2 - Tradesperson (TA 2)	Year 1	49,990
	Year 2	51,106
	Year 3	52,560
	Year 4	53,272
Level 3 - Trades Coordinator		
Level 3 G1 (TA 3)	Year 1	56,129
	Year 2	57,838



<b>Trades and Support Services Structure</b>		<b>Salary \$</b>
	Year 3	58,917
Level 3 G2 (TA 4)		63,829
Level 4 - Trades Coordinator (formerly Maintenance Manager)		75,804
Level 4 - Trades Coordinator (formerly Senior Maintenance Manager)		77,085

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

<b>Band</b>	<b>Salary Point</b>	<b>Salary \$</b>
<b>Ongoing Staff</b>		
Band 1	1	42,507
	2	44,165
	3	44,735
	4	45,586
	5	46,438
Band 2	1	47,290
	2	48,142
	3	48,995
	4	49,845
Band 3	1	51,265
	2	51,848
	3	52,773
	4	53,331
Band 4	1	54,252
	2	55,175
	3	56,100
	4	57,023
<b>Project fire fighters</b>		
Band 1	1	41,294
	2	42,900

<b>Band</b>	<b>Salary Point</b>	<b>Salary \$</b>
	3	43,447
	4	44,274
	5	45,096
Band 2	1	45,919
	2	46,744
	3	47,567
	4	48,391
Band 3	1	49,763
	2	50,657
	3	51,212
	4	52,104
Band 4	1	52,631
	2	53,524
	3	54,417
	4	55,308

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

<b>Qualification</b>	<b>Salary minimum \$</b>
Certificate III (Trade qualification)	47,407
Relevant degree or Diploma	50,786
Certificate IV	52,139
Mandatory 3 year degree.	54,306
Mandatory 4 year degree	55,995

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

<b>Allowance</b>	<b>Payable</b>	<b>% of standard rate (\$46,709)</b>	<b>\$</b>
First aid	Per fortnight	0.0445	20.79
Sleepover allowance	Per night	0.1712	79.97
Stand-by	Per night	0.053	24.76
Stand-by	Per day and night	0.105	49.04

15. By deleting the amount “\$81,701” appearing in clause 17.3(a) and inserting “\$84,151”.

16. By deleting the amount “\$59,117” appearing in clause 17.5(a) and inserting “\$60,890”.

17. By deleting the amount “\$30.67” appearing in clause 19.3 and inserting “\$31.60”.
18. By deleting the amount “\$77,356” appearing in clause 20.5(b) and inserting “\$79,676”.
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:

	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per week</b>	<b>per week</b>	<b>per week</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	332.80	366.50	436.60
Plus 1 year out of school	366.50	436.60	508.10
Plus 2 years out of school	436.60	508.10	591.30
Plus 3 years out of school	508.10	591.30	677.00
Plus 4 years out of school	591.30	677.00	
Plus 5 or more years out of school	677.00		

#### **(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:

	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per week</b>	<b>per week</b>	<b>per week</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	332.80	366.50	424.80
Plus 1 year out of school	366.50	424.80	488.60
Plus 2 years out of school	424.80	488.60	573.10

	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per week</b>	<b>per week</b>	<b>per week</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Plus 3 years out of school	488.60	573.10	653.70
Plus 4 years out of school	573.10	653.70	
Plus 5 or more years out of school	653.70		

**(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:

	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per week</b>	<b>per week</b>	<b>per week</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	332.80	366.50	424.80
Plus 1 year out of school	366.50	424.80	478.20
Plus 2 years out of school	424.80	478.20	534.30
Plus 3 years out of school	478.20	534.30	595.20
Plus 4 years out of school	534.30	595.20	
Plus 5 or more years out of school	595.20		

**(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	703.20	730.40
Wage Level B	678.40	704.40
Wage Level C	617.40	640.70

## 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 per hour \$	Year 11 per hour \$	Year 12 per hour \$
School leaver	10.95	12.07	14.37
Plus 1 year out of school	12.07	14.37	16.73
Plus 2 years out of school	14.37	16.73	19.45
Plus 3 years out of school	16.73	19.45	22.26
Plus 4 years out of school	19.45	22.26	
Plus 5 or more years out of school	22.26		

### (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 per hour \$	Year 11 per hour \$	Year 12 per hour \$
School leaver	10.95	12.07	13.99
Plus 1 year out of school	12.07	13.99	16.08
Plus 2 years out of school	13.99	16.08	18.87

	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per hour</b>	<b>per hour</b>	<b>per hour</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Plus 3 years out of school	16.08	18.87	21.52
Plus 4 years out of school	18.87	21.52	
Plus 5 or more years out of school	21.52		

**(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:

	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per hour</b>	<b>per hour</b>	<b>per hour</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	10.95	12.07	13.99
Plus 1 year out of school	12.07	13.99	15.73
Plus 2 years out of school	13.99	15.73	17.57
Plus 3 years out of school	15.73	17.57	19.58
Plus 4 years out of school	17.57	19.58	
Plus 5 or more years out of school	19.58		

**(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:

<b>Year of schooling</b>	
<b>Year 11 or lower</b>	<b>Year 12</b>
<b>per hour</b>	<b>per hour</b>
<b>\$</b>	<b>\$</b>
10.95	12.07

**(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	23.12	24.03
Wage Level B	22.29	23.15
Wage Level C	20.31	21.08

**(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 from 1 July 2019. In accordance with s.166(5) of the *Fair Work Act 2009* this determination does not take effect until the start of the first full pay period that starts on or after 1 July 2019.

PRESIDENT