



# DRAFT DETERMINATION

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

**Annual Wage Review 2019–20**  
(C2020/1)

**HIGHER EDUCATION INDUSTRY—GENERAL STAFF—AWARD**  
**2020**  
[MA000007]

Educational services

JUSTICE ROSS, PRESIDENT  
VICE PRESIDENT CATANZARITI  
DEPUTY PRESIDENT ASBURY  
COMMISSIONER HAMPTON  
MR FERGUSON  
PROFESSOR WOODEN  
MS LABINE-ROMAIN

MELBOURNE, XX JUNE 2020

*Annual Wage Review 2019–20.*

A. Further to the decision issued by the majority of the Expert Panel in the Annual Wage Review 2019–20 on 19 June 2020 [[2020] FWCFB 3500], the above award is varied as follows:

- By deleting the table appearing in clause 17.1 and inserting the following:

Employee classification	Minimum annual salary	Other than PACCT staff	PACCT staff
		Minimum hourly rate <sup>1</sup>	Minimum hourly rate <sup>2</sup>
	\$	\$	\$
<b>HEW 1</b>			
HEW Level 1.1	42,113.49	21.31	22.04
HEW Level 1.2	42,774.68	21.65	22.38
HEW Level 1.3	43,435.85	21.98	22.73
<b>HEW 2</b>			
HEW Level 2.1	44,229.29	22.38	23.14
HEW Level 2.2	44,890.47	22.72	23.49

Employee classification	Minimum annual salary	Other than PACCT staff	PACCT staff
		Minimum hourly rate <sup>1</sup>	Minimum hourly rate <sup>2</sup>
	\$	\$	\$
<b>HEW 3</b>			
HEW Level 3.1	45,822.76	23.19	23.98
HEW Level 3.2	46,616.19	23.59	24.39
HEW Level 3.3	47,409.63	23.99	24.81
HEW Level 3.4	48,203.05	24.39	25.22
HEW Level 3.5	48,858.94	24.73	25.57
<b>HEW 4</b>			
HEW Level 4.1	49,916.85	25.26	26.12
HEW Level 4.2	50,842.50	25.73	26.61
HEW Level 4.3	51,768.17	26.20	27.09
<b>HEW 5</b>			
HEW Level 5.1	52,479.85	26.56	27.46
HEW Level 5.2	53,564.21	27.11	28.03
HEW Level 5.3	54,276.03	27.47	28.40
HEW Level 5.4	55,360.38	28.02	28.97
HEW Level 5.5	56,444.73	28.57	29.54
<b>HEW 6</b>			
HEW Level 6.1	57,793.56	29.25	30.24
HEW Level 6.2	58,877.91	29.80	30.81
HEW Level 6.3	59,824.74	30.28	31.31
HEW Level 6.4	60,909.10	30.82	31.87
<b>HEW 7</b>			
HEW Level 7.1	62,145.53	31.45	32.52
HEW Level 7.2	63,467.92	32.12	33.21
HEW Level 7.3	64,790.30	32.79	33.90
HEW Level 7.4	66,112.68	33.46	34.60
<b>HEW 8</b>			
HEW Level 8.1	67,699.55	34.26	35.43
HEW Level 8.2	69,815.36	35.33	36.53
HEW Level 8.3	71,931.15	36.40	37.64
HEW Level 8.4	74,046.94	37.47	38.75
<b>HEW 9</b>			
HEW Level 9.1	76,295.02	38.61	39.92
HEW Level 9.2	78,410.84	39.68	41.03
HEW Level 9.3	80,526.63	40.75	42.14

Employee classification	Minimum annual salary	Other than PACCT staff	PACCT staff
		Minimum hourly rate <sup>1</sup>	Minimum hourly rate <sup>2</sup>
	\$	\$	\$
<b>HEW 10</b>			
HEW Level 10.1	80,658.85	40.82	42.21

2. By deleting the year “2019” in clause 17.7(b) and inserting “2020”.
3. By deleting the table appearing in clause B.1.1 and inserting the following:

	Ordinary hours	Saturday	Sunday	Afternoon & night	Non-rotating night
	% of minimum hourly rate				
	100%	150%	200%	115%	130%
	\$	\$	\$	\$	\$
<b>HEW 1</b>					
HEW Level 1.1	21.31	31.97	42.62	24.51	27.70
HEW Level 1.2	21.65	32.48	43.30	24.90	28.15
HEW Level 1.3	21.98	32.97	43.96	25.28	28.57
<b>HEW 2</b>					
HEW Level 2.1	22.38	33.57	44.76	25.74	29.09
HEW Level 2.2	22.72	34.08	45.44	26.13	29.54
<b>HEW 3</b>					
HEW Level 3.1	23.19	34.79	46.38	26.67	30.15
HEW Level 3.2	23.59	35.39	47.18	27.13	30.67
HEW Level 3.3	23.99	35.99	47.98	27.59	31.19
HEW Level 3.4	24.39	36.59	48.78	28.05	31.71
HEW Level 3.5	24.73	37.10	49.46	28.44	32.15
<b>HEW 4</b>					
HEW Level 4.1	25.26	37.89	50.52	29.05	32.84
HEW Level 4.2	25.73	38.60	51.46	29.59	33.45
HEW Level 4.3	26.20	39.30	52.40	30.13	34.06
<b>HEW 5</b>					
HEW Level 5.1	26.56	39.84	53.12	30.54	34.53
HEW Level 5.2	27.11	40.67	54.22	31.18	35.24
HEW Level 5.3	27.47	41.21	54.94	31.59	35.71

	<b>Ordinary hours</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Afternoon &amp; night</b>	<b>Non-rotating night</b>
	<b>% of minimum hourly rate</b>				
	<b>100%</b>	<b>150%</b>	<b>200%</b>	<b>115%</b>	<b>130%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
HEW Level 5.4	28.02	42.03	56.04	32.22	36.43
HEW Level 5.5	28.57	42.86	57.14	32.86	37.14
<b>HEW 6</b>					
HEW Level 6.1	29.25	43.88	58.50	33.64	38.03
HEW Level 6.2	29.80	44.70	59.60	34.27	38.74
HEW Level 6.3	30.28	45.42	60.56	34.82	39.36
HEW Level 6.4	30.82	46.23	61.64	35.44	40.07
<b>HEW 7</b>					
HEW Level 7.1	31.45	47.18	62.90	36.17	40.89
HEW Level 7.2	32.12	48.18	64.24	36.94	41.76
HEW Level 7.3	32.79	49.19	65.58	37.71	42.63
HEW Level 7.4	33.46	50.19	66.92	38.48	43.50
<b>HEW 8</b>					
HEW Level 8.1	34.26	51.39	68.52	39.40	44.54
HEW Level 8.2	35.33	53.00	70.66	40.63	45.93
HEW Level 8.3	36.40	54.60	72.80	41.86	47.32
HEW Level 8.4	37.47	56.21	74.94	43.09	48.71
<b>HEW 9</b>					
HEW Level 9.1	38.61	57.92	77.22	44.40	50.19
HEW Level 9.2	39.68	59.52	79.36	45.63	51.58
HEW Level 9.3	40.75	61.13	81.50	46.86	52.98
<b>HEW 10</b>					
HEW Level 10.1	40.82	61.23	81.64	46.94	53.07

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

	<b>Monday to Saturday</b>		<b>Sunday</b>	<b>Public holiday</b>
	<b>First 2 hours</b>	<b>After 2 hours</b>		
	<b>% of minimum hourly rate</b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
<b>HEW 1</b>				
HEW Level 1.1	31.97	42.62	42.62	53.28
HEW Level 1.2	32.48	43.30	43.30	54.13
HEW Level 1.3	32.97	43.96	43.96	54.95
<b>HEW 2</b>				
HEW Level 2.1	33.57	44.76	44.76	55.95
HEW Level 2.2	34.08	45.44	45.44	56.80
<b>HEW 3</b>				
HEW Level 3.1	34.79	46.38	46.38	57.98
HEW Level 3.2	35.39	47.18	47.18	58.98
HEW Level 3.3	35.99	47.98	47.98	59.98
HEW Level 3.4	36.59	48.78	48.78	60.98
HEW Level 3.5	37.10	49.46	49.46	61.83
<b>HEW 4</b>				
HEW Level 4.1	37.89	50.52	50.52	63.15
HEW Level 4.2	38.60	51.46	51.46	64.33
HEW Level 4.3	39.30	52.40	52.40	65.50
<b>HEW 5</b>				
HEW Level 5.1	39.84	53.12	53.12	66.40
HEW Level 5.2	40.67	54.22	54.22	67.78
HEW Level 5.3	41.21	54.94	54.94	68.68
HEW Level 5.4	42.03	56.04	56.04	70.05
HEW Level 5.5	42.86	57.14	57.14	71.43
<b>HEW 6</b>				
HEW Level 6.1	43.88	58.50	58.50	73.13
HEW Level 6.2	44.70	59.60	59.60	74.50
HEW Level 6.3	45.42	60.56	60.56	75.70
HEW Level 6.4	46.23	61.64	61.64	77.05
<b>HEW 7<sup>1</sup></b>				

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
HEW Level 7.1	–	–	–	–
HEW Level 7.2	–	–	–	–
HEW Level 7.3	–	–	–	–
HEW Level 7.4	–	–	–	–
<b>HEW 8<sup>1</sup></b>				
HEW Level 8.1	–	–	–	–
HEW Level 8.2	–	–	–	–
HEW Level 8.3	–	–	–	–
HEW Level 8.4	–	–	–	–
<b>HEW 9<sup>1</sup></b>				
HEW Level 9.1	–	–	–	–
HEW Level 9.2	–	–	–	–
HEW Level 9.3	–	–	–	–
<b>HEW 10<sup>1</sup></b>				
HEW Level 10.1	–	–	–	–

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

	Ordinary hours	Saturday	Sunday	Afternoon & night	Non-rotating night
	% of minimum hourly rate				
	100%	150%	200%	115%	130%
	\$	\$	\$	\$	\$
<b>HEW 1</b>					
HEW Level 1.1	22.04	33.06	44.08	25.35	28.65
HEW Level 1.2	22.38	33.57	44.76	25.74	29.09
HEW Level 1.3	22.73	34.10	45.46	26.14	29.55
<b>HEW 2</b>					
HEW Level 2.1	23.14	34.71	46.28	26.61	30.08
HEW Level 2.2	23.49	35.24	46.98	27.01	30.54
<b>HEW 3</b>					
HEW Level 3.1	23.98	35.97	47.96	27.58	31.17

	Ordinary hours	Saturday	Sunday	Afternoon & night	Non-rotating night
	% of minimum hourly rate				
	100%	150%	200%	115%	130%
	\$	\$	\$	\$	\$
HEW Level 3.2	24.39	36.59	48.78	28.05	31.71
HEW Level 3.3	24.81	37.22	49.62	28.53	32.25
HEW Level 3.4	25.22	37.83	50.44	29.00	32.79
HEW Level 3.5	25.57	38.36	51.14	29.41	33.24
<b>HEW 4</b>					
HEW Level 4.1	26.12	39.18	52.24	30.04	33.96
HEW Level 4.2	26.61	39.92	53.22	30.60	34.59
HEW Level 4.3	27.09	40.64	54.18	31.15	35.22
<b>HEW 5</b>					
HEW Level 5.1	27.46	41.19	54.92	31.58	35.70
HEW Level 5.2	28.03	42.05	56.06	32.23	36.44
HEW Level 5.3	28.40	42.60	56.80	32.66	36.92
HEW Level 5.4	28.97	43.46	57.94	33.32	37.66
HEW Level 5.5	29.54	44.31	59.08	33.97	38.40
<b>HEW 6</b>					
HEW Level 6.1	30.24	45.36	60.48	34.78	39.31
HEW Level 6.2	30.81	46.22	61.62	35.43	40.05
HEW Level 6.3	31.31	46.97	62.62	36.01	40.70
HEW Level 6.4	31.87	47.81	63.74	36.65	41.43
<b>HEW 7</b>					
HEW Level 7.1	32.52	48.78	65.04	37.40	42.28
HEW Level 7.2	33.21	49.82	66.42	38.19	43.17
HEW Level 7.3	33.90	50.85	67.80	38.99	44.07
HEW Level 7.4	34.60	51.90	69.20	39.79	44.98
<b>HEW 8</b>					
HEW Level 8.1	35.43	53.15	70.86	40.74	46.06
HEW Level 8.2	36.53	54.80	73.06	42.01	47.49
HEW Level 8.3	37.64	56.46	75.28	43.29	48.93
HEW Level 8.4	38.75	58.13	77.50	44.56	50.38
<b>HEW 9</b>					
HEW Level 9.1	39.92	59.88	79.84	45.91	51.90
HEW Level 9.2	41.03	61.55	82.06	47.18	53.34
HEW Level 9.3	42.14	63.21	84.28	48.46	54.78
<b>HEW 10</b>					
HEW Level 10.1	42.21	63.32	84.42	48.54	54.87

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

	Monday to Saturday		Sunday	Public holiday
	First 3 hours	After 3 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
<b>HEW 1</b>				
HEW Level 1.1	33.06	44.08	44.08	55.10
HEW Level 1.2	33.57	44.76	44.76	55.95
HEW Level 1.3	34.10	45.46	45.46	56.83
<b>HEW 2</b>				
HEW Level 2.1	34.71	46.28	46.28	57.85
HEW Level 2.2	35.24	46.98	46.98	58.73
<b>HEW 3</b>				
HEW Level 3.1	35.97	47.96	47.96	59.95
HEW Level 3.2	36.59	48.78	48.78	60.98
HEW Level 3.3	37.22	49.62	49.62	62.03
HEW Level 3.4	37.83	50.44	50.44	63.05
HEW Level 3.5	38.36	51.14	51.14	63.93
<b>HEW 4</b>				
HEW Level 4.1	39.18	52.24	52.24	65.30
HEW Level 4.2	39.92	53.22	53.22	66.53
HEW Level 4.3	40.64	54.18	54.18	67.73
<b>HEW 5</b>				
HEW Level 5.1	41.19	54.92	54.92	68.65
HEW Level 5.2	42.05	56.06	56.06	70.08
HEW Level 5.3	42.60	56.80	56.80	71.00
HEW Level 5.4	43.46	57.94	57.94	72.43
HEW Level 5.5	44.31	59.08	59.08	73.85
<b>HEW 6</b>				
HEW Level 6.1	45.36	60.48	60.48	75.60
HEW Level 6.2	46.22	61.62	61.62	77.03
HEW Level 6.3	46.97	62.62	62.62	78.28
HEW Level 6.4	47.81	63.74	63.74	79.68



	Monday to Saturday		Sunday	Public holiday
	First 3 hours	After 3 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
<b>HEW 7<sup>1</sup></b>				
HEW Level 7.1	–	–	–	–
HEW Level 7.2	–	–	–	–
HEW Level 7.3	–	–	–	–
HEW Level 7.4	–	–	–	–
<b>HEW 8<sup>1</sup></b>				
HEW Level 8.1	–	–	–	–
HEW Level 8.2	–	–	–	–
HEW Level 8.3	–	–	–	–
HEW Level 8.4	–	–	–	–
<b>HEW 9<sup>1</sup></b>				
HEW Level 9.1	–	–	–	–
HEW Level 9.2	–	–	–	–
HEW Level 9.3	–	–	–	–
<b>HEW 10<sup>1</sup></b>				
HEW Level 10.1	–	–	–	–

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

	Ordinary hours	Saturday	Sunday	Afternoon & night	Non-rotating night
	% of minimum hourly rate				
	125%	175%	225%	140%	155%
	\$	\$	\$	\$	\$
<b>HEW 1</b>					
HEW Level 1.1	26.64	37.29	47.95	29.83	33.03
HEW Level 1.2	27.06	37.89	48.71	30.31	33.56
HEW Level 1.3	27.48	38.47	49.46	30.77	34.07
<b>HEW 2</b>					
HEW Level 2.1	27.98	39.17	50.36	31.33	34.69
HEW Level 2.2	28.40	39.76	51.12	31.81	35.22

	<b>Ordinary hours</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Afternoon &amp; night</b>	<b>Non-rotating night</b>
	<b>% of minimum hourly rate</b>				
	<b>125%</b>	<b>175%</b>	<b>225%</b>	<b>140%</b>	<b>155%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>HEW 3</b>					
HEW Level 3.1	28.99	40.58	52.18	32.47	35.94
HEW Level 3.2	29.49	41.28	53.08	33.03	36.56
HEW Level 3.3	29.99	41.98	53.98	33.59	37.18
HEW Level 3.4	30.49	42.68	54.88	34.15	37.80
HEW Level 3.5	30.91	43.28	55.64	34.62	38.33
<b>HEW 4</b>					
HEW Level 4.1	31.58	44.21	56.84	35.36	39.15
HEW Level 4.2	32.16	45.03	57.89	36.02	39.88
HEW Level 4.3	32.75	45.85	58.95	36.68	40.61
<b>HEW 5</b>					
HEW Level 5.1	33.20	46.48	59.76	37.18	41.17
HEW Level 5.2	33.89	47.44	61.00	37.95	42.02
HEW Level 5.3	34.34	48.07	61.81	38.46	42.58
HEW Level 5.4	35.03	49.04	63.05	39.23	43.43
HEW Level 5.5	35.71	50.00	64.28	40.00	44.28
<b>HEW 6</b>					
HEW Level 6.1	36.56	51.19	65.81	40.95	45.34
HEW Level 6.2	37.25	52.15	67.05	41.72	46.19
HEW Level 6.3	37.85	52.99	68.13	42.39	46.93
HEW Level 6.4	38.53	53.94	69.35	43.15	47.77
<b>HEW 7</b>					
HEW Level 7.1	39.31	55.04	70.76	44.03	48.75
HEW Level 7.2	40.15	56.21	72.27	44.97	49.79
HEW Level 7.3	40.99	57.38	73.78	45.91	50.82
HEW Level 7.4	41.83	58.56	75.29	46.84	51.86
<b>HEW 8</b>					
HEW Level 8.1	42.83	59.96	77.09	47.96	53.10
HEW Level 8.2	44.16	61.83	79.49	49.46	54.76

	<b>Ordinary hours</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Afternoon &amp; night</b>	<b>Non-rotating night</b>
	<b>% of minimum hourly rate</b>				
	<b>125%</b>	<b>175%</b>	<b>225%</b>	<b>140%</b>	<b>155%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
HEW Level 8.3	45.50	63.70	81.90	50.96	56.42
HEW Level 8.4	46.84	65.57	84.31	52.46	58.08
<b>HEW 9</b>					
HEW Level 9.1	48.26	67.57	86.87	54.05	59.85
HEW Level 9.2	49.60	69.44	89.28	55.55	61.50
HEW Level 9.3	50.94	71.31	91.69	57.05	63.16
<b>HEW 10</b>					
HEW Level 10.1	51.03	71.44	91.85	57.15	63.27

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

	<b>Ordinary hours</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Afternoon &amp; night</b>	<b>Non-rotating night</b>
	<b>% of minimum hourly rate</b>				
	<b>125%</b>	<b>175%</b>	<b>225%</b>	<b>140%</b>	<b>155%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>HEW 1</b>					
HEW Level 1.1	27.55	38.57	49.59	30.86	34.16
HEW Level 1.2	27.98	39.17	50.36	31.33	34.69
HEW Level 1.3	28.41	39.78	51.14	31.82	35.23
<b>HEW 2</b>					
HEW Level 2.1	28.93	40.50	52.07	32.40	35.87
HEW Level 2.2	29.36	41.11	52.85	32.89	36.41
<b>HEW 3</b>					
HEW Level 3.1	29.98	41.97	53.96	33.57	37.17
HEW Level 3.2	30.49	42.68	54.88	34.15	37.80
HEW Level 3.3	31.01	43.42	55.82	34.73	38.46
HEW Level 3.4	31.53	44.14	56.75	35.31	39.09
HEW Level 3.5	31.96	44.75	57.53	35.80	39.63
<b>HEW 4</b>					
HEW Level 4.1	32.65	45.71	58.77	36.57	40.49
HEW Level 4.2	33.26	46.57	59.87	37.25	41.25
HEW Level 4.3	33.86	47.41	60.95	37.93	41.99

	<b>Ordinary hours</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Afternoon &amp; night</b>	<b>Non- rotating night</b>
	<b>% of minimum hourly rate</b>				
	<b>125%</b>	<b>175%</b>	<b>225%</b>	<b>140%</b>	<b>155%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>HEW 5</b>					
HEW Level 5.1	34.33	48.06	61.79	38.44	42.56
HEW Level 5.2	35.04	49.05	63.07	39.24	43.45
HEW Level 5.3	35.50	49.70	63.90	39.76	44.02
HEW Level 5.4	36.21	50.70	65.18	40.56	44.90
HEW Level 5.5	36.93	51.70	66.47	41.36	45.79
<b>HEW 6</b>					
HEW Level 6.1	37.80	52.92	68.04	42.34	46.87
HEW Level 6.2	38.51	53.92	69.32	43.13	47.76
HEW Level 6.3	39.14	54.79	70.45	43.83	48.53
HEW Level 6.4	39.84	55.77	71.71	44.62	49.40
<b>HEW 7</b>					
HEW Level 7.1	40.65	56.91	73.17	45.53	50.41
HEW Level 7.2	41.51	58.12	74.72	46.49	51.48
HEW Level 7.3	42.38	59.33	76.28	47.46	52.55
HEW Level 7.4	43.25	60.55	77.85	48.44	53.63
<b>HEW 8</b>					
HEW Level 8.1	44.29	62.00	79.72	49.60	54.92
HEW Level 8.2	45.66	63.93	82.19	51.14	56.62
HEW Level 8.3	47.05	65.87	84.69	52.70	58.34
HEW Level 8.4	48.44	67.81	87.19	54.25	60.06
<b>HEW 9</b>					
HEW Level 9.1	49.90	69.86	89.82	55.89	61.88
HEW Level 9.2	51.29	71.80	92.32	57.44	63.60
HEW Level 9.3	52.68	73.75	94.82	59.00	65.32
<b>HEW 10</b>					
HEW Level 10.1	52.76	73.87	94.97	59.09	65.43

9. By deleting the amounts “\$45,034.65” and “\$866.05” appearing in clause C.1.1 and inserting “\$45,822.76” and “\$881.21” respectively.

10. By deleting the table appearing in clause C.1.2 and inserting the following:

<b>Allowance</b>	<b>Application</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Sleepover allowance	<ul style="list-style-type: none"> <li>- (permanently residing on campus) is required to sleep-over at the employer's premises for a period outside the employee's ordinary hours of duty</li> <li>- Sleep-over period will not commence prior to 10.00 pm</li> </ul> In addition to this allowance, an employee will be paid as follows: <ul style="list-style-type: none"> <li>- for work less than one hour—nil</li> <li>- for work more than one hour—in accordance with overtime provisions</li> </ul>	5.31	46.79	per occurrence

11. By deleting the table appearing in clause C.1.3 and inserting the following:

<b>Allowance</b>	<b>Staff category</b>	<b>Application</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Broken shift—per day	Catering and retail staff; and security staff	When an employee is required to work a shift in 2 periods of duty	0.28	2.47	per day
Broken shift—maximum per week	Catering and retail staff; and security staff	When an employee is required to work a shift in 2 periods of duty	1.38	12.16	per week

<b>Allowance</b>	<b>Staff category</b>	<b>Application</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
First aid	Building services staff; security staff; storage services; and trades staff	Where an employee is the current holder of appropriate first aid qualifications (St John Ambulance) and the employer has formally appointed the employee to act as the first aid attendant	1.45	12.78	per week
Cold work	Building services staff; maintenance staff (inclusive only of carpenters, joiners and painters); and trades staff	- Where employees are required to work one or more hours in places where the temperature is reduced by artificial means below 0°C - Where the work continues for 2 or more hours employees will be entitled to a rest period of 20 minutes every 2 hours (without loss of pay)	0.06	0.53	per hour
Hot work— 46°C to 54°C	Building services staff; maintenance staff (inclusive only of carpenters, joiners and painters); and trades staff	- Where employees are required to work for one or more hours in places where the temperature is raised by artificial means to between 46°C and 54°C	0.05	0.44	per hour
Hot work— 54°C and over		- In places where the temperature exceeds 54°C - Where the work continues for 2 or more hours in temperatures exceeding 54°C/ employees will be entitled to a rest period of 20 minutes every 2 hours (without loss of pay)	0.06	0.53	per hour

<b>Allowance</b>	<b>Staff category</b>	<b>Application</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Wet work	Maintenance staff (inclusive only of carpenters or joiners); and trades staff (excluding plumbers)	Where employees are working in any place where their clothing becomes saturated by water, oil or another substance they must be paid the allowance for every hour so engaged unless supplied with protective clothing and/or footwear	0.06	0.53	per hour
Height	Maintenance staff (inclusive only of carpenters, joiners and painters); and trades staff (excluding linespersons, riggers and splicers)	- Where an employee is working in any structure at a height exceeding 9 m where an adequate fixed support (not less than 0.75 m wide) is not provided - Allowance does not apply if the employee is working in a bosun's swing stage	0.06	0.53	per hour
Confined spaces	Trades staff (excluding plumbers)	- Where working in a confined space (dimensions necessitate working in stooped/cramped position, without proper ventilation) - Confined spaces include boilers steam drums, mud drums, fire boxes of vertical or road vehicle boilers, furnaces, flues combustion chambers, receivers, buoys, tanks, superheaters or economizers	0.07	0.62	per hour

<b>Allowance</b>	<b>Staff category</b>	<b>Application</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Boiler repairs—base	Trades staff (excluding plumbers and electricians)	- Where working on repairs to smoke-boxes, fire-boxes, furnaces or flues of boilers - Where engaged on repairs to oil fired boilers (including castings, uptakes and funnels or flues and smoke stacks)	0.04	0.35	per hour
Boiler repairs—if inside		- Where working on repairs to smoke-boxes, fire-boxes, furnaces or flues of boilers - Where engaged on repairs to oil fired boilers (including castings, uptakes and funnels or flues and smoke stacks)	0.15	1.32	per hour
Insulation materials	Maintenance staff (inclusive only of carpenters or joiners); and trades staff	Where employees are handling charcoal, pumice, granulated cork, silicate of cotton, insulwool, slag wool, or other recognized insulating material of a like nature, associated with similar disabilities in its use	0.08	0.70	per hour or part thereof
Toxic substances	Maintenance staff (inclusive only of carpenters, joiners and painters)	- Employees engaged in preparation and/or application of epoxy based materials, materials of a like nature or toxic materials - Employees in close proximity to other employees so engaged	0.06	0.53	per hour



<b>Allowance</b>	<b>Staff category</b>	<b>Application</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Dirty work	Maintenance staff (inclusive only of carpenters, joiners and painters); and trades staff (excluding plumbers)	Where an employee and supervisor agree that work is of an unusually dirty or offensive nature	0.06	0.53	per hour
Asbestos	Maintenance staff (inclusive only of carpenters or joiners)	Where required to wear protective equipment as required by the appropriate occupational health authority for the handling of materials containing asbestos or working in close proximity to employees handling such materials	0.08	0.70	per hour
Bitumen work	Maintenance staff (inclusive only of carpenters or joiners)	Where handling hot bitumen or asphalt or dipping materials in creosote	0.08	0.70	per hour
Coloured mortar	Maintenance staff (inclusive only of carpenters or joiners)	Where engaged in the use of coloured additives in mortar	0.07	0.62	per hour

<b>Allowance</b>	<b>Staff category</b>	<b>Application</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Second-hand timber	Maintenance staff (inclusive only of carpenters or joiners)	Where working with second-hand timber and the employee's tools are damaged by nail, dumps or other foreign matter on the timber - Damage must be immediately reported to their supervisor	0.24	2.11	per hour
Lifting—5.5–9kg blocks	Maintenance staff (inclusive only of builders labourers)	- Where required to lift blocks (other than cindrete blocks for plugging purposes) - Employees will not be required to lift blocks in excess of 20kg unless they are provided with a mechanical aid or with an assisting employee	0.06	0.53	per hour
Lifting—9–18kg blocks	Maintenance staff (inclusive only of builders labourers)	- Where required to lift blocks (other than cindrete blocks for plugging purposes) - Employees will not be required to lift blocks in excess of 20kg unless they are provided with a mechanical aid or with an assisting employee	0.11	0.97	per hour
Lifting—more than 18kg blocks	Maintenance staff (inclusive only of builders labourers)	- Where required to lift blocks (other than cindrete blocks for plugging purposes) - Employees will not be required to lift blocks in excess of 20kg unless they are provided with a mechanical aid or with an assisting employee	0.16	1.41	per hour

<b>Allowance</b>	<b>Staff category</b>	<b>Application</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Roofing repairs	Maintenance staff (inclusive only of carpenters or joiners)	Where engaged in repairs to roofs	0.08	0.70	per hour
Computing quantities	Maintenance staff (inclusive only of carpenters, joiners and painters)	Where regularly required to compute or estimate quantities of materials in respect of the work performed by other employees	0.45	3.97	per day or part thereof
Certificate	Maintenance staff (inclusive only of painters)	Where the employee holds a scaffolding certificate or rigging certificate and is required to act on that certificate whilst engaged in work requiring a certified person	0.06	0.53	per hour
Leading hand—3–10 employees	Trades staff	Where the leading hand is in charge of 3–10 employees	3.04	26.79	per week
Leading hand—11–20 employees	Trades staff	Where the leading hand is in charge of 11–20 employees	4.8	42.30	per week

<b>Allowance</b>	<b>Staff category</b>	<b>Application</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Leading hand—more than 20 employees	Trades staff	Where the leading hand is in charge of more than 20 employees	6.1	53.75	per week
Explosive power tools	Maintenance staff (inclusive only of carpenters or joiners); and trades staff	Where required to operate explosive power tools	0.15	1.32	per day
Grindstone	Maintenance staff (inclusive only of carpenters or joiners)	Where grindstone or wheel is not made available by the employer	0.64	5.64	per week
Relieving officer	Security staff	Where appointed as a relieving officer (relieves at short notice another security officer, a display roster is not required and 24 hours' notice of shift will be given where possible)	2.94	25.91	per week

B. This determination comes into operation on 1 November 2020. In accordance with s.286(5) of the *Fair Work Act 2009* 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 November 2020.

PRESIDENT