



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2019–20
(C2020/1)

BUSINESS EQUIPMENT AWARD 2020
[MA000021]

Business equipment industry

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:

1. By deleting the casual loading of “24%” appearing in clause 11.3(a)(ii) and inserting “25%”.
2. By deleting the table appearing in clause 14.2(a)(i) and inserting the following:

| Classification | Annual salary (full-time employee) | Minimum weekly rate (full-time employee) | Minimum hourly rate |
|---------------------------|---|---|----------------------------|
| | \$ | \$ | \$ |
| Technical employee | | | |
| Level 1 | 40,273 | 774.50 | 20.38 |
| Level 2 | 41,842 | 804.70 | 21.18 |
| Technician | | | |

| Classification | Annual salary (full-time employee) | Minimum weekly rate (full-time employee) | Minimum hourly rate |
|-----------------------|---|---|----------------------------|
| | \$ | \$ | \$ |
| Level 3 | 43,280 | 832.30 | 21.90 |
| Level 4 | 45,634 | 877.60 | 23.09 |
| Level 5 | 48,460 | 931.90 | 24.52 |
| Level 6 | 51,147 | 983.60 | 25.88 |

3. By deleting the table appearing in clause 14.2(a)(ii) and inserting the following:

| Classification | Annual salary (full-time employee) | Minimum weekly rate (full-time employee) | Minimum hourly rate |
|-----------------------|---|---|----------------------------|
| | \$ | \$ | \$ |
| Level 1 | 41,870 | 805.20 | 21.19 |
| Level 2 | 43,307 | 832.80 | 21.92 |
| Level 3 | 45,634 | 877.60 | 23.09 |
| Level 4 | 49,782 | 957.30 | 25.19 |
| Level 5 | 53,389 | 1026.70 | 27.02 |

4. By deleting the table appearing in clause 14.2(a)(iii) and inserting the following:

| Classification | Annual salary (full-time employee) | Minimum weekly rate (full-time employee) | Minimum hourly rate |
|-----------------------|---|---|----------------------------|
| | \$ | \$ | \$ |
| Salesperson Level 1 | 44,457 | 854.90 | 22.50 |
| Salesperson Level 2 | 48,768 | 937.80 | 24.68 |
| Salesperson Level 3 | 56,426 | 1085.10 | 28.56 |

5. By deleting the year “2019” in clause 14.6(b) and inserting “2020”.
6. By deleting the amount "\$61,991" appearing in clause 16.1 and inserting "\$63,076".

7. By deleting the table appearing in clause 17.2(b) and inserting the following:

| In charge of | \$ per week |
|------------------------|--------------------|
| 2 to 5 employees | 28.17 |
| 6 to 10 employees | 41.69 |
| More than 10 employees | 54.41 |

8. By deleting the amount "\$20.27" appearing in clause 17.2(c) and inserting "\$20.62".
9. By deleting the amount "\$18.80" appearing in clause 17.2(d) and inserting "\$19.13".
10. By deleting the amount "\$52.44" appearing in clause 17.2(e)(i) and inserting "\$53.36".
11. By deleting the amount "\$13.49" appearing in clause 20.5(a) and inserting "\$13.72".
12. By deleting the amount "\$5.61" appearing in clause 21.1(b) and inserting "\$5.70".
13. By deleting the amount "\$13.44" appearing in clause 21.2 and inserting "\$13.67".
14. By deleting the amount "\$18.83" appearing in clause 21.3 and inserting "\$19.15".
15. By deleting the amount "\$3.33" appearing in clause 22.2(c)(i) and inserting "\$3.39".
16. By deleting the amount "\$3.99" appearing in clause 22.2(c)(ii) and inserting "\$4.06".
17. By deleting the amount "\$4.77" appearing in clause 22.2(c)(iii) and inserting "\$4.85".
18. By deleting the amount "\$6.81" appearing in clause 22.3(b) and inserting "\$6.93".

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

| Classification | Ordinary hours | Public holiday | Outside spread of hours¹ | Saturday | Sunday |
|---|--|-----------------------|--|--------------------------------------|--------------------------------------|
| | % of ordinary hourly rate² | | | | |
| | 100% | 250% | 100%+ \$5.70³ | 100% +\$13.67³ | 100% +\$19.15³ |
| | \$ | \$ | \$ | \$ | \$ |
| Technical stream | | | | | |
| Technical employee | | | | | |
| Level 1 | 20.38 | 50.95 | 26.08 | 34.05 | 39.53 |
| Level 2 | 21.18 | 52.95 | 26.88 | 34.85 | 40.33 |
| Technician | | | | | |
| Level 3 | 21.90 | 54.75 | 27.60 | 35.57 | 41.05 |
| Level 4 | 23.09 | 57.73 | 28.79 | 36.76 | 42.24 |
| Level 5 | 24.52 | 61.30 | 30.22 | 38.19 | 43.67 |
| Level 6 | 25.88 | 64.70 | 31.58 | 39.55 | 45.03 |
| Clerical and Administration stream | | | | | |
| Level 1 | 21.19 | 52.98 | 26.89 | 34.86 | 40.34 |
| Level 2 | 21.92 | 54.80 | 27.62 | 35.59 | 41.07 |
| Level 3 | 23.09 | 57.73 | 28.79 | 36.76 | 42.24 |
| Level 4 | 25.19 | 62.98 | 30.89 | 38.86 | 44.34 |
| Level 5 | 27.02 | 67.55 | 32.72 | 40.69 | 46.17 |
| Commercial Travellers stream | | | | | |
| Salesperson Level 1 | 22.50 | 56.25 | 28.20 | 36.17 | 41.65 |
| Salesperson Level 2 | 24.68 | 61.70 | 30.38 | 38.35 | 43.83 |
| Salesperson Level 3 | 28.56 | 71.40 | 34.26 | 42.23 | 47.71 |

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

| Classification | Monday to Sunday | | Sunday ¹ | Public holiday |
|---|--|---------------|---------------------|----------------|
| | first 3 hours | after 3 hours | | |
| | % of ordinary hourly rate ² | | | |
| | 150% | 200% | 200% | 250% |
| | \$ | \$ | \$ | \$ |
| Technical stream | | | | |
| Technical employee | | | | |
| Level 1 | 30.57 | 40.76 | 40.76 | 50.95 |
| Level 2 | 31.77 | 42.36 | 42.36 | 52.95 |
| Technician | | | | |
| Level 3 | 32.85 | 43.80 | 43.80 | 54.75 |
| Level 4 | 34.64 | 46.18 | 46.18 | 57.73 |
| Level 5 | 36.78 | 49.04 | 49.04 | 61.30 |
| Level 6 | 38.82 | 51.76 | 51.76 | 64.70 |
| Clerical and Administration stream | | | | |
| Level 1 | 31.79 | 42.38 | 42.38 | 52.98 |
| Level 2 | 32.88 | 43.84 | 43.84 | 54.80 |
| Level 3 | 34.64 | 46.18 | 46.18 | 57.73 |
| Level 4 | 37.79 | 50.38 | 50.38 | 62.98 |
| Level 5 | 40.53 | 54.04 | 54.04 | 67.55 |
| Commercial Travellers stream | | | | |
| Salesperson Level 1 | 33.75 | 45.00 | 45.00 | 56.25 |
| Salesperson Level 2 | 37.02 | 49.36 | 49.36 | 61.70 |
| Salesperson Level 3 | 42.84 | 57.12 | 57.12 | 71.40 |

21. By deleting the table appearing in clause B.3.1 and inserting the following:

| Classification | Day | Afternoon | Night | Permanent night | Non standard |
|---|--|----------------------------------|----------------------------------|----------------------------------|----------------------------------|
| | % of ordinary hourly rate¹ | | | | |
| | 100% | 100% + \$3.39² | 100% + \$4.06² | 100% + \$4.85² | 100% + \$6.93² |
| | \$ | \$ | \$ | \$ | \$ |
| Technical stream | | | | | |
| Technical employee | | | | | |
| Level 1 | 20.38 | 23.77 | 24.44 | 25.23 | 27.31 |
| Level 2 | 21.18 | 24.57 | 25.24 | 26.03 | 28.11 |
| Technician | | | | | |
| Level 3 | 21.90 | 25.29 | 25.96 | 26.75 | 28.83 |
| Level 4 | 23.09 | 26.48 | 27.15 | 27.94 | 30.02 |
| Level 5 | 24.52 | 27.91 | 28.58 | 29.37 | 31.45 |
| Level 6 | 25.88 | 29.27 | 29.94 | 30.73 | 32.81 |
| Clerical and Administration stream | | | | | |
| Level 1 | 21.19 | 24.58 | 25.25 | 26.04 | 28.12 |
| Level 2 | 21.92 | 25.31 | 25.98 | 26.77 | 28.85 |
| Level 3 | 23.09 | 26.48 | 27.15 | 27.94 | 30.02 |
| Level 4 | 25.19 | 28.58 | 29.25 | 30.04 | 32.12 |
| Level 5 | 27.02 | 30.41 | 31.08 | 31.87 | 33.95 |
| Commercial Travellers stream | | | | | |
| Salesperson Level 1 | 22.50 | 25.89 | 26.56 | 27.35 | 29.43 |
| Salesperson Level 2 | 24.68 | 28.07 | 28.74 | 29.53 | 31.61 |
| Salesperson Level 3 | 28.56 | 31.95 | 32.62 | 33.41 | 35.49 |

22. By deleting the table appearing in clause B.3.2 and inserting the following:

| Classification | Monday to Sunday | | Sunday ¹ | Public holiday |
|---|--|---------------|---------------------|----------------|
| | first 3 hours | after 3 hours | | |
| | % of ordinary hourly rate ² | | | |
| | 150% | 200% | 200% | 250% |
| | \$ | \$ | \$ | \$ |
| Technical stream | | | | |
| Technical employee | | | | |
| Level 1 | 30.57 | 40.76 | 40.76 | 50.95 |
| Level 2 | 31.77 | 42.36 | 42.36 | 52.95 |
| Technician | | | | |
| Level 3 | 32.85 | 43.80 | 43.80 | 54.75 |
| Level 4 | 34.64 | 46.18 | 46.18 | 57.73 |
| Level 5 | 36.78 | 49.04 | 49.04 | 61.30 |
| Level 6 | 38.82 | 51.76 | 51.76 | 64.70 |
| Clerical and Administration stream | | | | |
| Level 1 | 31.79 | 42.38 | 42.38 | 52.98 |
| Level 2 | 32.88 | 43.84 | 43.84 | 54.80 |
| Level 3 | 34.64 | 46.18 | 46.18 | 57.73 |
| Level 4 | 37.79 | 50.38 | 50.38 | 62.98 |
| Level 5 | 40.53 | 54.04 | 54.04 | 67.55 |
| Commercial Travellers stream | | | | |
| Salesperson Level 1 | 33.75 | 45.00 | 45.00 | 56.25 |
| Salesperson Level 2 | 37.02 | 49.36 | 49.36 | 61.70 |
| Salesperson Level 3 | 42.84 | 57.12 | 57.12 | 71.40 |

23. By deleting the table appearing in clause B.4.1 and inserting the following:

| Classification | Ordinary hours | Public holiday | Outside spread of hours¹ | Saturday | Sunday |
|---|--|-----------------------|--|--------------------------------------|--------------------------------------|
| | % of ordinary hourly rate² | | | | |
| | 125% | 275% | 125%+ \$5.70³ | 125% +\$13.67³ | 125% +\$19.15³ |
| | \$ | \$ | \$ | \$ | \$ |
| Technical stream | | | | | |
| Technical employee | | | | | |
| Level 1 | 25.48 | 56.05 | 31.18 | 39.15 | 44.63 |
| Level 2 | 26.48 | 58.25 | 32.18 | 40.15 | 45.63 |
| Technician | | | | | |
| Level 3 | 27.38 | 60.23 | 33.08 | 41.05 | 46.53 |
| Level 4 | 28.86 | 63.50 | 34.56 | 42.53 | 48.01 |
| Level 5 | 30.65 | 67.43 | 36.35 | 44.32 | 49.80 |
| Level 6 | 32.35 | 71.17 | 38.05 | 46.02 | 51.50 |
| Clerical and Administration stream | | | | | |
| Level 1 | 26.49 | 58.27 | 32.19 | 40.16 | 45.64 |
| Level 2 | 27.40 | 60.28 | 33.10 | 41.07 | 46.55 |
| Level 3 | 28.86 | 63.50 | 34.56 | 42.53 | 48.01 |
| Level 4 | 31.49 | 69.27 | 37.19 | 45.16 | 50.64 |
| Level 5 | 33.78 | 74.31 | 39.48 | 47.45 | 52.93 |
| Commercial Travellers stream | | | | | |
| Salesperson Level 1 | 28.13 | 61.88 | 33.83 | 41.80 | 47.28 |
| Salesperson Level 2 | 30.85 | 67.87 | 36.55 | 44.52 | 50.00 |
| Salesperson Level 3 | 35.70 | 78.54 | 41.40 | 49.37 | 54.85 |

24. By deleting the table appearing in clause B.5.1 and inserting the following:

| Classification | Day | Afternoon | Night | Permanent night | Non standard |
|---|--|----------------------------------|----------------------------------|----------------------------------|----------------------------------|
| | % of ordinary hourly rate¹ | | | | |
| | 125% | 125% + \$3.39² | 125% + \$4.06² | 125% + \$4.85² | 125% + \$6.93² |
| | \$ | \$ | \$ | \$ | \$ |
| Technical stream | | | | | |
| Technical employee | | | | | |
| Level 1 | 25.48 | 28.87 | 29.54 | 30.33 | 32.41 |
| Level 2 | 26.48 | 29.87 | 30.54 | 31.33 | 33.41 |
| Technician | | | | | |
| Level 3 | 27.38 | 30.77 | 31.44 | 32.23 | 34.31 |
| Level 4 | 28.86 | 32.25 | 32.92 | 33.71 | 35.79 |
| Level 5 | 30.65 | 34.04 | 34.71 | 35.50 | 37.58 |
| Level 6 | 32.35 | 35.74 | 36.41 | 37.20 | 39.28 |
| Clerical and Administration stream | | | | | |
| Level 1 | 26.49 | 29.88 | 30.55 | 31.34 | 33.42 |
| Level 2 | 27.40 | 30.79 | 31.46 | 32.25 | 34.33 |
| Level 3 | 28.86 | 32.25 | 32.92 | 33.71 | 35.79 |
| Level 4 | 31.49 | 34.88 | 35.55 | 36.34 | 38.42 |
| Level 5 | 33.78 | 37.17 | 37.84 | 38.63 | 40.71 |
| Commercial Travellers stream | | | | | |
| Salesperson Level 1 | 28.13 | 31.52 | 32.19 | 32.98 | 35.06 |
| Salesperson Level 2 | 30.85 | 34.24 | 34.91 | 35.70 | 37.78 |
| Salesperson Level 3 | 35.70 | 39.09 | 39.76 | 40.55 | 42.63 |

25. By deleting the amount “\$862.50” appearing in clause C.1 and inserting “\$877.60”.

26. By deleting the table appearing in clause C.1 and inserting the following:

| Allowance | Clause | % of standard rate | \$ | Payable |
|---|---------------|---------------------------|-----------|----------------|
| Technical stream and Clerical stream | | | | |
| Leading hand in charge of—2 to 5 employees ¹ | 17.2(b) | 3.21 | 28.17 | per week |

| Allowance | Clause | % of standard rate | \$ | Payable |
|---|---------------|---------------------------|-----------|----------------|
| Leading hand in charge of—6 to 10 employees ¹ | 17.2(b) | 4.75 | 41.69 | per week |
| Leading hand in charge of—more than 10 employees ¹ | 17.2(b) | 6.2 | 54.41 | per week |
| First aid allowance | 17.2(c) | 2.35 | 20.62 | per week |
| Representation allowance | 17.2(d) | 2.18 | 19.13 | per week |
| Service centre allowance | 17.2(e)(i) | 6.08 | 53.36 | per week |

27 By deleting the amount “\$22.70” appearing in clause C.2 and inserting “\$23.09”.

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

| Allowance | Clause | % of standard hourly rate | \$ | Payable |
|--------------------------------------|---------------|----------------------------------|-----------|----------------|
| Overtime stand-by allowance | 20.5(a) | 59.42 | 13.72 | per hour |
| Day work outside the spread of hours | 21.1(b) | 24.7 | 5.70 | per hour |
| Working ordinary hours on Saturday | 21.2 | 59.2 | 13.67 | per hour |
| Working ordinary hours on Sunday | 21.3 | 82.95 | 19.15 | per hour |
| Afternoon shift allowance | 22.2(c)(i) | 14.68 | 3.39 | per hour |
| Night shift allowance | 22.2(c)(ii) | 17.59 | 4.06 | per hour |
| Permanent night shift allowance | 22.2(c)(iii) | 21.0 | 4.85 | per hour |
| Non-standard shift work allowance | 22.3(b) | 30.0 | 6.93 | per hour |

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