



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2019–20
(C2020/1)

EDUCATIONAL SERVICES (POST-SECONDARY EDUCATION)
AWARD 2020
[MA000075]

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:

1. By deleting the table appearing in clause 15.1(a) and inserting the following:

Employee classification level	Minimum annual salary¹ (full-time employee)	Minimum weekly rate² (full-time employee)	Minimum hourly rate
	\$	\$	\$
Level A			
A.1	54,098	1037.00	27.29
A.2	56,265	1078.60	28.38
A.3	58,432	1120.10	29.48
A.4	60,465	1159.10	30.50
A.5	62,090	1190.20	31.32

Employee classification level	Minimum annual salary¹ (full-time employee)	Minimum weekly rate² (full-time employee)	Minimum hourly rate
	\$	\$	\$
A.6	63,852	1224.00	32.21
A.7	65,613	1257.80	33.10
A.8	67,375	1291.50	33.99
Level B			
B.1	70,085	1343.50	35.36
B.2	72,119	1382.50	36.38
B.3	74,152	1421.40	37.41
B.4	76,188	1460.50	38.43
B.5	78,219	1499.40	39.46
B.6	80,254	1538.40	40.48
Level C			
C.1	82,284	1577.30	41.51
C.2	84,319	1616.30	42.53
C.3	86,351	1655.30	43.56
C.4	88,385	1694.30	44.59
C.5	90,417	1733.20	45.61
C.6	92,451	1772.20	46.64

2. By deleting the table appearing in clause 15.1(b) and inserting the following:

	Casual hourly rate (including casual loading)¹
	\$ per hour
Lecturing	
Lecture (one hour of delivery and 2 hours of associated working time)	136.43
Repeat lecture (one hour of delivery and one hour of associated working time)	90.93
Tutoring	
Tutorial (one hour of delivery and 2 hours of associated working time)	106.45
Repeat tutorial (one hour of delivery and one hour of associated working time)	70.96
Tutorial (one hour of delivery and 2 hours of associated	120.82

	Casual hourly rate (including casual loading)¹
	\$ per hour
working time) (where academic holds a relevant doctoral qualification)	
Repeat tutorial (one hour of delivery and one hour of associated working time) (where academic holds a relevant doctoral qualification)	80.51
Marking	
Standard marking	35.45
Marking as a supervising examiner, or marking requiring a significant exercise of judgment	45.48
Standard marking (where staff holds a relevant doctoral qualification)	40.27
Technical demonstration	
Technical demonstration (one hour of delivery and one hour of associated working time)	70.96
Other required staff activity	
Where staff does not hold doctorate qualifications or perform full subject co-ordination duties	35.45
Where staff hold doctorate qualifications or perform full subject co-ordination duties	40.27

3. By deleting the table appearing in clause 15.1(c) and inserting the following:

Employee classification level	Minimum annual rate¹ (full-time employee)	Minimum weekly rate² (full-time employee)	Minimum hourly rate	Casual daily rate³	Casual hourly rate⁴
	\$	\$	\$	\$	\$
Level 1	51,476.05	986.76	25.97	246.53	49.31
Level 2	52,162.42	999.92	26.31	249.82	49.96
Level 3	53,193.72	1019.69	26.83	254.76	50.95
Level 4	54,235.39	1039.66	27.36	259.75	51.95
Level 5	56,429.09	1081.71	28.47	270.25	54.05
Level 6	57,891.48	1109.74	29.20	277.26	55.45
Level 7	59,222.96	1135.26	29.88	283.63	56.73

Employee classification level	Minimum annual rate¹ (full-time employee)	Minimum weekly rate² (full-time employee)	Minimum hourly rate	Casual daily rate³	Casual hourly rate⁴
	\$	\$	\$	\$	\$
Level 8	60,685.45	1163.30	30.61	290.64	58.13
Level 9	62,154.80	1191.47	31.35	297.68	59.54
Level 10	64,051.83	1227.83	32.31	306.76	61.35
Level 11	65,817.86	1261.68	33.20	315.22	63.04
Level 12	67,376.87	1291.57	33.99	322.69	64.54

4. By deleting the table appearing in clause 15.1(d) and inserting the following:

Employee classification level	Minimum annual rate¹ (full-time employee)	Minimum weekly rate² (full-time employee)	Minimum hourly rate
	\$	\$	\$
Level 1			
1.1	41,806.37	801.40	21.09
1.2	43,877.38	841.10	22.13
1.3	45,244.15	867.30	22.82
Level 2			
2.1	45,807.55	878.10	23.11
2.2	46,631.78	893.90	23.52
Level 3			
3.1	48,353.28	926.90	24.39
3.2	50,779.03	973.40	25.62
Level 4			
4.1	52,156.23	999.80	26.31
4.2	54,211.60	1039.20	27.35
Level 5			
5.1	57,884.13	1109.60	29.20
5.2	60,638.53	1162.40	30.59

Employee classification level	Minimum annual rate ¹ (full-time employee)	Minimum weekly rate ² (full-time employee)	Minimum hourly rate
	\$	\$	\$
Level 6			
6.1	62,146.15	1191.30	31.35
6.2	65,808.25	1261.50	33.20
Level 7			
7.1	67,326.30	1290.60	33.96
7.2	71,332.70	1367.40	35.98
Level 8	75,819.03	1453.40	38.25
Level 9	80,159.30	1536.60	40.44

5. By deleting the year “2019” in clause 15.6(b) and inserting “2020”.
6. By deleting the amount "\$12.95" appearing in clause 17.2(a) and inserting "\$13.17".
7. By deleting the table appearing in clause D.1.1 and inserting the following:

	Ordinary hours	Saturday	Public holiday
	% of minimum hourly rate		
	100%	125%	250%
	\$	\$	\$
Level 1			
1.1	21.09	26.36	52.73
1.2	22.13	27.66	55.33
1.3	22.82	28.53	57.05
Level 2			
2.1	23.11	28.89	57.78
2.2	23.52	29.40	58.80
Level 3			
3.1	24.39	30.49	60.98
3.2	25.62	32.03	64.05
Level 4			
4.1	26.31	32.89	65.78
4.2	27.35	34.19	68.38

	Ordinary hours	Saturday	Public holiday
	% of minimum hourly rate		
	100%	125%	250%
	\$	\$	\$
Level 5			
5.1	29.20	36.50	73.00
5.2	30.59	38.24	76.48
Level 6			
6.1	31.35	39.19	78.38
6.2	33.20	41.50	83.00
Level 7			
7.1	33.96	42.45	84.90
7.2	35.98	44.98	89.95
Level 8	38.25	47.81	95.63
Level 9	40.44	50.55	101.10

8. By deleting the table appearing in clause D.1.2 and inserting the following:

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Level 1				
1.1	31.64	42.18	42.18	52.73
1.2	33.20	44.26	44.26	55.33
1.3	34.23	45.64	45.64	57.05
Level 2				
2.1	34.67	46.22	46.22	57.78
2.2	35.28	47.04	47.04	58.80
Level 3				
3.1	36.59	48.78	48.78	60.98
3.2	38.43	51.24	51.24	64.05
Level 4				

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
4.1	39.47	52.62	52.62	65.78
4.2	41.03	54.70	54.70	68.38
Level 5				
5.1	43.80	58.40	58.40	73.00
5.2	45.89	61.18	61.18	76.48
Level 6				
6.1	47.03	62.70	62.70	78.38
6.2	49.80	66.40	66.40	83.00
Level 7				
7.1	50.94	67.92	67.92	84.90
7.2	53.97	71.96	71.96	89.95
Level 8¹	–	–	–	–
Level 9¹	–	–	–	–

9. By deleting the table appearing in clause D.1.3 and inserting the following:

	Ordinary hours	Afternoon & night	Permanent night	Saturday, Sunday or public holiday
	% of minimum hourly rate			
	100%	115%	130%	150%
	\$	\$	\$	\$
Level 1				
1.1	21.09	24.25	27.42	31.64
1.2	22.13	25.45	28.77	33.20
1.3	22.82	26.24	29.67	34.23
Level 2				
2.1	23.11	26.58	30.04	34.67
2.2	23.52	27.05	30.58	35.28
Level 3				

	Ordinary hours	Afternoon & night	Permanent night	Saturday, Sunday or public holiday
	% of minimum hourly rate			
	100%	115%	130%	150%
	\$	\$	\$	\$
3.1	24.39	28.05	31.71	36.59
3.2	25.62	29.46	33.31	38.43
Level 4				
4.1	26.31	30.26	34.20	39.47
4.2	27.35	31.45	35.56	41.03
Level 5				
5.1	29.20	33.58	37.96	43.80
5.2	30.59	35.18	39.77	45.89
Level 6				
6.1	31.35	36.05	40.76	47.03
6.2	33.20	38.18	43.16	49.80
Level 7				
7.1	33.96	39.05	44.15	50.94
7.2	35.98	41.38	46.77	53.97
Level 8	38.25	43.99	49.73	57.38
Level 9	40.44	46.51	52.57	60.66

10. By deleting the table appearing in clause D.1.4 and inserting the following:

	Monday to Friday				Saturday, Sunday or public holiday
	Work in excess of ordinary weekly hours		Work in excess of ordinary daily hours on ordinary shift		
	First 3 hours	After 3 hours	First 2 hours	After 2 hours	
	% of minimum hourly rate				
	150%	200%	150%	200%	200%
	\$	\$	\$	\$	\$
Level 1					
1.1	31.64	42.18	31.64	42.18	42.18
1.2	33.20	44.26	33.20	44.26	44.26

	Monday to Friday				Saturday, Sunday or public holiday
	Work in excess of ordinary weekly hours		Work in excess of ordinary daily hours on ordinary shift		
	First 3 hours	After 3 hours	First 2 hours	After 2 hours	
	% of minimum hourly rate				
	150%	200%	150%	200%	200%
	\$	\$	\$	\$	\$
1.3	34.23	45.64	34.23	45.64	45.64
Level 2					
2.1	34.67	46.22	34.67	46.22	46.22
2.2	35.28	47.04	35.28	47.04	47.04
Level 3					
3.1	36.59	48.78	36.59	48.78	48.78
3.2	38.43	51.24	38.43	51.24	51.24
Level 4					
4.1	39.47	52.62	39.47	52.62	52.62
4.2	41.03	54.70	41.03	54.70	54.70
Level 5					
5.1	43.80	58.40	43.80	58.40	58.40
5.2	45.89	61.18	45.89	61.18	61.18
Level 6					
6.1	47.03	62.70	47.03	62.70	62.70
6.2	49.80	66.40	49.80	66.40	66.40
Level 7					
7.1	50.94	67.92	50.94	67.92	67.92
7.2	53.97	71.96	53.97	71.96	71.96
Level 8¹	–	–	–	–	–
Level 9¹	–	–	–	–	–

11. By deleting the table appearing in clause D.2.1 and inserting the following:

	Ordinary hours	Saturday	Public holiday
	% of minimum hourly rate		
	125%	150%	275%
	\$	\$	\$
Level 1			
1.1	26.36	31.64	58.00
1.2	27.66	33.20	60.86
1.3	28.53	34.23	62.76
Level 2			
2.1	28.89	34.67	63.55
2.2	29.40	35.28	64.68
Level 3			
3.1	30.49	36.59	67.07
3.2	32.03	38.43	70.46
Level 4			
4.1	32.89	39.47	72.35
4.2	34.19	41.03	75.21
Level 5			
5.1	36.50	43.80	80.30
5.2	38.24	45.89	84.12
Level 6			
6.1	39.19	47.03	86.21
6.2	41.50	49.80	91.30
Level 7			
7.1	42.45	50.94	93.39
7.2	44.98	53.97	98.95
Level 8	47.81	57.38	105.19
Level 9	50.55	60.66	111.21

12. By deleting the table appearing in clause D.2.2 and inserting the following:

	Ordinary hours	Afternoon & night	Permanent night	Saturday, Sunday or public holiday
	% of minimum hourly rate			
	125%	140%	155%	175%
	\$	\$	\$	\$
Level 1				
1.1	26.36	29.53	32.69	36.91
1.2	27.66	30.98	34.30	38.73
1.3	28.53	31.95	35.37	39.94
Level 2				
2.1	28.89	32.35	35.82	40.44
2.2	29.40	32.93	36.46	41.16
Level 3				
3.1	30.49	34.15	37.80	42.68
3.2	32.03	35.87	39.71	44.84
Level 4				
4.1	32.89	36.83	40.78	46.04
4.2	34.19	38.29	42.39	47.86
Level 5				
5.1	36.50	40.88	45.26	51.10
5.2	38.24	42.83	47.41	53.53
Level 6				
6.1	39.19	43.89	48.59	54.86
6.2	41.50	46.48	51.46	58.10
Level 7				
7.1	42.45	47.54	52.64	59.43
7.2	44.98	50.37	55.77	62.97
Level 8	47.81	53.55	59.29	66.94
Level 9	50.55	56.62	62.68	70.77

13. By deleting the amount “\$863.00” appearing in clause E.1.1 and inserting “\$878.10”.

14. By deleting the table appearing in clause E.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
First aid allowance	17.2(a)	1.5	13.17	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