



# DRAFT DETERMINATION

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

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

**ELECTRICAL POWER INDUSTRY AWARD 2020**  
[MA000088]

Electrical power 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:

- By deleting the table appearing in clause 15.1 and inserting the following:

| <b>Employee classification</b> | <b>Minimum weekly rate</b><br><b>(full-time employees)</b> | <b>Minimum hourly rate</b> |
|--------------------------------|--|----------------------------|
|                                | <b>\$</b>  | <b>\$</b>                  |
| <b>Pay level 1</b>             |  |                            |
| Technical Grade 1              | 778.90   | 20.77                      |
| Administrative Grade 1         | 778.90   | 20.77                      |
| <b>Pay level 2</b>             |  |                            |
| Technical Grade 2              | 828.90   | 22.10                      |
| Administrative Grade 2         | 828.90   | 22.10                      |
| Operations Grade 2             | 828.90   | 22.10                      |

| <b>Employee classification</b>           | <b>Minimum weekly rate<br/>(full-time employees)</b> | <b>Minimum hourly rate</b> |
|--|--|----------------------------|
|  | <b>\$</b>  | <b>\$</b>                  |
| <b>Pay level 3</b>                       |  |                            |
| Technical Grade 3                        | 878.10   | 23.42                      |
| Administrative Grade 3                   | 878.10   | 23.42                      |
| Operations Grade 3                       | 878.10   | 23.42                      |
| <b>Pay level 4</b>                       |  |                            |
| Technical Grade 4                        | 961.20   | 25.63                      |
| Administrative Grade 4                   | 961.20   | 25.63                      |
| <b>Pay level 5</b>                       |  |                            |
| Technical Grade 5                        | 1046.00  | 27.89                      |
| Administrative Grade 5                   | 1046.00  | 27.89                      |
| Professional/Manager/Specialist Grade 5  | 1046.00  | 27.89                      |
| Operations Grade 5                       | 1046.00  | 27.89                      |
| <b>Pay level 6</b>                       |  |                            |
| Technical Grade 6                        | 1130.60  | 30.15                      |
| Administrative Grade 6                   | 1130.60  | 30.15                      |
| Operations Grade 6                       | 1130.60  | 30.15                      |
| <b>Pay level 7</b>                       |  |                            |
| Technical Grade 7                        | 1215.20  | 32.41                      |
| Professional/Manager/Specialist Grade 7  | 1215.20  | 32.41                      |
| Operations Grade 7                       | 1215.20  | 32.41                      |
| <b>Pay level 8</b>                       |  |                            |
| Professional/Manager/Specialist Grade 8  | 1299.90  | 34.66                      |
| Operations Grade 8                       | 1299.90  | 34.66                      |
| <b>Pay level 9</b>                       | 1384.60  | 36.92                      |
| <b>Pay level 10</b>                      |  |                            |
| Professional/Manager/Specialist Grade 10 | 1469.20  | 39.18                      |
| Operations Grade 10                      | 1469.20  | 39.18                      |

| <b>Employee classification</b>              | <b>Minimum weekly rate<br/>(full-time employees)</b> | <b>Minimum hourly rate</b> |
|---|--|----------------------------|
|   | <b>\$</b>  | <b>\$</b>                  |
| <b>Pay level 11</b>                         |  |                            |
| Professional/Manager/Specialist<br>Grade 11 | 1552.40  | 41.40                      |

2. By deleting the year “2019” in clause 15.7(b) and inserting “2020”.
3. By deleting the amount "\$155.34" appearing in clause 17.2(a)(i) and inserting "\$158.06".
4. By deleting the amount "\$224.38" appearing in clause 17.2(a)(ii) and inserting "\$228.31".
5. By deleting the amount "\$16.40" appearing in clause 17.2(b)(i) and inserting "\$16.68".
6. By deleting the amount "\$17.69" appearing in clause 17.2(c)(i) and inserting "\$18.00".
7. By deleting the amount "\$60.41" appearing in clause 17.2(c)(ii) and inserting "\$61.47".
8. By deleting the amount "\$94.93" appearing in clause 17.2(d) and inserting "\$96.59".
9. By deleting the amount "\$73.36" appearing in clause 17.2(e)(i) and inserting "\$74.64".
10. By deleting the amount "\$94.93" appearing in clause 17.2(f) and inserting "\$96.59".
11. By deleting the amount "\$51.78" appearing in clause 17.2(g) and inserting "\$52.69".
12. By deleting the table appearing in clause B.1.1 and inserting the following:

|                        | <b>Ordinary hours</b>           | <b>Saturday</b> | <b>Sunday</b> | <b>Public holiday</b> |
|------------------------|---------------------------------|-----------------|---------------|-----------------------|
|                        | <b>% of minimum hourly rate</b> |                 |               |                       |
|                        | <b>100%</b>                     | <b>150%</b>     | <b>200%</b>   | <b>250%</b>           |
|                        | <b>\$</b>                       | <b>\$</b>       | <b>\$</b>     | <b>\$</b>             |
| <b>Pay level 1</b>     |                                 |                 |               |                       |
| Technical Grade 1      | 20.77                           | 31.16           | 41.54         | 51.93                 |
| Administrative Grade 1 | 20.77                           | 31.16           | 41.54         | 51.93                 |
| <b>Pay level 2</b>     |                                 |                 |               |                       |

|   | <b>Ordinary<br/>hours</b>       | <b>Saturday</b> | <b>Sunday</b> | <b>Public<br/>holiday</b> |
|---|---------------------------------|-----------------|---------------|---------------------------|
|   | <b>% of minimum hourly rate</b> |                 |               |                           |
|   | <b>100%</b>                     | <b>150%</b>     | <b>200%</b>   | <b>250%</b>               |
|   | <b>\$</b>                       | <b>\$</b>       | <b>\$</b>     | <b>\$</b>                 |
| Technical Grade 2                           | 22.10                           | 33.15           | 44.20         | 55.25                     |
| Administrative Grade 2                      | 22.10                           | 33.15           | 44.20         | 55.25                     |
| Operations Grade 2                          | 22.10                           | 33.15           | 44.20         | 55.25                     |
| <b>Pay level 3</b>                          |                                 |                 |               |                           |
| Technical Grade 3                           | 23.42                           | 35.13           | 46.84         | 58.55                     |
| Administrative Grade 3                      | 23.42                           | 35.13           | 46.84         | 58.55                     |
| Operations Grade 3                          | 23.42                           | 35.13           | 46.84         | 58.55                     |
| <b>Pay level 4</b>                          |                                 |                 |               |                           |
| Technical Grade 4                           | 25.63                           | 38.45           | 51.26         | 64.08                     |
| Administrative Grade 4                      | 25.63                           | 38.45           | 51.26         | 64.08                     |
| <b>Pay level 5</b>                          |                                 |                 |               |                           |
| Technical Grade 5                           | 27.89                           | 41.84           | 55.78         | 69.73                     |
| Administrative Grade 5                      | 27.89                           | 41.84           | 55.78         | 69.73                     |
| Professional/Manager/Spec<br>ialist Grade 5 | 27.89                           | 41.84           | 55.78         | 69.73                     |
| Operations Grade 5                          | 27.89                           | 41.84           | 55.78         | 69.73                     |
| <b>Pay level 6</b>                          |                                 |                 |               |                           |
| Technical Grade 6                           | 30.15                           | 45.23           | 60.30         | 75.38                     |
| Administrative Grade 6                      | 30.15                           | 45.23           | 60.30         | 75.38                     |
| Operations Grade 6                          | 30.15                           | 45.23           | 60.30         | 75.38                     |
| <b>Pay level 7</b>                          |                                 |                 |               |                           |
| Technical Grade 7                           | 32.41                           | 48.62           | 64.82         | 81.03                     |
| Professional/Manager/<br>Specialist Grade 7 | 32.41                           | 48.62           | 64.82         | 81.03                     |
| Operations Grade 7                          | 32.41                           | 48.62           | 64.82         | 81.03                     |
| <b>Pay level 8</b>                          |                                 |                 |               |                           |
| Professional/Manager/<br>Specialist Grade 8 | 34.66                           | 51.99           | 69.32         | 86.65                     |
| Operations Grade 8                          | 34.66                           | 51.99           | 69.32         | 86.65                     |
| <b>Pay level 9</b>                          | 36.92                           | 55.38           | 73.84         | 92.30                     |

|  | <b>Ordinary hours</b>           | <b>Saturday</b> | <b>Sunday</b> | <b>Public holiday</b> |
|--|---------------------------------|-----------------|---------------|-----------------------|
|  | <b>% of minimum hourly rate</b> |                 |               |                       |
|  | <b>100%</b>                     | <b>150%</b>     | <b>200%</b>   | <b>250%</b>           |
|  | <b>\$</b>                       | <b>\$</b>       | <b>\$</b>     | <b>\$</b>             |
| <b>Pay level 10</b>                          |                                 |                 |               |                       |
| Professional/Manager/<br>Specialist Grade 10 | 39.18                           | 58.77           | 78.36         | 97.95                 |
| Operations Grade 10                          | 39.18                           | 58.77           | 78.36         | 97.95                 |
| <b>Pay level 11</b>                          |                                 |                 |               |                       |
| Professional/Manager/<br>Specialist Grade 11 | 41.40                           | 62.10           | 82.80         | 103.50                |

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

|   | <b>Afternoon shift</b>          | <b>Night shift</b> | <b>Permanent night shift</b> |
|---|---------------------------------|--------------------|------------------------------|
|   | <b>% of minimum hourly rate</b> |                    |                              |
|   | <b>116%</b>                     | <b>122.5%</b>      | <b>130%</b>                  |
|   | <b>\$</b>                       | <b>\$</b>          | <b>\$</b>                    |
| <b>Pay level 1</b>                      |                                 |                    |                              |
| Technical Grade 1                       | 24.09                           | 25.44              | 27.00                        |
| Administrative Grade 1                  | 24.09                           | 25.44              | 27.00                        |
| <b>Pay level 2</b>                      |                                 |                    |                              |
| Technical Grade 2                       | 25.64                           | 27.07              | 28.73                        |
| Administrative Grade 2                  | 25.64                           | 27.07              | 28.73                        |
| Operations Grade 2                      | 25.64                           | 27.07              | 28.73                        |
| <b>Pay level 3</b>                      |                                 |                    |                              |
| Technical Grade 3                       | 27.17                           | 28.69              | 30.45                        |
| Administrative Grade 3                  | 27.17                           | 28.69              | 30.45                        |
| Operations Grade 3                      | 27.17                           | 28.69              | 30.45                        |
| <b>Pay level 4</b>                      |                                 |                    |                              |
| Technical Grade 4                       | 29.73                           | 31.40              | 33.32                        |
| Administrative Grade 4                  | 29.73                           | 31.40              | 33.32                        |
| <b>Pay level 5</b>                      |                                 |                    |                              |
| Technical Grade 5                       | 32.35                           | 34.17              | 36.26                        |
| Administrative Grade 5                  | 32.35                           | 34.17              | 36.26                        |
| Professional/Manager/Specialist Grade 5 | 32.35                           | 34.17              | 36.26                        |
| Operations Grade 5                      | 32.35                           | 34.17              | 36.26                        |
| <b>Pay level 6</b>                      |                                 |                    |                              |
| Technical Grade 6                       | 34.97                           | 36.93              | 39.20                        |
| Administrative Grade 6                  | 34.97                           | 36.93              | 39.20                        |
| Operations Grade 6                      | 34.97                           | 36.93              | 39.20                        |
| <b>Pay level 7</b>                      |                                 |                    |                              |
| Technical Grade 7                       | 37.60                           | 39.70              | 42.13                        |
| Professional/Manager/Specialist Grade 7 | 37.60                           | 39.70              | 42.13                        |
| Operations Grade 7                      | 37.60                           | 39.70              | 42.13                        |
| <b>Pay level 8</b>                      |                                 |                    |                              |

|  | <b>Afternoon shift</b>          | <b>Night shift</b> | <b>Permanent night shift</b> |
|--|---------------------------------|--------------------|------------------------------|
|  | <b>% of minimum hourly rate</b> |                    |                              |
|  | <b>116%</b>                     | <b>122.5%</b>      | <b>130%</b>                  |
|  | <b>\$</b>                       | <b>\$</b>          | <b>\$</b>                    |
| Professional/Manager/Specialist Grade 8  | 40.21                           | 42.46              | 45.06                        |
| Operations Grade 8                       | 40.21                           | 42.46              | 45.06                        |
| <b>Pay level 9</b>                       | 42.83                           | 45.23              | 48.00                        |
| <b>Pay level 10</b>                      |                                 |                    |                              |
| Professional/Manager/Specialist Grade 10 | 45.45                           | 48.00              | 50.93                        |
| Operations Grade 10                      | 45.45                           | 48.00              | 50.93                        |
| <b>Pay level 11</b>                      |                                 |                    |                              |
| Professional/Manager/Specialist Grade 11 | 48.02                           | 50.72              | 53.82                        |

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

|                        | <b>Day workers and non-continuous shiftworkers</b> |   | <b>Continuous shiftworkers</b>      | <b>All employees</b> |                        |
|------------------------|--|---|-------------------------------------|----------------------|------------------------|
|                        | <b>Monday to Saturday—first 2 hours</b>            | <b>Monday to Saturday—after 2 hours</b> | <b>Monday to Saturday—all hours</b> | <b>Sunday</b>        | <b>Public holidays</b> |
|                        | <b>% of minimum hourly rate</b>                    |   |                                     |                      |                        |
|                        | <b>150%</b>  | <b>200%</b>                             | <b>200%</b>                         | <b>200%</b>          | <b>250%</b>            |
|                        | <b>\$</b>  | <b>\$</b>                               | <b>\$</b>                           | <b>\$</b>            | <b>\$</b>              |
| <b>Pay level 1</b>     |  |   |                                     |                      |                        |
| Technical Grade 1      | 31.16  | 41.54                                   | 41.54                               | 41.54                | 51.93                  |
| Administrative Grade 1 | 31.16  | 41.54                                   | 41.54                               | 41.54                | 51.93                  |
| <b>Pay level 2</b>     |  |   |                                     |                      |                        |
| Technical Grade 2      | 33.15  | 44.20                                   | 44.20                               | 44.20                | 55.25                  |
| Administrative Grade 2 | 33.15  | 44.20                                   | 44.20                               | 44.20                | 55.25                  |
| Operations Grade 2     | 33.15  | 44.20                                   | 44.20                               | 44.20                | 55.25                  |
| <b>Pay level 3</b>     |  |   |                                     |                      |                        |
| Technical Grade 3      | 35.13  | 46.84                                   | 46.84                               | 46.84                | 58.55                  |
| Administrative Grade 3 | 35.13  | 46.84                                   | 46.84                               | 46.84                | 58.55                  |
| Operations Grade 3     | 35.13  | 46.84                                   | 46.84                               | 46.84                | 58.55                  |
| <b>Pay level 4</b>     |  |   |                                     |                      |                        |

|  | Day workers and non-continuous shiftworkers |                                  | Continuous shiftworkers      | All employees |                 |
|--|---|----------------------------------|------------------------------|---------------|-----------------|
|  | Monday to Saturday—first 2 hours            | Monday to Saturday—after 2 hours | Monday to Saturday—all hours | Sunday        | Public holidays |
|  | % of minimum hourly rate                    |                                  |                              |               |                 |
|  | 150%  | 200%                             | 200%                         | 200%          | 250%            |
|  | \$  | \$                               | \$                           | \$            | \$              |
| Technical Grade 4                        | 38.45                                       | 51.26                            | 51.26                        | 51.26         | 64.08           |
| Administrative Grade 4                   | 38.45                                       | 51.26                            | 51.26                        | 51.26         | 64.08           |
| <b>Pay level 5</b>                       |   |                                  |                              |               |                 |
| Technical Grade 5                        | 41.84                                       | 55.78                            | 55.78                        | 55.78         | 69.73           |
| Administrative Grade 5                   | 41.84                                       | 55.78                            | 55.78                        | 55.78         | 69.73           |
| Professional/Manager/Specialist Grade 5  | 41.84                                       | 55.78                            | 55.78                        | 55.78         | 69.73           |
| Operations Grade 5                       | 41.84                                       | 55.78                            | 55.78                        | 55.78         | 69.73           |
| <b>Pay level 6</b>                       |   |                                  |                              |               |                 |
| Technical Grade 6                        | 45.23                                       | 60.30                            | 60.30                        | 60.30         | 75.38           |
| Administrative Grade 6                   | 45.23                                       | 60.30                            | 60.30                        | 60.30         | 75.38           |
| Operations Grade 6                       | 45.23                                       | 60.30                            | 60.30                        | 60.30         | 75.38           |
| <b>Pay level 7</b>                       |   |                                  |                              |               |                 |
| Technical Grade 7                        | 48.62                                       | 64.82                            | 64.82                        | 64.82         | 81.03           |
| Professional/Manager/Specialist Grade 7  | 48.62                                       | 64.82                            | 64.82                        | 64.82         | 81.03           |
| Operations Grade 7                       | 48.62                                       | 64.82                            | 64.82                        | 64.82         | 81.03           |
| <b>Pay level 8</b>                       |   |                                  |                              |               |                 |
| Professional/Manager/Specialist Grade 8  | 51.99                                       | 69.32                            | 69.32                        | 69.32         | 86.65           |
| Operations Grade 8                       | 51.99                                       | 69.32                            | 69.32                        | 69.32         | 86.65           |
| <b>Pay level 9</b>                       | 55.38                                       | 73.84                            | 73.84                        | 73.84         | 92.30           |
| <b>Pay level 10</b>                      |   |                                  |                              |               |                 |
| Professional/Manager/Specialist Grade 10 | 58.77                                       | 78.36                            | 78.36                        | 78.36         | 97.95           |
| Operations Grade 10                      | 58.77                                       | 78.36                            | 78.36                        | 78.36         | 97.95           |
| <b>Pay level 11</b>                      |   |                                  |                              |               |                 |
| Professional/Manager/Specialist Grade 11 | 62.10                                       | 82.80                            | 82.80                        | 82.80         | 103.50          |



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

|  | <b>Ordinary<br/>hours</b>       | <b>Saturday</b> | <b>Sunday</b> | <b>Public<br/>holiday</b> |
|--|---------------------------------|-----------------|---------------|---------------------------|
|  | <b>% of minimum hourly rate</b> |                 |               |                           |
|  | <b>125%</b>                     | <b>175%</b>     | <b>225%</b>   | <b>275%</b>               |
|  | <b>\$</b>                       | <b>\$</b>       | <b>\$</b>     | <b>\$</b>                 |
| <b>Pay level 1</b>                         |                                 |                 |               |                           |
| Technical Grade 1                          | 25.96                           | 36.35           | 46.73         | 57.12                     |
| Administrative Grade 1                     | 25.96                           | 36.35           | 46.73         | 57.12                     |
| <b>Pay level 2</b>                         |                                 |                 |               |                           |
| Technical Grade 2                          | 27.63                           | 38.68           | 49.73         | 60.78                     |
| Administrative Grade 2                     | 27.63                           | 38.68           | 49.73         | 60.78                     |
| Operations Grade 2                         | 27.63                           | 38.68           | 49.73         | 60.78                     |
| <b>Pay level 3</b>                         |                                 |                 |               |                           |
| Technical Grade 3                          | 29.28                           | 40.99           | 52.70         | 64.41                     |
| Administrative Grade 3                     | 29.28                           | 40.99           | 52.70         | 64.41                     |
| Operations Grade 3                         | 29.28                           | 40.99           | 52.70         | 64.41                     |
| <b>Pay level 4</b>                         |                                 |                 |               |                           |
| Technical Grade 4                          | 32.04                           | 44.85           | 57.67         | 70.48                     |
| Administrative Grade 4                     | 32.04                           | 44.85           | 57.67         | 70.48                     |
| <b>Pay level 5</b>                         |                                 |                 |               |                           |
| Technical Grade 5                          | 34.86                           | 48.81           | 62.75         | 76.70                     |
| Administrative Grade 5                     | 34.86                           | 48.81           | 62.75         | 76.70                     |
| Professional/Manager/Specialist<br>Grade 5 | 34.86                           | 48.81           | 62.75         | 76.70                     |
| Operations Grade 5                         | 34.86                           | 48.81           | 62.75         | 76.70                     |
| <b>Pay level 6</b>                         |                                 |                 |               |                           |
| Technical Grade 6                          | 37.69                           | 52.76           | 67.84         | 82.91                     |
| Administrative Grade 6                     | 37.69                           | 52.76           | 67.84         | 82.91                     |
| Operations Grade 6                         | 37.69                           | 52.76           | 67.84         | 82.91                     |
| <b>Pay level 7</b>                         |                                 |                 |               |                           |
| Technical Grade 7                          | 40.51                           | 56.72           | 72.92         | 89.13                     |
| Professional/Manager/Specialist<br>Grade 7 | 40.51                           | 56.72           | 72.92         | 89.13                     |

|  | <b>Ordinary hours</b>           | <b>Saturday</b> | <b>Sunday</b> | <b>Public holiday</b> |
|--|---------------------------------|-----------------|---------------|-----------------------|
|  | <b>% of minimum hourly rate</b> |                 |               |                       |
|  | <b>125%</b>                     | <b>175%</b>     | <b>225%</b>   | <b>275%</b>           |
|  | <b>\$</b>                       | <b>\$</b>       | <b>\$</b>     | <b>\$</b>             |
| Operations Grade 7                       | 40.51                           | 56.72           | 72.92         | 89.13                 |
| <b>Pay level 8</b>                       |                                 |                 |               |                       |
| Professional/Manager/Specialist Grade 8  | 43.33                           | 60.66           | 77.99         | 95.32                 |
| Operations Grade 8                       | 43.33                           | 60.66           | 77.99         | 95.32                 |
| <b>Pay level 9</b>                       | 46.15                           | 64.61           | 83.07         | 101.53                |
| <b>Pay level 10</b>                      |                                 |                 |               |                       |
| Professional/Manager/Specialist Grade 10 | 48.98                           | 68.57           | 88.16         | 107.75                |
| Operations Grade 10                      | 48.98                           | 68.57           | 88.16         | 107.75                |
| <b>Pay level 11</b>                      |                                 |                 |               |                       |
| Professional/Manager/Specialist Grade 11 | 51.75                           | 72.45           | 93.15         | 113.85                |

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

|                        | <b>Afternoon shift</b>          | <b>Night shift</b> | <b>Permanent night shift</b> |
|------------------------|---------------------------------|--------------------|------------------------------|
|                        | <b>% of minimum hourly rate</b> |                    |                              |
|                        | <b>141%</b>                     | <b>147.5%</b>      | <b>155%</b>                  |
|                        | <b>\$</b>                       | <b>\$</b>          | <b>\$</b>                    |
| <b>Pay level 1</b>     |                                 |                    |                              |
| Technical Grade 1      | 29.29                           | 30.64              | 32.19                        |
| Administrative Grade 1 | 29.29                           | 30.64              | 32.19                        |
| <b>Pay level 2</b>     |                                 |                    |                              |
| Technical Grade 2      | 31.16                           | 32.60              | 34.26                        |
| Administrative Grade 2 | 31.16                           | 32.60              | 34.26                        |
| Operations Grade 2     | 31.16                           | 32.60              | 34.26                        |
| <b>Pay level 3</b>     |                                 |                    |                              |
| Technical Grade 3      | 33.02                           | 34.54              | 36.30                        |
| Administrative Grade 3 | 33.02                           | 34.54              | 36.30                        |
| Operations Grade 3     | 33.02                           | 34.54              | 36.30                        |

|  | Afternoon shift          | Night shift   | Permanent night shift |
|--|--------------------------|---------------|-----------------------|
|  | % of minimum hourly rate |               |                       |
|  | <b>141%</b>              | <b>147.5%</b> | <b>155%</b>           |
|  | \$                       | \$            | \$                    |
| <b>Pay level 4</b>                       |                          |               |                       |
| Technical Grade 4                        | 36.14                    | 37.80         | 39.73                 |
| Administrative Grade 4                   | 36.14                    | 37.80         | 39.73                 |
| <b>Pay level 5</b>                       |                          |               |                       |
| Technical Grade 5                        | 39.32                    | 41.14         | 43.23                 |
| Administrative Grade 5                   | 39.32                    | 41.14         | 43.23                 |
| Professional/Manager/Specialist Grade 5  | 39.32                    | 41.14         | 43.23                 |
| Operations Grade 5                       | 39.32                    | 41.14         | 43.23                 |
| <b>Pay level 6</b>                       |                          |               |                       |
| Technical Grade 6                        | 42.51                    | 44.47         | 46.73                 |
| Administrative Grade 6                   | 42.51                    | 44.47         | 46.73                 |
| Operations Grade 6                       | 42.51                    | 44.47         | 46.73                 |
| <b>Pay level 7</b>                       |                          |               |                       |
| Technical Grade 7                        | 45.70                    | 47.80         | 50.24                 |
| Professional/Manager/Specialist Grade 7  | 45.70                    | 47.80         | 50.24                 |
| Operations Grade 7                       | 45.70                    | 47.80         | 50.24                 |
| <b>Pay level 8</b>                       |                          |               |                       |
| Professional/Manager/Specialist Grade 8  | 48.87                    | 51.12         | 53.72                 |
| Operations Grade 8                       | 48.87                    | 51.12         | 53.72                 |
| <b>Pay level 9</b>                       |                          |               |                       |
|  | 52.06                    | 54.46         | 57.23                 |
| <b>Pay level 10</b>                      |                          |               |                       |
| Professional/Manager/Specialist Grade 10 | 55.24                    | 57.79         | 60.73                 |
| Operations Grade 10                      | 55.24                    | 57.79         | 60.73                 |
| <b>Pay level 11</b>                      |                          |               |                       |
| Professional/Manager/Specialist Grade 11 | 58.37                    | 61.07         | 64.17                 |

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

18. By deleting the table appearing in clause C.1.1 and inserting the following:

| <b>Allowance</b>  | <b>Clause</b> | <b>% of standard rate</b> | <b>\$</b> | <b>Payable</b> |
|---|---------------|---------------------------|-----------|----------------|
| Availability allowance—1 in 5 days or more  | 17.2(a)(i)    | 18.0                      | 158.06    | per week       |
| Availability allowance—1 in 4 days or less  | 17.2(a)(ii)   | 26.0                      | 228.31    | per week       |
| First aid allowance   | 17.2(b)(i)    | 1.9                       | 16.68     | per week       |
| Power station allowance—<br>Professional, managerial,<br>specialist or administrative<br>employees            | 17.2(c)(i)    | 2.05                      | 18.00     | per week       |
| Power station allowance—<br>Technical or operations<br>employees  | 17.2(c)(ii)   | 7.0                       | 61.47     | per week       |
| Open cut brown coal mine<br>allowance   | 17.2(d)       | 11.0                      | 96.59     | per week       |
| Briquette factory allowance   | 17.2(e)(i)    | 8.5                       | 74.64     | per week       |
| Coal handling allowance   | 17.2(f)       | 11.0                      | 96.59     | per week       |
| Transmission allowance—<br>work on<br>overhead/underground power<br>lines or associated plant or<br>equipment | 17.2(g)       | 6.0                       | 52.69     | per week       |

B. This determination comes into operation on 1 July 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 July 2020.

PRESIDENT