



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2019–20
(C2020/1)

**AUSTRALIAN NUCLEAR SCIENCE AND TECHNOLOGY
ORGANISATION (ANSTO) ENTERPRISE AWARD 2016**
[MA000144]

Commonwealth employment

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 10.1 and inserting the following:

Classification	Annual salary	Weekly rate	Hourly rate
	\$	\$	\$
Administrative Officer Stream			
ASO Level 1	42,104	807.10	21.96
ASO Level 2	45,265	867.70	23.61
ASO Level 3	48,964	938.60	25.54
ASO Level 4	52,482	1006.00	27.38
ASO Level 5	56,388	1080.90	29.41
ASO Level 6	61,557	1180.00	32.11
SO Level 1	67,106	1286.40	35.00
SO Level 2	73,525	1409.40	38.35

Classification	Annual salary \$	Weekly rate \$	Hourly rate \$
SO Level 3	82,695	1585.20	43.13
Craftsperson Stream			
CP Level 1	39,968	766.20	20.85
CP Level 2	41,356	792.80	21.57
CP Level 3	43,612	836.00	22.75
CP Level 4	46,107	883.80	24.05
CP Level 5	48,011	920.30	25.04
CP Level 6	49,759	953.80	25.96
CP Level 7	51,439	986.10	26.83
CP Level 8	54,301	1040.90	28.32
CP Level 9	57,832	1108.60	30.17
Professional Stream			
PO Level 1	48,964	938.60	25.54
PO Level 2	60,210	1154.20	31.41
SPO Level 1	67,106	1286.40	35.00
SPO Level 2	73,525	1409.40	38.35
SPO Level 3	82,695	1585.20	43.13
Research Stream			
Post Doc	57,832	1108.60	30.17
RS	60,210	1154.20	31.41
SRS	73,525	1409.40	38.35
PRS	83,977	1609.80	43.80
Technical Stream			
TO Level 1	46,240	886.40	24.12
TO Level 2	48,964	938.60	25.54
TO Level 3	54,301	1040.90	28.32
TO Level 4	60,210	1154.20	31.41
STO Level 1	68,648	1315.90	35.81
STO Level 2	75,279	1443.00	39.27
Senior Management— Corporate Management			
Corporate Level 1 (Band 1)	85,554	1640.00	44.63
Corporate Level 2 (Band 2)	99,394	1905.30	51.85
Corporate Level 3 (Band 3)	126,649	2427.80	66.06
Senior Management— Research (RS)			
SPRS	98,036	1879.30	51.14
CRS	111,121	2130.10	57.96
Senior Management— Research Support (Senior			

Classification	Annual salary \$	Weekly rate \$	Hourly rate \$
Specialist)			
Senior Specialist Level 1	85,554	1640.00	44.63
Senior Specialist Level 2	99,394	1905.30	51.85
Senior Specialist Level 3	126,649	2427.80	66.06

2. By deleting the amount "\$25.48" appearing in clause 11.2 and inserting "\$25.92".
3. By deleting the amount "\$1.69" appearing in clause 11.3 and inserting "\$1.72".
4. By deleting the amount "\$29.88" appearing in clause 11.5(a) and inserting "\$30.39".
5. By deleting the table appearing in clause B.1 and inserting the following:

Day
Ordinary rate — 100%
\$

Administrative Officer Stream

ASO Level 1	21.96
ASO Level 2	23.61
ASO Level 3	25.54
ASO Level 4	27.38
ASO Level 5	29.41
ASO Level 6	32.11
SO Level 1	35.00
SO Level 2	38.35
SO Level 3	43.13

Craftsperson Stream

CP Level 1	20.85
CP Level 2	21.57
CP Level 3	22.75
CP Level 4	24.05
CP Level 5	25.04
CP Level 6	25.96
CP Level 7	26.83
CP Level 8	28.32
CP Level 9	30.17

Professional Stream

	Day Ordinary rate — 100% \$
PO Level 1	25.54
PO Level 2	31.41
SPO Level 1	35.00
SPO Level 2	38.35
SPO Level 3	43.13
<i>Research Stream</i>	
Post Doc	30.17
RS	31.41
SRS	38.35
PRS	43.80
<i>Technical Stream</i>	
TO Level 1	24.12
TO Level 2	25.54
TO Level 3	28.32
TO Level 4	31.41
STO Level 1	35.81
STO Level 2	39.27
<i>Senior Management— Corporate Management</i>	
Corporate Level 1 (Band 1)	44.63
Corporate Level 2 (Band 2)	51.85
Corporate Level 3 (Band 3)	66.06
<i>Senior Management—Research (RS)</i>	
SPRS	51.14
CRS	57.96
<i>Senior Management—Research Support (Senior Specialist)</i>	
Senior Specialist Level 1	44.63
Senior Specialist Level 2	51.85
Senior Specialist Level 3	66.06

6. By deleting the table appearing in clause B.2 and inserting the following:

	Mon - Sat – first 3 hours 150% \$	Mon - Sat – after 3 hours 200% \$	Sunday – all day 200% \$	Public holiday – all day 250% \$
Administrative Officer Stream				
ASO Level 1	32.94	43.92	43.92	54.90
ASO Level 2	35.42	47.22	47.22	59.03
ASO Level 3	38.31	51.08	51.08	63.85
ASO Level 4	41.07	54.76	54.76	68.45
ASO Level 5	44.12	58.82	58.82	73.53
ASO Level 6	48.17	64.22	64.22	80.28
SO Level 1	52.50	70.00	70.00	87.50
SO Level 2	57.53	76.70	76.70	95.88
SO Level 3	64.70	86.26	86.26	107.83
Craftsperson Stream				
CP Level 1	31.28	41.70	41.70	52.13
CP Level 2	32.36	43.14	43.14	53.93
CP Level 3	34.13	45.50	45.50	56.88
CP Level 4	36.08	48.10	48.10	60.13
CP Level 5	37.56	50.08	50.08	62.60
CP Level 6	38.94	51.92	51.92	64.90
CP Level 7	40.25	53.66	53.66	67.08
CP Level 8	42.48	56.64	56.64	70.80
CP Level 9	45.26	60.34	60.34	75.43
Professional Stream				
PO Level 1	38.31	51.08	51.08	63.85
PO Level 2	47.12	62.82	62.82	78.53
SPO Level 1	52.50	70.00	70.00	87.50
SPO Level 2	57.53	76.70	76.70	95.88
SPO Level 3	64.70	86.26	86.26	107.83
Research Stream				
Post Doc	45.26	60.34	60.34	75.43

	Mon - Sat – first 3 hours	Mon - Sat – after 3 hours	Sunday – all day	Public holiday – all day
	150%	200%	200%	250%
	\$	\$	\$	\$
RS	47.12	62.82	62.82	78.53
SRS	57.53	76.70	76.70	95.88
PRS	65.70	87.60	87.60	109.50
Technical Stream				
TO Level 1	36.18	48.24	48.24	60.30
TO Level 2	38.31	51.08	51.08	63.85
TO Level 3	42.48	56.64	56.64	70.80
TO Level 4	47.12	62.82	62.82	78.53
STO Level 1	53.72	71.62	71.62	89.53
STO Level 2	58.91	78.54	78.54	98.18
Senior Management— Corporate Management				
Corporate Level 1 (Band 1)	66.95	89.26	89.26	111.58
Corporate Level 2 (Band 2)	77.78	103.70	103.70	129.63
Corporate Level 3 (Band 3)	99.09	132.12	132.12	165.15
Senior Management— Research (RS)				
SPRS	76.71	102.28	102.28	127.85
CRS	86.94	115.92	115.92	144.90
Senior Management— Research Support (Senior Specialist)				
Senior Specialist Level 1	66.95	89.26	89.26	111.58
Senior Specialist Level 2	77.78	103.70	103.70	129.63
Senior Specialist Level 3	99.09	132.12	132.12	165.15

7. By deleting the table appearing in clause B.3 and inserting the following:

	Day	Night	Continuous Night	Saturday	Sunday	Public holiday
	100%	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$
<i>Administrative Officer Stream</i>						
ASO Level 1	21.96	25.25	28.55	32.94	43.92	54.90

	Day	Night	Continuous Night	Saturday	Sunday	Public holiday
	100%	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$
ASO Level 2	23.61	27.15	30.69	35.42	47.22	59.03
ASO Level 3	25.54	29.37	33.20	38.31	51.08	63.85
ASO Level 4	27.38	31.49	35.59	41.07	54.76	68.45
ASO Level 5	29.41	33.82	38.23	44.12	58.82	73.53
ASO Level 6	32.11	36.93	41.74	48.17	64.22	80.28
SO Level 1	35.00	40.25	45.50	52.50	70.00	87.50
SO Level 2	38.35	44.10	49.86	57.53	76.70	95.88
SO Level 3	43.13	49.60	56.07	64.70	86.26	107.83
<i>Craftsperson Stream</i>						
CP Level 1	20.85	23.98	27.11	31.28	41.70	52.13
CP Level 2	21.57	24.81	28.04	32.36	43.14	53.93
CP Level 3	22.75	26.16	29.58	34.13	45.50	56.88
CP Level 4	24.05	27.66	31.27	36.08	48.10	60.13
CP Level 5	25.04	28.80	32.55	37.56	50.08	62.60
CP Level 6	25.96	29.85	33.75	38.94	51.92	64.90
CP Level 7	26.83	30.85	34.88	40.25	53.66	67.08
CP Level 8	28.32	32.57	36.82	42.48	56.64	70.80
CP Level 9	30.17	34.70	39.22	45.26	60.34	75.43
<i>Professional Stream</i>						
PO Level 1	25.54	29.37	33.20	38.31	51.08	63.85
PO Level 2	31.41	36.12	40.83	47.12	62.82	78.53
SPO Level 1	35.00	40.25	45.50	52.50	70.00	87.50
SPO Level 2	38.35	44.10	49.86	57.53	76.70	95.88
SPO Level 3	43.13	49.60	56.07	64.70	86.26	107.83
<i>Research Stream</i>						
Post Doc	30.17	34.70	39.22	45.26	60.34	75.43
RS	31.41	36.12	40.83	47.12	62.82	78.53
SRS	38.35	44.10	49.86	57.53	76.70	95.88
PRS	43.80	50.37	56.94	65.70	87.60	109.50
<i>Technical Stream</i>						
TO Level 1	24.12	27.74	31.36	36.18	48.24	60.30
TO Level 2	25.54	29.37	33.20	38.31	51.08	63.85
TO Level 3	28.32	32.57	36.82	42.48	56.64	70.80
TO Level 4	31.41	36.12	40.83	47.12	62.82	78.53

	Day	Night	Continuous Night	Saturday	Sunday	Public holiday
	100%	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$
STO Level 1	35.81	41.18	46.55	53.72	71.62	89.53
STO Level 2	39.27	45.16	51.05	58.91	78.54	98.18
<i>Senior Management—Corporate Management</i>						
Corporate Level 1 (Band 1)	44.63	51.32	58.02	66.95	89.26	111.58
Corporate Level 2 (Band 2)	51.85	59.63	67.41	77.78	103.70	129.63
Corporate Level 3 (Band 3)	66.06	75.97	85.88	99.09	132.12	165.15
<i>Senior Management—Research (RS)</i>						
SPRS	51.14	58.81	66.48	76.71	102.28	127.85
CRS	57.96	66.65	75.35	86.94	115.92	144.90
<i>Senior Management—Research Support (Senior Specialist)</i>						
Senior Specialist Level 1	44.63	51.32	58.02	66.95	89.26	111.58
Senior Specialist Level 2	51.85	59.63	67.41	77.78	103.70	129.63
Senior Specialist Level 3	66.06	75.97	85.88	99.09	132.12	165.15

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

	Mon - Fri – first 3 hours	Mon - Fri – after 3 hours	Sat and Sun – all day	Public holiday – all day
	150%	200%	200%	250%
	\$	\$	\$	\$
<i>Administrative Officer Stream</i>				
ASO Level 1	32.94	43.92	43.92	54.90
ASO Level 2	35.42	47.22	47.22	59.03
ASO Level 3	38.31	51.08	51.08	63.85
ASO Level 4	41.07	54.76	54.76	68.45
ASO Level 5	44.12	58.82	58.82	73.53
ASO Level 6	48.17	64.22	64.22	80.28
SO Level 1	52.50	70.00	70.00	87.50
SO Level 2	57.53	76.70	76.70	95.88
SO Level 3	64.70	86.26	86.26	107.83
<i>Craftsperson Stream</i>				

	Mon - Fri – first 3 hours	Mon - Fri – after 3 hours	Sat and Sun – all day	Public holiday – all day
	150%	200%	200%	250%
	\$	\$	\$	\$
CP Level 1	31.28	41.70	41.70	52.13
CP Level 2	32.36	43.14	43.14	53.93
CP Level 3	34.13	45.50	45.50	56.88
CP Level 4	36.08	48.10	48.10	60.13
CP Level 5	37.56	50.08	50.08	62.60
CP Level 6	38.94	51.92	51.92	64.90
CP Level 7	40.25	53.66	53.66	67.08
CP Level 8	42.48	56.64	56.64	70.80
CP Level 9	45.26	60.34	60.34	75.43
<i>Professional Stream</i>				
PO Level 1	38.31	51.08	51.08	63.85
PO Level 2	47.12	62.82	62.82	78.53
SPO Level 1	52.50	70.00	70.00	87.50
SPO Level 2	57.53	76.70	76.70	95.88
SPO Level 3	64.70	86.26	86.26	107.83
<i>Research Stream</i>				
Post Doc	45.26	60.34	60.34	75.43
RS	47.12	62.82	62.82	78.53
SRS	57.53	76.70	76.70	95.88
PRS	65.70	87.60	87.60	109.50
<i>Technical Stream</i>				
TO Level 1	36.18	48.24	48.24	60.30
TO Level 2	38.31	51.08	51.08	63.85
TO Level 3	42.48	56.64	56.64	70.80
TO Level 4	47.12	62.82	62.82	78.53
STO Level 1	53.72	71.62	71.62	89.53
STO Level 2	58.91	78.54	78.54	98.18
<i>Senior Management— Corporate Management</i>				
Corporate Level 1 (Band 1)	66.95	89.26	89.26	111.58
Corporate Level 2 (Band 2)	77.78	103.70	103.70	129.63

	Mon - Fri – first 3 hours	Mon - Fri – after 3 hours	Sat and Sun – all day	Public holiday – all day
	150%	200%	200%	250%
	\$	\$	\$	\$
Corporate Level 3 (Band 3)	99.09	132.12	132.12	165.15
<i>Senior Management— Research (RS)</i>				
SPRS	76.71	102.28	102.28	127.85
CRS	86.94	115.92	115.92	144.90
<i>Senior Management— Research Support (Senior Specialist)</i>				
Senior Specialist Level 1	66.95	89.26	89.26	111.58
Senior Specialist Level 2	77.78	103.70	103.70	129.63
Senior Specialist Level 3	99.09	132.12	132.12	165.15

9. By deleting the amount “\$23.64” appearing in clause C.1 and inserting “\$24.05”.

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

Allowance	Payable	% of the standard rate	\$
Electrician's licence	per week	107.78	25.92
Plumber's licence	per hour	7.16	1.72
On call	per night or day	126.38	30.39

11. By deleting clause E.5.1 and inserting the following:

E.5.1 Minimum wages for traineeships

(a) Wage Level A

Subject to clause E.5.2 and E.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time or part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level A by clause E.7 are:

	Highest year of schooling completed					
	Year 10		Year 11		Year 12	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$	\$	\$
School leaver	338.60	11.14	372.90	12.28	444.20	14.62
Plus 1 year out of school	372.90	12.28	444.20	14.62	517.00	17.02
Plus 2 years out of school	444.20	14.62	517.00	17.02	601.60	19.79
Plus 3 years out of school	517.00	17.02	601.60	19.79	688.80	22.65
Plus 4 years out of school	601.60	19.79	688.80	22.65		
Plus 5 or more years out of school	688.80	22.65				

(b) Wage Level B

Subject to clause E.5.2 and E.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time or part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level B by clause E.7 are:

	Highest year of schooling completed					
	Year 10		Year 11		Year 12	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$	\$	\$
School leaver	338.60	11.14	372.90	12.28	432.20	14.23
Plus 1 year out of school	372.90	12.28	432.20	14.23	497.20	16.36
Plus 2 years out of school	432.20	14.23	497.20	16.36	583.10	19.20
Plus 3 years out of school	497.20	16.36	583.10	19.20	665.10	21.90
Plus 4 years out of school	583.10	19.20	665.10	21.90		
Plus 5 or more years out of school	665.10	21.90				

(c) Wage Level C

Subject to clause E.5.2 and E.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time or part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level C by clause E.7 are:

	Highest year of schooling completed					
	Year 10		Year 11		Year 12	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$	\$	\$
School leaver	338.60	11.14	372.90	12.28	432.20	14.23
Plus 1 year out of school	372.90	12.28	432.20	14.23	486.60	16.01
Plus 2 years out of school	432.20	14.23	486.60	16.01	543.70	17.88
Plus 3 years out of school	486.60	16.01	543.70	17.88	605.60	19.92
Plus 4 years out of school	543.70	17.88	605.60	19.92		
Plus 5 or more years out of school	605.60	19.92				

(d) AQF Certificate Level IV traineeships

- (i) Subject to clause E.5.2 and E.5.3 of this schedule, the minimum wages for a trainee undertaking a traineeship are the minimum wages for the relevant Level III traineeship with the addition of 3.8% to those minimum wages.
- (ii) Subject to clause E.5.2 and E.5.3 of this schedule, the minimum wages for an adult trainee undertaking an 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	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$
Wage Level A	715.50	23.52	743.20	24.45
Wage Level B	690.30	22.68	716.70	23.56
Wage Level C	628.20	20.67	651.90	21.45

(e) School-based traineeships

Subject to clauses E.5.2 and E.5.3 of this schedule, the minimum hourly wages for a trainee undertaking a school-based Wage Levels A or B traineeship are as follows when the trainee works ordinary hours:

Year of schooling	
Year 11 or lower	Year 12
per hour	per hour
\$	\$
11.14	12.28

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