



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2020–21
(C2021/1)

JOURNALISTS PUBLISHED MEDIA AWARD 2020
[MA000067]

Journalism

JUSTICE ROSS, PRESIDENT
VICE PRESIDENT CATANZARITI
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MR FERGUSON
PROFESSOR WOODEN
MS LABINE-ROMAIN

MELBOURNE, XX JUNE 2021

Annual Wage Review 2020–21.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2020–21 on 16 June 2021 [[2021] FWCFB 3500], the above award is varied as follows:

- By deleting the table appearing in clause 14.1 and inserting the following:

Level	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Band 1		
1	981.50	25.83
2	1009.00	26.55
3	1052.40	27.69
4	1080.60	28.44
5	1108.70	29.18
6	1165.60	30.67
7	1216.50	32.01
Band 2		

Level	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
8	1273.30	33.51
9	1357.80	35.73
10	1442.70	37.97
Band 3		
11	1485.30	39.09
12	1669.00	43.92
13	1866.70	49.12

2. By deleting the table appearing in clause A.1.3 and inserting the following:

	Ordinary hours	Public holiday²
	% of ordinary hourly rate¹	
	100%	250%
	\$	\$
Band 1		
Level 1	25.83	64.58
Level 2	26.55	66.38
Level 3	27.69	69.23
Level 4	28.44	71.10
Level 5	29.18	72.95
Level 6	30.67	76.68
Level 7	32.01	80.03
Band 2		
Level 8	33.51	83.78
Level 9	35.73	89.33
Level 10	37.97	94.93
Band 3		
Level 11	39.09	97.73
Level 12	43.92	109.80
Level 13	49.12	122.80

3. By deleting the table appearing in clause A.1.4 and inserting the following:

	Ordinary hours	Monday to Sunday		Distant engagement: Monday to Sunday		Public holiday ⁶
		First 2 hours for full-time employees, first 3 hours for part-time employees	After the first 2 hours for full-time employees, after the first 3 hours for part-time employees	First 8 hours	After 8 hours	
% of ordinary hourly rate ⁵						
	100%	150%	200%	150%	200%	250%
	\$	\$	\$	\$	\$	\$
Band 1						
Level 1	25.83	38.75	51.66	38.75	51.66	64.58
Level 2	26.55	39.83	53.10	39.83	53.10	66.38
Level 3	27.69	41.54	55.38	41.54	55.38	69.23
Level 4	28.44	42.66	56.88	42.66	56.88	71.10
Level 5	29.18	43.77	58.36	43.77	58.36	72.95
Level 6	30.67	46.01	61.34	46.01	61.34	76.68
Level 7	32.01	48.02	64.02	48.02	64.02	80.03
Band 2						
Level 8	33.51	50.27	67.02	50.27	67.02	83.78
Level 9 ¹	35.73	53.60	71.46	53.60	71.46	89.33
Level 9 ²	35.73	–	–	–	–	89.33
Level 10 ³	37.97	56.96	75.94	56.96	75.94	94.93
Level 10 ⁴	37.97	–	–	–	–	94.93
Band 3						
Level 11	39.09	58.64	78.18	58.64	78.18	97.73
Level 12	43.92	–	–	–	–	109.80
Level 13	49.12	–	–	–	–	122.80

4. By deleting the table appearing in clause A.1.5 and inserting the following:

	Other than shiftworkers	Shiftworkers
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	Early/late work¹	Weekend²	Shift penalty rate³	Weekend shift⁴
	% of ordinary hourly rate⁵			
	110%⁶	120%⁶	117.5%⁶	127.5%⁶
	\$	\$	\$	\$
Band 1				
Level 1	28.41	31.00	30.35	32.93
Level 2	29.21	31.86	31.20	33.85
Level 3	30.46	33.23	32.54	35.30
Level 4	31.28	34.13	33.42	36.26
Level 5	32.10	35.02	34.29	37.20
Level 6	33.74	36.80	36.04	39.10
Level 7	35.21	38.41	37.61	40.81
Band 2				
Level 8	36.86	40.21	39.37	42.73
Level 9	39.08	42.43	41.59	44.95
Level 10	41.32	44.67	43.83	47.19
Band 3				
Level 11	42.44	45.79	44.95	48.31
Level 12 ⁷	–	–	–	–
Level 13 ⁷	–	–	–	–

5. By deleting the table appearing in clause A.1.6 and inserting the following:

	Other than shiftworkers		Shiftworkers	
	Early/late work¹	Weekend²	Shift penalty rate³	Weekend shift⁴
	% of ordinary hourly rate⁵			
	110%⁶	120%⁶	117.5%⁶	127.5%⁶
	\$	\$	\$	\$
Band 1				
Level 1	28.41	31.00	30.35	32.93
Level 2	29.21	31.86	31.20	33.85
Level 3	30.46	33.23	32.54	35.30
Level 4	31.21	33.98	33.29	36.05

	Other than shiftworkers		Shiftworkers	
	Early/late work ¹	Weekend ²	Shift penalty rate ³	Weekend shift ⁴
	% of ordinary hourly rate ⁵			
	110% ⁶	120% ⁶	117.5% ⁶	127.5% ⁶
	\$	\$	\$	\$
Level 5	31.95	34.72	34.03	36.79
Level 6	33.44	36.21	35.52	38.28
Level 7	34.78	37.55	36.86	39.62
Band 2				
Level 8	36.28	39.05	38.36	41.12
Level 9	38.50	41.27	40.58	43.34
Level 10 ⁷	–	–	–	–
Band 3				
Level 11	41.86	44.63	43.94	46.70
Level 12 ⁷	–	–	–	–
Level 13 ⁷	–	–	–	–

6. By deleting the table appearing in clause A.1.7 and inserting the following:

	Early/late work ¹	Weekend ²
	% of ordinary hourly rate ³	
	110% ⁴	120% ⁴
	\$	\$
Band 1		
Level 1	28.41	31.00
Level 2	29.21	31.86
Level 3	30.46	33.23
Level 4	31.28	34.13
Level 5	32.10	35.02
Level 6	33.74	36.80
Level 7	35.08	38.14
Band 2		
Level 8	36.58	39.64
Level 9	38.80	41.86

	Early/late work¹	Weekend²
	% of ordinary hourly rate³	
	110%⁴	120%⁴
	\$	\$
Level 10	41.04	44.10
Band 3		
Level 11	42.16	45.22
Level 12 ⁵	–	–
Level 13 ⁵	–	–

7. By deleting the table appearing in clause A.1.8 and inserting the following:

	Regional daily or digital publication		Country non-daily
	Shift penalty rate¹	Weekend shift²	Shift penalty rate³
	% of ordinary hourly rate⁴		
	115%⁵	125%⁵	115%⁵
	\$	\$	\$
Band 1			
Level 1	29.70	32.29	29.70
Level 2	30.53	33.19	30.53
Level 3	31.84	34.61	31.84
Level 4	32.71	35.55	32.71
Level 5	33.56	36.48	33.56
Level 6	35.27	38.34	35.27
Level 7	36.81	40.01	36.61
Band 2			
Level 8	38.54	41.89	38.11
Level 9	40.76	44.11	– ⁶
Level 10	43.00	46.35	42.57
Band 3			
Level 11	44.12	47.47	43.69
Level 12 ⁵	–	–	–
Level 13 ⁵	–	–	–

8. By deleting the table appearing in clause A.2.1 and inserting the following:

	Ordinary hours	Public holiday
	% of ordinary hourly rate ¹	
	125%	275%
	\$	\$
Band 1		
Level 1	32.29	71.03
Level 2	33.19	73.01
Level 3	34.61	76.15
Level 4	35.55	78.21
Level 5	36.48	80.25
Level 6	38.34	84.34
Level 7	40.01	88.03
Band 2		
Level 8	41.89	92.15
Level 9	44.66	98.26
Level 10	47.46	104.42
Band 3		
Level 11	48.86	107.50
Level 12	54.90	120.78
Level 13	61.40	135.08

9. By deleting the table appearing in clause A.2.2 and inserting the following:

	Other than shiftworkers		Shiftworkers	
	Early/late work ¹	Weekend ²	Shift penalty rate ³	Weekend shift ⁴
	% of ordinary hourly rate ⁵			
	135% ⁶	145% ⁶	142.5% ⁶	152.5% ⁶
	\$	\$	\$	\$
Band 1				
Level 1	34.87	37.46	36.81	39.39
Level 2	35.85	38.50	37.84	40.49
Level 3	37.38	40.15	39.46	42.22
Level 4	38.39	41.24	40.53	43.37

	Other than shiftworkers		Shiftworkers	
	Early/late work ¹	Weekend ²	Shift penalty rate ³	Weekend shift ⁴
	% of ordinary hourly rate ⁵			
	135% ⁶	145% ⁶	142.5% ⁶	152.5% ⁶
	\$	\$	\$	\$
Level 5	39.40	42.32	41.59	44.50
Level 6	41.41	44.47	43.71	46.77
Level 7	43.21	46.41	45.61	48.81
Band 2				
Level 8	45.24	48.59	47.75	51.11
Level 9	48.01	51.36	50.52	53.88
Level 10	50.81	54.16	53.32	56.68
Band 3				
Level 11	52.21	55.56	54.72	58.08
Level 12 ⁷	–	–	–	–
Level 13 ⁷	–	–	–	–

10. By deleting the table appearing in clause A.2.3 and inserting the following:

	Other than shiftworkers		Shiftworkers	
	Early/late work ¹	Weekend ²	Shift penalty rate ³	Weekend shift ⁴
	% of ordinary hourly rate ⁵			
	135% ⁶	145% ⁶	142.5% ⁶	152.5% ⁶
	\$	\$	\$	\$
Band 1				
Level 1	34.87	37.46	36.81	39.39
Level 2	35.85	38.50	37.84	40.49
Level 3	37.38	40.15	39.46	42.22
Level 4	38.32	41.09	40.40	43.16
Level 5	39.25	42.02	41.33	44.09
Level 6	41.11	43.88	43.19	45.95
Level 7	42.78	45.55	44.86	47.62
Band 2				

	Other than shiftworkers		Shiftworkers	
	Early/late work ¹	Weekend ²	Shift penalty rate ³	Weekend shift ⁴
	% of ordinary hourly rate ⁵			
	135% ⁶	145% ⁶	142.5% ⁶	152.5% ⁶
	\$	\$	\$	\$
Level 8	44.66	47.43	46.74	49.50
Level 9	47.43	50.20	49.51	52.27
Level 10 ⁷	–	–		
Band 3				
Level 11	51.63	54.40	53.71	56.47
Level 12 ⁷	–	–	–	–
Level 13 ⁷	–	–	–	–

11. By deleting the table appearing in clause A.2.4 and inserting the following:

	Early/late work ¹	Weekend ²
	% of ordinary hourly rate ³	
	135% ⁴	145% ⁴
	\$	\$
Band 1		
Level 1	34.87	37.46
Level 2	35.85	38.50
Level 3	37.38	40.15
Level 4	38.39	41.24
Level 5	39.40	42.32
Level 6	41.41	44.47
Level 7	43.08	46.14
Band 2		
Level 8	44.96	48.02
Level 9	47.73	50.79
Level 10	50.53	53.59
Band 3		
Level 11	51.93	54.99
Level 12 ⁵	–	–

	Early/late work¹	Weekend²
	% of ordinary hourly rate³	
	135%⁴	145%⁴
	\$	\$
Level 13 ⁵	–	–

12. By deleting the table appearing in clause A.2.5 and inserting the following:

	Regional daily or digital publication		Country non-daily
	Shift penalty rate¹	Weekend shift²	Shift penalty rate³
	% of ordinary hourly rate⁴		
	140%⁵	150%⁵	140%⁵
	\$	\$	\$
Band 1			
Level 1	36.16	38.75	36.16
Level 2	37.17	39.83	37.17
Level 3	38.76	41.53	38.76
Level 4	39.82	42.66	39.82
Level 5	40.86	43.78	40.86
Level 6	42.94	46.01	42.94
Level 7	44.81	48.01	44.61
Band 2			
Level 8	46.92	50.27	46.49
Level 9	49.69	53.04	– ⁶
Level 10	52.49	55.84	52.06
Band 3			
Level 11	53.89	57.24	53.46
Level 12 ⁵	–	–	–
Level 13 ⁵	–	–	–

13. By deleting the table appearing in clause A.3.1 and inserting the following:

	Cadet percentage	Ordinary hours	Public holiday²
	% of Level 1 employee	% of ordinary hourly rate¹	
		100%	250%
	%	\$	\$
Standard Cadet			
1st year	60%	15.50	38.75
2nd year	75%	19.37	48.43
3rd year	90%	23.25	58.13
Graduate Cadet	90%	23.25	58.13

14. By deleting the table appearing in clause A.3.2 and inserting the following:

	Cadet percentage	Ordinary hours	Monday to Sunday		Distant engagement: Monday to Sunday		Public holiday²
			First 2 hours for full-time employees, first 3 hours for part-time employees	After the first 2 hours for full-time employees, after the first 3 hours for part-time employees	First 8 hours	After 8 hours	
	% of Level 1 employee	% of ordinary hourly rate¹					
		100%	150%	200%	150%	200%	250%
	%	\$	\$	\$	\$	\$	\$
Standard Cadet							
1st year	60%	15.50	23.25	31.00	23.25	31.00	38.75
2nd year	75%	19.37	29.06	38.74	29.06	38.74	48.43
3rd year	90%	23.25	34.88	46.50	34.88	46.50	58.13
Graduate Cadet	90%	23.25	34.88	46.50	34.88	46.50	58.13

15. By deleting the table appearing in clause A.3.3 and inserting the following:

	Cadet percentage	Early/late work¹	Weekend²
	% of Level 1 employee	% of ordinary hourly rate³	
		110%	120%
	%	\$	\$
Standard Cadet			
1st year	60%	17.05	18.60
2nd year	75%	21.31	23.24
3rd year	90%	25.58	27.90
Graduate Cadet	90%	25.58	27.90

16. By deleting the table appearing in clause A.3.4 and inserting the following:

	Cadet percentage	Shift penalty rate¹	Weekend shift²
	% of Level 1 employee	% of ordinary hourly rate³	
		117.5%	127.5%
	%	\$	\$
Standard Cadet			
1st year	60%	18.21	19.76
2nd year	75%	22.76	24.70
3rd year	90%	27.32	29.64
Graduate Cadet	90%	27.32	29.64

17. By deleting the table appearing in clause A.3.5 and inserting the following:

	Cadet percentage	Regional daily, country non-daily or digital publication	Regional daily or digital publication
	% of Level 1 employee	Shift penalty rate¹	Weekend²
		% of ordinary hourly rate³	
		115%	125%
	%	\$	\$
Standard Cadet			
1st year	60%	17.83	19.38
2nd year	75%	22.28	24.21
3rd year	90%	26.74	29.06
Graduate Cadet	90%	26.74	29.06

B. This determination comes into operation on 1 July 2021. 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 2021.

PRESIDENT