



# DRAFT DETERMINATION

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

**Annual Wage Review 2020–21**  
(C2021/1)

**ANIMAL CARE AND VETERINARY SERVICES AWARD 2020**  
[MA000118]

Animal care and veterinary services

JUSTICE ROSS, PRESIDENT  
VICE PRESIDENT CATANZARITI  
DEPUTY PRESIDENT ASBURY  
COMMISSIONER HAMPTON  
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:

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

<b>Classification</b>	<b>Minimum annual salary</b>	<b>Minimum hourly rate</b>
	\$	\$
Inspector Level 1	54,316	27.49
Inspector Level 2	57,305	29.00
Senior Inspector Level 3	61,912	31.33

2. By deleting the table appearing in clause 15.2 and inserting the following:

<b>Classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	\$	\$
Introductory level	772.60	20.33

<b>Classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Level 1	794.80	20.92
Level 2	862.10	22.69
Level 3	899.50	23.67
Level 4	981.50	25.83
Level 5—Practice manager	1031.30	27.14

3. By deleting the table appearing in clause 15.3 and inserting the following:

<b>Classification</b>	<b>Minimum annual salary</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Level 1A	54,316	27.49
Level 1B	57,305	29.00
Level 2	61,912	31.33
Level 3	68,017	34.42
Level 4	76,830	38.88

4. By deleting the words “1 November 2020” in clause 15.6(b) and inserting “1 July 2021”.

5. By deleting the amount “\$14.04” appearing in clause 16.2(a) and inserting “\$14.39”.

6. By deleting the amount “\$17.20” appearing in clause 16.2(b) and inserting “\$17.63”.

7. By deleting the amount “\$18.17” appearing in clause 16.2(c)(i) and inserting “\$18.62”.

8. By deleting the amount “\$27.29” appearing in clause 16.2(c)(ii) and inserting “\$27.97”.

9. By deleting the amount “\$31.77” appearing in clause 16.2(c)(iii) and inserting “\$32.56”.

10. By deleting the amount “\$44.41” appearing in clause 16.3(a) and inserting “\$45.51”.

11. By deleting the table appearing in clause B.1.1 and inserting the following:

<b>Classification</b>	<b>Minimum hourly rate</b>	<b>Saturday after 1.00 pm</b>		<b>Sunday</b>	<b>Public holiday</b>
		<b>First 3 hours</b>	<b>After 3 hours</b>		
<b>% of minimum hourly rate</b>					
	<b>100%</b>	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>

	\$	\$	\$	\$	\$
Inspector Level 1	27.49	41.24	54.98	54.98	68.73
Inspector Level 2	29.00	43.50	58.00	58.00	72.50
Senior Inspector Level 3	31.33	47.00	62.66	62.66	78.33

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

Classification	Monday to Friday		Saturday	Sunday	Public holiday
	Morning shift <sup>1</sup> and afternoon shift <sup>2</sup>	Night shift <sup>3</sup>			
	<b>% of minimum hourly rate</b>				
	<b>115%</b>	<b>130%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Inspector Level 1	31.61	35.74	41.24	54.98	68.73
Inspector Level 2	33.35	37.70	43.50	58.00	72.50
Senior Inspector Level 3	36.03	40.73	47.00	62.66	78.33

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

Classification	Monday to Saturday		Sunday – all day
	First 3 hours	After 3 hours	
	<b>% of minimum hourly rate</b>		
	<b>150%</b>	<b>200%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Inspector Level 1	41.24	54.98	54.98
Inspector Level 2	43.50	58.00	58.00
Senior Inspector Level 3	47.00	62.66	62.66

14. By deleting the table appearing in clause B.1.4 and inserting the following:

Classification	Minimum hourly rate	Saturday after 1.00 pm		Sunday	Public holiday
		First 3 hours	After 3 hours		
	<b>% of minimum hourly rate</b>				
	<b>100%</b>	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Introductory level	20.33	30.50	40.66	40.66	50.83
Level 1	20.92	31.38	41.84	41.84	52.30

Classification	Minimum hourly rate	Saturday after 1.00 pm		Sunday	Public holiday
		First 3 hours	After 3 hours		
	<b>% of minimum hourly rate</b>				
	<b>100%</b>	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 2	22.69	34.04	45.38	45.38	56.73
Level 3	23.67	35.51	47.34	47.34	59.18
Level 4	25.83	38.75	51.66	51.66	64.58
Level 5—Practice manager	27.14	40.71	54.28	54.28	67.85

15. By deleting the table appearing in clause B.1.5 and inserting the following:

Classification	Monday to Friday		Saturday	Sunday	Public holiday
	Morning shift <sup>1</sup> and afternoon shift <sup>2</sup>	Night shift <sup>3</sup>			
	<b>% of minimum hourly rate</b>				
	<b>115%</b>	<b>130%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Introductory level	23.38	26.43	30.50	40.66	50.83
Level 1	24.06	27.20	31.38	41.84	52.30
Level 2	26.09	29.50	34.04	45.38	56.73
Level 3	27.22	30.77	35.51	47.34	59.18
Level 4	29.70	33.58	38.75	51.66	64.58
Level 5—Practice manager	31.21	35.28	40.71	54.28	67.85

16. By deleting the table appearing in clause B.1.6 and inserting the following:

Classification	Monday to Saturday		Sunday – all day
	First 3 hours	After 3 hours	
	<b>% of minimum hourly rate</b>		
	<b>150%</b>	<b>200%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Introductory level	30.50	40.66	40.66
Level 1	31.38	41.84	41.84
Level 2	34.04	45.38	45.38
Level 3	35.51	47.34	47.34
Level 4	38.75	51.66	51.66

Classification	Monday to Saturday		Sunday – all day
	First 3 hours	After 3 hours	
	<b>% of minimum hourly rate</b>		
	<b>150%</b>	<b>200%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 5—Practice manager	40.71	54.28	54.28

17. By deleting the table appearing in clause B.1.7 and inserting the following:

Classification	Minimum hourly rate	Public holiday <sup>1</sup>
	<b>% of minimum hourly rate</b>	
	<b>100%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>
Level 1A	27.49	54.98
Level 1B	29.00	58.00
Level 2	31.33	62.66
Level 3	34.42	68.84
Level 4	38.88	77.76

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

Classification	Casual hourly rate	Saturday after 1.00 pm		Sunday	Public holiday
		First 3 hours	After 3 hours		
	<b>% of minimum hourly rate</b>				
	<b>125%</b>	<b>175%</b>	<b>225%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Inspector Level 1	34.36	48.11	61.85	61.85	75.60
Inspector Level 2	36.25	50.75	65.25	65.25	79.75
Senior Inspector Level 3	39.16	54.83	70.49	70.49	86.16

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

Classification	Monday to Friday		Saturday	Sunday	Public holiday
	Morning shift <sup>1</sup> and afternoon shift <sup>2</sup>	Night shift <sup>3</sup>			
	<b>% of minimum hourly rate</b>				
	<b>140%</b>	<b>155%</b>	<b>175%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Inspector Level 1	38.49	42.61	48.11	61.85	75.60
Inspector Level 2	40.60	44.95	50.75	65.25	79.75
Senior Inspector Level 3	43.86	48.56	54.83	70.49	86.16

20. By deleting the table appearing in clause B.2.3 and inserting the following:

Classification	Casual hourly rate	Saturday after 1.00 pm		Sunday	Public holiday
		First 3 hours	After 3 hours		
	<b>% of minimum hourly rate</b>				
	<b>125%</b>	<b>175%</b>	<b>225%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Introductory level	25.41	35.58	45.74	45.74	55.91
Level 1	26.15	36.61	47.07	47.07	57.53
Level 2	28.36	39.71	51.05	51.05	62.40
Level 3	29.59	41.42	53.26	53.26	65.09
Level 4	32.29	45.20	58.12	58.12	71.03
Level 5—Practice manager	33.93	47.50	61.07	61.07	74.64

21. By deleting the table appearing in clause B.2.4 and inserting the following:

Classification	Monday to Friday		Saturday	Sunday	Public holiday
	Morning shift <sup>1</sup> and afternoon shift <sup>2</sup>	Night shift <sup>3</sup>			
	<b>% of minimum hourly rate</b>				
	<b>140%</b>	<b>155%</b>	<b>175%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Introductory level	28.46	31.51	35.58	45.74	55.91
Level 1	29.29	32.43	36.61	47.07	57.53
Level 2	31.77	35.17	39.71	51.05	62.40

Classification	Monday to Friday		Saturday	Sunday	Public holiday
	Morning shift <sup>1</sup> and afternoon shift <sup>2</sup>	Night shift <sup>3</sup>			
	<b>% of minimum hourly rate</b>				
	<b>140%</b>	<b>155%</b>	<b>175%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 3	33.14	36.69	41.42	53.26	65.09
Level 4	36.16	40.04	45.20	58.12	71.03
Level 5—Practice manager	38.00	42.07	47.50	61.07	74.64

22. By deleting the table appearing in clause B.2.5 and inserting the following:

Classification	Casual hourly rate	Public holiday <sup>1</sup>
	<b>% of minimum hourly rate</b>	
	<b>125%</b>	<b>225%</b>
	<b>\$</b>	<b>\$</b>
Level 1A	34.36	61.85
Level 1B	36.25	65.25
Level 2	39.16	70.49
Level 3	43.03	77.45
Level 4	48.60	87.48

23. By deleting the amount “\$877.60” appearing in clause C.1.1 and inserting “\$899.50”.

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

Allowance	Clause	% of standard rate	\$	Payable
<b>Other than veterinary surgeons</b>				
Broken shift allowance	16.2(a)	1.6	14.39	per shift
First aid allowance	16.2(b)	1.96	17.63	per week
On-call allowance—Monday to Friday	16.2(c)(i)	2.07	18.62	per each 24 hour period or part thereof
On-call allowance—Saturday	16.2(c)(ii)	3.11	27.97	per each 24 hour period or

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
				part thereof
On-call allowance— Sunday, public holiday or off duty day	16.2(c)(iii)	3.62	32.56	per each 24 hour period or part thereof
<b>Veterinary surgeons</b>				
On-call duty allowance	16.3(a)	5.06	45.51	per each period of duty

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