



# DRAFT DETERMINATION

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

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

### 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 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 10.1 and inserting the following:

<b>Classification</b>	<b>Annual salary</b>	<b>Weekly rate</b>	<b>Hourly rate</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Administrative Officer Stream</b>			
ASO Level 1	43,157	827.30	22.51
ASO Level 2	46,397	889.40	24.20
ASO Level 3	50,188	962.10	26.18
ASO Level 4	53,794	1031.20	28.06
ASO Level 5	57,798	1107.90	30.15
ASO Level 6	63,096	1209.50	32.91
SO Level 1	68,784	1318.50	35.88
SO Level 2	75,363	1444.70	39.31
SO Level 3	84,762	1624.80	44.21

<b>Classification</b>	<b>Annual salary</b>	<b>Weekly rate</b>	<b>Hourly rate</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Craftsperson Stream</b>			
CP Level 1	40,967	785.30	21.37
CP Level 2	42,390	812.60	22.11
CP Level 3	44,702	856.90	23.32
CP Level 4	47,260	905.90	24.65
CP Level 5	49,211	943.30	25.67
CP Level 6	51,003	977.70	26.60
CP Level 7	52,725	1010.70	27.50
CP Level 8	55,659	1066.90	29.03
CP Level 9	59,278	1136.30	30.92
<b>Professional Stream</b>			
PO Level 1	50,188	962.10	26.18
PO Level 2	61,715	1183.00	32.19
SPO Level 1	68,784	1318.50	35.88
SPO Level 2	75,363	1444.70	39.31
SPO Level 3	84,762	1624.80	44.21
<b>Research Stream</b>			
Post Doc	59,278	1136.30	30.92
RS	61,715	1183.00	32.19
SRS	75,363	1444.70	39.31
PRS	86,076	1650.00	44.90
<b>Technical Stream</b>			
TO Level 1	47,396	908.50	24.72
TO Level 2	50,188	962.10	26.18
TO Level 3	55,659	1066.90	29.03
TO Level 4	61,715	1183.00	32.19
STO Level 1	70,364	1348.80	36.70
STO Level 2	77,161	1479.10	40.25
<b>Senior Management— Corporate Management</b>			
Corporate Level 1 (Band 1)	87,693	1681.00	45.74
Corporate Level 2 (Band 2)	101,879	1953.00	53.14
Corporate Level 3 (Band 3)	129,815	2488.50	67.71
<b>Senior Management— Research (RS)</b>			
SPRS	100,487	1926.30	52.42
CRS	113,899	2183.40	59.41

<b>Classification</b>	<b>Annual salary</b>	<b>Weekly rate</b>	<b>Hourly rate</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Senior Management— Research Support (Senior Specialist)</b>			
Senior Specialist Level 1	87,693	1681.00	45.74
Senior Specialist Level 2	101,879	1953.00	53.14
Senior Specialist Level 3	129,815	2488.50	67.71

2. By deleting the amount “\$25.92” appearing in clause 11.2 and inserting “\$26.57”.
3. By deleting the amount “\$1.72” appearing in clause 11.3 and inserting “\$1.76”.
4. By deleting the amount “\$30.39” appearing in clause 11.5(a) and inserting “\$31.15”.
5. By deleting the table appearing in clause B.1 and inserting the following:

**Day**  
**Ordinary rate — 100%**  
**\$**

**Administrative Officer Stream**

ASO Level 1	22.51
ASO Level 2	24.20
ASO Level 3	26.18
ASO Level 4	28.06
ASO Level 5	30.15
ASO Level 6	32.91
SO Level 1	35.88
SO Level 2	39.31
SO Level 3	44.21

**Craftsperson Stream**

CP Level 1	21.37
CP Level 2	22.11
CP Level 3	23.32
CP Level 4	24.65
CP Level 5	25.67
CP Level 6	26.60
CP Level 7	27.50
CP Level 8	29.03

	<b>Day</b> <b>Ordinary rate — 100%</b> <b>\$</b>
CP Level 9	30.92
<b>Professional Stream</b>	
PO Level 1	26.18
PO Level 2	32.19
SPO Level 1	35.88
SPO Level 2	39.31
SPO Level 3	44.21
<b>Research Stream</b>	
Post Doc	30.92
RS	32.19
SRS	39.31
PRS	44.90
<b>Technical Stream</b>	
TO Level 1	24.72
TO Level 2	26.18
TO Level 3	29.03
TO Level 4	32.19
STO Level 1	36.70
STO Level 2	40.25
<b>Senior Management— Corporate Management</b>	
Corporate Level 1 (Band 1)	45.74
Corporate Level 2 (Band 2)	53.14
Corporate Level 3 (Band 3)	67.71
<b>Senior Management— Research (RS)</b>	
SPRS	52.42
CRS	59.41
<b>Senior Management— Research Support (Senior Specialist)</b>	
Senior Specialist Level 1	45.74
Senior Specialist Level 2	53.14
Senior Specialist Level 3	67.71

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

	<b>Mon - Sat – first 3 hours</b>	<b>Mon - Sat – after 3 hours</b>	<b>Sunday – all day</b>	<b>Public holiday – all day</b>
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Administrative Officer Stream</b>				
ASO Level 1	33.77	45.02	45.02	56.28
ASO Level 2	36.30	48.40	48.40	60.50
ASO Level 3	39.27	52.36	52.36	65.45
ASO Level 4	42.09	56.12	56.12	70.15
ASO Level 5	45.23	60.30	60.30	75.38
ASO Level 6	49.37	65.82	65.82	82.28
SO Level 1	53.82	71.76	71.76	89.70
SO Level 2	58.97	78.62	78.62	98.28
SO Level 3	66.32	88.42	88.42	110.53
<b>Craftsperson Stream</b>				
CP Level 1	32.06	42.74	42.74	53.43
CP Level 2	33.17	44.22	44.22	55.28
CP Level 3	34.98	46.64	46.64	58.30
CP Level 4	36.98	49.30	49.30	61.63
CP Level 5	38.51	51.34	51.34	64.18
CP Level 6	39.90	53.20	53.20	66.50
CP Level 7	41.25	55.00	55.00	68.75
CP Level 8	43.55	58.06	58.06	72.58
CP Level 9	46.38	61.84	61.84	77.30
<b>Professional Stream</b>				
PO Level 1	39.27	52.36	52.36	65.45
PO Level 2	48.29	64.38	64.38	80.48
SPO Level 1	53.82	71.76	71.76	89.70
SPO Level 2	58.97	78.62	78.62	98.28
SPO Level 3	66.32	88.42	88.42	110.53
<b>Research Stream</b>				
Post Doc	46.38	61.84	61.84	77.30

	<b>Mon - Sat – first 3 hours</b>	<b>Mon - Sat – after 3 hours</b>	<b>Sunday – all day</b>	<b>Public holiday – all day</b>
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
RS	48.29	64.38	64.38	80.48
SRS	58.97	78.62	78.62	98.28
PRS	67.35	89.80	89.80	112.25
<b>Technical Stream</b>				
TO Level 1	37.08	49.44	49.44	61.80
TO Level 2	39.27	52.36	52.36	65.45
TO Level 3	43.55	58.06	58.06	72.58
TO Level 4	48.29	64.38	64.38	80.48
STO Level 1	55.05	73.40	73.40	91.75
STO Level 2	60.38	80.50	80.50	100.63
<b>Senior Management— Corporate Management</b>				
Corporate Level 1 (Band 1)	68.61	91.48	91.48	114.35
Corporate Level 2 (Band 2)	79.71	106.28	106.28	132.85
Corporate Level 3 (Band 3)	101.57	135.42	135.42	169.28
<b>Senior Management— Research (RS)</b>				
SPRS	78.63	104.84	104.84	131.05
CRS	89.12	118.82	118.82	148.53
<b>Senior Management— Research Support (Senior Specialist)</b>				
Senior Specialist Level 1	68.61	91.48	91.48	114.35
Senior Specialist Level 2	79.71	106.28	106.28	132.85
Senior Specialist Level 3	101.57	135.42	135.42	169.28

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

	<b>Day</b>	<b>Night</b>	<b>Continuous Night</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>100%</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>	<b>\$</b>
<b>Administrative Officer Stream</b>						
ASO Level 1	22.51	25.89	29.26	33.77	45.02	56.28
ASO Level 2	24.20	27.83	31.46	36.30	48.40	60.50
ASO Level 3	26.18	30.11	34.03	39.27	52.36	65.45
ASO Level 4	28.06	32.27	36.48	42.09	56.12	70.15
ASO Level 5	30.15	34.67	39.20	45.23	60.30	75.38
ASO Level 6	32.91	37.85	42.78	49.37	65.82	82.28
SO Level 1	35.88	41.26	46.64	53.82	71.76	89.70
SO Level 2	39.31	45.21	51.10	58.97	78.62	98.28
SO Level 3	44.21	50.84	57.47	66.32	88.42	110.53
<b>Craftsperson Stream</b>						
CP Level 1	21.37	24.58	27.78	32.06	42.74	53.43
CP Level 2	22.11	25.43	28.74	33.17	44.22	55.28
CP Level 3	23.32	26.82	30.32	34.98	46.64	58.30
CP Level 4	24.65	28.35	32.05	36.98	49.30	61.63
CP Level 5	25.67	29.52	33.37	38.51	51.34	64.18
CP Level 6	26.60	30.59	34.58	39.90	53.20	66.50
CP Level 7	27.50	31.63	35.75	41.25	55.00	68.75
CP Level 8	29.03	33.38	37.74	43.55	58.06	72.58
CP Level 9	30.92	35.56	40.20	46.38	61.84	77.30
<b>Professional Stream</b>						
PO Level 1	26.18	30.11	34.03	39.27	52.36	65.45
PO Level 2	32.19	37.02	41.85	48.29	64.38	80.48
SPO Level 1	35.88	41.26	46.64	53.82	71.76	89.70
SPO Level 2	39.31	45.21	51.10	58.97	78.62	98.28
SPO Level 3	44.21	50.84	57.47	66.32	88.42	110.53
<b>Research Stream</b>						
Post Doc	30.92	35.56	40.20	46.38	61.84	77.30
RS	32.19	37.02	41.85	48.29	64.38	80.48
SRS	39.31	45.21	51.10	58.97	78.62	98.28
PRS	44.90	51.64	58.37	67.35	89.80	112.25
<b>Technical Stream</b>						

	<b>Day</b>	<b>Night</b>	<b>Continuous Night</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>100%</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>	<b>\$</b>
TO Level 1	24.72	28.43	32.14	37.08	49.44	61.80
TO Level 2	26.18	30.11	34.03	39.27	52.36	65.45
TO Level 3	29.03	33.38	37.74	43.55	58.06	72.58
TO Level 4	32.19	37.02	41.85	48.29	64.38	80.48
STO Level 1	36.70	42.21	47.71	55.05	73.40	91.75
STO Level 2	40.25	46.29	52.33	60.38	80.50	100.63
<b>Senior Management— Corporate Management</b>						
Corporate Level 1 (Band 1)	45.74	52.60	59.46	68.61	91.48	114.35
Corporate Level 2 (Band 2)	53.14	61.11	69.08	79.71	106.28	132.85
Corporate Level 3 (Band 3)	67.71	77.87	88.02	101.57	135.42	169.28
<b>Senior Management— Research (RS)</b>						
SPRS	52.42	60.28	68.15	78.63	104.84	131.05
CRS	59.41	68.32	77.23	89.12	118.82	148.53
<b>Senior Management— Research Support (Senior Specialist)</b>						
Senior Specialist Level 1	45.74	52.60	59.46	68.61	91.48	114.35
Senior Specialist Level 2	53.14	61.11	69.08	79.71	106.28	132.85
Senior Specialist Level 3	67.71	77.87	88.02	101.57	135.42	169.28

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

	<b>Mon - Fri – first 3 hours</b>	<b>Mon - Fri – after 3 hours</b>	<b>Sat and Sun – all day</b>	<b>Public holiday – all day</b>
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Administrative Officer Stream</b>				
ASO Level 1	33.77	45.02	45.02	56.28
ASO Level 2	36.30	48.40	48.40	60.50
ASO Level 3	39.27	52.36	52.36	65.45
ASO Level 4	42.09	56.12	56.12	70.15
ASO Level 5	45.23	60.30	60.30	75.38

	<b>Mon - Fri – first 3 hours</b>	<b>Mon - Fri – after 3 hours</b>	<b>Sat and Sun – all day</b>	<b>Public holiday – all day</b>
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
ASO Level 6	49.37	65.82	65.82	82.28
SO Level 1	53.82	71.76	71.76	89.70
SO Level 2	58.97	78.62	78.62	98.28
SO Level 3	66.32	88.42	88.42	110.53
<b>Craftsperson Stream</b>				
CP Level 1	32.06	42.74	42.74	53.43
CP Level 2	33.17	44.22	44.22	55.28
CP Level 3	34.98	46.64	46.64	58.30
CP Level 4	36.98	49.30	49.30	61.63
CP Level 5	38.51	51.34	51.34	64.18
CP Level 6	39.90	53.20	53.20	66.50
CP Level 7	41.25	55.00	55.00	68.75
CP Level 8	43.55	58.06	58.06	72.58
CP Level 9	46.38	61.84	61.84	77.30
<b>Professional Stream</b>				
PO Level 1	39.27	52.36	52.36	65.45
PO Level 2	48.29	64.38	64.38	80.48
SPO Level 1	53.82	71.76	71.76	89.70
SPO Level 2	58.97	78.62	78.62	98.28
SPO Level 3	66.32	88.42	88.42	110.53
<b>Research Stream</b>				
Post Doc	46.38	61.84	61.84	77.30
RS	48.29	64.38	64.38	80.48
SRS	58.97	78.62	78.62	98.28
PRS	67.35	89.80	89.80	112.25
<b>Technical Stream</b>				
TO Level 1	37.08	49.44	49.44	61.80
TO Level 2	39.27	52.36	52.36	65.45
TO Level 3	43.55	58.06	58.06	72.58
TO Level 4	48.29	64.38	64.38	80.48

	<b>Mon - Fri – first 3 hours</b>	<b>Mon - Fri – after 3 hours</b>	<b>Sat and Sun – all day</b>	<b>Public holiday – all day</b>
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
STO Level 1	55.05	73.40	73.40	91.75
STO Level 2	60.38	80.50	80.50	100.63
<b>Senior Management— Corporate Management</b>				
Corporate Level 1 (Band 1)	68.61	91.48	91.48	114.35
Corporate Level 2 (Band 2)	79.71	106.28	106.28	132.85
Corporate Level 3 (Band 3)	101.57	135.42	135.42	169.28
<b>Senior Management—Research (RS)</b>				
SPRS	78.63	104.84	104.84	131.05
CRS	89.12	118.82	118.82	148.53
<b>Senior Management—Research Support (Senior Specialist)</b>				
Senior Specialist Level 1	68.61	91.48	91.48	114.35
Senior Specialist Level 2	79.71	106.28	106.28	132.85
Senior Specialist Level 3	101.57	135.42	135.42	169.28

9. By deleting the amount “\$24.05” appearing in clause C.1 and inserting “\$24.65”.

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

<b>Allowance</b>	<b>Payable</b>	<b>% of the standard rate</b>	<b>\$</b>
Electrician’s licence	per week	107.78	26.57
Plumber’s licence	per hour	7.16	1.76
On call	per night or day	126.38	31.15

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:

	<b>Highest year of schooling completed</b>					
	<b>Year 10</b>		<b>Year 11</b>		<b>Year 12</b>	
	<b>Full-time weekly</b>	<b>Part-time hourly</b>	<b>Full-time weekly</b>	<b>Part-time hourly</b>	<b>Full-time weekly</b>	<b>Part-time hourly</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	347.10	11.42	382.20	12.59	455.30	14.99
Plus 1 year out of school	382.20	12.59	455.30	14.99	529.90	17.45
Plus 2 years out of school	455.30	14.99	529.90	17.45	616.60	20.28
Plus 3 years out of school	529.90	17.45	616.60	20.28	706.00	23.22
Plus 4 years out of school	616.60	20.28	706.00	23.22		
Plus 5 or more years out of school	706.00	23.22				

#### **(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:

	<b>Highest year of schooling completed</b>					
	<b>Year 10</b>		<b>Year 11</b>		<b>Year 12</b>	
	<b>Full-time weekly</b>	<b>Part-time hourly</b>	<b>Full-time weekly</b>	<b>Part-time hourly</b>	<b>Full-time weekly</b>	<b>Part-time hourly</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	347.10	11.42	382.20	12.59	443.00	14.59
Plus 1 year out of school	382.20	12.59	443.00	14.59	509.60	16.77
Plus 2 years out of school	443.00	14.59	509.60	16.77	597.70	19.68
Plus 3 years out of school	509.60	16.77	597.70	19.68	681.70	22.45

	<b>Highest year of schooling completed</b>					
	<b>Year 10</b>		<b>Year 11</b>		<b>Year 12</b>	
	<b>Full-time weekly</b>	<b>Part-time hourly</b>	<b>Full-time weekly</b>	<b>Part-time hourly</b>	<b>Full-time weekly</b>	<b>Part-time hourly</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Plus 4 years out of school	597.70	19.68	681.70	22.45		
Plus 5 or more years out of school	681.70	22.45				

**(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:

	<b>Highest year of schooling completed</b>					
	<b>Year 10</b>		<b>Year 11</b>		<b>Year 12</b>	
	<b>Full-time weekly</b>	<b>Part-time hourly</b>	<b>Full-time weekly</b>	<b>Part-time hourly</b>	<b>Full-time weekly</b>	<b>Part-time hourly</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	347.10	11.42	382.20	12.59	443.00	14.59
Plus 1 year out of school	382.20	12.59	443.00	14.59	498.80	16.41
Plus 2 years out of school	443.00	14.59	498.80	16.41	557.30	18.33
Plus 3 years out of school	498.80	16.41	557.30	18.33	620.70	20.42
Plus 4 years out of school	557.30	18.33	620.70	20.42		
Plus 5 or more years out of school	620.70	20.42				

**(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	733.40	24.11	761.80	25.06
Wage Level B	707.60	23.25	734.60	24.15
Wage Level C	643.90	21.19	668.20	21.99

(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
\$	\$
11.42	12.59

B. This determination comes into operation from 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