



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2021–22
(C2022/1)

JOURNALISTS PUBLISHED MEDIA AWARD 2020
[MA000067]

Journalism

JUSTICE ROSS, PRESIDENT
VICE PRESIDENT CATANZARITI
DEPUTY PRESIDENT ASBURY
COMMISSIONER HAMPTON
MR FERGUSON
PROFESSOR WOODEN
MS LABINE-ROMAIN

MELBOURNE, XX JUNE 2022

Annual Wage Review 2021–22.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2021–22 on 15 June 2022 [[2022] 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	1026.60	27.02
2	1055.40	27.77
3	1100.80	28.97
4	1130.30	29.74
5	1159.70	30.52
6	1219.20	32.08

Draft determination amended 27 June 2022 to correct the Level 10 and Level 11 rates at item A.7.

Level	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
7	1272.50	33.49
Band 2		
8	1331.90	35.05
9	1420.30	37.38
10	1509.10	39.71
Band 3		
11	1553.60	40.88
12	1745.80	45.94
13	1952.60	51.38

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	27.02	67.55
Level 2	27.77	69.43
Level 3	28.97	72.43
Level 4	29.74	74.35
Level 5	30.52	76.30
Level 6	32.08	80.20
Level 7	33.49	83.73
Band 2		
Level 8	35.05	87.63
Level 9	37.38	93.45
Level 10	39.71	99.28
Band 3		
Level 11	40.88	102.20
Level 12	45.94	114.85
Level 13	51.38	128.45

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

	Monday to Sunday		Distant engagement: Monday to Sunday 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 ⁷			
	150%	200%	150%	200%
	\$	\$	\$	\$
Band 1				
Level 1	40.53	54.04	40.53	54.04
Level 2	41.66	55.54	41.66	55.54
Level 3	43.46	57.94	43.46	57.94
Level 4	44.61	59.48	44.61	59.48
Level 5	45.78	61.04	45.78	61.04
Level 6	48.12	64.16	48.12	64.16
Level 7	50.24	66.98	50.24	66.98
Band 2				
Level 8	52.58	70.10	52.58	70.10
Level 9 ¹	56.07	74.76	56.07	74.76
Level 9 ²	–	–	–	–
Level 10 ³	59.57	79.42	59.57	79.42
Level 10 ⁴	–	–	–	–
Band 3				
Level 11	61.32	81.76	61.32	81.76
Level 12 ⁵	–	–	–	–
Level 13 ⁵	–	–	–	–

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

	Morning/afternoon shift		Night shift		All other shifts
	Weekday shift ¹	Weekend shift ²	Weekday shift ³	Weekend shift ⁴	Weekend ⁵
	% of ordinary hourly rate ⁶				
	110% ⁷	120% ⁷	117.5% ⁷	127.5% ⁷	110% ⁷
	\$	\$	\$	\$	
Band 1					
Level 1	29.72	32.42	31.75	34.45	29.72
Level 2	30.55	33.32	32.63	35.41	30.55
Level 3	31.87	34.76	34.04	36.94	31.87
Level 4	32.71	35.69	34.94	37.92	32.71
Level 5	33.57	36.62	35.86	38.91	33.57
Level 6	35.29	38.5	37.69	40.9	35.29
Level 7	36.84	40.19	39.35	42.7	36.84
Band 2					
Level 8	38.56	42.06	41.18	44.69	38.56
Level 9	40.89	44.39	43.51	47.02	40.89
Level 10	43.22	46.72	45.84	49.35	43.22
Band 3					
Level 11	44.39	47.89	47.01	50.52	44.39
Level 12 ⁸	–	–	–	–	–
Level 13 ⁸	–	–	–	–	–

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

	Morning/afternoon shift		Night shift		All other shifts
	Weekday shift ¹	Weekend shift ²	Weekday shift ³	Weekend shift ⁴	Weekend ⁵
	% of ordinary hourly rate ⁶				
	110% ⁷	120% ⁷	117.5% ⁷	127.5% ⁷	110% ⁷
	\$	\$	\$	\$	
Band 1					
Level 1	29.72	32.42	31.75	34.45	29.72
Level 2	30.55	33.32	32.63	35.41	30.55

	Morning/afternoon shift		Night shift		All other shifts
	Weekday shift ¹	Weekend shift ²	Weekday shift ³	Weekend shift ⁴	Weekend ⁵
	% of ordinary hourly rate ⁶				
	110% ⁷	120% ⁷	117.5% ⁷	127.5% ⁷	110% ⁷
	\$	\$	\$	\$	
Level 3	31.87	34.76	34.04	36.94	31.87
Level 4	32.64	35.53	34.81	37.71	32.64
Level 5	33.42	36.31	35.59	38.49	33.42
Level 6	34.98	37.87	37.15	40.05	34.98
Level 7	36.39	39.28	38.56	41.46	36.39
Band 2					
Level 8	37.95	40.84	40.12	43.02	37.95
Level 9	40.28	43.17	42.45	45.35	40.28
Level 10 ⁸	–	–	–	–	–
Band 3					
Level 11 ⁹	–	–	–	–	–
Level 12 ^{8,9}	–	–	–	–	–
Level 13 ^{8,9}	–	–	–	–	–

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

	Regional daily					Country non-daily or digital publication				
	Morning/afternoon shift		Night shift		All other shifts	Morning/afternoon shift		Night shift		All other shifts
	Weekday shift ¹	Weekend shift ²	Weekday shift ³	Weekend shift ⁴	Weekend ⁵	Weekday shift ¹	Weekend shift ²	Weekday shift ³	Weekend shift ⁴	Weekend ⁵
	% of ordinary hourly rate ⁶									
	110% ⁷	120% ⁷	115% ⁷	125% ⁷	110% ⁷	110% ⁷	120% ⁷	115% ⁷	125% ⁷	110% ⁷
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Band 1										
Level 1	29.72	32.42	31.07	33.78	29.72	29.72	32.42	31.07	33.78	29.72
Level 2	30.55	33.32	31.94	34.71	30.55	30.55	33.32	31.94	34.71	30.55
Level 3	31.87	34.76	33.32	36.21	31.87	31.87	34.76	33.32	36.21	31.87
Level 4	32.71	35.69	34.20	37.18	32.71	32.71	35.69	34.20	37.18	32.71
Level 5	33.57	36.62	35.10	38.15	33.57	33.57	36.62	35.10	38.15	33.57
Level 6	35.29	38.50	36.89	40.10	35.29	35.29	38.50	36.89	40.10	35.29
Level 7	36.84	40.19	38.51	41.86	36.84	36.70	39.91	38.30	41.51	36.70

	Regional daily					Country non-daily or digital publication				
	Morning/afternoon shift		Night shift		All other shifts	Morning/afternoon shift		Night shift		All other shifts
	Weekday shift ¹	Weekend shift ²	Weekday shift ³	Weekend shift ⁴	Weekend ⁵	Weekday shift ¹	Weekend shift ²	Weekday shift ³	Weekend shift ⁴	Weekend ⁵
% of ordinary hourly rate ⁶										
	110% ⁷	120% ⁷	115% ⁷	125% ⁷	110% ⁷	110% ⁷	120% ⁷	115% ⁷	125% ⁷	110% ⁷
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Band 2										
Level 8	38.56	42.06	40.31	43.81	38.56	38.26	41.47	39.86	43.07	38.26
Level 9	40.89	44.39	42.64	46.14	40.89	40.59 ⁸	43.80 ⁸	42.19 ⁸	45.40 ⁸	40.59 ⁸
Level 10 ⁹	43.22	46.72	44.97	48.47	43.22	42.92	46.13	44.52	47.73	42.92
Band 3										
Level 11 ⁹ ₁₀	–	–	–	–	–	44.09	47.3	45.69	48.9	44.09
Level 12 ⁹ _{10, 11}	–	–	–	–	–	–	–	–	–	–
Level 13 ⁹ _{10, 11}	–	–	–	–	–	–	–	–	–	–

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

	Morning/afternoon shift		All other shifts
	Weekday shift ¹	Weekend shift ²	Weekend ³
	% of ordinary hourly rate ⁴		
	110% ⁵	120% ⁵	110% ⁵
	\$	\$	\$
Band 1			
Level 1	29.72	32.42	29.72
Level 2	30.55	33.32	30.55
Level 3	31.87	34.76	31.87
Level 4	32.71	35.69	32.71
Level 5	33.57	36.62	33.57
Level 6	35.29	38.50	35.29
Level 7	36.70	39.91	36.70
Band 2			
Level 8	38.26	41.47	38.26
Level 9	40.59	43.80	40.59
Level 10	42.92	46.13	42.92

	Morning/afternoon shift		All other shifts
	Weekday shift¹	Weekend shift²	Weekend³
	% of ordinary hourly rate⁴		
	110%⁵	120%⁵	110%⁵
	\$	\$	\$
Band 3			
Level 11	44.09	47.30	44.09
Level 12 ⁶	–	–	–
Level 13 ⁶	–	–	–

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

	Ordinary hours	Public holiday
	% of ordinary hourly rate¹	
	125%	275%
	\$	\$
Band 1		
Level 1	33.78	74.31
Level 2	34.71	76.37
Level 3	36.21	79.67
Level 4	37.18	81.79
Level 5	38.15	83.93
Level 6	40.10	88.22
Level 7	41.86	92.10
Band 2		
Level 8	43.81	96.39
Level 9	46.73	102.80
Level 10	49.64	109.20
Band 3		
Level 11	51.10	112.42
Level 12	57.43	126.34
Level 13	64.23	141.30

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

	Morning/afternoon shift		Night shift		All other shifts
	Weekday shift ¹	Weekend shift ²	Weekday shift ³	Weekend shift ⁴	Weekend ⁵
	% of ordinary hourly rate ⁶				
	135% ⁷	145% ⁷	142.5% ⁷	152.5% ⁷	135% ⁷
	\$	\$	\$	\$	\$
Band 1					
Level 1	36.48	39.18	38.51	41.21	36.48
Level 2	37.49	40.26	39.57	42.35	37.49
Level 3	39.11	42.00	41.28	44.18	39.11
Level 4	40.15	43.13	42.38	45.36	40.15
Level 5	41.20	44.25	43.49	46.54	41.20
Level 6	43.31	46.52	45.71	48.92	43.31
Level 7	45.21	48.56	47.72	51.07	45.21
Band 2					
Level 8	47.32	50.82	49.94	53.45	47.32
Level 9	50.24	53.74	52.86	56.37	50.24
Level 10	53.15	56.65	55.77	59.28	53.15
Band 3					
Level 11	54.61	58.11	57.23	60.74	54.61
Level 12 ⁸	–	–	–	–	–
Level 13 ⁸	–	–	–	–	–

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

	Morning/afternoon shift		Night shift		All other shifts
	Weekday shift ¹	Weekend shift ²	Weekday shift ³	Weekend shift ⁴	Weekend ⁵
	% of ordinary hourly rate ⁶				
	135% ⁷	145% ⁷	142.5% ⁷	152.5% ⁷	135% ⁷
	\$	\$	\$	\$	\$
Band 1					
Level 1	36.48	39.18	38.51	41.21	36.48

	Morning/afternoon shift		Night shift		All other shifts
	Weekday shift ¹	Weekend shift ²	Weekday shift ³	Weekend shift ⁴	Weekend ⁵
	% of ordinary hourly rate ⁶				
	135% ⁷	145% ⁷	142.5% ⁷	152.5% ⁷	135% ⁷
	\$	\$	\$	\$	\$
Level 2	37.49	40.26	39.57	42.35	37.49
Level 3	39.11	42.00	41.28	44.18	39.11
Level 4	40.08	42.97	42.25	45.15	40.08
Level 5	41.05	43.94	43.22	46.12	41.05
Level 6	43.00	45.89	45.17	48.07	43.00
Level 7	44.76	47.65	46.93	49.83	44.76
Band 2					
Level 8	46.71	49.60	48.88	51.78	46.71
Level 9	49.63	52.52	51.80	54.70	49.63
Level 10 ⁸	–	–	–	–	–
Band 3					
Level 11 ⁹	–	–	–	–	–
Level 12 ^{8,9}	–	–	–	–	–
Level 13 ^{8,9}	–	–	–	–	–

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

	Regional daily					Country non-daily or digital publication				
	Morning/afternoon shift		Night shift		All other shifts	Morning/afternoon shift		Night shift		All other shifts
	Weekday shift ¹	Weekend shift ²	Weekday shift ³	Weekend shift ⁴	Weekend ⁵	Weekday shift ¹	Weekend shift ²	Weekday shift ³	Weekend shift ⁴	Weekend ⁵
	% of ordinary hourly rate ⁶									
	135% ⁷	145% ⁷	140% ⁷	150% ⁷	135% ⁷	135% ⁷	145% ⁷	140% ⁷	150% ⁷	135% ⁷
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Band 1										
Level 1	36.48	39.18	37.83	40.54	36.48	36.48	39.18	37.83	40.54	36.48
Level 2	37.49	40.26	38.88	41.65	37.49	37.49	40.26	38.88	41.65	37.49
Level 3	39.11	42.00	40.56	43.45	39.11	39.11	42.00	40.56	43.45	39.11
Level 4	40.15	43.13	41.64	44.62	40.15	40.15	43.13	41.64	44.62	40.15
Level 5	41.20	44.25	42.73	45.78	41.20	41.20	44.25	42.73	45.78	41.20

	Regional daily					Country non-daily or digital publication				
	Morning/afternoon shift		Night shift		All other shifts	Morning/afternoon shift		Night shift		All other shifts
	Weekday shift ¹	Weekend shift ²	Weekday shift ³	Weekend shift ⁴	Weekend ⁵	Weekday shift ¹	Weekend shift ²	Weekday shift ³	Weekend shift ⁴	Weekend ⁵
% of ordinary hourly rate ⁶										
	135% ⁷	145% ⁷	140% ⁷	150% ⁷	135% ⁷	135% ⁷	145% ⁷	140% ⁷	150% ⁷	135% ⁷
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Level 6	43.31	46.52	44.91	48.12	43.31	43.31	46.52	44.91	48.12	43.31
Level 7	45.21	48.56	46.88	50.23	45.21	45.07	48.28	46.67	49.88	45.07
Band 2										
Level 8	47.32	50.82	49.07	52.57	47.32	47.02	50.23	48.62	51.83	47.02
Level 9	50.24	53.74	51.99	55.49	50.24	49.94 ⁸	53.15 ⁸	51.54 ⁸	54.75 ⁸	49.94 ⁸
Level 10 ⁹	53.15	56.65	54.90	58.40	53.15	52.85	56.06	54.45	57.66	52.85
Band 3										
Level 11 ^{9, 10}	–	–	–	–	–	54.31	57.52	55.91	59.12	54.31
Level 12 ^{9, 10, 11}	–	–	–	–	–	–	–	–	–	–
Level 13 ^{9, 10, 11}	–	–	–	–	–	–	–	–	–	–

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

	Morning/afternoon shift		All other shifts
	Weekday shift ¹	Weekend shift ²	Weekend ³
	% of ordinary hourly rate ⁴		
	135% ⁵	145% ⁵	135% ⁵
	\$	\$	\$
Band 1			
Level 1	36.48	39.18	36.48
Level 2	37.49	40.26	37.49
Level 3	39.11	42.00	39.11
Level 4	40.15	43.13	40.15
Level 5	41.20	44.25	41.20
Level 6	43.31	46.52	43.31
Level 7	45.07	48.28	45.07
Band 2			
Level 8	47.02	50.23	47.02
Level 9	49.94	53.15	49.94

	Morning/afternoon shift		All other shifts
	Weekday shift ¹	Weekend shift ²	Weekend ³
	% of ordinary hourly rate ⁴		
	135% ⁵	145% ⁵	135% ⁵
	\$	\$	\$
Level 10	52.85	56.06	52.85
Band 3			
Level 11	54.31	57.52	54.31
Level 12 ⁶	–	–	–
Level 13 ⁶	–	–	–

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

	Cadet percentage	Ordinary hours	Public holiday ²
	% of Level 1 employee	% of ordinary hourly rate ¹	
		100%	250%
	%	\$	\$
Standard Cadet			
1st year	60%	16.21	40.53
2nd year	75%	20.27	50.68
3rd year	90%	24.32	60.80
Graduate Cadet	90%	24.32	60.80

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

	Cadet percentage	Monday to Sunday		Distant engagement: Monday to Sunday ²	
		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 rate ¹			
		150%	200%	150%	200%
	%	\$	\$	\$	\$
Standard Cadet					
1st year	60%	24.32	32.42	24.32	32.42
2nd year	75%	30.41	40.54	30.41	40.54
3rd year	90%	36.48	48.64	36.48	48.64
Graduate Cadet	90%	36.48	48.64	36.48	48.64

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

	Cadet percentage	Morning/afternoon shift		All other shifts (except for night shifts in certain publications (see clause 19.2))
		Weekday shift ¹	Weekend shift ²	Weekend ³
	% of Level 1 employee	% of ordinary hourly rate ⁴		
		110%	120%	110%
	%	\$	\$	
Standard Cadet				
1st year	60%	17.83	19.45	17.83
2nd year	75%	22.30	24.32	22.30
3rd year	90%	26.75	29.18	26.75
Graduate Cadet	90%	26.75	29.18	26.75

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

		Night shift	
	Cadet percentage	Weekday shift¹	Weekend shift²
	% of Level 1 employee		
		% of ordinary hourly rate³	
		117.5%	127.5%
	%	\$	\$
Standard Cadet			
1st year	60%	19.05	20.67
2nd year	75%	23.82	25.84
3rd year	90%	28.58	31.01
Graduate Cadet	90%	28.58	31.01

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

	Cadet percentage	Night shift	
	% of Level 1 employee	Weekday shift¹	Weekend shift²
		% of ordinary hourly rate³	
		115%	125%
	%	\$	\$
Standard Cadet			
1st year	60%	18.64	20.26
2nd year	75%	23.31	25.34
3rd year	90%	27.97	30.40
Graduate Cadet	90%	27.97	30.40

B. This determination comes into operation on 1 July 2022. 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 2022.

PRESIDENT