



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2021–22
(C2022/1)

ELECTRICAL POWER INDUSTRY AWARD 2020
[MA000088]

Electrical power industry

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:

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

Employee classification	Minimum weekly rate (full-time employees)	Minimum hourly rate
	\$	\$
Pay level 1		
Technical Grade 1	838.40	22.36
Administrative Grade 1	838.40	22.36
Pay level 2		
Technical Grade 2	889.60	23.72
Administrative Grade 2	889.60	23.72
Operations Grade 2	889.60	23.72

Employee classification	Minimum weekly rate (full-time employees)	Minimum hourly rate
	\$	\$
Pay level 3		
Technical Grade 3	941.50	25.11
Administrative Grade 3	941.50	25.11
Operations Grade 3	941.50	25.11
Pay level 4		
Technical Grade 4	1030.50	27.48
Administrative Grade 4	1030.50	27.48
Pay level 5		
Technical Grade 5	1121.50	29.91
Administrative Grade 5	1121.50	29.91
Professional/Manager/Specialist Grade 5	1121.50	29.91
Operations Grade 5	1121.50	29.91
Pay level 6		
Technical Grade 6	1212.20	32.33
Administrative Grade 6	1212.20	32.33
Operations Grade 6	1212.20	32.33
Pay level 7		
Technical Grade 7	1302.90	34.74
Professional/Manager/Specialist Grade 7	1302.90	34.74
Operations Grade 7	1302.90	34.74
Pay level 8		
Professional/Manager/Specialist Grade 8	1393.70	37.17
Operations Grade 8	1393.70	37.17
Pay level 9		
	1484.50	39.59
Pay level 10		
Professional/Manager/Specialist Grade 10	1575.20	42.01
Operations Grade 10	1575.20	42.01
Pay level 11		
Professional/Manager/Specialist Grade 11	1664.40	44.38

2. By deleting the year "2021" in clause 15.7(b) and inserting "2022".

3. By deleting the amount "\$162.02" appearing in clause 17.2(a)(i) and inserting "\$169.47".
4. By deleting the amount "\$234.03" appearing in clause 17.2(a)(ii) and inserting "\$244.79".
5. By deleting the amount "\$17.10" appearing in clause 17.2(b)(i) and inserting "\$17.89".
6. By deleting the amount "\$18.45" appearing in clause 17.2(c)(i) and inserting "\$19.30".
7. By deleting the amount "\$63.01" appearing in clause 17.2(c)(ii) and inserting "\$65.91".
8. By deleting the amount "\$99.01" appearing in clause 17.2(d) and inserting "\$103.57".
9. By deleting the amount "\$76.51" appearing in clause 17.2(e)(i) and inserting "\$80.03".
10. By deleting the amount "\$99.01" appearing in clause 17.2(f) and inserting "\$103.57".
11. By deleting the amount "\$54.01" appearing in clause 17.2(g) and inserting "\$56.49".
12. By deleting the table appearing in clause B.1.1 and inserting the following:

	Ordinary hours	Saturday	Sunday	Public holiday
	% of minimum hourly rate			
	100%	150%	200%	250%
	\$	\$	\$	\$
Pay level 1				
Technical Grade 1	22.36	33.54	44.72	55.90
Administrative Grade 1	22.36	33.54	44.72	55.90
Pay level 2				
Technical Grade 2	23.72	35.58	47.44	59.30
Administrative Grade 2	23.72	35.58	47.44	59.30
Operations Grade 2	23.72	35.58	47.44	59.30
Pay level 3				
Technical Grade 3	25.11	37.67	50.22	62.78
Administrative Grade 3	25.11	37.67	50.22	62.78
Operations Grade 3	25.11	37.67	50.22	62.78
Pay level 4				
Technical Grade 4	27.48	41.22	54.96	68.70

	Ordinary hours	Saturday	Sunday	Public holiday
	% of minimum hourly rate			
	100%	150%	200%	250%
	\$	\$	\$	\$
Administrative Grade 4	27.48	41.22	54.96	68.70
Pay level 5				
Technical Grade 5	29.91	44.87	59.82	74.78
Administrative Grade 5	29.91	44.87	59.82	74.78
Professional/Manager/Specialist Grade 5	29.91	44.87	59.82	74.78
Operations Grade 5	29.91	44.87	59.82	74.78
Pay level 6				
Technical Grade 6	32.33	48.50	64.66	80.83
Administrative Grade 6	32.33	48.50	64.66	80.83
Operations Grade 6	32.33	48.50	64.66	80.83
Pay level 7				
Technical Grade 7	34.74	52.11	69.48	86.85
Professional/Manager/Specialist Grade 7	34.74	52.11	69.48	86.85
Operations Grade 7	34.74	52.11	69.48	86.85
Pay level 8				
Professional/Manager/Specialist Grade 8	37.17	55.76	74.34	92.93
Operations Grade 8	37.17	55.76	74.34	92.93
Pay level 9	39.59	59.39	79.18	98.98
Pay level 10				
Professional/Manager/Specialist Grade 10	42.01	63.02	84.02	105.03
Operations Grade 10	42.01	63.02	84.02	105.03
Pay level 11				
Professional/Manager/Specialist Grade 11	44.38	66.57	88.76	110.95

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

	Afternoon shift	Night shift	Permanent night shift
	% of minimum hourly rate		
	116%	122.5%	130%
	\$	\$	\$
Pay level 1			
Technical Grade 1	25.94	27.39	29.07
Administrative Grade 1	25.94	27.39	29.07
Pay level 2			
Technical Grade 2	27.52	29.06	30.84
Administrative Grade 2	27.52	29.06	30.84
Operations Grade 2	27.52	29.06	30.84
Pay level 3			
Technical Grade 3	29.13	30.76	32.64
Administrative Grade 3	29.13	30.76	32.64
Operations Grade 3	29.13	30.76	32.64
Pay level 4			
Technical Grade 4	31.88	33.66	35.72
Administrative Grade 4	31.88	33.66	35.72
Pay level 5			
Technical Grade 5	34.70	36.64	38.88
Administrative Grade 5	34.70	36.64	38.88
Professional/Manager/Specialist Grade 5	34.70	36.64	38.88
Operations Grade 5	34.70	36.64	38.88
Pay level 6			
Technical Grade 6	37.50	39.60	42.03
Administrative Grade 6	37.50	39.60	42.03
Operations Grade 6	37.50	39.60	42.03
Pay level 7			
Technical Grade 7	40.30	42.56	45.16
Professional/Manager/Specialist Grade 7	40.30	42.56	45.16
Operations Grade 7	40.30	42.56	45.16
Pay level 8			

	Afternoon shift	Night shift	Permanent night shift
	% of minimum hourly rate		
	116%	122.5%	130%
	\$	\$	\$
Professional/Manager/Specialist Grade 8	43.12	45.53	48.32
Operations Grade 8	43.12	45.53	48.32
Pay level 9	45.92	48.50	51.47
Pay level 10			
Professional/Manager/Specialist Grade 10	48.73	51.46	54.61
Operations Grade 10	48.73	51.46	54.61
Pay level 11			
Professional/Manager/Specialist Grade 11	51.48	54.37	57.69

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

	Day workers and non-continuous shiftworkers		Continuous shiftworkers	All employees	
	Monday to Saturday—first 2 hours	Monday to Saturday—after 2 hours	Monday to Saturday—all hours	Sunday	Public holidays
	% of minimum hourly rate				
	150%	200%	200%	200%	250%
	\$	\$	\$	\$	\$
Pay level 1					
Technical Grade 1	33.54	44.72	44.72	44.72	55.90
Administrative Grade 1	33.54	44.72	44.72	44.72	55.90
Pay level 2					
Technical Grade 2	35.58	47.44	47.44	47.44	59.30
Administrative Grade 2	35.58	47.44	47.44	47.44	59.30
Operations Grade 2	35.58	47.44	47.44	47.44	59.30
Pay level 3					
Technical Grade 3	37.67	50.22	50.22	50.22	62.78
Administrative Grade 3	37.67	50.22	50.22	50.22	62.78
Operations Grade 3	37.67	50.22	50.22	50.22	62.78
Pay level 4					

	Day workers and non-continuous shiftworkers		Continuous shiftworkers	All employees	
	Monday to Saturday—first 2 hours	Monday to Saturday—after 2 hours	Monday to Saturday—all hours	Sunday	Public holidays
	% of minimum hourly rate				
	150%	200%	200%	200%	250%
	\$	\$	\$	\$	\$
Technical Grade 4	41.22	54.96	54.96	54.96	68.70
Administrative Grade 4	41.22	54.96	54.96	54.96	68.70
Pay level 5					
Technical Grade 5	44.87	59.82	59.82	59.82	74.78
Administrative Grade 5	44.87	59.82	59.82	59.82	74.78
Professional/Manager/Specialist Grade 5	44.87	59.82	59.82	59.82	74.78
Operations Grade 5	44.87	59.82	59.82	59.82	74.78
Pay level 6					
Technical Grade 6	48.50	64.66	64.66	64.66	80.83
Administrative Grade 6	48.50	64.66	64.66	64.66	80.83
Operations Grade 6	48.50	64.66	64.66	64.66	80.83
Pay level 7					
Technical Grade 7	52.11	69.48	69.48	69.48	86.85
Professional/Manager/Specialist Grade 7	52.11	69.48	69.48	69.48	86.85
Operations Grade 7	52.11	69.48	69.48	69.48	86.85
Pay level 8					
Professional/Manager/Specialist Grade 8	55.76	74.34	74.34	74.34	92.93
Operations Grade 8	55.76	74.34	74.34	74.34	92.93
Pay level 9	59.39	79.18	79.18	79.18	98.98
Pay level 10					
Professional/Manager/Specialist Grade 10	63.02	84.02	84.02	84.02	105.03
Operations Grade 10	63.02	84.02	84.02	84.02	105.03
Pay level 11					
Professional/Manager/Specialist Grade 11	66.57	88.76	88.76	88.76	110.95

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

	Ordinary hours	Saturday	Sunday	Public holiday
	% of minimum hourly rate			
	125%	175%	225%	275%
	\$	\$	\$	\$
Pay level 1				
Technical Grade 1	27.95	39.13	50.31	61.49
Administrative Grade 1	27.95	39.13	50.31	61.49
Pay level 2				
Technical Grade 2	29.65	41.51	53.37	65.23
Administrative Grade 2	29.65	41.51	53.37	65.23
Operations Grade 2	29.65	41.51	53.37	65.23
Pay level 3				
Technical Grade 3	31.39	43.94	56.50	69.05
Administrative Grade 3	31.39	43.94	56.50	69.05
Operations Grade 3	31.39	43.94	56.50	69.05
Pay level 4				
Technical Grade 4	34.35	48.09	61.83	75.57
Administrative Grade 4	34.35	48.09	61.83	75.57
Pay level 5				
Technical Grade 5	37.39	52.34	67.30	82.25
Administrative Grade 5	37.39	52.34	67.30	82.25
Professional/Manager/Specialist Grade 5	37.39	52.34	67.30	82.25
Operations Grade 5	37.39	52.34	67.30	82.25
Pay level 6				
Technical Grade 6	40.41	56.58	72.74	88.91
Administrative Grade 6	40.41	56.58	72.74	88.91
Operations Grade 6	40.41	56.58	72.74	88.91
Pay level 7				
Technical Grade 7	43.43	60.80	78.17	95.54
Professional/Manager/Specialist Grade 7	43.43	60.80	78.17	95.54

	Ordinary hours	Saturday	Sunday	Public holiday
	% of minimum hourly rate			
	125%	175%	225%	275%
	\$	\$	\$	\$
Operations Grade 7	43.43	60.80	78.17	95.54
Pay level 8				
Professional/Manager/Specialist Grade 8	46.46	65.05	83.63	102.22
Operations Grade 8	46.46	65.05	83.63	102.22
Pay level 9	49.49	69.28	89.08	108.87
Pay level 10				
Professional/Manager/Specialist Grade 10	52.51	73.52	94.52	115.53
Operations Grade 10	52.51	73.52	94.52	115.53
Pay level 11				
Professional/Manager/Specialist Grade 11	55.48	77.67	99.86	122.05

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

	Afternoon shift	Night shift	Permanent night shift
	% of minimum hourly rate		
	141%	147.5%	155%
	\$	\$	\$
Pay level 1			
Technical Grade 1	31.53	32.98	34.66
Administrative Grade 1	31.53	32.98	34.66
Pay level 2			
Technical Grade 2	33.45	34.99	36.77
Administrative Grade 2	33.45	34.99	36.77
Operations Grade 2	33.45	34.99	36.77
Pay level 3			
Technical Grade 3	35.41	37.04	38.92
Administrative Grade 3	35.41	37.04	38.92
Operations Grade 3	35.41	37.04	38.92

	Afternoon shift	Night shift	Permanent night shift
	% of minimum hourly rate		
	141%	147.5%	155%
	\$	\$	\$
Pay level 4			
Technical Grade 4	38.75	40.53	42.59
Administrative Grade 4	38.75	40.53	42.59
Pay level 5			
Technical Grade 5	42.17	44.12	46.36
Administrative Grade 5	42.17	44.12	46.36
Professional/Manager/Specialist Grade 5	42.17	44.12	46.36
Operations Grade 5	42.17	44.12	46.36
Pay level 6			
Technical Grade 6	45.59	47.69	50.11
Administrative Grade 6	45.59	47.69	50.11
Operations Grade 6	45.59	47.69	50.11
Pay level 7			
Technical Grade 7	48.98	51.24	53.85
Professional/Manager/Specialist Grade 7	48.98	51.24	53.85
Operations Grade 7	48.98	51.24	53.85
Pay level 8			
Professional/Manager/Specialist Grade 8	52.41	54.83	57.61
Operations Grade 8	52.41	54.83	57.61
Pay level 9			
	55.82	58.40	61.36
Pay level 10			
Professional/Manager/Specialist Grade 10	59.23	61.96	65.12
Operations Grade 10	59.23	61.96	65.12
Pay level 11			
Professional/Manager/Specialist Grade 11	62.58	65.46	68.79

17. By deleting the amount "\$900.10" appearing in clause C.1.1 and inserting "\$941.50".

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

Allowance	Clause	% of standard rate	\$	Payable
Availability allowance—1 in 5 days or more	17.2(a)(i)	18.0	169.47	per week
Availability allowance—1 in 4 days or less	17.2(a)(ii)	26.0	244.79	per week
First aid allowance	17.2(b)(i)	1.9	17.89	per week
Power station allowance—Professional, managerial, specialist or administrative employees	17.2(c)(i)	2.05	19.30	per week
Power station allowance—Technical or operations employees	17.2(c)(ii)	7.0	65.91	per week
Open cut brown coal mine allowance	17.2(d)	11.0	103.57	per week
Briquette factory allowance	17.2(e)(i)	8.5	80.03	per week
Coal handling allowance	17.2(f)	11.0	103.57	per week
Transmission allowance—work on overhead/underground power lines or associated plant or equipment	17.2(g)	6.0	56.49	per week

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