



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2021–22
(C2022/1)

STATE GOVERNMENT AGENCIES AWARD 2020
[MA000121]

State and Territory government administration

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	Work value level	Minimum annual rate (full-time employee)	Minimum weekly rate (full-time employee)	Minimum hourly rate
		\$	\$	\$
Administrative Stream				
Administrative Officer				
Grade 1	A	44,213	847.34	22.30
Grade 1	B	45,304	868.25	22.85
Grade 1	C	46,396	889.18	23.40
Grade 1	D	47,493	910.20	23.95

Employee classification	Work value level	Minimum annual rate (full-time employee)	Minimum weekly rate (full-time employee)	Minimum hourly rate
		\$	\$	\$
Grade 2	A	49,093	940.87	24.76
Grade 2	B	50,031	958.84	25.23
Grade 2	C	50,958	976.61	25.70
Grade 2	D	51,906	994.78	26.18
Grade 3	A	53,982	1034.56	27.23
Grade 3	B	54,990	1053.88	27.73
Grade 3	C	55,999	1073.22	28.24
Grade 3	D	56,620	1085.12	28.56
Grade 4	A	58,561	1122.32	29.53
Grade 4	B	59,573	1141.71	30.05
Grade 4	C	60,560	1160.63	30.54
Grade 5	A	62,873	1204.96	31.71
Grade 5	B	63,742	1221.61	32.15
Grade 5	C	64,759	1241.10	32.66
Grade 6	A	67,368	1291.10	33.98
Grade 6	B	68,649	1315.66	34.62
Grade 6	C	69,943	1340.45	35.28
Grade 7	A	73,143	1401.78	36.89
Grade 7	B	74,408	1426.03	37.53
Grade 7	C	75,689	1450.58	38.17
Grade 8	A	81,045	1553.22	40.87
Grade 8	B	83,273	1595.92	42.00
Grade 8	C	85,499	1638.58	43.12
Technical Stream				
Technical Assistant (TA)				
TA 1	A	45,846	878.64	23.12
TA 1	B	46,628	893.62	23.52
TA 1	C	47,385	908.13	23.90
TA 1	D	47,629	912.81	24.02

Employee classification	Work value level	Minimum annual rate (full-time employee)	Minimum weekly rate (full-time employee)	Minimum hourly rate
		\$	\$	\$
Technical Officer (TO)				
TO 1	A	49,741	953.28	25.09
TO 1	B	50,598	969.71	25.52
TO 1	C	51,310	983.35	25.88
TO 1	D	52,333	1002.96	26.39
TO 1	E	52,614	1008.34	26.54
TO 1	F	53,482	1024.98	26.97
TO 1	G	54,386	1042.31	27.43
TO 1	H	55,157	1057.08	27.82
TO 1	I	55,767	1068.77	28.13
TO 2	A	56,168	1076.46	28.33
TO 2	B	57,269	1097.56	28.88
TO 2	C	57,705	1105.91	29.10
TO 3	A	58,711	1125.19	29.61
TO 3	B	59,545	1141.18	30.03
TO 3	C	60,885	1166.86	30.71
TO 4	A	61,924	1186.77	31.23
TO 4	B	62,663	1200.93	31.60
TO 4	C	64,010	1226.75	32.28
TO 5	A	65,120	1248.02	32.84
TO 5	B	66,335	1271.31	33.46
TO 6	A	67,629	1296.11	34.11
TO 6	B	68,918	1320.81	34.76
TO 7	A	70,447	1350.11	35.53
TO 7	B	71,737	1374.84	36.18
Professional Stream				
Information Technology Officer (ITO)				
ITO 1	A	52,435	1004.91	26.45

Employee classification	Work value level	Minimum annual rate (full-time employee)	Minimum weekly rate (full-time employee)	Minimum hourly rate
		\$	\$	\$
ITO 1	B	53,883	1032.67	27.18
ITO 1	C	55,352	1060.82	27.92
ITO 1	D	56,474	1082.32	28.48
ITO 1	E	57,567	1103.27	29.03
ITO 1	F	59,062	1131.92	29.79
ITO 1	G	61,243	1173.72	30.89
ITO 2	A	62,873	1204.96	31.71
ITO 2	B	64,324	1232.77	32.44
ITO 2	C	65,920	1263.35	33.25
ITO 2	D	67,368	1291.10	33.98
ITO 3	A	70,576	1352.59	35.59
ITO 3	B	72,489	1389.25	36.56
ITO 3	C	74,408	1426.03	37.53
ITO 4	A	78,589	1506.15	39.64
ITO 4	B	81,045	1553.22	40.87
ITO 5	A	85,499	1638.58	43.12
Legal Officer (LO)				
LO 1	A	53,083	1017.33	26.77
LO 1	B	54,910	1052.35	27.69
LO 1	C	56,448	1081.82	28.47
LO 1	D	57,956	1110.72	29.23
LO 1	E	59,866	1147.33	30.19
LO 1	F	61,769	1183.80	31.15
LO 1	G	63,534	1217.63	32.04
LO 1	H	65,441	1254.17	33.00
LO 1	I	67,200	1287.89	33.89
LO 2	A	70,502	1351.17	35.56
LO 2	B	71,464	1369.60	36.04
LO 2	C	72,431	1388.14	36.53

Employee classification	Work value level	Minimum annual rate (full-time employee)	Minimum weekly rate (full-time employee)	Minimum hourly rate
		\$	\$	\$
LO 2	D	73,396	1406.63	37.02
LO 3	A	77,781	1490.67	39.23
LO 3	B	78,903	1512.17	39.79
LO 3	C	80,023	1533.64	40.36
LO 4	A	84,833	1625.82	42.78
LO 4	B	86,662	1660.87	43.71
LO 5	A	89,972	1724.31	45.38
Engineer/Scientist (ES)				
ES 1	A	49,701	952.52	25.07
ES 1	B	50,432	966.53	25.43
ES 1	C	52,328	1002.86	26.39
ES 1	D	53,610	1027.43	27.04
ES 1	E	55,728	1068.02	28.11
ES 1	F	57,892	1109.50	29.20
ES 1	G	59,188	1134.34	29.85
ES 2	A	61,168	1172.28	30.85
ES 2	B	62,588	1199.50	31.57
ES 2	C	63,742	1221.61	32.15
ES 2	D	64,898	1243.77	32.73
ES 3	A	66,997	1283.99	33.79
ES 3	B	68,649	1315.66	34.62
ES 3	C	69,776	1337.25	35.19
ES 3	D	71,959	1379.09	36.29
ES 4	A	74,411	1426.08	37.53
ES 4	B	75,689	1450.58	38.17
ES 4	C	77,781	1490.67	39.23
ES 5	A	81,513	1562.19	41.11
ES 5	B	83,579	1601.79	42.15
ES 5	C	85,639	1641.27	43.19

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

Name	Work value level	Minimum weekly rate (full-time employee)	Minimum hourly rate	Minimum casual hourly rate
		\$	\$	\$
FW 1	1	896.30	23.59	29.49
FW 2	2	914.20	24.06	30.08
FW 3	3	940.90	24.76	30.95

3. By deleting the year “2021” in clause 15.5(b) and inserting “2022”.
4. By deleting the amount "\$661.77" appearing in clause 18.2(a)(ii) and inserting "\$692.21".
5. By deleting the table appearing in clause B.1.1 and inserting the following:

Employee classification	Work value level	Ordinary hours	Public holidays
		% of minimum hourly rate	
		100%	150%
		\$	\$
Administrative Stream			
Administrative Officer			
Grade 1	A	22.30	33.45
Grade 1	B	22.85	34.28
Grade 1	C	23.40	35.10
Grade 1	D	23.95	35.93
Grade 2	A	24.76	37.14
Grade 2	B	25.23	37.85
Grade 2	C	25.70	38.55
Grade 2	D	26.18	39.27
Grade 3	A	27.23	40.85
Grade 3	B	27.73	41.60
Grade 3	C	28.24	42.36
Grade 3	D	28.56	42.84

Employee classification	Work value level	Ordinary hours	Public holidays
		% of minimum hourly rate	
		100%	150%
		\$	\$
Grade 4	A	29.53	44.30
Grade 4	B	30.05	45.08
Grade 4	C	30.54	45.81
Grade 5	A	31.71	47.57
Grade 5	B	32.15	48.23
Grade 5	C	32.66	48.99
Grade 6	A	33.98	50.97
Grade 6	B	34.62	51.93
Grade 6	C	35.28	52.92
Grade 7	A	36.89	55.34
Grade 7	B	37.53	56.30
Grade 7	C	38.17	57.26
Grade 8	A	40.87	61.31
Grade 8	B	42.00	63.00
Grade 8	C	43.12	64.68
Technical Stream			
Technical Assistant (TA)			
TA 1	A	23.12	34.68
TA 1	B	23.52	35.28
TA 1	C	23.90	35.85
TA 1	D	24.02	36.03
Technical Officer (TO)			
TO 1	A	25.09	37.64
TO 1	B	25.52	38.28
TO 1	C	25.88	38.82
TO 1	D	26.39	39.59
TO 1	E	26.54	39.81
TO 1	F	26.97	40.46
TO 1	G	27.43	41.15

Employee classification	Work value level	Ordinary hours	Public holidays
		% of minimum hourly rate	
		100%	150%
		\$	\$
TO 1	H	27.82	41.73
TO 1	I	28.13	42.20
TO 2	A	28.33	42.50
TO 2	B	28.88	43.32
TO 2	C	29.10	43.65
TO 3	A	29.61	44.42
TO 3	B	30.03	45.05
TO 3	C	30.71	46.07
TO 4	A	31.23	46.85
TO 4	B	31.60	47.40
TO 4	C	32.28	48.42
TO 5	A	32.84	49.26
TO 5	B	33.46	50.19
TO 6	A	34.11	51.17
TO 6	B	34.76	52.14
TO 7	A	35.53	53.30
TO 7	B	36.18	54.27
Professional Stream			
Information Technology Officer (ITO)			
ITO 1	A	26.45	39.68
ITO 1	B	27.18	40.77
ITO 1	C	27.92	41.88
ITO 1	D	28.48	42.72
ITO 1	E	29.03	43.55
ITO 1	F	29.79	44.69
ITO 1	G	30.89	46.34
ITO 2	A	31.71	47.57
ITO 2	B	32.44	48.66

Employee classification	Work value level	Ordinary hours	Public holidays
		% of minimum hourly rate	
		100%	150%
		\$	\$
ITO 2	C	33.25	49.88
ITO 2	D	33.98	50.97
ITO 3	A	35.59	53.39
ITO 3	B	36.56	54.84
ITO 3	C	37.53	56.30
ITO 4	A	39.64	59.46
ITO 4	B	40.87	61.31
ITO 5	A	43.12	64.68
Legal Officer (LO)			
LO 1	A	26.77	40.16
LO 1	B	27.69	41.54
LO 1	C	28.47	42.71
LO 1	D	29.23	43.85
LO 1	E	30.19	45.29
LO 1	F	31.15	46.73
LO 1	G	32.04	48.06
LO 1	H	33.00	49.50
LO 1	I	33.89	50.84
LO 2	A	35.56	53.34
LO 2	B	36.04	54.06
LO 2	C	36.53	54.80
LO 2	D	37.02	55.53
LO 3	A	39.23	58.85
LO 3	B	39.79	59.69
LO 3	C	40.36	60.54
LO 4	A	42.78	64.17
LO 4	B	43.71	65.57
LO 5	A	45.38	68.07
Engineer/Scientist (ES)			

Employee classification	Work value level	Ordinary hours	Public holidays
		% of minimum hourly rate	
		100%	150%
		\$	\$
ES 1	A	25.07	37.61
ES 1	B	25.43	38.15
ES 1	C	26.39	39.59
ES 1	D	27.04	40.56
ES 1	E	28.11	42.17
ES 1	F	29.20	43.80
ES 1	G	29.85	44.78
ES 2	A	30.85	46.28
ES 2	B	31.57	47.36
ES 2	C	32.15	48.23
ES 2	D	32.73	49.10
ES 3	A	33.79	50.69
ES 3	B	34.62	51.93
ES 3	C	35.19	52.79
ES 3	D	36.29	54.44
ES 4	A	37.53	56.30
ES 4	B	38.17	57.26
ES 4	C	39.23	58.85
ES 5	A	41.11	61.67
ES 5	B	42.15	63.23
ES 5	C	43.19	64.79

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

Employee classification	Work value level	Ordinary hours	Afternoon & rotating night	Non-rotating night	Saturday	Sunday	Public holiday
		% of minimum hourly rate					
		100%	115%	130%	150%	200%	250%
		\$	\$	\$	\$	\$	\$
Administrative Stream							
Administrative Officer							
Grade 1	A	22.30	25.65	28.99	33.45	44.60	55.75
Grade 1	B	22.85	26.28	29.71	34.28	45.70	57.13
Grade 1	C	23.40	26.91	30.42	35.10	46.80	58.50
Grade 1	D	23.95	27.54	31.14	35.93	47.90	59.88
Grade 2	A	24.76	28.47	32.19	37.14	49.52	61.90
Grade 2	B	25.23	29.01	32.80	37.85	50.46	63.08
Grade 2	C	25.70	29.56	33.41	38.55	51.40	64.25
Grade 2	D	26.18	30.11	34.03	39.27	52.36	65.45
Grade 3	A	27.23	31.31	35.40	40.85	54.46	68.08
Grade 3	B	27.73	31.89	36.05	41.60	55.46	69.33
Grade 3	C	28.24	32.48	36.71	42.36	56.48	70.60
Grade 3	D	28.56	32.84	37.13	42.84	57.12	71.40
Grade 4	A	29.53	33.96	38.39	44.30	59.06	73.83
Grade 4	B	30.05	34.56	39.07	45.08	60.10	75.13
Grade 4	C	30.54	35.12	39.70	45.81	61.08	76.35
Grade 5	A	31.71	36.47	41.22	47.57	63.42	79.28
Grade 5	B	32.15	36.97	41.80	48.23	64.30	80.38
Grade 5	C	32.66	37.56	42.46	48.99	65.32	81.65
Grade 6	A	33.98	39.08	44.17	50.97	67.96	84.95
Grade 6	B	34.62	39.81	45.01	51.93	69.24	86.55
Grade 6	C	35.28	40.57	45.86	52.92	70.56	88.20
Grade 7	A	36.89	42.42	47.96	55.34	73.78	92.23
Grade 7	B	37.53	43.16	48.79	56.30	75.06	93.83
Grade 7	C	38.17	43.90	49.62	57.26	76.34	95.43

Employee classification	Work value level	Ordinary hours	Afternoon & rotating night	Non-rotating night	Saturday	Sunday	Public holiday
		% of minimum hourly rate					
		100%	115%	130%	150%	200%	250%
		\$	\$	\$	\$	\$	\$
Grade 8	A	40.87	47.00	53.13	61.31	81.74	102.18
Grade 8	B	42.00	48.30	54.60	63.00	84.00	105.00
Grade 8	C	43.12	49.59	56.06	64.68	86.24	107.80
Technical Stream							
Technical Assistant (TA)							
TA 1	A	23.12	26.59	30.06	34.68	46.24	57.80
TA 1	B	23.52	27.05	30.58	35.28	47.04	58.80
TA 1	C	23.90	27.49	31.07	35.85	47.80	59.75
TA 1	D	24.02	27.62	31.23	36.03	48.04	60.05
Technical Officer (TO)							
TO 1	A	25.09	28.85	32.62	37.64	50.18	62.73
TO 1	B	25.52	29.35	33.18	38.28	51.04	63.80
TO 1	C	25.88	29.76	33.64	38.82	51.76	64.70
TO 1	D	26.39	30.35	34.31	39.59	52.78	65.98
TO 1	E	26.54	30.52	34.50	39.81	53.08	66.35
TO 1	F	26.97	31.02	35.06	40.46	53.94	67.43
TO 1	G	27.43	31.54	35.66	41.15	54.86	68.58
TO 1	H	27.82	31.99	36.17	41.73	55.64	69.55
TO 1	I	28.13	32.35	36.57	42.20	56.26	70.33
TO 2	A	28.33	32.58	36.83	42.50	56.66	70.83
TO 2	B	28.88	33.21	37.54	43.32	57.76	72.20
TO 2	C	29.10	33.47	37.83	43.65	58.20	72.75
TO 3	A	29.61	34.05	38.49	44.42	59.22	74.03
TO 3	B	30.03	34.53	39.04	45.05	60.06	75.08
TO 3	C	30.71	35.32	39.92	46.07	61.42	76.78
TO 4	A	31.23	35.91	40.60	46.85	62.46	78.08

Employee classification	Work value level	Ordinary hours	Afternoon & rotating night	Non-rotating night	Saturday	Sunday	Public holiday
		% of minimum hourly rate					
		100%	115%	130%	150%	200%	250%
		\$	\$	\$	\$	\$	\$
TO 4	B	31.60	36.34	41.08	47.40	63.20	79.00
TO 4	C	32.28	37.12	41.96	48.42	64.56	80.70
TO 5	A	32.84	37.77	42.69	49.26	65.68	82.10
TO 5	B	33.46	38.48	43.50	50.19	66.92	83.65
TO 6	A	34.11	39.23	44.34	51.17	68.22	85.28
TO 6	B	34.76	39.97	45.19	52.14	69.52	86.90
TO 7	A	35.53	40.86	46.19	53.30	71.06	88.83
TO 7	B	36.18	41.61	47.03	54.27	72.36	90.45
Professional Stream							
Information Technology Officer (ITO)							
ITO 1	A	26.45	30.42	34.39	39.68	52.90	66.13
ITO 1	B	27.18	31.26	35.33	40.77	54.36	67.95
ITO 1	C	27.92	32.11	36.30	41.88	55.84	69.80
ITO 1	D	28.48	32.75	37.02	42.72	56.96	71.20
ITO 1	E	29.03	33.38	37.74	43.55	58.06	72.58
ITO 1	F	29.79	34.26	38.73	44.69	59.58	74.48
ITO 1	G	30.89	35.52	40.16	46.34	61.78	77.23
ITO 2	A	31.71	36.47	41.22	47.57	63.42	79.28
ITO 2	B	32.44	37.31	42.17	48.66	64.88	81.10
ITO 2	C	33.25	38.24	43.23	49.88	66.50	83.13
ITO 2	D	33.98	39.08	44.17	50.97	67.96	84.95
ITO 3	A	35.59	40.93	46.27	53.39	71.18	88.98
ITO 3	B	36.56	42.04	47.53	54.84	73.12	91.40
ITO 3	C	37.53	43.16	48.79	56.30	75.06	93.83
ITO 4	A	39.64	45.59	51.53	59.46	79.28	99.10
ITO 4	B	40.87	47.00	53.13	61.31	81.74	102.18

Employee classification	Work value level	Ordinary hours	Afternoon & rotating night	Non-rotating night	Saturday	Sunday	Public holiday
		% of minimum hourly rate					
		100%	115%	130%	150%	200%	250%
		\$	\$	\$	\$	\$	\$
ITO 5	A	43.12	49.59	56.06	64.68	86.24	107.80
Legal Officer (LO)							
LO 1	A	26.77	30.79	34.80	40.16	53.54	66.93
LO 1	B	27.69	31.84	36.00	41.54	55.38	69.23
LO 1	C	28.47	32.74	37.01	42.71	56.94	71.18
LO 1	D	29.23	33.61	38.00	43.85	58.46	73.08
LO 1	E	30.19	34.72	39.25	45.29	60.38	75.48
LO 1	F	31.15	35.82	40.50	46.73	62.30	77.88
LO 1	G	32.04	36.85	41.65	48.06	64.08	80.10
LO 1	H	33.00	37.95	42.90	49.50	66.00	82.50
LO 1	I	33.89	38.97	44.06	50.84	67.78	84.73
LO 2	A	35.56	40.89	46.23	53.34	71.12	88.90
LO 2	B	36.04	41.45	46.85	54.06	72.08	90.10
LO 2	C	36.53	42.01	47.49	54.80	73.06	91.33
LO 2	D	37.02	42.57	48.13	55.53	74.04	92.55
LO 3	A	39.23	45.11	51.00	58.85	78.46	98.08
LO 3	B	39.79	45.76	51.73	59.69	79.58	99.48
LO 3	C	40.36	46.41	52.47	60.54	80.72	100.90
LO 4	A	42.78	49.20	55.61	64.17	85.56	106.95
LO 4	B	43.71	50.27	56.82	65.57	87.42	109.28
LO 5	A	45.38	52.19	58.99	68.07	90.76	113.45
Engineer/Scientist (ES)							
ES 1	A	25.07	28.83	32.59	37.61	50.14	62.68
ES 1	B	25.43	29.24	33.06	38.15	50.86	63.58
ES 1	C	26.39	30.35	34.31	39.59	52.78	65.98
ES 1	D	27.04	31.10	35.15	40.56	54.08	67.60
ES 1	E	28.11	32.33	36.54	42.17	56.22	70.28

Employee classification	Work value level	Ordinary hours	Afternoon & rotating night	Non-rotating night	Saturday	Sunday	Public holiday
		% of minimum hourly rate					
		100%	115%	130%	150%	200%	250%
		\$	\$	\$	\$	\$	\$
ES 1	F	29.20	33.58	37.96	43.80	58.40	73.00
ES 1	G	29.85	34.33	38.81	44.78	59.70	74.63
ES 2	A	30.85	35.48	40.11	46.28	61.70	77.13
ES 2	B	31.57	36.31	41.04	47.36	63.14	78.93
ES 2	C	32.15	36.97	41.80	48.23	64.30	80.38
ES 2	D	32.73	37.64	42.55	49.10	65.46	81.83
ES 3	A	33.79	38.86	43.93	50.69	67.58	84.48
ES 3	B	34.62	39.81	45.01	51.93	69.24	86.55
ES 3	C	35.19	40.47	45.75	52.79	70.38	87.98
ES 3	D	36.29	41.73	47.18	54.44	72.58	90.73
ES 4	A	37.53	43.16	48.79	56.30	75.06	93.83
ES 4	B	38.17	43.90	49.62	57.26	76.34	95.43
ES 4	C	39.23	45.11	51.00	58.85	78.46	98.08
ES 5	A	41.11	47.28	53.44	61.67	82.22	102.78
ES 5	B	42.15	48.47	54.80	63.23	84.30	105.38
ES 5	C	43.19	49.67	56.15	64.79	86.38	107.98

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

Employee classification	Work value level	Monday to Saturday		Sunday	Public holidays
		First 3 hours	After 3 hours		
		% of minimum hourly rate			
		150%	200%	200%	250%
		\$	\$	\$	\$
Administrative Stream					
Administrative Officer					
Grade 1	A	33.45	44.60	44.60	55.75
Grade 1	B	34.28	45.70	45.70	57.13
Grade 1	C	35.10	46.80	46.80	58.50

Employee classification	Work value level	Monday to Saturday		Sunday	Public holidays
		First 3 hours	After 3 hours		
		% of minimum hourly rate			
		150%	200%	200%	250%
		\$	\$	\$	\$
Grade 1	D	35.93	47.90	47.90	59.88
Grade 2	A	37.14	49.52	49.52	61.90
Grade 2	B	37.85	50.46	50.46	63.08
Grade 2	C	38.55	51.40	51.40	64.25
Grade 2	D	39.27	52.36	52.36	65.45
Grade 3	A	40.85	54.46	54.46	68.08
Grade 3	B	41.60	55.46	55.46	69.33
Grade 3	C	42.36	56.48	56.48	70.60
Grade 3	D	42.84	57.12	57.12	71.40
Grade 4	A	44.30	59.06	59.06	73.83
Grade 4	B	45.08	60.10	60.10	75.13
Grade 4	C	45.81	61.08	61.08	76.35
Grade 5 ¹	A	45.81	61.08	61.08	76.35
Grade 5 ¹	B	45.81	61.08	61.08	76.35
Grade 5 ¹	C	45.81	61.08	61.08	76.35
Grade 6 ¹	A	45.81	61.08	61.08	76.35
Grade 6 ¹	B	45.81	61.08	61.08	76.35
Grade 6 ¹	C	45.81	61.08	61.08	76.35
Grade 7 ²	A	–	–	–	–
Grade 7 ²	B	–	–	–	–
Grade 7 ²	C	–	–	–	–
Grade 8 ²	A	–	–	–	–
Grade 8 ²	B	–	–	–	–
Grade 8 ²	C	–	–	–	–
Technical Stream					
Technical Assistant (TA)					
TA 1	A	34.68	46.24	46.24	57.80
TA 1	B	35.28	47.04	47.04	58.80

Employee classification	Work value level	Monday to Saturday		Sunday	Public holidays
		First 3 hours	After 3 hours		
		% of minimum hourly rate			
		150%	200%	200%	250%
		\$	\$	\$	\$
TA 1	C	35.85	47.80	47.80	59.75
TA 1	D	36.03	48.04	48.04	60.05
Technical Officer (TO)					
TO 1	A	37.64	50.18	50.18	62.73
TO 1	B	38.28	51.04	51.04	63.80
TO 1	C	38.82	51.76	51.76	64.70
TO 1	D	39.59	52.78	52.78	65.98
TO 1	E	39.81	53.08	53.08	66.35
TO 1	F	40.46	53.94	53.94	67.43
TO 1	G	41.15	54.86	54.86	68.58
TO 1	H	41.73	55.64	55.64	69.55
TO 1	I	42.20	56.26	56.26	70.33
TO 2	A	42.50	56.66	56.66	70.83
TO 2	B	43.32	57.76	57.76	72.20
TO 2	C	43.65	58.20	58.20	72.75
TO 3	A	44.42	59.22	59.22	74.03
TO 3	B	45.05	60.06	60.06	75.08
TO 3 ¹	C	45.81	61.08	61.08	76.35
TO 4 ¹	A	45.81	61.08	61.08	76.35
TO 4 ¹	B	45.81	61.08	61.08	76.35
TO 4 ¹	C	45.81	61.08	61.08	76.35
TO 5 ¹	A	45.81	61.08	61.08	76.35
TO 5 ¹	B	45.81	61.08	61.08	76.35
TO 6 ¹	A	45.81	61.08	61.08	76.35
TO 6 ¹	B	45.81	61.08	61.08	76.35
TO 7 ²	A	–	–	–	–
TO 7 ²	B	–	–	–	–

Employee classification	Work value level	Monday to Saturday		Sunday	Public holidays
		First 3 hours	After 3 hours		
		% of minimum hourly rate			
		150%	200%	200%	250%
		\$	\$	\$	\$
Professional Stream					
Information Technology Officer (ITO)					
ITO 1	A	39.68	52.90	52.90	66.13
ITO 1	B	40.77	54.36	54.36	67.95
ITO 1	C	41.88	55.84	55.84	69.80
ITO 1	D	42.72	56.96	56.96	71.20
ITO 1	E	43.55	58.06	58.06	72.58
ITO 1	F	44.69	59.58	59.58	74.48
ITO 1 ¹	G	45.81	61.08	61.08	76.35
ITO 2 ¹	A	45.81	61.08	61.08	76.35
ITO 2 ¹	B	45.81	61.08	61.08	76.35
ITO 2 ¹	C	45.81	61.08	61.08	76.35
ITO 2 ¹	D	45.81	61.08	61.08	76.35
ITO 3 ²	A	–	–	–	–
ITO 3 ²	B	–	–	–	–
ITO 3 ²	C	–	–	–	–
ITO 4 ²	A	–	–	–	–
ITO 4 ²	B	–	–	–	–
ITO 5 ²	A	–	–	–	–
Legal Officer (LO)					
LO 1	A	40.16	53.54	53.54	66.93
LO 1	B	41.54	55.38	55.38	69.23
LO 1	C	42.71	56.94	56.94	71.18
LO 1	D	43.85	58.46	58.46	73.08
LO 1	E	45.29	60.38	60.38	75.48
LO 1 ¹	F	45.81	61.08	61.08	76.35
LO 1 ¹	G	45.81	61.08	61.08	76.35

Employee classification	Work value level	Monday to Saturday		Sunday	Public holidays
		First 3 hours	After 3 hours		
		% of minimum hourly rate			
		150%	200%	200%	250%
		\$	\$	\$	\$
LO 1 ¹	H	45.81	61.08	61.08	76.35
LO 1 ¹	I	45.81	61.08	61.08	76.35
LO 2 ²	A	–	–	–	–
LO 2 ²	B	–	–	–	–
LO 2 ²	C	–	–	–	–
LO 2 ²	D	–	–	–	–
LO 3 ²	A	–	–	–	–
LO 3 ²	B	–	–	–	–
LO 3 ²	C	–	–	–	–
LO 4 ²	A	–	–	–	–
LO 4 ²	B	–	–	–	–
LO 5 ²	A	–	–	–	–
Engineer/Scientist (ES)					
ES 1	A	37.61	50.14	50.14	62.68
ES 1	B	38.15	50.86	50.86	63.58
ES 1	C	39.59	52.78	52.78	65.98
ES 1	D	40.56	54.08	54.08	67.60
ES 1	E	42.17	56.22	56.22	70.28
ES 1	F	43.80	58.40	58.40	73.00
ES 1	G	44.78	59.70	59.70	74.63
ES 2 ¹	A	45.81	61.08	61.08	76.35
ES 2 ¹	B	45.81	61.08	61.08	76.35
ES 2 ¹	C	45.81	61.08	61.08	76.35
ES 2 ¹	D	45.81	61.08	61.08	76.35
ES 3 ¹	A	45.81	61.08	61.08	76.35
ES 3 ¹	B	45.81	61.08	61.08	76.35
ES 3 ¹	C	45.81	61.08	61.08	76.35
ES 3 ²	D	–	–	–	–

Employee classification	Work value level	Monday to Saturday		Sunday	Public holidays
		First 3 hours	After 3 hours		In excess of ordinary hours
		% of minimum hourly rate			
		150%	200%	200%	250%
		\$	\$	\$	\$
ES 4 ²	A	–	–	–	–
ES 4 ²	B	–	–	–	–
ES 4 ²	C	–	–	–	–
ES 5 ²	A	–	–	–	–
ES 5 ²	B	–	–	–	–
ES 5 ²	C	–	–	–	–

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

Employee classification	Ordinary hours	Public holidays
	% of minimum hourly rate	
	100%	150%
	\$	\$
General/Field work stream		
FW 1	23.59	35.39
FW 2	24.06	36.09
FW 3	24.76	37.14

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

	Work value level	Ordinary hours	Public holidays
		% of minimum hourly rate	
		125%	175%
		\$	\$
Administrative Stream			
Administrative Officer			
Grade 1	A	27.88	39.03
Grade 1	B	28.56	39.99
Grade 1	C	29.25	40.95

	Work value level	Ordinary hours	Public holidays
		% of minimum hourly rate	
		125%	175%
		\$	\$
Grade 1	D	29.94	41.91
Grade 2	A	30.95	43.33
Grade 2	B	31.54	44.15
Grade 2	C	32.13	44.98
Grade 2	D	32.73	45.82
Grade 3	A	34.04	47.65
Grade 3	B	34.66	48.53
Grade 3	C	35.30	49.42
Grade 3	D	35.70	49.98
Grade 4	A	36.91	51.68
Grade 4	B	37.56	52.59
Grade 4	C	38.18	53.45
Grade 5	A	39.64	55.49
Grade 5	B	40.19	56.26
Grade 5	C	40.83	57.16
Grade 6	A	42.48	59.47
Grade 6	B	43.28	60.59
Grade 6	C	44.10	61.74
Grade 7	A	46.11	64.56
Grade 7	B	46.91	65.68
Grade 7	C	47.71	66.80
Grade 8	A	51.09	71.52
Grade 8	B	52.50	73.50
Grade 8	C	53.90	75.46
Technical Stream			
Technical Assistant (TA)			
TA 1	A	28.90	40.46
TA 1	B	29.40	41.16
TA 1	C	29.88	41.83

	Work value level	Ordinary hours	Public holidays
		% of minimum hourly rate	
		125%	175%
		\$	\$
TA 1	D	30.03	42.04
Technical Officer (TO)			
TO 1	A	31.36	43.91
TO 1	B	31.90	44.66
TO 1	C	32.35	45.29
TO 1	D	32.99	46.18
TO 1	E	33.18	46.45
TO 1	F	33.71	47.20
TO 1	G	34.29	48.00
TO 1	H	34.78	48.69
TO 1	I	35.16	49.23
TO 2	A	35.41	49.58
TO 2	B	36.10	50.54
TO 2	C	36.38	50.93
TO 3	A	37.01	51.82
TO 3	B	37.54	52.55
TO 3	C	38.39	53.74
TO 4	A	39.04	54.65
TO 4	B	39.50	55.30
TO 4	C	40.35	56.49
TO 5	A	41.05	57.47
TO 5	B	41.83	58.56
TO 6	A	42.64	59.69
TO 6	B	43.45	60.83
TO 7	A	44.41	62.18
TO 7	B	45.23	63.32

	Work value level	Ordinary hours	Public holidays
		% of minimum hourly rate	
		125%	175%
		\$	\$
Professional Stream			
Information Technology Officer (ITO)			
ITO 1	A	33.06	46.29
ITO 1	B	33.98	47.57
ITO 1	C	34.90	48.86
ITO 1	D	35.60	49.84
ITO 1	E	36.29	50.80
ITO 1	F	37.24	52.13
ITO 1	G	38.61	54.06
ITO 2	A	39.64	55.49
ITO 2	B	40.55	56.77
ITO 2	C	41.56	58.19
ITO 2	D	42.48	59.47
ITO 3	A	44.49	62.28
ITO 3	B	45.70	63.98
ITO 3	C	46.91	65.68
ITO 4	A	49.55	69.37
ITO 4	B	51.09	71.52
ITO 5	A	53.90	75.46
Legal Officer (LO)			
LO 1	A	33.46	46.85
LO 1	B	34.61	48.46
LO 1	C	35.59	49.82
LO 1	D	36.54	51.15
LO 1	E	37.74	52.83
LO 1	F	38.94	54.51
LO 1	G	40.05	56.07
LO 1	H	41.25	57.75

	Work value level	Ordinary hours	Public holidays
		% of minimum hourly rate	
		125%	175%
		\$	\$
LO 1	I	42.36	59.31
LO 2	A	44.45	62.23
LO 2	B	45.05	63.07
LO 2	C	45.66	63.93
LO 2	D	46.28	64.79
LO 3	A	49.04	68.65
LO 3	B	49.74	69.63
LO 3	C	50.45	70.63
LO 4	A	53.48	74.87
LO 4	B	54.64	76.49
LO 5	A	56.73	79.42
Engineer/Scientist (ES)			
ES 1	A	31.34	43.87
ES 1	B	31.79	44.50
ES 1	C	32.99	46.18
ES 1	D	33.80	47.32
ES 1	E	35.14	49.19
ES 1	F	36.50	51.10
ES 1	G	37.31	52.24
ES 2	A	38.56	53.99
ES 2	B	39.46	55.25
ES 2	C	40.19	56.26
ES 2	D	40.91	57.28
ES 3	A	42.24	59.13
ES 3	B	43.28	60.59
ES 3	C	43.99	61.58
ES 3	D	45.36	63.51
ES 4	A	46.91	65.68
ES 4	B	47.71	66.80

	Work value level	Ordinary hours	Public holidays
		% of minimum hourly rate	
		125%	175%
		\$	\$
ES 4	C	49.04	68.65
ES 5	A	51.39	71.94
ES 5	B	52.69	73.76
ES 5	C	53.99	75.58

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

	Work value level	Ordinary hours	Afternoon & rotating night	Non-rotating night	Saturday	Sunday	Public holiday
		% of minimum hourly rate					
		125%	140%	155%	175%	225%	275%
		\$	\$	\$	\$	\$	\$
Administrative Stream							
Administrative Officer							
Grade 1	A	27.88	31.22	34.57	39.03	50.18	61.33
Grade 1	B	28.56	31.99	35.42	39.99	51.41	62.84
Grade 1	C	29.25	32.76	36.27	40.95	52.65	64.35
Grade 1	D	29.94	33.53	37.12	41.91	53.89	65.86
Grade 2	A	30.95	34.66	38.38	43.33	55.71	68.09
Grade 2	B	31.54	35.32	39.11	44.15	56.77	69.38
Grade 2	C	32.13	35.98	39.84	44.98	57.83	70.68
Grade 2	D	32.73	36.65	40.58	45.82	58.91	72.00
Grade 3	A	34.04	38.12	42.21	47.65	61.27	74.88
Grade 3	B	34.66	38.82	42.98	48.53	62.39	76.26
Grade 3	C	35.30	39.54	43.77	49.42	63.54	77.66
Grade 3	D	35.70	39.98	44.27	49.98	64.26	78.54
Grade 4	A	36.91	41.34	45.77	51.68	66.44	81.21
Grade 4	B	37.56	42.07	46.58	52.59	67.61	82.64

	Work value level	Ordinary hours	Afternoon & rotating night	Non-rotating night	Saturday	Sunday	Public holiday
		% of minimum hourly rate					
		125%	140%	155%	175%	225%	275%
		\$	\$	\$	\$	\$	\$
Grade 4	C	38.18	42.76	47.34	53.45	68.72	83.99
Grade 5	A	39.64	44.39	49.15	55.49	71.35	87.20
Grade 5	B	40.19	45.01	49.83	56.26	72.34	88.41
Grade 5	C	40.83	45.72	50.62	57.16	73.49	89.82
Grade 6	A	42.48	47.57	52.67	59.47	76.46	93.45
Grade 6	B	43.28	48.47	53.66	60.59	77.90	95.21
Grade 6	C	44.10	49.39	54.68	61.74	79.38	97.02
Grade 7	A	46.11	51.65	57.18	64.56	83.00	101.45
Grade 7	B	46.91	52.54	58.17	65.68	84.44	103.21
Grade 7	C	47.71	53.44	59.16	66.80	85.88	104.97
Grade 8	A	51.09	57.22	63.35	71.52	91.96	112.39
Grade 8	B	52.50	58.80	65.10	73.50	94.50	115.50
Grade 8	C	53.90	60.37	66.84	75.46	97.02	118.58
Technical Stream							
Technical Assistant (TA)							
TA 1	A	28.90	32.37	35.84	40.46	52.02	63.58
TA 1	B	29.40	32.93	36.46	41.16	52.92	64.68
TA 1	C	29.88	33.46	37.05	41.83	53.78	65.73
TA 1	D	30.03	33.63	37.23	42.04	54.05	66.06
Technical Officer (TO)							
TO 1	A	31.36	35.13	38.89	43.91	56.45	69.00
TO 1	B	31.90	35.73	39.56	44.66	57.42	70.18
TO 1	C	32.35	36.23	40.11	45.29	58.23	71.17
TO 1	D	32.99	36.95	40.90	46.18	59.38	72.57
TO 1	E	33.18	37.16	41.14	46.45	59.72	72.99
TO 1	F	33.71	37.76	41.80	47.20	60.68	74.17

	Work value level	Ordinary hours	Afternoon & rotating night	Non-rotating night	Saturday	Sunday	Public holiday
		% of minimum hourly rate					
		125%	140%	155%	175%	225%	275%
		\$	\$	\$	\$	\$	\$
TO 1	G	34.29	38.40	42.52	48.00	61.72	75.43
TO 1	H	34.78	38.95	43.12	48.69	62.60	76.51
TO 1	I	35.16	39.38	43.60	49.23	63.29	77.36
TO 2	A	35.41	39.66	43.91	49.58	63.74	77.91
TO 2	B	36.10	40.43	44.76	50.54	64.98	79.42
TO 2	C	36.38	40.74	45.11	50.93	65.48	80.03
TO 3	A	37.01	41.45	45.90	51.82	66.62	81.43
TO 3	B	37.54	42.04	46.55	52.55	67.57	82.58
TO 3	C	38.39	42.99	47.60	53.74	69.10	84.45
TO 4	A	39.04	43.72	48.41	54.65	70.27	85.88
TO 4	B	39.50	44.24	48.98	55.30	71.10	86.90
TO 4	C	40.35	45.19	50.03	56.49	72.63	88.77
TO 5	A	41.05	45.98	50.90	57.47	73.89	90.31
TO 5	B	41.83	46.84	51.86	58.56	75.29	92.02
TO 6	A	42.64	47.75	52.87	59.69	76.75	93.80
TO 6	B	43.45	48.66	53.88	60.83	78.21	95.59
TO 7	A	44.41	49.74	55.07	62.18	79.94	97.71
TO 7	B	45.23	50.65	56.08	63.32	81.41	99.50
Professional Stream							
Information Technology Officer (ITO)							
ITO 1	A	33.06	37.03	41.00	46.29	59.51	72.74
ITO 1	B	33.98	38.05	42.13	47.57	61.16	74.75
ITO 1	C	34.90	39.09	43.28	48.86	62.82	76.78
ITO 1	D	35.60	39.87	44.14	49.84	64.08	78.32
ITO 1	E	36.29	40.64	45.00	50.80	65.32	79.83
ITO 1	F	37.24	41.71	46.17	52.13	67.03	81.92

	Work value level	Ordinary hours	Afternoon & rotating night	Non- rotating night	Saturday	Sunday	Public holiday
		% of minimum hourly rate					
		125%	140%	155%	175%	225%	275%
		\$	\$	\$	\$	\$	\$
ITO 1	G	38.61	43.25	47.88	54.06	69.50	84.95
ITO 2	A	39.64	44.39	49.15	55.49	71.35	87.20
ITO 2	B	40.55	45.42	50.28	56.77	72.99	89.21
ITO 2	C	41.56	46.55	51.54	58.19	74.81	91.44
ITO 2	D	42.48	47.57	52.67	59.47	76.46	93.45
ITO 3	A	44.49	49.83	55.16	62.28	80.08	97.87
ITO 3	B	45.70	51.18	56.67	63.98	82.26	100.54
ITO 3	C	46.91	52.54	58.17	65.68	84.44	103.21
ITO 4	A	49.55	55.50	61.44	69.37	89.19	109.01
ITO 4	B	51.09	57.22	63.35	71.52	91.96	112.39
ITO 5	A	53.90	60.37	66.84	75.46	97.02	118.58
Legal Officer (LO)							
LO 1	A	33.46	37.48	41.49	46.85	60.23	73.62
LO 1	B	34.61	38.77	42.92	48.46	62.30	76.15
LO 1	C	35.59	39.86	44.13	49.82	64.06	78.29
LO 1	D	36.54	40.92	45.31	51.15	65.77	80.38
LO 1	E	37.74	42.27	46.79	52.83	67.93	83.02
LO 1	F	38.94	43.61	48.28	54.51	70.09	85.66
LO 1	G	40.05	44.86	49.66	56.07	72.09	88.11
LO 1	H	41.25	46.20	51.15	57.75	74.25	90.75
LO 1	I	42.36	47.45	52.53	59.31	76.25	93.20
LO 2	A	44.45	49.78	55.12	62.23	80.01	97.79
LO 2	B	45.05	50.46	55.86	63.07	81.09	99.11
LO 2	C	45.66	51.14	56.62	63.93	82.19	100.46
LO 2	D	46.28	51.83	57.38	64.79	83.30	101.81
LO 3	A	49.04	54.92	60.81	68.65	88.27	107.88
LO 3	B	49.74	55.71	61.67	69.63	89.53	109.42
LO 3	C	50.45	56.50	62.56	70.63	90.81	110.99

	Work value level	Ordinary hours	Afternoon & rotating night	Non- rotating night	Saturday	Sunday	Public holiday
		% of minimum hourly rate					
		125%	140%	155%	175%	225%	275%
		\$	\$	\$	\$	\$	\$
LO 4	A	53.48	59.89	66.31	74.87	96.26	117.65
LO 4	B	54.64	61.19	67.75	76.49	98.35	120.20
LO 5	A	56.73	63.53	70.34	79.42	102.11	124.80
Engineer/Scientist (ES)							
ES 1	A	31.34	35.10	38.86	43.87	56.41	68.94
ES 1	B	31.79	35.6	39.42	44.5	57.22	69.93
ES 1	C	32.99	36.95	40.90	46.18	59.38	72.57
ES 1	D	33.80	37.86	41.91	47.32	60.84	74.36
ES 1	E	35.14	39.35	43.57	49.19	63.25	77.30
ES 1	F	36.50	40.88	45.26	51.10	65.70	80.30
ES 1	G	37.31	41.79	46.27	52.24	67.16	82.09
ES 2	A	38.56	43.19	47.82	53.99	69.41	84.84
ES 2	B	39.46	44.20	48.93	55.25	71.03	86.82
ES 2	C	40.19	45.01	49.83	56.26	72.34	88.41
ES 2	D	40.91	45.82	50.73	57.28	73.64	90.01
ES 3	A	42.24	47.31	52.37	59.13	76.03	92.92
ES 3	B	43.28	48.47	53.66	60.59	77.90	95.21
ES 3	C	43.99	49.27	54.54	61.58	79.18	96.77
ES 3	D	45.36	50.81	56.25	63.51	81.65	99.80
ES 4	A	46.91	52.54	58.17	65.68	84.44	103.21
ES 4	B	47.71	53.44	59.16	66.80	85.88	104.97
ES 4	C	49.04	54.92	60.81	68.65	88.27	107.88
ES 5	A	51.39	57.55	63.72	71.94	92.50	113.05
ES 5	B	52.69	59.01	65.33	73.76	94.84	115.91
ES 5	C	53.99	60.47	66.94	75.58	97.18	118.77

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

	Ordinary hours	Public holidays
	% of minimum hourly rate	
	125%	175%
General/Field work stream	\$	\$
FW 1	29.49	41.28
FW 2	30.08	42.11
FW 3	30.95	43.33

12. By deleting the amount “\$46,934” appearing in clause C.1.1 and inserting “\$49,093”.
13. By deleting the table appearing in clause C.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
First aid allowance	18.2(a)(ii)	1.41	692.21	per annum

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