



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2022–23
(C2023/1)

HYDROCARBONS INDUSTRY (UPSTREAM) AWARD 2020
[MA000062]

Oil and gas industry

JUSTICE HATCHER, PRESIDENT
VICE PRESIDENT CATANZARITI
VICE PRESIDENT ASBURY
DEPUTY PRESIDENT HAMPTON
MS LABINE-ROMAIN
PROFESSOR BAIRD
MR CULLY

SYDNEY, XX JUNE 2023

Annual Wage Review 2022–23.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2022–23 on 2 June 2023 [[2023] FWCFB 3500], the above award is varied as follows:

- By deleting the table appearing in clause 16.1 and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Entry Level—Introductory	889.30	23.40
Level 1—Basic	931.10	24.50
Level 2—Intermediate	965.60	25.41
Level 3—Competent	995.00	26.18
Level 4—Advanced	1061.50	27.93
Level 5—Advanced Specialist	1130.60	29.75
Level 6—Dual Trade	1186.00	31.21

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Level 7—Dual Trade Instrument Technician	1234.10	32.48

2. By deleting the year “2022” in clause 16.7(b) and inserting “2023”.
3. By deleting the amount “\$56.08” appearing in clause 20.2(b) and inserting “\$59.30”.
4. By deleting the amount “\$27.19” appearing in clause 20.2(c) and inserting “\$28.76”.
5. By deleting the table appearing in clause 20.2(d) and inserting the following:

Leading hands in charge of:	\$ per week
3–10 employees	28.26
11–20 employees	44.68
More than 20 employees	56.52

6. By deleting the amount “\$56.45” appearing in clause 20.2(e)(ii) and inserting “\$59.70”.
7. By deleting the table appearing in clause B.2.1 and inserting the following:

	Ordinary hours	Saturday		Sunday	Public holiday
		First 2 hours	After 2 hours		
		% of ordinary hourly rate ¹			
	100%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
Entry Level—Introductory	24.96	37.44	49.92	49.92	62.40
Level 1—Basic	26.06	39.09	52.12	52.12	65.15
Level 2—Intermediate	26.97	40.46	53.94	53.94	67.43
Level 3—Competent	27.74	41.61	55.48	55.48	69.35
Level 4—Advanced	29.49	44.24	58.98	58.98	73.73
Level 5—Advanced Specialist	31.31	46.97	62.62	62.62	78.28
Level 6—Dual Trade	32.77	49.16	65.54	65.54	81.93

	Ordinary hours	Saturday		Sunday	Public holiday
		First 2 hours	After 2 hours		
		% of ordinary hourly rate ¹			
	100%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
Level 7—Dual Trade Instrument Technician	34.04	51.06	68.08	68.08	85.10

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

	Monday to Saturday		Sunday – all day	Public holiday – all day
	First 2 hours	After 2 hours		
	% of ordinary hourly rate ¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Entry Level—Introductory	37.44	49.92	49.92	62.40
Level 1—Basic	39.09	52.12	52.12	65.15
Level 2—Intermediate	40.46	53.94	53.94	67.43
Level 3—Competent	41.61	55.48	55.48	69.35
Level 4—Advanced	44.24	58.98	58.98	73.73
Level 5—Advanced Specialist	46.97	62.62	62.62	78.28
Level 6—Dual Trade	49.16	65.54	65.54	81.93
Level 7—Dual Trade Instrument Technician	51.06	68.08	68.08	85.10

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

	Shift			Saturday		Sunday	Public holiday
	Afternoon	Night	Permanent night	First 2 hours	After 2 hours		
	% of ordinary hourly rate ¹						
	115%	115%	130%	150%	200%	200%	250%
	\$	\$	\$	\$	\$	\$	\$
Entry Level—Introductory	28.70	28.70	32.45	37.44	49.92	49.92	62.40
Level 1—Basic	29.97	29.97	33.88	39.09	52.12	52.12	65.15

	Shift			Saturday		Sunday	Public holiday
	Afternoon	Night	Permanent night	First 2 hours	After 2 hours		
	% of ordinary hourly rate ¹						
	115%	115%	130%	150%	200%	200%	250%
	\$	\$	\$	\$	\$	\$	\$
Level 2—Intermediate	31.02	31.02	35.06	40.46	53.94	53.94	67.43
Level 3—Competent	31.90	31.90	36.06	41.61	55.48	55.48	69.35
Level 4—Advanced	33.91	33.91	38.34	44.24	58.98	58.98	73.73
Level 5—Advanced Specialist	36.01	36.01	40.70	46.97	62.62	62.62	78.28
Level 6—Dual Trade	37.69	37.69	42.60	49.16	65.54	65.54	81.93
Level 7—Dual Trade Instrument Technician	39.15	39.15	44.25	51.06	68.08	68.08	85.10

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

	Monday to Saturday		Sunday	Public holiday	Continuous shiftworker—Monday to Sunday
	First 2 hours	After 2 hours			
	% of ordinary hourly rate ¹				
	150%	200%	200%	250%	200%
	\$	\$	\$	\$	\$
Entry Level—Introductory	37.44	49.92	49.92	62.40	49.92
Level 1—Basic	39.09	52.12	52.12	65.15	52.12
Level 2—Intermediate	40.46	53.94	53.94	67.43	53.94
Level 3—Competent	41.61	55.48	55.48	69.35	55.48
Level 4—Advanced	44.24	58.98	58.98	73.73	58.98
Level 5—Advanced Specialist	46.97	62.62	62.62	78.28	62.62
Level 6—Dual Trade	49.16	65.54	65.54	81.93	65.54
Level 7—Dual Trade Instrument Technician	51.06	68.08	68.08	85.10	68.08

11. By deleting the table appearing in clause B.3.1 and inserting the following:

	Ordinary hours	Saturday		Sunday	Public holiday
		First 2 hours	After 2 hours		
	% of ordinary hourly rate ¹				
	125%	175%	225%	225%	275%
	\$	\$	\$	\$	\$
Entry Level—Introductory	31.20	43.68	56.16	56.16	68.64
Level 1—Basic	32.58	45.61	58.64	58.64	71.67
Level 2—Intermediate	33.71	47.20	60.68	60.68	74.17
Level 3—Competent	34.68	48.55	62.42	62.42	76.29
Level 4—Advanced	36.86	51.61	66.35	66.35	81.10
Level 5—Advanced Specialist	39.14	54.79	70.45	70.45	86.10
Level 6—Dual Trade	40.96	57.35	73.73	73.73	90.12
Level 7—Dual Trade Instrument Technician	42.55	59.57	76.59	76.59	93.61

12. By deleting the table appearing in clause B.3.2 and inserting the following:

	Shift			Saturday		Sunday	Public holiday
	Afternoon	Night	Permanent night	First 2 hours	After 2 hours		
	% of ordinary hourly rate ¹						
	140%	140%	155%	175%	225%	225%	275%
	\$	\$	\$	\$	\$	\$	\$
Entry Level—Introductory	34.94	34.94	38.69	43.68	56.16	56.16	68.64
Level 1—Basic	36.48	36.48	40.39	45.61	58.64	58.64	71.67
Level 2—Intermediate	37.76	37.76	41.80	47.20	60.68	60.68	74.17
Level 3—Competent	38.84	38.84	43.00	48.55	62.42	62.42	76.29
Level 4—Advanced	41.29	41.29	45.71	51.61	66.35	66.35	81.10
Level 5—Advanced Specialist	43.83	43.83	48.53	54.79	70.45	70.45	86.10
Level 6—Dual Trade	45.88	45.88	50.79	57.35	73.73	73.73	90.12
Level 7—Dual Trade Instrument Technician	47.66	47.66	52.76	59.57	76.59	76.59	93.61

- 13. By deleting the amount “\$940.90” appearing in clause C.1.1 and inserting “\$995.00”.
- 14. By deleting the table appearing in clause C.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
Industry allowance ¹	20.2(b)	5.96	59.30	per week
Licence allowance—electricians ²	20.2(c)	2.89	28.76	per week
Leading hands in charge of—3 to 10 employees	20.2(d)	2.84	28.26	per week
Leading hands in charge of—11 to 20 employees	20.2(d)	4.49	44.68	per week
Leading hands in charge of—More than 20 employees	20.2(d)	5.68	56.52	per week
Living away from home allowance—employees required to undertake remote work only	20.2(e)	6.0	59.70	per day or part thereof

B. This determination comes into operation on 1 July 2023. 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 2023.

PRESIDENT