



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2022–23
(C2023/1)

STATE GOVERNMENT AGENCIES AWARD 2020
[MA000121]

State and Territory government administration

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:

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	46,755	896.06	23.58
Grade 1	B	47,909	918.17	24.16
Grade 1	C	49,064	940.31	24.74
Grade 1	D	50,224	962.54	25.33

Employee classification	Work value level	Minimum annual rate (full-time employee)	Minimum weekly rate (full-time employee)	Minimum hourly rate
		\$	\$	\$
Grade 2	A	51,916	994.97	26.18
Grade 2	B	52,908	1013.98	26.68
Grade 2	C	53,888	1032.76	27.18
Grade 2	D	54,891	1051.98	27.68
Grade 3	A	57,086	1094.05	28.79
Grade 3	B	58,152	1114.48	29.33
Grade 3	C	59,219	1134.93	29.87
Grade 3	D	59,876	1147.52	30.20
Grade 4	A	61,928	1186.85	31.23
Grade 4	B	62,998	1207.35	31.77
Grade 4	C	64,042	1227.36	32.30
Grade 5	A	66,488	1274.24	33.53
Grade 5	B	67,407	1291.85	34.00
Grade 5	C	68,483	1312.47	34.54
Grade 6	A	71,242	1365.35	35.93
Grade 6	B	72,596	1391.30	36.61
Grade 6	C	73,965	1417.54	37.30
Grade 7	A	77,349	1482.39	39.01
Grade 7	B	78,686	1508.01	39.68
Grade 7	C	80,041	1533.98	40.37
Grade 8	A	85,705	1642.53	43.22
Grade 8	B	88,061	1687.69	44.41
Grade 8	C	90,415	1732.80	45.60
Technical Stream				
Technical Assistant (TA)				
TA 1	A	48,482	929.16	24.45
TA 1	B	49,309	945.00	24.87
TA 1	C	50,110	960.36	25.27
TA 1	D	50,368	965.30	25.40

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	52,601	1008.10	26.53
TO 1	B	53,507	1025.46	26.99
TO 1	C	54,260	1039.89	27.37
TO 1	D	55,342	1060.63	27.91
TO 1	E	55,639	1066.32	28.06
TO 1	F	56,557	1083.91	28.52
TO 1	G	57,513	1102.23	29.01
TO 1	H	58,329	1117.87	29.42
TO 1	I	58,974	1130.23	29.74
TO 2	A	59,398	1138.36	29.96
TO 2	B	60,562	1160.67	30.54
TO 2	C	61,023	1169.50	30.78
TO 3	A	62,087	1189.89	31.31
TO 3	B	62,969	1206.80	31.76
TO 3	C	64,386	1233.95	32.47
TO 4	A	65,485	1255.02	33.03
TO 4	B	66,266	1269.98	33.42
TO 4	C	67,691	1297.30	34.14
TO 5	A	68,864	1319.78	34.73
TO 5	B	70,149	1344.40	35.38
TO 6	A	71,518	1370.64	36.07
TO 6	B	72,881	1396.76	36.76
TO 7	A	74,498	1427.75	37.57
TO 7	B	75,862	1453.89	38.26
Professional Stream				
Information Technology Officer (ITO)				
ITO 1	A	55,450	1062.70	27.97

Employee classification	Work value level	Minimum annual rate (full-time employee)	Minimum weekly rate (full-time employee)	Minimum hourly rate
		\$	\$	\$
ITO 1	B	56,981	1092.04	28.74
ITO 1	C	58,535	1121.82	29.52
ITO 1	D	59,721	1144.55	30.12
ITO 1	E	60,877	1166.70	30.70
ITO 1	F	62,458	1197.00	31.50
ITO 1	G	64,764	1241.20	32.66
ITO 2	A	66,488	1274.24	33.53
ITO 2	B	68,023	1303.66	34.31
ITO 2	C	69,710	1335.99	35.16
ITO 2	D	71,242	1365.35	35.93
ITO 3	A	74,634	1430.36	37.64
ITO 3	B	76,657	1469.13	38.66
ITO 3	C	78,686	1508.01	39.68
ITO 4	A	83,108	1592.76	41.91
ITO 4	B	85,705	1642.53	43.22
ITO 5	A	90,415	1732.80	45.60
Legal Officer (LO)				
LO 1	A	56,135	1075.82	28.31
LO 1	B	58,067	1112.85	29.29
LO 1	C	59,694	1144.03	30.11
LO 1	D	61,288	1174.58	30.91
LO 1	E	63,308	1213.30	31.93
LO 1	F	65,321	1251.87	32.94
LO 1	G	67,187	1287.64	33.89
LO 1	H	69,204	1326.29	34.90
LO 1	I	71,064	1361.94	35.84
LO 2	A	74,556	1428.86	37.60
LO 2	B	75,573	1448.35	38.11
LO 2	C	76,596	1467.96	38.63

Employee classification	Work value level	Minimum annual rate (full-time employee)	Minimum weekly rate (full-time employee)	Minimum hourly rate
		\$	\$	\$
LO 2	D	77,616	1487.51	39.14
LO 3	A	82,253	1576.38	41.48
LO 3	B	83,440	1599.12	42.08
LO 3	C	84,624	1621.82	42.68
LO 4	A	89,711	1719.31	45.24
LO 4	B	91,645	1756.37	46.22
LO 5	A	95,145	1823.45	47.99
Engineer/Scientist (ES)				
ES 1	A	52,559	1007.29	26.51
ES 1	B	53,332	1022.11	26.90
ES 1	C	55,337	1060.53	27.91
ES 1	D	56,693	1086.52	28.59
ES 1	E	58,932	1129.43	29.72
ES 1	F	61,221	1173.30	30.88
ES 1	G	62,591	1199.55	31.57
ES 2	A	64,685	1239.69	32.62
ES 2	B	66,187	1268.47	33.38
ES 2	C	67,407	1291.85	34.00
ES 2	D	68,630	1315.29	34.61
ES 3	A	70,849	1357.82	35.73
ES 3	B	72,596	1391.30	36.61
ES 3	C	73,788	1414.14	37.21
ES 3	D	76,097	1458.40	38.38
ES 4	A	78,690	1508.09	39.69
ES 4	B	80,041	1533.98	40.37
ES 4	C	82,253	1576.38	41.48
ES 5	A	86,200	1652.02	43.47
ES 5	B	88,385	1693.89	44.58
ES 5	C	90,563	1735.64	45.67

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	947.80	24.94	31.18
FW 2	2	966.80	25.44	31.80
FW 3	3	995.00	26.18	32.73

3. By deleting the year “2022” in clause 15.5(b) and inserting “2023”.

4. By deleting the amount “\$692.21” appearing in clause 18.2(a)(ii) and inserting “\$732.02”.

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	23.58	35.37
Grade 1	B	24.16	36.24
Grade 1	C	24.74	37.11
Grade 1	D	25.33	38.00
Grade 2	A	26.18	39.27
Grade 2	B	26.68	40.02
Grade 2	C	27.18	40.77
Grade 2	D	27.68	41.52
Grade 3	A	28.79	43.19
Grade 3	B	29.33	44.00
Grade 3	C	29.87	44.81
Grade 3	D	30.20	45.30

Employee classification	Work value level	Ordinary hours	Public holidays
		% of minimum hourly rate	
		100%	150%
		\$	\$
Grade 4	A	31.23	46.85
Grade 4	B	31.77	47.66
Grade 4	C	32.30	48.45
Grade 5	A	33.53	50.30
Grade 5	B	34.00	51.00
Grade 5	C	34.54	51.81
Grade 6	A	35.93	53.90
Grade 6	B	36.61	54.92
Grade 6	C	37.30	55.95
Grade 7	A	39.01	58.52
Grade 7	B	39.68	59.52
Grade 7	C	40.37	60.56
Grade 8	A	43.22	64.83
Grade 8	B	44.41	66.62
Grade 8	C	45.60	68.40
Technical Stream			
Technical Assistant (TA)			
TA 1	A	24.45	36.68
TA 1	B	24.87	37.31
TA 1	C	25.27	37.91
TA 1	D	25.40	38.10
Technical Officer (TO)			
TO 1	A	26.53	39.80
TO 1	B	26.99	40.49
TO 1	C	27.37	41.06
TO 1	D	27.91	41.87
TO 1	E	28.06	42.09
TO 1	F	28.52	42.78
TO 1	G	29.01	43.52

Employee classification	Work value level	Ordinary hours	Public holidays
		% of minimum hourly rate	
		100%	150%
		\$	\$
TO 1	H	29.42	44.13
TO 1	I	29.74	44.61
TO 2	A	29.96	44.94
TO 2	B	30.54	45.81
TO 2	C	30.78	46.17
TO 3	A	31.31	46.97
TO 3	B	31.76	47.64
TO 3	C	32.47	48.71
TO 4	A	33.03	49.55
TO 4	B	33.42	50.13
TO 4	C	34.14	51.21
TO 5	A	34.73	52.10
TO 5	B	35.38	53.07
TO 6	A	36.07	54.11
TO 6	B	36.76	55.14
TO 7	A	37.57	56.36
TO 7	B	38.26	57.39
Professional Stream			
Information Technology Officer (ITO)			
ITO 1	A	27.97	41.96
ITO 1	B	28.74	43.11
ITO 1	C	29.52	44.28
ITO 1	D	30.12	45.18
ITO 1	E	30.70	46.05
ITO 1	F	31.50	47.25
ITO 1	G	32.66	48.99
ITO 2	A	33.53	50.30
ITO 2	B	34.31	51.47

Employee classification	Work value level	Ordinary hours	Public holidays
		% of minimum hourly rate	
		100%	150%
		\$	\$
ITO 2	C	35.16	52.74
ITO 2	D	35.93	53.90
ITO 3	A	37.64	56.46
ITO 3	B	38.66	57.99
ITO 3	C	39.68	59.52
ITO 4	A	41.91	62.87
ITO 4	B	43.22	64.83
ITO 5	A	45.60	68.40
Legal Officer (LO)			
LO 1	A	28.31	42.47
LO 1	B	29.29	43.94
LO 1	C	30.11	45.17
LO 1	D	30.91	46.37
LO 1	E	31.93	47.90
LO 1	F	32.94	49.41
LO 1	G	33.89	50.84
LO 1	H	34.90	52.35
LO 1	I	35.84	53.76
LO 2	A	37.60	56.40
LO 2	B	38.11	57.17
LO 2	C	38.63	57.95
LO 2	D	39.14	58.71
LO 3	A	41.48	62.22
LO 3	B	42.08	63.12
LO 3	C	42.68	64.02
LO 4	A	45.24	67.86
LO 4	B	46.22	69.33
LO 5	A	47.99	71.99
Engineer/Scientist (ES)			

Employee classification	Work value level	Ordinary hours	Public holidays
		% of minimum hourly rate	
		100%	150%
		\$	\$
ES 1	A	26.51	39.77
ES 1	B	26.90	40.35
ES 1	C	27.91	41.87
ES 1	D	28.59	42.89
ES 1	E	29.72	44.58
ES 1	F	30.88	46.32
ES 1	G	31.57	47.36
ES 2	A	32.62	48.93
ES 2	B	33.38	50.07
ES 2	C	34.00	51.00
ES 2	D	34.61	51.92
ES 3	A	35.73	53.60
ES 3	B	36.61	54.92
ES 3	C	37.21	55.82
ES 3	D	38.38	57.57
ES 4	A	39.69	59.54
ES 4	B	40.37	60.56
ES 4	C	41.48	62.22
ES 5	A	43.47	65.21
ES 5	B	44.58	66.87
ES 5	C	45.67	68.51

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	23.58	27.12	30.65	35.37	47.16	58.95
Grade 1	B	24.16	27.78	31.41	36.24	48.32	60.40
Grade 1	C	24.74	28.45	32.16	37.11	49.48	61.85
Grade 1	D	25.33	29.13	32.93	38.00	50.66	63.33
Grade 2	A	26.18	30.11	34.03	39.27	52.36	65.45
Grade 2	B	26.68	30.68	34.68	40.02	53.36	66.70
Grade 2	C	27.18	31.26	35.33	40.77	54.36	67.95
Grade 2	D	27.68	31.83	35.98	41.52	55.36	69.20
Grade 3	A	28.79	33.11	37.43	43.19	57.58	71.98
Grade 3	B	29.33	33.73	38.13	44.00	58.66	73.33
Grade 3	C	29.87	34.35	38.83	44.81	59.74	74.68
Grade 3	D	30.20	34.73	39.26	45.30	60.40	75.50
Grade 4	A	31.23	35.91	40.60	46.85	62.46	78.08
Grade 4	B	31.77	36.54	41.30	47.66	63.54	79.43
Grade 4	C	32.30	37.15	41.99	48.45	64.60	80.75
Grade 5	A	33.53	38.56	43.59	50.30	67.06	83.83
Grade 5	B	34.00	39.10	44.20	51.00	68.00	85.00
Grade 5	C	34.54	39.72	44.90	51.81	69.08	86.35
Grade 6	A	35.93	41.32	46.71	53.90	71.86	89.83
Grade 6	B	36.61	42.10	47.59	54.92	73.22	91.53
Grade 6	C	37.30	42.90	48.49	55.95	74.60	93.25
Grade 7	A	39.01	44.86	50.71	58.52	78.02	97.53
Grade 7	B	39.68	45.63	51.58	59.52	79.36	99.20
Grade 7	C	40.37	46.43	52.48	60.56	80.74	100.93

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	43.22	49.70	56.19	64.83	86.44	108.05
Grade 8	B	44.41	51.07	57.73	66.62	88.82	111.03
Grade 8	C	45.60	52.44	59.28	68.40	91.20	114.00
Technical Stream							
Technical Assistant (TA)							
TA 1	A	24.45	28.12	31.79	36.68	48.90	61.13
TA 1	B	24.87	28.60	32.33	37.31	49.74	62.18
TA 1	C	25.27	29.06	32.85	37.91	50.54	63.18
TA 1	D	25.40	29.21	33.02	38.10	50.80	63.50
Technical Officer (TO)							
TO 1	A	26.53	30.51	34.49	39.80	53.06	66.33
TO 1	B	26.99	31.04	35.09	40.49	53.98	67.48
TO 1	C	27.37	31.48	35.58	41.06	54.74	68.43
TO 1	D	27.91	32.10	36.28	41.87	55.82	69.78
TO 1	E	28.06	32.27	36.48	42.09	56.12	70.15
TO 1	F	28.52	32.80	37.08	42.78	57.04	71.30
TO 1	G	29.01	33.36	37.71	43.52	58.02	72.53
TO 1	H	29.42	33.83	38.25	44.13	58.84	73.55
TO 1	I	29.74	34.20	38.66	44.61	59.48	74.35
TO 2	A	29.96	34.45	38.95	44.94	59.92	74.90
TO 2	B	30.54	35.12	39.70	45.81	61.08	76.35
TO 2	C	30.78	35.40	40.01	46.17	61.56	76.95
TO 3	A	31.31	36.01	40.70	46.97	62.62	78.28
TO 3	B	31.76	36.52	41.29	47.64	63.52	79.40
TO 3	C	32.47	37.34	42.21	48.71	64.94	81.18
TO 4	A	33.03	37.98	42.94	49.55	66.06	82.58

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	33.42	38.43	43.45	50.13	66.84	83.55
TO 4	C	34.14	39.26	44.38	51.21	68.28	85.35
TO 5	A	34.73	39.94	45.15	52.10	69.46	86.83
TO 5	B	35.38	40.69	45.99	53.07	70.76	88.45
TO 6	A	36.07	41.48	46.89	54.11	72.14	90.18
TO 6	B	36.76	42.27	47.79	55.14	73.52	91.90
TO 7	A	37.57	43.21	48.84	56.36	75.14	93.93
TO 7	B	38.26	44.00	49.74	57.39	76.52	95.65
Professional Stream							
Information Technology Officer (ITO)							
ITO 1	A	27.97	32.17	36.36	41.96	55.94	69.93
ITO 1	B	28.74	33.05	37.36	43.11	57.48	71.85
ITO 1	C	29.52	33.95	38.38	44.28	59.04	73.80
ITO 1	D	30.12	34.64	39.16	45.18	60.24	75.30
ITO 1	E	30.70	35.31	39.91	46.05	61.40	76.75
ITO 1	F	31.50	36.23	40.95	47.25	63.00	78.75
ITO 1	G	32.66	37.56	42.46	48.99	65.32	81.65
ITO 2	A	33.53	38.56	43.59	50.30	67.06	83.83
ITO 2	B	34.31	39.46	44.60	51.47	68.62	85.78
ITO 2	C	35.16	40.43	45.71	52.74	70.32	87.90
ITO 2	D	35.93	41.32	46.71	53.90	71.86	89.83
ITO 3	A	37.64	43.29	48.93	56.46	75.28	94.10
ITO 3	B	38.66	44.46	50.26	57.99	77.32	96.65
ITO 3	C	39.68	45.63	51.58	59.52	79.36	99.20
ITO 4	A	41.91	48.20	54.48	62.87	83.82	104.78
ITO 4	B	43.22	49.70	56.19	64.83	86.44	108.05

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	45.60	52.44	59.28	68.40	91.20	114.00
Legal Officer (LO)							
LO 1	A	28.31	32.56	36.80	42.47	56.62	70.78
LO 1	B	29.29	33.68	38.08	43.94	58.58	73.23
LO 1	C	30.11	34.63	39.14	45.17	60.22	75.28
LO 1	D	30.91	35.55	40.18	46.37	61.82	77.28
LO 1	E	31.93	36.72	41.51	47.90	63.86	79.83
LO 1	F	32.94	37.88	42.82	49.41	65.88	82.35
LO 1	G	33.89	38.97	44.06	50.84	67.78	84.73
LO 1	H	34.90	40.14	45.37	52.35	69.80	87.25
LO 1	I	35.84	41.22	46.59	53.76	71.68	89.60
LO 2	A	37.60	43.24	48.88	56.40	75.20	94.00
LO 2	B	38.11	43.83	49.54	57.17	76.22	95.28
LO 2	C	38.63	44.42	50.22	57.95	77.26	96.58
LO 2	D	39.14	45.01	50.88	58.71	78.28	97.85
LO 3	A	41.48	47.70	53.92	62.22	82.96	103.70
LO 3	B	42.08	48.39	54.70	63.12	84.16	105.20
LO 3	C	42.68	49.08	55.48	64.02	85.36	106.70
LO 4	A	45.24	52.03	58.81	67.86	90.48	113.10
LO 4	B	46.22	53.15	60.09	69.33	92.44	115.55
LO 5	A	47.99	55.19	62.39	71.99	95.98	119.98
Engineer/Scientist (ES)							
ES 1	A	26.51	30.49	34.46	39.77	53.02	66.28
ES 1	B	26.90	30.94	34.97	40.35	53.80	67.25
ES 1	C	27.91	32.10	36.28	41.87	55.82	69.78
ES 1	D	28.59	32.88	37.17	42.89	57.18	71.48
ES 1	E	29.72	34.18	38.64	44.58	59.44	74.30

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	30.88	35.51	40.14	46.32	61.76	77.20
ES 1	G	31.57	36.31	41.04	47.36	63.14	78.93
ES 2	A	32.62	37.51	42.41	48.93	65.24	81.55
ES 2	B	33.38	38.39	43.39	50.07	66.76	83.45
ES 2	C	34.00	39.10	44.20	51.00	68.00	85.00
ES 2	D	34.61	39.80	44.99	51.92	69.22	86.53
ES 3	A	35.73	41.09	46.45	53.60	71.46	89.33
ES 3	B	36.61	42.10	47.59	54.92	73.22	91.53
ES 3	C	37.21	42.79	48.37	55.82	74.42	93.03
ES 3	D	38.38	44.14	49.89	57.57	76.76	95.95
ES 4	A	39.69	45.64	51.60	59.54	79.38	99.23
ES 4	B	40.37	46.43	52.48	60.56	80.74	100.93
ES 4	C	41.48	47.70	53.92	62.22	82.96	103.70
ES 5	A	43.47	49.99	56.51	65.21	86.94	108.68
ES 5	B	44.58	51.27	57.95	66.87	89.16	111.45
ES 5	C	45.67	52.52	59.37	68.51	91.34	114.18

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	35.37	47.16	47.16	58.95
Grade 1	B	36.24	48.32	48.32	60.40
Grade 1	C	37.11	49.48	49.48	61.85

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	38.00	50.66	50.66	63.33
Grade 2	A	39.27	52.36	52.36	65.45
Grade 2	B	40.02	53.36	53.36	66.70
Grade 2	C	40.77	54.36	54.36	67.95
Grade 2	D	41.52	55.36	55.36	69.20
Grade 3	A	43.19	57.58	57.58	71.98
Grade 3	B	44.00	58.66	58.66	73.33
Grade 3	C	44.81	59.74	59.74	74.68
Grade 3	D	45.30	60.40	60.40	75.50
Grade 4	A	46.85	62.46	62.46	78.08
Grade 4	B	47.66	63.54	63.54	79.43
Grade 4	C	48.45	64.60	64.60	80.75
Grade 5 ¹	A	48.45	64.60	64.60	80.75
Grade 5 ¹	B	48.45	64.60	64.60	80.75
Grade 5 ¹	C	48.45	64.60	64.60	80.75
Grade 6 ¹	A	48.45	64.60	64.60	80.75
Grade 6 ¹	B	48.45	64.60	64.60	80.75
Grade 6 ¹	C	48.45	64.60	64.60	80.75
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	36.68	48.90	48.90	61.13
TA 1	B	37.31	49.74	49.74	62.18

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	37.91	50.54	50.54	63.18
TA 1	D	38.10	50.80	50.80	63.50
Technical Officer (TO)					
TO 1	A	39.80	53.06	53.06	66.33
TO 1	B	40.49	53.98	53.98	67.48
TO 1	C	41.06	54.74	54.74	68.43
TO 1	D	41.87	55.82	55.82	69.78
TO 1	E	42.09	56.12	56.12	70.15
TO 1	F	42.78	57.04	57.04	71.30
TO 1	G	43.52	58.02	58.02	72.53
TO 1	H	44.13	58.84	58.84	73.55
TO 1	I	44.61	59.48	59.48	74.35
TO 2	A	44.94	59.92	59.92	74.90
TO 2	B	45.81	61.08	61.08	76.35
TO 2	C	46.17	61.56	61.56	76.95
TO 3	A	46.97	62.62	62.62	78.28
TO 3	B	47.64	63.52	63.52	79.40
TO 3 ¹	C	48.45	64.60	64.60	80.75
TO 4 ¹	A	48.45	64.60	64.60	80.75
TO 4 ¹	B	48.45	64.60	64.60	80.75
TO 4 ¹	C	48.45	64.60	64.60	80.75
TO 5 ¹	A	48.45	64.60	64.60	80.75
TO 5 ¹	B	48.45	64.60	64.60	80.75
TO 6 ¹	A	48.45	64.60	64.60	80.75
TO 6 ¹	B	48.45	64.60	64.60	80.75
TO 7 ²	A	–	–	–	–
TO 7 ²	B	–	–	–	–
Professional Stream					

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%
		\$	\$	\$	\$
Information Technology Officer (ITO)					
ITO 1	A	41.96	55.94	55.94	69.93
ITO 1	B	43.11	57.48	57.48	71.85
ITO 1	C	44.28	59.04	59.04	73.80
ITO 1	D	45.18	60.24	60.24	75.30
ITO 1	E	46.05	61.40	61.40	76.75
ITO 1	F	47.25	63.00	63.00	78.75
ITO 1 ¹	G	48.45	64.60	64.60	80.75
ITO 2 ¹	A	48.45	64.60	64.60	80.75
ITO 2 ¹	B	48.45	64.60	64.60	80.75
ITO 2 ¹	C	48.45	64.60	64.60	80.75
ITO 2 ¹	D	48.45	64.60	64.60	80.75
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	42.47	56.62	56.62	70.78
LO 1	B	43.94	58.58	58.58	73.23
LO 1	C	45.17	60.22	60.22	75.28
LO 1	D	46.37	61.82	61.82	77.28
LO 1	E	47.90	63.86	63.86	79.83
LO 1 ¹	F	48.45	64.60	64.60	80.75
LO 1 ¹	G	48.45	64.60	64.60	80.75
LO 1 ¹	H	48.45	64.60	64.60	80.75

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%
		\$	\$	\$	\$
LO 1 ¹	I	48.45	64.60	64.60	80.75
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	39.77	53.02	53.02	66.28
ES 1	B	40.35	53.80	53.80	67.25
ES 1	C	41.87	55.82	55.82	69.78
ES 1	D	42.89	57.18	57.18	71.48
ES 1	E	44.58	59.44	59.44	74.30
ES 1	F	46.32	61.76	61.76	77.20
ES 1	G	47.36	63.14	63.14	78.93
ES 2 ¹	A	48.45	64.60	64.60	80.75
ES 2 ¹	B	48.45	64.60	64.60	80.75
ES 2 ¹	C	48.45	64.60	64.60	80.75
ES 2 ¹	D	48.45	64.60	64.60	80.75
ES 3 ¹	A	48.45	64.60	64.60	80.75
ES 3 ¹	B	48.45	64.60	64.60	80.75
ES 3 ¹	C	48.45	64.60	64.60	80.75
ES 3 ²	D	–	–	–	–
ES 4 ²	A	–	–	–	–

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	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	24.94	37.41
FW 2	25.44	38.16
FW 3	26.18	39.27

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	29.48	41.27
Grade 1	B	30.20	42.28
Grade 1	C	30.93	43.30
Grade 1	D	31.66	44.33

	Work value level	Ordinary hours	Public holidays
		% of minimum hourly rate	
		125%	175%
		\$	\$
Grade 2	A	32.73	45.82
Grade 2	B	33.35	46.69
Grade 2	C	33.98	47.57
Grade 2	D	34.60	48.44
Grade 3	A	35.99	50.38
Grade 3	B	36.66	51.33
Grade 3	C	37.34	52.27
Grade 3	D	37.75	52.85
Grade 4	A	39.04	54.65
Grade 4	B	39.71	55.60
Grade 4	C	40.38	56.53
Grade 5	A	41.91	58.68
Grade 5	B	42.50	59.50
Grade 5	C	43.18	60.45
Grade 6	A	44.91	62.88
Grade 6	B	45.76	64.07
Grade 6	C	46.63	65.28
Grade 7	A	48.76	68.27
Grade 7	B	49.60	69.44
Grade 7	C	50.46	70.65
Grade 8	A	54.03	75.64
Grade 8	B	55.51	77.72
Grade 8	C	57.00	79.80
Technical Stream			
Technical Assistant (TA)			
TA 1	A	30.56	42.79
TA 1	B	31.09	43.52
TA 1	C	31.59	44.22
TA 1	D	31.75	44.45

	Work value level	Ordinary hours	Public holidays
		% of minimum hourly rate	
		125%	175%
		\$	\$
Technical Officer (TO)			
TO 1	A	33.16	46.43
TO 1	B	33.74	47.23
TO 1	C	34.21	47.90
TO 1	D	34.89	48.84
TO 1	E	35.08	49.11
TO 1	F	35.65	49.91
TO 1	G	36.26	50.77
TO 1	H	36.78	51.49
TO 1	I	37.18	52.05
TO 2	A	37.45	52.43
TO 2	B	38.18	53.45
TO 2	C	38.48	53.87
TO 3	A	39.14	54.79
TO 3	B	39.70	55.58
TO 3	C	40.59	56.82
TO 4	A	41.29	57.80
TO 4	B	41.78	58.49
TO 4	C	42.68	59.75
TO 5	A	43.41	60.78
TO 5	B	44.23	61.92
TO 6	A	45.09	63.12
TO 6	B	45.95	64.33
TO 7	A	46.96	65.75
TO 7	B	47.83	66.96
Professional Stream			
Information Technology Officer (ITO)			
ITO 1	A	34.96	48.95

	Work value level	Ordinary hours	Public holidays
		% of minimum hourly rate	
		125%	175%
		\$	\$
ITO 1	B	35.93	50.30
ITO 1	C	36.90	51.66
ITO 1	D	37.65	52.71
ITO 1	E	38.38	53.73
ITO 1	F	39.38	55.13
ITO 1	G	40.83	57.16
ITO 2	A	41.91	58.68
ITO 2	B	42.89	60.04
ITO 2	C	43.95	61.53
ITO 2	D	44.91	62.88
ITO 3	A	47.05	65.87
ITO 3	B	48.33	67.66
ITO 3	C	49.60	69.44
ITO 4	A	52.39	73.34
ITO 4	B	54.03	75.64
ITO 5	A	57.00	79.80
Legal Officer (LO)			
LO 1	A	35.39	49.54
LO 1	B	36.61	51.26
LO 1	C	37.64	52.69
LO 1	D	38.64	54.09
LO 1	E	39.91	55.88
LO 1	F	41.18	57.65
LO 1	G	42.36	59.31
LO 1	H	43.63	61.08
LO 1	I	44.80	62.72
LO 2	A	47.00	65.80
LO 2	B	47.64	66.69
LO 2	C	48.29	67.60

	Work value level	Ordinary hours	Public holidays
		% of minimum hourly rate	
		125%	175%
		\$	\$
LO 2	D	48.93	68.50
LO 3	A	51.85	72.59
LO 3	B	52.60	73.64
LO 3	C	53.35	74.69
LO 4	A	56.55	79.17
LO 4	B	57.78	80.89
LO 5	A	59.99	83.98
Engineer/Scientist (ES)			
ES 1	A	33.14	46.39
ES 1	B	33.63	47.08
ES 1	C	34.89	48.84
ES 1	D	35.74	50.03
ES 1	E	37.15	52.01
ES 1	F	38.60	54.04
ES 1	G	39.46	55.25
ES 2	A	40.78	57.09
ES 2	B	41.73	58.42
ES 2	C	42.50	59.50
ES 2	D	43.26	60.57
ES 3	A	44.66	62.53
ES 3	B	45.76	64.07
ES 3	C	46.51	65.12
ES 3	D	47.98	67.17
ES 4	A	49.61	69.46
ES 4	B	50.46	70.65
ES 4	C	51.85	72.59
ES 5	A	54.34	76.07
ES 5	B	55.73	78.02
ES 5	C	57.09	79.92

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	29.48	33.01	36.55	41.27	53.06	64.85
Grade 1	B	30.20	33.82	37.45	42.28	54.36	66.44
Grade 1	C	30.93	34.64	38.35	43.30	55.67	68.04
Grade 1	D	31.66	35.46	39.26	44.33	56.99	69.66
Grade 2	A	32.73	36.65	40.58	45.82	58.91	72.00
Grade 2	B	33.35	37.35	41.35	46.69	60.03	73.37
Grade 2	C	33.98	38.05	42.13	47.57	61.16	74.75
Grade 2	D	34.60	38.75	42.90	48.44	62.28	76.12
Grade 3	A	35.99	40.31	44.62	50.38	64.78	79.17
Grade 3	B	36.66	41.06	45.46	51.33	65.99	80.66
Grade 3	C	37.34	41.82	46.30	52.27	67.21	82.14
Grade 3	D	37.75	42.28	46.81	52.85	67.95	83.05
Grade 4	A	39.04	43.72	48.41	54.65	70.27	85.88
Grade 4	B	39.71	44.48	49.24	55.60	71.48	87.37
Grade 4	C	40.38	45.22	50.07	56.53	72.68	88.83
Grade 5	A	41.91	46.94	51.97	58.68	75.44	92.21
Grade 5	B	42.50	47.60	52.70	59.50	76.50	93.50
Grade 5	C	43.18	48.36	53.54	60.45	77.72	94.99
Grade 6	A	44.91	50.30	55.69	62.88	80.84	98.81
Grade 6	B	45.76	51.25	56.75	64.07	82.37	100.68
Grade 6	C	46.63	52.22	57.82	65.28	83.93	102.58
Grade 7	A	48.76	54.61	60.47	68.27	87.77	107.28

	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 7	B	49.60	55.55	61.50	69.44	89.28	109.12
Grade 7	C	50.46	56.52	62.57	70.65	90.83	111.02
Grade 8	A	54.03	60.51	66.99	75.64	97.25	118.86
Grade 8	B	55.51	62.17	68.84	77.72	99.92	122.13
Grade 8	C	57.00	63.84	70.68	79.80	102.60	125.40
Technical Stream							
Technical Assistant (TA)							
TA 1	A	30.56	34.23	37.90	42.79	55.01	67.24
TA 1	B	31.09	34.82	38.55	43.52	55.96	68.39
TA 1	C	31.59	35.38	39.17	44.22	56.86	69.49
TA 1	D	31.75	35.56	39.37	44.45	57.15	69.85
Technical Officer (TO)							
TO 1	A	33.16	37.14	41.12	46.43	59.69	72.96
TO 1	B	33.74	37.79	41.83	47.23	60.73	74.22
TO 1	C	34.21	38.32	42.42	47.90	61.58	75.27
TO 1	D	34.89	39.07	43.26	48.84	62.80	76.75
TO 1	E	35.08	39.28	43.49	49.11	63.14	77.17
TO 1	F	35.65	39.93	44.21	49.91	64.17	78.43
TO 1	G	36.26	40.61	44.97	50.77	65.27	79.78
TO 1	H	36.78	41.19	45.60	51.49	66.20	80.91
TO 1	I	37.18	41.64	46.10	52.05	66.92	81.79
TO 2	A	37.45	41.94	46.44	52.43	67.41	82.39
TO 2	B	38.18	42.76	47.34	53.45	68.72	83.99
TO 2	C	38.48	43.09	47.71	53.87	69.26	84.65
TO 3	A	39.14	43.83	48.53	54.79	70.45	86.10
TO 3	B	39.70	44.46	49.23	55.58	71.46	87.34

	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 3	C	40.59	45.46	50.33	56.82	73.06	89.29
TO 4	A	41.29	46.24	51.20	57.80	74.32	90.83
TO 4	B	41.78	46.79	51.80	58.49	75.20	91.91
TO 4	C	42.68	47.80	52.92	59.75	76.82	93.89
TO 5	A	43.41	48.62	53.83	60.78	78.14	95.51
TO 5	B	44.23	49.53	54.84	61.92	79.61	97.30
TO 6	A	45.09	50.50	55.91	63.12	81.16	99.19
TO 6	B	45.95	51.46	56.98	64.33	82.71	101.09
TO 7	A	46.96	52.60	58.23	65.75	84.53	103.32
TO 7	B	47.83	53.56	59.30	66.96	86.09	105.22
Professional Stream							
Information Technology Officer (ITO)							
ITO 1	A	34.96	39.16	43.35	48.95	62.93	76.92
ITO 1	B	35.93	40.24	44.55	50.30	64.67	79.04
ITO 1	C	36.90	41.33	45.76	51.66	66.42	81.18
ITO 1	D	37.65	42.17	46.69	52.71	67.77	82.83
ITO 1	E	38.38	42.98	47.59	53.73	69.08	84.43
ITO 1	F	39.38	44.10	48.83	55.13	70.88	86.63
ITO 1	G	40.83	45.72	50.62	57.16	73.49	89.82
ITO 2	A	41.91	46.94	51.97	58.68	75.44	92.21
ITO 2	B	42.89	48.03	53.18	60.04	77.20	94.35
ITO 2	C	43.95	49.22	54.50	61.53	79.11	96.69
ITO 2	D	44.91	50.30	55.69	62.88	80.84	98.81
ITO 3	A	47.05	52.70	58.34	65.87	84.69	103.51
ITO 3	B	48.33	54.12	59.92	67.66	86.99	106.32
ITO 3	C	49.60	55.55	61.50	69.44	89.28	109.12

	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 4	A	52.39	58.67	64.96	73.34	94.30	115.25
ITO 4	B	54.03	60.51	66.99	75.64	97.25	118.86
ITO 5	A	57.00	63.84	70.68	79.80	102.60	125.40
Legal Officer (LO)							
LO 1	A	35.39	39.63	43.88	49.54	63.70	77.85
LO 1	B	36.61	41.01	45.40	51.26	65.90	80.55
LO 1	C	37.64	42.15	46.67	52.69	67.75	82.80
LO 1	D	38.64	43.27	47.91	54.09	69.55	85.00
LO 1	E	39.91	44.70	49.49	55.88	71.84	87.81
LO 1	F	41.18	46.12	51.06	57.65	74.12	90.59
LO 1	G	42.36	47.45	52.53	59.31	76.25	93.20
LO 1	H	43.63	48.86	54.10	61.08	78.53	95.98
LO 1	I	44.80	50.18	55.55	62.72	80.64	98.56
LO 2	A	47.00	52.64	58.28	65.80	84.60	103.40
LO 2	B	47.64	53.35	59.07	66.69	85.75	104.80
LO 2	C	48.29	54.08	59.88	67.60	86.92	106.23
LO 2	D	48.93	54.80	60.67	68.50	88.07	107.64
LO 3	A	51.85	58.07	64.29	72.59	93.33	114.07
LO 3	B	52.60	58.91	65.22	73.64	94.68	115.72
LO 3	C	53.35	59.75	66.15	74.69	96.03	117.37
LO 4	A	56.55	63.34	70.12	79.17	101.79	124.41
LO 4	B	57.78	64.71	71.64	80.89	104.00	127.11
LO 5	A	59.99	67.19	74.38	83.98	107.98	131.97
Engineer/Scientist (ES)							
ES 1	A	33.14	37.11	41.09	46.39	59.65	72.90
ES 1	B	33.63	37.66	41.70	47.08	60.53	73.98
ES 1	C	34.89	39.07	43.26	48.84	62.80	76.75

	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%
		\$	\$	\$	\$	\$	\$
ES 1	D	35.74	40.03	44.31	50.03	64.33	78.62
ES 1	E	37.15	41.61	46.07	52.01	66.87	81.73
ES 1	F	38.60	43.23	47.86	54.04	69.48	84.92
ES 1	G	39.46	44.20	48.93	55.25	71.03	86.82
ES 2	A	40.78	45.67	50.56	57.09	73.40	89.71
ES 2	B	41.73	46.73	51.74	58.42	75.11	91.80
ES 2	C	42.50	47.60	52.70	59.50	76.50	93.50
ES 2	D	43.26	48.45	53.65	60.57	77.87	95.18
ES 3	A	44.66	50.02	55.38	62.53	80.39	98.26
ES 3	B	45.76	51.25	56.75	64.07	82.37	100.68
ES 3	C	46.51	52.09	57.68	65.12	83.72	102.33
ES 3	D	47.98	53.73	59.49	67.17	86.36	105.55
ES 4	A	49.61	55.57	61.52	69.46	89.30	109.15
ES 4	B	50.46	56.52	62.57	70.65	90.83	111.02
ES 4	C	51.85	58.07	64.29	72.59	93.33	114.07
ES 5	A	54.34	60.86	67.38	76.07	97.81	119.54
ES 5	B	55.73	62.41	69.10	78.02	100.31	122.60
ES 5	C	57.09	63.94	70.79	79.92	102.76	125.59

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	31.18	43.65
FW 2	31.80	44.52
FW 3	32.73	45.82

12. By deleting the amount “\$49,093” appearing in clause C.1.1 and inserting “\$51,916”.

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	732.02	per annum

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