



# DETERMINATION

*Fair Work Act 2009*  
s 285—Annual wage review

**Annual Wage Review 2022–23**  
(C2023/1)

**BOOK INDUSTRY AWARD 2020**  
[MA000078]

Publishing industry

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

SYDNEY, 20 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 [[\[2023\] FWCFCB 3500](#)], the above award is varied as follows:

- By deleting the table appearing in clause 14 and inserting the following:

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
<b>Editors</b>		
Level 1—upon commencement	1038.60	27.33
Level 1—after 6 months	1103.90	29.05
Level 2—Grade 1	1162.00	30.58
Level 2—Grade 2	1191.00	31.34
Level 2—Grade 3	1249.50	32.88
Level 2—Grade 4	1315.20	34.61
Level 3—Grade 1	1377.70	36.26

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Level 3—Grade 2	1440.50	37.91
Level 3—Grade 3	1604.40	42.22
<b>Publicists</b>		
Grade 1	1121.40	29.51
Grade 2	1189.30	31.30
Grade 3	1270.70	33.44
Grade 4	1337.20	35.19
Grade 5	1496.50	39.38
Grade 6	1662.40	43.75
Grade 7	1828.00	48.11

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

<b>Employee classification</b>	<b>Ordinary hours</b>	<b>First 8 hours of overtime</b>	<b>After 8 hours of overtime</b>
	<b>% of minimum hourly rate</b>		
	<b>100%</b>	<b>150%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Editors</b>			
Level 1—upon commencement	27.33	41.00	54.66
Level 1—after 6 months	29.05	43.58	58.10
Level 2—Grade 1	30.58	45.87	61.16
Level 2—Grade 2	31.34	47.01	62.68
Level 2—Grade 3	32.88	49.32	65.76
Level 2—Grade 4	34.61	51.92	69.22
Level 3—Grade 1	36.26	54.39	72.52
Level 3—Grade 2	37.91	56.87	75.82
Level 3—Grade 3	42.22	N/A	N/A
<b>Publicists</b>			
Grade 1	29.51	44.27	59.02
Grade 2	31.30	46.95	62.60

<b>Employee classification</b>	<b>Ordinary hours</b>	<b>First 8 hours of overtime</b>	<b>After 8 hours of overtime</b>
	<b>% of minimum hourly rate</b>		
	<b>100%</b>	<b>150%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Grade 3	33.44	50.16	66.88
Grade 4	35.19	52.79	70.38
Grade 5	39.38	59.07	78.76
Grade 6	43.75	N/A	N/A
Grade 7	48.11	N/A	N/A

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

<b>Employee classification</b>	<b>Ordinary hours</b>
	<b>% of minimum hourly rate</b>
	<b>125%</b>
	<b>\$</b>
<b>Editors</b>	
Level 1—upon commencement	34.16
Level 1—after 6 months	36.31
Level 2—Grade 1	38.23
Level 2—Grade 2	39.18
Level 2—Grade 3	41.10
Level 2—Grade 4	43.26
Level 3—Grade 1	45.33
Level 3—Grade 2	47.39
Level 3—Grade 3	52.78
<b>Publicists</b>	
Grade 1	36.89
Grade 2	39.13
Grade 3	41.80
Grade 4	43.99
Grade 5	49.23
Grade 6	54.69

<b>Employee classification</b>	<b>Ordinary hours</b>
	<b>% of minimum hourly rate</b>
	<b>125%</b>
	<b>\$</b>
Grade 7	60.14

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

Printed by authority of the Commonwealth Government Printer