



# DETERMINATION

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

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

**ANIMAL CARE AND VETERINARY SERVICES AWARD 2020**  
[MA000118]

Animal care and veterinary services

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:

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

<b>Classification</b>	<b>Minimum annual salary</b>	<b>Minimum hourly rate</b>
	\$	\$
Inspector Level 1	60,082	30.41
Inspector Level 2	63,388	32.08
Senior Inspector Level 3	68,484	34.66

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

<b>Classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	\$	\$
Introductory level	859.30	22.61

<b>Classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Level 1	882.80	23.23
Level 2	954.00	25.11
Level 3	995.00	26.18
Level 4	1085.60	28.57
Level 5—Practice manager	1140.70	30.02

3. By deleting the table appearing in clause 15.3 and inserting the following:

<b>Classification</b>	<b>Minimum annual salary</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Level 1A	60,082	30.41
Level 1B	63,388	32.08
Level 2	68,484	34.66
Level 3	75,237	38.08
Level 4	84,985	43.01

4. By deleting the year “2022” in clause 15.6(b) and inserting “2023”.
5. By deleting the amount “\$15.05” appearing in clause 16.2(a) and inserting “\$15.92”.
6. By deleting the amount “\$18.44” appearing in clause 16.2(b) and inserting “\$19.50”.
7. By deleting the amount “\$19.48” appearing in clause 16.2(c)(i) and inserting “\$20.60”.
8. By deleting the amount “\$29.26” appearing in clause 16.2(c)(ii) and inserting “\$30.94”.
9. By deleting the amount “\$34.06” appearing in clause 16.2(c)(iii) and inserting “\$36.02”.
10. By deleting the amount “\$47.61” appearing in clause 16.3(a) and inserting “\$50.35”.

11. By deleting the table appearing in clause B.1.1 and inserting the following:

Classification	Minimum hourly rate	Saturday after 1.00 pm		Sunday	Public holiday
		First 3 hours	After 3 hours		
	<b>% of minimum hourly rate</b>				
	<b>100%</b>	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Inspector Level 1	30.41	45.62	60.82	60.82	76.03
Inspector Level 2	32.08	48.12	64.16	64.16	80.20
Senior Inspector Level 3	34.66	51.99	69.32	69.32	86.65

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

Classification	Monday to Friday		Saturday	Sunday	Public holiday
	Morning shift <sup>1</sup> and afternoon shift <sup>2</sup>	Night shift <sup>3</sup>			
	<b>% of minimum hourly rate</b>				
	<b>115%</b>	<b>130%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Inspector Level 1	34.97	39.53	45.62	60.82	76.03
Inspector Level 2	36.89	41.70	48.12	64.16	80.20
Senior Inspector Level 3	39.86	45.06	51.99	69.32	86.65

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

Classification	Monday to Saturday		Sunday – all day
	First 3 hours	After 3 hours	
	<b>% of minimum hourly rate</b>		
	<b>150%</b>	<b>200%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Inspector Level 1	45.62	60.82	60.82
Inspector Level 2	48.12	64.16	64.16
Senior Inspector Level 3	51.99	69.32	69.32

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

Classification	Minimum hourly rate	Saturday after 1.00 pm		Sunday	Public holiday
		First 3 hours	After 3 hours		

	<b>% of minimum hourly rate</b>				
	<b>100%</b>	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Introductory level	22.61	33.92	45.22	45.22	56.53
Level 1	23.23	34.85	46.46	46.46	58.08
Level 2	25.11	37.67	50.22	50.22	62.78
Level 3	26.18	39.27	52.36	52.36	65.45
Level 4	28.57	42.86	57.14	57.14	71.43
Level 5—Practice manager	30.02	45.03	60.04	60.04	75.05

15. By deleting the table appearing in clause B.1.5 and inserting the following:

<b>Classification</b>	<b>Monday to Friday</b>		<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>Morning shift<sup>1</sup> and afternoon shift<sup>2</sup></b>	<b>Night shift<sup>3</sup></b>			
	<b>% of minimum hourly rate</b>				
	<b>115%</b>	<b>130%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Introductory level	26.00	29.39	33.92	45.22	56.53
Level 1	26.71	30.20	34.85	46.46	58.08
Level 2	28.88	32.64	37.67	50.22	62.78
Level 3	30.11	34.03	39.27	52.36	65.45
Level 4	32.86	37.14	42.86	57.14	71.43
Level 5—Practice manager	34.52	39.03	45.03	60.04	75.05

16. By deleting the table appearing in clause B.1.6 and inserting the following:

<b>Classification</b>	<b>Monday to Saturday</b>		<b>Sunday – all day</b>
	<b>First 3 hours</b>	<b>After 3 hours</b>	
	<b>% of minimum hourly rate</b>		
	<b>150%</b>	<b>200%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Introductory level	33.92	45.22	45.22
Level 1	34.85	46.46	46.46
Level 2	37.67	50.22	50.22
Level 3	39.27	52.36	52.36
Level 4	42.86	57.14	57.14

Classification	Monday to Saturday		Sunday – all day
	First 3 hours	After 3 hours	
	<b>% of minimum hourly rate</b>		
	<b>150%</b>	<b>200%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 5—Practice manager	45.03	60.04	60.04

17. By deleting the table appearing in clause B.1.7 and inserting the following:

Classification	Minimum hourly rate	Public holiday <sup>1</sup>
	<b>% of minimum hourly rate</b>	
	<b>100%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>
Level 1A	30.41	60.82
Level 1B	32.08	64.16
Level 2	34.66	69.32
Level 3	38.08	76.16
Level 4	43.01	86.02

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

Classification	Casual hourly rate	Saturday after 1.00 pm		Sunday	Public holiday
		First 3 hours	After 3 hours		
	<b>% of minimum hourly rate</b>				
	<b>125%</b>	<b>175%</b>	<b>225%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Inspector Level 1	38.01	53.22	68.42	68.42	83.63
Inspector Level 2	40.10	56.14	72.18	72.18	88.22
Senior Inspector Level 3	43.33	60.66	77.99	77.99	95.32

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

Classification	Monday to Friday		Saturday	Sunday	Public holiday
	Morning shift <sup>1</sup> and afternoon shift <sup>2</sup>	Night shift <sup>3</sup>			
	<b>% of minimum hourly rate</b>				
	<b>140%</b>	<b>155%</b>	<b>175%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Inspector Level 1	42.57	47.14	53.22	68.42	83.63
Inspector Level 2	44.91	49.72	56.14	72.18	88.22
Senior Inspector Level 3	48.52	53.72	60.66	77.99	95.32

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

Classification	Casual hourly rate	Saturday after 1.00 pm		Sunday	Public holiday
		First 3 hours	After 3 hours		
	<b>% of minimum hourly rate</b>				
	<b>125%</b>	<b>175%</b>	<b>225%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Introductory level	28.26	39.57	50.87	50.87	62.18
Level 1	29.04	40.65	52.27	52.27	63.88
Level 2	31.39	43.94	56.50	56.50	69.05
Level 3	32.73	45.82	58.91	58.91	72.00
Level 4	35.71	50.00	64.28	64.28	78.57
Level 5—Practice manager	37.53	52.54	67.55	67.55	82.56

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

Classification	Monday to Friday		Saturday	Sunday	Public holiday
	Morning shift <sup>1</sup> and afternoon shift <sup>2</sup>	Night shift <sup>3</sup>			
	<b>% of minimum hourly rate</b>				
	<b>140%</b>	<b>155%</b>	<b>175%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Introductory level	31.65	35.05	39.57	50.87	62.18
Level 1	32.52	36.01	40.65	52.27	63.88
Level 2	35.15	38.92	43.94	56.50	69.05

Classification	Monday to Friday		Saturday	Sunday	Public holiday
	Morning shift <sup>1</sup> and afternoon shift <sup>2</sup>	Night shift <sup>3</sup>			
	<b>% of minimum hourly rate</b>				
	<b>140%</b>	<b>155%</b>	<b>175%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 3	36.65	40.58	45.82	58.91	72.00
Level 4	40.00	44.28	50.00	64.28	78.57
Level 5—Practice manager	42.03	46.53	52.54	67.55	82.56

22. By deleting the table appearing in clause B.2.5 and inserting the following:

Classification	Casual hourly rate	Public holiday <sup>1</sup>
	<b>% of minimum hourly rate</b>	
	<b>125%</b>	<b>225%</b>
	<b>\$</b>	<b>\$</b>
Level 1A	38.01	68.42
Level 1B	40.10	72.18
Level 2	43.33	77.99
Level 3	47.60	85.68
Level 4	53.76	96.77

23. By deleting the amount “\$940.90” appearing in clause C.1.1 and inserting “\$995.00”.

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

Allowance	Clause	% of standard rate	\$	Payable
<b>Other than veterinary surgeons</b>				
Broken shift allowance	16.2(a)	1.6	15.92	per shift
First aid allowance	16.2(b)	1.96	19.50	per week
On-call allowance—Monday to Friday	16.2(c)(i)	2.07	20.60	per each 24 hour period or part thereof

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
On-call allowance— Saturday	16.2(c)(ii)	3.11	30.94	per each 24 hour period or part thereof
On-call allowance— Sunday, public holiday or off duty day	16.2(c)(iii)	3.62	36.02	per each 24 hour period or part thereof
<b>Veterinary surgeons</b>				
On-call duty allowance	16.3(a)	5.06	50.35	per each period of duty

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

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