



DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2022–23
(C2023/1)

**HEALTH PROFESSIONALS, MEDICAL SCIENTISTS AND SUPPORT
SERVICES (VICTORIA) STATE REFERENCE PUBLIC SECTOR
MODERN AWARD 2018**
[MA000157]

Health and welfare 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 12.2(a) and inserting the following:

Level	Weekly rate \$
Wage/Skill Group 1	936.10
Wage/Skill Group 2	958.10
Wage/Skill Group 3	973.20
Wage/Skill Group 4	981.10
Wage/Skill Group 5	996.40
Wage/Skill Group 6	1007.20

Draft determination republished 13 June 2023 to delete duplicated items at A.21 and A.22.

Level	Weekly rate \$
Wage/Skill Group 7	1024.10
Wage/Skill Group 8	1037.90
Wage/Skill Group 9	1056.30
Wage/Skill Group 10	1096.40
Wage/Skill Group 11	1134.80

2. By deleting the amounts “\$5.77” and “\$11.92” appearing in clause 12.2(a)(i) and inserting “\$6.10” and “\$12.60” respectively.

3. By deleting the amounts “\$8.37” and “\$15.17” appearing in clause 12.2(a)(ii) and inserting “\$8.85” and “\$16.04” respectively.

4. By deleting the table appearing in clause 12.2(b) and inserting the following:

Grade/ Level	Weekly rate \$
Dental technician level I	1039.20
Dental technician level II	1129.50
Foreperson dental technician	1250.90
Dental laboratory manager	1382.90

5. By deleting the amounts “\$9.73” and “\$23.33” appearing in clause 12.2(b)(i) and inserting “\$10.29” and “\$24.67” respectively.

6. By deleting the table appearing in clause 12.2(d) and inserting the following:

Grade Level	Weekly rate \$
Dental nurse level I	1028.50
Dental nurse level II	1050.40
Dental nurse level III	1062.00
Dental nurse level IV	1078.90
Deputy superintending dental nurse	1193.20
Advanced dental technician	1239.80

7. By deleting the amounts “\$5.94” and “\$12.32” appearing in clause 12.2(d)(i) and inserting “\$6.28” and “\$13.03” respectively.

8. By deleting the table appearing in clause 12.3(b) and inserting the following:

UG1 classifications	Weekly rate \$
1st year of experience after qualification	1026.20
2nd year of experience after qualification	1081.50
3rd year of experience after qualification	1128.90
4th year of experience after qualification	1188.50
5th year of experience after qualification	1234.00
6th year of experience after qualification	1279.80
Grade 2	
1st year of experience at this level	1279.80
2nd year of experience at this level	1334.50
3rd year of experience at this level	1387.20
4th year of experience at this level	1444.80
Grade 3	
1st year of experience at this level	1508.60
2nd year of experience at this level	1552.30
3rd year of experience at this level	1586.70
4th year of experience at this level	1659.40

9. By deleting the table appearing in clause 12.3(c) and inserting the following:

	Weekly rate \$
Deputy chief medical record administrator	
Grade 1 as defined	1508.60
Grade 2 as defined	1552.30
Deputy chief G 1 (MIT, NMT & cardiac tech only)	
1st year of experience at this level	1508.60
2nd year of experience at this level	1552.30
Deputy chief G 2 (MIT, NMT & cardiac tech only)	
1st year of experience at this level	1552.30
2nd year of experience at this level	1586.70
3rd year of experience at this level	1659.40

	Weekly rate \$
All other Chief G 1 (except Medical Record Administrator Chief Grade 1, Recreation Therapist, Music Therapist and Research Technologist) and all other Deputy Chief (except Music Therapist, Research Technologist, Medical Librarian and Recreation Therapist)	
1st year of experience at this level	1508.60
2nd year of experience at this level	1552.30
3rd year of experience at this level	1586.70
Medical record admin chief G 1 and RTT G 2a	
1st year of experience at this level	1508.60
2nd year of experience at this level	1552.30
Medical record administrator chief G 2	
1st year of experience at this level	1552.30
2nd year of experience at this level	1586.70
Medical record administrator chief G 3	
1st year of experience at this level	1659.40
2nd year of experience at this level	1722.60
RTT grade 2(a)	
1st year of experience at this level	1508.60
2nd year of experience at this level	1552.30
RTT grade 2(b)	
1st year of experience at this level	1586.70
2nd year of experience at this level	1659.40
RTT grade 2(c)	1722.60
All other Chief G 2 (except Medical Record Administrator, Music Therapist, Research Technologist and Recreation Therapist)	
1st year of experience at this level	1659.40
2nd year of experience at this level	1722.60
All chief G 3 (except Medical Record Administrator, Music Therapist, Research Technologist, Medical Librarian, Podiatrist, Medical Photographer/Illustrator and Recreation Therapist)	1836.10

	Weekly rate \$
All Chief Grade 4 (except Music Therapist, Research Technologist, Medical Librarian, Podiatrist, Medical Photographer/Illustrator, Recreation Therapist and Medical Record Administrator)	1961.20
All Chief G 5 (except Music Therapist, Research Technologist, Medical Librarian, Podiatrist, Medical Photographer/Illustrator, Nuclear Medicine Technologist, Speech Pathologist, Recreation Therapist, Medical Record Administrator and Orthoptist) and RTT G 4	2276.60
RTT grade 5	2361.70

10. By deleting the table appearing in clause 12.3(d) and inserting the following:

	Weekly rate \$
Grade 1 qualified	
1st year of experience after qualification	932.80
2nd year of experience after qualification	967.20
3rd year of experience after qualification	999.80
4th year of experience after qualification	1023.20
5th year of experience after qualification	1049.50
6th year of experience after qualification	1076.20
7th year of experience after qualification	1102.40
8th year of experience after qualification	1128.90
Grade 2	
1st year of experience at this level	1128.90
2nd year of experience at this level	1164.10
3rd year of experience at this level	1199.10
4th year of experience at this level	1232.60
Medical technician/renal dialysis technician	
1st year of experience	932.80
2nd year of experience	967.20
3rd year of experience	980.20
4th year of experience	993.20

	Weekly rate \$
5th year of experience	1011.70
6th year of experience	1031.40

11. By deleting the table appearing in clause 12.3(e) and inserting the following:

	Weekly rate \$
Child psychotherapy Level 1	
1st year of experience	1017.40
2nd year of experience	1055.40
3rd year of experience	1101.10
4th year of experience	1144.60
5th year of experience	1190.90
6th year of experience	1234.20
7th year of experience	1283.40
Child psychotherapy Level 2	
1st year of experience	1350.10
2nd year of experience	1365.50
3rd year of experience	1415.90
4th year of experience	1452.60
Child psychotherapy Level 3	
1st year of experience	1516.70
2nd year of experience	1562.50
3rd year of experience	1609.60
Child psychotherapy Level 4	
1st year of experience	1662.70
2nd year of experience	1714.20
3rd year of experience	1782.40

12. By deleting the table appearing in clause 12.3(f) and inserting the following:

	Weekly rate \$
Unqualified	
1st year of experience	930.70

	Weekly rate \$
2nd year of experience	960.70
3rd year of experience and thereafter	995.00
Qualified welfare worker class I	
1st year of experience	916.90
2nd year of experience	958.90
3rd year of experience	976.00
4th year of experience	1003.00
5th year of experience	1026.20
6th year of experience	1059.40
7th year of experience and thereafter	1081.80
Class II	
1st year of experience	1026.20
2nd year of experience	1059.40
3rd year of experience	1081.10
4th year of experience and thereafter	1116.40
Class III	
1st year of experience	1116.40
2nd year of experience	1149.20
3rd year of experience and thereafter	1176.20
Class IV	
1st year of experience	1202.40
2nd year of experience	1232.10
3rd year of experience	1256.90

13. By deleting the table appearing in clause 12.3(g) and inserting the following:

	Weekly rate \$
Community development workers Class I	
1st year of experience	982.50
2nd year of experience	1012.30
3rd year of experience	1045.60
4th year of experience	1078.20

	Weekly rate \$
Class II(a)	
1st year of experience	1012.30
2nd year of experience	1045.60
3rd year of experience	1078.20
4th year of experience	1111.40
5th year of experience	1147.60
6th year of experience	1182.60
7th year of experience	1197.70
8th year of experience	1247.60
9th year of experience	1282.70
10th year of experience	1314.60
Class II(b)	
1st year of experience	1247.60
2nd year of experience	1282.70
3rd year of experience	1314.60
4th year of experience	1349.60
5th year of experience	1382.40
6th year of experience	1417.70
Class III	
1st year of experience	1349.60
2nd year of experience	1382.40
3rd year of experience and thereafter	1417.70

14. By deleting the table appearing in clause 12.3(h) and inserting the following:

	Weekly rate \$
Grade 1 qualified	
On commencement/appointment	1243.60
2nd year of experience after qualification	1263.80
3rd year of experience after qualification	1286.00
4th year of experience after qualification	1335.30
5th year of experience after qualification	1358.60

	Weekly rate \$
6th year of experience after qualification	1381.30
Grade 2	
1st year of experience at this level	1443.50
2nd year of experience at this level	1472.70
3rd year of experience at this level	1502.10
Grade 3 senior clinician	
1st year of experience at this level	1574.60
2nd year of experience at this level	1603.10
3rd year of experience at this level	1632.10
Grade 4 principal	
1st year of experience at this level	1753.50
2nd year of experience at this level	1803.90
3rd year of experience at this level	1854.20

15. By deleting the table appearing in clause 12.4(b) and inserting the following:

	Weekly rate \$
Grade I	
1st year of experience after qualification	1000.80
2nd year of experience after qualification	1056.10
3rd year of experience after qualification	1103.40
4th year of experience after qualification	1163.00
5th year of experience after qualification	1208.50
6th year of experience after qualification and thereafter	1254.50
Grade II	
On appointment	1254.50
2nd year after appointment	1309.00
3rd year after appointment	1361.70
4th year after appointment and thereafter	1419.20
Grade III	
On appointment	1483.00
2nd year after appointment	1527.00

	Weekly rate \$
3rd year after appointment	1561.00
4th year after appointment and thereafter	1633.80

16. By deleting the table appearing in clause 12.4(c) and inserting the following:

	Weekly rate \$
Grade 1	
1st year of experience after qualification	1000.80
2nd year of experience after qualification	1056.10
3rd year of experience after qualification	1103.40
4th year of experience after qualification	1163.00
5th year of experience after qualification	1208.50
6th year of experience after qualification and thereafter	1254.50
Grade 2	
1st year of experience after certification	1309.00
2nd year of experience after certification	1361.70
3rd year of experience after certification	1419.20
4th year of experience after certification	1483.00
5th year of experience after certification	1527.00
6th year of experience after certification	1561.00
7th year of experience after certification and thereafter	1633.80
Grade 3	
On appointment	1697.10
2nd year after appointment	1774.60
3rd year after appointment and thereafter	1882.70

17. By deleting the table appearing in clause 12.4(d) and inserting the following:

	Weekly rate \$
Grade 1	
1st year of experience after qualification	1013.20
2nd year of experience after qualification	1042.50
3rd year of experience after qualification	1087.30

	Weekly rate \$
4th year of experience after qualification	1139.80
5th year of experience after qualification	1200.60
6th year of experience after qualification and thereafter	1258.00
Grade 2	
1st year	1294.40
2nd year	1329.10
3rd year	1363.50
4th year and thereafter	1397.70
Grade 3	
1st year	1445.80
2nd year	1488.10
3rd year	1530.00
4th year and thereafter	1569.90
Grade 4	
1st year	1651.10
2nd year	1700.00
3rd year	1749.00
4th year and thereafter	1798.00

18. By deleting the table appearing in clause 12.4(e) and inserting the following:

	Weekly rate \$
Grade I	
1st year of experience after qualification	1000.80
2nd year of experience after qualification	1056.10
3rd year of experience after qualification	1103.40
4th year of experience after qualification	1163.00
5th year of experience after qualification	1208.50
6th year of experience after qualification and thereafter	1254.50
Grade II	
On appointment	1254.50
2nd year after appointment	1309.00

	Weekly rate \$
3rd year after appointment	1361.70
4th year after appointment and thereafter	1419.20
Grade III	
On appointment	1483.00
2nd year after appointment	1527.00
3rd year after appointment	1561.00
4th year after appointment and thereafter	1633.80
Grade IV	
On appointment and during 2nd year after appointment	1697.10
During 3rd and 4th years after appointment	1774.60
Thereafter	1882.70
Grade V	2269.30
Principal Scientist	2110.80
Deputy Director (Scientist)	2110.80
Director (Scientist)	2336.30

19. By deleting the table appearing in clause 12.4(f) and inserting the following:

	Weekly rate \$
Grade I	
First year of experience after registration	1056.10
Second year	1103.40
Third year	1163.00
Fourth year	1208.50
Fifth year and thereafter	1254.50
Pharmacist grade 2	
On appointment	1254.50
Second year	1309.00
Third year	1361.70
Fourth year and thereafter	1419.20
Pharmacist In Charge	
On appointment	1483.00

	Weekly rate \$
2nd year	1527.00
3rd year and thereafter	1561.00
Group 2	1665.80
Group 1B	1697.10
Group 1A	1774.60

20. By deleting the table appearing in clause 12.4(g) and inserting the following:

	Weekly rate \$
Grade I	
1st year	986.90
2nd year	1024.30
3rd year	1069.60
4th year	1112.50
5th year	1158.40
6th year	1201.30
7th year	1250.00
Grade II	
1st year	1316.00
2nd year	1348.50
3rd year	1381.20
4th year	1418.20
Grade III	
1st year	1481.20
2nd year	1531.00
3rd year	1573.30
Grade IV	
1st year	1637.10
2nd year	1688.50
3rd year	1757.00

21. By deleting the table appearing in clause 13.9(b) and inserting the following:

	Per week \$	% of standard rate
In their second year	9.35	0.938
In their third year	32.45	3.257
In their fourth year	55.95	5.615

22. By deleting the table appearing in clause 13.9(c) and inserting the following:

	Per week \$	% of standard rate
In their first year	91.90	9.223
In their second year	117.22	11.764
In their third year	142.78	14.33
In their fourth year	169.46	17.007

23. By deleting clause E.5 and inserting the following:

E.5.1 Minimum wages for full-time traineeships

(a) Wage Level A

Subject to clause E.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level A by Appendix E1 are:

	Highest year of schooling completed		
	Year 10 per week \$	Year 11 per week \$	Year 12 per week \$
School leaver	384.30	423.10	503.30
Plus 1 year out of school	423.10	503.30	585.70
Plus 2 years out of school	503.30	585.70	681.60
Plus 3 years out of school	585.70	681.60	780.40
Plus 4 years out of school	681.60	780.40	
Plus 5 or more years out of school	780.40		

(b) Wage Level B

Subject to clause E.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level B by Appendix E1 are:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	Per week	per week
	\$	\$	\$
School leaver	384.30	423.10	490.50
Plus 1 year out of school	423.10	490.50	564.20
Plus 2 years out of school	490.50	564.20	661.80
Plus 3 years out of school	564.20	661.80	754.70
Plus 4 years out of school	661.80	754.70	
Plus 5 or more years out of school	754.70		

(c) Wage Level C

Subject to clause E.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level C by Appendix E1 are:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
School leaver	384.30	423.10	490.50
Plus 1 year out of school	423.10	490.50	554.70
Plus 2 years out of school	490.50	554.70	619.70
Plus 3 years out of school	554.70	619.70	690.20
Plus 4 years out of school	619.70	690.20	
Plus 5 or more years out of school	690.20		

(d) AQF Certificate Level IV traineeships

(i) Subject to clause E.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level IV traineeship are the minimum wages for the relevant full-time AQF Certificate Level III traineeship with the addition of 3.8% to those minimum wages.

- (ii) Subject to clause E.5.3 of this schedule, the minimum wages for an adult trainee undertaking a full-time AQF Certificate Level IV traineeship are as follows, provided that the relevant wage level is that for the relevant AQF Certificate Level III traineeship:

Wage level	First year of traineeship	Second and subsequent years of traineeship
	per week	per week
	\$	\$
Wage Level A	810.00	840.80
Wage Level B	783.40	813.20
Wage Level C	716.50	743.60

E.5.2 Minimum wages for part-time traineeships

(a) Wage Level A

Subject to clauses E.5.2(f) and E.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level A by Appendix E1 are:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
School leaver	12.64	13.92	16.55
Plus 1 year out of school	13.92	16.55	19.27
Plus 2 years out of school	16.55	19.27	22.42
Plus 3 years out of school	19.27	22.42	25.68
Plus 4 years out of school	22.42	25.68	
Plus 5 or more years out of school	25.68		

(b) Wage Level B

Subject to clauses E.5.2(f) and E.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level B by Appendix E1 are:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
School leaver	12.64	13.92	16.14
Plus 1 year out of school	13.92	16.14	18.56
Plus 2 years out of school	16.14	18.56	21.77
Plus 3 years out of school	18.56	21.77	24.83
Plus 4 years out of school	21.77	24.83	
Plus 5 or more years out of school	24.83		

(c) Wage Level C

Subject to clauses E.5.2(f) and E.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level C by Appendix E1 are:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
School leaver	12.64	13.92	16.14
Plus 1 year out of school	13.92	16.14	18.24
Plus 2 years out of school	16.14	18.24	20.39
Plus 3 years out of school	18.24	20.39	22.70
Plus 4 years out of school	20.39	22.70	
Plus 5 or more years out of school	22.70		

(d) School-based traineeships

Subject to clauses E.5.2(f) and E.5.3 of this schedule, the minimum wages for a trainee undertaking a school-based AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Levels A, B or C by Appendix E1 are as follows when the trainee works ordinary hours:

Year of schooling	
Year 11 or lower	Year 12
per hour	per hour
\$	\$
12.64	13.92

(e) AQF Certificate Level IV traineeships

- (i) Subject to clauses E.5.2(f) and E.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level IV traineeship are the minimum wages for the relevant part-time AQF Certificate Level III traineeship with the addition of 3.8% to those minimum wages.
- (ii) Subject to clauses E.5.2(f) and E.5.3 of this schedule, the minimum wages for an adult trainee undertaking a part-time AQF Certificate Level IV traineeship are as follows, provided that the relevant wage level is that for the relevant AQF Certificate Level III traineeship:

Wage level	First year of traineeship	Second and subsequent years of traineeship
	per hour	per hour
	\$	\$
Wage Level A	26.65	27.65
Wage Level B	25.77	26.75
Wage Level C	23.57	24.46

(f) Calculating the actual minimum wage

- (i) Where the full-time ordinary hours of work are not 38 or an average of 38 per week, the appropriate hourly minimum wage is obtained by multiplying the relevant minimum wage in clauses E.5.2(a)–(e) of this schedule by 38 and then dividing the figure obtained by the full-time ordinary hours of work per week.
- (ii) Where the approved training for a part-time traineeship is provided fully off-the-job by a registered training organisation, for example at school or at TAFE, the relevant minimum wage in clauses E.5.2(a)–(e) of this schedule applies to each ordinary hour worked by the trainee.
- (iii) Where the approved training for a part-time traineeship is undertaken solely on-the-job or partly on-the-job and partly off-the-job, the relevant minimum wage in clauses E.5.2(a)–(e) of this schedule minus 20% applies to each ordinary hour worked by the trainee.

E.5.3 Other minimum wage provisions

- (a) An employee who was employed by an employer immediately prior to becoming a trainee with that employer must not suffer a reduction in their minimum wage per week or per hour by virtue of becoming a trainee. Casual loadings will be disregarded when determining whether the employee has suffered a reduction in their minimum wage.
- (b) If a qualification is converted from an AQF Certificate Level II to an AQF Certificate Level III traineeship, or from an AQF Certificate Level III to an AQF Certificate Level IV traineeship, then the trainee must be paid the next highest minimum wage provided in this schedule, where a higher minimum wage is provided for the new AQF certificate level.

E.5.4 Default wage rate

The minimum wage for a trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate level are not allocated to a wage level by Appendix E1 is the relevant minimum wage under this schedule for a trainee undertaking an AQF Certificate to Level I–III traineeship whose training package and AQF certificate level are allocated to Wage Level B.

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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