



# DRAFT DETERMINATION

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

**Annual Wage Review 2023–24**  
(C2024/1)

**PROFESSIONAL EMPLOYEES AWARD 2020**  
[MA000065]

Scientific services

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

SYDNEY, XX JUNE 2024

*Annual Wage Review 2023–24.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2023–24 on 3 June 2024 [[2024] FWCFB 3500], the above award is varied as follows:

1. By deleting the table appearing in clause 14.1 and inserting the following:

<b>Classification</b>	<b>Annual wages (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Level 1 Graduate professional—Pay point 1.1 (3 year degree)	61,638	31.09
Level 1 Graduate professional—Pay point 1.1 (4 or 5 year degree)	63,217	31.89
Level 1 Graduate professional—Pay point 1.2	64,278	32.43
Level 1 Graduate professional—Pay point 1.3	66,955	33.78
Level 1 Graduate professional—Pay point 1.4	70,347	35.49
Level 2 Experienced professional/quality auditor/experienced medical research employee	72,716	36.68

<b>Classification</b>	<b>Annual wages (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Level 3 Professional/senior (lead) quality auditor/experienced medical research employee	79,469	40.09
Level 4 Professional/experienced medical research employee	89,630	45.21
Level 5 Experienced medical research employee	107,977	54.47

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

	<b>Ordinary hours and overtime</b>	<b>Monday to Saturday – before 6.00 am and after 10.00 pm</b>	<b>Sundays and public holidays</b>
	<b>% of minimum hourly rate</b>		
	<b>100%</b>	<b>125%</b>	<b>150%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1 Graduate professional— Pay point 1.1 (3 year degree)	31.09	38.86	46.64
Level 1 Graduate professional— Pay point 1.1 (4 or 5 year degree)	31.89	39.86	47.84
Level 1 Graduate professional— Pay point 1.2	32.43	40.54	48.65
Level 1 Graduate professional— Pay point 1.3	33.78	42.23	50.67
Level 1 Graduate professional— Pay point 1.4	35.49	44.36	53.24
Level 2 Experienced professional/quality auditor/experienced medical research employee	36.68	45.85	55.02
Level 3 Professional/senior (lead) quality auditor/experienced medical research employee	40.09	50.11	60.14
Level 4 Professional/experienced medical research employee	45.21	56.51	67.82
Level 5 Experienced medical research employee	54.47	68.09	81.71

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

	<b>Ordinary or overtime hours</b>	<b>Monday to Saturday – before 6.00 am and after 10.00 pm</b>	<b>Sundays and public holidays</b>
	<b>% of minimum hourly rate</b>		
	<b>125%</b>	<b>150%</b>	<b>175%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1 Graduate professional— Pay point 1.1 (3 year degree)	38.86	46.64	54.41
Level 1 Graduate professional— Pay point 1.1 (4 or 5 year degree)	39.86	47.84	55.81
Level 1 Graduate professional— Pay point 1.2	40.54	48.65	56.75
Level 1 Graduate professional— Pay point 1.3	42.23	50.67	59.12
Level 1 Graduate professional— Pay point 1.4	44.36	53.24	62.11
Level 2 Experienced professional/quality auditor/experienced medical research employee	45.85	55.02	64.19
Level 3 Professional/senior (lead) quality auditor/experienced medical research employee	50.11	60.14	70.16
Level 4 Professional/experienced medical research employee	56.51	67.82	79.12
Level 5 Experienced medical research employee	68.09	81.71	95.32

- B. This determination comes into operation on 1 July 2024. In accordance with s 286(5) of the *Fair Work Act 2009* (Cth) 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 2024.

PRESIDENT