



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2023–24
(C2024/1)

ELECTRICAL POWER INDUSTRY AWARD 2020
[MA000088]

Electrical power industry

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:

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

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Pay level 1		
Technical Grade 1	919.80	24.53
Administrative Grade 1	919.80	24.53
Pay level 2		
Technical Grade 2	976.10	26.03
Administrative Grade 2	976.10	26.03
Operations Grade 2	976.10	26.03

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Pay level 3		
Technical Grade 3	1032.90	27.54
Administrative Grade 3	1032.90	27.54
Operations Grade 3	1032.90	27.54
Pay level 4		
Technical Grade 4	1130.70	30.15
Administrative Grade 4	1130.70	30.15
Pay level 5		
Technical Grade 5	1230.50	32.81
Administrative Grade 5	1230.50	32.81
Professional/Manager/Specialist Grade 5	1230.50	32.81
Operations Grade 5	1230.50	32.81
Pay level 6		
Technical Grade 6	1330.00	35.47
Administrative Grade 6	1330.00	35.47
Operations Grade 6	1330.00	35.47
Pay level 7		
Technical Grade 7	1429.50	38.12
Professional/Manager/Specialist Grade 7	1429.50	38.12
Operations Grade 7	1429.50	38.12
Pay level 8		
Professional/Manager/Specialist Grade 8	1529.10	40.78
Operations Grade 8	1529.10	40.78
Pay level 9	1628.80	43.43
Pay level 10		
Professional/Manager/Specialist Grade 10	1728.30	46.09

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Operations Grade 10	1728.30	46.09
Pay level 11		
Professional/Manager/Specialist Grade 11	1826.10	48.70

2. By deleting the year “2023” in clause 15.7(b) and inserting “2024”.
3. By deleting the amount “\$179.21” appearing in clause 17.2(a)(i) and inserting “\$185.92”.
4. By deleting the amount “\$258.86” appearing in clause 17.2(a)(ii) and inserting “\$268.55”.
5. By deleting the amount “\$18.92” appearing in clause 17.2(b)(i) and inserting “\$19.63”.
6. By deleting the amount “\$20.41” appearing in clause 17.2(c)(i) and inserting “\$21.17”.
7. By deleting the amount “\$69.69” appearing in clause 17.2(c)(ii) and inserting “\$72.30”.
8. By deleting the amount “\$109.52” appearing in clause 17.2(d) and inserting “\$113.62”.
9. By deleting the amount “\$84.63” appearing in clause 17.2(e)(i) and inserting “\$87.80”.
10. By deleting the amount “\$109.52” appearing in clause 17.2(f) and inserting “\$113.62”.
11. By deleting the amount “\$59.74” appearing in clause 17.2(g) and inserting “\$61.97”.
12. By deleting the table appearing in clause B.1.1 and inserting the following:

	Ordinary hours	Saturday	Sunday	Public holiday
	% of minimum hourly rate			
	100%	150%	200%	250%
	\$	\$	\$	\$
Pay level 1				
Technical Grade 1	24.53	36.80	49.06	61.33
Administrative Grade 1	24.53	36.80	49.06	61.33
Pay level 2				
Technical Grade 2	26.03	39.05	52.06	65.08

	Ordinary hours	Saturday	Sunday	Public holiday
	% of minimum hourly rate			
	100%	150%	200%	250%
	\$	\$	\$	\$
Administrative Grade 2	26.03	39.05	52.06	65.08
Operations Grade 2	26.03	39.05	52.06	65.08
Pay level 3				
Technical Grade 3	27.54	41.31	55.08	68.85
Administrative Grade 3	27.54	41.31	55.08	68.85
Operations Grade 3	27.54	41.31	55.08	68.85
Pay level 4				
Technical Grade 4	30.15	45.23	60.30	75.38
Administrative Grade 4	30.15	45.23	60.30	75.38
Pay level 5				
Technical Grade 5	32.81	49.22	65.62	82.03
Administrative Grade 5	32.81	49.22	65.62	82.03
Professional/Manager/Specialist Grade 5	32.81	49.22	65.62	82.03
Operations Grade 5	32.81	49.22	65.62	82.03
Pay level 6				
Technical Grade 6	35.47	53.21	70.94	88.68
Administrative Grade 6	35.47	53.21	70.94	88.68
Operations Grade 6	35.47	53.21	70.94	88.68
Pay level 7				
Technical Grade 7	38.12	57.18	76.24	95.30
Professional/Manager/Specialist Grade 7	38.12	57.18	76.24	95.30
Operations Grade 7	38.12	57.18	76.24	95.30
Pay level 8				
Professional/Manager/Specialist Grade 8	40.78	61.17	81.56	101.95
Operations Grade 8	40.78	61.17	81.56	101.95
Pay level 9	43.43	65.15	86.86	108.58

	Ordinary hours	Saturday	Sunday	Public holiday
	% of minimum hourly rate			
	100%	150%	200%	250%
	\$	\$	\$	\$
Pay level 10				
Professional/Manager/Specialist Grade 10	46.09	69.14	92.18	115.23
Operations Grade 10	46.09	69.14	92.18	115.23
Pay level 11				
Professional/Manager/Specialist Grade 11	48.70	73.05	97.40	121.75

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

	Afternoon shift	Night shift	Permanent night shift
	% of minimum hourly rate		
	116%	122.5%	130%
	\$	\$	\$
Pay level 1			
Technical Grade 1	28.45	30.05	31.89
Administrative Grade 1	28.45	30.05	31.89
Pay level 2			
Technical Grade 2	30.19	31.89	33.84
Administrative Grade 2	30.19	31.89	33.84
Operations Grade 2	30.19	31.89	33.84
Pay level 3			
Technical Grade 3	31.95	33.74	35.80
Administrative Grade 3	31.95	33.74	35.80
Operations Grade 3	31.95	33.74	35.80
Pay level 4			
Technical Grade 4	34.97	36.93	39.20
Administrative Grade 4	34.97	36.93	39.20

	Afternoon shift	Night shift	Permanent night shift
	% of minimum hourly rate		
	116%	122.5%	130%
	\$	\$	\$
Pay level 5			
Technical Grade 5	38.06	40.19	42.65
Administrative Grade 5	38.06	40.19	42.65
Professional/Manager/Specialist Grade 5	38.06	40.19	42.65
Operations Grade 5	38.06	40.19	42.65
Pay level 6			
Technical Grade 6	41.15	43.45	46.11
Administrative Grade 6	41.15	43.45	46.11
Operations Grade 6	41.15	43.45	46.11
Pay level 7			
Technical Grade 7	44.22	46.70	49.56
Professional/Manager/Specialist Grade 7	44.22	46.70	49.56
Operations Grade 7	44.22	46.70	49.56
Pay level 8			
Professional/Manager/Specialist Grade 8	47.30	49.96	53.01
Operations Grade 8	47.30	49.96	53.01
Pay level 9	50.38	53.20	56.46
Pay level 10			
Professional/Manager/Specialist Grade 10	53.46	56.46	59.92
Operations Grade 10	53.46	56.46	59.92
Pay level 11			
Professional/Manager/Specialist Grade 11	56.49	59.66	63.31

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

	Day workers and non-continuous shiftworkers		Continuous shiftworkers	All employees	
	Monday to Saturday— first 2 hours	Monday to Saturday— after 2 hours	Monday to Saturday— all hours	Sunday	Public holidays
	% of minimum hourly rate				
	150%	200%	200%	200%	250%
	\$	\$	\$	\$	\$
Pay level 1					
Technical Grade 1	36.80	49.06	49.06	49.06	61.33
Administrative Grade 1	36.80	49.06	49.06	49.06	61.33
Pay level 2					
Technical Grade 2	39.05	52.06	52.06	52.06	65.08
Administrative Grade 2	39.05	52.06	52.06	52.06	65.08
Operations Grade 2	39.05	52.06	52.06	52.06	65.08
Pay level 3					
Technical Grade 3	41.31	55.08	55.08	55.08	68.85
Administrative Grade 3	41.31	55.08	55.08	55.08	68.85
Operations Grade 3	41.31	55.08	55.08	55.08	68.85
Pay level 4					
Technical Grade 4	45.23	60.30	60.30	60.30	75.38
Administrative Grade 4	45.23	60.30	60.30	60.30	75.38
Pay level 5					
Technical Grade 5	49.22	65.62	65.62	65.62	82.03
Administrative Grade 5	49.22	65.62	65.62	65.62	82.03
Professional/Manager/Specialist Grade 5	49.22	65.62	65.62	65.62	82.03
Operations Grade 5	49.22	65.62	65.62	65.62	82.03
Pay level 6					
Technical Grade 6	53.21	70.94	70.94	70.94	88.68
Administrative Grade 6	53.21	70.94	70.94	70.94	88.68
Operations Grade 6	53.21	70.94	70.94	70.94	88.68

	Day workers and non-continuous shiftworkers		Continuous shiftworkers	All employees	
	Monday to Saturday— first 2 hours	Monday to Saturday— after 2 hours	Monday to Saturday— all hours	Sunday	Public holidays
	% of minimum hourly rate				
	150%	200%	200%	200%	250%
	\$	\$	\$	\$	\$
Pay level 7					
Technical Grade 7	57.18	76.24	76.24	76.24	95.30
Professional/Manager/Spec ialist Grade 7	57.18	76.24	76.24	76.24	95.30
Operations Grade 7	57.18	76.24	76.24	76.24	95.30
Pay level 8					
Professional/Manager/Spec ialist Grade 8	61.17	81.56	81.56	81.56	101.95
Operations Grade 8	61.17	81.56	81.56	81.56	101.95
Pay level 9	65.15	86.86	86.86	86.86	108.58
Pay level 10					
Professional/Manager/Spec ialist Grade 10	69.14	92.18	92.18	92.18	115.23
Operations Grade 10	69.14	92.18	92.18	92.18	115.23
Pay level 11					
Professional/Manager/Spec ialist Grade 11	73.05	97.40	97.40	97.40	121.75

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

	Ordinary hours	Saturday	Sunday	Public holiday
	% of minimum hourly rate			
	125%	175%	225%	275%
	\$	\$	\$	\$
Pay level 1				
Technical Grade 1	30.66	42.93	55.19	67.46
Administrative Grade 1	30.66	42.93	55.19	67.46

	Ordinary hours	Saturday	Sunday	Public holiday
	% of minimum hourly rate			
	125%	175%	225%	275%
	\$	\$	\$	\$
Pay level 2				
Technical Grade 2	32.54	45.55	58.57	71.58
Administrative Grade 2	32.54	45.55	58.57	71.58
Operations Grade 2	32.54	45.55	58.57	71.58
Pay level 3				
Technical Grade 3	34.43	48.20	61.97	75.74
Administrative Grade 3	34.43	48.20	61.97	75.74
Operations Grade 3	34.43	48.20	61.97	75.74
Pay level 4				
Technical Grade 4	37.69	52.76	67.84	82.91
Administrative Grade 4	37.69	52.76	67.84	82.91
Pay level 5				
Technical Grade 5	41.01	57.42	73.82	90.23
Administrative Grade 5	41.01	57.42	73.82	90.23
Professional/Manager/Specialist Grade 5	41.01	57.42	73.82	90.23
Operations Grade 5	41.01	57.42	73.82	90.23
Pay level 6				
Technical Grade 6	44.34	62.07	79.81	97.54
Administrative Grade 6	44.34	62.07	79.81	97.54
Operations Grade 6	44.34	62.07	79.81	97.54
Pay level 7				
Technical Grade 7	47.65	66.71	85.77	104.83
Professional/Manager/Specialist Grade 7	47.65	66.71	85.77	104.83
Operations Grade 7	47.65	66.71	85.77	104.83
Pay level 8				
Professional/Manager/Specialist Grade 8	50.98	71.37	91.76	112.15
Operations Grade 8	50.98	71.37	91.76	112.15

	Ordinary hours	Saturday	Sunday	Public holiday
	% of minimum hourly rate			
	125%	175%	225%	275%
	\$	\$	\$	\$
Pay level 9	54.29	76.00	97.72	119.43
Pay level 10				
Professional/Manager/Specialist Grade 10	57.61	80.66	103.70	126.75
Operations Grade 10	57.61	80.66	103.70	126.75
Pay level 11				
Professional/Manager/Specialist Grade 11	60.88	85.23	109.58	133.93

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

	Afternoon shift	Night shift	Permanent night shift
	% of minimum hourly rate		
	141%	147.5%	155%
	\$	\$	\$
Pay level 1			
Technical Grade 1	34.59	36.18	38.02
Administrative Grade 1	34.59	36.18	38.02
Pay level 2			
Technical Grade 2	36.70	38.39	40.35
Administrative Grade 2	36.70	38.39	40.35
Operations Grade 2	36.70	38.39	40.35
Pay level 3			
Technical Grade 3	38.83	40.62	42.69
Administrative Grade 3	38.83	40.62	42.69
Operations Grade 3	38.83	40.62	42.69
Pay level 4			
Technical Grade 4	42.51	44.47	46.73
Administrative Grade 4	42.51	44.47	46.73

	Afternoon shift	Night shift	Permanent night shift
	% of minimum hourly rate		
	141%	147.5%	155%
	\$	\$	\$
Pay level 5			
Technical Grade 5	46.26	48.39	50.86
Administrative Grade 5	46.26	48.39	50.86
Professional/Manager/Speci alist Grade 5	46.26	48.39	50.86
Operations Grade 5	46.26	48.39	50.86
Pay level 6			
Technical Grade 6	50.01	52.32	54.98
Administrative Grade 6	50.01	52.32	54.98
Operations Grade 6	50.01	52.32	54.98
Pay level 7			
Technical Grade 7	53.75	56.23	59.09
Professional/Manager/Speci alist Grade 7	53.75	56.23	59.09
Operations Grade 7	53.75	56.23	59.09
Pay level 8			
Professional/Manager/Speci alist Grade 8	57.50	60.15	63.21
Operations Grade 8	57.50	60.15	63.21
Pay level 9			
	61.24	64.06	67.32
Pay level 10			
Professional/Manager/Speci alist Grade 10	64.99	67.98	71.44
Operations Grade 10	64.99	67.98	71.44
Pay level 11			
Professional/Manager/Speci alist Grade 11	68.67	71.83	75.49

17. By deleting the amount “\$995.60” appearing in clause C.1.1 and inserting “\$1032.90”.

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

Allowance	Clause	% of standard rate	\$	Payable
Availability allowance—1 in 5 weeks or more	17.2(a)(i)	18.0	185.92	per week
Availability allowance—1 in 4 weeks or less	17.2(a)(ii)	26.0	268.55	per week
First aid allowance	17.2(b)(i)	1.9	19.63	per week
Power station allowance— Professional, managerial, specialist or administrative employees	17.2(c)(i)	2.05	21.17	per week
Power station allowance— Technical or operations employees	17.2(c)(ii)	7.0	72.30	per week
Open cut brown coal mine allowance	17.2(d)	11.0	113.62	per week
Briquette factory allowance	17.2(e)(i)	8.5	87.80	per week
Coal handling allowance	17.2(f)	11.0	113.62	per week
Transmission allowance— work on overhead/underground power lines or associated plant or equipment	17.2(g)	6.0	61.97	per week

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