



# DETERMINATION

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

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

**HYDROCARBONS INDUSTRY (UPSTREAM) AWARD 2020**  
[MA000062]

Oil and gas industry

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

SYDNEY, 18 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 16.1 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>
Entry Level—Introductory	922.60	24.28
Level 1—Basic	966.00	25.42
Level 2—Intermediate	1001.80	26.36
Level 3—Competent	1032.30	27.17
Level 4—Advanced	1101.30	28.98
Level 5—Advanced Specialist	1173.00	30.87

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Level 6—Dual Trade	1230.50	32.38
Level 7—Dual Trade Instrument Technician	1280.40	33.69

2. By deleting the year “2023” in clause 16.7(b) and inserting “2024”.
3. By deleting the amount “\$59.30” appearing in clause 20.2(b)(i) and inserting “\$61.53”.
4. By deleting the amount “\$28.76” appearing in clause 20.2(c) and inserting “\$29.83”.
5. By deleting the table appearing in clause 20.2(d) and inserting the following:

<b>Leading hands in charge of:</b>	<b>\$ per week</b>
3–10 employees	29.32
11–20 employees	46.35
More than 20 employees	58.63

6. By deleting the amount “\$59.70” appearing in clause 20.2(e)(ii) and inserting “\$61.94”.
7. By deleting the table appearing in clause B.2.1 and inserting the following:

	<b>Ordinary hours</b>	<b>Saturday</b>		<b>Sunday</b>	<b>Public holiday</b>
		<b>First 2 hours</b>	<b>After 2 hours</b>		
		<b>% of ordinary hourly rate <sup>1</sup></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>
Entry Level—Introductory	25.90	38.85	51.80	51.80	64.75
Level 1—Basic	27.04	40.56	54.08	54.08	67.60
Level 2—Intermediate	27.98	41.97	55.96	55.96	69.95
Level 3—Competent	28.79	43.19	57.58	57.58	71.98
Level 4—Advanced	30.60	45.90	61.20	61.20	76.50

	Ordinary hours	Saturday		Sunday	Public holiday
		First 2 hours	After 2 hours		
		<b>% of ordinary hourly rate <sup>1</sup></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>
Level 5—Advanced Specialist	32.49	48.74	64.98	64.98	81.23
Level 6—Dual Trade	34.00	51.00	68.00	68.00	85.00
Level 7—Dual Trade Instrument Technician	35.31	52.97	70.62	70.62	88.28

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

	Monday to Saturday		Sunday – all day	Public holiday – all day
	First 2 hours	After 2 hours		
	<b>% of ordinary hourly rate <sup>1</sup></b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Entry Level—Introductory	38.85	51.80	51.80	64.75
Level 1—Basic	40.56	54.08	54.08	67.60
Level 2—Intermediate	41.97	55.96	55.96	69.95
Level 3—Competent	43.19	57.58	57.58	71.98
Level 4—Advanced	45.90	61.20	61.20	76.50
Level 5—Advanced Specialist	48.74	64.98	64.98	81.23
Level 6—Dual Trade	51.00	68.00	68.00	85.00
Level 7—Dual Trade Instrument Technician	52.97	70.62	70.62	88.28

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

	Shift			Saturday		Sunday	Public holiday
	Afternoon	Night	Permanent night	First 2 hours	After 2 hours		
	<b>% of ordinary hourly rate <sup>1</sup></b>						
	<b>115%</b>	<b>115%</b>	<b>130%</b>	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Entry Level—Introductory	29.79	29.79	33.67	38.85	51.80	51.80	64.75
Level 1—Basic	31.10	31.10	35.15	40.56	54.08	54.08	67.60
Level 2—Intermediate	32.18	32.18	36.37	41.97	55.96	55.96	69.95
Level 3—Competent	33.11	33.11	37.43	43.19	57.58	57.58	71.98
Level 4—Advanced	35.19	35.19	39.78	45.90	61.20	61.20	76.50
Level 5—Advanced Specialist	37.36	37.36	42.24	48.74	64.98	64.98	81.23
Level 6—Dual Trade	39.10	39.10	44.20	51.00	68.00	68.00	85.00
Level 7—Dual Trade Instrument Technician	40.61	40.61	45.90	52.97	70.62	70.62	88.28

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

	Monday to Saturday		Sunday	Public holiday	Continuous shiftworker – Monday to Sunday
	First 2 hours	After 2 hours			
	<b>% of ordinary hourly rate <sup>1</sup></b>				
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Entry Level—Introductory	38.85	51.80	51.80	64.75	51.80
Level 1—Basic	40.56	54.08	54.08	67.60	54.08
Level 2—Intermediate	41.97	55.96	55.96	69.95	55.96
Level 3—Competent	43.19	57.58	57.58	71.98	57.58
Level 4—Advanced	45.90	61.20	61.20	76.50	61.20

	Monday to Saturday		Sunday	Public holiday	Continuous shiftworker – Monday to Sunday
	First 2 hours	After 2 hours			
	<b>% of ordinary hourly rate <sup>1</sup></b>				
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 5—Advanced Specialist	48.74	64.98	64.98	81.23	64.98
Level 6—Dual Trade	51.00	68.00	68.00	85.00	68.00
Level 7—Dual Trade Instrument Technician	52.97	70.62	70.62	88.28	70.62

11. By deleting the table appearing in clause B.3.1 and inserting the following:

	Ordinary hours	Saturday		Sunday	Public holiday
		First 2 hours	After 2 hours		
	<b>% of ordinary hourly rate <sup>1</sup></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>
Entry Level—Introductory	32.38	45.33	58.28	58.28	71.23
Level 1—Basic	33.80	47.32	60.84	60.84	74.36
Level 2—Intermediate	34.98	48.97	62.96	62.96	76.95
Level 3—Competent	35.99	50.38	64.78	64.78	79.17
Level 4—Advanced	38.25	53.55	68.85	68.85	84.15
Level 5—Advanced Specialist	40.61	56.86	73.10	73.10	89.35
Level 6—Dual Trade	42.50	59.50	76.50	76.50	93.50
Level 7—Dual Trade Instrument Technician	44.14	61.79	79.45	79.45	97.10

12. By deleting the table appearing in clause B.3.2 and inserting the following:

	Shift			Saturday		Sunday	Public holiday
	Afternoon	Night	Permanent night	First 2 hours	After 2 hours		
	% of ordinary hourly rate <sup>1</sup>						
	140%	140%	155%	175%	225%	225%	275%
	\$	\$	\$	\$	\$	\$	\$
Entry Level—Introductory	36.26	36.26	40.15	45.33	58.28	58.28	71.23
Level 1—Basic	37.86	37.86	41.91	47.32	60.84	60.84	74.36
Level 2—Intermediate	39.17	39.17	43.37	48.97	62.96	62.96	76.95
Level 3—Competent	40.31	40.31	44.62	50.38	64.78	64.78	79.17
Level 4—Advanced	42.84	42.84	47.43	53.55	68.85	68.85	84.15
Level 5—Advanced Specialist	45.49	45.49	50.36	56.86	73.10	73.10	89.35
Level 6—Dual Trade	47.60	47.60	52.70	59.50	76.50	76.50	93.50
Level 7—Dual Trade Instrument Technician	49.43	49.43	54.73	61.79	79.45	79.45	97.10

13. By deleting the amount “\$995.00” appearing in clause C.1.1 and inserting “\$1032.30”.

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

Allowance	Clause	% of standard rate	\$	Payable
Industry allowance <sup>1</sup>	20.2(b)	5.96	61.53	per week
Licence allowance—electricians <sup>2</sup>	20.2(c)	2.89	29.83	per week
Leading hands in charge of—3 to 10 employees	20.2(d)	2.84	29.32	per week
Leading hands in charge of—11 to 20 employees	20.2(d)	4.49	46.35	per week

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Leading hands in charge of—More than 20 employees	20.2(d)	5.68	58.63	per week
Living away from home allowance—employees required to undertake remote work only	20.2(e)(ii)	6.0	61.94	per day or part thereof

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

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