



# DRAFT DETERMINATION

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

## Annual Wage Review 2018–19 (C2019/1)

### AUSTRALIAN NUCLEAR SCIENCE AND TECHNOLOGY ORGANISATION (ANSTO) ENTERPRISE AWARD 2016 [MA000144]

Commonwealth employment

JUSTICE ROSS, PRESIDENT  
VICE PRESIDENT HATCHER  
DEPUTY PRESIDENT ASBURY  
COMMISSIONER HAMPTON  
PROFESSOR RICHARDSON  
MR GIBBS  
MR APTED

MELBOURNE, XX JUNE 2019

*Annual Wage Review 2018–19.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2018–19 on 30 May 2019 [[\[2019\] FWCFB 3500](#)], the above award is varied as follows:

1. By deleting the table appearing in clause 10.1 and inserting the following:

<b>Classification</b>	<b>Annual salary \$</b>	<b>Weekly rate \$</b>	<b>Hourly rate \$</b>
<b>Administrative Officer Stream</b>			
ASO Level 1	41,380	793.20	21.58
ASO Level 2	44,486	852.80	23.20
ASO Level 3	48,122	922.50	25.10
ASO Level 4	51,579	988.70	26.90
ASO Level 5	55,418	1062.30	28.91
ASO Level 6	60,498	1159.70	31.56
SO Level 1	65,952	1264.30	34.40
SO Level 2	72,260	1385.20	37.69
SO Level 3	81,273	1557.90	42.39

<b>Classification</b>	<b>Annual salary \$</b>	<b>Weekly rate \$</b>	<b>Hourly rate \$</b>
<b>Craftsperson Stream</b>			
CP Level 1	39,281	753.00	20.49
CP Level 2	40,645	779.10	21.20
CP Level 3	42,862	821.60	22.36
CP Level 4	45,314	868.60	23.64
CP Level 5	47,185	904.50	24.61
CP Level 6	48,903	937.40	25.51
CP Level 7	50,554	969.10	26.37
CP Level 8	53,367	1023.00	27.84
CP Level 9	56,837	1089.50	29.65
<b>Professional Stream</b>			
PO Level 1	48,122	922.50	25.10
PO Level 2	59,174	1134.30	30.87
SPO Level 1	65,952	1264.30	34.40
SPO Level 2	72,260	1385.20	37.69
SPO Level 3	81,273	1557.90	42.39
<b>Research Stream</b>			
Post Doc	56,837	1089.50	29.65
RS	59,174	1134.30	30.87
SRS	72,260	1385.20	37.69
PRS	82,533	1582.10	43.05
<b>Technical Stream</b>			
TO Level 1	45,445	871.20	23.70
TO Level 2	48,122	922.50	25.10
TO Level 3	53,367	1023.00	27.84
TO Level 4	59,174	1134.30	30.87
STO Level 1	67,467	1293.30	35.19
STO Level 2	73,984	1418.20	38.59
<b>Senior Management— Corporate Management</b>			
Corporate Level 1 (Band 1)	84,083	1611.80	43.86
Corporate Level 2 (Band 2)	97,685	1872.60	50.95
Corporate Level 3 (Band 3)	124,471	2386.00	64.93
<b>Senior Management— Research (RS)</b>			
SPRS	96,350	1847.00	50.26
CRS	109,210	2093.50	56.97

<b>Classification</b>	<b>Annual salary</b> \$	<b>Weekly rate</b> \$	<b>Hourly rate</b> \$
<b>Senior Management— Research Support (Senior Specialist)</b>			
Senior Specialist Level 1	84,083	1611.80	43.86
Senior Specialist Level 2	97,685	1872.60	50.95
Senior Specialist Level 3	124,471	2386.00	64.93

2. By deleting the amount “\$24.74” appearing in clause 11.2 and inserting “\$25.48”.
3. By deleting the amount “\$1.64” appearing in clause 11.3 and inserting “\$1.69”.
4. By deleting the amount “\$29.00” appearing in clause 11.5(a) and inserting “\$29.88”.
5. By deleting the table appearing in clause B.1 and inserting the following:

	<b>Day Ordinary rate — 100% \$</b>
<i>Administrative Officer Stream</i>	
ASO Level 1	21.58
ASO Level 2	23.20
ASO Level 3	25.10
ASO Level 4	26.90
ASO Level 5	28.91
ASO Level 6	31.56
SO Level 1	34.40
SO Level 2	37.69
SO Level 3	42.39
<i>Craftsperson Stream</i>	
CP Level 1	20.49
CP Level 2	21.20
CP Level 3	22.36
CP Level 4	23.64
CP Level 5	24.61
CP Level 6	25.51
CP Level 7	26.37
CP Level 8	27.84
CP Level 9	29.65
<i>Professional Stream</i>	
PO Level 1	25.10
PO Level 2	30.87

	<b>Day Ordinary rate – 100% \$</b>
SPO Level 1	34.40
SPO Level 2	37.69
SPO Level 3	42.39
<i>Research Stream</i>	
Post Doc	29.65
RS	30.87
SRS	37.69
PRS	43.05
<i>Technical Steam</i>	
TO Level 1	23.70
TO Level 2	25.10
TO Level 3	27.84
TO Level 4	30.87
STO Level 1	35.19
STO Level 2	38.59
<i>Senior management - Corporate Management</i>	
Corporate Level 1 (Band 1)	43.86
Corporate Level 2 (Band 2)	50.95
Corporate Level 3 (Band 3)	64.93
<i>Senior Management - Research (RS)</i>	
SPRS	50.26
CRS	56.97
<i>Senior Management - research support (Senior Specialist)</i>	
Senior Specialist Level 1	43.86
Senior Specialist Level 2	50.95
Senior Specialist Level 3	64.93

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

	<b>Mon - Sat – first 3 hours</b>	<b>Mon - Sat – after 3 hours</b>	<b>Sunday – all day</b>	<b>Public holiday – all day</b>
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<i>Administrative Officer Stream</i>				
ASO Level 1	32.37	43.16	43.16	53.95
ASO Level 2	34.80	46.40	46.40	58.00
ASO Level 3	37.65	50.20	50.20	62.75

	<b>Mon - Sat – first 3 hours</b>	<b>Mon - Sat – after 3 hours</b>	<b>Sunday – all day</b>	<b>Public holiday – all day</b>
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
ASO Level 4	40.35	53.80	53.80	67.25
ASO Level 5	43.37	57.82	57.82	72.28
ASO Level 6	47.34	63.12	63.12	78.90
SO Level 1	51.60	68.80	68.80	86.00
SO Level 2	56.54	75.38	75.38	94.23
SO Level 3	63.59	84.78	84.78	105.98
<i>Craftsperson Stream</i>				
CP Level 1	30.74	40.98	40.98	51.23
CP Level 2	31.80	42.40	42.40	53.00
CP Level 3	33.54	44.72	44.72	55.90
CP Level 4	35.46	47.28	47.28	59.10
CP Level 5	36.92	49.22	49.22	61.53
CP Level 6	38.27	51.02	51.02	63.78
CP Level 7	39.56	52.74	52.74	65.93
CP Level 8	41.76	55.68	55.68	69.60
CP Level 9	44.48	59.30	59.30	74.13
<i>Professional Stream</i>				
PO Level 1	37.65	50.20	50.20	62.75
PO Level 2	46.31	61.74	61.74	77.18
SPO Level 1	51.60	68.80	68.80	86.00
SPO Level 2	56.54	75.38	75.38	94.23
SPO Level 3	63.59	84.78	84.78	105.98
<i>Research Stream</i>				
Post Doc	44.48	59.30	59.30	74.13
RS	46.31	61.74	61.74	77.18
SRS	56.54	75.38	75.38	94.23
PRS	64.58	86.10	86.10	107.63
<i>Technical Stream</i>				
TO Level 1	35.55	47.40	47.40	59.25
TO Level 2	37.65	50.20	50.20	62.75
TO Level 3	41.76	55.68	55.68	69.60
TO Level 4	46.31	61.74	61.74	77.18
STO Level 1	52.79	70.38	70.38	87.98
STO Level 2	57.89	77.18	77.18	96.48
<i>Senior management - Corporate Management</i>				
Corporate Level 1 (Band 1)	65.79	87.72	87.72	109.65
Corporate Level 2 (Band 2)	76.43	101.90	101.90	127.38
Corporate Level 3 (Band 3)	97.40	129.86	129.86	162.33
<i>Senior Management - Research (RS)</i>				
SPRS	75.39	100.52	100.52	125.65

	<b>Mon - Sat – first 3 hours</b>	<b>Mon - Sat – after 3 hours</b>	<b>Sunday – all day</b>	<b>Public holiday – all day</b>
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
CRS	85.46	113.94	113.94	142.43
<i>Senior Management - research support (Senior Specialist)</i>				
Senior Specialist Level 1	65.79	87.72	87.72	109.65
Senior Specialist Level 2	76.43	101.90	101.90	127.38
Senior Specialist Level 3	97.40	129.86	129.86	162.33

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

	<b>Day</b>	<b>Night</b>	<b>Continuous Night</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>100%</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>	<b>\$</b>
<i>Administrative Officer Stream</i>						
ASO Level 1	21.58	24.82	28.05	32.37	43.16	53.95
ASO Level 2	23.20	26.68	30.16	34.80	46.40	58.00
ASO Level 3	25.10	28.87	32.63	37.65	50.20	62.75
ASO Level 4	26.90	30.94	34.97	40.35	53.80	67.25
ASO Level 5	28.91	33.25	37.58	43.37	57.82	72.28
ASO Level 6	31.56	36.29	41.03	47.34	63.12	78.90
SO Level 1	34.40	39.56	44.72	51.60	68.80	86.00
SO Level 2	37.69	43.34	49.00	56.54	75.38	94.23
SO Level 3	42.39	48.75	55.11	63.59	84.78	105.98
<i>Craftsperson Stream</i>						
CP Level 1	20.49	23.56	26.64	30.74	40.98	51.23
CP Level 2	21.20	24.38	27.56	31.80	42.40	53.00
CP Level 3	22.36	25.71	29.07	33.54	44.72	55.90
CP Level 4	23.64	27.19	30.73	35.46	47.28	59.10
CP Level 5	24.61	28.30	31.99	36.92	49.22	61.53
CP Level 6	25.51	29.34	33.16	38.27	51.02	63.78
CP Level 7	26.37	30.33	34.28	39.56	52.74	65.93
CP Level 8	27.84	32.02	36.19	41.76	55.68	69.60
CP Level 9	29.65	34.10	38.55	44.48	59.30	74.13
<i>Professional Stream</i>						
PO Level 1	25.10	28.87	32.63	37.65	50.20	62.75
PO Level 2	30.87	35.50	40.13	46.31	61.74	77.18
SPO Level 1	34.40	39.56	44.72	51.60	68.80	86.00
SPO Level 2	37.69	43.34	49.00	56.54	75.38	94.23
SPO Level 3	42.39	48.75	55.11	63.59	84.78	105.98
<i>Research Stream</i>						
Post Doc	29.65	34.10	38.55	44.48	59.30	74.13
RS	30.87	35.50	40.13	46.31	61.74	77.18

	<b>Day</b>	<b>Night</b>	<b>Continuous Night</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>100%</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>	<b>\$</b>
SRS	37.69	43.34	49.00	56.54	75.38	94.23
PRS	43.05	49.51	55.97	64.58	86.10	107.63
<i>Technical Steam</i>						
TO Level 1	23.70	27.26	30.81	35.55	47.40	59.25
TO Level 2	25.10	28.87	32.63	37.65	50.20	62.75
TO Level 3	27.84	32.02	36.19	41.76	55.68	69.60
TO Level 4	30.87	35.50	40.13	46.31	61.74	77.18
STO Level 1	35.19	40.47	45.75	52.79	70.38	87.98
STO Level 2	38.59	44.38	50.17	57.89	77.18	96.48
<i>Senior management - Corporate Management</i>						
Corporate Level 1 (Band 1)	43.86	50.44	57.02	65.79	87.72	109.65
Corporate Level 2 (Band 2)	50.95	58.59	66.24	76.43	101.90	127.38
Corporate Level 3 (Band 3)	64.93	74.67	84.41	97.40	129.86	162.33
<i>Senior Management - Research (RS)</i>						
SPRS	50.26	57.80	65.34	75.39	100.52	125.65
CRS	56.97	65.52	74.06	85.46	113.94	142.43
<i>Senior Management - research support (Senior Specialist)</i>						
Senior Specialist Level 1	43.86	50.44	57.02	65.79	87.72	109.65
Senior Specialist Level 2	50.95	58.59	66.24	76.43	101.90	127.38
Senior Specialist Level 3	64.93	74.67	84.41	97.40	129.86	162.33

8. By deleting the table appearing in clause B.4 and inserting the following:

	<b>Mon - Fri – first 3 hours</b>	<b>Mon - Fri – after 3 hours</b>	<b>Sat and Sun – all day</b>	<b>Public holiday – all day</b>
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<i>Administrative Officer Stream</i>				
ASO Level 1	32.37	43.16	43.16	53.95
ASO Level 2	34.80	46.40	46.40	58.00
ASO Level 3	37.65	50.20	50.20	62.75
ASO Level 4	40.35	53.80	53.80	67.25
ASO Level 5	43.37	57.82	57.82	72.28
ASO Level 6	47.34	63.12	63.12	78.90
SO Level 1	51.60	68.80	68.80	86.00
SO Level 2	56.54	75.38	75.38	94.23
SO Level 3	63.59	84.78	84.78	105.98
<i>Craftsperson Stream</i>				
CP Level 1	30.74	40.98	40.98	51.23
CP Level 2	31.80	42.40	42.40	53.00

	<b>Mon - Fri – first 3 hours</b>	<b>Mon - Fri – after 3 hours</b>	<b>Sat and Sun – all day</b>	<b>Public holiday – all day</b>
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
CP Level 3	33.54	44.72	44.72	55.90
CP Level 4	35.46	47.28	47.28	59.10
CP Level 5	36.92	49.22	49.22	61.53
CP Level 6	38.27	51.02	51.02	63.78
CP Level 7	39.56	52.74	52.74	65.93
CP Level 8	41.76	55.68	55.68	69.60
CP Level 9	44.48	59.30	59.30	74.13
<i>Professional Stream</i>				
PO Level 1	37.65	50.20	50.20	62.75
PO Level 2	46.31	61.74	61.74	77.18
SPO Level 1	51.60	68.80	68.80	86.00
SPO Level 2	56.54	75.38	75.38	94.23
SPO Level 3	63.59	84.78	84.78	105.98
<i>Research Stream</i>				
Post Doc	44.48	59.30	59.30	74.13
RS	46.31	61.74	61.74	77.18
SRS	56.54	75.38	75.38	94.23
PRS	64.58	86.10	86.10	107.63
<i>Technical Steam</i>				
TO Level 1	35.55	47.40	47.40	59.25
TO Level 2	37.65	50.20	50.20	62.75
TO Level 3	41.76	55.68	55.68	69.60
TO Level 4	46.31	61.74	61.74	77.18
STO Level 1	52.79	70.38	70.38	87.98
STO Level 2	57.89	77.18	77.18	96.48
<i>Senior management - Corporate Management</i>				
Corporate Level 1 (Band 1)	65.79	87.72	87.72	109.65
Corporate Level 2 (Band 2)	76.43	101.90	101.90	127.38
Corporate Level 3 (Band 3)	97.40	129.86	129.86	162.33
<i>Senior Management - Research (RS)</i>				
SPRS	75.39	100.52	100.52	125.65
CRS	85.46	113.94	113.94	142.43
<i>Senior Management - research support (Senior Specialist)</i>				
Senior Specialist Level 1	65.79	87.72	87.72	109.65
Senior Specialist Level 2	76.43	101.90	101.90	127.38
Senior Specialist Level 3	97.40	129.86	129.86	162.33



9. By deleting clause C.1 and inserting the following:

### **C.1 Wage Related Allowances**

The wage related allowances in this award are based on the standard rate as defined in Schedule F as the minimum hourly wage for an CP Level 4 in clause 10.1 = **\$23.64**.

<b>Allowance</b>	<b>Payable</b>	<b>% of the standard rate</b>	<b>\$</b>
Electrician's licence	per week	107.78	25.48
Plumber's licence	per hour	7.16	1.69
On call	per night or day	126.38	29.88

10. By deleting clause E.5.1 and inserting the following:

### **E.5.1 Minimum wages for traineeships**

#### **(a) Wage Level A**

Subject to clause E.5.2 and E.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time or part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level A by clause E.7 are:

	<b>Highest year of schooling completed</b>					
	<b>Year 10</b>		<b>Year 11</b>		<b>Year 12</b>	
	<b>Full-time weekly</b>	<b>Part-time hourly</b>	<b>Full-time weekly</b>	<b>Part-time hourly</b>	<b>Full-time weekly</b>	<b>Part-time hourly</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	332.80	10.95	366.50	12.07	436.60	14.37
Plus 1 year out of school	366.50	12.07	436.60	14.37	508.10	16.73
Plus 2 years out of school	436.60	14.37	508.10	16.73	591.30	19.45
Plus 3 years out of school	508.10	16.73	591.30	19.45	677.00	22.26
Plus 4 years out of school	591.30	19.45	677.00	22.26		
Plus 5 or more years out of school	677.00	22.26				

#### **(b) Wage Level B**

Subject to clause E.5.2 and E.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time or part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level B by clause E.7 are:

	Highest year of schooling completed					
	Year 10		Year 11		Year 12	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$	\$	\$
School leaver	332.80	10.95	366.50	12.07	424.80	13.99
Plus 1 year out of school	366.50	12.07	424.80	13.99	488.60	16.08
Plus 2 years out of school	424.80	13.99	488.60	16.08	573.10	18.87
Plus 3 years out of school	488.60	16.08	573.10	18.87	653.70	21.52
Plus 4 years out of school	573.10	18.87	653.70	21.52		
Plus 5 or more years out of school	653.70	21.52				

**(c) Wage Level C**

Subject to clause E.5.2 and E.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time or part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level C by clause E.7 are:

	Highest year of schooling completed					
	Year 10		Year 11		Year 12	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$	\$	\$
School leaver	332.80	10.95	366.50	12.07	424.80	13.99
Plus 1 year out of school	366.50	12.07	424.80	13.99	478.20	15.73
Plus 2 years out of school	424.80	13.99	478.20	15.73	534.30	17.57
Plus 3 years out of school	478.20	15.73	534.30	17.57	595.20	19.58
Plus 4 years out of school	534.30	17.57	595.20	19.58		
Plus 5 or more years out of school	595.20	19.58				

**(d) AQF Certificate Level IV traineeships**

- (i) Subject to clause E.5.2 and E.5.3 of this schedule, the minimum wages for a trainee undertaking a traineeship are the minimum wages for the relevant Level III traineeship with the addition of 3.8% to those minimum wages.
- (ii) Subject to clause E.5.2 and E.5.3 of this schedule, the minimum wages for an adult trainee undertaking an 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	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$
Wage Level A	703.20	23.12	730.40	24.03
Wage Level B	678.40	22.29	704.40	23.15
Wage Level C	617.40	20.31	640.70	21.08

(e) **School-based traineeships**

Subject to clauses E.5.2 and E.5.3 of this schedule, the minimum hourly wages for a trainee undertaking a school-based Wage Levels A or B traineeship are as follows when the trainee works ordinary hours:

Year of schooling	
Year 11 or lower	Year 12
per hour	per hour
\$	\$
10.95	12.07

B. This determination comes into operation from 1 July 2019. In accordance with s.166(5) of the *Fair Work Act 2009* this determination does not take effect until the start of the first full pay period that starts on or after 1 July 2019.

PRESIDENT