



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2020–21
(C2021/1)

EDUCATIONAL SERVICES (POST-SECONDARY EDUCATION)
AWARD 2020
[MA000075]

Educational services

JUSTICE ROSS, PRESIDENT
VICE PRESIDENT CATANZARITI
DEPUTY PRESIDENT ASBURY
COMMISSIONER HAMPTON
MR FERGUSON
PROFESSOR WOODEN
MS LABINE-ROMAIN

MELBOURNE, XX JUNE 2021

Annual Wage Review 2020–21.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2020–21 on 16 June 2021 [[2021] FWCFB 3500], the above award is varied as follows:

1. By deleting the table appearing in clause 15.1(a) and inserting the following:

Employee classification level	Minimum annual salary¹ (full-time employee)	Minimum weekly rate² (full-time employee)	Minimum hourly rate
	\$	\$	\$
Level A			
A.1	55,450	1062.90	27.97
A.2	57,672	1105.50	29.09
A.3	59,893	1148.10	30.21

Item A.5 was amended on 23 June 2021 to insert the correct date of reference to the National Training Wage in the *Miscellaneous Award 2020*

Employee classification level	Minimum annual salary¹ (full-time employee)	Minimum weekly rate² (full-time employee)	Minimum hourly rate
	\$	\$	\$
A.4	61,977	1188.10	31.27
A.5	63,642	1220.00	32.11
A.6	65,448	1254.60	33.02
A.7	67,253	1289.20	33.93
A.8	69,059	1323.80	34.84
Level B			
B.1	71,837	1377.10	36.24
B.2	73,922	1417.00	37.29
B.3	76,006	1457.00	38.34
B.4	78,093	1497.00	39.39
B.5	80,174	1536.90	40.44
B.6	82,260	1576.90	41.50
Level C			
C.1	84,341	1616.80	42.55
C.2	86,427	1656.70	43.60
C.3	88,510	1696.70	44.65
C.4	90,595	1736.60	45.70
C.5	92,677	1776.60	46.75
C.6	94,762	1816.50	47.80

2. By deleting the table appearing in clause 15.1(b) and inserting the following:

	Casual hourly rate (including casual loading)¹
	\$ per hour
Lecturing	
Lecture (one hour of delivery and 2 hours of associated working time)	139.84
Repeat lecture (one hour of delivery and one hour of associated working time)	93.20
Tutoring	
Tutorial (one hour of delivery and 2 hours of associated working time)	109.11

	Casual hourly rate (including casual loading)¹
	\$ per hour
Repeat tutorial (one hour of delivery and one hour of associated working time)	72.73
Tutorial (one hour of delivery and 2 hours of associated working time) (where academic holds a relevant doctoral qualification)	123.84
Repeat tutorial (one hour of delivery and one hour of associated working time) (where academic holds a relevant doctoral qualification)	82.52
Marking	
Standard marking	36.34
Marking as a supervising examiner, or marking requiring a significant exercise of judgment	46.62
Standard marking (where staff holds a relevant doctoral qualification)	41.28
Technical demonstration	
Technical demonstration (one hour of delivery and one hour of associated working time)	72.73
Other required staff activity	
Where staff does not hold doctorate qualifications or perform full subject co-ordination duties	36.34
Where staff hold doctorate qualifications or perform full subject co-ordination duties	41.28

3. By deleting the table appearing in clause 15.1(c) and inserting the following:

Employee classification level	Minimum annual rate¹ (full-time employee)	Minimum weekly rate² (full-time employee)	Minimum hourly rate	Casual daily rate³	Casual hourly rate⁴
	\$	\$	\$	\$	\$
Level 1	52,762.95	1011.43	26.62	252.70	50.54
Level 2	53,466.48	1024.92	26.97	256.07	51.21
Level 3	54,523.56	1045.18	27.50	261.13	52.23
Level 4	55,591.27	1065.65	28.04	266.24	53.25
Level 5	57,839.82	1108.75	29.18	277.01	55.40

Employee classification level	Minimum annual rate¹ (full-time employee)	Minimum weekly rate² (full-time employee)	Minimum hourly rate	Casual daily rate³	Casual hourly rate⁴
	\$	\$	\$	\$	\$
Level 6	59,338.77	1137.48	29.93	284.19	56.84
Level 7	60,703.53	1163.65	30.62	290.73	58.15
Level 8	62,202.59	1192.38	31.38	297.91	59.58
Level 9	63,708.67	1221.25	32.14	305.12	61.02
Level 10	65,653.13	1258.53	33.12	314.43	62.89
Level 11	67,463.31	1293.23	34.03	323.10	64.62
Level 12	69,061.29	1323.86	34.84	330.75	66.15

4. By deleting the table appearing in clause 15.1(d) and inserting the following:

Employee classification level	Minimum annual rate¹ (full-time employee)	Minimum weekly rate² (full-time employee)	Minimum hourly rate
	\$	\$	\$
Level 1			
1.1	42,849.70	821.40	21.62
1.2	44,972.88	862.10	22.69
1.3	46,376.17	889.00	23.39
Level 2			
2.1	46,955.22	900.10	23.69
2.2	47,795.10	916.20	24.11
Level 3			
3.1	49,563.55	950.10	25.00
3.2	52,046.68	997.70	26.26
Level 4			
4.1	53,460.40	1024.80	26.97
4.2	55,567.93	1065.20	28.03
Level 5			

Employee classification level	Minimum annual rate ¹ (full-time employee)	Minimum weekly rate ² (full-time employee)	Minimum hourly rate
	\$	\$	\$
5.1	59,329.15	1137.30	29.93
5.2	62,156.58	1191.50	31.36
Level 6			
6.1	63,700.72	1221.10	32.13
6.2	67,451.50	1293.00	34.03
Level 7			
7.1	69,011.28	1322.90	34.81
7.2	73,116.80	1401.60	36.88
Level 8	77,712.68	1489.70	39.20
Level 9	82,162.50	1575.00	41.45

5. By deleting the words “1 November 2020” in clause 15.6(b) and inserting “1 July 2021”.
6. By deleting the amount “\$13.17” appearing in clause 17.2(a) and inserting “\$13.50”.
7. By deleting the table appearing in clause D.1.1 and inserting the following:

	Ordinary hours	Saturday	Public holiday
	% of minimum hourly rate		
	100%	125%	250%
	\$	\$	\$
Level 1			
1.1	21.62	27.03	54.05
1.2	22.69	28.36	56.73
1.3	23.39	29.24	58.48
Level 2			
2.1	23.69	29.61	59.23
2.2	24.11	30.14	60.28
Level 3			
3.1	25.00	31.25	62.50
3.2	26.26	32.83	65.65
Level 4			

	Ordinary hours	Saturday	Public holiday
	% of minimum hourly rate		
	100%	125%	250%
	\$	\$	\$
4.1	26.97	33.71	67.43
4.2	28.03	35.04	70.08
Level 5			
5.1	29.93	37.41	74.83
5.2	31.36	39.20	78.40
Level 6			
6.1	32.13	40.16	80.33
6.2	34.03	42.54	85.08
Level 7			
7.1	34.81	43.51	87.03
7.2	36.88	46.10	92.20
Level 8	39.20	49.00	98.00
Level 9	41.45	51.81	103.63

8. By deleting the table appearing in clause D.1.2 and inserting the following:

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Level 1				
1.1	32.43	43.24	43.24	54.05
1.2	34.04	45.38	45.38	56.73
1.3	35.09	46.78	46.78	58.48
Level 2				
2.1	35.54	47.38	47.38	59.23
2.2	36.17	48.22	48.22	60.28
Level 3				
3.1	37.50	50.00	50.00	62.50

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
3.2	39.39	52.52	52.52	65.65
Level 4				
4.1	40.46	53.94	53.94	67.43
4.2	42.05	56.06	56.06	70.08
Level 5				
5.1	44.90	59.86	59.86	74.83
5.2	47.04	62.72	62.72	78.40
Level 6				
6.1	48.20	64.26	64.26	80.33
6.2	51.05	68.06	68.06	85.08
Level 7				
7.1	52.22	69.62	69.62	87.03
7.2	55.32	73.76	73.76	92.20
Level 8¹	–	–	–	–
Level 9¹	–	–	–	–

9. By deleting the table appearing in clause D.1.3 and inserting the following:

	Ordinary hours	Afternoon & night	Permanent night	Saturday, Sunday or public holiday
	% of minimum hourly rate			
	100%	115%	130%	150%
	\$	\$	\$	\$
Level 1				
1.1	21.62	24.86	28.11	32.43
1.2	22.69	26.09	29.50	34.04
1.3	23.39	26.90	30.41	35.09
Level 2				
2.1	23.69	27.24	30.80	35.54

	Ordinary hours	Afternoon & night	Permanent night	Saturday, Sunday or public holiday
	% of minimum hourly rate			
	100%	115%	130%	150%
	\$	\$	\$	\$
2.2	24.11	27.73	31.34	36.17
Level 3				
3.1	25.00	28.75	32.50	37.50
3.2	26.26	30.20	34.14	39.39
Level 4				
4.1	26.97	31.02	35.06	40.46
4.2	28.03	32.23	36.44	42.05
Level 5				
5.1	29.93	34.42	38.91	44.90
5.2	31.36	36.06	40.77	47.04
Level 6				
6.1	32.13	36.95	41.77	48.20
6.2	34.03	39.13	44.24	51.05
Level 7				
7.1	34.81	40.03	45.25	52.22
7.2	36.88	42.41	47.94	55.32
Level 8	39.20	45.08	50.96	58.80
Level 9	41.45	47.67	53.89	62.18

10. By deleting the table appearing in clause D.1.4 and inserting the following:

	Monday to Friday				Saturday, Sunday or public holiday
	Work in excess of ordinary weekly hours		Work in excess of ordinary daily hours on ordinary shift		
	First 3 hours	After 3 hours	First 2 hours	After 2 hours	
	% of minimum hourly rate				
	150%	200%	150%	200%	200%
	\$	\$	\$	\$	\$
Level 1					
1.1	32.43	43.24	32.43	43.24	43.24

	Monday to Friday				Saturday, Sunday or public holiday
	Work in excess of ordinary weekly hours		Work in excess of ordinary daily hours on ordinary shift		
	First 3 hours	After 3 hours	First 2 hours	After 2 hours	
% of minimum hourly rate					
	150%	200%	150%	200%	200%
	\$	\$	\$	\$	\$
1.2	34.04	45.38	34.04	45.38	45.38
1.3	35.09	46.78	35.09	46.78	46.78
Level 2					
2.1	35.54	47.38	35.54	47.38	47.38
2.2	36.17	48.22	36.17	48.22	48.22
Level 3					
3.1	37.50	50.00	37.50	50.00	50.00
3.2	39.39	52.52	39.39	52.52	52.52
Level 4					
4.1	40.46	53.94	40.46	53.94	53.94
4.2	42.05	56.06	42.05	56.06	56.06
Level 5					
5.1	44.90	59.86	44.90	59.86	59.86
5.2	47.04	62.72	47.04	62.72	62.72
Level 6					
6.1	48.20	64.26	48.20	64.26	64.26
6.2	51.05	68.06	51.05	68.06	68.06
Level 7					
7.1	52.22	69.62	52.22	69.62	69.62
7.2	55.32	73.76	55.32	73.76	73.76
Level 8¹	–	–	–	–	–
Level 9¹	–	–	–	–	–

11. By deleting the table appearing in clause D.2.1 and inserting the following:

	Ordinary hours	Saturday	Public holiday
	% of minimum hourly rate		
	125%	150%	275%
	\$	\$	\$
Level 1			
1.1	27.03	32.43	59.46
1.2	28.36	34.04	62.40
1.3	29.24	35.09	64.32
Level 2			
2.1	29.61	35.54	65.15
2.2	30.14	36.17	66.30
Level 3			
3.1	31.25	37.50	68.75
3.2	32.83	39.39	72.22
Level 4			
4.1	33.71	40.46	74.17
4.2	35.04	42.05	77.08
Level 5			
5.1	37.41	44.90	82.31
5.2	39.20	47.04	86.24
Level 6			
6.1	40.16	48.20	88.36
6.2	42.54	51.05	93.58
Level 7			
7.1	43.51	52.22	95.73
7.2	46.10	55.32	101.42
Level 8	49.00	58.80	107.80
Level 9	51.81	62.18	113.99

12. By deleting the table appearing in clause D.2.2 and inserting the following:

	Ordinary hours	Afternoon & night	Permanent night	Saturday, Sunday or public holiday
	% of minimum hourly rate			
	125%	140%	155%	175%
	\$	\$	\$	\$
Level 1				
1.1	27.03	30.27	33.51	37.84
1.2	28.36	31.77	35.17	39.71
1.3	29.24	32.75	36.25	40.93
Level 2				
2.1	29.61	33.17	36.72	41.46
2.2	30.14	33.75	37.37	42.19
Level 3				
3.1	31.25	35.00	38.75	43.75
3.2	32.83	36.76	40.70	45.96
Level 4				
4.1	33.71	37.76	41.80	47.20
4.2	35.04	39.24	43.45	49.05
Level 5				
5.1	37.41	41.90	46.39	52.38
5.2	39.20	43.90	48.61	54.88
Level 6				
6.1	40.16	44.98	49.80	56.23
6.2	42.54	47.64	52.75	59.55
Level 7				
7.1	43.51	48.73	53.96	60.92
7.2	46.10	51.63	57.16	64.54
Level 8	49.00	54.88	60.76	68.60
Level 9	51.81	58.03	64.25	72.54

13. By deleting the amount “\$878.10” appearing in clause E.1.1 and inserting “\$900.10”.

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

Allowance	Clause	% of standard rate	\$	Payable
First aid allowance	17.2(a)	1.5	13.50	per week

B. This determination comes into operation on 1 July 2021. 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 2021.

PRESIDENT