



# DRAFT DETERMINATION

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

**Annual Wage Review 2021–22**  
(C2022/1)

**BOOK INDUSTRY AWARD 2020**  
[MA000078]

Publishing industry

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

MELBOURNE, XX JUNE 2022

*Annual Wage Review 2021–22.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2021–22 on 15 June 2022 [[2022] FWCFB 3500], the above award is varied as follows:

- By deleting the table appearing in clause 14 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>
<b>Editors</b>		
Level 1—upon commencement	982.10	25.84
Level 1—after 6 months	1043.90	27.47
Level 2—Grade 1	1098.80	28.92
Level 2—Grade 2	1126.20	29.64
Level 2—Grade 3	1181.60	31.09
Level 2—Grade 4	1243.70	32.73
Level 3—Grade 1	1302.80	34.28

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Level 3—Grade 2	1362.20	35.85
Level 3—Grade 3	1517.20	39.93
<b>Publicists</b>		
Grade 1	1060.40	27.91
Grade 2	1124.60	29.59
Grade 3	1201.60	31.62
Grade 4	1264.50	33.28
Grade 5	1415.10	37.24
Grade 6	1572.00	41.37
Grade 7	1728.60	45.49

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

<b>Employee classification</b>	<b>Ordinary hours</b>	<b>First 8 hours of overtime</b>	<b>After 8 hours of overtime</b>
	<b>% of minimum hourly rate</b>		
	<b>100%</b>	<b>150%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Editors</b>			
Level 1—upon commencement	25.84	38.76	51.68
Level 1—after 6 months	27.47	41.21	54.94
Level 2—Grade 1	28.92	43.38	57.84
Level 2—Grade 2	29.64	44.46	59.28
Level 2—Grade 3	31.09	46.64	62.18
Level 2—Grade 4	32.73	49.10	65.46
Level 3—Grade 1	34.28	51.42	68.56
Level 3—Grade 2	35.85	53.78	71.70
Level 3—Grade 3	39.93	N/A	N/A
<b>Publicists</b>			
Grade 1	27.91	41.87	55.82
Grade 2	29.59	44.39	59.18

<b>Employee classification</b>	<b>Ordinary hours</b>	<b>First 8 hours of overtime</b>	<b>After 8 hours of overtime</b>
	<b>% of minimum hourly rate</b>		
	<b>100%</b>	<b>150%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Grade 3	31.62	47.43	63.24
Grade 4	33.28	49.92	66.56
Grade 5	37.24	55.86	74.48
Grade 6	41.37	N/A	N/A
Grade 7	45.49	N/A	N/A

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

<b>Employee classification</b>	<b>Ordinary hours</b>
	<b>% of minimum hourly rate</b>
	<b>125%</b>
	<b>\$</b>
<b>Editors</b>	
Level 1—upon commencement	32.30
Level 1—after 6 months	34.34
Level 2—Grade 1	36.15
Level 2—Grade 2	37.05
Level 2—Grade 3	38.86
Level 2—Grade 4	40.91
Level 3—Grade 1	42.85
Level 3—Grade 2	44.81
Level 3—Grade 3	49.91
<b>Publicists</b>	
Grade 1	34.89
Grade 2	36.99
Grade 3	39.53
Grade 4	41.60
Grade 5	46.55

Employee classification	Ordinary hours
	% of minimum hourly rate
	125%
	\$
Grade 6	51.71
Grade 7	56.86

B. This determination comes into operation on 1 July 2022. 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 2022.

PRESIDENT