



# DRAFT DETERMINATION

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

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

**VICTORIAN STATE GOVERNMENT AGENCIES AWARD 2015**  
[MA000134]

State and Territory government administration

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:

1. By deleting the table appearing in clause 12.1 and inserting the following:

	<b>Work Value Level</b>	<b>Minimum Annual Rate</b>	<b>Minimum Fortnightly Rate</b>	<b>Minimum Hourly Rate</b>	<b>Minimum Casual Hourly Rate</b>
		\$	\$	\$	\$
<b>Administrative Officer</b>					
Grade 1	A	44,213	1694.70	22.30	27.88
Grade 1	B	45,304	1736.50	22.85	28.56
Grade 1	C	46,396	1778.40	23.40	29.25
Grade 1	D	47,493	1820.40	23.95	29.94
Grade 2	A	49,093	1881.70	24.76	30.95

Draft determination amended 23 June 2022 to correct rates in item A.28 on pages 6–11.

	<b>Work Value Level</b>	<b>Minimum Annual Rate</b>	<b>Minimum Fortnightly Rate</b>	<b>Minimum Hourly Rate</b>	<b>Minimum Casual Hourly Rate</b>
		\$	\$	\$	\$
Grade 2	B	50,031	1917.70	25.23	31.54
Grade 2	C	50,958	1953.20	25.70	32.13
Grade 2	D	51,906	1989.60	26.18	32.73
Grade 3	A	53,982	2069.10	27.23	34.04
Grade 3	B	54,990	2107.80	27.73	34.66
Grade 3	C	55,999	2146.40	28.24	35.30
Grade 3	D	56,620	2170.20	28.56	35.70
Grade 4	A	58,561	2244.60	29.53	36.91
Grade 4	B	59,573	2283.40	30.04	37.55
Grade 4	C	60,560	2321.30	30.54	38.18
Grade 5	A	62,873	2409.90	31.71	39.64
Grade 5	B	63,742	2443.20	32.15	40.19
Grade 5	C	64,759	2482.20	32.66	40.83
Grade 6	A	67,368	2582.20	33.98	42.48
Grade 6	B	68,649	2631.30	34.62	43.28
Grade 6	C	69,943	2680.90	35.28	44.10
Grade 7	A	73,143	2803.60	36.89	46.11
Grade 7	B	74,408	2852.10	37.53	46.91
Grade 7	C	75,689	2901.20	38.17	47.71
Grade 8	A	81,045	3106.40	40.87	51.09
Grade 8	B	83,273	3191.80	42.00	52.50
Grade 8	C	85,499	3277.20	43.12	53.90

2. By deleting the table appearing in clause 12.2 and inserting the following:

	<b>Work Value Level</b>	<b>Minimum Annual Rate</b>	<b>Minimum Fortnightly Rate</b>	<b>Minimum Hourly Rate</b>	<b>Minimum Casual Hourly Rate</b>
		\$	\$	\$	\$
<b>Technical Assistant (TA)</b>					
TA 1	A	45,846	1757.30	23.12	28.90
TA 1	B	46,628	1787.20	23.52	29.40
TA 1	C	47,385	1816.30	23.90	29.88
TA 1	D	47,629	1825.60	24.02	30.03
<b>Technical officer</b>					

	<b>Work Value Level</b>	<b>Minimum Annual Rate</b>	<b>Minimum Fortnightly Rate</b>	<b>Minimum Hourly Rate</b>	<b>Minimum Casual Hourly Rate</b>
		\$	\$	\$	\$
<b>(TO)</b>					
TO 1	A	49,741	1906.60	25.09	31.36
TO 1	B	50,598	1939.40	25.52	31.90
TO 1	C	51,310	1966.70	25.88	32.35
TO 1	D	52,333	2005.90	26.39	32.99
TO 1	E	52,614	2016.70	26.54	33.18
TO 1	F	53,482	2050.00	26.97	33.71
TO 1	G	54,386	2084.60	27.43	34.29
TO 1	H	55,157	2114.20	27.82	34.78
TO 1	I	55,767	2137.50	28.13	35.16
TO 2	A	56,168	2152.90	28.33	35.41
TO 2	B	57,269	2195.10	28.88	36.10
TO 2	C	57,705	2211.80	29.10	36.38
TO 3	A	58,711	2250.40	29.61	37.01
TO 3	B	59,545	2282.40	30.03	37.54
TO 3	C	60,885	2333.70	30.71	38.39
TO 4	A	61,924	2373.50	31.23	39.04
TO 4	B	62,663	2401.90	31.60	39.50
TO 4	C	64,010	2453.50	32.28	40.35
TO 5	A	65,120	2496.00	32.84	41.05
TO 5	B	66,335	2542.60	33.46	41.83
TO 6	A	67,629	2592.20	34.11	42.64
TO 6	B	68,918	2641.60	34.76	43.45
TO 7	A	70,447	2700.20	35.53	44.41
TO 7	B	71,737	2749.70	36.18	45.23

3. By deleting the table appearing in clause 12.3 and inserting the following:

	<b>Work Value Level</b>	<b>Minimum Annual Rate</b>	<b>Minimum Fortnightly Rate</b>	<b>Minimum Hourly Rate</b>	<b>Minimum Casual Hourly Rate</b>
		\$	\$	\$	\$
<b>Information Technology Officer (ITO)</b>					
ITO 1	A	52,435	2009.80	26.44	33.05

	<b>Work Value Level</b>	<b>Minimum Annual Rate</b>	<b>Minimum Fortnightly Rate</b>	<b>Minimum Hourly Rate</b>	<b>Minimum Casual Hourly Rate</b>
		<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
ITO 1	B	53,883	2065.30	27.18	33.98
ITO 1	C	55,352	2121.60	27.92	34.90
ITO 1	D	56,474	2164.60	28.48	35.60
ITO 1	E	57,567	2206.50	29.03	36.29
ITO 1	F	59,062	2263.80	29.79	37.24
ITO 1	G	61,243	2347.40	30.89	38.61
ITO 2	A	62,873	2409.90	31.71	39.64
ITO 2	B	64,324	2465.50	32.44	40.55
ITO 2	C	65,920	2526.70	33.25	41.56
ITO 2	D	67,368	2582.20	33.98	42.48
ITO 3	A	70,576	2705.20	35.59	44.49
ITO 3	B	72,489	2778.50	36.56	45.70
ITO 3	C	74,408	2852.10	37.53	46.91
ITO 4	A	78,589	3012.30	39.64	49.55
ITO 4	B	81,045	3106.40	40.87	51.09
ITO 5	A	85,499	3277.20	43.12	53.90
<b>Legal Officer (LO)</b>					
LO 1	A	53,083	2034.70	26.77	33.46
LO 1	B	54,910	2104.70	27.69	34.61
LO 1	C	56,448	2163.60	28.47	35.59
LO 1	D	57,956	2221.40	29.23	36.54
LO 1	E	59,866	2294.70	30.19	37.74
LO 1	F	61,769	2367.60	31.15	38.94
LO 1	G	63,534	2435.30	32.04	40.05
LO 1	H	65,441	2508.30	33.00	41.25
LO 1	I	67,200	2575.80	33.89	42.36
LO 2	A	70,502	2702.30	35.56	44.45
LO 2	B	71,464	2739.20	36.04	45.05
LO 2	C	72,431	2776.30	36.53	45.66
LO 2	D	73,396	2813.30	37.02	46.28
LO 3	A	77,781	2981.30	39.23	49.04
LO 3	B	78,903	3024.30	39.79	49.74
LO 3	C	80,023	3067.30	40.36	50.45
LO 4	A	84,833	3251.60	42.78	53.48

	<b>Work Value Level</b>	<b>Minimum Annual Rate</b>	<b>Minimum Fortnightly Rate</b>	<b>Minimum Hourly Rate</b>	<b>Minimum Casual Hourly Rate</b>
		\$	\$	\$	\$
LO 4	B	86,662	3321.70	43.71	54.64
LO 5	A	89,972	3448.60	45.38	56.73
<b>Engineer/ Scientist (ES)</b>					
ES 1	A	49,701	1905.00	25.07	31.34
ES 1	B	50,432	1933.10	25.44	31.80
ES 1	C	52,328	2005.70	26.39	32.99
ES 1	D	53,610	2054.90	27.04	33.80
ES 1	E	55,728	2136.00	28.11	35.14
ES 1	F	57,892	2219.00	29.20	36.50
ES 1	G	59,188	2268.70	29.85	37.31
ES 2	A	61,168	2344.60	30.85	38.56
ES 2	B	62,588	2399.00	31.57	39.46
ES 2	C	63,742	2443.20	32.15	40.19
ES 2	D	64,898	2487.50	32.73	40.91
ES 3	A	66,997	2568.00	33.79	42.24
ES 3	B	68,649	2631.30	34.62	43.28
ES 3	C	69,776	2674.50	35.19	43.99
ES 3	D	71,959	2758.20	36.29	45.36
ES 4	A	74,411	2852.20	37.53	46.91
ES 4	B	75,689	2901.20	38.17	47.71
ES 4	C	77,781	2981.30	39.23	49.04
ES 5	A	81,513	3124.40	41.11	51.39
ES 5	B	83,579	3203.60	42.15	52.69
ES 5	C	85,639	3282.50	43.19	53.99

4. By deleting the table appearing in clause 12.4 and inserting the following:

	<b>Work Value Level</b>	<b>Minimum Annual Rate</b>	<b>Minimum Fortnightly Rate</b>	<b>Minimum Hourly Rate</b>	<b>Minimum Casual Hourly Rate</b>
		\$	\$	\$	\$
<b>Field worker (FW)</b>					
FW 1	1	46,763	1792.40	23.58	29.48
FW 2	2	47,705	1828.50	24.06	30.08

	<b>Work Value Level</b>	<b>Minimum Annual Rate</b>	<b>Minimum Fortnightly Rate</b>	<b>Minimum Hourly Rate</b>	<b>Minimum Casual Hourly Rate</b>
		\$	\$	\$	\$
FW 3	3	49,099	1882.00	24.76	30.95

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

<b>Allowance</b>	<b>Payable</b>	<b>% of standard rate (\$1881.70)</b>	<b>\$</b>
First aid	fortnightly	1.41	26.53
Stand by	per night	1.42	26.72
Stand by	per day and night	2.84	53.44

6. By deleting the table appearing in clause 33.1 and inserting the following:

<b>Position Title</b>	<b>Minimum Annual Rate</b>	<b>Minimum Fortnightly Rate</b>	<b>Minimum Hourly Rate</b>	<b>Minimum Casual Hourly Rate</b>
	\$	\$	\$	\$
Calltaker	48,963	1876.70	24.69	30.86
Dispatcher	57,198	2192.40	28.85	36.06
Team leader	65,267	2501.70	32.92	41.15

7. By deleting the table appearing in clause 33.2 and inserting the following:

<b>Position Title</b>	<b>Minimum Annual Rate</b>	<b>Minimum Fortnightly Rate</b>	<b>Minimum Hourly Rate</b>	<b>Minimum Casual Hourly Rate</b>
	\$	\$	\$	\$
Trainee officer	42,398	1625.10	21.38	26.73
Operational support officer	45,177	1731.60	22.78	28.48
Manager	61,661	2363.50	31.10	38.88

8. By deleting the table appearing in clause 38.2 and inserting the following:

<b>Classification</b>	<b>Minimum Annual Rate</b>	<b>Minimum Fortnightly Rate</b>	<b>Minimum Hourly Rate</b>	<b>Minimum Casual Hourly Rate</b>
	\$	\$	\$	\$

<b>Classification</b>	<b>Minimum Annual Rate</b>	<b>Minimum Fortnightly Rate</b>	<b>Minimum Hourly Rate</b>	<b>Minimum Casual Hourly Rate</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Road Worker (RW)</b>				
RW 1-1	43,386	1663.00	21.88	27.35
RW 1-2	44,049	1688.40	22.22	27.78
RW 1-3	45,552	1746.00	22.97	28.71
RW 1-4	46,215	1771.40	23.31	29.14
RW 2-1	46,731	1791.20	23.57	29.46
RW 2-2	47,393	1816.60	23.90	29.88
RW 2-3	48,089	1843.20	24.25	30.31
RW 3-1	49,093	1881.70	24.76	30.95
RW 3-2	49,778	1908.00	25.11	31.39
RW 4-1	53,161	2037.70	26.81	33.51
RW 4-2	54,458	2087.40	27.47	34.34
RW 4-3	55,883	2142.00	28.18	35.23
<b>Works Manager (WM)</b>				
WM 1-1	57,636	2209.20	29.07	36.34
WM 1-2	58,661	2248.50	29.59	36.99
WM 1-3	60,094	2303.40	30.31	37.89
WM 2-1	62,071	2379.20	31.31	39.14
WM 2-2	63,418	2430.80	31.98	39.98
WM 2-3	64,771	2482.70	32.67	40.84
WM 3-1	67,084	2571.30	33.83	42.29
WM 3-2	68,650	2631.30	34.62	43.28
WM 3-3	70,221	2691.60	35.42	44.28
<b>Surveillance Manager (SM)</b>				
SM 1-1	57,636	2209.20	29.07	36.34
SM 1-2	58,661	2248.50	29.59	36.99
SM 1-3	60,094	2303.40	30.31	37.89
SM 2-1	62,071	2379.20	31.31	39.14
SM 2-2	63,418	2430.80	31.98	39.98
SM 2-3	64,771	2482.70	32.67	40.84
SM 3-1	67,084	2571.30	33.83	42.29
SM 3-2	68,650	2631.30	34.62	43.28
SM 3-3	70,221	2691.60	35.42	44.28

9. By deleting clause E.5 and inserting the following:

## **E.5 Minimum Wages**

### **E.5.1 Minimum wages for full-time traineeships**

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

Subject to clause E.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level A by Appendix E1 are:

	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per week</b>	<b>per week</b>	<b>per week</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	363.40	400.10	475.90
Plus 1 year out of school	400.10	475.90	553.90
Plus 2 years out of school	475.90	553.90	644.50
Plus 3 years out of school	553.90	644.50	738.00
Plus 4 years out of school	644.50	738.00	
Plus 5 or more years out of school	738.00		

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

Subject to clause E.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level B by Appendix E1 are:

	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per week</b>	<b>per week</b>	<b>per week</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	363.40	400.10	463.80
Plus 1 year out of school	400.10	463.80	533.50
Plus 2 years out of school	463.80	533.50	625.80
Plus 3 years out of school	533.50	625.80	713.70
Plus 4 years out of school	625.80	713.70	
Plus 5 or more years out of school	713.70		

#### **(c) Wage Level C**

Subject to clause E.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level I–III traineeship whose training



package and AQF certificate levels are allocated to Wage Level C by Appendix E1 are:

	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per week</b>	<b>per week</b>	<b>per week</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	363.40	400.10	463.80
Plus 1 year out of school	400.10	463.80	524.50
Plus 2 years out of school	463.80	524.50	586.00
Plus 3 years out of school	524.50	586.00	652.70
Plus 4 years out of school	586.00	652.70	
Plus 5 or more years out of school	652.70		

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

- (i) Subject to clause E.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level IV traineeship are the minimum wages for the relevant full-time AQF Certificate Level III traineeship with the addition of 3.8% to those minimum wages.
- (ii) Subject to clause E.5.3 of this schedule, the minimum wages for an adult trainee undertaking a full-time AQF Certificate Level IV traineeship are as follows, provided that the relevant wage level is that for the relevant AQF Certificate Level III traineeship:

<b>Wage level</b>	<b>First year of</b>	<b>Second and</b>
	<b>traineeship</b>	<b>subsequent years of</b>
	<b>per week</b>	<b>per week</b>
	<b>\$</b>	<b>\$</b>
Wage level A	766.00	795.10
Wage level B	740.80	769.00
Wage level C	677.50	703.20

**E.5.2 Minimum wages for part-time traineeships****(a) Wage Level A**

Subject to clauses E.5.2(f) and E.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level A by Appendix E1 are:

	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per hour</b>	<b>per hour</b>	<b>per hour</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	11.95	13.16	15.65
Plus 1 year out of school	13.16	15.65	18.22
Plus 2 years out of school	15.65	18.22	21.20
Plus 3 years out of school	18.22	21.20	24.28
Plus 4 years out of school	21.20	24.28	
Plus 5 or more years out of school	24.28		

**(b) Wage Level B**

Subject to clauses E.5.2(f) and E.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level B by Appendix E1 are:

	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per hour</b>	<b>per hour</b>	<b>per hour</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	11.95	13.16	15.26
Plus 1 year out of school	13.16	15.26	17.55
Plus 2 years out of school	15.26	17.55	20.59
Plus 3 years out of school	17.55	20.59	23.48
Plus 4 years out of school	20.59	23.48	
Plus 5 or more years out of school	23.48		

**(c) Wage Level C**

Subject to clauses E.5.2(f) and E.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level C by Appendix E1 are:

	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per hour</b>	<b>per hour</b>	<b>per hour</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	11.95	13.16	15.26
Plus 1 year out of school	13.16	15.26	17.25
Plus 2 years out of school	15.26	17.25	19.28
Plus 3 years out of school	17.25	19.28	21.47
Plus 4 years out of school	19.28	21.47	
Plus 5 or more years out of school	21.47		

**(d) School-based traineeships**

Subject to clauses E.5.2(f) and E.5.3 of this schedule, the minimum wages for a trainee undertaking a school-based AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Levels A, B or C by Appendix E1 are as follows when the trainee works ordinary hours:

<b>Year of schooling</b>	
<b>Year 11 or lower</b>	<b>Year 12</b>
<b>per hour</b>	<b>per hour</b>
<b>\$</b>	<b>\$</b>
11.95	13.16

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

- (i) Subject to clauses E.5.2(f) and E.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level IV traineeship are the minimum wages for the relevant part-time AQF Certificate Level III traineeship with the addition of 3.8% to those minimum wages.

- (ii) Subject to clauses E.5.2(f) and E.5.3 of this schedule, the minimum wages for an adult trainee undertaking a part-time 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
	per hour	per hour
	\$	\$
Wage level A	25.20	26.15
Wage level B	24.37	25.30
Wage level C	22.29	23.13

**(f) Calculating the actual minimum wage**

- (i) Where the full-time ordinary hours of work are not 38 or an average of 38 per week, the appropriate hourly minimum wage is obtained by multiplying the relevant minimum wage in clauses E.5.2(a)–(e) of this schedule by 38 and then dividing the figure obtained by the full-time ordinary hours of work per week.
- (ii) Where the approved training for a part-time traineeship is provided fully off-the-job by a registered training organisation, for example at school or at TAFE, the relevant minimum wage in clauses E.5.2(a)–(e) of this schedule applies to each ordinary hour worked by the trainee.
- (iii) Where the approved training for a part-time traineeship is undertaken solely on-the-job or partly on-the-job and partly off-the-job, the relevant minimum wage in clauses E.5.2(a)–(e) of this schedule minus 20% applies to each ordinary hour worked by the trainee.

**E.5.3 Other minimum wage provisions**

- (a) An employee who was employed by an employer immediately prior to becoming a trainee with that employer must not suffer a reduction in their minimum wage per week or per hour by virtue of becoming a trainee. Casual loadings will be disregarded when determining whether the employee has suffered a reduction in their minimum wage.
- (b) If a qualification is converted from an AQF Certificate Level II to an AQF Certificate Level III traineeship, or from an AQF Certificate Level III to an AQF Certificate Level IV traineeship, then the trainee must be paid the next highest minimum wage provided in this schedule, where a higher minimum wage is provided for the new AQF certificate level.

#### **E.5.4 Default wage rate**

The minimum wage for a trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate level are not allocated to a wage level by Appendix E1 is the relevant minimum wage under this schedule for a trainee undertaking an AQF Certificate to Level I–III traineeship whose training package and AQF certificate level are allocated to Wage Level B.

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