

DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review



Annual Wage Review 2021–22 (C2022/1)

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

Commonwealth employment

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 10.1 and inserting the following:

Classification	Annual salary	Weekly rate	Hourly rate
	\$	\$	\$
Administrative Officer Stream			
ASO Level 1	45,244	867.30	23.60
ASO Level 2	48,531	930.30	25.31
ASO Level 3	52,497	1006.30	27.38
ASO Level 4	56,269	1078.60	29.35
ASO Level 5	60,457	1158.90	31.54
ASO Level 6	65,998	1265.10	34.43
SO Level 1	71,948	1379.20	37.53

Draft determination amended 23 June 2022 to correct rates in item A.11 on pages 11–13.

Classification	Annual salary	Weekly rate	Hourly rate
	\$	\$	\$
SO Level 2	78,830	1511.10	41.12
SO Level 3	88,661	1699.60	46.25
Craftsperson Stream			
CP Level 1	43,054	825.30	22.46
CP Level 2	44,477	852.60	23.20
CP Level 3	46,789	896.90	24.41
CP Level 4	49,434	947.60	25.79
CP Level 5	51,475	986.70	26.85
CP Level 6	53,349	1022.70	27.83
CP Level 7	55,150	1057.20	28.77
CP Level 8	58,219	1116.00	30.37
CP Level 9	62,005	1188.60	32.34
Professional Stream			
PO Level 1	52,497	1006.30	27.38
PO Level 2	64,554	1237.50	33.67
SPO Level 1	71,948	1379.20	37.53
SPO Level 2	78,830	1511.10	41.12
SPO Level 3	88,661	1699.60	46.25
Research Stream			
Post Doc	62,005	1188.60	32.34
RS	64,554	1237.50	33.67
SRS	78,830	1511.10	41.12
PRS	90,035	1725.90	46.96
Technical Stream			
TO Level 1	49,576	950.30	25.86
TO Level 2	52,497	1006.30	27.38
TO Level 3	58,219	1116.00	30.37
TO Level 4	64,554	1237.50	33.67
STO Level 1	73,601	1410.90	38.39
STO Level 2	80,710	1547.20	42.10
Senior Management— Corporate Management			
Corporate Level 1 (Band 1)	91,727	1758.30	47.85
Corporate Level 2 (Band 2)	106,565	2042.80	55.59
Corporate Level 3 (Band 3)	135,786	2602.90	70.83
Senior Management— Research (RS)			
SPRS	105,109	2014.90	54.83
CRS	119,138	2283.80	62.14

Classification	Annual salary	Weekly rate	Hourly rate
	\$	\$	\$
Senior Management— Research Support (Senior Specialist)			
Senior Specialist Level 1	91,727	1758.30	47.85
Senior Specialist Level 2	106,565	2042.80	55.59
Senior Specialist Level 3	135,786	2602.90	70.83

2. By deleting the amount "\$26.57" appearing in clause 11.2 and inserting "\$27.80".
3. By deleting the amount "\$1.76" appearing in clause 11.3 and inserting "\$1.85".
4. By deleting the amount "\$31.15" appearing in clause 11.5(a) and inserting "\$32.59".
5. By deleting the table appearing in clause B.1 and inserting the following:

**Day
Ordinary rate — 100%
\$**

Administrative Officer Stream

ASO Level 1	23.60
ASO Level 2	25.31
ASO Level 3	27.38
ASO Level 4	29.35
ASO Level 5	31.54
ASO Level 6	34.43
SO Level 1	37.53
SO Level 2	41.12
SO Level 3	46.25

Craftsperson Stream

CP Level 1	22.46
CP Level 2	23.20
CP Level 3	24.41
CP Level 4	25.79
CP Level 5	26.85
CP Level 6	27.83
CP Level 7	28.77
CP Level 8	30.37

	Day Ordinary rate — 100% \$
CP Level 9	32.34
<i>Professional Stream</i>	
PO Level 1	27.38
PO Level 2	33.67
SPO Level 1	37.53
SPO Level 2	41.12
SPO Level 3	46.25
<i>Research Stream</i>	
Post Doc	32.34
RS	33.67
SRS	41.12
PRS	46.96
<i>Technical Stream</i>	
TO Level 1	25.86
TO Level 2	27.38
TO Level 3	30.37
TO Level 4	33.67
STO Level 1	38.39
STO Level 2	42.10
<i>Senior Management— Corporate Management</i>	
Corporate Level 1 (Band 1)	47.85
Corporate Level 2 (Band 2)	55.59
Corporate Level 3 (Band 3)	70.83
<i>Senior Management—Research (RS)</i>	
SPRS	54.83
CRS	62.14
<i>Senior Management—Research Support (Senior Specialist)</i>	
Senior Specialist Level 1	47.85
Senior Specialist Level 2	55.59
Senior Specialist Level 3	70.83

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

	Mon - Sat – first 3 hours 150% \$	Mon - Sat – after 3 hours 200% \$	Sunday – all day 200% \$	Public holiday – all day 250% \$
Administrative Officer Stream				
ASO Level 1	35.40	47.20	47.20	59.00
ASO Level 2	37.97	50.62	50.62	63.28
ASO Level 3	41.07	54.76	54.76	68.45
ASO Level 4	44.03	58.70	58.70	73.38
ASO Level 5	47.31	63.08	63.08	78.85
ASO Level 6	51.65	68.86	68.86	86.08
SO Level 1	56.30	75.06	75.06	93.83
SO Level 2	61.68	82.24	82.24	102.80
SO Level 3	69.38	92.50	92.50	115.63
Craftsperson Stream				
CP Level 1	33.69	44.92	44.92	56.15
CP Level 2	34.80	46.40	46.40	58.00
CP Level 3	36.62	48.82	48.82	61.03
CP Level 4	38.69	51.58	51.58	64.48
CP Level 5	40.28	53.70	53.70	67.13
CP Level 6	41.75	55.66	55.66	69.58
CP Level 7	43.16	57.54	57.54	71.93
CP Level 8	45.56	60.74	60.74	75.93
CP Level 9	48.51	64.68	64.68	80.85
Professional Stream				
PO Level 1	41.07	54.76	54.76	68.45
PO Level 2	50.51	67.34	67.34	84.18
SPO Level 1	56.30	75.06	75.06	93.83
SPO Level 2	61.68	82.24	82.24	102.80
SPO Level 3	69.38	92.50	92.50	115.63
Research Stream				
Post Doc	48.51	64.68	64.68	80.85

	Mon - Sat – first 3 hours	Mon - Sat – after 3 hours	Sunday – all day	Public holiday – all day
	150%	200%	200%	250%
	\$	\$	\$	\$
RS	50.51	67.34	67.34	84.18
SRS	61.68	82.24	82.24	102.80
PRS	70.44	93.92	93.92	117.40
Technical Stream				
TO Level 1	38.79	51.72	51.72	64.65
TO Level 2	41.07	54.76	54.76	68.45
TO Level 3	45.56	60.74	60.74	75.93
TO Level 4	50.51	67.34	67.34	84.18
STO Level 1	57.59	76.78	76.78	95.98
STO Level 2	63.15	84.20	84.20	105.25
Senior Management— Corporate Management				
Corporate Level 1 (Band 1)	71.78	95.70	95.70	119.63
Corporate Level 2 (Band 2)	83.39	111.18	111.18	138.98
Corporate Level 3 (Band 3)	106.25	141.66	141.66	177.08
Senior Management— Research (RS)				
SPRS	82.25	109.66	109.66	137.08
CRS	93.21	124.28	124.28	155.35
Senior Management— Research Support (Senior Specialist)				
Senior Specialist Level 1	71.78	95.70	95.70	119.63
Senior Specialist Level 2	83.39	111.18	111.18	138.98
Senior Specialist Level 3	106.25	141.66	141.66	177.08

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

	Day	Night	Continuous Night	Saturday	Sunday	Public holiday
	100%	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$
<i>Administrative Officer Stream</i>						
ASO Level 1	23.60	27.14	30.68	35.40	47.20	59.00

	Day	Night	Continuous Night	Saturday	Sunday	Public holiday
	100%	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$
ASO Level 2	25.31	29.11	32.90	37.97	50.62	63.28
ASO Level 3	27.38	31.49	35.59	41.07	54.76	68.45
ASO Level 4	29.35	33.75	38.16	44.03	58.70	73.38
ASO Level 5	31.54	36.27	41.00	47.31	63.08	78.85
ASO Level 6	34.43	39.59	44.76	51.65	68.86	86.08
SO Level 1	37.53	43.16	48.79	56.30	75.06	93.83
SO Level 2	41.12	47.29	53.46	61.68	82.24	102.80
SO Level 3	46.25	53.19	60.13	69.38	92.50	115.63
<i>Craftsperson Stream</i>						
CP Level 1	22.46	25.83	29.20	33.69	44.92	56.15
CP Level 2	23.20	26.68	30.16	34.80	46.40	58.00
CP Level 3	24.41	28.07	31.73	36.62	48.82	61.03
CP Level 4	25.79	29.66	33.53	38.69	51.58	64.48
CP Level 5	26.85	30.88	34.91	40.28	53.70	67.13
CP Level 6	27.83	32.00	36.18	41.75	55.66	69.58
CP Level 7	28.77	33.09	37.40	43.16	57.54	71.93
CP Level 8	30.37	34.93	39.48	45.56	60.74	75.93
CP Level 9	32.34	37.19	42.04	48.51	64.68	80.85
<i>Professional Stream</i>						
PO Level 1	27.38	31.49	35.59	41.07	54.76	68.45
PO Level 2	33.67	38.72	43.77	50.51	67.34	84.18
SPO Level 1	37.53	43.16	48.79	56.30	75.06	93.83
SPO Level 2	41.12	47.29	53.46	61.68	82.24	102.80
SPO Level 3	46.25	53.19	60.13	69.38	92.50	115.63
<i>Research Stream</i>						
Post Doc	32.34	37.19	42.04	48.51	64.68	80.85
RS	33.67	38.72	43.77	50.51	67.34	84.18
SRS	41.12	47.29	53.46	61.68	82.24	102.80
PRS	46.96	54.00	61.05	70.44	93.92	117.40
<i>Technical Stream</i>						
TO Level 1	25.86	29.74	33.62	38.79	51.72	64.65
TO Level 2	27.38	31.49	35.59	41.07	54.76	68.45
TO Level 3	30.37	34.93	39.48	45.56	60.74	75.93
TO Level 4	33.67	38.72	43.77	50.51	67.34	84.18

	Day	Night	Continuous Night	Saturday	Sunday	Public holiday
	100%	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$
STO Level 1	38.39	44.15	49.91	57.59	76.78	95.98
STO Level 2	42.10	48.42	54.73	63.15	84.20	105.25
<i>Senior Management—Corporate Management</i>						
Corporate Level 1 (Band 1)	47.85	55.03	62.21	71.78	95.70	119.63
Corporate Level 2 (Band 2)	55.59	63.93	72.27	83.39	111.18	138.98
Corporate Level 3 (Band 3)	70.83	81.45	92.08	106.25	141.66	177.08
<i>Senior Management—Research (RS)</i>						
SPRS	54.83	63.05	71.28	82.25	109.66	137.08
CRS	62.14	71.46	80.78	93.21	124.28	155.35
<i>Senior Management—Research Support (Senior Specialist)</i>						
Senior Specialist Level 1	47.85	55.03	62.21	71.78	95.70	119.63
Senior Specialist Level 2	55.59	63.93	72.27	83.39	111.18	138.98
Senior Specialist Level 3	70.83	81.45	92.08	106.25	141.66	177.08

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

	Mon - Fri – first 3 hours	Mon - Fri – after 3 hours	Sat and Sun – all day	Public holiday – all day
	150%	200%	200%	250%
	\$	\$	\$	\$
<i>Administrative Officer Stream</i>				
ASO Level 1	35.40	47.20	47.20	59.00
ASO Level 2	37.97	50.62	50.62	63.28
ASO Level 3	41.07	54.76	54.76	68.45
ASO Level 4	44.03	58.70	58.70	73.38
ASO Level 5	47.31	63.08	63.08	78.85
ASO Level 6	51.65	68.86	68.86	86.08
SO Level 1	56.30	75.06	75.06	93.83
SO Level 2	61.68	82.24	82.24	102.80
SO Level 3	69.38	92.50	92.50	115.63
<i>Craftsperson Stream</i>				

	Mon - Fri – first 3 hours	Mon - Fri – after 3 hours	Sat and Sun – all day	Public holiday – all day
	150%	200%	200%	250%
	\$	\$	\$	\$
CP Level 1	33.69	44.92	44.92	56.15
CP Level 2	34.80	46.40	46.40	58.00
CP Level 3	36.62	48.82	48.82	61.03
CP Level 4	38.69	51.58	51.58	64.48
CP Level 5	40.28	53.70	53.70	67.13
CP Level 6	41.75	55.66	55.66	69.58
CP Level 7	43.16	57.54	57.54	71.93
CP Level 8	45.56	60.74	60.74	75.93
CP Level 9	48.51	64.68	64.68	80.85
<i>Professional Stream</i>				
PO Level 1	41.07	54.76	54.76	68.45
PO Level 2	50.51	67.34	67.34	84.18
SPO Level 1	56.30	75.06	75.06	93.83
SPO Level 2	61.68	82.24	82.24	102.80
SPO Level 3	69.38	92.50	92.50	115.63
<i>Research Stream</i>				
Post Doc	48.51	64.68	64.68	80.85
RS	50.51	67.34	67.34	84.18
SRS	61.68	82.24	82.24	102.80
PRS	70.44	93.92	93.92	117.40
<i>Technical Stream</i>				
TO Level 1	38.79	51.72	51.72	64.65
TO Level 2	41.07	54.76	54.76	68.45
TO Level 3	45.56	60.74	60.74	75.93
TO Level 4	50.51	67.34	67.34	84.18
STO Level 1	57.59	76.78	76.78	95.98
STO Level 2	63.15	84.20	84.20	105.25
<i>Senior Management— Corporate Management</i>				
Corporate Level 1 (Band 1)	71.78	95.70	95.70	119.63
Corporate Level 2 (Band 2)	83.39	111.18	111.18	138.98

	Mon - Fri – first 3 hours	Mon - Fri – after 3 hours	Sat and Sun – all day	Public holiday – all day
	150%	200%	200%	250%
	\$	\$	\$	\$
Corporate Level 3 (Band 3)	106.25	141.66	141.66	177.08
<i>Senior Management— Research (RS)</i>				
SPRS	82.25	109.66	109.66	137.08
CRS	93.21	124.28	124.28	155.35
<i>Senior Management— Research Support (Senior Specialist)</i>				
Senior Specialist Level 1	71.78	95.70	95.70	119.63
Senior Specialist Level 2	83.39	111.18	111.18	138.98
Senior Specialist Level 3	106.25	141.66	141.66	177.08

9. By deleting the amount “\$24.65” appearing in clause C.1 and inserting “\$25.79”.

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

Allowance	Payable	% of the standard rate	\$
Electrician's licence	per week	107.78	27.80
Plumber's licence	per hour	7.16	1.85
On call	per night or day	126.38	32.59

11. 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:

	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	363.40	11.95	400.10	13.16	475.90	15.65
Plus 1 year out of school	400.10	13.16	475.90	15.65	553.90	18.22
Plus 2 years out of school	475.90	15.65	553.90	18.22	644.50	21.20
Plus 3 years out of school	553.90	18.22	644.50	21.20	738.00	24.28
Plus 4 years out of school	644.50	21.20	738.00	24.28		
Plus 5 or more years out of school	738.00	24.28				

(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	363.40	11.95	400.10	13.16	463.80	15.26
Plus 1 year out of school	400.10	13.16	463.80	15.26	533.50	17.55
Plus 2 years out of school	463.80	15.26	533.50	17.55	625.80	20.59
Plus 3 years out of school	533.50	17.55	625.80	20.59	713.70	23.48
Plus 4 years out of school	625.80	20.59	713.70	23.48		
Plus 5 or more years out of school	713.70	23.48				

(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	363.40	11.95	400.10	13.16	463.80	15.26
Plus 1 year out of school	400.10	13.16	463.80	15.26	524.50	17.25
Plus 2 years out of school	463.80	15.26	524.50	17.25	586.00	19.28
Plus 3 years out of school	524.50	17.25	586.00	19.28	652.70	21.47
Plus 4 years out of school	586.00	19.28	652.70	21.47		
Plus 5 or more years out of school	652.70	21.47				

(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	766.00	25.20	795.10	26.15
Wage Level B	740.80	24.37	769.00	25.30
Wage Level C	677.50	22.29	703.20	23.13

(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
\$	\$
11.95	13.16

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