



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2022–23
(C2023/1)

**ELECTRICAL, ELECTRONIC AND COMMUNICATIONS
CONTRACTING AWARD 2020**
[MA000025]

Electrical contracting industry

JUSTICE HATCHER, PRESIDENT
VICE PRESIDENT CATANZARITI
VICE PRESIDENT ASBURY
DEPUTY PRESIDENT HAMPTON
MS LABINE-ROMAIN
PROFESSOR BAIRD
MR CULLY

SYDNEY, XX JUNE 2023

Annual Wage Review 2022–23.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2022–23 on 2 June 2023 [[2023] FWCFB 3500], the above award is varied as follows:

1. By deleting the table appearing in clause 16.2 and inserting the following:

Classification level	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Electrical worker grade 1	871.20	22.93
Electrical worker grade 2	900.70	23.70
Electrical worker grade 3	930.70	24.49
Electrical worker grade 4	960.70	25.28
Electrical worker grade 5	995.00	26.18
Electrical worker grade 6	1026.20	27.01
Electrical worker grade 7	1085.60	28.57

Classification level	Minimum weekly rate (full-time employee)	Minimum hourly rate
Electrical worker grade 8	1140.70	30.02
Electrical worker grade 9	1164.10	30.63
Electrical worker grade 10	1257.90	33.10

2. By deleting the year “2022” in clause 16.7(b) and inserting “2023”.
3. By deleting the amount “\$34.81” appearing in clause 18.3(a) and inserting “\$36.82”.
4. By deleting the amount “\$33.87” appearing in clause 18.3(b) and inserting “\$35.82”.
5. By deleting the table appearing in clause 18.3(c) and inserting the following:

In charge of:	\$ per week
3 to 10 employees	42.79
11 to 20 employees	59.70
More than 20 employees	80.60

6. By deleting the amount “\$86.56” appearing in clause 18.3(d) and inserting “\$91.54”.
7. By deleting the amount “\$72.45” appearing in clause 18.3(e) and inserting “\$76.62”.
8. By deleting the amounts “\$18.82” and “\$3.76” appearing in clause 18.3(f)(ii) and inserting “\$19.90” and “\$3.98” respectively.
9. By deleting the table appearing in clause 18.4(a)(iii) and inserting the following:

Storey	\$ per hour
0–15 floors	0.68
16–30 floors	0.84
31–45 floors	1.28
46–60 floors	1.62
More than 60 floors	2.07

10. By deleting the amount “\$0.79” wherever it appears in clause 18.4(b)(i) and inserting “\$0.84”.
11. By deleting the amount “\$19.76” appearing in clause 18.4(c) and inserting “\$20.90”.
12. By deleting the amount “\$82.80” appearing in clause 20.6 and inserting “\$87.56”.

13. By deleting the table appearing in clause B.2.1 and inserting the following:

	Ordinary hours	Public holiday
	% of ordinary hourly rate¹	
	100%	250%
	\$	\$
Electrical worker grade 1	23.90	59.75
Electrical worker grade 2	24.67	61.68
Electrical worker grade 3	25.46	63.65
Electrical worker grade 4	26.25	65.63
Electrical worker grade 5	27.73	69.33
Electrical worker grade 6	28.55	71.38
Electrical worker grade 7	30.11	75.28
Electrical worker grade 8	31.56	78.90
Electrical worker grade 9	32.18	80.45
Electrical worker grade 10	34.65	86.63

14. By deleting the table appearing in clause B.2.2 and inserting the following:

	Monday to Saturday¹		Sunday¹	Public holiday¹
	First 2 hours	After 2 hours		
	% of ordinary hourly rate²			
	150%	200%	200%	250%
	\$	\$	\$	\$
Electrical worker grade 1	35.85	47.80	47.80	59.75
Electrical worker grade 2	37.01	49.34	49.34	61.68
Electrical worker grade 3	38.19	50.92	50.92	63.65
Electrical worker grade 4	39.38	52.50	52.50	65.63
Electrical worker grade 5	41.60	55.46	55.46	69.33
Electrical worker grade 6	42.83	57.10	57.10	71.38
Electrical worker grade 7	45.17	60.22	60.22	75.28
Electrical worker grade 8	47.34	63.12	63.12	78.90
Electrical worker grade 9	48.27	64.36	64.36	80.45
Electrical worker grade 10	51.98	69.30	69.30	86.63

15. By deleting the table appearing in clause B.2.3 and inserting the following:

	After-noon or night ¹	Non-successive afternoon or night ²		Perma- nent night ³	Satur- day	Sunday ⁵	Public holiday	
		First 2 hours	After 2 hours				Continuous shiftwork	Other than continuous shiftwork
% of ordinary hourly rate ⁴								
	115%	150%	200%	130%	150%	200%	200%	250%
	\$	\$	\$	\$	\$	\$	\$	\$
Electrical worker grade 1	27.49	35.85	47.80	31.07	35.85	47.80	47.80	59.75
Electrical worker grade 2	28.37	37.01	49.34	32.07	37.01	49.34	49.34	61.68
Electrical worker grade 3	29.28	38.19	50.92	33.10	38.19	50.92	50.92	63.65
Electrical worker grade 4	30.19	39.38	52.50	34.13	39.38	52.50	52.50	65.63
Electrical worker grade 5	31.89	41.60	55.46	36.05	41.60	55.46	55.46	69.33
Electrical worker grade 6	32.83	42.83	57.10	37.12	42.83	57.10	57.10	71.38
Electrical worker grade 7	34.63	45.17	60.22	39.14	45.17	60.22	60.22	75.28
Electrical worker grade 8	36.29	47.34	63.12	41.03	47.34	63.12	63.12	78.90
Electrical worker grade 9	37.01	48.27	64.36	41.83	48.27	64.36	64.36	80.45
Electrical worker grade 10	39.85	51.98	69.30	45.05	51.98	69.30	69.30	86.63

16. By deleting the table appearing in clause B.2.4 and inserting the following:

	Monday to Sunday				Public holiday	
	Continuous shiftwork	Other than continuous shiftwork		Continuous shiftwork	Other than continuous shiftwork	
First 2 hours		After 2 hours				
% of ordinary hourly rate ¹						
	200%	150%	200%	200%	250%	
	\$	\$	\$	\$	\$	
Electrical worker grade 1	47.80	35.85	47.80	47.80	59.75	
Electrical worker grade 2	49.34	37.01	49.34	49.34	61.68	

	Monday to Sunday		Public holiday		
	Continuous shiftwork	Other than continuous shiftwork	Continuous shiftwork	Other than continuous shiftwork	
		First 2 hours	After 2 hours		
	% of ordinary hourly rate ¹				
	200%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
Electrical worker grade 3	50.92	38.19	50.92	50.92	63.65
Electrical worker grade 4	52.50	39.38	52.50	52.50	65.63
Electrical worker grade 5	55.46	41.60	55.46	55.46	69.33
Electrical worker grade 6	57.10	42.83	57.10	57.10	71.38
Electrical worker grade 7	60.22	45.17	60.22	60.22	75.28
Electrical worker grade 8	63.12	47.34	63.12	63.12	78.90
Electrical worker grade 9	64.36	48.27	64.36	64.36	80.45
Electrical worker grade 10	69.30	51.98	69.30	69.30	86.63

17. By deleting the table appearing in clause B.3.1 and inserting the following:

	Day	Public holiday
	% of ordinary hourly rate ¹	
	125%	312.5%
	\$	\$
Electrical worker grade 1	29.88	74.69
Electrical worker grade 2	30.84	77.09
Electrical worker grade 3	31.83	79.56
Electrical worker grade 4	32.81	82.03
Electrical worker grade 5	34.66	86.66
Electrical worker grade 6	35.69	89.22
Electrical worker grade 7	37.64	94.09
Electrical worker grade 8	39.45	98.63
Electrical worker grade 9	40.23	100.56
Electrical worker grade 10	43.31	108.28

18. By deleting the table appearing in clause B.3.2 and inserting the following:

	After-noon or night ¹	Non-successive afternoon or night ²		Perma-nent night ³	Satur-day	Sunda-y	Public holiday	
		First 2 hours	After 2 hours				Contin-uous shift-worker	Non-contin-uous shift-worker
	% of ordinary hourly rate⁴							
	140%	187.5%	250%	155%	187.5%	250%	250%	312.5%
	\$	\$	\$	\$	\$	\$	\$	\$
Electrical worker grade 1	33.46	44.81	59.75	37.05	44.81	59.75	59.75	74.69
Electrical worker grade 2	34.54	46.26	61.68	38.24	46.26	61.68	61.68	77.09
Electrical worker grade 3	35.64	47.74	63.65	39.46	47.74	63.65	63.65	79.56
Electrical worker grade 4	36.75	49.22	65.63	40.69	49.22	65.63	65.63	82.03
Electrical worker grade 5	38.82	51.99	69.33	42.98	51.99	69.33	69.33	86.66
Electrical worker grade 6	39.97	53.53	71.38	44.25	53.53	71.38	71.38	89.22
Electrical worker grade 7	42.15	56.46	75.28	46.67	56.46	75.28	75.28	94.09
Electrical worker grade 8	44.18	59.18	78.90	48.92	59.18	78.90	78.90	98.63
Electrical worker grade 9	45.05	60.34	80.45	49.88	60.34	80.45	80.45	100.56
Electrical worker grade 10	48.51	64.97	86.63	53.71	64.97	86.63	86.63	108.28

19. By deleting the table appearing in clause B.4.1 and inserting the following:

	Ordinary hours	Public holiday
	% of apprentice hourly rate ¹	
	100%	250%
	\$	\$
Commencing before 1 January 2014		
1st year	11.81	29.53
2nd year	15.18	37.95
3rd year	20.24	50.60
4th year	23.61	59.03
Commencing on or after 1 January 2014		
1st year	23.05	57.63
2nd year	25.16	62.90
3rd year	25.16	62.90
4th year	25.16	62.90

20. By deleting the table appearing in clause B.4.2 and inserting the following:

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of apprentice hourly rate ¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Commencing before 1 January 2014				
1st year	17.72	23.62	23.62	29.53
2nd year	22.77	30.36	30.36	37.95
3rd year	30.36	40.48	40.48	50.60
4th year	35.42	47.22	47.22	59.03
Commencing on or after 1 January 2014				
1st year	34.58	46.10	46.10	57.63
2nd year	37.74	50.32	50.32	62.90
3rd year	37.74	50.32	50.32	62.90
4th year	37.74	50.32	50.32	62.90

21. By deleting the table appearing in clause B.4.3 and inserting the following:

	Afternoon or night ¹	Non-successive afternoon or night ²		Permanent night ³	Saturday	Sunday	Public holiday	
		First 2 hours	After 2 hours				Continu-ous shiftwork	Other than continuous shift-work
% of apprentice hourly rate ⁴								
	115%	150%	200%	130%	150%	200%	200%	250%
	\$	\$	\$	\$	\$	\$	\$	\$
Commencing before 1 January 2014								
1st year	13.58	17.72	23.62	15.35	17.72	23.62	23.62	29.53
2nd year	17.46	22.77	30.36	19.73	22.77	30.36	30.36	37.95
3rd year	23.28	30.36	40.48	26.31	30.36	40.48	40.48	50.60
4th year	27.15	35.42	47.22	30.69	35.42	47.22	47.22	59.03
Commencing on or after 1 January 2014								
1st year	26.51	34.58	46.10	29.97	34.58	46.10	46.10	57.63
2nd year	28.93	37.74	50.32	32.71	37.74	50.32	50.32	62.90
3rd year	28.93	37.74	50.32	32.71	37.74	50.32	50.32	62.90
4th year	28.93	37.74	50.32	32.71	37.74	50.32	50.32	62.90

22. By deleting the table appearing in clause B.4.4 and inserting the following:

	Monday to Sunday		
	Continuous shiftwork	Other than continuous shiftwork	
		First 2 hours	After 2 hours
% of apprentice hourly rate ¹			
	200%	150%	200%
	\$	\$	\$
Commencing before 1 January 2014			
1st year	23.62	17.72	23.62
2nd year	30.36	22.77	30.36

	Monday to Sunday		
	Continuous shiftwork	Other than continuous shiftwork	
		First 2 hours	After 2 hours
	% of apprentice hourly rate ¹		
	200%	150%	200%
	\$	\$	\$
3rd year	40.48	30.36	40.48
4th year	47.22	35.42	47.22
Commencing on or after 1 January 2014			
1st year	46.10	34.58	46.10
2nd year	50.32	37.74	50.32
3rd year	50.32	37.74	50.32
4th year	50.32	37.74	50.32

23. By deleting the table appearing in clause B.4.5 and inserting the following:

	Ordinary hours	Public holiday
	% of apprentice hourly rate ¹	
	100%	250%
	\$	\$
Have not completed year 12		
1st year	14.62	36.55
2nd year	17.43	43.58
3rd year	20.24	50.60
4th year	23.61	59.03
Have completed year 12		
1st year	16.03	40.08
2nd year	18.84	47.10
3rd year	20.24	50.60
4th year	23.61	59.03

24. By deleting the table appearing in clause B.4.6 and inserting the following:

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of apprentice hourly rate¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Have not completed year 12				
1st year	21.93	29.24	29.24	36.55
2nd year	26.15	34.86	34.86	43.58
3rd year	30.36	40.48	40.48	50.60
4th year	35.42	47.22	47.22	59.03
Have completed year 12				
1st year	24.05	32.06	32.06	40.08
2nd year	28.26	37.68	37.68	47.10
3rd year	30.36	40.48	40.48	50.60
4th year	35.42	47.22	47.22	59.03

25. By deleting the table appearing in clause B.4.7 and inserting the following:

	Afternoon or night ¹	Non-successive afternoon or night ²		Permanent night ³	Saturday	Sunday	Public holiday	
		First 2 hours	After 2 hours				Continuou s shiftwork	Other than continuous shiftwork
	% of apprentice hourly rate⁴							
	115%	150%	200%	130%	150%	200%	200%	250%
	\$	\$	\$	\$	\$	\$	\$	\$
Have not completed year 12								
1st year	16.81	21.93	29.24	19.01	21.93	29.24	29.24	36.55
2nd year	20.04	26.15	34.86	22.66	26.15	34.86	34.86	43.58
3rd year	23.28	30.36	40.48	26.31	30.36	40.48	40.48	50.60
4th year	27.15	35.42	47.22	30.69	35.42	47.22	47.22	59.03

	Afternoon or night ¹	Non-successive afternoon or night ²		Permanent night ³	Saturday	Sunday	Public holiday	
		First 2 hours	After 2 hours				Continuous shiftwork	Other than continuous shiftwork
	% of apprentice hourly rate ⁴							
	115%	150%	200%	130%	150%	200%	200%	250%
	\$	\$	\$	\$	\$	\$	\$	\$
Have completed year 12								
1st year	18.43	24.05	32.06	20.84	24.05	32.06	32.06	40.08
2nd year	21.67	28.26	37.68	24.49	28.26	37.68	37.68	47.10
3rd year	23.28	30.36	40.48	26.31	30.36	40.48	40.48	50.60
4th year	27.15	35.42	47.22	30.69	35.42	47.22	47.22	59.03

26. By deleting the table appearing in clause B.4.8 and inserting the following:

	Monday to Sunday		
	Continuous shiftwork	Other than continuous shiftwork	
		First 2 hours	After 2 hours
	% of apprentice hourly rate ¹		
	200%	150%	200%
	\$	\$	\$
Have not completed year 12			
1st year	29.24	21.93	29.24
2nd year	34.86	26.15	34.86
3rd year	40.48	30.36	40.48
4th year	47.22	35.42	47.22
Have completed year 12			
1st year	32.06	24.05	32.06
2nd year	37.68	28.26	37.68
3rd year	40.48	30.36	40.48
4th year	47.22	35.42	47.22

27. By deleting the table appearing in clause B.4.9 and inserting the following:

	Ordinary hours	Public holiday
	% of apprentice hourly rate¹	
	100%	250%
	\$	\$
1st year	11.81	29.53
2nd year	15.18	37.95
3rd year	20.24	50.60
4th year	23.61	59.03

28. By deleting the table appearing in clause B.4.10. and inserting the following:

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of apprentice hourly rate¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
1st year	17.72	23.62	23.62	29.53
2nd year	22.77	30.36	30.36	37.95
3rd year	30.36	40.48	40.48	50.60
4th year	35.42	47.22	47.22	59.03

29. By deleting the table appearing in clause B.4.11 and inserting the following:

	Afternoon or night¹	Non-successive afternoon or night²		Permanent night³	Saturday	Sunday	Public holiday	
		First 2 hours	After 2 hours				Continuous shiftwork	Other than continuous shiftwork
	% of apprentice hourly rate⁴							
	115%	150%	200%	130%	150%	200%	200%	250%
	\$	\$	\$	\$	\$	\$	\$	\$
1st year	13.58	17.72	23.62	15.35	17.72	23.62	23.62	29.53
2nd year	17.46	22.77	30.36	19.73	22.77	30.36	30.36	37.95
3rd year	23.28	30.36	40.48	26.31	30.36	40.48	40.48	50.60
4th year	27.15	35.42	47.22	30.69	35.42	47.22	47.22	59.03

30. By deleting the table appearing in clause B.4.12 and inserting the following:

	Monday to Sunday		
	Continuous shiftwork	Other than continuous shiftwork	
		First 2 hours	After 2 hours
% of apprentice hourly rate ¹			
	200%	150%	200%
	\$	\$	
1st year	23.62	17.72	23.62
2nd year	30.36	22.77	30.36
3rd year	40.48	30.36	40.48
4th year	47.22	35.42	47.22

31. By deleting the amounts “\$940.90” and “\$24.76” appearing in clause C.1.1 and inserting “\$995.00” and “\$26.18” respectively.

32. By deleting the table appearing in clause C.1.1 and inserting the following:

Allowance	Clause	% of weekly standard rate	% of hourly standard rate	\$	Payable
Industry allowance*	18.3(a)	3.7	-	36.82	per week
Electrician’s licence allowance*	18.3(b)	3.6	-	35.82	per week
Leading hands allowance—in charge of—3 to 10 employees*	18.3(c)	4.3	-	42.79	per week
Leading hands allowance—in charge of—11 to 20 employees*	18.3(c)	6.0	-	59.70	per week
Leading hands allowance—in charge of—more than 20 employees*	18.3(c)	8.1	-	80.60	per week
Nominee allowance*	18.3(d)	9.2	-	91.54	per week
Electrical distribution line maintenance and tree clearing allowance*	18.3(e)	7.7	-	76.62	per week

Allowance	Clause	% of weekly standard rate	% of hourly standard rate	\$	Payable
Rate for ordering materials—more than 4 days' engagement*	18.3(f)(ii)	2.0	-	19.90	per week
Rate for ordering materials—less than 4 days' engagement*	18.3(f)(ii)	0.4	-	3.98	per day
Multistorey allowance—0 to 15 floors	18.4(a)(iii)	-	2.6	0.68	per hour
Multistorey allowance—16 to 30 floors	18.4(a)(iii)	-	3.2	0.84	per hour
Multistorey allowance—31 to 45 floors	18.4(a)(iii)	-	4.9	1.28	per hour
Multistorey allowance—46 to 60 floors	18.4(a)(iii)	-	6.2	1.62	per hour
Multistorey allowance—more than 60 floors	18.4(a)(iii)	-	7.9	2.07	per hour
Towers allowance—construction over 15 metres in height	18.4(b)(i)	-	3.2	0.84	per hour
Towers allowance—each further 15 metres	18.4(b)(i)	-	3.2	0.84	per hour
First aid allowance	18.4(c)	2.1	-	20.90	per week
Availability for duty	20.6	8.8	-	87.56	per week

B. This determination comes into operation on 1 July 2023. 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 2023.

PRESIDENT