



# DRAFT DETERMINATION

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

## Annual Wage Review 2022–23 (C2023/1)

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

Commonwealth employment

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:

- By deleting the table appearing in clause 10.1 and inserting the following:

<b>Classification</b>	<b>Annual salary</b>	<b>Weekly rate</b>	<b>Hourly rate</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Administrative Officer Stream</b>			
ASO Level 1	47,846	917.20	24.96
ASO Level 2	51,322	983.80	26.77
ASO Level 3	55,516	1064.20	28.96
ASO Level 4	59,504	1140.70	31.04
ASO Level 5	63,933	1225.60	33.35
ASO Level 6	69,793	1337.90	36.41
SO Level 1	76,085	1458.50	39.69
SO Level 2	83,363	1598.00	43.48
SO Level 3	93,759	1797.30	48.91

<b>Classification</b>	<b>Annual salary</b>	<b>Weekly rate</b>	<b>Hourly rate</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Craftsperson Stream</b>			
CP Level 1	45,530	872.80	23.75
CP Level 2	47,034	901.60	24.53
CP Level 3	49,479	948.50	25.81
CP Level 4	52,276	1002.10	27.27
CP Level 5	54,435	1043.50	28.39
CP Level 6	56,417	1081.50	29.43
CP Level 7	58,321	1118.00	30.42
CP Level 8	61,567	1180.20	32.11
CP Level 9	65,570	1256.90	34.20
<b>Professional Stream</b>			
PO Level 1	55,516	1064.20	28.96
PO Level 2	68,266	1308.60	35.61
SPO Level 1	76,085	1458.50	39.69
SPO Level 2	83,363	1598.00	43.48
SPO Level 3	93,759	1797.30	48.91
<b>Research Stream</b>			
Post Doc	65,570	1256.90	34.20
RS	68,266	1308.60	35.61
SRS	83,363	1598.00	43.48
PRS	95,212	1825.20	49.66
<b>Technical Stream</b>			
TO Level 1	52,427	1005.00	27.35
TO Level 2	55,516	1064.20	28.96
TO Level 3	61,567	1180.20	32.11
TO Level 4	68,266	1308.60	35.61
STO Level 1	77,833	1492.00	40.60
STO Level 2	85,351	1636.10	44.52
<b>Senior Management— Corporate Management</b>			
Corporate Level 1 (Band 1)	97,001	1859.40	50.60
Corporate Level 2 (Band 2)	112,692	2160.20	58.78
Corporate Level 3 (Band 3)	143,594	2752.60	74.90
<b>Senior Management— Research (RS)</b>			
SPRS	111,153	2130.70	57.98
CRS	125,988	2415.10	65.72

<b>Classification</b>	<b>Annual salary</b>	<b>Weekly rate</b>	<b>Hourly rate</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Senior Management— Research Support (Senior Specialist)</b>			
Senior Specialist Level 1	97,001	1859.40	50.60
Senior Specialist Level 2	112,692	2160.20	58.78
Senior Specialist Level 3	143,594	2752.60	74.90

2. By deleting the amount “\$27.80” appearing in clause 11.2 and inserting “\$29.39”.
3. By deleting the amount “\$1.85” appearing in clause 11.3 and inserting “\$1.95”.
4. By deleting the amount “\$32.59” appearing in clause 11.5(a) and inserting “\$34.46”.
5. By deleting the table appearing in clause B.1 and inserting the following:

**Day  
Ordinary rate — 100%  
\$**

*Administrative Officer Stream*

ASO Level 1	24.96
ASO Level 2	26.77
ASO Level 3	28.96
ASO Level 4	31.04
ASO Level 5	33.35
ASO Level 6	36.41
SO Level 1	39.69
SO Level 2	43.48
SO Level 3	48.91

*Craftsperson Stream*

CP Level 1	23.75
CP Level 2	24.53
CP Level 3	25.81
CP Level 4	27.27
CP Level 5	28.39
CP Level 6	29.43
CP Level 7	30.42
CP Level 8	32.11

	<b>Day Ordinary rate — 100% \$</b>
CP Level 9	34.20
<i>Professional Stream</i>	
PO Level 1	28.96
PO Level 2	35.61
SPO Level 1	39.69
SPO Level 2	43.48
SPO Level 3	48.91
<i>Research Stream</i>	
Post Doc	34.20
RS	35.61
SRS	43.48
PRS	49.66
<i>Technical Stream</i>	
TO Level 1	27.35
TO Level 2	28.96
TO Level 3	32.11
TO Level 4	35.61
STO Level 1	40.60
STO Level 2	44.52
<i>Senior Management— Corporate Management</i>	
Corporate Level 1 (Band 1)	50.60
Corporate Level 2 (Band 2)	58.78
Corporate Level 3 (Band 3)	74.90
<i>Senior Management—Research (RS)</i>	
SPRS	57.98
CRS	65.72
<i>Senior Management—Research Support (Senior Specialist)</i>	
Senior Specialist Level 1	50.60
Senior Specialist Level 2	58.78
Senior Specialist Level 3	74.90

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

	<b>Mon - Sat – first 3 hours 150% \$</b>	<b>Mon - Sat – after 3 hours 200% \$</b>	<b>Sunday – all day 200% \$</b>	<b>Public holiday – all day 250% \$</b>
<i>Administrative Officer Stream</i>				
ASO Level 1	37.44	49.92	49.92	62.40
ASO Level 2	40.16	53.54	53.54	66.93
ASO Level 3	43.44	57.92	57.92	72.40
ASO Level 4	46.56	62.08	62.08	77.60
ASO Level 5	50.03	66.70	66.70	83.38
ASO Level 6	54.62	72.82	72.82	91.03
SO Level 1	59.54	79.38	79.38	99.23
SO Level 2	65.22	86.96	86.96	108.70
SO Level 3	73.37	97.82	97.82	122.28
<i>Craftsperson Stream</i>				
CP Level 1	35.63	47.50	47.50	59.38
CP Level 2	36.80	49.06	49.06	61.33
CP Level 3	38.72	51.62	51.62	64.53
CP Level 4	40.91	54.54	54.54	68.18
CP Level 5	42.59	56.78	56.78	70.98
CP Level 6	44.15	58.86	58.86	73.58
CP Level 7	45.63	60.84	60.84	76.05
CP Level 8	48.17	64.22	64.22	80.28
CP Level 9	51.30	68.40	68.40	85.50
<i>Professional Stream</i>				
PO Level 1	43.44	57.92	57.92	72.40
PO Level 2	53.42	71.22	71.22	89.03
SPO Level 1	59.54	79.38	79.38	99.23
SPO Level 2	65.22	86.96	86.96	108.70
SPO Level 3	73.37	97.82	97.82	122.28
<i>Research Stream</i>				
Post Doc	51.30	68.40	68.40	85.50

	<b>Mon - Sat – first 3 hours</b>	<b>Mon - Sat – after 3 hours</b>	<b>Sunday – all day</b>	<b>Public holiday – all day</b>
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
RS	53.42	71.22	71.22	89.03
SRS	65.22	86.96	86.96	108.70
PRS	74.49	99.32	99.32	124.15
<i>Technical Stream</i>				
TO Level 1	41.03	54.70	54.70	68.38
TO Level 2	43.44	57.92	57.92	72.40
TO Level 3	48.17	64.22	64.22	80.28
TO Level 4	53.42	71.22	71.22	89.03
STO Level 1	60.90	81.20	81.20	101.50
STO Level 2	66.78	89.04	89.04	111.30
<i>Senior Management— Corporate Management</i>				
Corporate Level 1 (Band 1)	75.90	101.20	101.20	126.50
Corporate Level 2 (Band 2)	88.17	117.56	117.56	146.95
Corporate Level 3 (Band 3)	112.35	149.80	149.80	187.25
<i>Senior Management— Research (RS)</i>				
SPRS	86.97	115.96	115.96	144.95
CRS	98.58	131.44	131.44	164.30
<i>Senior Management— Research Support (Senior Specialist)</i>				
Senior Specialist Level 1	75.90	101.20	101.20	126.50
Senior Specialist Level 2	88.17	117.56	117.56	146.95
Senior Specialist Level 3	112.35	149.80	149.80	187.25

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

	<b>Day</b>	<b>Night</b>	<b>Continuous Night</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>100%</b>	<b>115%</b>	<b>130%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<i>Administrative Officer Stream</i>						
ASO Level 1	24.96	28.70	32.45	37.44	49.92	62.40

	<b>Day</b>	<b>Night</b>	<b>Continuous Night</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>100%</b>	<b>115%</b>	<b>130%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
ASO Level 2	26.77	30.79	34.80	40.16	53.54	66.93
ASO Level 3	28.96	33.30	37.65	43.44	57.92	72.40
ASO Level 4	31.04	35.70	40.35	46.56	62.08	77.60
ASO Level 5	33.35	38.35	43.36	50.03	66.70	83.38
ASO Level 6	36.41	41.87	47.33	54.62	72.82	91.03
SO Level 1	39.69	45.64	51.60	59.54	79.38	99.23
SO Level 2	43.48	50.00	56.52	65.22	86.96	108.70
SO Level 3	48.91	56.25	63.58	73.37	97.82	122.28
<i>Craftsperson Stream</i>						
CP Level 1	23.75	27.31	30.88	35.63	47.50	59.38
CP Level 2	24.53	28.21	31.89	36.80	49.06	61.33
CP Level 3	25.81	29.68	33.55	38.72	51.62	64.53
CP Level 4	27.27	31.36	35.45	40.91	54.54	68.18
CP Level 5	28.39	32.65	36.91	42.59	56.78	70.98
CP Level 6	29.43	33.84	38.26	44.15	58.86	73.58
CP Level 7	30.42	34.98	39.55	45.63	60.84	76.05
CP Level 8	32.11	36.93	41.74	48.17	64.22	80.28
CP Level 9	34.20	39.33	44.46	51.30	68.40	85.50
<i>Professional Stream</i>						
PO Level 1	28.96	33.30	37.65	43.44	57.92	72.40
PO Level 2	35.61	40.95	46.29	53.42	71.22	89.03
SPO Level 1	39.69	45.64	51.60	59.54	79.38	99.23
SPO Level 2	43.48	50.00	56.52	65.22	86.96	108.70
SPO Level 3	48.91	56.25	63.58	73.37	97.82	122.28
<i>Research Stream</i>						
Post Doc	34.20	39.33	44.46	51.30	68.40	85.50
RS	35.61	40.95	46.29	53.42	71.22	89.03
SRS	43.48	50.00	56.52	65.22	86.96	108.70
PRS	49.66	57.11	64.56	74.49	99.32	124.15
<i>Technical Stream</i>						
TO Level 1	27.35	31.45	35.56	41.03	54.70	68.38
TO Level 2	28.96	33.30	37.65	43.44	57.92	72.40
TO Level 3	32.11	36.93	41.74	48.17	64.22	80.28
TO Level 4	35.61	40.95	46.29	53.42	71.22	89.03

	<b>Day</b>	<b>Night</b>	<b>Continuous Night</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>100%</b>	<b>115%</b>	<b>130%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
STO Level 1	40.60	46.69	52.78	60.90	81.20	101.50
STO Level 2	44.52	51.20	57.88	66.78	89.04	111.30
<i>Senior Management—Corporate Management</i>						
Corporate Level 1 (Band 1)	50.60	58.19	65.78	75.90	101.20	126.50
Corporate Level 2 (Band 2)	58.78	67.60	76.41	88.17	117.56	146.95
Corporate Level 3 (Band 3)	74.90	86.14	97.37	112.35	149.80	187.25
<i>Senior Management—Research (RS)</i>						
SPRS	57.98	66.68	75.37	86.97	115.96	144.95
CRS	65.72	75.58	85.44	98.58	131.44	164.30
<i>Senior Management—Research Support (Senior Specialist)</i>						
Senior Specialist Level 1	50.60	58.19	65.78	75.90	101.20	126.50
Senior Specialist Level 2	58.78	67.60	76.41	88.17	117.56	146.95
Senior Specialist Level 3	74.90	86.14	97.37	112.35	149.80	187.25

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

	<b>Mon - Fri – first 3 hours</b>	<b>Mon - Fri – after 3 hours</b>	<b>Sat and Sun – all day</b>	<b>Public holiday – all day</b>
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<i>Administrative Officer Stream</i>				
ASO Level 1	37.44	49.92	49.92	62.40
ASO Level 2	40.16	53.54	53.54	66.93
ASO Level 3	43.44	57.92	57.92	72.40
ASO Level 4	46.56	62.08	62.08	77.60
ASO Level 5	50.03	66.70	66.70	83.38
ASO Level 6	54.62	72.82	72.82	91.03
SO Level 1	59.54	79.38	79.38	99.23
SO Level 2	65.22	86.96	86.96	108.70
SO Level 3	73.37	97.82	97.82	122.28



	<b>Mon - Fri – first 3 hours</b>	<b>Mon - Fri – after 3 hours</b>	<b>Sat and Sun – all day</b>	<b>Public holiday – all day</b>
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<i>Craftsperson Stream</i>				
CP Level 1	35.63	47.50	47.50	59.38
CP Level 2	36.80	49.06	49.06	61.33
CP Level 3	38.72	51.62	51.62	64.53
CP Level 4	40.91	54.54	54.54	68.18
CP Level 5	42.59	56.78	56.78	70.98
CP Level 6	44.15	58.86	58.86	73.58
CP Level 7	45.63	60.84	60.84	76.05
CP Level 8	48.17	64.22	64.22	80.28
CP Level 9	51.30	68.40	68.40	85.50
<i>Professional Stream</i>				
PO Level 1	43.44	57.92	57.92	72.40
PO Level 2	53.42	71.22	71.22	89.03
SPO Level 1	59.54	79.38	79.38	99.23
SPO Level 2	65.22	86.96	86.96	108.70
SPO Level 3	73.37	97.82	97.82	122.28
<i>Research Stream</i>				
Post Doc	51.30	68.40	68.40	85.50
RS	53.42	71.22	71.22	89.03
SRS	65.22	86.96	86.96	108.70
PRS	74.49	99.32	99.32	124.15
<i>Technical Stream</i>				
TO Level 1	41.03	54.70	54.70	68.38
TO Level 2	43.44	57.92	57.92	72.40
TO Level 3	48.17	64.22	64.22	80.28
TO Level 4	53.42	71.22	71.22	89.03
STO Level 1	60.90	81.20	81.20	101.50
STO Level 2	66.78	89.04	89.04	111.30
<i>Senior Management— Corporate Management</i>				
Corporate Level 1 (Band 1)	75.90	101.20	101.20	126.50

	<b>Mon - Fri – first 3 hours</b>	<b>Mon - Fri – after 3 hours</b>	<b>Sat and Sun – all day</b>	<b>Public holiday – all day</b>
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Corporate Level 2 (Band 2)	88.17	117.56	117.56	146.95
Corporate Level 3 (Band 3)	112.35	149.80	149.80	187.25
<i>Senior Management— Research (RS)</i>				
SPRS	86.97	115.96	115.96	144.95
CRS	98.58	131.44	131.44	164.30
<i>Senior Management— Research Support (Senior Specialist)</i>				
Senior Specialist Level 1	75.90	101.20	101.20	126.50
Senior Specialist Level 2	88.17	117.56	117.56	146.95
Senior Specialist Level 3	112.35	149.80	149.80	187.25

9. By deleting the amount “\$25.79” appearing in clause C.1 and inserting “\$27.27”.

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

<b>Allowance</b>	<b>Payable</b>	<b>% of the standard rate</b>	<b>\$</b>
Electrician’s licence	per week	107.78	29.39
Plumber’s licence	per hour	7.16	1.95
On call	per night or day	126.38	34.46

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:

	<b>Highest year of schooling completed</b>					
	<b>Year 10</b>		<b>Year 11</b>		<b>Year 12</b>	
	<b>Full-time weekly</b>	<b>Part-time hourly</b>	<b>Full-time weekly</b>	<b>Part-time hourly</b>	<b>Full-time weekly</b>	<b>Part-time hourly</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	384.30	12.64	423.10	13.92	503.30	16.55
Plus 1 year out of school	423.10	13.92	503.30	16.55	585.70	19.27
Plus 2 years out of school	503.30	16.55	585.70	19.27	681.60	22.42
Plus 3 years out of school	585.70	19.27	681.60	22.42	780.40	25.68
Plus 4 years out of school	681.60	22.42	780.40	25.68		
Plus 5 or more years out of school	780.40	25.68				

**(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:

	<b>Highest year of schooling completed</b>					
	<b>Year 10</b>		<b>Year 11</b>		<b>Year 12</b>	
	<b>Full-time weekly</b>	<b>Part-time hourly</b>	<b>Full-time weekly</b>	<b>Part-time hourly</b>	<b>Full-time weekly</b>	<b>Part-time hourly</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	384.30	12.64	423.10	13.92	490.50	16.14
Plus 1 year out of school	423.10	13.92	490.50	16.14	564.20	18.56
Plus 2 years out of school	490.50	16.14	564.20	18.56	661.80	21.77
Plus 3 years out of school	564.20	18.56	661.80	21.77	754.70	24.83
Plus 4 years out of school	661.80	21.77	754.70	24.83		
Plus 5 or more years out of school	754.70	24.83				

**(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:

	<b>Highest year of schooling completed</b>					
	<b>Year 10</b>		<b>Year 11</b>		<b>Year 12</b>	
	<b>Full-time weekly</b>	<b>Part-time hourly</b>	<b>Full-time weekly</b>	<b>Part-time hourly</b>	<b>Full-time weekly</b>	<b>Part-time hourly</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	384.30	12.64	423.10	13.92	490.50	16.14
Plus 1 year out of school	423.10	13.92	490.50	16.14	554.70	18.24
Plus 2 years out of school	490.50	16.14	554.70	18.24	619.70	20.39
Plus 3 years out of school	554.70	18.24	619.70	20.39	690.20	22.70
Plus 4 years out of school	619.70	20.39	690.20	22.70		
Plus 5 or more years out of school	690.20	22.70				

**(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:

<b>Wage level</b>	<b>First year of traineeship</b>		<b>Second and subsequent years of traineeship</b>	
	<b>Full-time weekly</b>	<b>Part-time hourly</b>	<b>Full-time weekly</b>	<b>Part-time hourly</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Wage Level A	810.00	26.65	840.80	27.65
Wage Level B	783.40	25.77	813.20	26.75
Wage Level C	716.50	23.57	743.60	24.46

**(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:

<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>
12.64	13.92

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