



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2023–24
(C2024/1)

JOURNALISTS PUBLISHED MEDIA AWARD 2020
[MA000067]

Journalism

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

SYDNEY, XX JUNE 2024

Annual Wage Review 2023–24.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2023–24 on 3 June 2024 [[2024] FWCFB 3500], the above award is varied as follows:

- By deleting the table appearing in clause 14.1 and inserting the following:

Level	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Band 1		
1	1126.30	29.64
2	1158.00	30.47
3	1207.80	31.78
4	1240.10	32.63
5	1272.40	33.48
6	1337.60	35.20
7	1396.20	36.74

Level	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Band 2		
8	1461.30	38.46
9	1558.30	41.01
10	1655.70	43.57
Band 3		
11	1704.50	44.86
12	1915.40	50.41
13	2142.30	56.38

2. By deleting the table appearing in clause A.1.3 and inserting the following:

	Ordinary hours	Public holiday²
	% of ordinary hourly rate¹	
	100%	250%
	\$	\$
Band 1		
Level 1	29.64	74.10
Level 2	30.47	76.18
Level 3	31.78	79.45
Level 4	32.63	81.58
Level 5	33.48	83.70
Level 6	35.20	88.00
Level 7	36.74	91.85
Band 2		
Level 8	38.46	96.15
Level 9	41.01	102.53
Level 10	43.57	108.93
Band 3		
Level 11	44.86	112.15
Level 12	50.41	126.03
Level 13	56.38	140.95

3. By deleting the table appearing in clause A.1.4 and inserting the following:

	Monday to Sunday		Distant engagement: Monday to Sunday ⁶	
	First 2 hours for full-time employees, first 3 hours for part-time employees	After the first 2 hours for full-time employees, after the first 3 hours for part-time employees	First 8 hours	After 8 hours
	% of ordinary hourly rate ⁷			
	150%	200%	150%	200%
	\$	\$	\$	\$
Band 1				
Level 1	44.46	59.28	44.46	59.28
Level 2	45.71	60.94	45.71	60.94
Level 3	47.67	63.56	47.67	63.56
Level 4	48.95	65.26	48.95	65.26
Level 5	50.22	66.96	50.22	66.96
Level 6	52.80	70.40	52.80	70.40
Level 7	55.11	73.48	55.11	73.48
Band 2				
Level 8	57.69	76.92	57.69	76.92
Level 9 ¹	61.52	82.02	61.52	82.02
Level 9 ²	–	–	–	–
Level 10 ³	65.36	87.14	65.36	87.14
Level 10 ⁴	–	–	–	–
Band 3				
Level 11	67.29	89.72	67.29	89.72
Level 12 ⁵	–	–	–	–
Level 13 ⁵	–	–	–	–

4. By deleting the table appearing in clause A.1.5 and inserting the following:

	Morning/afternoon shift		Night shift		All other shifts
	Weekday shift ¹	Weekend shift ²	Weekday shift ³	Weekend shift ⁴	Weekend ⁵
	% of ordinary hourly rate ⁶				
	110% ⁷	120% ⁷	117.5% ⁷	127.5% ⁷	110% ⁷
	\$	\$	\$	\$	\$
Band 1					
Level 1	32.60	35.57	34.83	37.79	32.60
Level 2	33.52	36.56	35.80	38.85	33.52
Level 3	34.96	38.14	37.34	40.52	34.96
Level 4	35.89	39.16	38.34	41.60	35.89
Level 5	36.83	40.18	39.34	42.69	36.83
Level 6	38.72	42.24	41.36	44.88	38.72
Level 7	40.41	44.09	43.17	46.84	40.41
Band 2					
Level 8	42.31	46.15	45.19	49.04	42.31
Level 9	44.86	48.70	47.74	51.59	44.86
Level 10	47.42	51.26	50.30	54.15	47.42
Band 3					
Level 11	48.71	52.55	51.59	55.44	48.71
Level 12 ⁸	–	–	–	–	–
Level 13 ⁸	–	–	–	–	–

5. By deleting the table appearing in clause A.1.6 and inserting the following:

	Morning/afternoon shift		Night shift		All other shifts
	Weekday shift ¹	Weekend shift ²	Weekday shift ³	Weekend shift ⁴	Weekend ⁵
	% of ordinary hourly rate ⁶				
	110% ⁷	120% ⁷	117.5% ⁷	127.5% ⁷	110% ⁷
	\$	\$	\$	\$	\$
Band 1					
Level 1	32.60	35.57	34.83	37.79	32.60

	Morning/afternoon shift		Night shift		All other shifts
	Weekday shift ¹	Weekend shift ²	Weekday shift ³	Weekend shift ⁴	Weekend ⁵
	% of ordinary hourly rate ⁶				
	110% ⁷	120% ⁷	117.5% ⁷	127.5% ⁷	110% ⁷
	\$	\$	\$	\$	\$
Level 2	33.52	36.56	35.80	38.85	33.52
Level 3	34.96	38.14	37.34	40.52	34.96
Level 4	35.81	38.99	38.19	41.37	35.81
Level 5	36.66	39.84	39.04	42.22	36.66
Level 6	38.38	41.56	40.76	43.94	38.38
Level 7	39.92	43.10	42.30	45.48	39.92
Band 2					
Level 8	41.64	44.82	44.02	47.20	41.64
Level 9	44.19	47.37	46.57	49.75	44.19
Level 10 ⁸	—	—	—	—	—
Band 3					
Level 11 ⁹	—	—	—	—	—
Level 12 ^{8,9}	—	—	—	—	—
Level 13 ^{8,9}	—	—	—	—	—

6. By deleting the table appearing in clause A.1.7 and inserting the following:

	Regional daily					Country non-daily or digital publication				
	Morning/afternoon shift		Night shift		All other shifts	Morning/afternoon shift		Night shift		All other shifts
	Weekday shift ¹	Weekend shift ²	Weekday shift ³	Weekend shift ⁴	Weekend ⁵	Weekday shift ¹	Weekend shift ²	Weekday shift ³	Weekend shift ⁴	Weekend ⁵
	% of ordinary hourly rate ⁶									
	110% ⁷	120% ⁷	115% ⁷	125% ⁷	110% ⁷	110% ⁷	120% ⁷	115% ⁷	125% ⁷	110% ⁷
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Band 1										
Level 1	32.60	35.57	34.09	37.05	32.60	32.60	35.57	34.09	37.05	32.60
Level 2	33.52	36.56	35.04	38.09	33.52	33.52	36.56	35.04	38.09	33.52
Level 3	34.96	38.14	36.55	39.73	34.96	34.96	38.14	36.55	39.73	34.96
Level 4	35.89	39.16	37.52	40.79	35.89	35.89	39.16	37.52	40.79	35.89

	Regional daily					Country non-daily or digital publication				
	Morning/afternoon shift		Night shift		All other shifts	Morning/afternoon shift		Night shift		All other shifts
	Weekday shift ¹	Weekend shift ²	Weekday shift ³	Weekend shift ⁴	Weekend ⁵	Weekday shift ¹	Weekend shift ²	Weekday shift ³	Weekend shift ⁴	Weekend ⁵
% of ordinary hourly rate ⁶										
	110% ⁷	120% ⁷	115% ⁷	125% ⁷	110% ⁷	110% ⁷	120% ⁷	115% ⁷	125% ⁷	110% ⁷
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Level 5	36.83	40.18	38.50	41.85	36.83	36.83	40.18	38.50	41.85	36.83
Level 6	38.72	42.24	40.48	44.00	38.72	38.72	42.24	40.48	44.00	38.72
Level 7	40.41	44.09	42.25	45.93	40.41	40.26	43.78	42.02	45.54	40.26
Band 2										
Level 8	42.31	46.15	44.23	48.08	42.31	41.98	45.50	43.74	47.26	41.98
Level 9	44.86	48.70	46.78	50.63	44.86	44.53 ⁸	48.05 ⁸	46.29 ⁸	49.81 ⁸	44.53 ⁸
Level 10 ⁹	47.42	51.26	49.34	53.19	47.42	47.09	50.61	48.85	52.37	47.09
Band 3										
Level 11 ^{9, 10}	–	–	–	–	–	48.38	51.90	50.14	53.66	48.38
Level 12 ^{9, 10, 11}	–	–	–	–	–	–	–	–	–	–
Level 13 ^{9, 10, 11}	–	–	–	–	–	–	–	–	–	–

7. By deleting the table appearing in clause A.1.8 and inserting the following:

	Morning/afternoon shift		All other shifts
	Weekday shift ¹	Weekend shift ²	Weekend ³
	% of ordinary hourly rate ⁴		
	110% ⁵	120% ⁵	110% ⁵
	\$	\$	\$
Band 1			
Level 1	32.60	35.57	32.60
Level 2	33.52	36.56	33.52
Level 3	34.96	38.14	34.96
Level 4	35.89	39.16	35.89
Level 5	36.83	40.18	36.83
Level 6	38.72	42.24	38.72
Level 7	40.26	43.78	40.26
Band 2			
Level 8	41.98	45.50	41.98

	Morning/afternoon shift		All other shifts
	Weekday shift¹	Weekend shift²	Weekend³
	% of ordinary hourly rate⁴		
	110%⁵	120%⁵	110%⁵
	\$	\$	\$
Level 9	44.53	48.05	44.53
Level 10	47.09	50.61	47.09
Band 3			
Level 11	48.38	51.90	48.38
Level 12 ⁶	–	–	–
Level 13 ⁶	–	–	–

8. By deleting the table appearing in clause A.2.1 and inserting the following:

	Ordinary hours	Public holiday
	% of ordinary hourly rate¹	
	125%	275%
	\$	\$
Band 1		
Level 1	37.05	81.51
Level 2	38.09	83.79
Level 3	39.73	87.40
Level 4	40.79	89.73
Level 5	41.85	92.07
Level 6	44.00	96.80
Level 7	45.93	101.04
Band 2		
Level 8	48.08	105.77
Level 9	51.26	112.78
Level 10	54.46	119.82
Band 3		
Level 11	56.08	123.37
Level 12	63.01	138.63
Level 13	70.48	155.05

9. By deleting the table appearing in clause A.2.2 and inserting the following:

	Morning/afternoon shift		Night shift		All other shifts
	Weekday shift ¹	Weekend shift ²	Weekday shift ³	Weekend shift ⁴	Weekend ⁵
	% of ordinary hourly rate ⁶				
	135% ⁷	145% ⁷	142.5% ⁷	152.5% ⁷	135% ⁷
	\$	\$	\$	\$	\$
Band 1					
Level 1	40.01	42.98	42.24	45.20	40.01
Level 2	41.14	44.18	43.42	46.47	41.14
Level 3	42.91	46.09	45.29	48.47	42.91
Level 4	44.05	47.32	46.50	49.76	44.05
Level 5	45.20	48.55	47.71	51.06	45.20
Level 6	47.52	51.04	50.16	53.68	47.52
Level 7	49.60	53.28	52.36	56.03	49.60
Band 2					
Level 8	51.93	55.77	54.81	58.66	51.93
Level 9	55.11	58.95	57.99	61.84	55.11
Level 10	58.31	62.15	61.19	65.04	58.31
Band 3					
Level 11	59.93	63.77	62.81	66.66	59.93
Level 12 ⁸	–	–	–	–	–
Level 13 ⁸	–	–	–	–	–

10. By deleting the table appearing in clause A.2.3 and inserting the following:

	Morning/afternoon shift		Night shift		All other shifts
	Weekday shift ¹	Weekend shift ²	Weekday shift ³	Weekend shift ⁴	Weekend ⁵
	% of ordinary hourly rate ⁶				
	135% ⁷	145% ⁷	142.5% ⁷	152.5% ⁷	135% ⁷
	\$	\$	\$	\$	\$
Band 1					
Level 1	40.01	42.98	42.24	45.20	40.01

	Morning/afternoon shift		Night shift		All other shifts
	Weekday shift ¹	Weekend shift ²	Weekday shift ³	Weekend shift ⁴	Weekend ⁵
	% of ordinary hourly rate ⁶				
	135% ⁷	145% ⁷	142.5% ⁷	152.5% ⁷	135% ⁷
	\$	\$	\$	\$	\$
Level 2	41.14	44.18	43.42	46.47	41.14
Level 3	42.91	46.09	45.29	48.47	42.91
Level 4	43.97	47.15	46.35	49.53	43.97
Level 5	45.03	48.21	47.41	50.59	45.03
Level 6	47.18	50.36	49.56	52.74	47.18
Level 7	49.11	52.29	51.49	54.67	49.11
Band 2					
Level 8	51.26	54.44	53.64	56.82	51.26
Level 9	54.44	57.62	56.82	60.00	54.44
Level 10 ⁸	–	–	–	–	–
Band 3					
Level 11 ⁹	–	–	–	–	–
Level 12 ^{8,9}	–	–	–	–	–
Level 13 ^{8,9}	–	–	–	–	–

11. By deleting the table appearing in clause A.2.4 and inserting the following:

	Regional daily					Country non-daily or digital publication				
	Morning/afternoon shift		Night shift		All other shifts	Morning/afternoon shift		Night shift		All other shifts
	Weekday shift ¹	Weekend shift ²	Weekday shift ³	Weekend shift ⁴	Weekend ⁵	Weekday shift ¹	Weekend shift ²	Weekday shift ³	Weekend shift ⁴	Weekend ⁵
	% of ordinary hourly rate ⁶									
	135% ⁷	145% ⁷	140% ⁷	150% ⁷	135% ⁷	135% ⁷	145% ⁷	140% ⁷	150% ⁷	135% ⁷
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Band 1										
Level 1	40.01	42.98	41.50	44.46	40.01	40.01	42.98	41.50	44.46	40.01
Level 2	41.14	44.18	42.66	45.71	41.14	41.14	44.18	42.66	45.71	41.14
Level 3	42.91	46.09	44.50	47.68	42.91	42.91	46.09	44.50	47.68	42.91
Level 4	44.05	47.32	45.68	48.95	44.05	44.05	47.32	45.68	48.95	44.05
Level 5	45.20	48.55	46.87	50.22	45.20	45.20	48.55	46.87	50.22	45.20

	Regional daily					Country non-daily or digital publication				
	Morning/afternoon shift		Night shift		All other shifts	Morning/afternoon shift		Night shift		All other shifts
	Weekday shift ¹	Weekend shift ²	Weekday shift ³	Weekend shift ⁴	Weekend ⁵	Weekday shift ¹	Weekend shift ²	Weekday shift ³	Weekend shift ⁴	Weekend ⁵
% of ordinary hourly rate ⁶										
	135% ⁷	145% ⁷	140% ⁷	150% ⁷	135% ⁷	135% ⁷	145% ⁷	140% ⁷	150% ⁷	135% ⁷
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Level 6	47.52	51.04	49.28	52.80	47.52	47.52	51.04	49.28	52.80	47.52
Level 7	49.60	53.28	51.44	55.12	49.60	49.45	52.97	51.21	54.73	49.45
Band 2										
Level 8	51.93	55.77	53.85	57.70	51.93	51.60	55.12	53.36	56.88	51.60
Level 9	55.11	58.95	57.03	60.88	55.11	54.78 ⁸	58.30 ⁸	56.54 ⁸	60.06 ⁸	54.78 ⁸
Level 10 ⁹	58.31	62.15	60.23	64.08	58.31	57.98	61.50	59.74	63.26	57.98
Band 3										
Level 11 ⁹ , 10	-	-	-	-	-	59.60	63.12	61.36	64.88	59.60
Level 12 ⁹ , 10, 11	-	-	-	-	-	-	-	-	-	-
Level 13 ⁹ , 10, 11	-	-	-	-	-	-	-	-	-	-

12. By deleting the table appearing in clause A.2.5 and inserting the following:

	Morning/afternoon shift		All other shifts
	Weekday shift ¹	Weekend shift ²	Weekend ³
	% of ordinary hourly rate ⁴		
	135% ⁵	145% ⁵	135% ⁵
	\$	\$	\$
Band 1			
Level 1	40.01	42.98	40.01
Level 2	41.14	44.18	41.14
Level 3	42.91	46.09	42.91
Level 4	44.05	47.32	44.05
Level 5	45.20	48.55	45.20
Level 6	47.52	51.04	47.52
Level 7	49.45	52.97	49.45
Band 2			
Level 8	51.60	55.12	51.60

	Morning/afternoon shift		All other shifts
	Weekday shift¹	Weekend shift²	Weekend³
	% of ordinary hourly rate⁴		
	135%⁵	145%⁵	135%⁵
	\$	\$	\$
Level 9	54.78	58.30	54.78
Level 10	57.98	61.50	57.98
Band 3			
Level 11	59.60	63.12	59.60
Level 12 ⁶	–	–	–
Level 13 ⁶	–	–	–

13. By deleting the table appearing in clause A.3.1 and inserting the following:

	Cadet percentage	Ordinary hours	Public holiday²
	% of Level 1 employee	% of ordinary hourly rate¹	
		100%	250%
	%	\$	\$
Standard Cadet			
1st year	60%	17.78	44.45
2nd year	75%	22.23	55.58
3rd year	90%	26.68	66.70
Graduate Cadet	90%	26.68	66.70

14. By deleting the table appearing in clause A.3.2 and inserting the following:

	Cadet percentage	Monday to Sunday		Distant engagement: Monday to Sunday ²	
		First 2 hours for full-time employees, first 3 hours for part-time employees	After the first 2 hours for full-time employees, after the first 3 hours for part-time employees	First 8 hours	After 8 hours
	% of Level 1 employee	% of ordinary hourly rate ¹			
		150%	200%	150%	200%
	%	\$	\$	\$	\$
Standard Cadet					
1st year	60%	26.67	35.56	26.67	35.56
2nd year	75%	33.35	44.46	33.35	44.46
3rd year	90%	40.02	53.36	40.02	53.36
Graduate Cadet	90%	40.02	53.36	40.02	53.36

15. By deleting the table appearing in clause A.3.3 and inserting the following:

	Cadet percentage	Morning/afternoon shift		All other shifts (except for night shifts in certain publications (see clause 19.2))
		Weekday shift ¹	Weekend shift ²	Weekend ³
	% of Level 1 employee	% of ordinary hourly rate ⁴		
		110%	120%	110%
	%	\$	\$	\$
Standard Cadet				
1st year	60%	19.56	21.34	19.56
2nd year	75%	24.45	26.68	24.45
3rd year	90%	29.35	32.02	29.35
Graduate Cadet	90%	29.35	32.02	29.35

16. By deleting the table appearing in clause A.3.4 and inserting the following:

		Night shift	
	Cadet percentage	Weekday shift¹	Weekend shift²
	% of Level 1 employee		
		% of ordinary hourly rate³	
		117.5%	127.5%
	%	\$	\$
Standard Cadet			
1st year	60%	20.89	22.67
2nd year	75%	26.12	28.34
3rd year	90%	31.35	34.02
Graduate Cadet	90%	31.35	34.02

17. By deleting the table appearing in clause A.3.5 and inserting the following:

	Cadet percentage	Night shift	
	% of Level 1 employee	Weekday shift¹	Weekend shift²
		% of ordinary hourly rate³	
		115%	125%
	%	\$	\$
Standard Cadet			
1st year	60%	20.45	22.23
2nd year	75%	25.56	27.79
3rd year	90%	30.68	33.35
Graduate Cadet	90%	30.68	33.35

- B. This determination comes into operation on 1 July 2024. In accordance with s 286(5) of the *Fair Work Act 2009* (Cth) 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 2024.

PRESIDENT