



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2023–24
(C2024/1)

EDUCATIONAL SERVICES (POST-SECONDARY EDUCATION)
AWARD 2020
[MA000075]

Educational services

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 16.1(a) and inserting the following:

Employee classification level	Minimum annual salary¹ (full-time employee)	Minimum weekly rate² (full-time employee)	Minimum hourly rate
	\$	\$	\$
Level A			
A.1	63,636	1219.90	32.10
A.2	66,186	1268.70	33.39
A.3	68,734	1317.60	34.67
A.4	71,127	1363.50	35.88
A.5	73,038	1400.10	36.84

Employee classification level	Minimum annual salary¹ (full-time employee)	Minimum weekly rate² (full-time employee)	Minimum hourly rate
	\$	\$	\$
A.6	75,110	1439.80	37.89
A.7	77,182	1479.50	38.93
A.8	79,255	1519.30	39.98
Level B			
B.1	82,443	1580.40	41.59
B.2	84,834	1626.20	42.79
B.3	87,226	1672.10	44.00
B.4	89,621	1718.00	45.21
B.5	92,010	1763.80	46.42
B.6	94,404	1809.70	47.62
Level C			
C.1	96,793	1855.50	48.83
C.2	99,186	1901.30	50.03
C.3	101,575	1947.10	51.24
C.4	103,969	1993.00	52.45
C.5	106,358	2038.80	53.65
C.6	108,751	2084.70	54.86

2. By deleting the table appearing in clause 16.1(b) and inserting the following:

	Casual hourly rate (including casual loading)¹
	\$ per hour
Lecturing	
Lecture (one hour of delivery and 2 hours of associated working time)	160.48
Repeat lecture (one hour of delivery and one hour of associated working time)	106.97
Tutoring	
Tutorial (one hour of delivery and 2 hours of associated working time)	125.22
Repeat tutorial (one hour of delivery and one hour of associated working time)	83.47

	Casual hourly rate (including casual loading)¹
	\$ per hour
Tutorial (one hour of delivery and 2 hours of associated working time) (where academic holds a relevant doctoral qualification)	142.13
Repeat tutorial (one hour of delivery and one hour of associated working time) (where academic holds a relevant doctoral qualification)	94.70
Marking	
Standard marking	41.71
Marking as a supervising examiner, or marking requiring a significant exercise of judgment	53.49
Standard marking (where staff holds a relevant doctoral qualification)	47.37
Technical demonstration	
Technical demonstration (one hour of delivery and one hour of associated working time)	83.47
Other required staff activity	
Where staff does not hold doctorate qualifications or perform full subject co-ordination duties	41.71
Where staff hold doctorate qualifications or perform full subject co-ordination duties	47.37

3. By deleting the table appearing in clause 16.1(c) and inserting the following:

Employee classification level	Minimum annual rate¹ (full-time employee)	Minimum weekly rate² (full-time employee)	Minimum hourly rate	Casual daily rate³	Casual hourly rate⁴
	\$	\$	\$	\$	\$
Level 1	60,552.11	1160.74	30.55	290.00	58.00
Level 2	61,359.49	1176.22	30.95	293.87	58.77
Level 3	62,572.62	1199.48	31.57	299.68	59.94
Level 4	63,797.96	1222.96	32.18	305.55	61.11
Level 5	66,378.45	1272.43	33.49	317.90	63.58
Level 6	68,098.68	1305.41	34.35	326.14	65.23

Employee classification level	Minimum annual rate¹ (full-time employee)	Minimum weekly rate² (full-time employee)	Minimum hourly rate	Casual daily rate³	Casual hourly rate⁴
	\$	\$	\$	\$	\$
Level 7	69,664.91	1335.43	35.14	333.64	66.73
Level 8	71,385.27	1368.41	36.01	341.88	68.38
Level 9	73,113.69	1401.54	36.88	350.16	70.03
Level 10	75,345.20	1444.32	38.01	360.85	72.17
Level 11	77,422.61	1484.14	39.06	370.80	74.16
Level 12	79,256.49	1519.29	39.98	379.58	75.92

4. By deleting the table appearing in clause 16.1(d) and inserting the following:

Employee classification level	Minimum annual rate¹ (full-time employee)	Minimum weekly rate² (full-time employee)	Minimum hourly rate
	\$	\$	\$
Level 1			
1.1	49,302.72	945.10	24.87
1.2	51,634.57	989.80	26.05
1.3	53,225.65	1020.30	26.85
Level 2			
2.1	53,882.95	1032.90	27.18
2.2	54,848.03	1051.40	27.67
Level 3			
3.1	56,877.32	1090.30	28.69
3.2	59,730.83	1145.00	30.13
Level 4			
4.1	61,348.00	1176.00	30.95
4.2	63,773.75	1222.50	32.17
Level 5			
5.1	68,087.93	1305.20	34.35

Employee classification level	Minimum annual rate ¹ (full-time employee)	Minimum weekly rate ² (full-time employee)	Minimum hourly rate
	\$	\$	\$
5.2	71,332.70	1367.40	35.98
Level 6			
6.1	73,106.37	1401.40	36.88
6.2	77,410.12	1483.90	39.05
Level 7			
7.1	79,204.65	1518.30	39.96
7.2	83,910.08	1608.50	42.33
Level 8	89,184.13	1709.60	44.99
Level 9	94,291.25	1807.50	47.57

5. By deleting the year “2023” in clause 16.6(b) and inserting “2024”.
6. By deleting the amount “\$14.93” appearing in clause 18.2(a) and inserting “\$15.49”.
7. By deleting the table appearing in clause D.1.1 and inserting the following:

	Ordinary hours	Saturday	Public holiday
	% of minimum hourly rate		
	100%	125%	250%
	\$	\$	\$
Level 1			
1.1	24.87	31.09	62.18
1.2	26.05	32.56	65.13
1.3	26.85	33.56	67.13
Level 2			
2.1	27.18	33.98	67.95
2.2	27.67	34.59	69.18
Level 3			
3.1	28.69	35.86	71.73
3.2	30.13	37.66	75.33

	Ordinary hours	Saturday	Public holiday
	% of minimum hourly rate		
	100%	125%	250%
	\$	\$	\$
Level 4			
4.1	30.95	38.69	77.38
4.2	32.17	40.21	80.43
Level 5			
5.1	34.35	42.94	85.88
5.2	35.98	44.98	89.95
Level 6			
6.1	36.88	46.10	92.20
6.2	39.05	48.81	97.63
Level 7			
7.1	39.96	49.95	99.90
7.2	42.33	52.91	105.83
Level 8	44.99	56.24	112.48
Level 9	47.57	59.46	118.93

8. By deleting the table appearing in clause D.1.2 and inserting the following:

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Level 1				
1.1	37.31	49.74	49.74	62.18
1.2	39.08	52.10	52.10	65.13
1.3	40.28	53.70	53.70	67.13
Level 2				
2.1	40.77	54.36	54.36	67.95
2.2	41.51	55.34	55.34	69.18

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Level 3				
3.1	43.04	57.38	57.38	71.73
3.2	45.20	60.26	60.26	75.33
Level 4				
4.1	46.43	61.90	61.90	77.38
4.2	48.26	64.34	64.34	80.43
Level 5				
5.1	51.53	68.70	68.70	85.88
5.2	53.97	71.96	71.96	89.95
Level 6				
6.1	55.32	73.76	73.76	92.20
6.2	58.58	78.10	78.10	97.63
Level 7				
7.1	59.94	79.92	79.92	99.90
7.2	63.50	84.66	84.66	105.83
Level 8¹	–	–	–	–
Level 9¹	–	–	–	–

9. By deleting the table appearing in clause D.1.3 and inserting the following:

	Ordinary hours	Afternoon & night	Permanent night	Saturday, Sunday or public holiday
	% of minimum hourly rate			
	100%	115%	130%	150%
	\$	\$	\$	\$
Level 1				
1.1	24.87	28.60	32.33	37.31
1.2	26.05	29.96	33.87	39.08
1.3	26.85	30.88	34.91	40.28

	Ordinary hours	Afternoon & night	Permanent night	Saturday, Sunday or public holiday
	% of minimum hourly rate			
	100%	115%	130%	150%
	\$	\$	\$	\$
Level 2				
2.1	27.18	31.26	35.33	40.77
2.2	27.67	31.82	35.97	41.51
Level 3				
3.1	28.69	32.99	37.30	43.04
3.2	30.13	34.65	39.17	45.20
Level 4				
4.1	30.95	35.59	40.24	46.43
4.2	32.17	37.00	41.82	48.26
Level 5				
5.1	34.35	39.50	44.66	51.53
5.2	35.98	41.38	46.77	53.97
Level 6				
6.1	36.88	42.41	47.94	55.32
6.2	39.05	44.91	50.77	58.58
Level 7				
7.1	39.96	45.95	51.95	59.94
7.2	42.33	48.68	55.03	63.50
Level 8	44.99	51.74	58.49	67.49
Level 9	47.57	54.71	61.84	71.36

10. By deleting the table appearing in clause D.1.4 and inserting the following:

	Monday to Friday				Saturday, Sunday or public holiday
	Work in excess of ordinary weekly hours		Work in excess of ordinary daily hours on ordinary shift		
	First 3 hours	After 3 hours	First 2 hours	After 2 hours	
% of minimum hourly rate					
	150%	200%	150%	200%	200%
	\$	\$	\$	\$	\$
Level 1					
1.1	37.31	49.74	37.31	49.74	49.74
1.2	39.08	52.10	39.08	52.10	52.10
1.3	40.28	53.70	40.28	53.70	53.70
Level 2					
2.1	40.77	54.36	40.77	54.36	54.36
2.2	41.51	55.34	41.51	55.34	55.34
Level 3					
3.1	43.04	57.38	43.04	57.38	57.38
3.2	45.20	60.26	45.20	60.26	60.26
Level 4					
4.1	46.43	61.90	46.43	61.90	61.90
4.2	48.26	64.34	48.26	64.34	64.34
Level 5					
5.1	51.53	68.70	51.53	68.70	68.70
5.2	53.97	71.96	53.97	71.96	71.96
Level 6					
6.1	55.32	73.76	55.32	73.76	73.76
6.2	58.58	78.10	58.58	78.10	78.10
Level 7					
7.1	59.94	79.92	59.94	79.92	79.92
7.2	63.50	84.66	63.50	84.66	84.66
Level 8¹	–	–	–	–	–
Level 9¹	–	–	–	–	–

11. By deleting the table appearing in clause D.2.1 and inserting the following:

	Ordinary hours	Saturday	Public holiday
	% of minimum hourly rate		
	125%	150%	275%
	\$	\$	\$
Level 1			
1.1	31.09	37.31	68.39
1.2	32.56	39.08	71.64
1.3	33.56	40.28	73.84
Level 2			
2.1	33.98	40.77	74.75
2.2	34.59	41.51	76.09
Level 3			
3.1	35.86	43.04	78.90
3.2	37.66	45.20	82.86
Level 4			
4.1	38.69	46.43	85.11
4.2	40.21	48.26	88.47
Level 5			
5.1	42.94	51.53	94.46
5.2	44.98	53.97	98.95
Level 6			
6.1	46.10	55.32	101.42
6.2	48.81	58.58	107.39
Level 7			
7.1	49.95	59.94	109.89
7.2	52.91	63.50	116.41
Level 8	56.24	67.49	123.72
Level 9	59.46	71.36	130.82

12. By deleting the table appearing in clause D.2.2 and inserting the following:

	Ordinary hours	Afternoon & night	Permanent night	Saturday, Sunday or public holiday
	% of minimum hourly rate			
	125%	140%	155%	175%
	\$	\$	\$	\$
Level 1				
1.1	31.09	34.82	38.55	43.52
1.2	32.56	36.47	40.38	45.59
1.3	33.56	37.59	41.62	46.99
Level 2				
2.1	33.98	38.05	42.13	47.57
2.2	34.59	38.74	42.89	48.42
Level 3				
3.1	35.86	40.17	44.47	50.21
3.2	37.66	42.18	46.70	52.73
Level 4				
4.1	38.69	43.33	47.97	54.16
4.2	40.21	45.04	49.86	56.30
Level 5				
5.1	42.94	48.09	53.24	60.11
5.2	44.98	50.37	55.77	62.97
Level 6				
6.1	46.10	51.63	57.16	64.54
6.2	48.81	54.67	60.53	68.34
Level 7				
7.1	49.95	55.94	61.94	69.93
7.2	52.91	59.26	65.61	74.08
Level 8	56.24	62.99	69.73	78.73
Level 9	59.46	66.60	73.73	83.25

13. By deleting the amount “\$995.60” appearing in clause E.1.1 and inserting “\$1032.90”.

14. By deleting the table appearing in clause E.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
First aid allowance	18.2(a)	1.5	15.49	per week

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