



# DRAFT DETERMINATION

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

**Annual Wage Review 2023–24**  
(C2024/1)

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

Commonwealth employment

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:

1. 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	49,640	951.60	25.89
ASO Level 2	53,247	1020.70	27.77
ASO Level 3	57,598	1104.10	30.04
ASO Level 4	61,735	1183.40	32.20
ASO Level 5	66,330	1271.50	34.60
ASO Level 6	72,410	1388.10	37.77
SO Level 1	78,938	1513.20	41.18
SO Level 2	86,489	1657.90	45.11
SO Level 3	97,275	1864.70	50.74

<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	47,237	905.50	24.64
CP Level 2	48,798	935.40	25.45
CP Level 3	51,334	984.00	26.78
CP Level 4	54,236	1039.70	28.29
CP Level 5	56,476	1082.60	29.46
CP Level 6	58,533	1122.00	30.53
CP Level 7	60,508	1159.90	31.56
CP Level 8	63,876	1224.50	33.32
CP Level 9	68,029	1304.10	35.48
<b>Professional Stream</b>			
PO Level 1	57,598	1104.10	30.04
PO Level 2	70,826	1357.70	36.94
SPO Level 1	78,938	1513.20	41.18
SPO Level 2	86,489	1657.90	45.11
SPO Level 3	97,275	1864.70	50.74
<b>Research Stream</b>			
Post Doc	68,029	1304.10	35.48
RS	70,826	1357.70	36.94
SRS	86,489	1657.90	45.11
PRS	98,782	1893.60	51.53
<b>Technical Stream</b>			
TO Level 1	54,393	1042.70	28.37
TO Level 2	57,598	1104.10	30.04
TO Level 3	63,876	1224.50	33.32
TO Level 4	70,826	1357.70	36.94
STO Level 1	80,752	1548.00	42.12
STO Level 2	88,552	1697.50	46.19
<b>Senior Management— Corporate Management</b>			
Corporate Level 1 (Band 1)	100,639	1929.20	52.49
Corporate Level 2 (Band 2)	116,918	2241.20	60.99
Corporate Level 3 (Band 3)	148,979	2855.80	77.71
<b>Senior Management— Research (RS)</b>			
SPRS	115,321	2210.60	60.15
CRS	130,713	2505.70	68.18

<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	100,639	1929.20	52.49
Senior Specialist Level 2	116,918	2241.20	60.99
Senior Specialist Level 3	148,979	2855.80	77.71

2. By deleting the amount “\$29.39” appearing in clause 11.2 and inserting “\$30.49”.
3. By deleting the amount “\$1.95” appearing in clause 11.3 and inserting “\$2.03”.
4. By deleting the amount “\$34.46” appearing in clause 11.5(a) and inserting “\$35.75”.
5. By deleting the table appearing in clause B.1 and inserting the following:

**Day  
Ordinary rate — 100%  
\$**

*Administrative Officer Stream*

ASO Level 1	25.89
ASO Level 2	27.77
ASO Level 3	30.04
ASO Level 4	32.20
ASO Level 5	34.60
ASO Level 6	37.77
SO Level 1	41.18
SO Level 2	45.11
SO Level 3	50.74

*Craftsperson Stream*

CP Level 1	24.64
CP Level 2	25.45
CP Level 3	26.78
CP Level 4	28.29
CP Level 5	29.46
CP Level 6	30.53
CP Level 7	31.56
CP Level 8	33.32

	<b>Day</b> <b>Ordinary rate — 100%</b> <b>\$</b>
CP Level 9	35.48
<i>Professional Stream</i>	
PO Level 1	30.04
PO Level 2	36.94
SPO Level 1	41.18
SPO Level 2	45.11
SPO Level 3	50.74
<i>Research Stream</i>	
Post Doc	35.48
RS	36.94
SRS	45.11
PRS	51.53
<i>Technical Stream</i>	
TO Level 1	28.37
TO Level 2	30.04
TO Level 3	33.32
TO Level 4	36.94
STO Level 1	42.12
STO Level 2	46.19
<i>Senior Management— Corporate Management</i>	
Corporate Level 1 (Band 1)	52.49
Corporate Level 2 (Band 2)	60.99
Corporate Level 3 (Band 3)	77.71
<i>Senior Management—Research (RS)</i>	
SPRS	60.15
CRS	68.18
<i>Senior Management—Research Support (Senior Specialist)</i>	
Senior Specialist Level 1	52.49
Senior Specialist Level 2	60.99
Senior Specialist Level 3	77.71

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>
<b>Administrative Officer Stream</b>				
ASO Level 1	38.84	51.78	51.78	64.73
ASO Level 2	41.66	55.54	55.54	69.43
ASO Level 3	45.06	60.08	60.08	75.10
ASO Level 4	48.30	64.40	64.40	80.50
ASO Level 5	51.90	69.20	69.20	86.50
ASO Level 6	56.66	75.54	75.54	94.43
SO Level 1	61.77	82.36	82.36	102.95
SO Level 2	67.67	90.22	90.22	112.78
SO Level 3	76.11	101.48	101.48	126.85
<b>Craftsperson Stream</b>				
CP Level 1	36.96	49.28	49.28	61.60
CP Level 2	38.18	50.90	50.90	63.63
CP Level 3	40.17	53.56	53.56	66.95
CP Level 4	42.44	56.58	56.58	70.73
CP Level 5	44.19	58.92	58.92	73.65
CP Level 6	45.80	61.06	61.06	76.33
CP Level 7	47.34	63.12	63.12	78.90
CP Level 8	49.98	66.64	66.64	83.30
CP Level 9	53.22	70.96	70.96	88.70
<b>Professional Stream</b>				
PO Level 1	45.06	60.08	60.08	75.10
PO Level 2	55.41	73.88	73.88	92.35
SPO Level 1	61.77	82.36	82.36	102.95
SPO Level 2	67.67	90.22	90.22	112.78
SPO Level 3	76.11	101.48	101.48	126.85
<b>Research Stream</b>				
Post Doc	53.22	70.96	70.96	88.70

	<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	55.41	73.88	73.88	92.35
SRS	67.67	90.22	90.22	112.78
PRS	77.30	103.06	103.06	128.83
<b>Technical Stream</b>				
TO Level 1	42.56	56.74	56.74	70.93
TO Level 2	45.06	60.08	60.08	75.10
TO Level 3	49.98	66.64	66.64	83.30
TO Level 4	55.41	73.88	73.88	92.35
STO Level 1	63.18	84.24	84.24	105.30
STO Level 2	69.29	92.38	92.38	115.48
<b>Senior Management— Corporate Management</b>				
Corporate Level 1 (Band 1)	78.74	104.98	104.98	131.23
Corporate Level 2 (Band 2)	91.49	121.98	121.98	152.48
Corporate Level 3 (Band 3)	116.57	155.42	155.42	194.28
<b>Senior Management— Research (RS)</b>				
SPRS	90.23	120.30	120.30	150.38
CRS	102.27	136.36	136.36	170.45
<b>Senior Management— Research Support (Senior Specialist)</b>				
Senior Specialist Level 1	78.74	104.98	104.98	131.23
Senior Specialist Level 2	91.49	121.98	121.98	152.48
Senior Specialist Level 3	116.57	155.42	155.42	194.28

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	25.89	29.77	33.66	38.84	51.78	64.73

	<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	27.77	31.94	36.10	41.66	55.54	69.43
ASO Level 3	30.04	34.55	39.05	45.06	60.08	75.10
ASO Level 4	32.20	37.03	41.86	48.30	64.40	80.50
ASO Level 5	34.60	39.79	44.98	51.90	69.20	86.50
ASO Level 6	37.77	43.44	49.10	56.66	75.54	94.43
SO Level 1	41.18	47.36	53.53	61.77	82.36	102.95
SO Level 2	45.11	51.88	58.64	67.67	90.22	112.78
SO Level 3	50.74	58.35	65.96	76.11	101.48	126.85
<i>Craftsperson Stream</i>						
CP Level 1	24.64	28.34	32.03	36.96	49.28	61.60
CP Level 2	25.45	29.27	33.09	38.18	50.90	63.63
CP Level 3	26.78	30.80	34.81	40.17	53.56	66.95
CP Level 4	28.29	32.53	36.78	42.44	56.58	70.73
CP Level 5	29.46	33.88	38.30	44.19	58.92	73.65
CP Level 6	30.53	35.11	39.69	45.80	61.06	76.33
CP Level 7	31.56	36.29	41.03	47.34	63.12	78.90
CP Level 8	33.32	38.32	43.32	49.98	66.64	83.30
CP Level 9	35.48	40.80	46.12	53.22	70.96	88.70
<i>Professional Stream</i>						
PO Level 1	30.04	34.55	39.05	45.06	60.08	75.10
PO Level 2	36.94	42.48	48.02	55.41	73.88	92.35
SPO Level 1	41.18	47.36	53.53	61.77	82.36	102.95
SPO Level 2	45.11	51.88	58.64	67.67	90.22	112.78
SPO Level 3	50.74	58.35	65.96	76.11	101.48	126.85
<i>Research Stream</i>						
Post Doc	35.48	40.80	46.12	53.22	70.96	88.70
RS	36.94	42.48	48.02	55.41	73.88	92.35
SRS	45.11	51.88	58.64	67.67	90.22	112.78
PRS	51.53	59.26	66.99	77.30	103.06	128.83
<i>Technical Stream</i>						
TO Level 1	28.37	32.63	36.88	42.56	56.74	70.93
TO Level 2	30.04	34.55	39.05	45.06	60.08	75.10
TO Level 3	33.32	38.32	43.32	49.98	66.64	83.30
TO Level 4	36.94	42.48	48.02	55.41	73.88	92.35

	<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	42.12	48.44	54.76	63.18	84.24	105.30
STO Level 2	46.19	53.12	60.05	69.29	92.38	115.48
<i>Senior Management—Corporate Management</i>						
Corporate Level 1 (Band 1)	52.49	60.36	68.24	78.74	104.98	131.23
Corporate Level 2 (Band 2)	60.99	70.14	79.29	91.49	121.98	152.48
Corporate Level 3 (Band 3)	77.71	89.37	101.02	116.57	155.42	194.28
<i>Senior Management—Research (RS)</i>						
SPRS	60.15	69.17	78.20	90.23	120.30	150.38
CRS	68.18	78.41	88.63	102.27	136.36	170.45
<i>Senior Management—Research Support (Senior Specialist)</i>						
Senior Specialist Level 1	52.49	60.36	68.24	78.74	104.98	131.23
Senior Specialist Level 2	60.99	70.14	79.29	91.49	121.98	152.48
Senior Specialist Level 3	77.71	89.37	101.02	116.57	155.42	194.28

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	38.84	51.78	51.78	64.73
ASO Level 2	41.66	55.54	55.54	69.43
ASO Level 3	45.06	60.08	60.08	75.10
ASO Level 4	48.30	64.40	64.40	80.50
ASO Level 5	51.90	69.20	69.20	86.50
ASO Level 6	56.66	75.54	75.54	94.43
SO Level 1	61.77	82.36	82.36	102.95
SO Level 2	67.67	90.22	90.22	112.78
SO Level 3	76.11	101.48	101.48	126.85



	<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	36.96	49.28	49.28	61.60
CP Level 2	38.18	50.90	50.90	63.63
CP Level 3	40.17	53.56	53.56	66.95
CP Level 4	42.44	56.58	56.58	70.73
CP Level 5	44.19	58.92	58.92	73.65
CP Level 6	45.80	61.06	61.06	76.33
CP Level 7	47.34	63.12	63.12	78.90
CP Level 8	49.98	66.64	66.64	83.30
CP Level 9	53.22	70.96	70.96	88.70
<i>Professional Stream</i>				
PO Level 1	45.06	60.08	60.08	75.10
PO Level 2	55.41	73.88	73.88	92.35
SPO Level 1	61.77	82.36	82.36	102.95
SPO Level 2	67.67	90.22	90.22	112.78
SPO Level 3	76.11	101.48	101.48	126.85
<i>Research Stream</i>				
Post Doc	53.22	70.96	70.96	88.70
RS	55.41	73.88	73.88	92.35
SRS	67.67	90.22	90.22	112.78
PRS	77.30	103.06	103.06	128.83
<i>Technical Stream</i>				
TO Level 1	42.56	56.74	56.74	70.93
TO Level 2	45.06	60.08	60.08	75.10
TO Level 3	49.98	66.64	66.64	83.30
TO Level 4	55.41	73.88	73.88	92.35
STO Level 1	63.18	84.24	84.24	105.30
STO Level 2	69.29	92.38	92.38	115.48
<i>Senior Management— Corporate Management</i>				
Corporate Level 1 (Band 1)	78.74	104.98	104.98	131.23

	<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)	91.49	121.98	121.98	152.48
Corporate Level 3 (Band 3)	116.57	155.42	155.42	194.28
<i>Senior Management— Research (RS)</i>				
SPRS	90.23	120.30	120.30	150.38
CRS	102.27	136.36	136.36	170.45
<i>Senior Management— Research Support (Senior Specialist)</i>				
Senior Specialist Level 1	78.74	104.98	104.98	131.23
Senior Specialist Level 2	91.49	121.98	121.98	152.48
Senior Specialist Level 3	116.57	155.42	155.42	194.28

9. By deleting the amount “\$27.27” appearing in clause C.1 and inserting “\$28.29”.

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	30.49
Plumber’s licence	per hour	7.16	2.03
On call	per night or day	126.38	35.75

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	398.70	13.11	439.00	14.44	522.20	17.17
Plus 1 year out of school	439.00	14.44	522.20	17.17	607.70	19.99
Plus 2 years out of school	522.20	17.17	607.70	19.99	707.20	23.26
Plus 3 years out of school	607.70	19.99	707.20	23.26	809.70	26.64
Plus 4 years out of school	707.20	23.26	809.70	26.64		
Plus 5 or more years out of school	809.70	26.64				

**(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	398.70	13.11	439.00	14.44	508.90	16.75
Plus 1 year out of school	439.00	14.44	508.90	16.75	585.40	19.26
Plus 2 years out of school	508.90	16.75	585.40	19.26	686.60	22.59
Plus 3 years out of school	585.40	19.26	686.60	22.59	783.00	25.76
Plus 4 years out of school	686.60	22.59	783.00	25.76		
Plus 5 or more years out of school	783.00	25.76				

**(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	398.70	13.11	439.00	14.44	508.90	16.75
Plus 1 year out of school	439.00	14.44	508.90	16.75	575.50	18.92
Plus 2 years out of school	508.90	16.75	575.50	18.92	642.90	21.15
Plus 3 years out of school	575.50	18.92	642.90	21.15	716.10	23.55
Plus 4 years out of school	642.90	21.15	716.10	23.55		
Plus 5 or more years out of school	716.10	23.55				

**(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	840.40	27.65	872.30	28.69
Wage Level B	812.80	26.74	843.70	27.75
Wage Level C	743.40	24.45	771.50	25.38

**(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>
13.11	14.44

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