



# DRAFT DETERMINATION

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

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

**CSIRO ENTERPRISE AWARD 2016**  
[MA000148]

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>Employee classification</b>	<b>Annual (Full-time employees)</b>	<b>Weekly (Full-time employees)</b>	<b>Hourly (other than casual employee)</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	49,310	945.20	25.72
Level 2 (“standard rate”)	54,359	1042.00	28.35
Level 3	64,846	1243.10	33.83
Level 4	78,118	1497.50	40.75
Level 5	88,992	1705.90	46.42
Level 6	96,828	1856.10	50.51
Level 7	114,957	2203.60	59.96

<b>Employee classification</b>	<b>Annual (Full-time employees)</b>	<b>Weekly (Full-time employees)</b>	<b>Hourly (other than casual employee)</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 8	134,081	2570.20	69.94
Level 9	171,280	3283.30	89.34

2. By deleting the amount “\$35,266” appearing in clause 10.2 and inserting “\$36,588”.
3. By deleting the amount “\$703.08” appearing in clause 11.3(a) and inserting “\$729.40”.
4. By deleting the amount “\$873.83” appearing in clause 11.3(b) and inserting “\$906.54”.
5. By deleting the amount “\$1064.66” appearing in clause 11.3(c) and inserting “\$1104.52”.
6. By deleting the amount “\$883.87” appearing in clause 11.4(b)(i) and inserting “\$916.96”.
7. By deleting the table appearing in clause 11.4(b)(ii) and inserting the following:

<b>Number of days</b>	<b>Maximum annual allowance</b>
	<b>\$</b>
5–40	166.72
41–80	489.74
81 or more	989.90

8. By deleting the amount “\$37.97” appearing in clause 11.5 and inserting “\$39.39”.
9. By deleting the amount “\$342.50” appearing in clause 13.3(a) and inserting “\$355.32”.
10. By deleting the amount “\$25.91” appearing in clause 13.3(b) and inserting “\$26.88”.
11. By deleting the table appearing in clause B.1 and inserting the following:

	<b>Day</b>	<b>Saturday</b>	<b>Sunday</b>
	<b>Ordinary</b>	<b>140%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	25.72	36.01	51.44
Level 2	28.35	39.69	56.70
Level 3	33.83	47.36	67.66
Level 4	40.75	57.05	81.50
Level 5	46.42	64.99	92.84

	<b>Day</b>	<b>Saturday</b>	<b>Sunday</b>
	<b>Ordinary</b>	<b>140%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 6	50.51	70.71	101.02
Level 7	59.96	83.94	119.92
Level 8	69.94	97.92	139.88
Level 9	89.34	125.08	178.68

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

	<b>Monday – Friday</b>	<b>Saturday – first 3 hours</b>	<b>Saturday – after 3 hours</b>	<b>Sunday – all day</b>	<b>Public holiday – all day</b>
	<b>150%</b>	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	38.58	38.58	51.44	51.44	64.30
Level 2	42.53	42.53	56.70	56.70	70.88
Level 3	50.75	50.75	67.66	67.66	84.58
Level 4	61.13	61.13	81.50	81.50	101.88
Level 5	69.63	69.63	92.84	92.84	116.05
Level 6	75.77	75.77	101.02	101.02	126.28
Level 7	89.94	89.94	119.92	119.92	149.90
Level 8	104.91	104.91	139.88	139.88	174.85
Level 9	134.01	134.01	178.68	178.68	223.35

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

	<b>Day</b>	<b>Night</b>	<b>Permanent 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>
Level 1	25.72	29.58	33.44	38.58	51.44	64.30
Level 2	28.35	32.60	36.86	42.53	56.70	70.88
Level 3	33.83	38.90	43.98	50.75	67.66	84.58
Level 4	40.75	46.86	52.98	61.13	81.50	101.88
Level 5	46.42	53.38	60.35	69.63	92.84	116.05
Level 6	50.51	58.09	65.66	75.77	101.02	126.28
Level 7	59.96	68.95	77.95	89.94	119.92	149.90

	<b>Day</b>	<b>Night</b>	<b>Permanent 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>
Level 8	69.94	80.43	90.92	104.91	139.88	174.85
Level 9	89.34	102.74	116.14	134.01	178.68	223.35

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

	<b>Monday – Friday</b>	<b>Saturday – all day</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>
Level 1	38.58	51.44	51.44	64.30
Level 2	42.53	56.70	56.70	70.88
Level 3	50.75	67.66	67.66	84.58
Level 4	61.13	81.50	81.50	101.88
Level 5	69.63	92.84	92.84	116.05
Level 6	75.77	101.02	101.02	126.28
Level 7	89.94	119.92	119.92	149.90
Level 8	104.91	139.88	139.88	174.85
Level 9	134.01	178.68	178.68	223.35

15. By deleting the table appearing in clause B.5 and inserting the following:

	<b>Day</b>	<b>Night</b>	<b>Saturday</b>	<b>Sunday</b>
	<b>125%</b>	<b>140%</b>	<b>175%</b>	<b>225%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	32.15	36.01	45.01	57.87
Level 2	35.44	39.69	49.61	63.79
Level 3	42.29	47.36	59.20	76.12
Level 4	50.94	57.05	71.31	91.69
Level 5	58.03	64.99	81.24	104.45
Level 6	63.14	70.71	88.39	113.65
Level 7	74.95	83.94	104.93	134.91
Level 8	87.43	97.92	122.40	157.37

	<b>Day</b>	<b>Night</b>	<b>Saturday</b>	<b>Sunday</b>
	<b>125%</b>	<b>140%</b>	<b>175%</b>	<b>225%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 9	111.68	125.08	156.35	201.02

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

	<b>Monday - Friday</b>	<b>Saturday – first 3 hours</b>	<b>Saturday – after 3 hours</b>	<b>Sunday – all day</b>	<b>Public holiday – all day</b>
	<b>150%</b>	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	38.58	38.58	51.44	51.44	51.44
Level 2	42.53	42.53	56.70	56.70	56.70
Level 3	50.75	50.75	67.66	67.66	67.66
Level 4	61.13	61.13	81.50	81.50	81.50
Level 5	69.63	69.63	92.84	92.84	92.84
Level 6	75.77	75.77	101.02	101.02	101.02
Level 7	89.94	89.94	119.92	119.92	119.92
Level 8	104.91	104.91	139.88	139.88	139.88
Level 9	134.01	134.01	178.68	178.68	178.68

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

	<b>Day</b>	<b>Night</b>	<b>Saturday</b>	<b>Sunday</b>
	<b>125%</b>	<b>140%</b>	<b>175%</b>	<b>225%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	32.15	36.01	45.01	57.87
Level 2	35.44	39.69	49.61	63.79
Level 3	42.29	47.36	59.20	76.12
Level 4	50.94	57.05	71.31	91.69
Level 5	58.03	64.99	81.24	104.45
Level 6	63.14	70.71	88.39	113.65
Level 7	74.95	83.94	104.93	134.91
Level 8	87.43	97.92	122.40	157.37
Level 9	111.68	125.08	156.35	201.02

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

	<b>Monday – Friday</b>	<b>Saturday – all day</b>	<b>Sunday – all day</b>	<b>Public holiday – all day</b>
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	38.58	51.44	51.44	51.44
Level 2	42.53	56.70	56.70	56.70
Level 3	50.75	67.66	67.66	67.66
Level 4	61.13	81.50	81.50	81.50
Level 5	69.63	92.84	92.84	92.84
Level 6	75.77	101.02	101.02	101.02
Level 7	89.94	119.92	119.92	119.92
Level 8	104.91	139.88	139.88	139.88
Level 9	134.01	178.68	178.68	178.68

19. By deleting the amount “\$1004.40” appearing in clause C.1 and inserting “\$1042.00”.

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

<b>Allowance</b>	<b>Payable</b>	<b>\$</b>	<b>% of standard rate</b>
St John’s Ambulance Emergency First Aid (Level 1)	per annum	729.40	70.0
St John’s Ambulance Apply First Aid (Level 2)	per annum	906.54	87.0
St John’s Ambulance Occupational First Aid (Level 1)	per annum	1104.52	106.0
Australian Animal Health Laboratory	per annum	916.96	88.0
Secure (5–40 days in previous 12 months)	maximum per year	166.72	16.0
Secure (41–80 days in previous 12 months)	maximum per year	489.74	47.0
Secure (81 or more days in previous 12 months)	maximum per year	989.90	95.0
Diving	per day	39.39	3.78

<b>Allowance</b>	<b>Payable</b>	<b>\$</b>	<b>% of standard rate</b>
Sea duty (seagoing)	per day	355.32	34.1
Sea duty (transit)	per day	26.88	2.58

21. 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:

Wage level	First year of traineeship		Second and subsequent years of traineeship	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$
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:

Year of schooling	
Year 11 or lower	Year 12
per hour	per hour
\$	\$
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