



# DRAFT DETERMINATION

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

## **Annual Wage Review 2018–19** (C2019/1)

### **MANUFACTURING AND ASSOCIATED INDUSTRIES AND OCCUPATIONS AWARD 2010** [MA000010]

Manufacturing and associated industries

JUSTICE ROSS, PRESIDENT  
VICE PRESIDENT HATCHER  
DEPUTY PRESIDENT ASBURY  
COMMISSIONER HAMPTON  
PROFESSOR RICHARDSON  
MR GIBBS  
MR APTED

MELBOURNE, XX JUNE 2019

*Annual Wage Review 2018–19.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2018–19 on 30 May 2019 [[\[2019\] FWCFB 3500](#)], the above award is varied as follows:

1. By deleting the table appearing in clause 24.1(a) and inserting the following:

| <b>Classification level</b> | <b>Minimum weekly wage</b> | <b>Minimum hourly wage</b> |
|-----------------------------|----------------------------|----------------------------|
|                             | <b>\$</b>                  | <b>\$</b>                  |
| C14                         | 740.80                     | 19.49                      |
| C13                         | 762.10                     | 20.06                      |
| C12                         | 791.30                     | 20.82                      |
| C11                         | 818.50                     | 21.54                      |
| C10                         | 862.50                     | 22.70                      |
| C9                          | 889.50                     | 23.41                      |
| C8                          | 916.60                     | 24.12                      |
| C7                          | 941.10                     | 24.77                      |
| C6                          | 988.80                     | 26.02                      |
| C5                          | 1009.00                    | 26.55                      |
| C4                          | 1036.10                    | 27.27                      |

| <b>Classification level</b> | <b>Minimum weekly wage</b> | <b>Minimum hourly wage</b> |
|-----------------------------|----------------------------|----------------------------|
| C3                          | 1090.40                    | 28.69                      |
| C2(a)                       | 1117.60                    | 29.41                      |
| C2(b)                       | 1166.40                    | 30.69                      |

2. By deleting the table appearing in clause 25.1 and inserting the following:

**Relevant attribute of the person at the time of entering into a training agreement as an apprentice**

| <b>Stage of apprenticeship</b> | <b>Column 1<br/>Completed<br/>Year 10 or less</b> |                            | <b>Column 2<br/>Completed<br/>Year 11</b> |                            | <b>Column 3<br/>Completed<br/>Year 12</b> |                            | <b>Column 4<br/>Adult<br/>(i.e. 21 years of age or over)</b> |                            |
|--------------------------------|---|----------------------------|---|----------------------------|---|----------------------------|--|----------------------------|
|                                | <b>Minimum weekly wage</b>                        | <b>Minimum hourly wage</b> | <b>Minimum weekly wage</b>                | <b>Minimum hourly wage</b> | <b>Minimum weekly wage</b>                | <b>Minimum hourly wage</b> | <b>Minimum weekly wage</b>                                   | <b>Minimum hourly wage</b> |
|                                | <b>\$</b>   | <b>\$</b>                  | <b>\$</b>                                 | <b>\$</b>                  | <b>\$</b>                                 | <b>\$</b>                  | <b>\$</b>  | <b>\$</b>                  |
| Stage 1                        | 362.25  | 9.53                       | 416.41                                    | 10.96                      | 436.6                                     | 11.49                      | 653.7  | 17.20                      |
| Stage 2                        | 474.38  | 12.48                      | 474.38                                    | 12.48                      | 508.1                                     | 13.37                      | 740.80   | 19.49                      |
| Stage 3                        | 646.88  | 17.02                      | 646.88                                    | 17.02                      | 646.88                                    | 17.02                      | 762.10   | 20.06                      |
| Stage 4                        | 759.00  | 19.97                      | 759.00                                    | 19.97                      | 791.30                                    | 20.82                      | 791.30   | 20.82                      |

3. By deleting the table appearing in clause 25.6 and inserting the following:

| <b>Stage of apprenticeship</b> | <b>Column 1<br/>Has not completed Year 12</b> |                        |                    | <b>Column 2<br/>Has completed year 12</b> |                        |                    | <b>Column 3<br/>Adult apprentice</b> |                        |                    |
|--------------------------------|---|------------------------|--------------------|---|------------------------|--------------------|--------------------------------------|------------------------|--------------------|
|                                | <b>% of C10</b>                               | <b>Min weekly wage</b> | <b>Hourly rate</b> | <b>% of C10 or classification</b>         | <b>Min weekly wage</b> | <b>Hourly rate</b> | <b>% of C10 or classification</b>    | <b>Min weekly wage</b> | <b>Hourly rate</b> |
|                                |   | <b>\$</b>              | <b>\$</b>          |   | <b>\$</b>              | <b>\$</b>          |                                      | <b>\$</b>              | <b>\$</b>          |
| 1                              | 50  | 431.25                 | 11.35              | 55  | 474.38                 | 12.48              | 80                                   | 690.00                 | 18.16              |
| 2                              | 60  | 517.50                 | 13.62              | 65  | 560.63                 | 14.75              | C14                                  | 740.80                 | 19.49              |
| 3                              | 75  | 646.88                 | 17.02              | 75  | 646.88                 | 17.02              | C13                                  | 762.10                 | 20.06              |
| 4                              | 88  | 759.00                 | 19.97              | C12                                       | 791.30                 | 20.82              | C12                                  | 791.30                 | 20.82              |

4. By deleting the table appearing in clause 28.1(b)(i) and inserting the following:

| <b>School leaver</b> | <b>% of C10 level</b> | <b>Completed Year 10 or less</b> | <b>% of C10 level</b> | <b>Completed Year 11</b>   | <b>% of C10 level</b> | <b>Completed Year 12</b>   |
|----------------------|-----------------------|----------------------------------|-----------------------|----------------------------|-----------------------|----------------------------|
|                      |                       | <b>Minimum weekly wage</b>       |                       | <b>Minimum weekly wage</b> |                       | <b>Minimum weekly wage</b> |
|                      |                       | <b>\$</b>                        |                       | <b>\$</b>                  |                       | <b>\$</b>                  |
| Plus 1 year          | 54.5                  | 470.06                           | 63.1                  | 544.24                     | 73.5                  | 633.94                     |
| Plus 2 years         | 63.1                  | 544.24                           | 73.5                  | 633.94                     | 85.3                  | 735.71                     |
| Plus 3 years         | 73.5                  | 633.94                           | 85.3                  | 735.71                     | 100                   | 862.50                     |
| Plus 4 years         | 85.3                  | 735.71                           | 100                   | 862.50                     |                       |                            |
| Plus 5 years         | 100                   | 862.50                           |                       |                            |                       |                            |

5. By deleting the table appearing in clause 28.1(b)(ii) and inserting the following:

| <b>School leaver</b> | <b>% of C11 level</b> | <b>Completed Year 10 or less</b> | <b>% of C11 level</b> | <b>Completed Year 11</b>   | <b>% of C11 level</b> | <b>Completed Year 12</b>   |
|----------------------|-----------------------|----------------------------------|-----------------------|----------------------------|-----------------------|----------------------------|
|                      |                       | <b>Minimum weekly wage</b>       |                       | <b>Minimum weekly wage</b> |                       | <b>Minimum weekly wage</b> |
|                      |                       | <b>\$</b>                        |                       | <b>\$</b>                  |                       | <b>\$</b>                  |
| Plus 1 year          | 57.9                  | 473.91                           | 64.8                  | 530.39                     | 74.5                  | 609.78                     |
| Plus 2 years         | 64.8                  | 530.39                           | 74.5                  | 609.78                     | 87.2                  | 713.73                     |
| Plus 3 years         | 74.5                  | 609.78                           | 87.2                  | 713.73                     | 100                   | 818.50                     |
| Plus 4 years         | 87.2                  | 713.73                           | 100                   | 818.50                     |                       |                            |
| Plus 5 years         | 100                   | 818.50                           |                       |                            |                       |                            |

6. By deleting the table appearing in clause 28.1(b)(iii) and inserting the following:

| <b>School leaver</b> | <b>% of C12 level</b> | <b>Completed Year 10 or less</b> | <b>% of C12 level</b> | <b>Completed Year 11</b>   | <b>% of C12 level</b> | <b>Completed Year 12</b>   |
|----------------------|-----------------------|----------------------------------|-----------------------|----------------------------|-----------------------|----------------------------|
|                      |                       | <b>Minimum weekly wage</b>       |                       | <b>Minimum weekly wage</b> |                       | <b>Minimum weekly wage</b> |
|                      |                       | <b>\$</b>                        |                       | <b>\$</b>                  |                       | <b>\$</b>                  |
| Plus 1 year          | 60.3                  | 477.15                           | 63.5                  | 502.48                     | 71.7                  | 567.36                     |
| Plus 2 years         | 63.5                  | 502.48                           | 71.7                  | 567.36                     | 80.2                  | 634.62                     |
| Plus 3 years         | 71.7                  | 567.36                           | 80.2                  | 634.62                     | 100                   | 791.30                     |
| Plus 4 years         | 80.2                  | 634.62                           | 100                   | 791.30                     |                       |                            |
| Plus 5 years         | 100                   | 791.30                           |                       |                            |                       |                            |

7. By deleting clause D.5 and inserting the following:

**D.5 Minimum Wages**

**D.5.1 Minimum wages for full-time traineeships**

**(a) Wage Level A**

Subject to clause D.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level A by Appendix D1 are:

|                                    | <b>Highest year of schooling completed</b> |                 |                 |
|------------------------------------|--|-----------------|-----------------|
|                                    | <b>Year 10</b>                             | <b>Year 11</b>  | <b>Year 12</b>  |
|                                    | <b>per week</b>                            | <b>per week</b> | <b>per week</b> |
|                                    | <b>\$</b>                                  | <b>\$</b>       | <b>\$</b>       |
| School leaver                      | 332.80                                     | 366.50          | 436.60          |
| Plus 1 year out of school          | 366.50                                     | 436.60          | 508.10          |
| Plus 2 years out of school         | 436.60                                     | 508.10          | 591.30          |
| Plus 3 years out of school         | 508.10                                     | 591.30          | 677.00          |
| Plus 4 years out of school         | 591.30                                     | 677.00          |                 |
| Plus 5 or more years out of school | 677.00                                     |                 |                 |

**(b) Wage Level B**

Subject to clause D.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level B by Appendix D1 are:

|                                    | <b>Highest year of schooling completed</b> |                                    |                                    |
|------------------------------------|--|------------------------------------|------------------------------------|
|                                    | <b>Year 10<br/>per week<br/>\$</b>         | <b>Year 11<br/>per week<br/>\$</b> | <b>Year 12<br/>per week<br/>\$</b> |
| School leaver                      | 332.80                                     | 366.50                             | 424.80                             |
| Plus 1 year out of school          | 366.50                                     | 424.80                             | 488.60                             |
| Plus 2 years out of school         | 424.80                                     | 488.60                             | 573.10                             |
| Plus 3 years out of school         | 488.60                                     | 573.10                             | 653.70                             |
| Plus 4 years out of school         | 573.10                                     | 653.70                             |                                    |
| Plus 5 or more years out of school | 653.70                                     |                                    |                                    |

**(c) Wage Level C**

Subject to clause D.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level C by Appendix D1 are:

|                                    | <b>Highest year of schooling completed</b> |                                    |                                    |
|------------------------------------|--|------------------------------------|------------------------------------|
|                                    | <b>Year 10<br/>per week<br/>\$</b>         | <b>Year 11<br/>per week<br/>\$</b> | <b>Year 12<br/>per week<br/>\$</b> |
| School leaver                      | 332.80                                     | 366.50                             | 424.80                             |
| Plus 1 year out of school          | 366.50                                     | 424.80                             | 478.20                             |
| Plus 2 years out of school         | 424.80                                     | 478.20                             | 534.30                             |
| Plus 3 years out of school         | 478.20                                     | 534.30                             | 595.20                             |
| Plus 4 years out of school         | 534.30                                     | 595.20                             |                                    |
| Plus 5 or more years out of school | 595.20                                     |                                    |                                    |

**(d) AQF Certificate Level IV traineeships**

(i) Subject to clause D.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level IV traineeship are the minimum wages for the relevant full-time AQF Certificate Level III traineeship with the addition of 3.8% to those minimum wages.

(ii) Subject to clause D.5.3 of this schedule, the minimum wages for an adult trainee undertaking a full-time 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<br/>traineeship<br/>per week<br/>\$</b> | <b>Second and<br/>subsequent years of<br/>traineeship<br/>per week<br/>\$</b> |
|-------------------|--|---|
| Wage Level A      | 703.20   | 730.40  |
| Wage Level B      | 678.40   | 704.40  |
| Wage Level C      | 617.40   | 640.70  |

#### **D.5.2 Minimum wages for part-time traineeships**

##### **(a) Wage Level A**

Subject to clauses D.5.2(f) and D.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level A by Appendix D1 are:

|                                    | <b>Highest year of schooling completed</b> |                                    |                                    |
|------------------------------------|--|------------------------------------|------------------------------------|
|                                    | <b>Year 10<br/>per hour<br/>\$</b>         | <b>Year 11<br/>per hour<br/>\$</b> | <b>Year 12<br/>per hour<br/>\$</b> |
| School leaver                      | 10.95                                      | 12.07                              | 14.37                              |
| Plus 1 year out of school          | 12.07                                      | 14.37                              | 16.73                              |
| Plus 2 years out of school         | 14.37                                      | 16.73                              | 19.45                              |
| Plus 3 years out of school         | 16.73                                      | 19.45                              | 22.26                              |
| Plus 4 years out of school         | 19.45                                      | 22.26                              |                                    |
| Plus 5 or more years out of school | 22.26                                      |                                    |                                    |

##### **(b) Wage Level B**

Subject to clauses D.5.2(f) and D.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level B by Appendix D1 are:

|                                    | <b>Highest year of schooling completed</b> |                                    |                                    |
|------------------------------------|--|------------------------------------|------------------------------------|
|                                    | <b>Year 10<br/>per hour<br/>\$</b>         | <b>Year 11<br/>per hour<br/>\$</b> | <b>Year 12<br/>per hour<br/>\$</b> |
| School leaver                      | 10.95                                      | 12.07                              | 13.99                              |
| Plus 1 year out of school          | 12.07                                      | 13.99                              | 16.08                              |
| Plus 2 years out of school         | 13.99                                      | 16.08                              | 18.87                              |
| Plus 3 years out of school         | 16.08                                      | 18.87                              | 21.52                              |
| Plus 4 years out of school         | 18.87                                      | 21.52                              |                                    |
| Plus 5 or more years out of school | 21.52                                      |                                    |                                    |

**(c) Wage Level C**

Subject to clauses D.5.2(f) and D.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level C by Appendix D1 are:

|                                    | <b>Highest year of schooling completed</b> |                                    |                                    |
|------------------------------------|--|------------------------------------|------------------------------------|
|                                    | <b>Year 10<br/>per hour<br/>\$</b>         | <b>Year 11<br/>per hour<br/>\$</b> | <b>Year 12<br/>per hour<br/>\$</b> |
| School leaver                      | 10.95                                      | 12.07                              | 13.99                              |
| Plus 1 year out of school          | 12.07                                      | 13.99                              | 15.73                              |
| Plus 2 years out of school         | 13.99                                      | 15.73                              | 17.57                              |
| Plus 3 years out of school         | 15.73                                      | 17.57                              | 19.58                              |
| Plus 4 years out of school         | 17.57                                      | 19.58                              |                                    |
| Plus 5 or more years out of school | 19.58                                      |                                    |                                    |

**(d) School-based traineeships**

Subject to clauses D.5.2(f) and D.5.3 of this schedule, the minimum wages for a trainee undertaking a school-based AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Levels A, B or C by Appendix D1 are as follows when the trainee works ordinary hours:

| <b>Year of schooling</b>                    |                                    |
|---|------------------------------------|
| <b>Year 11 or lower<br/>per hour<br/>\$</b> | <b>Year 12<br/>per hour<br/>\$</b> |
| 10.95                                       | 12.07                              |

**(e) AQF Certificate Level IV traineeships**

- (i) Subject to clauses D.5.2(f) and D.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level IV traineeship are the minimum wages for the relevant part-time AQF Certificate Level III traineeship with the addition of 3.8% to those minimum wages.
- (ii) Subject to clauses D.5.2(f) and D.5.3 of this schedule, the minimum wages for an adult trainee undertaking a part-time 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<br/>traineeship</b> | <b>Second and<br/>subsequent years<br/>of traineeship</b> |
|-------------------|--------------------------------------|---|
|                   | <b>per hour</b>                      | <b>per hour</b>   |
|                   | <b>\$</b>                            | <b>\$</b>   |
| Wage Level A      | 23.12                                | 24.03   |
| Wage Level B      | 22.29                                | 23.15   |
| Wage Level C      | 20.31                                | 21.08   |

**(f) Calculating the actual minimum wage**

- (i) Where the full-time ordinary hours of work are not 38 or an average of 38 per week, the appropriate hourly minimum wage is obtained by multiplying the relevant minimum wage in clauses D.5.2(a)–(e) of this schedule by 38 and then dividing the figure obtained by the full-time ordinary hours of work per week.
- (ii) Where the approved training for a part-time traineeship is provided fully off-the-job by a registered training organisation, for example at school or at TAFE, the relevant minimum wage in clauses D.5.2(a)–(e) of this schedule applies to each ordinary hour worked by the trainee.
- (iii) Where the approved training for a part-time traineeship is undertaken solely on-the-job or partly on-the-job and partly off-the-job, the relevant minimum wage in clauses D.5.2(a)–(e) of this schedule minus 20% applies to each ordinary hour worked by the trainee.

**D.5.3 Other minimum wage provisions**

- (a) An employee who was employed by an employer immediately prior to becoming a trainee with that employer must not suffer a reduction in their minimum wage per week or per hour by virtue of becoming a trainee. Casual loadings will be disregarded when determining whether the employee has suffered a reduction in their minimum wage.
- (b) If a qualification is converted from an AQF Certificate Level II to an AQF Certificate Level III traineeship, or from an AQF Certificate Level III to an AQF Certificate Level IV traineeship, then the trainee must be paid the next highest minimum wage provided in this schedule, where a higher minimum wage is provided for the new AQF certificate level.



#### **D.5.4 Default wage rate**

The minimum wage for a trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate level are not allocated to a wage level by Appendix D1 is the relevant minimum wage under this schedule for a trainee undertaking an AQF Certificate to Level I–III traineeship whose training package and AQF certificate level are allocated to Wage Level B.

B. This determination comes into operation from 1 July 2019. In accordance with s.166(5) of the *Fair Work Act 2009* this determination does not take effect until the start of the first full pay period that starts on or after 1 July 2019.

PRESIDENT