



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2022–23
(C2023/1)

AIR PILOTS AWARD 2020
[MA000046]

Airline operations

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

SYDNEY, XX JUNE 2023

Annual Wage Review 2022–23.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2022–23 on 2 June 2023 [[2023] FWCFB 3500], the above award is varied as follows:

1. By deleting the example appearing in clause 10.6 and inserting the following:

Example – Casual hourly rate for casual airlines/general aviation employees

Emma is a casual pilot paid an hourly rate derived from the minimum salaries in Schedule A of the award. Emma flies a piston engine aircraft with a maximum take-off weight of 3810kg on commuter operations and is required to carry out flying using a Command instrument rating.

The annual salary for a full-time pilot under the classification of Captain, Multi engine 3360 kg UTBNI 5660 kg is \$62,673.

Emma is entitled to additions to salary under clause A.1.3(a) of \$1821.73 per annum and clause A.1.4 of \$7286.91.

The formula to calculate her hourly casual rate under clauses 10.2 and 10.4 of the award is:

(Annual salary + annual applicable additions to salary) divided by 800 = hourly rate

Hourly rate x casual loading = casual hourly rate

Calculating Emma’s casual hourly rate:

Step 1: (annual salary + annual applicable additions to salary) = \$71,781.64

Step 2: \$71,781.64 / 800 = \$89.73 per hour (hourly rate)

Step 3: \$89.73 x 1.25 = \$112.16* per hour (casual hourly rate)

Emma’s casual hourly rate of pay is \$112.16* per hour.

*Emma’s actual rate of pay may differ based on other allowances that may be payable under the Air Pilots Award.

2. By deleting the amount “\$116.73” appearing in clause 15.8(f)(ii) and inserting “\$123.44”.
3. By deleting the amount “\$93.19” appearing in clause 20.2(a)(ii) and inserting “\$98.55”.
4. By deleting the amount “\$47.07” appearing in clause 20.2(a)(iii) and inserting “\$49.77”.
5. By deleting the amount “\$112.96” appearing in clause 20.2(a)(iv) and inserting “\$119.46”.
6. By deleting the amount “\$16.94” appearing in clause 20.2(b)(ii) and inserting “\$17.92”.
7. By deleting the table appearing in clause 20.2(c)(ii) and inserting the following:

	\$ per annum
Single pilot command	9910.60
Multi pilot command	6604.61
Co-pilot	4950.82

8. By deleting the amount “\$36.71” appearing in clause 20.2(d)(i) and inserting “\$38.82”.

9. By deleting the table appearing in clause A.1.1 and inserting the following:

Classification	Minimum salary per annum	
	Captain	First Officers Second Pilots
	\$	\$
Single engine UTBNI 1360 kg	51,765	44,688
Single engine 1360 kg–3359 kg	53,965	44,688
Single engine 3360 kg & above	62,673	48,971
Multi engine UTBNI 3360 kg	60,272	47,151
Multi engine 3360 kg UTBNI 5660 kg	62,673	48,971
Multi engine 5660 kg UTBNI 8500 kg	66,102	51,020
Multi engine 8500 kg UTBNI 12000 kg	71,108	54,188
Multi engine 12000 kg UTBNI 15000 kg	76,428	57,699
Multi engine 15000 kg UTBNI 19000 kg	83,287	61,895
Multi engine 19000 kg & above— unless otherwise listed	89,110	65,218
Dash 8 100–15650 kg MTOW	83,287	61,895
Dash 8 200–16466 kg MTOW	83,287	61,895
Dash 8 300–19505 kg MTOW	83,287	61,895
Dash 8 400–28998 kg MTOW	88,973	65,218

10. By deleting the table appearing in clause A.1.2 and inserting the following:

Classification	Minimum salary per annum (full-time employee)		
	Captain	First Officer	Second Officer
	\$	\$	\$
Fokker 28	143,213	94,931	
CRJ-50	143,213	94,931	
BAe-146	155,039	102,383	
Fokker 100	155,039	102,383	

Classification	Minimum salary per annum (full-time employee)		
	Captain	First Officer	Second Officer
	\$	\$	\$
Boeing 717	155,039	102,383	
Narrow body aircraft	162,539	107,046	
Wide body aircraft–single deck	186,613	122,799	74,491
Wide body aircraft–double deck	210,690	138,552	83,942

11. By deleting the amount “\$1722.67” appearing in clause A.1.3(a) and inserting “\$1821.73”.
12. By deleting the amount “\$5685.75” appearing in clause A.1.3(b) and inserting “\$6012.70”.
13. By deleting the amount “\$7502.56” appearing in clause A.1.3(c) and inserting “\$7933.98”.
14. By deleting the amount “\$12,049.28” appearing in clause A.1.3(d) and inserting “\$12,742.14”.
15. By deleting the table appearing in clause A.1.4 and inserting the following:

Instrument flying rating	\$ per annum
Command or Class 1	7286.91
Co-pilot or Class 2	4738.48
Night VFR or Class 4	1821.73

16. By deleting the amounts “\$3925.43” and “\$7850.86” appearing in clause A.1.7(a)(i) and inserting “\$4151.15” and “\$8302.30” respectively.
17. By deleting the amounts “\$3925.43” and “\$7850.86” appearing in clause A.1.7(a)(ii) and inserting “\$4151.15” and “\$8302.30” respectively.
18. By deleting the amount “\$997.83” appearing in clause A.1.7(c) and inserting “\$1055.21”.

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

Instrument flying rating	\$ per annum
Command or Class 1	7286.91
Co-pilot or Class 2	4738.48
Night VFR or Class 4	1821.73

20. By deleting the table appearing in clause B.1.1 and inserting the following:

	Minimum salary per annum	
	Captain	Co-pilot
	\$	\$
Group 1		
Cessna 206	58,958	
Cessna 207	58,958	
Cessna 210	58,958	
Group 2		
Aero Commander 500	65,327	
Beechcraft 55	65,327	
Beechcraft 58	65,327	
Britten Norman BN2	65,327	
Cessna 310	65,327	
Cessna 337	65,327	
Cessna 402	65,327	
Cessna 414	65,327	
Partenavia P68	65,327	
Piper PA23	65,327	
Piper PA30	65,327	
Piper PA31	65,327	
Piper PA34	65,327	
Piper PA60 Aerostar	65,327	
Group 3		
Beechcraft 65	67,548	
Cessna 404	67,548	
Cessna 421	67,548	

	Minimum salary per annum	
	Captain	Co-pilot
	\$	\$
Aero Commander 680	67,548	
Group 4		
Cessna 441	72,338	
Nomad N22	72,338	
Nomad N24	72,338	
Aero Commander 690	72,338	
Group 5		
Beechcraft 200	82,051	59,416
Swearingen 226	82,051	59,416
Swearingen 227	82,051	59,416
De Havilland 6-100	82,051	59,416
De Havilland 6-200	82,051	59,416
De Havilland 6-300	82,051	59,416
Casa 212	82,051	59,416
Embraer 110	82,051	59,416
Group 6		
Jetstream 31	84,273	60,148
Beach 1900	84,273	60,148
Metro 23	84,273	60,148
Group 7		
Cessna 550	87,623	61,126
McDonnell Douglas	87,623	61,126
DC3	87,623	61,126
Shorts SD-330	87,623	61,126
Shorts SD-360	87,623	61,126
Mohawk	87,623	61,126
Group 8		
Saab-Fairchild	93,542	64,108
340 A	93,542	64,108

	Minimum salary per annum	
	Captain	Co-pilot
	\$	\$
Group 9		
De Havilland	100,983	67,913
Dash 8-100, 102, 200 and 300	100,983	67,913
ATR 42-300	100,983	67,913
Fokker 50	100,983	67,913
Dash 8-400	107,907	72,527
Group 10 (turbo jet aircraft)		
Fokker 70 and Fokker 100	155,039	102,383
Bae-146	155,039	102,383
Embraer 190/195	155,039	102,383
Airbus A319	162,539	107,046
Airbus A320	162,539	107,046
Boeing 737-300	162,539	107,046
Boeing 737-400	162,539	107,046

- 21. By deleting the amount “\$146.85” appearing in clause B.3.1 and inserting “\$155.29”.
- 22. By deleting the table appearing in clause C.9.1 and inserting the following:

Aerial application flying hours experience in the industry	Minimum salary per week (full-time employee)
	\$
0–1000	859.30
1001–2000	886.00
2001–3000	920.90
Over 3000	992.90

- 23. By deleting the amount “\$253.09” appearing in clause C.9.2 and inserting “\$267.64”.
- 24. By deleting the amount “\$28.24” appearing in clause C.9.6 and inserting “\$29.86”.
- 25. By deleting the amount “\$4847.95” appearing in clause D.4.1(a) and inserting “\$5126.72”.

26. By deleting the table appearing in clause D.4.1(b) and inserting the following:

Instrument flying rate	\$ per annum
Command	6221.75
Co-pilot	4041.65
Night LVMC	1552.95

27. By deleting the table appearing in clause D.5.1 and inserting the following:

	Minimum salary per annum (full-time employee)
	\$
<i>Single engine</i>	
1st year of service	63,997
2nd year of service	65,496
3rd year of service	66,931
4th year of service	68,340
5th year of service	69,838
6th year of service	71,337
7th year of service	72,838
8th year of service	74,338
9th year of service	75,835
<i>Twin 0–9000 lbs</i>	
1st year of service	68,340
2nd year of service	69,838
3rd year of service	71,337
4th year of service	72,838
5th year of service	74,338
6th year of service	75,835
7th year of service	77,336
8th year of service	78,835
9th year of service	80,334
<i>Twin over 9000 lbs</i>	
1st year of service	71,337
2nd year of service	72,838

	Minimum salary per annum (full-time employee)
	\$
3rd year of service	74,338
4th year of service	75,835
5th year of service	77,336
6th year of service	78,835
7th year of service	80,334
8th year of service	81,666
9th year of service	83,332

28. By deleting the amount “\$23.53” appearing in clause D.5.3(a) and inserting “\$24.89”.
29. By deleting the amounts “\$9837.11” and “\$6683.59” appearing in clause D.5.3(b) and inserting “\$10,402.77” and “\$7067.91” respectively.
30. By deleting the table appearing in clause D.5.4 and inserting the following:

	\$ per night
Australia and dependencies	24.89
Overseas	24.89

31. By deleting the table appearing in clause D.6.1 and inserting the following:

Single engine command	Minimum salary per annum¹
	\$
<i>UTBNI 9000 lbs</i>	
1st year of service	66,840
2nd year of service	68,340
3rd year of service	69,838
4th year of service	71,337
5th year of service	72,838
6th year of service	74,338
7th year of service	75,835
8th year of service	77,334
9th year of service	78,835
10th year of service	80,334

Single engine command	Minimum salary per annum¹
	\$
11th year of service	81,831
12th year of service	83,332
13th year of service	84,833
14th year of service	86,333
15th year of service	87,834
<i>All other operations command</i>	
1st year of service	74,338
2nd year of service	75,835
3rd year of service	77,334
4th year of service	78,835
5th year of service	80,334
6th year of service	81,831
7th year of service	83,332
8th year of service	84,833
9th year of service	86,333
10th year of service	87,834
11th year of service	89,330
12th year of service	90,830
13th year of service	92,330
14th year of service	93,827
15th year of service	95,327

32. By deleting the amount “\$7295.46” appearing in clause D.6.3 and inserting “\$7714.97”.

33. By deleting the table appearing in clause E.3.2 and inserting the following:

	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Surveillance aircrewperson	1051.80	27.68
Rescue aircrewperson	1051.80	27.68
Surveillance mission coordinator	1112.80	29.28
Aircrewperson	1112.80	29.28

34. By deleting the amount “\$72.19” appearing in clause E.4.1(a) and inserting “\$76.34”.

35. By deleting the table appearing in clause E.4.1(b) and inserting the following:

	\$ per week
Rescue aircrewperson / Surveillance aircrewperson	62.54
Aircrewperson / Surveillance mission coordinator	99.93

36. By deleting the table appearing in clause F.1.1 and inserting the following:

Flying hours experience in the industry	Minimum hourly rate
	\$
0–1000	22.61
1001–2000	23.32
2001–3000	24.23
Over 3000	26.13

37. By deleting the table appearing in clause F.1.2 and inserting the following:

	Minimum daily rate
All employees	\$
All employees	267.64

38. By deleting the table appearing in clause F.2.1 and inserting the following:

	Per flying hour
	1/800th of annual rate + 25% loading
	\$
Single engine aircraft	
UTBNI 1360 kg	
Captain	80.89
First Officer/Second Pilot	69.83
1360 kg – 3359 kg	
Captain	84.33

	Per flying hour
	1/800th of annual rate + 25% loading
	\$
First Officer/Second Pilot	69.83
3360 kg & above	
Captain	97.93
First Officer/Second Pilot	76.51
Multi engine aircraft	
UTBNI 3360 kg	
Captain	94.18
First Officer/Second Pilot	73.68
3360 kg UTBNI 5660 kg	
Captain	97.93
First Officer/Second Pilot	76.51
5660 kg UTBNI 8500 kg	
Captain	103.29
First Officer/Second Pilot	79.73
8500 kg UTBNI 12000 kg	
Captain	111.11
First Officer/Second Pilot	84.68
12000 kg UTBNI 15000 kg	
Captain	119.43
First Officer/Second Pilot	90.15
15000 kg UTBNI 19000 kg	
Captain	130.14
First Officer/Second Pilot	96.71
19000 kg & above – unless otherwise listed	
Captain	139.24
First Officer/Second Pilot	101.90

	Per flying hour
	1/800th of annual rate + 25% loading
	\$
Dash 8 aircraft	
Dash 8 100 – 15650 kg MTOW; Dash 8 200 – 16466 kg MTOW; and Dash 8 300 – 19505 kg MTOW	
Captain	130.14
First Officer/Second Pilot	96.71
Dash 8 400 – 28998 kg MTOW	
Captain	139.03
First Officer/Second Pilot	101.90
Larger aircraft	
Fokker 28 and CRJ-50	
Captain	223.78
First Officer	148.33
BAe-146; Fokker 100; and Boeing 717	
Captain	242.25
First Officer	159.98
Narrow body aircraft	
Captain	253.96
First Officer	167.26
Wide body aircraft - single deck	
Captain	291.59
First Officer	191.88
Second Officer	116.39
Wide body aircraft - double deck	
Captain	329.20
First Officer	216.49
Second Officer	131.16

39. By deleting the table appearing in clause F.2.2 and inserting the following:

	Per flying hour
	1/800th of annual rate + 25% loading
	\$
Group 1	Cessna 206; Cessna 207 and Cessna 210
Captain	92.13
Group 2	Aero Commander 500; Beechcraft 55; Beechcraft 58; Britten Norman BN2; Cessna 310; Cessna 337; Cessna 402; Cessna 414; Partenavia P68; Piper PA23; Piper PA30; Piper PA31; Piper PA34 and Piper PA60 Aerostar
Captain	102.08
Group 3	Beechcraft 65; Cessna 404; Cessna 421; and Aero Commander 680
Captain	105.55
Group 4	Cessna 441; Nomad N22; Nomad N24; and Aero Commander 690
Captain	113.03
Group 5	Beechcraft 200; Swearingen 226; Swearingen 227; De Havilland 6-100; De Havilland 6-200; De Havilland 6-300; Casa 212 and Embraer 110
Captain	128.20
Co-pilot	92.84
Group 6	Jetstream 31; Beach 1900 and Metro 23
Captain	131.68
Co-pilot	93.99
Group 7	Cessna 550; McDonnell Douglas; DC3; Shorts SD-330; Shorts SD-360 and Mohawk
Captain	136.91
Co-pilot	95.51
Group 8	Saab-Fairchild and 340 A
Captain	146.16
Co-pilot	100.18

	Per flying hour
	1/800th of annual rate + 25% loading
	\$
Group 9	De Havilland; Dash 8-100, 102, 200 and 300; ATR 42-300; and Fokker 50
Captain	157.79
Co-pilot	106.11
Group 9	Dash 8-400
Captain	168.60
Co-pilot	113.33
Group 10 (turbo jet aircraft)	Fokker 70 and Fokker 100; Bae-146 and Embraer 190/195
Captain	242.25
Co-pilot	159.98
Group 10 (turbo jet aircraft)	Airbus A319; Airbus 320; Boeing 737-300 and Boeing 737-400
Captain	253.96
Co-pilot	167.26

40. By deleting the table appearing in clause F.2.3 and inserting the following:

	Pilot	Co-pilot
	1/800th of annual rate + 25% loading	1/800th of annual rate + 25% loading
	\$ per flying hour	
On-Shore Operations		
Single Engine		
1st year of service	100.00	70.00
2nd year of service	102.34	71.64
3rd year of service	104.58	73.20
4th year of service	106.79	74.75
5th year of service	109.13	76.39
6th year of service	111.46	78.03
7th year of service	113.81	79.66
8th year of service	116.15	81.31
9th year of service	118.49	82.95

	Pilot	Co-pilot
	1/800th of annual rate + 25% loading	1/800th of annual rate + 25% loading
	\$ per flying hour	
Twin 0-9000 lbs		
1st year of service	106.79	74.75
2nd year of service	109.13	76.39
3rd year of service	111.46	78.03
4th year of service	113.81	79.66
5th year of service	116.15	81.31
6th year of service	118.49	82.95
7th year of service	120.84	84.59
8th year of service	123.18	86.23
9th year of service	125.53	87.86
Twin over 9000 lbs		
1st year of service	111.46	78.03
2nd year of service	113.81	79.66
3rd year of service	116.15	81.31
4th year of service	118.49	82.95
5th year of service	120.84	84.59
6th year of service	123.18	86.23
7th year of service	125.53	87.86
8th year of service	127.60	89.33
9th year of service	130.21	91.15

41. By deleting the table appearing in clause F.2.4 and inserting the following:

	Pilot	Co-pilot
	1/800th of annual rate + special duties addition + 25% loading¹	1/800th of annual rate + special duties addition + 25% loading¹
	\$ per flying hour	
Single engine command		
UTBNI 9000 lbs		
1st year of service	116.49	85.16
2nd year of service	118.84	86.80

	Pilot	Co-pilot
	1/800th of annual rate + special duties addition + 25% loading¹	1/800th of annual rate + special duties addition + 25% loading¹
	\$ per flying hour	
3rd year of service	121.18	88.44
4th year of service	123.51	90.08
5th year of service	125.86	91.73
6th year of service	128.21	93.36
7th year of service	130.55	95.00
8th year of service	132.89	96.64
9th year of service	135.24	98.28
10th year of service	137.58	99.93
11th year of service	139.91	101.56
12th year of service	142.26	103.20
13th year of service	144.60	104.84
14th year of service	146.95	106.49
15th year of service	149.30	108.13
All other operations command		
1st year of service	128.21	93.36
2nd year of service	130.55	95.00
3rd year of service	132.89	96.64
4th year of service	135.24	98.28
5th year of service	137.58	99.93
6th year of service	139.91	101.56
7th year of service	142.26	103.20
8th year of service	144.60	104.84
9th year of service	146.95	106.49
10th year of service	149.30	108.13
11th year of service	151.64	109.76
12th year of service	153.98	111.40
13th year of service	156.33	113.04
14th year of service	158.66	114.68
15th year of service	161.00	116.31

42. By deleting the table appearing in clause F.2.5 and inserting the following:

Classification	Ordinary hourly rate	Overtime – first 2 hours	Overtime – after 2 hours
	% of minimum hourly rate		
	125%	175%	225%
	\$	\$	\$
Surveillance aircrewperson	34.60	48.44	62.28
Rescue aircrewperson	34.60	48.44	62.28
Surveillance mission coordinator	36.60	51.24	65.88
Aircrewperson	36.60	51.24	65.88

43. By deleting the amount “\$941.35” appearing in clause G.1.1 and inserting “\$995.48”.

44. By deleting the table appearing in clause G.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
Work on a rostered duty-free day	15.8(f)(ii)	12.4	123.44	per day worked
Engineering and other duties—50 hourly inspection	20.2(a)(ii)	9.9	98.55	per inspection
Engineering and other duties—Licensed Aircraft Maintenance Engineer qualification	20.2(a)(iii)	5.0	49.77	per hour or part thereof
Engineering and other duties—excessive freight weight—pilot required to load/unload aircraft	20.2(a)(iv)	12.0	119.46	per tour of duty
Night operations—personal inconvenience allowance	20.2(b)(ii)	1.8	17.92	per night operation flown
Night vision goggles (other than helicopter aircrew):	20.2(c)(ii)			
Single pilot command		995.56	9910.60	per annum
Multi pilot command		663.46	6604.61	per annum
Co-pilot		497.33	4950.82	per annum
Overseas duty allowance	20.2(d)(i)	3.9	38.82	per occasion
Airlines/General Aviation				

Allowance	Clause	% of standard rate	\$	Payable
Piston engine aircraft—commuter operations	A.1.3(a)	183.0	1821.73	per annum
Airline Transport Pilots Licence (excluding Fokker-28 pilots)	A.1.3(b)	604.0	6012.70	per annum
Turbo-prop aircraft allowance	A.1.3(c)	797.0	7933.98	per annum
Turbo jet aircraft allowance (excluding Fokker-28 pilots)	A.1.3(d)	1280.0	12,742.14	per annum
Instrument flying rating (excluding Fokker-28 pilots):	A.1.4			
Command or Class 1		732.0	7286.91	per annum
Co-pilot or Class 2		476.0	4738.48	per annum
Night VFR or Class 4		183.0	1821.73	per annum
Instrument flying rating—First Officer/Second Pilot:	A.1.6			
Command or Class 1		732.0	7286.91	per annum
Co-pilot or Class 2		476.0	4738.48	per annum
Night VFR or Class 4		183.0	1821.73	per annum
Piston engine aircraft—commuter operations—additional entitlement (see A.1.3(a))		65% additional as specified in A.1.6	1184.12	per annum
Turbo-prop aircraft allowance—additional entitlement (see A.1.3(c))		65% additional as specified in A.1.6	5157.09	per annum
Turbo jet aircraft allowance—additional entitlement (see A.1.3(d))		65% additional as specified in A.1.6	8282.39	per annum
Flight instruction—single engine:	A.1.7(a)(i)			
Grade II single engine charter		417.0	4151.15	per annum on appointment
Grade I single engine charter		834.0	8302.30	per annum on appointment

Allowance	Clause	% of standard rate	\$	Payable
Flight instruction—multi engine:	A.1.7(a)(ii)			
Grade II multi engine charter		417.0	4151.15	per annum on appointment
Grade I multi engine charter		834.0	8302.30	per annum on appointment
Flight instruction—single engine (Grade I instructor)—8 years of service	A.1.7(c)	106.0	1055.21	per annum of sixth, seventh and eighth year of service
Instrument flying rating—flight instruction:	A.1.8			
Command or Class 1		732.0	7286.91	per annum
Co-pilot or Class 2		476.0	4738.48	per annum
Night VFR or Class 4		183.0	1821.73	per annum
Regional Airlines				
Freight weight allowance—in excess of 500kg—pilot required to load/unload aircraft	B.3.1	15.6	155.29	per tour of duty
Aerial Application Operations				
Training and/or checking allowance	C.9.6	3.0	29.86	per hour*
Helicopter Operations—Pilots				
Senior commercial pilot's licence allowance	D.4.1(a)	515.0	5126.72	per annum
Instrument flying rating:	D.4.1(b)			
Command		625.0	6221.75	per annum
Co-pilot		406.0	4041.65	per annum
Night LVMC		156.0	1552.95	per annum
Cattle mustering allowance	D.5.3(a)	2.5	24.89	per day or part thereof
Police operations:	D.5.3(b)			
Twin engine operations		1045.0	10,402.77	per annum

Allowance	Clause	% of standard rate	\$	Payable
Single engine operations		710.0	7067.91	per annum
Specific on-shore allowances— overnight allowance:	D.5.4			
Australia and dependencies		2.5	24.89	per night spent away from home base
Overseas		2.5	24.89	per night spent away from home base
Specific off-shore additions— special duties	D.6.3	775.0	7714.97	per annum

45. By deleting the amount “\$1052.30” appearing in clause G.1.2 and inserting “\$1112.80”.

46. By deleting the table appearing in clause G.1.2 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
Mobile intensive care ambulance ¹	E.4.1(a)	6.86	76.34	per week
Night vision goggles:	E.4.1(b)			
Rescue aircrewperson / Surveillance aircrewperson ¹		5.62	62.54	per week
Aircrewperson / Surveillance mission coordinator ¹		8.98	99.93	per week

B. This determination comes into operation on 1 July 2023. In accordance with s 286(5) of the *Fair Work Act 2009* 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 2023.

PRESIDENT