



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2022–23
(C2023/1)

AIRLINE OPERATIONS—GROUND STAFF AWARD 2020
[MA000048]

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 amount “\$4.89” appearing in clause 17.6(a) and inserting “\$5.17”.
2. By deleting the amount “\$5.17” appearing in clause 17.6(b) and inserting “\$5.47”.
3. By deleting the table appearing in clause 18.1 and inserting the following:

Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Level 1	925.10	24.34
Level 2	929.00	24.45
Level 3	944.60	24.86
Level 4	970.70	25.54
Level 5	1014.60	26.70
Level 6	1041.20	27.40

Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Level 7	1048.10	27.58
Level 8	1092.80	28.76

4. By deleting the table appearing in clause 18.2 and inserting the following:

Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Level 1	954.00	25.11
Level 2	995.00	26.18
Level 3	1050.90	27.66
Level 4	1103.60	29.04
Level 5	1148.40	30.22
Level 6	1193.50	31.41
Level 7	1238.80	32.60
Level 8	1283.50	33.78

5. By deleting the table appearing in clause 18.3 and inserting the following:

Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Aircraft Worker 1	859.30	22.61
Aircraft Worker 2	882.80	23.23
Aircraft Worker 3	914.90	24.08
Aircraft Worker 4	945.00	24.87
Tradesperson	995.00	26.18
Aircraft Maintenance Engineer	1085.60	28.57
Full Category B1.1 Licence Holder	1164.10	30.63
Full Category B1.2 Licence Holder	1164.10	30.63

Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Full Category B1.3 Licence Holder	1164.10	30.63
Full Category B1.4 Licence Holder	1164.10	30.63
Full Category B2 Licence Holder	1164.10	30.63
Full Category B1/B2 Licence Holder	1164.10	30.63
Transitional Category B1.1 Licence Holder	1164.10	30.63
Transitional Category B1.2 Licence Holder	1111.10	29.24
Transitional Category B1.3 Licence Holder	1164.10	30.63
Transitional Category B1.4 Licence Holder	1111.10	29.24
Transitional Category B2 Licence Holder	1164.10	30.63

6. By deleting the table appearing in clause 18.4 and inserting the following:

Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Level 1	910.70	23.97
Level 2	930.50	24.49
Level 3	953.80	25.10
Level 4	983.40	25.88
Level 5	1019.40	26.83

7. By deleting the amount “\$3.48” appearing in clause 20.2(a) and inserting “\$3.68”.
8. By deleting the amount “\$1.13” appearing in clause 20.2(b)(i)(A) and inserting “\$1.19”.
9. By deleting the amount “\$0.62” appearing in clause 20.2(b)(i)(B) and inserting “\$0.66”.

- 10. By deleting the amount “\$15.81” appearing in clause 20.2(c) and inserting “\$16.72”.
- 11. By deleting the amount “\$6.02” appearing in clause 20.2(d) and inserting “\$6.37”.
- 12. By deleting the table appearing in clause 20.2(e) and inserting the following:

Foreign languages	Per week
	\$
1 language	6.57
2 languages	9.85
3 or more languages	12.84

- 13. By deleting the table appearing in clause 20.4(a) and inserting the following:

Amount handled	Per week
	\$
Less than \$200	5.97
\$200 and less than \$1000	11.94
\$1000 and less than \$5000	16.02
\$5000 and over	18.61

- 14. By deleting the amount “\$28.23” appearing in clause 20.4(b) and inserting “\$29.85”.
- 15. By deleting the table appearing in clause 20.6(b)(i) and inserting the following:

Classification	per week for first Aircraft Type Rating Endorsement	per week for each additional Aircraft Type Rating Endorsement
	\$	\$
Full Category B1.1 Licence Holder	199.00	49.75
Full Category B1.2 Licence Holder	149.25	49.75
Full Category B1.3 Licence Holder	199.00	49.75
Full Category B1.4 Licence Holder	149.25	49.75
Full Category B2 Licence Holder	248.75	49.75
Full Category B1/B2 Licence Holder	298.50	49.75

- 16. By deleting the amount “\$329.32” appearing in clause 20.6(b)(ii) and inserting “\$348.25”.

17. By deleting the amount “\$329.32” appearing in clause 20.6(b)(iii) and inserting “\$348.25”.

18. By deleting the table appearing in clause 20.6(c)(i) and inserting the following:

Classification	per week for first Aircraft Type Rating Endorsement	per week for each additional Aircraft Type Rating Endorsement
	\$	\$
Transitional Category B1.1 Licence Holder	149.25	42.29
Transitional Category B1.2 Licence Holder	108.65	42.29
Transitional Category B1.3 Licence Holder	149.25	42.29
Transitional Category B1.4 Licence Holder	108.65	42.29
Transitional Category B2 Licence Holder	211.34	42.29

19. By deleting the amount “\$273.14” appearing in clause 20.6(c)(ii) and inserting “\$288.85”.

20. By deleting the amount “\$273.14” appearing in clause 20.6(c)(iii) and inserting “\$288.85”.

21. By deleting the amount “\$67.46” appearing in clause 20.6(e)(i)(A) and inserting “\$71.34”.

22. By deleting the amount “\$23.99” appearing in clause 20.6(e)(i)(B) and inserting “\$25.37”.

23. By deleting the amounts “\$12.98” and “\$32.56” appearing in clause 20.6(e)(i)(C) and inserting “\$13.73” and “\$34.43” respectively.

24. By deleting the amount “\$32.56” appearing in clause 20.6(e)(i)(D) and inserting “\$34.43”.

25. By deleting the amount “\$12.98” appearing in clause 20.6(e)(i)(E) and inserting “\$13.73”.

26. By deleting the amount “\$6.68” appearing in clause 20.6(e)(i)(F) and inserting “\$7.06”.

27. By deleting the amount “\$73.39” appearing in clause 20.6(f)(i) and inserting “\$77.61”.

28. By deleting the amounts “\$56.45” and “\$47.05” appearing in clause 20.6(f)(ii) and inserting “\$59.70” and “\$49.75” respectively.

29. By deleting the amount “\$1027.46” wherever it appears in clause 20.6(f)(iii) and inserting “\$1086.54”.

30. By deleting the amount “\$50.24” appearing in clause 20.6(g)(i) and inserting “\$53.13”.

31. By deleting the amount “\$1100.76” wherever it appears in clause 20.6(g)(ii) and inserting “\$1164.05”.

32. By deleting the amount “\$50.24” appearing in clause 20.6(h) and inserting “\$53.13”.

33. By deleting the amount “\$0.70” appearing in clause 20.7(d) and inserting “\$0.74”.

34. By deleting the table appearing in clause 20.7(e)(i) and inserting the following:

Temperature	\$ per hour
Between 46 and 54 degrees Celsius	0.76
In excess of 54 degrees Celsius	1.00

35. By deleting the amount “\$0.72” appearing in clause 20.7(f)(i) and inserting “\$0.76”.

36. By deleting the amount “\$0.72” appearing in clause 20.7(g) and inserting “\$0.76”.

37. By deleting the amount “\$0.94” appearing in clause 20.7(h)(i) and inserting “\$1.00”.

38. By deleting the amount “\$1.13” appearing in clause 20.7(i) and inserting “\$1.19”.

39. By deleting the amount “\$0.75” appearing in clause 20.7(j) and inserting “\$0.80”.

40. By deleting the table appearing in clause B.2.1 and inserting the following:

	Ordinary hours	Saturday	Sunday	Public holiday	
				Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
	% of ordinary hourly rate¹				
	100%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
Level 1	24.34	36.51	48.68	48.68	60.85
Level 2	24.45	36.68	48.90	48.90	61.13
Level 3	24.86	37.29	49.72	49.72	62.15

	Ordinary hours	Saturday	Sunday	Public holiday	
				Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
% of ordinary hourly rate ¹					
	100%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
Level 4	25.54	38.31	51.08	51.08	63.85
Level 5	26.70	40.05	53.40	53.40	66.75
Level 6	27.40	41.10	54.80	54.80	68.50
Level 7	27.58	41.37	55.16	55.16	68.95
Level 8	28.76	43.14	57.52	57.52	71.90

41. By deleting the table appearing in clause B.2.2 and inserting the following:

	Early morning or afternoon shift	Night shift ¹	Night shift ²	Continuous afternoon or night shifts ³
% of ordinary hourly rate ⁴				
	115%	122.5%	130%	150%
	\$	\$	\$	\$
Level 1	27.99	29.82	31.64	36.51
Level 2	28.12	29.95	31.79	36.68
Level 3	28.59	30.45	32.32	37.29
Level 4	29.37	31.29	33.20	38.31
Level 5	30.71	32.71	34.71	40.05
Level 6	31.51	33.57	35.62	41.10
Level 7	31.72	33.79	35.85	41.37
Level 8	33.07	35.23	37.39	43.14

42. By deleting the table appearing in clause B.2.3 and inserting the following:

	Saturday	Sunday	Public holiday	
			Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
	% of ordinary hourly rate¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Level 1	36.51	48.68	48.68	60.85
Level 2	36.68	48.90	48.90	61.13
Level 3	37.29	49.72	49.72	62.15
Level 4	38.31	51.08	51.08	63.85
Level 5	40.05	53.40	53.40	66.75
Level 6	41.10	54.80	54.80	68.50
Level 7	41.37	55.16	55.16	68.95
Level 8	43.14	57.52	57.52	71.90

43. By deleting the table appearing in clause B.2.4 and inserting the following:

	Day workers			Shiftworkers (except continuous shiftworkers)			Continuous shiftworkers
	Monday to Saturday		Sunday	Monday to Saturday		Sunday	Monday to Sunday
	First 2 hours	After 2 hours	All hours	First 2 hours	After 2 hours	All hours	All overtime hours
	% of ordinary hourly rate¹						
	150%	200%	200%	150%	200%	200%	200%
	\$	\$	\$	\$	\$	\$	\$
Level 1	36.51	48.68	48.68	36.51	48.68	48.68	48.68
Level 2	36.68	48.90	48.90	36.68	48.90	48.90	48.90
Level 3	37.29	49.72	49.72	37.29	49.72	49.72	49.72
Level 4	38.31	51.08	51.08	38.31	51.08	51.08	51.08
Level 5	40.05	53.40	53.40	40.05	53.40	53.40	53.40
Level 6	41.10	54.80	54.80	41.10	54.80	54.80	54.80
Level 7	41.37	55.16	55.16	41.37	55.16	55.16	55.16
Level 8	43.14	57.52	57.52	43.14	57.52	57.52	57.52

44. By deleting the table appearing in clause B.3.1 and inserting the following:

	Ordinary hours	Saturday	Sunday	Public holiday	
				Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
	% of ordinary hourly rate¹				
	100%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
Level 1	25.11	37.67	50.22	50.22	62.78
Level 2	26.18	39.27	52.36	52.36	65.45
Level 3	27.66	41.49	55.32	55.32	69.15
Level 4	29.04	43.56	58.08	58.08	72.60
Level 5	30.22	45.33	60.44	60.44	75.55
Level 6	31.41	47.12	62.82	62.82	78.53
Level 7	32.60	48.90	65.20	65.20	81.50
Level 8	33.78	50.67	67.56	67.56	84.45

45. By deleting the table appearing in clause B.3.2 and inserting the following:

	Early morning or afternoon shift	Night shift ¹	Night shift ²	Continuous afternoon or night shifts ³
	115%	122.5%	130%	150%
	\$	\$	\$	\$
Level 1	28.88	30.76	32.64	37.67
Level 2	30.11	32.07	34.03	39.27
Level 3	31.81	33.88	35.96	41.49
Level 4	33.40	35.57	37.75	43.56
Level 5	34.75	37.02	39.29	45.33
Level 6	36.12	38.48	40.83	47.12
Level 7	37.49	39.94	42.38	48.90
Level 8	38.85	41.38	43.91	50.67

46. By deleting the table appearing in clause B.3.3 and inserting the following:

	Saturday	Sunday	Public holiday	
			Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
	% of ordinary hourly rate¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Level 1	37.67	50.22	50.22	62.78
Level 2	39.27	52.36	52.36	65.45
Level 3	41.49	55.32	55.32	69.15
Level 4	43.56	58.08	58.08	72.60
Level 5	45.33	60.44	60.44	75.55
Level 6	47.12	62.82	62.82	78.53
Level 7	48.90	65.20	65.20	81.50
Level 8	50.67	67.56	67.56	84.45

47. By deleting the table appearing in clause B.3.4 and inserting the following:

	Day workers			Shiftworkers (except continuous shiftworkers)			Continuous shiftworkers
	Monday to Saturday		Sunday	Monday to Saturday		Sunday	Monday to Sunday
	First 2 hours	After 2 hours	All hours	First 2 hours	After 2 hours	All hours	All overtime hours
	% of ordinary hourly rate¹						
	150%	200%	200%	150%	200%	200%	200%
	\$	\$	\$	\$	\$	\$	\$
Level 1	37.67	50.22	50.22	37.67	50.22	50.22	50.22
Level 2	39.27	52.36	52.36	39.27	52.36	52.36	52.36
Level 3	41.49	55.32	55.32	41.49	55.32	55.32	55.32
Level 4	43.56	58.08	58.08	43.56	58.08	58.08	58.08
Level 5	45.33	60.44	60.44	45.33	60.44	60.44	60.44
Level 6	47.12	62.82	62.82	47.12	62.82	62.82	62.82
Level 7	48.90	65.20	65.20	48.90	65.20	65.20	65.20
Level 8	50.67	67.56	67.56	50.67	67.56	67.56	67.56

48. By deleting the table appearing in clause B.4.1 and inserting the following:

	Ordinary hours	Saturday	Sunday	Public holiday	
				Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
% of ordinary hourly rate ¹					
	100%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
Aircraft Worker 1	22.61	33.92	45.22	45.22	56.53
Aircraft Worker 2	23.23	34.85	46.46	46.46	58.08
Aircraft Worker 3	24.08	36.12	48.16	48.16	60.20
Aircraft Worker 4	24.87	37.31	49.74	49.74	62.18
Tradesperson	26.18	39.27	52.36	52.36	65.45
Aircraft Maintenance Engineer	28.57	42.86	57.14	57.14	71.43
Full Category B1.1 Licence Holder	30.63	45.95	61.26	61.26	76.58
Full Category B1.2 Licence Holder	30.63	45.95	61.26	61.26	76.58
Full Category B1.3 Licence Holder	30.63	45.95	61.26	61.26	76.58
Full Category B1.4 Licence Holder	30.63	45.95	61.26	61.26	76.58
Full Category B2 Licence Holder	30.63	45.95	61.26	61.26	76.58
Full Category B1/B2 Licence Holder	30.63	45.95	61.26	61.26	76.58
Transitional Category B1.1 Licence Holder	30.63	45.95	61.26	61.26	76.58
Transitional Category B1.2 Licence Holder	29.24	43.86	58.48	58.48	73.10
Transitional Category B1.3 Licence Holder	30.63	45.95	61.26	61.26	76.58

	Ordinary hours	Saturday	Sunday	Public holiday	
				Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
% of ordinary hourly rate ¹					
	100%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
Transitional Category B1.4 Licence Holder	29.24	43.86	58.48	58.48	73.10
Transitional Category B2 Licence Holder	30.63	45.95	61.26	61.26	76.58

49. By deleting the table appearing in clause B.4.2 and inserting the following:

	Early morning or afternoon shift	Night shift ¹	Night shift ²	Continuous afternoon or night shifts ³
	% of ordinary hourly rate ⁴			
	115%	122.5%	130%	150%
	\$	\$	\$	\$
Aircraft Worker 1	26.00	27.70	29.39	33.92
Aircraft Worker 2	26.71	28.46	30.20	34.85
Aircraft Worker 3	27.69	29.50	31.30	36.12
Aircraft Worker 4	28.60	30.47	32.33	37.31
Tradesperson	30.11	32.07	34.03	39.27
Aircraft Maintenance Engineer	32.86	35.00	37.14	42.86
Full Category B1.1 Licence Holder	35.22	37.52	39.82	45.95
Full Category B1.2 Licence Holder	35.22	37.52	39.82	45.95
Full Category B1.3 Licence Holder	35.22	37.52	39.82	45.95
Full Category B1.4 Licence Holder	35.22	37.52	39.82	45.95
Full Category B2 Licence Holder	35.22	37.52	39.82	45.95

	Early morning or afternoon shift	Night shift¹	Night shift²	Continuous afternoon or night shifts³
	% of ordinary hourly rate⁴			
	115%	122.5%	130%	150%
	\$	\$	\$	\$
Full Category B1/B2 Licence Holder	35.22	37.52	39.82	45.95
Transitional Category B1.1 Licence Holder	35.22	37.52	39.82	45.95
Transitional Category B1.2 Licence Holder	33.63	35.82	38.01	43.86
Transitional Category B1.3 Licence Holder	35.22	37.52	39.82	45.95
Transitional Category B1.4 Licence Holder	33.63	35.82	38.01	43.86
Transitional Category B2 Licence Holder	35.22	37.52	39.82	45.95

50. By deleting the table appearing in clause B.4.3 and inserting the following:

	Saturday	Sunday	Public holiday	
			Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
	% of ordinary hourly rate¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Aircraft Worker 1	33.92	45.22	45.22	56.53
Aircraft Worker 2	34.85	46.46	46.46	58.08
Aircraft Worker 3	36.12	48.16	48.16	60.20
Aircraft Worker 4	37.31	49.74	49.74	62.18
Tradesperson	39.27	52.36	52.36	65.45
Aircraft Maintenance Engineer	42.86	57.14	57.14	71.43
Full Category B1.1 Licence Holder	45.95	61.26	61.26	76.58

	Saturday	Sunday	Public holiday	
			Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
% of ordinary hourly rate ¹				
	150%	200%	200%	250%
	\$	\$	\$	\$
Full Category B1.2 Licence Holder	45.95	61.26	61.26	76.58
Full Category B1.3 Licence Holder	45.95	61.26	61.26	76.58
Full Category B1.4 Licence Holder	45.95	61.26	61.26	76.58
Full Category B2 Licence Holder	45.95	61.26	61.26	76.58
Full Category B1/B2 Licence Holder	45.95	61.26	61.26	76.58
Transitional Category B1.1 Licence Holder	45.95	61.26	61.26	76.58
Transitional Category B1.2 Licence Holder	43.86	58.48	58.48	73.10
Transitional Category B1.3 Licence Holder	45.95	61.26	61.26	76.58
Transitional Category B1.4 Licence Holder	43.86	58.48	58.48	73.10
Transitional Category B2 Licence Holder	45.95	61.26	61.26	76.58

51. By deleting the table appearing in clause B.4.4 and inserting the following:

	Day workers			Shiftworkers (except continuous shiftworkers)			Continuous shiftworkers
	Monday to Saturday		Sunday	Monday to Saturday		Sunday	Monday to Sunday
	First 2 hours	After 2 hours	All hours	First 2 hours	After 2 hours	All hours	All overtime hours
% of ordinary hourly rate ¹							
	150%	200%	200%	150%	200%	200%	200%
	\$	\$	\$	\$	\$	\$	\$
Aircraft Worker 1	33.92	45.22	45.22	33.92	45.22	45.22	45.22

	Day workers			Shiftworkers (except continuous shiftworkers)			Continuous shiftworkers
	Monday to Saturday		Sunday	Monday to Saturday		Sunday	Monday to Sunday
	First 2 hours	After 2 hours	All hours	First 2 hours	After 2 hours	All hours	All overtime hours
% of ordinary hourly rate ¹							
	150%	200%	200%	150%	200%	200%	200%
	\$	\$	\$	\$	\$	\$	\$
Aircraft Worker 2	34.85	46.46	46.46	34.85	46.46	46.46	46.46
Aircraft Worker 3	36.12	48.16	48.16	36.12	48.16	48.16	48.16
Aircraft Worker 4	37.31	49.74	49.74	37.31	49.74	49.74	49.74
Tradesperson	39.27	52.36	52.36	39.27	52.36	52.36	52.36
Aircraft Maintenance Engineer	42.86	57.14	57.14	42.86	57.14	57.14	57.14
Full Category B1.1 Licence Holder	45.95	61.26	61.26	45.95	61.26	61.26	61.26
Full Category B1.2 Licence Holder	45.95	61.26	61.26	45.95	61.26	61.26	61.26
Full Category B1.3 Licence Holder	45.95	61.26	61.26	45.95	61.26	61.26	61.26
Full Category B1.4 Licence Holder	45.95	61.26	61.26	45.95	61.26	61.26	61.26
Full Category B2 Licence Holder	45.95	61.26	61.26	45.95	61.26	61.26	61.26
Full Category B1/B2 Licence Holder	45.95	61.26	61.26	45.95	61.26	61.26	61.26
Transitional Category B1.1 Licence Holder	45.95	61.26	61.26	45.95	61.26	61.26	61.26
Transitional Category B1.2 Licence Holder	43.86	58.48	58.48	43.86	58.48	58.48	58.48
Transitional Category B1.3 Licence Holder	45.95	61.26	61.26	45.95	61.26	61.26	61.26

	Day workers			Shiftworkers (except continuous shiftworkers)		Continuous shiftworkers	
	Monday to Saturday		Sunday	Monday to Saturday		Sunday	Monday to Sunday
	First 2 hours	After 2 hours	All hours	First 2 hours	After 2 hours	All hours	All overtime hours
	% of ordinary hourly rate¹						
	150%	200%	200%	150%	200%	200%	200%
	\$	\$	\$	\$	\$	\$	\$
Transitional Category B1.4 Licence Holder	43.86	58.48	58.48	43.86	58.48	58.48	58.48
Transitional Category B2 Licence Holder	45.95	61.26	61.26	45.95	61.26	61.26	61.26

52. By deleting the table appearing in clause B.5.1 and inserting the following:

	Ordinary hours	Saturday	Sunday	Public holiday	
				Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
	% of ordinary hourly rate¹				
	100%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
Level 1	23.97	35.96	47.94	47.94	59.93
Level 2	24.49	36.74	48.98	48.98	61.23
Level 3	25.10	37.65	50.20	50.20	62.75
Level 4	25.88	38.82	51.76	51.76	64.70
Level 5	26.83	40.25	53.66	53.66	67.08

53. By deleting the table appearing in clause B.5.2 and inserting the following:

	Early morning or afternoon shift	Night shift ¹	Night shift ²	Continuous afternoon or night shifts ³
	% of ordinary hourly rate⁴			
	115%	122.5%	130%	150%
	\$	\$	\$	\$
Level 1	27.57	29.36	31.16	35.96
Level 2	28.16	30.00	31.84	36.74

	Early morning or afternoon shift	Night shift¹	Night shift²	Continuous afternoon or night shifts³
	% of ordinary hourly rate⁴			
	115%	122.5%	130%	150%
	\$	\$	\$	\$
Level 3	28.87	30.75	32.63	37.65
Level 4	29.76	31.70	33.64	38.82
Level 5	30.85	32.87	34.88	40.25

54. By deleting the table appearing in clause B.5.3 and inserting the following:

	Saturday	Sunday	Public holiday	
			Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
	% of ordinary hourly rate¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Level 1	35.96	47.94	47.94	59.93
Level 2	36.74	48.98	48.98	61.23
Level 3	37.65	50.20	50.20	62.75
Level 4	38.82	51.76	51.76	64.70
Level 5	40.25	53.66	53.66	67.08

55. By deleting the table appearing in clause B.5.4 and inserting the following:

	Day workers			Shiftworkers (except continuous shiftworkers)			Continuous shiftworkers
	Monday to Saturday		Sunday	Monday to Saturday		Sunday	Monday to Sunday
	First 2 hours	After 2 hours	All hours	First 2 hours	After 2 hours	All hours	All overtime hours
	% of ordinary hourly rate¹						
	150%	200%	200%	150%	200%	200%	200%
	\$	\$	\$	\$	\$	\$	\$
Level 1	35.96	47.94	47.94	35.96	47.94	47.94	47.94

	Day workers			Shiftworkers (except continuous shiftworkers)			Continuous shiftworkers
	Monday to Saturday		Sunday	Monday to Saturday		Sunday	Monday to Sunday
	First 2 hours	After 2 hours	All hours	First 2 hours	After 2 hours	All hours	All overtime hours
	% of ordinary hourly rate¹						
	150%	200%	200%	150%	200%	200%	200%
	\$	\$	\$	\$	\$	\$	\$
Level 2	36.74	48.98	48.98	36.74	48.98	48.98	48.98
Level 3	37.65	50.20	50.20	37.65	50.20	50.20	50.20
Level 4	38.82	51.76	51.76	38.82	51.76	51.76	51.76
Level 5	40.25	53.66	53.66	40.25	53.66	53.66	53.66

56. By deleting the table appearing in clause B.6.1 and inserting the following:

	Ordinary hours	Saturday	Sunday	Public holiday	
				Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
	% of ordinary hourly rate¹				
	125%	175%	225%	225%	275%
	\$	\$	\$	\$	\$
Level 1	30.43	42.60	54.77	54.77	66.94
Level 2	30.56	42.79	55.01	55.01	67.24
Level 3	31.08	43.51	55.94	55.94	68.37
Level 4	31.93	44.70	57.47	57.47	70.24
Level 5	33.38	46.73	60.08	60.08	73.43
Level 6	34.25	47.95	61.65	61.65	75.35
Level 7	34.48	48.27	62.06	62.06	75.85
Level 8	35.95	50.33	64.71	64.71	79.09

57. By deleting the table appearing in clause B.6.2 and inserting the following:

	Early morning or afternoon shift	Night shift¹	Night shift²	Continuous afternoon or night shifts³
	% of ordinary hourly rate⁴			
	140%	147.5%	155%	175%
	\$	\$	\$	\$
Level 1	34.08	35.90	37.73	42.60
Level 2	34.23	36.06	37.90	42.79
Level 3	34.80	36.67	38.53	43.51
Level 4	35.76	37.67	39.59	44.70
Level 5	37.38	39.38	41.39	46.73
Level 6	38.36	40.42	42.47	47.95
Level 7	38.61	40.68	42.75	48.27
Level 8	40.26	42.42	44.58	50.33

58. By deleting the table appearing in clause B.6.3 and inserting the following:

	Saturday	Sunday	Public holiday	
			Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
	% of ordinary hourly rate¹			
	175%	225%	225%	275%
	\$	\$	\$	\$
Level 1	42.60	54.77	54.77	66.94
Level 2	42.79	55.01	55.01	67.24
Level 3	43.51	55.94	55.94	68.37
Level 4	44.70	57.47	57.47	70.24
Level 5	46.73	60.08	60.08	73.43
Level 6	47.95	61.65	61.65	75.35
Level 7	48.27	62.06	62.06	75.85
Level 8	50.33	64.71	64.71	79.09

59. By deleting the table appearing in clause B.7.1 and inserting the following:

	Ordinary hours	Saturday	Sunday	Public holiday	
				Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
	% of ordinary hourly rate¹				
	125%	175%	225%	225%	275%
	\$	\$	\$	\$	\$
Level 1	31.39	43.94	56.50	56.50	69.05
Level 2	32.73	45.82	58.91	58.91	72.00
Level 3	34.58	48.41	62.24	62.24	76.07
Level 4	36.30	50.82	65.34	65.34	79.86
Level 5	37.78	52.89	68.00	68.00	83.11
Level 6	39.26	54.97	70.67	70.67	86.38
Level 7	40.75	57.05	73.35	73.35	89.65
Level 8	42.23	59.12	76.01	76.01	92.90

60. By deleting the table appearing in clause B.7.2 and inserting the following:

	Early morning or afternoon shift	Night shift ¹	Night shift ²	Continuous afternoon or night shifts ³
	140%	147.5%	155%	175%
	\$	\$	\$	\$
Level 1	35.15	37.04	38.92	43.94
Level 2	36.65	38.62	40.58	45.82
Level 3	38.72	40.80	42.87	48.41
Level 4	40.66	42.83	45.01	50.82
Level 5	42.31	44.57	46.84	52.89
Level 6	43.97	46.33	48.69	54.97
Level 7	45.64	48.09	50.53	57.05
Level 8	47.29	49.83	52.36	59.12

61. By deleting the table appearing in clause B.7.3 and inserting the following:

	Saturday	Sunday	Public holiday	
			Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
% of ordinary hourly rate¹				
	175%	225%	225%	275%
	\$	\$	\$	\$
Level 1	43.94	56.50	56.50	69.05
Level 2	45.82	58.91	58.91	72.00
Level 3	48.41	62.24	62.24	76.07
Level 4	50.82	65.34	65.34	79.86
Level 5	52.89	68.00	68.00	83.11
Level 6	54.97	70.67	70.67	86.38
Level 7	57.05	73.35	73.35	89.65
Level 8	59.12	76.01	76.01	92.90

62. By deleting the table appearing in clause B.8.1 and inserting the following:

	Ordinary hours	Saturday	Sunday	Public holiday	
				Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
% of ordinary hourly rate¹					
	125%	175%	225%	225%	275%
	\$	\$	\$	\$	\$
Aircraft Worker 1	28.26	39.57	50.87	50.87	62.18
Aircraft Worker 2	29.04	40.65	52.27	52.27	63.88
Aircraft Worker 3	30.10	42.14	54.18	54.18	66.22
Aircraft Worker 4	31.09	43.52	55.96	55.96	68.39
Tradesperson	32.73	45.82	58.91	58.91	72.00

	Ordinary hours	Saturday	Sunday	Public holiday	
				Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
% of ordinary hourly rate ¹					
	125%	175%	225%	225%	275%
	\$	\$	\$	\$	\$
Aircraft Maintenance Engineer	35.71	50.00	64.28	64.28	78.57
Full Category B1.1 Licence Holder	38.29	53.60	68.92	68.92	84.23
Full Category B1.2 Licence Holder	38.29	53.60	68.92	68.92	84.23
Full Category B1.3 Licence Holder	38.29	53.60	68.92	68.92	84.23
Full Category B1.4 Licence Holder	38.29	53.60	68.92	68.92	84.23
Full Category B2 Licence Holder	38.29	53.60	68.92	68.92	84.23
Full Category B1/B2 Licence Holder	38.29	53.60	68.92	68.92	84.23
Transitional Category B1.1 Licence Holder	38.29	53.60	68.92	68.92	84.23
Transitional Category B1.2 Licence Holder	36.55	51.17	65.79	65.79	80.41
Transitional Category B1.3 Licence Holder	38.29	53.60	68.92	68.92	84.23

	Ordinary hours	Saturday	Sunday	Public holiday	
				Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
	% of ordinary hourly rate¹				
	125%	175%	225%	225%	275%
	\$	\$	\$	\$	\$
Transitional Category B1.4 Licence Holder	36.55	51.17	65.79	65.79	80.41
Transitional Category B2 Licence Holder	38.29	53.60	68.92	68.92	84.23

63. By deleting the table appearing in clause B.8.2 and inserting the following:

	Early morning or afternoon shift	Night shift ¹	Night shift ²	Continuous afternoon or night shifts ³
	% of ordinary hourly rate⁴			
	140%	147.5%	155%	175%
	\$	\$	\$	\$
Aircraft Worker 1	31.65	33.35	35.05	39.57
Aircraft Worker 2	32.52	34.26	36.01	40.65
Aircraft Worker 3	33.71	35.52	37.32	42.14
Aircraft Worker 4	34.82	36.68	38.55	43.52
Tradesperson	36.65	38.62	40.58	45.82
Aircraft Maintenance Engineer	40.00	42.14	44.28	50.00
Full Category B1.1 Licence Holder	42.88	45.18	47.48	53.60
Full Category B1.2 Licence Holder	42.88	45.18	47.48	53.60
Full Category B1.3 Licence Holder	42.88	45.18	47.48	53.60

	Early morning or afternoon shift	Night shift¹	Night shift²	Continuous afternoon or night shifts³
	% of ordinary hourly rate⁴			
	140%	147.5%	155%	175%
	\$	\$	\$	\$
Full Category B1.4 Licence Holder	42.88	45.18	47.48	53.60
Full Category B2 Licence Holder	42.88	45.18	47.48	53.60
Full Category B1/B2 Licence Holder	42.88	45.18	47.48	53.60
Transitional Category B1.1 Licence Holder	42.88	45.18	47.48	53.60
Transitional Category B1.2 Licence Holder	40.94	43.13	45.32	51.17
Transitional Category B1.3 Licence Holder	42.88	45.18	47.48	53.60
Transitional Category B1.4 Licence Holder	40.94	43.13	45.32	51.17
Transitional Category B2 Licence Holder	42.88	45.18	47.48	53.60

64. By deleting the table appearing in clause B.8.3 and inserting the following:

	Saturday	Sunday	Public holiday	
			Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
	% of ordinary hourly rate¹			
	175%	225%	225%	275%
	\$	\$	\$	\$
Aircraft Worker 1	39.57	50.87	50.87	62.18
Aircraft Worker 2	40.65	52.27	52.27	63.88

	Saturday	Sunday	Public holiday	
			Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
	% of ordinary hourly rate ¹			
	175%	225%	225%	275%
	\$	\$	\$	\$
Aircraft Worker 3	42.14	54.18	54.18	66.22
Aircraft Worker 4	43.52	55.96	55.96	68.39
Tradesperson	45.82	58.91	58.91	72.00
Aircraft Maintenance Engineer	50.00	64.28	64.28	78.57
Full Category B1.1 Licence Holder	53.60	68.92	68.92	84.23
Full Category B1.2 Licence Holder	53.60	68.92	68.92	84.23
Full Category B1.3 Licence Holder	53.60	68.92	68.92	84.23
Full Category B1.4 Licence Holder	53.60	68.92	68.92	84.23
Full Category B2 Licence Holder	53.60	68.92	68.92	84.23
Full Category B1/B2 Licence Holder	53.60	68.92	68.92	84.23
Transitional Category B1.1 Licence Holder	53.60	68.92	68.92	84.23
Transitional Category B1.2 Licence Holder	51.17	65.79	65.79	80.41
Transitional Category B1.3 Licence Holder	53.60	68.92	68.92	84.23
Transitional Category B1.4 Licence Holder	51.17	65.79	65.79	80.41
Transitional Category B2 Licence Holder	53.60	68.92	68.92	84.23

65. By deleting the table appearing in clause B.9.1 and inserting the following:

	Ordinary hours	Saturday	Sunday	Public holiday	
				Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
	% of ordinary hourly rate¹				
	125%	175%	225%	225%	275%
	\$	\$	\$	\$	\$
Level 1	29.96	41.95	53.93	53.93	65.92
Level 2	30.61	42.86	55.10	55.10	67.35
Level 3	31.38	43.93	56.48	56.48	69.03
Level 4	32.35	45.29	58.23	58.23	71.17
Level 5	33.54	46.95	60.37	60.37	73.78

66. By deleting the table appearing in clause B.9.2 and inserting the following:

	Early morning or afternoon shift	Night shift ¹	Night shift ²	Continuous afternoon or night shifts ³
	% of ordinary hourly rate⁴			
	140%	147.5%	155%	175%
	\$	\$	\$	\$
Level 1	33.56	35.36	37.15	41.95
Level 2	34.29	36.12	37.96	42.86
Level 3	35.14	37.02	38.91	43.93
Level 4	36.23	38.17	40.11	45.29
Level 5	37.56	39.57	41.59	46.95

67. By deleting the table appearing in clause B.9.3 and inserting the following:

	Saturday	Sunday	Public holiday	
			Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
	% of ordinary hourly rate¹			
	175%	225%	225%	275%
	\$	\$	\$	\$
Level 1	41.95	53.93	53.93	65.92
Level 2	42.86	55.10	55.10	67.35
Level 3	43.93	56.48	56.48	69.03
Level 4	45.29	58.23	58.23	71.17
Level 5	46.95	60.37	60.37	73.78

68. By deleting the amount “\$940.90” appearing in clause C.1.1 and inserting “\$995.00”.

69. By deleting the table appearing in clause C.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
All classifications				
Multiple shift allowance—3 shifts with start times over 30 minutes apart	17.6(a)	0.52	5.17	per roster week
Multiple shift allowance—more than 3 shifts with start times over 30 minutes apart—additional to clause 17.6(a)	17.6(b)	0.55	5.47	per each such starting time in excess of 3
Coffin allowance	20.2(a)	0.37	3.68	per coffin
Disability allowance—excessive fumes, noise and dust etc.	20.2(b)(i)(A)	0.12	1.19	per hour
Disability allowance—noise and dust to a limited degree	20.2(b)(i)(B)	0.066	0.66	per hour
First aid allowance	20.2(c)	1.68	16.72	per week
Nightsoil allowance	20.2(d)	0.64	6.37	per shift
Foreign language allowance—1 language	20.2(e)	0.66	6.57	per week

Allowance	Clause	% of standard rate	\$	Payable
Foreign language allowance—2 languages	20.2(e)	0.99	9.85	per week
Foreign language allowance—3 or more languages	20.2(e)	1.29	12.84	per week
Aviation transport workers stream				
Money collection allowance—Less than \$200	20.4(a)	0.6	5.97	per week
Money collection allowance—\$200 to less than \$1000	20.4(a)	1.2	11.94	per week
Money collection allowance—\$1000 to less than \$5000	20.4(a)	1.61	16.02	per week
Money collection allowance—\$5000 and over	20.4(a)	1.87	18.61	per week
Leading hand allowance	20.4(b)	3.0	29.85	per week
Maintenance and engineering stream				
Full Category Aircraft Type Rating Endorsement payment—first endorsement—Full Category B1.1 Licence Holder ¹	20.6(b)(i)	20.0	199.00	per week
Full Category Aircraft Type Rating Endorsement payment—first endorsement—Full Category B1.2 Licence Holder ¹	20.6(b)(i)	15.0	149.25	per week
Full Category Aircraft Type Rating Endorsement payment—first endorsement—Full Category B1.3 Licence Holder ¹	20.6(b)(i)	20.0	199.00	per week
Full Category Aircraft Type Rating Endorsement payment—first endorsement—Full Category B1.4 Licence Holder ¹	20.6(b)(i)	15.0	149.25	per week
Full Category Aircraft Type Rating Endorsement payment—first endorsement—Full Category B2 Licence Holder ¹	20.6(b)(i)	25.0	248.75	per week

Allowance	Clause	% of standard rate	\$	Payable
Full Category Aircraft Type Rating Endorsement payment—first endorsement—Full Category B1/B2 Licence Holder ¹	20.6(b)(i)	30.0	298.50	per week
Full Category Aircraft Type Rating Endorsement payment—each additional endorsement—Full Category B1.1 Licence Holder ¹	20.6(b)(i)	5.0	49.75	per week
Full Category Aircraft Type Rating Endorsement payment—each additional endorsement—Full Category B1.2 Licence Holder ¹	20.6(b)(i)	5.0	49.75	per week
Full Category Aircraft Type Rating Endorsement payment—each additional endorsement—Full Category B1.3 Licence Holder ¹	20.6(b)(i)	5.0	49.75	per week
Full Category Aircraft Type Rating Endorsement payment—each additional endorsement—Full Category B1.4 Licence Holder ¹	20.6(b)(i)	5.0	49.75	per week
Full Category Aircraft Type Rating Endorsement payment—each additional endorsement—Full Category B2 Licence Holder ¹	20.6(b)(i)	5.0	49.75	per week
Full Category Aircraft Type Rating Endorsement payment—each additional endorsement—Full Category B1/B2 Licence Holder ¹	20.6(b)(i)	5.0	49.75	per week
Aggregate of all Full Category Endorsement payments—not to exceed maximum	20.6(b)(ii)	35.0	348.25	per week

Allowance	Clause	% of standard rate	\$	Payable
Aggregate of all Full Category Endorsement payments for B2 Licence Holder (including allowances paid under clause 20.6(f)(i))—not to exceed maximum	20.6(b)(iii)	35.0	348.25	per week
Transitional Category Aircraft Type Rating Endorsement payment—first endorsement—Transitional Category B1.1 Licence Holder ¹	20.6(c)(i)	15.0	149.25	per week
Transitional Category Aircraft Type Rating Endorsement payment—first endorsement—Transitional Category B1.2 Licence Holder ¹	20.6(c)(i)	10.92	108.65	per week
Transitional Category Aircraft Type Rating Endorsement payment—first endorsement—Transitional Category B1.3 Licence Holder ¹	20.6(c)(i)	15.0	149.25	per week
Transitional Category Aircraft Type Rating Endorsement payment—first endorsement—Transitional Category B1.4 Licence Holder ¹	20.6(c)(i)	10.92	108.65	per week
Transitional Category Aircraft Type Rating Endorsement payment—first endorsement—Transitional Category B2 Licence Holder ¹	20.6(c)(i)	21.24	211.34	per week
Transitional Category Aircraft Type Rating Endorsement payment—each additional endorsement—Transitional Category B1.1 Licence Holder ¹	20.6(c)(i)	4.25	42.29	per week
Transitional Category Aircraft Type Rating Endorsement payment—each additional endorsement—Transitional Category B1.2 Licence Holder ¹	20.6(c)(i)	4.25	42.29	per week

Allowance	Clause	% of standard rate	\$	Payable
Transitional Category Aircraft Type Rating Endorsement payment—each additional endorsement—Transitional Category B1.3 Licence Holder ¹	20.6(c)(i)	4.25	42.29	per week
Transitional Category Aircraft Type Rating Endorsement payment—each additional endorsement—Transitional Category B1.4 Licence Holder ¹	20.6(c)(i)	4.25	42.29	per week
Transitional Category Aircraft Type Rating Endorsement payment—each additional endorsement—Transitional Category B2 Licence Holder ¹	20.6(c)(i)	4.25	42.29	per week
Aggregate of all Transitional Category Endorsement payments—not to exceed maximum	20.6(c)(ii)	29.03	288.85	per week
Aggregate of all Transitional Category Endorsement payments for B2 Licence Holder (including allowances paid under clause 20.6(f)(i))—not to exceed maximum	20.6(c)(iii)	29.03	288.85	per week
Special appointments—additional payments for exercise of privilege in maintenance and engineering stream—weight control authority under CAO 100.28 ¹	20.6(e)(i)(A)	7.17	71.34	per week
Special appointments—additional payments for exercise of privilege in maintenance and engineering stream—appointment signatory under CAO 145.A.30(f) ¹	20.6(e)(i)(B)	2.55	25.37	per week
Special appointments—additional payments for exercise of privilege in maintenance and engineering stream—non-destructive testing authorisation under CAO 100.27 ¹	20.6(e)(i)(C)	1.38	13.73	per week

Allowance	Clause	% of standard rate	\$	Payable
Special appointments—additional payments for exercise of privilege in maintenance and engineering stream—sum of payment not to exceed maximum ¹	20.6(e)(i)(C)	3.46	34.43	per week
Special appointments—additional payments for exercise of privilege in maintenance and engineering stream—welding authority under CAO 100.25 ¹	20.6(e)(i)(D)	3.46	34.43	per week
Special appointments—additional payments for exercise of privilege in maintenance and engineering stream—taxiing approval ¹	20.6(e)(i)(E)	1.38	13.73	per week
Special appointments—additional payments for exercise of privilege in maintenance and engineering stream—control of engine overhaul test facility ¹	20.6(e)(i)(F)	0.71	7.06	per day or part of day
Category A Licence Holder—exercise of privileges and authorities of Category A Licence ¹	20.6(f)(i)	7.8	77.61	per week
Category A Licence Holder—exercise of second sub-Category A Licence endorsement ¹	20.6(f)(ii)	6.0	59.70	per week
Category A Licence Holder—exercise of third and subsequent sub-Category A Licence endorsements ¹	20.6(f)(ii)	5.0	49.75	per week
Category A Licence Holder—minimum payment	20.6(f)(iii)	109.2	1086.54	per week
Category C Licence Holder—exercise of privileges and authorities of Category C Licence Holder ¹	20.6(g)(i)	5.34	53.13	per week
Category C Licence Holder—minimum payment	20.6(g)(ii)	116.99	1164.05	per week

Allowance	Clause	% of standard rate	\$	Payable
Maintenance and engineering stream—leading hand allowance ¹	20.6(h)	5.34	53.13	per week
Cold places allowance	20.7(d)	0.074	0.74	per hour
Hot places allowance—between 46 and 54°C	20.7(e)(i)	0.076	0.76	per hour
Hot places allowance—in excess of 54°C	20.7(e)(i)	0.1	1.00	per hour
Wet places allowance	20.7(f)(i)	0.076	0.76	per hour
Confined spaces allowance	20.7(g)	0.076	0.76	per hour
Dirty work allowance	20.7(h)(i)	0.1	1.00	per hour
Fuel tanks allowance	20.7(i)	0.12	1.19	per hour
Fibre glass allowance	20.7(j)	0.08	0.80	per hour

70. By deleting clause F.4 and inserting the following:

F.4 Minimum rates

F.4.1 Minimum weekly rates for full-time traineeships

(a) Wage level A

The minimum rate for a full-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level A by clause F.6.1 is the weekly rate specified in column 2 of **Table 1—Wage level A minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship)** according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in column 1.

Table 1—Wage level A minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship)

Column 1 Experience level of trainee	Column 2 Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
School leaver	384.30	423.10	503.30

Column 1 Experience level of trainee	Column 2 Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
Plus 1 year out of school	423.10	503.30	585.70
Plus 2 years out of school	503.30	585.70	681.60
Plus 3 years out of school	585.70	681.60	780.40
Plus 4 years out of school	681.60	780.40	
Plus 5 or more years out of school	780.40		

NOTE: See clause F.4.3 for other minimum wage provisions that affect clause F.4.1(a).

(b) Wage Level B

The minimum rate for a full-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level B by clause F.6.2 is the weekly rate specified in Column 2 of **Table 2—Wage level B minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship)** according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in Column 1.

Table 2—Wage level B minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship)

Column 1 Experience level of trainee	Column 2 Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
School leaver	384.30	423.10	490.50
Plus 1 year out of school	423.10	490.50	564.20
Plus 2 years out of school	490.50	564.20	661.80
Plus 3 years out of school	564.20	661.80	754.70
Plus 4 years out of school	661.80	754.70	
Plus 5 or more years out of school	754.70		

NOTE: See clause F.4.3 for other minimum wage provisions that affect clause F.4.1(b).

(c) AQF Certificate Level IV traineeships

- (i) The minimum rate for a full-time trainee undertaking an AQF Certificate Level IV traineeship is the minimum rate for the relevant full-time AQF Certificate Level III traineeship increased by 3.8%.
- (ii) The minimum rate for a full-time adult trainee undertaking an AQF Certificate Level IV traineeship is the weekly rate specified in column 2 or 3 of **Table 3—Minimum weekly rate for full-time adult trainees (AQF Certificate Level IV traineeship)** according to the year of the traineeship specified in those columns and the relevant wage level for the relevant AQF Certificate Level III traineeship specified in column 1:

Table 3—Minimum weekly rate for full-time adult trainees (AQF Certificate Level IV traineeship)

Column 1	Column 2	Column 3
Wage level	First year of traineeship	Second and subsequent years of traineeship
	per week	per week
	\$	\$
A	810.00	840.80
B	783.40	813.20

NOTE: See clause F.4.3 for other minimum wage provisions that affect clause F.4.1(c).

F.4.2 Minimum hourly rates for part-time traineeships

(a) Wage level A

The minimum hourly rate for a part-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level A by clause F.6.1 is the hourly rate specified in column 2 of **Table 4—Wage level A minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)** according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in column 1.

Table 4—Wage level A minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)

Column 1 Experience level of trainee	Column 2 Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
School leaver	12.64	13.92	16.55
Plus 1 year out of school	13.92	16.55	19.27
Plus 2 years out of school	16.55	19.27	22.42
Plus 3 years out of school	19.27	22.42	25.68
Plus 4 years out of school	22.42	25.68	
Plus 5 or more years out of school	25.68		

NOTE: See clause F.4.2(e) for calculating the actual minimum wage. See also clause F.4.3 for other minimum wage provisions that affect clause F.4.2(a).

(b) Wage Level B

The minimum hourly rate for a part-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level B by clause F.6.2 is the hourly rate specified in Column 2 of **Table 5—Wage level B minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)** according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in Column 1.

Table 5—Wage level B minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)

Column 1 Experience level of trainee	Column 2 Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
School leaver	12.64	13.92	16.14
Plus 1 year out of school	13.92	16.14	18.56
Plus 2 years out of school	16.14	18.56	21.77
Plus 3 years out of school	18.56	21.77	24.83

Column 1 Experience level of trainee	Column 2 Highest year of schooling completed		
	Year 10 per hour	Year 11 per hour	Year 12 per hour
	\$	\$	\$
Plus 4 years out of school	21.77	24.83	
Plus 5 or more years out of school	24.83		

NOTE: See clause F.4.2(e) for calculating the actual minimum wage. See also clause F.4.3 for other minimum wage provisions that affect clause F.4.2(b).

(c) **School-based traineeships**

The minimum hourly rate for a part-time trainee who works ordinary hours and is undertaking a school-based AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level A by clause F.6 is the hourly rate in column 1 or 2 of **Table 6—Minimum hourly rate for part-time trainees (school-based AQF Certificate Level I–III traineeship)** according to the year of schooling of the trainee.

Table 6—Minimum hourly rate for part-time trainees (school-based AQF Certificate Level I–III traineeship)

Column 1 Year 11 or lower per hour	Column 2 Year 12 per hour
\$	\$
12.64	13.92

NOTE: See clause F.4.2(e) for calculating the actual minimum wage. See also clause F.4.3 for other minimum wage provisions that affect clause F.4.2(c).

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

- (i) The minimum hourly rate for a part-time trainee undertaking an AQF Certificate Level IV traineeship is the minimum hourly rate for the relevant part-time AQF Certificate Level III traineeship increased by 3.8%.
- (ii) The minimum hourly rate for a part-time adult trainee undertaking an AQF Certificate Level IV traineeship is the hourly rate in column 2 or 3 of **Table 7—Minimum hourly rate for part-time adult trainees (AQF Certificate Level IV traineeship)**, according to the year of the

traineeship specified in those columns and the relevant wage level for the relevant AQF Certificate Level III traineeship specified in column 1:

Table 7—Minimum hourly rate for part-time adult trainees (AQF Certificate Level IV traineeship)

Column 1	Column 2	Column 3
Wage level	First year of traineeship	Second and subsequent years of traineeship
	per hour	per hour
	\$	\$
A	26.65	27.65
B	25.77	26.75

NOTE: See clause F.4.2(e) for calculating the actual minimum wage. See also clause F.4.3 for other minimum wage provisions that affect clause F.4.2(d).

(e) Calculating the actual minimum wage

- (i)** If fewer than 38 (or an average of 38) ordinary hours of work per week is considered full-time at the workplace by the employer, the appropriate minimum hourly rate for a part-time trainee is obtained by multiplying the relevant minimum hourly rate in clauses F.4.2(a) to F.4.2(d) by 38 and then dividing the figure obtained by the full-time ordinary hours of work per week.
- (ii)** If the approved training for a part-time traineeship is provided wholly off-the-job by a registered training organisation, for example at school or at TAFE, the relevant minimum hourly rate in clauses F.4.2(a) to F.4.2(d) applies to each ordinary hour worked by the trainee.
- (iii)** If 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 hourly rate in clauses F.4.2(a) to F.4.2(d) minus 20% applies to each ordinary hour worked by the trainee.

F.4.3 Other minimum wage provisions

- (a)** Clause F.4.3 applies despite anything to the contrary in clause F.4.2 or F.4.4.
- (b)** An employee who was employed by an employer immediately before becoming a trainee with that employer must not suffer a reduction in their minimum rate of pay because of becoming a trainee.
- (c)** For the purpose of determining whether a trainee has suffered a reduction as mentioned in clause F.4.3(b), casual loadings are to be disregarded.

- (d) 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, if a higher minimum wage is provided for the new AQF certificate level.

F.4.4 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 clause F.6 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 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