



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2022–23
(C2023/1)

AUSTRALIAN PUBLIC SERVICE ENTERPRISE AWARD 2015
[MA000124]

Commonwealth employment

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 table appearing in clause 10.3 and inserting the following:

Classification Level	Minimum Annual Pay Rate (36.75 hour/week)	Minimum Hourly Pay Rate
	\$	\$
APS level 1	49,155	25.64
APS level 2	53,219	27.76
APS level 3	57,820	30.16
APS level 4	61,406	32.03
APS level 5	66,390	34.63
APS level 6	70,052	36.54
Executive level 1	79,407	41.42
Executive level 2	86,117	44.92
MEDICAL OFFICERS		

Classification Level	Minimum Annual Pay Rate (36.75 hour/week)	Minimum Hourly Pay Rate
	\$	\$
Medical Officer class 1	75,266	39.26
Medical Officer class 2	98,598	51.43
Medical Officer class 3	104,924	54.73
Medical Officer class 4	113,398	59.15
TRAINEES		
Cadet APS (practical training)	49,155	25.64
Trainee APS (Technical)	51,551	26.89
Graduate APS	52,414	27.34

2. By deleting the table appearing in clause 10.4 and inserting the following:

Classification Level	Minimum Annual Pay Rate (36.75 hour/week)	Minimum Hourly Pay Rate
	\$	\$
Customs Trainee	49,155	25.64
Customs Trainee Graduate	52,414	27.34
Customs level 1	57,820	30.16
Customs level 2	61,406	32.03
Customs level 3	70,052	36.54
Customs level 4	79,407	41.42
Customs level 5	86,117	44.92
Examiner of Patents	58,530	30.53
Antarctic Medical Practitioner level 1	90,392	47.15
Antarctic Medical Practitioner level 2	104,963	54.75
Valuer-in-training	47,736	24.90
Valuer	54,581	28.47
APS Meat Inspector 1	57,820	30.16
APS Meat Inspector 2	61,406	32.03
APS Meat Inspector 3	66,390	34.63
APS Meat Inspector 4	70,052	36.54

3. By deleting the amount “\$13.47” appearing in clause 11.14 and inserting “\$14.25”.
4. By deleting the amounts “23.04” and “46.08” appearing in clause 11.15(a) and inserting “24.36” and “48.74” respectively.

5. By deleting the amount "\$39.41" appearing in clause 11.17(b) and inserting "\$41.67".
6. By deleting the amount "\$28.83" appearing in clause 11.18(b) and inserting "\$30.49".
7. By deleting the amount "\$0.44" appearing in clause 11.19(a) and inserting "\$0.47".
8. By deleting the amount "\$0.75" appearing in clause 11.19(b) and inserting "\$0.80".
9. By deleting the amounts "\$0.87" and "\$0.88" appearing in clause 11.19(c) and inserting "\$0.92" and "\$0.94" respectively.
10. By deleting the amount "\$1.00" appearing in clause 11.19(d) and inserting "\$1.06".
11. By deleting the amount "\$0.88" appearing in clause 11.20(a) and inserting "\$0.94".
12. By deleting the amount "\$0.50" appearing in clause 11.20(b) and inserting "\$0.53".
13. By deleting the amount "\$29.12" appearing in clause 11.21(a) and inserting "\$30.80".
14. By deleting the amount "\$2.51" appearing in clause 11.21(c) and inserting "\$2.65".
15. By deleting the amount "\$9.55" appearing in clause 11.21(d) and inserting "\$10.10".
16. By deleting the amount "\$2.70" appearing in clause 11.22(a) and inserting "\$2.85".
17. By deleting the amount "\$5.14" appearing in clause 11.23(a)(i) and inserting "\$5.44".
18. By deleting the amount "\$6.53" appearing in clause 11.23(a)(ii) and inserting "\$6.90".
19. By deleting the amounts "\$0.87", "\$1.18" and "\$1.98" appearing in clause 11.23(b)(ii) and inserting "\$0.92", "\$1.25" and "\$2.09" respectively.
20. By deleting the amount "\$1.00" appearing in clause 11.23(c)(i) and inserting "\$1.06".
21. By deleting the amount "\$2.20" appearing in clause 11.23(c)(ii) and inserting "\$2.32".
22. By deleting the amount "\$0.88" appearing in clause 11.23(d) and inserting "\$0.94".
23. By deleting the amounts "\$0.88" and "\$1.00" appearing in clause 11.23(e)(ii) and inserting "\$0.94" and "\$1.06" respectively.
24. By deleting the amount "\$0.88" appearing in clause 11.23(f)(i) and inserting "\$0.94".
25. By deleting the amount "\$1.00" appearing in clause 11.23(g) and inserting "\$1.06".
26. By deleting the amount "\$1.94" appearing in clause 11.23(h)(i) and inserting "\$2.05".
27. By deleting the amount "\$1.00" appearing in clause 11.23(i)(i) and inserting "\$1.06".

28. By deleting the amount “\$0.88” appearing in clause 11.23(i)(ii) and inserting “\$0.94”.
29. By deleting the amount “\$3.23” appearing in clause 11.23(j)(i) and inserting “\$3.41”.
30. By deleting the amount “\$1.00” appearing in clause 11.23(k) and inserting “\$1.06”.
31. By deleting the amount “\$1.00” appearing in clause 11.23(l) and inserting “\$1.06”.
32. By deleting the amount “\$0.88” appearing in clause 11.23(m) and inserting “\$0.94”.
33. By deleting the amount “\$1.00” appearing in clause 11.23(n) and inserting “\$1.06”.
34. By deleting the amount “\$0.88” appearing in clause 11.23(o) and inserting “\$0.94”.
35. By deleting the table appearing in clause A.2 and inserting the following:

	% of ordinary hourly rate
	100%
	\$
APS level 1	25.64
APS level 2	27.76
APS level 3	30.16
APS level 4	32.03
APS level 5	34.63
APS level 6	36.54
Executive level 1	41.42
Executive level 2	44.92
Medical Officer class 1	39.26
Medical Officer class 2	51.43
Medical Officer class 3	54.73
Medical Officer class 4	59.15
Cadet APS (practical training)	25.64
Trainee APS (Technical)	26.89
Graduate APS	27.34
Customs Trainee	25.64
Customs Trainee Graduate	27.34
Customs level 1	30.16
Customs level 2	32.03
Customs level 3	36.54
Customs level 4	41.42
Customs level 5	44.92
Examiner of Patents	30.53

	% of ordinary hourly rate
	100%
	\$
Antarctic Medical Practitioner level 1	47.15
Antarctic Medical Practitioner level 2	54.75
Valuer-in-training	24.90
Valuer	28.47
APS Meat Inspector 1	30.16
APS Meat Inspector 2	32.03
APS Meat Inspector 3	34.63
APS Meat Inspector 4	36.54

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

	Monday to Saturday— first 3 hours	Monday to Saturday— after 3 hours	Sunday— all day	Public Holiday or Additional Holiday—all day
	% of ordinary hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
APS level 1	38.46	51.28	51.28	64.10
APS level 2	41.64	55.52	55.52	69.40
APS level 3	45.24	60.32	60.32	75.40
APS level 4	48.05	64.06	64.06	80.08
APS level 5	51.95	69.26	69.26	86.58
APS level 6	54.81	73.08	73.08	91.35
Executive level 1	62.13	82.84	82.84	103.55
Executive level 2	67.38	89.84	89.84	112.30
Medical Officer class 1	58.89	78.52	78.52	98.15
Medical Officer class 2	77.15	102.86	102.86	128.58
Medical Officer class 3	82.10	109.46	109.46	136.83
Medical Officer class 4	88.73	118.30	118.30	147.88
Cadet APS (practical training)	38.46	51.28	51.28	64.10
Trainee APS (Technical)	40.34	53.78	53.78	67.23
Graduate APS	41.01	54.68	54.68	68.35
Customs Trainee	38.46	51.28	51.28	64.10
Customs Trainee Graduate	41.01	54.68	54.68	68.35
Customs level 1	45.24	60.32	60.32	75.40

	Monday to Saturday— first 3 hours	Monday to Saturday— after 3 hours	Sunday— all day	Public Holiday or Additional Holiday—all day
	% of ordinary hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Customs level 2	48.05	64.06	64.06	80.08
Customs level 3	54.81	73.08	73.08	91.35
Customs level 4	62.13	82.84	82.84	103.55
Customs level 5	67.38	89.84	89.84	112.30
Examiner of Patents	45.80	61.06	61.06	76.33
Antarctic Medical Practitioner level 1	70.73	94.30	94.30	117.88
Antarctic Medical Practitioner level 2	82.13	109.50	109.50	136.88
Valuer-in-training	37.35	49.80	49.80	62.25
Valuer	42.71	56.94	56.94	71.18
APS Meat Inspector 1	45.24	60.32	60.32	75.40
APS Meat Inspector 2	48.05	64.06	64.06	80.08
APS Meat Inspector 3	51.95	69.26	69.26	86.58
APS Meat Inspector 4	54.81	73.08	73.08	91.35

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

	Night	Continuous Night	Saturday	Sunday	Public Holiday or Additional Holiday
	% of ordinary hourly rate				
	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$
APS level 1	29.49	33.33	38.46	51.28	64.10
APS level 2	31.92	36.09	41.64	55.52	69.40
APS level 3	34.68	39.21	45.24	60.32	75.40
APS level 4	36.83	41.64	48.05	64.06	80.08
APS level 5	39.82	45.02	51.95	69.26	86.58
APS level 6	42.02	47.50	54.81	73.08	91.35
Executive level 1	47.63	53.85	62.13	82.84	103.55
Executive level 2	51.66	58.40	67.38	89.84	112.30
Medical Officer class 1	45.15	51.04	58.89	78.52	98.15
Medical Officer class 2	59.14	66.86	77.15	102.86	128.58

	Night	Continuous Night	Saturday	Sunday	Public Holiday or Additional Holiday
	% of ordinary hourly rate				
	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$
Medical Officer class 3	62.94	71.15	82.10	109.46	136.83
Medical Officer class 4	68.02	76.90	88.73	118.30	147.88
Cadet APS (practical training)	29.49	33.33	38.46	51.28	64.10
Trainee APS (Technical)	30.92	34.96	40.34	53.78	67.23
Graduate APS	31.44	35.54	41.01	54.68	68.35
Customs Trainee	29.49	33.33	38.46	51.28	64.10
Customs Trainee Graduate	31.44	35.54	41.01	54.68	68.35
Customs level 1	34.68	39.21	45.24	60.32	75.40
Customs level 2	36.83	41.64	48.05	64.06	80.08
Customs level 3	42.02	47.50	54.81	73.08	91.35
Customs level 4	47.63	53.85	62.13	82.84	103.55
Customs level 5	51.66	58.40	67.38	89.84	112.30
Examiner of Patents	35.11	39.69	45.80	61.06	76.33
Antarctic Medical Practitioner level 1	54.22	61.30	70.73	94.30	117.88
Antarctic Medical Practitioner level 2	62.96	71.18	82.13	109.50	136.88
Valuer-in-training	28.64	32.37	37.35	49.80	62.25
Valuer	32.74	37.01	42.71	56.94	71.18
APS Meat Inspector 1	34.68	39.21	45.24	60.32	75.40
APS Meat Inspector 2	36.83	41.64	48.05	64.06	80.08
APS Meat Inspector 3	39.82	45.02	51.95	69.26	86.58
APS Meat Inspector 4	42.02	47.50	54.81	73.08	91.35

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

	Monday to Friday—first 3 hours	Monday to Friday—after 3 hours	Saturday and Sunday—all day	Public Holiday or Additional Holiday—all day
	% of ordinary hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
APS level 1	38.46	51.28	51.28	64.10

	Monday to Friday—first 3 hours	Monday to Friday— after 3 hours	Saturday and Sunday—all day	Public Holiday or Additional Holiday—all day
	% of ordinary hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
APS level 2	41.64	55.52	55.52	69.40
APS level 3	45.24	60.32	60.32	75.40
APS level 4	48.05	64.06	64.06	80.08
APS level 5	51.95	69.26	69.26	86.58
APS level 6	54.81	73.08	73.08	91.35
Executive level 1	62.13	82.84	82.84	103.55
Executive level 2	67.38	89.84	89.84	112.30
Medical Officer class 1	58.89	78.52	78.52	98.15
Medical Officer class 2	77.15	102.86	102.86	128.58
Medical Officer class 3	82.10	109.46	109.46	136.83
Medical Officer class 4	88.73	118.30	118.30	147.88
Cadet APS (practical training)	38.46	51.28	51.28	64.10
Trainee APS (Technical)	40.34	53.78	53.78	67.23
Graduate APS	41.01	54.68	54.68	68.35
Customs Trainee	38.46	51.28	51.28	64.10
Customs Trainee Graduate	41.01	54.68	54.68	68.35
Customs level 1	45.24	60.32	60.32	75.40
Customs level 2	48.05	64.06	64.06	80.08
Customs level 3	54.81	73.08	73.08	91.35
Customs level 4	62.13	82.84	82.84	103.55
Customs level 5	67.38	89.84	89.84	112.30
Examiner of Patents	45.80	61.06	61.06	76.33
Antarctic Medical Practitioner level 1	70.73	94.30	94.30	117.88
Antarctic Medical Practitioner level 2	82.13	109.50	109.50	136.88
Valuer-in-training	37.35	49.80	49.80	62.25
Valuer	42.71	56.94	56.94	71.18
APS Meat Inspector 1	45.24	60.32	60.32	75.40
APS Meat Inspector 2	48.05	64.06	64.06	80.08
APS Meat Inspector 3	51.95	69.26	69.26	86.58
APS Meat Inspector 4	54.81	73.08	73.08	91.35

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

	% of ordinary hourly rate
	125%
	\$
APS level 1	32.05
APS level 2	34.70
APS level 3	37.70
APS level 4	40.04
APS level 5	43.29
APS level 6	45.68
Executive level 1	51.78
Executive level 2	56.15
Medical Officer class 1	49.08
Medical Officer class 2	64.29
Medical Officer class 3	68.41
Medical Officer class 4	73.94
Cadet APS (practical training)	32.05
Trainee APS (Technical)	33.61
Graduate APS	34.18
Customs Trainee	32.05
Customs Trainee Graduate	34.18
Customs level 1	37.70
Customs level 2	40.04
Customs level 3	45.68
Customs level 4	51.78
Customs level 5	56.15
Examiner of Patents	38.16
Antarctic Medical Practitioner level 1	58.94
Antarctic Medical Practitioner level 2	68.44
Valuer-in-training	31.13
Valuer	35.59
APS Meat Inspector 1	37.70
APS Meat Inspector 2	40.04
APS Meat Inspector 3	43.29
APS Meat Inspector 4	45.68

40. By deleting the table appearing in clause A.7 and inserting the following:

	Monday to Saturday— first 3 hours	Monday to Saturday— after 3 hours	Sunday—all day	Public Holiday or Additional Holiday—all day
	% of ordinary hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
APS level 1	38.46	51.28	51.28	64.10
APS level 2	41.64	55.52	55.52	69.40
APS level 3	45.24	60.32	60.32	75.40
APS level 4	48.05	64.06	64.06	80.08
APS level 5	51.95	69.26	69.26	86.58
APS level 6	54.81	73.08	73.08	91.35
Executive level 1	62.13	82.84	82.84	103.55
Executive level 2	67.38	89.84	89.84	112.30
Medical Officer class 1	58.89	78.52	78.52	98.15
Medical Officer class 2	77.15	102.86	102.86	128.58
Medical Officer class 3	82.10	109.46	109.46	136.83
Medical Officer class 4	88.73	118.30	118.30	147.88
Cadet APS (practical training)	38.46	51.28	51.28	64.10
Trainee APS (Technical)	40.34	53.78	53.78	67.23
Graduate APS	41.01	54.68	54.68	68.35
Customs Trainee	38.46	51.28	51.28	64.10
Customs Trainee Graduate	41.01	54.68	54.68	68.35
Customs level 1	45.24	60.32	60.32	75.40
Customs level 2	48.05	64.06	64.06	80.08
Customs level 3	54.81	73.08	73.08	91.35
Customs level 4	62.13	82.84	82.84	103.55
Customs level 5	67.38	89.84	89.84	112.30
Examiner of Patents	45.80	61.06	61.06	76.33
Antarctic Medical Practitioner level 1	70.73	94.30	94.30	117.88
Antarctic Medical Practitioner level 2	82.13	109.50	109.50	136.88
Valuer-in-training	37.35	49.80	49.80	62.25
Valuer	42.71	56.94	56.94	71.18
APS Meat Inspector 1	45.24	60.32	60.32	75.40
APS Meat Inspector 2	48.05	64.06	64.06	80.08

	Monday to Saturday— first 3 hours	Monday to Saturday— after 3 hours	Sunday—all day	Public Holiday or Additional Holiday—all day
	% of ordinary hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
APS Meat Inspector 3	51.95	69.26	69.26	86.58
APS Meat Inspector 4	54.81	73.08	73.08	91.35

41. By deleting the table appearing in clause A.8 and inserting the following:

	Night	Continuous Night	Saturday	Sunday	Public Holiday or Additional Holiday
	% of ordinary hourly rate				
	140%	155%	175%	225%	275%
	\$	\$	\$	\$	\$
APS level 1	35.90	39.74	44.87	57.69	70.51
APS level 2	38.86	43.03	48.58	62.46	76.34
APS level 3	42.22	46.75	52.78	67.86	82.94
APS level 4	44.84	49.65	56.05	72.07	88.08
APS level 5	48.48	53.68	60.60	77.92	95.23
APS level 6	51.16	56.64	63.95	82.22	100.49
Executive level 1	57.99	64.20	72.49	93.20	113.91
Executive level 2	62.89	69.63	78.61	101.07	123.53
Medical Officer class 1	54.96	60.85	68.71	88.34	107.97
Medical Officer class 2	72.00	79.72	90.00	115.72	141.43
Medical Officer class 3	76.62	84.83	95.78	123.14	150.51
Medical Officer class 4	82.81	91.68	103.51	133.09	162.66
Cadet APS (practical training)	35.90	39.74	44.87	57.69	70.51
Trainee APS (Technical)	37.65	41.68	47.06	60.50	73.95
Graduate APS	38.28	42.38	47.85	61.52	75.19
Customs Trainee	35.90	39.74	44.87	57.69	70.51
Customs Trainee Graduate	38.28	42.38	47.85	61.52	75.19
Customs level 1	42.22	46.75	52.78	67.86	82.94
Customs level 2	44.84	49.65	56.05	72.07	88.08
Customs level 3	51.16	56.64	63.95	82.22	100.49
Customs level 4	57.99	64.20	72.49	93.20	113.91
Customs level 5	62.89	69.63	78.61	101.07	123.53

	Night	Continuous Night	Saturday	Sunday	Public Holiday or Additional Holiday
	% of ordinary hourly rate				
	140%	155%	175%	225%	275%
	\$	\$	\$	\$	\$
Examiner of Patents	42.74	47.32	53.43	68.69	83.96
Antarctic Medical Practitioner level 1	66.01	73.08	82.51	106.09	129.66
Antarctic Medical Practitioner level 2	76.65	84.86	95.81	123.19	150.56
Valuer-in-training	34.86	38.60	43.58	56.03	68.48
Valuer	39.86	44.13	49.82	64.06	78.29
APS Meat Inspector 1	42.22	46.75	52.78	67.86	82.94
APS Meat Inspector 2	44.84	49.65	56.05	72.07	88.08
APS Meat Inspector 3	48.48	53.68	60.60	77.92	95.23
APS Meat Inspector 4	51.16	56.64	63.95	82.22	100.49

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

	Monday to Friday— first 3 hours	Monday to Friday— after 3 hours	Saturday— all day	Sunday— all day	Public Holiday or Additional Holiday— all day
	% of ordinary hourly rate				
	150%	200%	200%	225%	275%
	\$	\$	\$	\$	\$
APS level 1	38.46	51.28	51.28	57.69	70.51
APS level 2	41.64	55.52	55.52	62.46	76.34
APS level 3	45.24	60.32	60.32	67.86	82.94
APS level 4	48.05	64.06	64.06	72.07	88.08
APS level 5	51.95	69.26	69.26	77.92	95.23
APS level 6	54.81	73.08	73.08	82.22	100.49
Executive level 1	62.13	82.84	82.84	93.20	113.91
Executive level 2	67.38	89.84	89.84	101.07	123.53
Medical Officer class 1	58.89	78.52	78.52	88.34	107.97
Medical Officer class 2	77.15	102.86	102.86	115.72	141.43
Medical Officer class 3	82.10	109.46	109.46	123.14	150.51
Medical Officer class 4	88.73	118.30	118.30	133.09	162.66

	Monday to Friday— first 3 hours	Monday to Friday— after 3 hours	Saturday— all day	Sunday— all day	Public Holiday or Additional Holiday— all day
	% of ordinary hourly rate				
	150%	200%	200%	225%	275%
	\$	\$	\$	\$	\$
Cadet APS (practical training)	38.46	51.28	51.28	57.69	70.51
Trainee APS (Technical)	40.34	53.78	53.78	60.50	73.95
Graduate APS	41.01	54.68	54.68	61.52	75.19
Customs Trainee	38.46	51.28	51.28	57.69	70.51
Customs Trainee Graduate	41.01	54.68	54.68	61.52	75.19
Customs level 1	45.24	60.32	60.32	67.86	82.94
Customs level 2	48.05	64.06	64.06	72.07	88.08
Customs level 3	54.81	73.08	73.08	82.22	100.49
Customs level 4	62.13	82.84	82.84	93.20	113.91
Customs level 5	67.38	89.84	89.84	101.07	123.53
Examiner of Patents	45.80	61.06	61.06	68.69	83.96
Antarctic Medical Practitioner level 1	70.73	94.30	94.30	106.09	129.66
Antarctic Medical Practitioner level 2	82.13	109.50	109.50	123.19	150.56
Valuer-in-training	37.35	49.80	49.80	56.03	68.48
Valuer	42.71	56.94	56.94	64.06	78.29
APS Meat Inspector 1	45.24	60.32	60.32	67.86	82.94
APS Meat Inspector 2	48.05	64.06	64.06	72.07	88.08
APS Meat Inspector 3	51.95	69.26	69.26	77.92	95.23
APS Meat Inspector 4	54.81	73.08	73.08	82.22	100.49

43. By deleting the amount “\$26.25” appearing in clause B.1 and inserting “\$27.76”.
44. By deleting the table appearing in clause B.1 and inserting the following:

Allowance	Clause	Payable	% of standard rate	\$
First aid	11.14	weekly	51.32	14.25
Community language allowance				
CLA Rate 1	11.15(a)	weekly	87.76	24.36

Allowance	Clause	Payable	% of standard rate	\$
CLA Rate 2	11.15(a)	weekly	175.56	48.74
Plumber's licence	11.16(b)	hourly	0.14	0.04
Plumber's registration	11.17(b)	weekly	150.12	41.67
Electrical licence	11.18(b)	weekly	109.84	30.49
Disability allowances				
Working at heights				
Steel frame structures etc	11.19(a)	hourly	1.69	0.47
Painting tradesperson	11.19(b)	hourly	2.87	0.80
Chimney, radio/television mast etc	11.19(c)	hourly	3.32	0.92
Chimney, radio/television mast etc - for each additional 15 metres of height	11.19(c)	hourly	3.37	0.94
Roof repairs	11.19(d)	hourly	3.82	1.06
Employees performing spray painting functions - Trades	11.20(a)	hourly	3.37	0.94
Employees performing spray painting functions - Stores	11.20(b)	hourly	1.91	0.53
Plumbing tradespeople— disabilities and related allowances				
Plumbing disabilities	11.21(a)	weekly	110.95	30.80
Lead burning	11.21(c)	hourly	9.55	2.65
Chokage	11.21(d)	daily or part daily	36.39	10.10
Asbestos eradication	11.22(a)	hourly	10.28	2.85
General disability allowances				
Spray gangs	11.23(a)(i)	daily or part daily	19.59	5.44
Spray gangs - additional for high pressure	11.23(a)(ii)	daily or part daily	24.87	6.90
Cold work - between -1 and 7 degrees	11.23(b)(ii)	hour or part thereof	3.32	0.92
Cold work - between -2 and -18 degrees	11.23(b)(ii)	hour or part thereof	4.5	1.25
Cold work - below -18 degrees	11.23(b)(ii)	hour or part thereof	7.53	2.09
Confined spaces	11.23(c)(i)	hour or part thereof	3.82	1.06
Confined spaces - Gas or water	11.23(c)(ii)	hour or part	8.37	2.32

Allowance	Clause	Payable	% of standard rate	\$
space		thereof		
Dirty or offensive work	11.23(d)	hourly	3.37	0.94
Hot work - Between 46 and 54 degrees,	11.23(e)(ii)	hourly	3.37	0.94
Hot work - Exceeding 54 degrees	11.23(e)(ii)	hourly	3.82	1.06
Wet work	11.23(f)(i)	hourly	3.37	0.94
Insulating materials	11.23(g)	hourly	3.82	1.06
Explosive powered tools	11.23(h)(i)	daily or part daily	7.39	2.05
Epoxy-based materials - Using materials	11.23(i)(i)	hourly	3.82	1.06
Epoxy-based materials - Close proximity	11.23(i)(ii)	hourly	3.37	0.94
Second-hand timber	11.23(j)(i)	daily	12.29	3.41
Hot bitumen	11.23(k)	hourly	3.82	1.06
Asbestos handling	11.23(l)	hourly	3.82	1.06
Water underfoot or dripping	11.23(m)	hourly	3.37	0.94
Offensive fumes	11.23(n)	hourly	3.82	1.06
Plaster or composition	11.23(o)	hourly	3.37	0.94

45. By deleting clause D.5.1 and inserting the following:

D.5.1 Minimum wages for traineeships

(a) Wage Level A

Subject to clause D.5.2 and D.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time or part-time AQF Certificate Level I-III traineeship whose training package and AQF certificate levels are allocated to Wage Level A by clause D.7 are:

	Highest year of schooling completed					
	Year 10		Year 11		Year 12	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$	\$	\$
School leaver	384.30	12.64	423.10	13.92	503.30	16.55
Plus 1 year out of school	423.10	13.92	503.30	16.55	585.70	19.27
Plus 2 years out of school	503.30	16.55	585.70	19.27	681.60	22.42

	Highest year of schooling completed					
	Year 10		Year 11		Year 12	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$	\$	\$
Plus 3 years out of school	585.70	19.27	681.60	22.42	780.40	25.68
Plus 4 years out of school	681.60	22.42	780.40	25.68		
Plus 5 or more years out of school	780.40	25.68				

(b) Wage Level B

Subject to clause D.5.2 and D.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time or part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level B by clause D.7 are:

	Highest year of schooling completed					
	Year 10		Year 11		Year 12	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$	\$	\$
School leaver	384.30	12.64	423.10	13.92	490.50	16.14
Plus 1 year out of school	423.10	13.92	490.50	16.14	564.20	18.56
Plus 2 years out of school	490.50	16.14	564.20	18.56	661.80	21.77
Plus 3 years out of school	564.20	18.56	661.80	21.77	754.70	24.83
Plus 4 years out of school	661.80	21.77	754.70	24.83		
Plus 5 or more years out of school	754.70	24.83				

(c) Wage Level C

Subject to clause D.5.2 and D.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time or part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level C by clause D.7 are:

	Highest year of schooling completed					
	Year 10		Year 11		Year 12	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$	\$	\$
School leaver	384.30	12.64	423.10	13.92	490.50	16.14

	Highest year of schooling completed					
	Year 10		Year 11		Year 12	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$	\$	\$
Plus 1 year out of school	423.10	13.92	490.50	16.14	554.70	18.24
Plus 2 years out of school	490.50	16.14	554.70	18.24	619.70	20.39
Plus 3 years out of school	554.70	18.24	619.70	20.39	690.20	22.70
Plus 4 years out of school	619.70	20.39	690.20	22.70		
Plus 5 or more years out of school	690.20	22.70				

(d) AQF Certificate Level IV traineeships

- (i) Subject to clause D.5.2 and D.5.3 of this schedule, the minimum wages for a trainee undertaking a traineeship are the minimum wages for the relevant Level III traineeship with the addition of 3.8% to those minimum wages.
- (ii) Subject to clause D.5.2 and D.5.3 of this schedule, the minimum wages for an adult trainee undertaking an AQF Certificate Level IV traineeship are as follows, provided that the relevant wage level is that for the relevant AQF Certificate Level III traineeship:

Wage level	First year of traineeship		Second and subsequent years of traineeship	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$
Wage Level A	810.00	26.65	840.80	27.65
Wage Level B	783.40	25.77	813.20	26.75
Wage Level C	716.50	23.57	743.60	24.46

(e) School-based traineeships

Subject to clauses D.5.2 and D.5.3 of this schedule, the minimum hourly wages for a trainee undertaking a school-based Wage Levels A or B traineeship are as follows when the trainee works ordinary hours:

Year of schooling	
Year 11 or lower	Year 12
per hour	per hour
\$	\$
12.64	13.92

46. By deleting the amount “\$3.82” appearing in clause F.1.1(d)(i) and inserting “\$4.04”.
47. By deleting the amount “\$5.62” appearing in clause F.1.1(d)(ii) and inserting “\$5.94”.
48. By deleting the amount “\$3.50” appearing in clause F.1.2 and inserting “\$3.71”.
49. By deleting the amount “\$0.73” appearing in clause F.1.3(a) and inserting “\$0.77”.
50. By deleting the amount “\$3.50” appearing in clause F.1.3(b) and inserting “\$3.71”.
51. By deleting the amount “\$1.44” appearing in clause F.1.4(a) and inserting “\$1.52”.
52. By deleting the amount “\$1.44” appearing in clause F.1.4(b) and inserting “\$1.52”.
53. By deleting the amount “\$0.99” appearing in clause F.1.4(c) and inserting “\$1.05”.
54. By deleting the amount “\$5.70” appearing in clause F.1.5(b)(i) and inserting “\$6.02”.
55. By deleting the amount “\$5.70” appearing in clause F.1.5(b)(ii) and inserting “\$6.02”.
56. By deleting the amount “\$2.76” appearing in clause F.1.5(b)(iii) and inserting “\$2.92”.
57. By deleting the amount “\$5.70” appearing in clause F.1.5(c)(i) and inserting “\$6.02”.
58. By deleting the amount “\$4.95” appearing in clause F.1.5(c)(ii) and inserting “\$5.24”.
59. By deleting the amount “\$4.95” appearing in clause F.1.5(c)(iii) and inserting “\$5.24”.
60. By deleting the amount “\$27.11” appearing in clause F.1.6(a) and inserting “\$28.66”.
61. By deleting the amount “\$42.48” appearing in clause F.1.6(b) and inserting “\$44.92”.
62. By deleting the table appearing in clause F.3.2(a) and inserting the following:

	\$ per occasion
Divisional Returning Officer	3210.07
Clerk to Divisional Returning Officer	1283.64
APS Level 2	798.18
APS Level 1	594.83

63. By deleting the amount “\$3.50” appearing in clause F.4.2(a) and inserting “\$3.71”.
64. By deleting the amount “\$10.01” appearing in clause F.4.2(b) and inserting “\$10.58”.
65. By deleting the amount “\$4.51” appearing in clause F.4.2(c) and inserting “\$4.77”.
66. By deleting the amount “\$13.27” appearing in clause F.4.2(d) and inserting “\$14.03”.

67. By deleting the amount “\$3.39” appearing in clause F.4.2(e) and inserting “\$3.58”.
68. By deleting the amount “\$1.73” appearing in clause F.4.3(a) and inserting “\$1.83”.
69. By deleting the amount “\$2.21” appearing in clause F.4.3(b) and inserting “\$2.33”.
70. By deleting the amount “\$16.72” appearing in clause F.6.2(a) and inserting “\$17.69”.
71. By deleting the amount “\$12.54” appearing in clause F.6.2(b) and inserting “\$13.26”.
72. By deleting the table appearing in clause F.10 and inserting the following:

Allowance	Clause	Payable	% of standard rate	\$
Duty at sea				
Surface vessel	F.1.1(d)(i)	hourly	14.55	4.04
Submarine	F.1.1(d)(ii)	hourly	21.41	5.94
Tropic treating plant	F.1.2	daily or part daily	13.35	3.71
Stores functions				
Stores	F.1.3(a)	hourly	2.78	0.77
Trichlorethylene de-greasing plant	F.1.3(b)	daily or part daily	13.35	3.71
Welding				
Welding	F.1.4(a)	hourly	5.47	1.52
Plasma arc process	F.1.4(b)	hourly	5.47	1.52
MIG or TIG processes	F.1.4(c)	hourly	3.79	1.05
Explosives				
Manufacture - nitroglycerine	F.1.5(b)(i)	daily or part daily	21.7	6.02
Manufacture - RDX	F.1.5(b)(ii)	daily or part daily	21.7	6.02
Manufacture - ammonium perchlorate	F.1.5(b)(iii)	daily or part daily	10.51	2.92
Filling - CE, TNT and DNT	F.1.5(c)(i)	daily or part daily	21.7	6.02
Filling - Chromates	F.1.5(c)(ii)	daily or part daily	18.87	5.24
Filling - nitroglycerine	F.1.5(c)(iii)	daily or part daily	18.87	5.24
Dangerous air cargo				
Certification	F.1.6(a)	weekly	103.26	28.66
Packing and dispatching	F.1.6(b)	weekly	161.83	44.92

Allowance	Clause	Payable	% of standard rate	\$
Referendum				
Divisional Returning Officer	F.3.2(a)	per occasion	11563.66	3210.07
Clerk to Divisional Returning Officer	F.3.2(a)	per occasion	4624.05	1283.64
APS Level 2	F.3.2(a)	per occasion	2875.28	798.18
APS Level 1	F.3.2(a)	per occasion	2142.77	594.83
Gardening or general hand				
Aquatic ponds	F.4.2(a)	daily	13.35	3.71
Work in rain	F.4.2(b)	daily or part daily	38.12	10.58
Height	F.4.2(c)	daily	17.19	4.77
Pest control	F.4.2(d)	weekly	50.55	14.03
Wet pay	F.4.2(e)	daily	12.91	3.58
Overseers				
Gardening	F.4.3(a)	daily or part daily	6.58	1.83
Spray equipment	F.4.3(b)	daily or part daily	8.4	2.33
Flying				
Aerial surveillance	F.6.2(a)	hourly or part hourly	63.71	17.69
Aerial surveillance—work experience	F.6.2(b)	hourly or part hourly	47.77	13.26

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