



# DETERMINATION

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

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

### AUSTRALIAN PUBLIC SERVICE ENTERPRISE AWARD 2015 [MA000124]

Commonwealth employment

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

SYDNEY, 20 JUNE 2019

*Annual Wage Review 2018–19.*

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

1. By deleting the table appearing in clause 10.3 and inserting the following:

<b>Classification Level</b>	<b>Minimum Annual Pay Rate (36.75 hour/week) \$</b>	<b>Minimum Hourly Pay Rate \$</b>
APS level 1	42,599	22.22
APS level 2	46,145	24.07
APS level 3	50,114	26.14
APS level 4	53,219	27.76
APS level 5	57,552	30.02
APS level 6	60,715	31.67
Executive level 1	68,844	35.91
Executive level 2	74,653	38.94

<b>Classification Level</b>	<b>Minimum Annual Pay Rate (36.75 hour/week) \$</b>	<b>Minimum Hourly Pay Rate \$</b>
<b>MEDICAL OFFICERS</b>		
Medical Officer class 1	65,240	34.03
Medical Officer class 2	85,465	44.58
Medical Officer class 3	90,929	47.43
Medical Officer class 4	98,291	51.27
<b>TRAINEES</b>		
Cadet APS (practical training)	42,599	22.22
Trainee APS (Technical)	44,688	23.31
Graduate APS	45,436	23.70

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

<b>Classification Level</b>	<b>Minimum Annual Pay Rate (36.75 hour/week) \$</b>	<b>Minimum Hourly Pay Rate \$</b>
Customs Trainee	42,599	22.22
Customs Trainee Graduate	45,436	23.70
Customs level 1	50,114	26.14
Customs level 2	53,219	27.76
Customs level 3	60,715	31.67
Customs level 4	68,844	35.91
Customs level 5	74,653	38.94
Examiner of Patents	50,746	26.47
Antarctic Medical Practitioner level 1	78,353	40.87
Antarctic Medical Practitioner level 2	90,968	47.45
Valuer-in-training	41,352	21.57
Valuer	47,315	24.68
APS Meat Inspector 1	50,114	26.14
APS Meat Inspector 2	53,219	27.76
APS Meat Inspector 3	57,552	30.02
APS Meat Inspector 4	60,715	31.67

3. By deleting the amount “\$11.99” appearing in clause 11.14 and inserting “\$12.35”.
4. By deleting the amounts “20.51” and “41.03” appearing in clause 11.15(a) and inserting “21.12” and “42.26” respectively.

5. By deleting the amount "\$35.08" appearing in clause 11.17(b) and inserting "\$36.13".
6. By deleting the amount "\$25.67" appearing in clause 11.18(b) and inserting "\$26.44".
7. By deleting the amount "\$0.39" appearing in clause 11.19(a) and inserting "\$0.41".
8. By deleting the amount "\$0.67" appearing in clause 11.19(b) and inserting "\$0.69".
9. By deleting the amounts "\$0.78" and "\$0.79" appearing in clause 11.19(c) and inserting "\$0.80" and "\$0.81" respectively.
10. By deleting the amount "\$0.89" appearing in clause 11.19(d) and inserting "\$0.92".
11. By deleting the amount "\$0.79" appearing in clause 11.20(a) and inserting "\$0.81".
12. By deleting the amount "\$0.45" appearing in clause 11.20(b) and inserting "\$0.46".
13. By deleting the amount "\$25.93" appearing in clause 11.21(a) and inserting "\$26.71".
14. By deleting the amount "\$2.23" appearing in clause 11.21(c) and inserting "\$2.30".
15. By deleting the amount "\$8.50" appearing in clause 11.21(d) and inserting "\$8.76".
16. By deleting the amount "\$2.40" appearing in clause 11.22(a) and inserting "\$2.47".
17. By deleting the amount "\$4.58" appearing in 11.23(a)(i) and inserting "\$4.72".
18. By deleting the amount "\$5.81" appearing in clause 11.23(a)(ii) and inserting "\$5.99".
19. By deleting the amounts "\$0.78", "\$1.05" and "\$1.76" appearing in clause 11.23(b)(ii) and inserting "\$0.80", "\$1.08" and "\$1.81" respectively.
20. By deleting the amount "\$0.89" appearing in clause 11.23(c)(i) and inserting "\$0.92".
21. By deleting the amount "\$1.96" appearing in clause 11.23(c)(ii) and inserting "\$2.01".
22. By deleting the amount "\$0.79" appearing in clause 11.23(d) and inserting "\$0.81".
23. By deleting the amounts "\$0.79" and "\$0.89" appearing in clause 11.23(e)(ii) and inserting "\$0.81" and "\$0.92" respectively.
24. By deleting the amount "\$0.79" appearing in clause 11.23(f)(i) and inserting "\$0.81".
25. By deleting the amount "\$0.89" appearing in clause 11.23(g) and inserting "\$0.92".
26. By deleting the amount "\$1.73" appearing in clause 11.23(h)(i) and inserting "\$1.78".
27. By deleting the amount "\$0.89" appearing in clause 11.23(i)(i) and inserting "\$0.92".

28. By deleting the amount "\$0.79" appearing in clause 11.23(i)(ii) and inserting "\$0.81".
29. By deleting the amount "\$2.87" appearing in clause 11.23(j)(i) and inserting "\$2.96".
30. By deleting the amount "\$0.89" appearing in clause 11.23(k) and inserting "\$0.92".
31. By deleting the amount "\$0.89" appearing in clause 11.23(l) and inserting "\$0.92".
32. By deleting the amount "\$0.79" appearing in clause 11.23(m) and inserting "\$0.81".
33. By deleting the amount "\$0.89" appearing in clause 11.23(n) and inserting "\$0.92".
34. By deleting the amount "\$0.79" appearing in clause 11.23(o) and inserting "\$0.81".
35. By deleting the table appearing in clause A.2 and inserting the following:

	<b>% of ordinary hourly rate</b>
	<b>100%</b>
	<b>\$</b>
APS level 1	22.22
APS level 2	24.07
APS level 3	26.14
APS level 4	27.76
APS level 5	30.02
APS level 6	31.67
Executive level 1	35.91
Executive level 2	38.94
Medical Officer class 1	34.03
Medical Officer class 2	44.58
Medical Officer class 3	47.43
Medical Officer class 4	51.27
Cadet APS (practical training)	22.22
Trainee APS (Technical)	23.31
Graduate APS	23.70
Customs Trainee	22.22
Customs Trainee Graduate	23.70
Customs level 1	26.14
Customs level 2	27.76
Customs level 3	31.67
Customs level 4	35.91
Customs level 5	38.94
Examiner of Patents	26.47

	<b>% of ordinary hourly rate</b>
Antarctic Medical Practitioner level 1	40.87
Antarctic Medical Practitioner level 2	47.45
Valuer-in-training	21.57
Valuer	24.68
APS Meat Inspector 1	26.14
APS Meat Inspector 2	27.76
APS Meat Inspector 3	30.02
APS Meat Inspector 4	31.67

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

	<b>Monday to Saturday— first 3 hours</b>	<b>Monday to Saturday— after 3 hours</b>	<b>Sunday— all day</b>	<b>Public Holiday or Additional Holiday—all day</b>
	<b>% of ordinary hourly rate</b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
APS level 1	33.33	44.44	44.44	55.55
APS level 2	36.11	48.14	48.14	60.18
APS level 3	39.21	52.28	52.28	65.35
APS level 4	41.64	55.52	55.52	69.40
APS level 5	45.03	60.04	60.04	75.05
APS level 6	47.51	63.34	63.34	79.18
Executive level 1	53.87	71.82	71.82	89.78
Executive level 2	58.41	77.88	77.88	97.35
Medical Officer class 1	51.05	68.06	68.06	85.08
Medical Officer class 2	66.87	89.16	89.16	111.45
Medical Officer class 3	71.15	94.86	94.86	118.58
Medical Officer class 4	76.91	102.54	102.54	128.18
Cadet APS (practical training)	33.33	44.44	44.44	55.55
Trainee APS (Technical)	34.97	46.62	46.62	58.28
Graduate APS	35.55	47.40	47.40	59.25
Customs Trainee	33.33	44.44	44.44	55.55
Customs Trainee Graduate	35.55	47.40	47.40	59.25
Customs level 1	39.21	52.28	52.28	65.35
Customs level 2	41.64	55.52	55.52	69.40
Customs level 3	47.51	63.34	63.34	79.18

	<b>Monday to Saturday— first 3 hours</b>	<b>Monday to Saturday— after 3 hours</b>	<b>Sunday— all day</b>	<b>Public Holiday or Additional Holiday—all day</b>
Customs level 4	53.87	71.82	71.82	89.78
Customs level 5	58.41	77.88	77.88	97.35
Examiner of Patents	39.71	52.94	52.94	66.18
Antarctic Medical Practitioner level 1	61.31	81.74	81.74	102.18
Antarctic Medical Practitioner level 2	71.18	94.90	94.90	118.63
Valuer-in-training	32.36	43.14	43.14	53.93
Valuer	37.02	49.36	49.36	61.70
APS Meat Inspector 1	39.21	52.28	52.28	65.35
APS Meat Inspector 2	41.64	55.52	55.52	69.40
APS Meat Inspector 3	45.03	60.04	60.04	75.05
APS Meat Inspector 4	47.51	63.34	63.34	79.18

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

	<b>Night</b>	<b>Continuous Night</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public Holiday or Additional Holiday</b>
	<b>% of ordinary hourly rate</b>				
	<b>115%</b>	<b>130%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
APS level 1	25.55	28.89	33.33	44.44	55.55
APS level 2	27.68	31.29	36.11	48.14	60.18
APS level 3	30.06	33.98	39.21	52.28	65.35
APS level 4	31.92	36.09	41.64	55.52	69.40
APS level 5	34.52	39.03	45.03	60.04	75.05
APS level 6	36.42	41.17	47.51	63.34	79.18
Executive level 1	41.30	46.68	53.87	71.82	89.78
Executive level 2	44.78	50.62	58.41	77.88	97.35
Medical Officer class 1	39.13	44.24	51.05	68.06	85.08
Medical Officer class 2	51.27	57.95	66.87	89.16	111.45
Medical Officer class 3	54.54	61.66	71.15	94.86	118.58
Medical Officer class 4	58.96	66.65	76.91	102.54	128.18
Cadet APS (practical training)	25.55	28.89	33.33	44.44	55.55
Trainee APS (Technical)	26.81	30.30	34.97	46.62	58.28

	<b>Night</b>	<b>Continuous Night</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public Holiday or Additional Holiday</b>
	<b>% of ordinary hourly rate</b>				
	<b>115%</b>	<b>130%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Graduate APS	27.26	30.81	35.55	47.40	59.25
Customs Trainee	25.55	28.89	33.33	44.44	55.55
Customs Trainee Graduate	27.26	30.81	35.55	47.40	59.25
Customs level 1	30.06	33.98	39.21	52.28	65.35
Customs level 2	31.92	36.09	41.64	55.52	69.40
Customs level 3	36.42	41.17	47.51	63.34	79.18
Customs level 4	41.30	46.68	53.87	71.82	89.78
Customs level 5	44.78	50.62	58.41	77.88	97.35
Examiner of Patents	30.44	34.41	39.71	52.94	66.18
Antarctic Medical Practitioner level 1	47.00	53.13	61.31	81.74	102.18
Antarctic Medical Practitioner level 2	54.57	61.69	71.18	94.90	118.63
Valuer-in-training	24.81	28.04	32.36	43.14	53.93
Valuer	28.38	32.08	37.02	49.36	61.70
APS Meat Inspector 1	30.06	33.98	39.21	52.28	65.35
APS Meat Inspector 2	31.92	36.09	41.64	55.52	69.40
APS Meat Inspector 3	34.52	39.03	45.03	60.04	75.05
APS Meat Inspector 4	36.42	41.17	47.51	63.34	79.18

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

	<b>Monday to Friday—first 3 hours</b>	<b>Monday to Friday—after 3 hours</b>	<b>Saturday and Sunday—all day</b>	<b>Public Holiday or Additional Holiday—all day</b>
	<b>% of ordinary hourly rate</b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
APS level 1	33.33	44.44	44.44	55.55
APS level 2	36.11	48.14	48.14	60.18
APS level 3	39.21	52.28	52.28	65.35
APS level 4	41.64	55.52	55.52	69.40
APS level 5	45.03	60.04	60.04	75.05

	<b>Monday to Friday—first 3 hours</b>	<b>Monday to Friday—after 3 hours</b>	<b>Saturday and Sunday— all day</b>	<b>Public Holiday or Additional Holiday—all day</b>
	<b>% of ordinary hourly rate</b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
APS level 6	47.51	63.34	63.34	79.18
Executive level 1	53.87	71.82	71.82	89.78
Executive level 2	58.41	77.88	77.88	97.35
Medical Officer class 1	51.05	68.06	68.06	85.08
Medical Officer class 2	66.87	89.16	89.16	111.45
Medical Officer class 3	71.15	94.86	94.86	118.58
Medical Officer class 4	76.91	102.54	102.54	128.18
Cadet APS (practical training)	33.33	44.44	44.44	55.55
Trainee APS (Technical)	34.97	46.62	46.62	58.28
Graduate APS	35.55	47.40	47.40	59.25
Customs Trainee	33.33	44.44	44.44	55.55
Customs Trainee Graduate	35.55	47.40	47.40	59.25
Customs level 1	39.21	52.28	52.28	65.35
Customs level 2	41.64	55.52	55.52	69.40
Customs level 3	47.51	63.34	63.34	79.18
Customs level 4	53.87	71.82	71.82	89.78
Customs level 5	58.41	77.88	77.88	97.35
Examiner of Patents	39.71	52.94	52.94	66.18
Antarctic Medical Practitioner level 1	61.31	81.74	81.74	102.18
Antarctic Medical Practitioner level 2	71.18	94.90	94.90	118.63
Valuer-in-training	32.36	43.14	43.14	53.93
Valuer	37.02	49.36	49.36	61.70
APS Meat Inspector 1	39.21	52.28	52.28	65.35
APS Meat Inspector 2	41.64	55.52	55.52	69.40
APS Meat Inspector 3	45.03	60.04	60.04	75.05
APS Meat Inspector 4	47.51	63.34	63.34	79.18



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

	<b>% of ordinary hourly rate</b>
	<b>125%</b>
	<b>\$</b>
APS level 1	27.78
APS level 2	30.09
APS level 3	32.68
APS level 4	34.70
APS level 5	37.53
APS level 6	39.59
Executive level 1	44.89
Executive level 2	48.68
Medical Officer class 1	42.54
Medical Officer class 2	55.73
Medical Officer class 3	59.29
Medical Officer class 4	64.09
Cadet APS (practical training)	27.78
Trainee APS (Technical)	29.14
Graduate APS	29.63
Customs Trainee	27.78
Customs Trainee Graduate	29.63
Customs level 1	32.68
Customs level 2	34.70
Customs level 3	39.59
Customs level 4	44.89
Customs level 5	48.68
Examiner of Patents	33.09
Antarctic Medical Practitioner level 1	51.09
Antarctic Medical Practitioner level 2	59.31
Valuer-in-training	26.96
Valuer	30.85
APS Meat Inspector 1	32.68
APS Meat Inspector 2	34.70
APS Meat Inspector 3	37.53
APS Meat Inspector 4	39.59

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

	<b>Monday to Saturday— first 3 hours</b>	<b>Monday to Saturday— after 3 hours</b>	<b>Sunday—all day</b>	<b>Public Holiday or Additional Holiday—all day</b>
	<b>% of ordinary hourly rate</b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
APS level 1	33.33	44.44	44.44	55.55
APS level 2	36.11	48.14	48.14	60.18
APS level 3	39.21	52.28	52.28	65.35
APS level 4	41.64	55.52	55.52	69.40
APS level 5	45.03	60.04	60.04	75.05
APS level 6	47.51	63.34	63.34	79.18
Executive level 1	53.87	71.82	71.82	89.78
Executive level 2	58.41	77.88	77.88	97.35
Medical Officer class 1	51.05	68.06	68.06	85.08
Medical Officer class 2	66.87	89.16	89.16	111.45
Medical Officer class 3	71.15	94.86	94.86	118.58
Medical Officer class 4	76.91	102.54	102.54	128.18
Cadet APS (practical training)	33.33	44.44	44.44	55.55
Trainee APS (Technical)	34.97	46.62	46.62	55.55
Graduate APS	35.55	47.40	47.40	58.28
Customs Trainee	33.33	44.44	44.44	55.55
Customs Trainee Graduate	35.55	47.40	47.40	59.25
Customs level 1	39.21	52.28	52.28	65.35
Customs level 2	41.64	55.52	55.52	69.40
Customs level 3	47.51	63.34	63.34	79.18
Customs level 4	53.87	71.82	71.82	89.78
Customs level 5	58.41	77.88	77.88	97.35
Examiner of Patents	39.71	52.94	52.94	66.18
Antarctic Medical Practitioner level 1	61.31	81.74	81.74	102.18
Antarctic Medical Practitioner level 2	71.18	94.90	94.90	118.63
Valuer-in-training	32.36	43.14	43.14	53.93
Valuer	37.02	49.36	49.36	61.70
APS Meat Inspector 1	39.21	52.28	52.28	65.35
APS Meat Inspector 2	41.64	55.52	55.52	69.40

	<b>Monday to Saturday— first 3 hours</b>	<b>Monday to Saturday— after 3 hours</b>	<b>Sunday—all day</b>	<b>Public Holiday or Additional Holiday—all day</b>
	<b>% of ordinary hourly rate</b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
APS Meat Inspector 3	45.03	60.04	60.04	75.05
APS Meat Inspector 4	47.51	63.34	63.34	79.18

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

	<b>Night</b>	<b>Continuous Night</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public Holiday or Additional Holiday</b>
	<b>% of ordinary hourly rate</b>				
	<b>140%</b>	<b>155%</b>	<b>175%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
APS level 1	31.11	34.44	38.89	50.00	61.11
APS level 2	33.70	37.31	42.12	54.16	66.19
APS level 3	36.60	40.52	45.75	58.82	71.89
APS level 4	38.86	43.03	48.58	62.46	76.34
APS level 5	42.03	46.53	52.54	67.55	82.56
APS level 6	44.34	49.09	55.42	71.26	87.09
Executive level 1	50.27	55.66	62.84	80.80	98.75
Executive level 2	54.52	60.36	68.15	87.62	107.09
Medical Officer class 1	47.64	52.75	59.55	76.57	93.58
Medical Officer class 2	62.41	69.10	78.02	100.31	122.60
Medical Officer class 3	66.40	73.52	83.00	106.72	130.43
Medical Officer class 4	71.78	79.47	89.72	115.36	140.99
Cadet APS (practical training)	31.11	34.44	38.89	50.00	61.11
Trainee APS (Technical)	32.63	36.13	40.79	52.45	64.10
Graduate APS	33.18	36.74	41.48	53.33	65.18
Customs Trainee	31.11	34.44	38.89	50.00	61.11
Customs Trainee Graduate	33.18	36.74	41.48	53.33	65.18
Customs level 1	36.60	40.52	45.75	58.82	71.89
Customs level 2	38.86	43.03	48.58	62.46	76.34
Customs level 3	44.34	49.09	55.42	71.26	87.09
Customs level 4	50.27	55.66	62.84	80.80	98.75

	<b>Night</b>	<b>Continuous Night</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public Holiday or Additional Holiday</b>
	<b>% of ordinary hourly rate</b>				
	<b>140%</b>	<b>155%</b>	<b>175%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Customs level 5	54.52	60.36	68.15	87.62	107.09
Examiner of Patents	37.06	41.03	46.32	59.56	72.79
Antarctic Medical Practitioner level 1	57.22	63.35	71.52	91.96	112.39
Antarctic Medical Practitioner level 2	66.43	73.55	83.04	106.76	130.49
Valuer-in-training	30.20	33.43	37.75	48.53	59.32
Valuer	34.55	38.25	43.19	55.53	67.87
APS Meat Inspector 1	36.60	40.52	45.75	58.82	71.89
APS Meat Inspector 2	38.86	43.03	48.58	62.46	76.34
APS Meat Inspector 3	42.03	46.53	52.54	67.55	82.56
APS Meat Inspector 4	44.34	49.09	55.42	71.26	87.09

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

	<b>Monday to Friday—first 3 hours</b>	<b>Monday to Friday—after 3 hours</b>	<b>Saturday— all day</b>	<b>Sunday— all day</b>	<b>Public Holiday or Additional Holiday—all day</b>
	<b>% of ordinary hourly rate</b>				
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
APS level 1	33.33	44.44	44.44	50.00	61.11
APS level 2	36.11	48.14	48.14	54.16	66.19
APS level 3	39.21	52.28	52.28	58.82	71.89
APS level 4	41.64	55.52	55.52	62.46	76.34
APS level 5	45.03	60.04	60.04	67.55	82.56
APS level 6	47.51	63.34	63.34	71.26	87.09
Executive level 1	53.87	71.82	71.82	80.80	98.75
Executive level 2	58.41	77.88	77.88	87.62	107.09
Medical Officer class 1	51.05	68.06	68.06	76.57	93.58
Medical Officer class 2	66.87	89.16	89.16	100.31	122.60
Medical Officer class 3	71.15	94.86	94.86	106.72	130.43
Medical Officer class 4	76.91	102.54	102.54	115.36	140.99

	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
	<b>% of ordinary hourly rate</b>				
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Cadet APS (practical training)	33.33	44.44	44.44	50.00	61.11
Trainee APS (Technical)	34.97	46.62	46.62	52.45	64.10
Graduate APS	35.55	47.40	47.40	53.33	65.18
Customs Trainee	33.33	44.44	44.44	50.00	61.11
Customs Trainee Graduate	35.55	47.40	47.40	53.33	65.18
Customs level 1	39.21	52.28	52.28	58.82	71.89
Customs level 2	41.64	55.52	55.52	62.46	76.34
Customs level 3	47.51	63.34	63.34	71.26	87.09
Customs level 4	53.87	71.82	71.82	80.80	98.75
Customs level 5	58.41	77.88	77.88	87.62	107.09
Examiner of Patents	39.71	52.94	52.94	59.56	72.79
Antarctic Medical Practitioner level 1	61.31	81.74	81.74	91.96	112.39
Antarctic Medical Practitioner level 2	71.18	94.90	94.90	106.76	130.49
Valuer-in-training	32.36	43.14	43.14	48.53	59.32
Valuer	37.02	49.36	49.36	55.53	67.87
APS Meat Inspector 1	39.21	52.28	52.28	58.82	71.89
APS Meat Inspector 2	41.64	55.52	55.52	62.46	76.34
APS Meat Inspector 3	45.03	60.04	60.04	67.55	82.56
APS Meat Inspector 4	47.51	63.34	63.34	71.26	87.09

43. By deleting clause B.1 and inserting the following:

### **B.1 Wage Related Allowances**

The wage related allowances in this award are based on the standard rate as defined in Schedule E as the minimum hourly rate for an APS Level 2 in clause 10.3= **\$24.07**.

<b>Allowance</b>	<b>Clause</b>	<b>Payable</b>	<b>% of standard rate</b>	<b>\$</b>
First aid	11.14	weekly	51.32%	12.35
Community language allowance	11.15	weekly		
CLA Rate 1			87.76%	21.12
CLA Rate 2			175.56%	42.26
Plumber's licence	11.16(b)	hourly	0.14%	0.03
Plumber's registration	11.17(b)	weekly	150.12%	36.13
Electrical licence	11.18(b)	weekly	109.84%	26.44
<b>Disability allowances</b>				
Working at heights	11.19			
Steel frame structures etc	11.19(a)	hourly	1.69%	0.41
Painting tradesperson	11.19(b)	hourly	2.87%	0.69
Chimney, radio/television mast etc	11.19(c)	hourly	3.32%	0.80
			Additional 3.37% for each additional 15 metres of height	0.81
Roof repairs	11.19(d)	hourly	3.82%	0.92
Employees performing spray painting functions	11.20			
Trades	11.20(a)	hourly	3.37%	0.81
Stores	11.20(b)	hourly	1.91%	0.46
Plumbing tradespeople—disability and related allowances	11.21			
Plumbing disabilities	11.21(a)	weekly	110.95%	26.71
Lead burning	11.21(c)	hourly	9.55%	2.30
Chokage	11.21(d)	daily or part daily	36.39%	8.76
Asbestos eradication	11.22(a)	hourly	10.28%	2.47
General disability allowances	11.23			
Spray gangs	11.23(a)	daily or part daily	19.59%	4.72
			24.87%	5.99
Cold work	11.23(b)(ii)	hour or part thereof	3.32%	0.80
			4.50%	1.08
			7.53%	1.81

<b>Allowance</b>	<b>Clause</b>	<b>Payable</b>	<b>% of standard rate</b>	<b>\$</b>
Confined spaces	11.23(c)	hour or part thereof	3.82%	0.92
			8.37%	2.01
Dirty or offensive work	11.23(d)	hourly	3.37%	0.81
Hot work	11.23(e)(ii)	hour or part thereof	3.37%	0.81
			3.82%	0.92
Wet work	11.23(f)(i)	hourly	3.37%	0.81
Insulating materials	11.23(g)	hourly	3.82%	0.92
Explosive powered tools	11.23(h)(i)	daily or part daily	7.39%	1.78
Epoxy-based materials	11.23(i)	hourly	3.82%	0.92
			3.37%	0.81
Second-hand timber	11.23(j)(i)	daily	12.29%	2.96
Hot bitumen	11.23(k)	hourly	3.82%	0.92
Asbestos handling	11.23(l)	hourly	3.82%	0.92
Water underfoot or dripping	11.23(m)	hourly	3.37%	0.81
Offensive fumes	11.23(n)	hourly	3.82%	0.92
Plaster or composition	11.23(o)	hourly	3.37%	0.81

44. 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:

	<b>Highest year of schooling completed</b>					
	<b>Year 10</b>		<b>Year 11</b>		<b>Year 12</b>	
	<b>Full-time weekly</b>	<b>Part-time hourly</b>	<b>Full-time weekly</b>	<b>Part-time hourly</b>	<b>Full-time weekly</b>	<b>Part-time hourly</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	332.80	10.95	366.50	12.07	436.60	14.37
Plus 1 year out of school	366.50	12.07	436.60	14.37	508.10	16.73
Plus 2 years out of school	436.60	14.37	508.10	16.73	591.30	19.45
Plus 3 years out of school	508.10	16.73	591.30	19.45	677.00	22.26

	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 4 years out of school	591.30	19.45	677.00	22.26		
Plus 5 or more years out of school	677.00	22.26				

**(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	332.80	10.95	366.50	12.07	424.80	13.99
Plus 1 year out of school	366.50	12.07	424.80	13.99	488.60	16.08
Plus 2 years out of school	424.80	13.99	488.60	16.08	573.10	18.87
Plus 3 years out of school	488.60	16.08	573.10	18.87	653.70	21.52
Plus 4 years out of school	573.10	18.87	653.70	21.52		
Plus 5 or more years out of school	653.70	21.52				

**(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	332.80	10.95	366.50	12.07	424.80	13.99
Plus 1 year out of school	366.50	12.07	424.80	13.99	478.20	15.73



	<b>Highest year of schooling completed</b>					
	<b>Year 10</b>		<b>Year 11</b>		<b>Year 12</b>	
	<b>Full-time weekly</b>	<b>Part-time hourly</b>	<b>Full-time weekly</b>	<b>Part-time hourly</b>	<b>Full-time weekly</b>	<b>Part-time hourly</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Plus 2 years out of school	424.80	13.99	478.20	15.73	534.30	17.57
Plus 3 years out of school	478.20	15.73	534.30	17.57	595.20	19.58
Plus 4 years out of school	534.30	17.57	595.20	19.58		
Plus 5 or more years out of school	595.20	19.58				

**(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:

<b>Wage level</b>	<b>First year of traineeship</b>		<b>Second and subsequent years of traineeship</b>	
	<b>Full-time weekly</b>	<b>Part-time hourly</b>	<b>Full-time weekly</b>	<b>Part-time hourly</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Wage Level A	703.20	23.12	730.40	24.03
Wage Level B	678.40	22.29	704.40	23.15
Wage Level C	617.40	20.31	640.70	21.08

**(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:

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

45. By deleting the amount “\$3.40” appearing in clause F.1.1(d)(i) and inserting “\$3.50”.

46. By deleting the amount “\$5.00” appearing in clause F.1.1(d)(ii) and inserting “\$5.15”.
47. By deleting the amount \$3.12” appearing in clause F.1.2 and inserting “\$3.21”.
48. By deleting the amount “\$0.65” appearing in clause F.1.3(a) and inserting “\$0.67”.
49. By deleting the amount “\$3.12” appearing in clause F.1.3(b) and inserting “\$3.21”.
50. By deleting the amount “\$1.28” appearing in clause F.1.4(a) and inserting “\$1.32”.
51. By deleting the amount “\$1.28” appearing in clause F.1.4(b) and inserting “\$1.32”.
52. By deleting the amount “\$0.89” appearing in clause F.1.4(c) and inserting “\$0.91”.
53. By deleting the amount “\$5.07” appearing in clause F.1.5(b)(i) and inserting “\$5.22”.
54. By deleting the amount “\$5.07” appearing in clause F.1.5(b)(ii) and inserting “\$5.22”.
55. By deleting the amount “\$2.46” appearing in clause F.1.5(b)(iii) and inserting “\$2.53”.
56. By deleting the amount “\$5.07” appearing in clause F.1.5(c)(i) and inserting “\$5.22”.
57. By deleting the amount “\$4.41” appearing in clause F.1.5(c)(ii) and inserting “\$4.54”.
58. By deleting the amount “\$4.41” appearing in clause F.1.5(c)(iii) and inserting “\$4.54”.
59. By deleting the amount “\$24.13” appearing in clause F.1.6(a) and inserting “\$24.85”.
60. By deleting the amount “\$37.82” appearing in clause F.1.6(b) and inserting “\$38.95”.
61. By deleting the table appearing in clause F.3.2(a) and inserting the following:

	<b>\$ per occasion</b>
Divisional Returning Officer	2783.37
Clerk to Divisional Returning Officer	1113.01
APS Level 2	692.08
APS Level 1	515.76

62. By deleting the amount “\$3.12” appearing in clause F.4.2(a) and inserting “\$3.21”.
63. By deleting the amount “\$8.91” appearing in clause F.4.2(b) and inserting “\$9.18”.
64. By deleting the amount “\$4.02” appearing in clause F.4.2(c) and inserting “\$4.14”.
65. By deleting the amount “\$11.81” appearing in clause F.4.2(d) and inserting “\$12.17”.
66. By deleting the amount “\$3.02” appearing in clause F.4.2(e) and inserting “\$3.11”.

67. By deleting the amount “\$1.54” appearing in clause F.4.3(a) and inserting “\$1.58”.
68. By deleting the amount “\$1.96” appearing in clause F.4.3(b) and inserting “\$2.02”.
69. By deleting the amount “\$14.89” appearing in clause F.6.2(a) and inserting “\$15.33”.
70. By deleting the amount “\$11.16” appearing in clause F.6.2(b) and inserting “\$11.50”.
71. By deleting the table appearing in clause F.10 and inserting the following:

<b>Allowance</b>	<b>Clause</b>	<b>Payable</b>	<b>% of standard rate</b>	<b>\$</b>
Duty at sea	F.1.1			
Surface vessel	F.1.1(d)(i)	hourly	14.55	3.50
Submarine	F.1.1(d)(ii)	hourly	21.41	5.15
Tropic treating plant	F.1.2	daily or part daily	13.35	3.21
Stores functions				
Stores	F.1.3(a)	hourly	2.78	0.67
Trichlorethylene de-greasing plant	F.1.3(b)	daily or part daily	13.35	3.21
Welding				
Welding	F.1.4(a)	hourly	5.47	1.32
Plasma arc process	F.1.4(b)	hourly	5.47	1.32
MIG or TIG processes	F.1.4(c)	hourly	3.79	0.91
Explosives				
Manufacture - nitroglycerine	F.1.5(b)(i)	daily or part daily	21.70	5.22
Manufacture - RDX	F.1.5(b)(ii)	daily or part daily	21.70	5.22
Manufacture - ammonium perchlorate	F.1.5(b)(iii)	daily or part daily	10.51	2.53
Filling - CE, TNT and DNT	F.1.5(c)(i)	daily or part daily	21.70	5.22
Filling - Chromates	F.1.5(c)(ii)	daily or part daily	18.87	4.54
Filling - nitroglycerine	F.1.5(c)(iii)	daily or part daily	18.87	4.54
Dangerous air cargo				
Certification	F.1.6(a)	weekly	103.26	24.85
Packing and dispatching	F.1.6(b)	weekly	161.83	38.95
Referendum				
Divisional Returning Officer	F.3.2(a)	per occasion	11,563.66	2783.37

<b>Allowance</b>	<b>Clause</b>	<b>Payable</b>	<b>% of standard rate</b>	<b>\$</b>
Clerk to Divisional Returning Officer	F.3.2(a)	per occasion	4,624.05	1113.01
APS Level 2	F.3.2(a)	per occasion	2,875.28	692.08
APS Level 1	F.3.2(a)	per occasion	2,142.77	515.76
Gardening or general hand				
Aquatic ponds	F.4.2(a)	daily	13.35	3.21
Work in rain	F.4.2(b)	daily or part daily	38.12	9.18
Height	F.4.2(c)	daily	17.19	4.14
Pest control	F.4.2(d)	weekly	50.55	12.17
Wet pay	F.4.2(e)	daily	12.91	3.11
Overseers				
Gardening	F.4.3(a)	daily or part daily	6.58	1.58
Spray equipment	F.4.3(b)	daily or part daily	8.40	2.02
Flying				
Aerial surveillance	F.6.2(a)	hourly or part hourly	63.71	15.33
Aerial surveillance—work experience	F.6.2(b)	hourly or part hourly	47.77	11.50

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

PRESIDENT

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