



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2019–20
(C2020/1)

**PARLIAMENTARY DEPARTMENTS STAFF ENTERPRISE AWARD
2016**
[MA000145]

Commonwealth employment

JUSTICE ROSS, PRESIDENT
VICE PRESIDENT CATANZARITI
DEPUTY PRESIDENT ASBURY
COMMISSIONER HAMPTON
MR FERGUSON
PROFESSOR WOODEN
MS LABINE-ROMAIN

MELBOURNE, XX JUNE 2020

Annual Wage Review 2019–20.

A. Further to the decision issued by the majority of the Expert Panel in the Annual Wage Review 2019–20 on 19 June 2020 [[2020] 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 \$	Minimum hourly pay rate \$
Classifications on a 36.75 hour week		
Australian Parliamentary Service Level 1 (including Cadet Parliamentary Service in practical training)	43,346	22.61
Australian Parliamentary Service Level 2	46,950	24.49
Australian Parliamentary Service Level 3	50,996	26.60
Australian Parliamentary Service Level 4	54,159	28.25
Australian Parliamentary Service Level 5	58,568	30.55

Classification level	Minimum annual pay rate \$	Minimum hourly pay rate \$
Australian Parliamentary Service Level 6	61,770	32.22
Australian Parliamentary Executive Level 1	70,052	36.54
Australian Parliamentary Executive Level 2	75,956	39.62
PARLIAMENTARY SECURITY ATTENDANTS		
Parliamentary Security Attendant (Entry Level)	46,222	24.11
Parliamentary Security Attendant (Operational)	46,950	24.49
Parliamentary Security Attendant (Supervisor)	50,996	26.60
Principal Parliamentary Security Attendant	54,159	28.25
HANSARD		
Editor Level 1	62,671	32.69
Editor Level 2	70,052	36.54
Principal Editor	81,861	42.70
Classifications on a 38 hour week		
MAINTENANCE EMPLOYEES		
Assistant Maintenance Officer	46,486	23.45
Maintenance Officer Grade 1/2	48,686	24.56
Maintenance Officer Grade 3	54,475	27.48
Works Organiser	59,609	30.07
Maintenance Project Officer	63,117	31.84
GARDENING EMPLOYEES		
Parliamentary Gardener Grade 1/2	46,228	23.32
Parliamentary Gardener Grade 3	52,076	26.27
Parliamentary Gardener Grade 4	54,019	27.25
Supervisory Gardener	59,113	29.82

2. By deleting the amount "\$12.35" appearing in clause 11.14 and inserting "\$12.57".
3. By deleting the amounts "21.12" and "42.26" appearing in clause 11.15(a) and inserting "21.49" and "42.99" respectively.
4. By deleting the amount "\$32.12" appearing in clause 11.16(a) and inserting "\$32.68".

5. By deleting the amount "\$26.10" appearing in clause 11.16(b) and inserting "\$26.55".
6. By deleting the table appearing in clause 11.17 and inserting the following:

Number of employees under Supervision or Direction	\$ per annum
One but not more than five	2359.88
Six but not more than ten	2993.02
More than ten	3988.21

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

	Ordinary hourly rate \$
Australian Parliamentary Service Level 1 (including Cadet Parliamentary Service in practical training)	22.61
Australian Parliamentary Service Level 2	24.49
Australian Parliamentary Service Level 3	26.60
Australian Parliamentary Service Level 4	28.25
Australian Parliamentary Service Level 5	30.55
Australian Parliamentary Service Level 6	32.22
Australian Parliamentary Executive Level 1	36.54
Australian Parliamentary Executive Level 2	39.62
Parliamentary Security Attendant (Entry Level)	24.11
Parliamentary Security Attendant (Operational)	24.49
Parliamentary Security Attendant (Supervisor)	26.60
Principal Parliamentary Security Attendant	28.25
Editor Level 1	32.69
Editor Level 2	36.54
Principal Editor	42.70
Assistant Maintenance Officer	23.45
Maintenance Officer Grade 1/2	24.56
Maintenance Officer Grade 3	27.48
Works Organiser	30.07
Maintenance Project Officer	31.84
Parliamentary Gardener Grade 1/2	23.32
Parliamentary Gardener Grade 3	26.27
Parliamentary Gardener Grade 4	27.25

	Ordinary hourly rate \$
Supervisory Gardener	29.82

8. 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%
	\$	\$	\$	\$
Australian Parliamentary Service Level 1 (including Cadet Parliamentary Service in practical training)	33.92	45.22	45.22	56.53
Australian Parliamentary Service Level 2	36.74	48.98	48.98	61.23
Australian Parliamentary Service Level 3	39.90	53.20	53.20	66.50
Australian Parliamentary Service Level 4	42.38	56.50	56.50	70.63
Australian Parliamentary Service Level 5	45.83	61.10	61.10	76.38
Australian Parliamentary Service Level 6	48.33	64.44	64.44	80.55
Australian Parliamentary Executive Level 1	54.81	73.08	73.08	91.35
Australian Parliamentary Executive Level 2	59.43	79.24	79.24	99.05
Parliamentary Security Attendant (Entry Level)	36.17	48.22	48.22	60.28
Parliamentary Security Attendant (Operational)	36.74	48.98	48.98	61.23
Parliamentary Security Attendant (Supervisor)	39.90	53.20	53.20	66.50
Principal Parliamentary Security Attendant	42.38	56.50	56.50	70.63
Editor Level 1	49.04	65.38	65.38	81.73

	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%
	\$	\$	\$	\$
Editor Level 2	54.81	73.08	73.08	91.35
Principal Editor	64.05	85.40	85.40	106.75
Assistant Maintenance Officer	35.18	46.90	46.90	58.63
Maintenance Officer Grade 1/2	36.84	49.12	49.12	61.40
Maintenance Officer Grade 3	41.22	54.96	54.96	68.70
Works Organiser	45.11	60.14	60.14	75.18
Maintenance Project Officer	47.76	63.68	63.68	79.60
Parliamentary Gardener Grade 1/2	34.98	46.64	46.64	58.30
Parliamentary Gardener Grade 3	39.41	52.54	52.54	65.68
Parliamentary Gardener Grade 4	40.88	54.50	54.50	68.13
Supervisory Gardener	44.73	59.64	59.64	74.55

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

	Ordinary hours	Night	Night – Maint.	Night - Gardening	Continuous Night	Saturday	Sunday	Public holiday or additional holiday
	% of ordinary hourly rate							
	100%	115%	120%	120%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$	\$	\$
Australian Parliamentary Service Level 1 (including Cadet Parliamentary Service in practical training)	22.61	26.00	N/A	N/A	29.39	33.92	45.22	56.53
Australian Parliamentary Service Level 2	24.49	28.16	N/A	N/A	31.84	36.74	48.98	61.23
Australian Parliamentary Service Level 3	26.60	30.59	N/A	N/A	34.58	39.90	53.20	66.50
Australian Parliamentary Service Level 4	28.25	32.49	N/A	N/A	36.73	42.38	56.50	70.63

	Ordinary hours	Night	Night – Maint.	Night - Gardening	Continuous Night	Saturday	Sunday	Public holiday or additional holiday
	% of ordinary hourly rate							
	100%	115%	120%	120%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$	\$	\$
Australian Parliamentary Service Level 5	30.55	35.13	N/A	N/A	39.72	45.83	61.10	76.38
Australian Parliamentary Service Level 6	32.22	37.05	N/A	N/A	41.89	48.33	64.44	80.55
Australian Parliamentary Executive Level 1	36.54	42.02	N/A	N/A	47.50	54.81	73.08	91.35
Australian Parliamentary Executive Level 2	39.62	45.56	N/A	N/A	51.51	59.43	79.24	99.05
Parliamentary Security Attendant (Entry Level)	24.11	27.73	N/A	N/A	31.34	36.17	48.22	60.28
Parliamentary Security Attendant (Operational)	24.49	28.16	N/A	N/A	31.84	36.74	48.98	61.23
Parliamentary Security Attendant (Supervisor)	26.60	30.59	N/A	N/A	34.58	39.90	53.20	66.50
Principal Parliamentary Security Attendant	28.25	32.49	N/A	N/A	36.73	42.38	56.50	70.63
Editor Level 1	32.69	37.59	N/A	N/A	42.50	49.04	65.38	81.73
Editor Level 2	36.54	42.02	N/A	N/A	47.50	54.81	73.08	91.35
Principal Editor	42.70	49.11	N/A	51.24	55.51	64.05	85.40	106.75
Assistant Maintenance Officer	23.45	26.97	28.14	N/A	30.49	35.18	46.90	58.63
Maintenance Officer Grade 1/2	24.56	28.24	29.47	N/A	31.93	36.84	49.12	61.40
Maintenance Officer Grade 3	27.48	31.60	32.98	N/A	35.72	41.22	54.96	68.70
Works Organiser	30.07	34.58	36.08	N/A	39.09	45.11	60.14	75.18
Maintenance Project Officer	31.84	36.62	38.21	N/A	41.39	47.76	63.68	79.60
Parliamentary Gardener Grade 1/2	23.32	26.82	N/A	27.98	30.32	34.98	46.64	58.30
Parliamentary Gardener Grade 3	26.27	30.21	N/A	31.52	34.15	39.41	52.54	65.68
Parliamentary Gardener Grade 4	27.25	31.34	N/A	32.70	35.43	40.88	54.50	68.13
Supervisory Gardener	29.82	34.29	N/A	35.78	38.77	44.73	59.64	74.55

10. 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%
	\$	\$	\$	\$
Australian Parliamentary Service Level 1 (including Cadet Parliamentary Service in practical training)	33.92	45.22	45.22	56.53
Australian Parliamentary Service Level 2	36.74	48.98	48.98	61.23
Australian Parliamentary Service Level 3	39.90	53.20	53.20	66.50
Australian Parliamentary Service Level 4	42.38	56.50	56.50	70.63
Australian Parliamentary Service Level 5	45.83	61.10	61.10	76.38
Australian Parliamentary Service Level 6	48.33	64.44	64.44	80.55
Australian Parliamentary Executive Level 1	54.81	73.08	73.08	91.35
Australian Parliamentary Executive Level 2	59.43	79.24	79.24	99.05
Parliamentary Security Attendant (Entry Level)	36.17	48.22	48.22	60.28
Parliamentary Security Attendant (Operational)	36.74	48.98	48.98	61.23
Parliamentary Security Attendant (Supervisor)	39.90	53.20	53.20	66.50
Principal Parliamentary Security Attendant	42.38	56.50	56.50	70.63
Editor Level 1	49.04	65.38	65.38	81.73
Editor Level 2	54.81	73.08	73.08	91.35
Principal Editor	64.05	85.40	85.40	106.75
Assistant Maintenance Officer	35.18	46.90	46.90	58.63
Maintenance Officer Grade 1/2	36.84	49.12	49.12	61.40
Maintenance Officer	41.22	54.96	54.96	68.70

	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%
	\$	\$	\$	\$
Grade 3				
Works Organiser	45.11	60.14	60.14	75.18
Maintenance Project Officer	47.76	63.68	63.68	79.60
Parliamentary Gardener Grade 1/2	34.98	46.64	46.64	58.30
Parliamentary Gardener Grade 3	39.41	52.54	52.54	65.68
Parliamentary Gardener Grade 4	40.88	54.50	54.50	68.13
Supervisory Gardener	44.73	59.64	59.64	74.55

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

	% of ordinary hourly rate
	125%
	\$
Australian Parliamentary Service Level 1 (including Cadet Parliamentary Service in practical training)	28.26
Australian Parliamentary Service Level 2	30.61
Australian Parliamentary Service Level 3	33.25
Australian Parliamentary Service Level 4	35.31
Australian Parliamentary Service Level 5	38.19
Australian Parliamentary Service Level 6	40.28
Australian Parliamentary Executive Level 1	45.68
Australian Parliamentary Executive Level 2	49.53
Parliamentary Security Attendant (Entry Level)	30.14
Parliamentary Security Attendant (Operational)	30.61
Parliamentary Security Attendant (Supervisor)	33.25
Principal Parliamentary Security Attendant	35.31
Editor Level 1	40.86
Editor Level 2	45.68
Principal Editor	53.38
Assistant Maintenance Officer	29.31

	% of ordinary hourly rate
	125%
	\$
Maintenance Officer Grade 1/2	30.70
Maintenance Officer Grade 3	34.35
Works Organiser	37.59
Maintenance Project Officer	39.80
Parliamentary Gardener Grade 1/2	29.15
Parliamentary Gardener Grade 3	32.84
Parliamentary Gardener Grade 4	34.06
Supervisory Gardener	37.28

12. By deleting the table appearing in clause A.7 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%
	\$	\$	\$	\$
Australian Parliamentary Service Level 1 (including Cadet Parliamentary Service in practical training)	33.92	45.22	45.22	56.53
Australian Parliamentary Service Level 2	36.74	48.98	48.98	61.23
Australian Parliamentary Service Level 3	39.90	53.20	53.20	66.50
Australian Parliamentary Service Level 4	42.38	56.50	56.50	70.63
Australian Parliamentary Service Level 5	45.83	61.10	61.10	76.38
Australian Parliamentary Service Level 6	48.33	64.44	64.44	80.55
Australian Parliamentary Executive Level 1	54.81	73.08	73.08	91.35
Australian Parliamentary Executive Level 2	59.43	79.24	79.24	99.05
Parliamentary Security Attendant (Entry Level)	36.17	48.22	48.22	60.28
Parliamentary Security	36.74	48.98	48.98	61.23

	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%
	\$	\$	\$	\$
Attendant (Operational)				
Parliamentary Security Attendant (Supervisor)	39.90	53.20	53.20	66.50
Principal Parliamentary Security Attendant	42.38	56.50	56.50	70.63
Editor Level 1	49.04	65.38	65.38	81.73
Editor Level 2	54.81	73.08	73.08	91.35
Principal Editor	64.05	85.40	85.40	106.75
Assistant Maintenance Officer	35.18	46.90	46.90	58.63
Maintenance Officer Grade 1/2	36.84	49.12	49.12	61.40
Maintenance Officer Grade 3	41.22	54.96	54.96	68.70
Works Organiser	45.11	60.14	60.14	75.18
Maintenance Project Officer	47.76	63.68	63.68	79.60
Parliamentary Gardener Grade 1/2	34.98	46.64	46.64	58.30
Parliamentary Gardener Grade 3	39.41	52.54	52.54	65.68
Parliamentary Gardener Grade 4	40.88	54.50	54.50	68.13
Supervisory Gardener	44.73	59.64	59.64	74.55

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

	Ordinary hours	Night	Night – Maint.	Night - Gardening	Continuous night	Saturday	Sunday	Public holiday or additional holiday
	% of ordinary hourly rate							
	125%	140%	145%	145%	155%	175%	225%	275%
	\$	\$	\$	\$	\$	\$	\$	\$
Australian Parliamentary Service Level 1 (including Cadet Parliamentary Service in practical training)	28.26	31.65	N/A	N/A	35.05	39.57	50.87	62.18
Australian	30.61	34.29	N/A	N/A	37.96	42.86	55.10	67.35

	Ordinary hours	Night	Night – Maint.	Night - Gardening	Continuous night	Saturday	Sunday	Public holiday or additional holiday
	% of ordinary hourly rate							
	125%	140%	145%	145%	155%	175%	225%	275%
	\$	\$	\$	\$	\$	\$	\$	\$
Parliamentary Service Level 2								
Australian Parliamentary Service Level 3	33.25	37.24	N/A	N/A	41.23	46.55	59.85	73.15
Australian Parliamentary Service Level 4	35.31	39.55	N/A	N/A	43.79	49.44	63.56	77.69
Australian Parliamentary Service Level 5	38.19	42.77	N/A	N/A	47.35	53.46	68.74	84.01
Australian Parliamentary Service Level 6	40.28	45.11	N/A	N/A	49.94	56.39	72.50	88.61
Australian Parliamentary Executive Level 1	45.68	51.16	N/A	N/A	56.64	63.95	82.22	100.49
Australian Parliamentary Executive Level 2	49.53	55.47	N/A	N/A	61.41	69.34	89.15	108.96
Parliamentary Security Attendant (Entry Level)	30.14	33.75	N/A	N/A	37.37	42.19	54.25	66.30
Parliamentary Security Attendant (Operational)	30.61	34.29	N/A	N/A	37.96	42.86	55.10	67.35
Parliamentary Security Attendant (Supervisor)	33.25	37.24	N/A	N/A	41.23	46.55	59.85	73.15
Principal Parliamentary Security Attendant	35.31	39.55	N/A	N/A	43.79	49.44	63.56	77.69
Editor Level 1	40.86	45.77	N/A	N/A	50.67	57.21	73.55	89.90
Editor Level 2	45.68	51.16	N/A	N/A	56.64	63.95	82.22	100.49
Principal Editor	53.38	59.78	N/A	N/A	66.19	74.73	96.08	117.43
Assistant Maintenance Officer	29.31	32.83	34.00	N/A	36.35	41.04	52.76	64.49
Maintenance Officer Grade 1/2	30.70	34.38	35.61	N/A	38.07	42.98	55.26	67.54
Maintenance Officer Grade 3	34.35	38.47	39.85	N/A	42.59	48.09	61.83	75.57
Works Organiser	37.59	42.10	43.60	N/A	46.61	52.62	67.66	82.69
Maintenance Project Officer	39.80	44.58	46.17	N/A	49.35	55.72	71.64	87.56
Parliamentary Gardener Grade 1/2	29.15	32.65	N/A	33.81	36.15	40.81	52.47	64.13
Parliamentary Gardener Grade 3	32.84	36.78	N/A	38.09	40.72	45.97	59.11	72.24
Parliamentary Gardener Grade 4	34.06	38.15	N/A	39.51	42.24	47.69	61.31	74.94
Supervisory Gardener	37.28	41.75	N/A	43.24	46.22	52.19	67.10	82.01

14. 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 and Sunday – all day	Public holiday or additional holiday – all day
	% of ordinary hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Australian Parliamentary Service Level 1 (including Cadet Parliamentary Service in practical training)	33.92	45.22	45.22	56.53
Australian Parliamentary Service Level 2	36.74	48.98	48.98	61.23
Australian Parliamentary Service Level 3	39.90	53.20	53.20	66.50
Australian Parliamentary Service Level 4	42.38	56.50	56.50	70.63
Australian Parliamentary Service Level 5	45.83	61.10	61.10	76.38
Australian Parliamentary Service Level 6	48.33	64.44	64.44	80.55
Australian Parliamentary Executive Level 1	54.81	73.08	73.08	91.35
Australian Parliamentary Executive Level 2	59.43	79.24	79.24	99.05
Parliamentary Security Attendant (Entry Level)	36.17	48.22	48.22	60.28
Parliamentary Security Attendant (Operational)	36.74	48.98	48.98	61.23
Parliamentary Security Attendant (Supervisor)	39.90	53.20	53.20	66.50
Principal Parliamentary Security Attendant	42.38	56.50	56.50	70.63
Editor Level 1	49.04	65.38	65.38	81.73
Editor Level 2	54.81	73.08	73.08	91.35
Principal Editor	64.05	85.40	85.40	106.75
Assistant Maintenance Officer	35.18	46.90	46.90	58.63
Maintenance Officer Grade 1/2	36.84	49.12	49.12	61.40
Maintenance Officer Grade 3	41.22	54.96	54.96	68.70
Works Organiser	45.11	60.14	60.14	75.18

	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%
	\$	\$	\$	\$
Maintenance Project Officer	47.76	63.68	63.68	79.60
Parliamentary Gardener Grade 1/2	34.98	46.64	46.64	58.30
Parliamentary Gardener Grade 3	39.41	52.54	52.54	65.68
Parliamentary Gardener Grade 4	40.88	54.50	54.50	68.13
Supervisory Gardener	44.73	59.64	59.64	74.55

15. 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 Australian Parliamentary Service Level 2 in clause 10.3 = **\$24.49**.

Allowance	Clause	Payable	% of the standard rate	\$
First aid	11.14	weekly	51.32	12.57
Community language	11.15	weekly		
Rate 1			87.76	21.49
Rate 2			175.56	42.99
Licence	11.16	weekly		
Plumbing trade			133.43	32.68
Electrical trade			108.42	26.55
Employees in charge - gardening or maintenance	11.17	per annum		
One but not more than five			9636.09	2359.88
Six but not more than ten			12,221.38	2993.02
More than ten			16,285.06	3988.21

16. 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	338.60	11.14	372.90	12.28	444.20	14.62
Plus 1 year out of school	372.90	12.28	444.20	14.62	517.00	17.02
Plus 2 years out of school	444.20	14.62	517.00	17.02	601.60	19.79
Plus 3 years out of school	517.00	17.02	601.60	19.79	688.80	22.65
Plus 4 years out of school	601.60	19.79	688.80	22.65		
Plus 5 or more years out of school	688.80	22.65				

(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	338.60	11.14	372.90	12.28	432.20	14.23
Plus 1 year out of school	372.90	12.28	432.20	14.23	497.20	16.36
Plus 2 years out of school	432.20	14.23	497.20	16.36	583.10	19.20
Plus 3 years out of school	497.20	16.36	583.10	19.20	665.10	21.90
Plus 4 years out of school	583.10	19.20	665.10	21.90		
Plus 5 or more years out of school	665.10	21.90				

(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	338.60	11.14	372.90	12.28	432.20	14.23
Plus 1 year out of school	372.90	12.28	432.20	14.23	486.60	16.01
Plus 2 years out of school	432.20	14.23	486.60	16.01	543.70	17.88
Plus 3 years out of school	486.60	16.01	543.70	17.88	605.60	19.92
Plus 4 years out of school	543.70	17.88	605.60	19.92		
Plus 5 or more years out of school	605.60	19.92				

(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	715.50	23.52	743.20
Wage Level B	690.30	22.68	716.70	23.56
Wage Level C	628.20	20.67	651.90	21.45

(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
\$	\$
11.14	12.28

B. This determination comes into operation on 1 November 2020. 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 November 2020.

PRESIDENT