



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2020–21
(C2021/1)

**ELECTRICAL, ELECTRONIC AND COMMUNICATIONS
CONTRACTING AWARD 2020**
[MA000025]

Electrical contracting industry

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

MELBOURNE, XX JUNE 2021

Annual Wage Review 2020–21.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2020–21 on 16 June 2021 [[2021] FWCFB 3500], the above award is varied as follows:

1. By deleting the table appearing in clause 16.2 and inserting the following:

| Classification level | Minimum weekly rate (full-time employee) | Minimum hourly rate |
|-----------------------------|---|----------------------------|
| | \$ | \$ |
| Electrical worker grade 1 | 783.80 | 20.63 |
| Electrical worker grade 2 | 811.70 | 21.36 |
| Electrical worker grade 3 | 840.10 | 22.11 |
| Electrical worker grade 4 | 868.50 | 22.86 |
| Electrical worker grade 5 | 899.50 | 23.67 |
| Electrical worker grade 6 | 927.70 | 24.41 |
| Electrical worker grade 7 | 981.50 | 25.83 |

| Classification level | Minimum weekly rate (full-time employee) | Minimum hourly rate |
|-----------------------------|---|----------------------------|
| Electrical worker grade 8 | 1031.30 | 27.14 |
| Electrical worker grade 9 | 1052.40 | 27.69 |
| Electrical worker grade 10 | 1137.20 | 29.93 |

2. By deleting the words “1 November 2020” in clause 16.7(b) and inserting “1 July 2021”.

3. By deleting the amount “\$32.47” appearing in clause 18.3(a) and inserting “\$33.28”.

4. By deleting the amount “\$31.59” appearing in clause 18.3(b) and inserting “\$32.38”.

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

| In charge of: | \$ per week |
|------------------------|--------------------|
| 3 to 10 employees | 38.68 |
| 11 to 20 employees | 53.97 |
| More than 20 employees | 72.86 |

6. By deleting the amount “\$80.74” appearing in clause 18.3(d) and inserting “\$82.75”.

7. By deleting the amount “\$67.58” appearing in clause 18.3(e) and inserting “\$69.26”.

8. By deleting the amounts “\$17.55” and “\$3.51” appearing in clause 18.3(f)(ii) and inserting “\$17.99” and “\$3.60” respectively.

9. By deleting the table appearing in clause 18.4(a)(iii) and inserting the following:

| Storey | \$ per hour |
|---------------------|--------------------|
| 0–15 floors | 0.62 |
| 16–30 floors | 0.76 |
| 31–45 floors | 1.16 |
| 46–60 floors | 1.47 |
| More than 60 floors | 1.87 |

10. By deleting the amounts “\$0.74” and “\$0.74” appearing in clause 18.4(b)(i) and inserting “\$0.76” and “\$0.76” respectively.

11. By deleting the amount “\$18.43” appearing in clause 18.4(c) and inserting “\$18.89”.

12. By deleting the amount “\$77.23” appearing in clause 20.6 and inserting “\$79.16”.

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

| | Ordinary hours | Public holiday |
|----------------------------|--|-----------------------|
| | % of ordinary hourly rate¹ | |
| | 100% | 250% |
| | \$ | \$ |
| Electrical worker grade 1 | 21.50 | 53.75 |
| Electrical worker grade 2 | 22.24 | 55.60 |
| Electrical worker grade 3 | 22.98 | 57.45 |
| Electrical worker grade 4 | 23.73 | 59.33 |
| Electrical worker grade 5 | 25.07 | 62.68 |
| Electrical worker grade 6 | 25.82 | 64.55 |
| Electrical worker grade 7 | 27.23 | 68.08 |
| Electrical worker grade 8 | 28.54 | 71.35 |
| Electrical worker grade 9 | 29.10 | 72.75 |
| Electrical worker grade 10 | 31.33 | 78.33 |

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

| | Monday to Saturday¹ | | Sunday¹ | Public holiday¹ |
|---------------------------|--|----------------------|---------------------------|-----------------------------------|
| | First 2 hours | After 2 hours | | |
| | % of ordinary hourly rate² | | | |
| | 150% | 200% | 200% | 250% |
| | \$ | \$ | \$ | \$ |
| Electrical worker grade 1 | 32.25 | 43.00 | 43.00 | 53.75 |
| Electrical worker grade 2 | 33.36 | 44.48 | 44.48 | 55.60 |
| Electrical worker grade 3 | 34.47 | 45.96 | 45.96 | 57.45 |
| Electrical worker grade 4 | 35.60 | 47.46 | 47.46 | 59.33 |
| Electrical worker grade 5 | 37.61 | 50.14 | 50.14 | 62.68 |
| Electrical worker grade 6 | 38.73 | 51.64 | 51.64 | 64.55 |

| | Monday to Saturday ¹ | | Sunday ¹ | Public holiday ¹ |
|----------------------------|--|---------------|---------------------|-----------------------------|
| | First 2 hours | After 2 hours | | |
| | % of ordinary hourly rate ² | | | |
| | 150% | 200% | 200% | 250% |
| | \$ | \$ | \$ | \$ |
| Electrical worker grade 7 | 40.85 | 54.46 | 54.46 | 68.08 |
| Electrical worker grade 8 | 42.81 | 57.08 | 57.08 | 71.35 |
| Electrical worker grade 9 | 43.65 | 58.20 | 58.20 | 72.75 |
| Electrical worker grade 10 | 47.00 | 62.66 | 62.66 | 78.33 |

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

| | After-noon or night ¹ | Non-successive afternoon or night ² | | Perma-ment night ³ | Satur-day | Sunday ⁵ | Public holiday | |
|---------------------------|--|--|---------------|-------------------------------|-----------|---------------------|----------------------|---------------------------------|
| | | First 2 hours | After 2 hours | | | | Continuous shiftwork | Other than continuous shiftwork |
| | % of ordinary hourly rate ⁴ | | | | | | | |
| | 115% | 150% | 200% | 130% | 150% | 200% | 200% | 250% |
| | \$ | \$ | \$ | \$ | \$ | \$ | \$ | \$ |
| Electrical worker grade 1 | 24.73 | 32.25 | 43.00 | 27.95 | 32.25 | 43.00 | 43.00 | 53.75 |
| Electrical worker grade 2 | 25.58 | 33.36 | 44.48 | 28.91 | 33.36 | 44.48 | 44.48 | 55.60 |
| Electrical worker grade 3 | 26.43 | 34.47 | 45.96 | 29.87 | 34.47 | 45.96 | 45.96 | 57.45 |
| Electrical worker grade 4 | 27.29 | 35.60 | 47.46 | 30.85 | 35.60 | 47.46 | 47.46 | 59.33 |
| Electrical worker grade 5 | 28.83 | 37.61 | 50.14 | 32.59 | 37.61 | 50.14 | 50.14 | 62.68 |
| Electrical worker grade 6 | 29.69 | 38.73 | 51.64 | 33.57 | 38.73 | 51.64 | 51.64 | 64.55 |
| Electrical worker grade 7 | 31.31 | 40.85 | 54.46 | 35.40 | 40.85 | 54.46 | 54.46 | 68.08 |
| Electrical worker | 32.82 | 42.81 | 57.08 | 37.10 | 42.81 | 57.08 | 57.08 | 71.35 |

| | After-noon or night ¹ | Non-successive afternoon or night ² | | Perma- nent night ³ | Satur- day | Sunday ⁵ | Public holiday | |
|--|----------------------------------|--|------------------|--------------------------------------|---------------|---------------------|-------------------------|---------------------------------------|
| | | First 2 hours | After 2 hours | | | | Continuous shiftwork | Other than continuous shiftwork |
| % of ordinary hourly rate ⁴ | | | | | | | | |
| | 115% | 150% | 200% | 130% | 150% | 200% | 200% | 250% |
| | \$ | \$ | \$ | \$ | \$ | \$ | \$ | \$ |
| grade 8 | | | | | | | | |
| Electrical worker grade 9 | 33.47 | 43.65 | 58.20 | 37.83 | 43.65 | 58.20 | 58.20 | 72.75 |
| Electrical worker grade 10 | 36.03 | 47.00 | 62.66 | 40.73 | 47.00 | 62.66 | 62.66 | 78.33 |

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

| | Monday to Sunday | | | Public holiday | |
|--|-------------------------|------------------------------------|------------------|-------------------------|---------------------------------------|
| | Continuous shiftwork | Other than continuous shiftwork | | Continuous shiftwork | Other than continuous shiftwork |
| | | First 2 hours | After 2 hours | | |
| % of ordinary hourly rate ¹ | | | | | |
| | 200% | 150% | 200% | 200% | 250% |
| | \$ | \$ | \$ | \$ | \$ |
| Electrical worker grade 1 | 43.00 | 32.25 | 43.00 | 43.00 | 53.75 |
| Electrical worker grade 2 | 44.48 | 33.36 | 44.48 | 44.48 | 55.60 |
| Electrical worker grade 3 | 45.96 | 34.47 | 45.96 | 45.96 | 57.45 |
| Electrical worker grade 4 | 47.46 | 35.60 | 47.46 | 47.46 | 59.33 |
| Electrical worker grade 5 | 50.14 | 37.61 | 50.14 | 50.14 | 62.68 |
| Electrical worker grade 6 | 51.64 | 38.73 | 51.64 | 51.64 | 64.55 |
| Electrical worker grade 7 | 54.46 | 40.85 | 54.46 | 54.46 | 68.08 |
| Electrical worker grade | 57.08 | 42.81 | 57.08 | 57.08 | 71.35 |

| | Monday to Sunday | | | Public holiday | |
|----------------------------|--|---------------------------------|---------------|----------------------|---------------------------------|
| | Continuous shiftwork | Other than continuous shiftwork | | Continuous shiftwork | Other than continuous shiftwork |
| | | First 2 hours | After 2 hours | | |
| | % of ordinary hourly rate ¹ | | | | |
| | 200% | 150% | 200% | 200% | 250% |
| | \$ | \$ | \$ | \$ | \$ |
| 8 | | | | | |
| Electrical worker grade 9 | 58.20 | 43.65 | 58.20 | 58.20 | 72.75 |
| Electrical worker grade 10 | 62.66 | 47.00 | 62.66 | 62.66 | 78.33 |

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

| | Day | Public holiday |
|----------------------------|--|----------------|
| | % of ordinary hourly rate ¹ | |
| | 125% | 275% |
| | \$ | \$ |
| Electrical worker grade 1 | 26.88 | 59.13 |
| Electrical worker grade 2 | 27.80 | 61.16 |
| Electrical worker grade 3 | 28.73 | 63.20 |
| Electrical worker grade 4 | 29.66 | 65.26 |
| Electrical worker grade 5 | 31.34 | 68.94 |
| Electrical worker grade 6 | 32.28 | 71.01 |
| Electrical worker grade 7 | 34.04 | 74.88 |
| Electrical worker grade 8 | 35.68 | 78.49 |
| Electrical worker grade 9 | 36.38 | 80.03 |
| Electrical worker grade 10 | 39.16 | 86.16 |

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

| | After-noon or night ¹ | Non-successive afternoon or night ² | Perma-nent night ³ | Satur-day | Sunday | Public holiday |
|--|----------------------------------|--|-------------------------------|-----------|--------|----------------|
|--|----------------------------------|--|-------------------------------|-----------|--------|----------------|

| | | First 2 hours | After 2 hours | | | | Contin-uous shift-worker | Non-contin-uous shift-worker |
|----------------------------|--|----------------------|----------------------|-------------|-------------|-------------|---------------------------------|-------------------------------------|
| | % of ordinary hourly rate⁴ | | | | | | | |
| | 140% | 175% | 225% | 155% | 175% | 225% | 225% | 275% |
| | \$ | \$ | \$ | \$ | \$ | \$ | \$ | \$ |
| Electrical worker grade 1 | 30.10 | 37.63 | 48.38 | 33.33 | 37.63 | 48.38 | 48.38 | 59.13 |
| Electrical worker grade 2 | 31.14 | 38.92 | 50.04 | 34.47 | 38.92 | 50.04 | 50.04 | 61.16 |
| Electrical worker grade 3 | 32.17 | 40.22 | 51.71 | 35.62 | 40.22 | 51.71 | 51.71 | 63.20 |
| Electrical worker grade 4 | 33.22 | 41.53 | 53.39 | 36.78 | 41.53 | 53.39 | 53.39 | 65.26 |
| Electrical worker grade 5 | 35.10 | 43.87 | 56.41 | 38.86 | 43.87 | 56.41 | 56.41 | 68.94 |
| Electrical worker grade 6 | 36.15 | 45.19 | 58.10 | 40.02 | 45.19 | 58.10 | 58.10 | 71.01 |
| Electrical worker grade 7 | 38.12 | 47.65 | 61.27 | 42.21 | 47.65 | 61.27 | 61.27 | 74.88 |
| Electrical worker grade 8 | 39.96 | 49.95 | 64.22 | 44.24 | 49.95 | 64.22 | 64.22 | 78.49 |
| Electrical worker grade 9 | 40.74 | 50.93 | 65.48 | 45.11 | 50.93 | 65.48 | 65.48 | 80.03 |
| Electrical worker grade 10 | 43.86 | 54.83 | 70.49 | 48.56 | 54.83 | 70.49 | 70.49 | 86.16 |

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

| | Ordinary hours | Public holiday |
|--|--|-----------------------|
| | % of apprentice hourly rate¹ | |
| | 100% | 250% |
| | \$ | \$ |

| | Ordinary hours | Public holiday |
|--|--|----------------|
| | % of apprentice hourly rate ¹ | |
| | 100% | 250% |
| | \$ | \$ |
| Commencing before 1 January 2014 | | |
| 1st year | 10.69 | 26.73 |
| 2nd year | 13.73 | 34.33 |
| 3rd year | 18.31 | 45.78 |
| 4th year | 21.35 | 53.38 |
| Commencing on or after 1 January 2014 | | |
| 1st year | 20.85 | 52.13 |
| 2nd year | 22.66 | 56.65 |
| 3rd year | 22.66 | 56.65 |
| 4th year | 22.66 | 56.65 |

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

| | Monday to Saturday | | Sunday | Public holiday |
|--|--|---------------|--------|----------------|
| | First 2 hours | After 2 hours | | |
| | % of apprentice hourly rate ¹ | | | |
| | 150% | 200% | 200% | 250% |
| | \$ | \$ | \$ | \$ |
| Commencing before 1 January 2014 | | | | |
| 1st year | 16.04 | 21.38 | 21.38 | 26.73 |
| 2nd year | 20.60 | 27.46 | 27.46 | 34.33 |
| 3rd year | 27.47 | 36.62 | 36.62 | 45.78 |
| 4th year | 32.03 | 42.70 | 42.70 | 53.38 |
| Commencing on or after 1 January 2014 | | | | |
| 1st year | 31.28 | 41.70 | 41.70 | 52.13 |
| 2nd year | 33.99 | 45.32 | 45.32 | 56.65 |
| 3rd year | 33.99 | 45.32 | 45.32 | 56.65 |
| 4th year | 33.99 | 45.32 | 45.32 | 56.65 |

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

| | Afternoon or night ¹ | Non-successive afternoon or night ² | | Permanent night ³ | Saturday | Sunday | Public holiday | |
|--|---------------------------------|--|---------------|------------------------------|----------|--------|----------------------|----------------------------------|
| | | First 2 hours | After 2 hours | | | | Continuous shiftwork | Other than continuous shift-work |
| % of apprentice hourly rate ⁴ | | | | | | | | |
| | 115% | 150% | 200% | 130% | 150% | 200% | 200% | 250% |
| | \$ | \$ | \$ | \$ | \$ | \$ | \$ | \$ |
| Commencing before 1 January 2014 | | | | | | | | |
| 1st year | 12.29 | 16.04 | 21.38 | 13.90 | 16.04 | 21.38 | 21.38 | 26.73 |
| 2nd year | 15.79 | 20.60 | 27.46 | 17.85 | 20.60 | 27.46 | 27.46 | 34.33 |
| 3rd year | 21.06 | 27.47 | 36.62 | 23.80 | 27.47 | 36.62 | 36.62 | 45.78 |
| 4th year | 24.55 | 32.03 | 42.70 | 27.76 | 32.03 | 42.70 | 42.70 | 53.38 |
| Commencing on or after 1 January 2014 | | | | | | | | |
| 1st year | 23.98 | 31.28 | 41.70 | 27.11 | 31.28 | 41.70 | 41.70 | 52.13 |
| 2nd year | 26.06 | 33.99 | 45.32 | 29.46 | 33.99 | 45.32 | 45.32 | 56.65 |
| 3rd year | 26.06 | 33.99 | 45.32 | 29.46 | 33.99 | 45.32 | 45.32 | 56.65 |
| 4th year | 26.06 | 33.99 | 45.32 | 29.46 | 33.99 | 45.32 | 45.32 | 56.65 |

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

| | Monday to Sunday | | |
|--|----------------------|---------------------------------|---------------|
| | Continuous shiftwork | Other than continuous shiftwork | |
| | | First 2 hours | After 2 hours |
| % of apprentice hourly rate ¹ | | | |
| | 200% | 150% | 200% |
| | \$ | \$ | \$ |
| Commencing before 1 January 2014 | | | |
| 1st year | 21.38 | 16.04 | 21.38 |

| | Monday to Sunday | | |
|--|--|--|----------------------|
| | Continuous shiftwork | Other than continuous shiftwork | |
| | | First 2 hours | After 2 hours |
| | % of apprentice hourly rate¹ | | |
| | 200% | 150% | 200% |
| | \$ | \$ | \$ |
| 2nd year | 27.46 | 20.60 | 27.46 |
| 3rd year | 36.62 | 27.47 | 36.62 |
| 4th year | 42.70 | 32.03 | 42.70 |
| Commencing on or after 1 January 2014 | | | |
| 1st year | 41.70 | 31.28 | 41.70 |
| 2nd year | 45.32 | 33.99 | 45.32 |
| 3rd year | 45.32 | 33.99 | 45.32 |
| 4th year | 45.32 | 33.99 | 45.32 |

23. By deleting the table appearing in clause B.4.5 and inserting the following:

| | Ordinary hours | Public holiday |
|-----------------------------------|--|-----------------------|
| | % of apprentice hourly rate¹ | |
| | 100% | 250% |
| | \$ | \$ |
| Have not completed year 12 | | |
| 1st year | 13.23 | 33.08 |
| 2nd year | 15.77 | 39.43 |
| 3rd year | 18.31 | 45.78 |
| 4th year | 21.35 | 53.38 |
| Have completed year 12 | | |
| 1st year | 14.50 | 36.25 |
| 2nd year | 17.04 | 42.60 |
| 3rd year | 18.31 | 45.78 |
| 4th year | 21.35 | 53.38 |

24. By deleting the table appearing in clause B.4.6 and inserting the following:

| | Monday to Saturday | | Sunday | Public holiday |
|-----------------------------------|--|---------------|-------------|----------------|
| | First 2 hours | After 2 hours | | |
| | % of apprentice hourly rate¹ | | | |
| | 150% | 200% | 200% | 250% |
| | \$ | \$ | \$ | \$ |
| Have not completed year 12 | | | | |
| 1st year | 19.85 | 26.46 | 26.46 | 33.08 |
| 2nd year | 23.66 | 31.54 | 31.54 | 39.43 |
| 3rd year | 27.47 | 36.62 | 36.62 | 45.78 |
| 4th year | 32.03 | 42.70 | 42.70 | 53.38 |
| Have completed year 12 | | | | |
| 1st year | 21.75 | 29.00 | 29.00 | 36.25 |
| 2nd year | 25.56 | 34.08 | 34.08 | 42.60 |
| 3rd year | 27.47 | 36.62 | 36.62 | 45.78 |
| 4th year | 32.03 | 42.70 | 42.70 | 53.38 |

25. By deleting the table appearing in clause B.4.7 and inserting the following:

| | Afternoon or night ¹ | Non-successive afternoon or night ² | | Permanent night ³ | Saturday | Sunday | Public holiday | |
|-----------------------------------|--|--|---------------|------------------------------|-------------|-------------|-----------------------|---------------------------------|
| | | First 2 hours | After 2 hours | | | | Continuou s shiftwork | Other than continuous shiftwork |
| | % of apprentice hourly rate⁴ | | | | | | | |
| | 115% | 150% | 200% | 130% | 150% | 200% | 200% | 250% |
| | \$ | \$ | \$ | \$ | \$ | \$ | \$ | \$ |
| Have not completed year 12 | | | | | | | | |
| 1st year | 15.21 | 19.85 | 26.46 | 17.20 | 19.85 | 26.46 | 26.46 | 33.08 |
| 2nd year | 18.14 | 23.66 | 31.54 | 20.50 | 23.66 | 31.54 | 31.54 | 39.43 |
| 3rd year | 21.06 | 27.47 | 36.62 | 23.80 | 27.47 | 36.62 | 36.62 | 45.78 |
| 4th year | 24.55 | 32.03 | 42.70 | 27.76 | 32.03 | 42.70 | 42.70 | 53.38 |

| | Afternoon or night ¹ | Non-successive afternoon or night ² | | Permanent night ³ | Saturday | Sunday | Public holiday | |
|-------------------------------|--|--|---------------|------------------------------|----------|--------|----------------------|---------------------------------|
| | | First 2 hours | After 2 hours | | | | Continuous shiftwork | Other than continuous shiftwork |
| | % of apprentice hourly rate ⁴ | | | | | | | |
| | 115% | 150% | 200% | 130% | 150% | 200% | 200% | 250% |
| | \$ | \$ | \$ | \$ | \$ | \$ | \$ | \$ |
| Have completed year 12 | | | | | | | | |
| 1st year | 16.68 | 21.75 | 29.00 | 18.85 | 21.75 | 29.00 | 29.00 | 36.25 |
| 2nd year | 19.60 | 25.56 | 34.08 | 22.15 | 25.56 | 34.08 | 34.08 | 42.60 |
| 3rd year | 21.06 | 27.47 | 36.62 | 23.80 | 27.47 | 36.62 | 36.62 | 45.78 |
| 4th year | 24.55 | 32.03 | 42.70 | 27.76 | 32.03 | 42.70 | 42.70 | 53.38 |

26. By deleting the table appearing in clause B.4.8 and inserting the following:

| | Monday to Sunday | | |
|-----------------------------------|--|---------------------------------|---------------|
| | Continuous shiftwork | Other than continuous shiftwork | |
| | | First 2 hours | After 2 hours |
| | % of apprentice hourly rate ¹ | | |
| | 200% | 150% | 200% |
| | \$ | \$ | \$ |
| Have not completed year 12 | | | |
| 1st year | 26.46 | 19.85 | 26.46 |
| 2nd year | 31.54 | 23.66 | 31.54 |
| 3rd year | 36.62 | 27.47 | 36.62 |
| 4th year | 42.70 | 32.03 | 42.70 |
| Have completed year 12 | | | |
| 1st year | 29.00 | 21.75 | 29.00 |
| 2nd year | 34.08 | 25.56 | 34.08 |
| 3rd year | 36.62 | 27.47 | 36.62 |
| 4th year | 42.70 | 32.03 | 42.70 |

27. By deleting the table appearing in clause B.4.9 and inserting the following:

| | Ordinary hours | Public holiday |
|--|----------------|----------------|
|--|----------------|----------------|

| | % of apprentice hourly rate¹ | |
|----------|--|-------------|
| | 100% | 250% |
| | \$ | \$ |
| 1st year | 10.69 | 26.73 |
| 2nd year | 13.73 | 34.33 |
| 3rd year | 18.31 | 45.78 |
| 4th year | 21.35 | 53.38 |

28. By deleting the table appearing in clause B.4.10. and inserting the following:

| | Monday to Saturday | | Sunday | Public holiday |
|----------|--|----------------------|---------------|-----------------------|
| | First 2 hours | After 2 hours | | |
| | % of apprentice hourly rate¹ | | | |
| | 150% | 200% | 200% | 250% |
| | \$ | \$ | \$ | \$ |
| 1st year | 16.04 | 21.38 | 21.38 | 26.73 |
| 2nd year | 20.60 | 27.46 | 27.46 | 34.33 |
| 3rd year | 27.47 | 36.62 | 36.62 | 45.78 |
| 4th year | 32.03 | 42.70 | 42.70 | 53.38 |

29. By deleting the table appearing in clause B.4.11 and inserting the following:

| | Afternoon or night¹ | Non-successive afternoon or night² | | Permanent night³ | Saturday | Sunday | Public holiday | |
|----------|--|--|----------------------|------------------------------------|-----------------|---------------|-----------------------------|--|
| | | First 2 hours | After 2 hours | | | | Continuous shiftwork | Other than continuous shiftwork |
| | % of apprentice hourly rate⁴ | | | | | | | |
| | 115% | 150% | 200% | 130% | 150% | 200% | 200% | 250% |
| | \$ | \$ | \$ | \$ | \$ | \$ | \$ | \$ |
| 1st year | 12.29 | 16.04 | 21.38 | 13.90 | 16.04 | 21.38 | 21.38 | 26.73 |
| 2nd year | 15.79 | 20.60 | 27.46 | 17.85 | 20.60 | 27.46 | 27.46 | 34.33 |
| 3rd year | 21.06 | 27.47 | 36.62 | 23.80 | 27.47 | 36.62 | 36.62 | 45.78 |
| 4th year | 24.55 | 32.03 | 42.70 | 27.76 | 32.03 | 42.70 | 42.70 | 53.38 |

30. By deleting the table appearing in clause B.4.12 and inserting the following:

| | Monday to Sunday | | |
|----------|--|--|----------------------|
| | Continuous shiftwork | Other than continuous shiftwork | |
| | | First 2 hours | After 2 hours |
| | % of apprentice hourly rate¹ | | |
| | 200% | 150% | 200% |
| | \$ | \$ | |
| 1st year | 21.38 | 16.04 | 21.38 |
| 2nd year | 27.46 | 20.60 | 27.46 |
| 3rd year | 36.62 | 27.47 | 36.62 |
| 4th year | 42.70 | 32.03 | 42.70 |

31. By deleting the amounts “\$877.60” and “\$23.09” appearing in clause C.1.1 and inserting “\$899.50” and “\$23.67” respectively.

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

| Allowance | Clause | % of weekly standard rate | % of hourly standard rate | \$ | Payable |
|--|---------------|----------------------------------|----------------------------------|-----------|----------------|
| Industry allowance* | 18.3(a) | 3.7 | - | 33.28 | per week |
| Electrician’s licence allowance* | 18.3(b) | 3.6 | - | 32.38 | per week |
| Leading hands allowance—in charge of—3 to 10 employees* | 18.3(c) | 4.3 | - | 38.68 | per week |
| Leading hands allowance—in charge of—11 to 20 employees* | 18.3(c) | 6.0 | - | 53.97 | per week |
| Leading hands allowance—in charge of—more than 20 employees* | 18.3(c) | 8.1 | - | 72.86 | per week |
| Nominee allowance* | 18.3(d) | 9.2 | - | 82.75 | per week |

| Allowance | Clause | % of weekly standard rate | % of hourly standard rate | \$ | Payable |
|---|---------------|----------------------------------|----------------------------------|-----------|----------------|
| Electrical distribution line maintenance and tree clearing allowance* | 18.3(e) | 7.7 | - | 69.26 | per week |
| Rate for ordering materials—more than 4 days' engagement* | 18.3(f)(ii) | 2.0 | - | 17.99 | per week |
| Rate for ordering materials—less than 4 days' engagement* | 18.3(f)(ii) | 0.4 | - | 3.60 | per day |
| Multistorey allowance—0 to 15 floors | 18.4(a)(iii) | - | 2.6 | 0.62 | per hour |
| Multistorey allowance—16 to 30 floors | 18.4(a)(iii) | - | 3.2 | 0.76 | per hour |
| Multistorey allowance—31 to 45 floors | 18.4(a)(iii) | - | 4.9 | 1.16 | per hour |
| Multistorey allowance—46 to 60 floors | 18.4(a)(iii) | - | 6.2 | 1.47 | per hour |
| Multistorey allowance—more than 60 floors | 18.4(a)(iii) | - | 7.9 | 1.87 | per hour |
| Towers allowance—construction over 15 metres in height | 18.4(b)(i) | - | 3.2 | 0.76 | per hour |
| Towers allowance—each further 15 metres | 18.4(b)(i) | - | 3.2 | 0.76 | per hour |

| Allowance | Clause | % of weekly standard rate | % of hourly standard rate | \$ | Payable |
|-----------------------|---------------|----------------------------------|----------------------------------|-----------|----------------|
| First aid allowance | 18.4(c) | 2.1 | - | 18.89 | per week |
| Availability for duty | 20.6 | 8.8 | - | 79.16 | per week |

B. This determination comes into operation from 1 July 2021. In accordance with s.286(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 2021.

PRESIDENT