



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2020–21
(C2021/1)

**AUSTRALIAN CAPITAL TERRITORY PUBLIC SECTOR
ENTERPRISE AWARD 2016**
[MA000146]

State and Territory government administration

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 12.17 and inserting the following:

Level of examination qualification	Rate of allowance \$ per week
<p><u>Basic Level</u>: A Certificate awarded by a Registered Training Organisation that is accredited to deliver First Aid training. This would normally be based on a minimum of 8 hours training and would include the following:</p> <ul style="list-style-type: none"> • Expired air (EAR) • Cardiopulmonary resuscitation (CPR)) • Life threatening emergencies and) • General minor first aid treatment) 	12.88

Level of examination qualification	Rate of allowance \$ per week
<u>Advanced Level</u> : Based on a minimum of 18 hours training, which builds on the base level training outlined above, and includes training in first aid management and procedures in a workplace environment.	16.03
<u>Occupational or Specialist Level</u> : Based on a minimum of 30 hours training, which builds on the advanced level training outlined above. The training required to meet this level will include the ability to competently render first aid in the workplace in the context of the A.C.T. Occupational Health and Safety legislation.	19.41

2. By deleting the table appearing in clause 12.18(a) and inserting the following:

Standard	Level of competence	Rate of allowance \$ per week
CLA Rate 1	An employee who: is certified by the National Accreditation Authority for Translators and Interpreters (NAATI) as a Translator or Interpreter at level 1; or is assessed to be at the equivalent levels by an individual or body approved by the director-general.	22.04
CLA Rate 2	An employee who: is certified by the NAATI as a Translator or Interpreter at level 2; or is assessed to be at the equivalent levels by an individual or body approved by the director-general.	44.09

3. By deleting the amount "\$4.90" appearing in clause 12.19 and inserting "\$5.02".
4. By deleting the amount "\$26.87" appearing in clause 12.20. and inserting "\$27.54".
5. By deleting the amount "\$35.24" appearing in clause 12.21 and inserting "\$36.12".
6. By deleting the amount "\$33.73" appearing in clause 12.24(a) and inserting "\$34.57".
7. By deleting the amount "\$25.34" appearing in clause 12.25(a) and inserting "\$25.97".
8. By deleting the amount "\$5.53" appearing in clause 12.27 and inserting "\$5.67".
9. By deleting the amount "\$0.40" appearing in clause 12.28 and inserting "\$0.41".
10. By deleting the amount "\$18.07" appearing in clause 12.29 and inserting "\$18.52".
11. By deleting the amount "\$3.01" appearing in clause 12.30. and inserting "\$3.09".
12. By deleting the amount "\$5.65" appearing in clause 12.31 and inserting "\$5.79".
13. By deleting the amount "\$12.42" appearing in clause 12.32 and inserting "\$12.73".
14. By deleting the amount "\$8.13" appearing in clause 12.33 and inserting "\$8.33".
15. By deleting the amount "\$12.14" appearing in clause 16.11.3(b)(i) and inserting "\$12.44".
16. By deleting the amount "\$30.50" appearing in clause 16.11.3(b)(ii) and inserting "\$31.26".
17. By deleting the amount "\$24.27" appearing in clause 16.11.4(d)(i) and inserting "\$24.88".
18. By deleting the amount "\$61.02" appearing in clause 16.11.4(d)(ii) and inserting "\$62.55".
19. By deleting the table appearing in clause A.1.1 and inserting the following:

Classification	Ordinary hours	Ordinary rate	Minimum rate
	(hrs per wk)	(\$ per hr)	(\$ pa)
Aboriginal and Torres Strait Islander Trainee	36.75	22.93	43,960
Administrative Service Officer class 1	36.75	22.93	43,960
Administrative Service Officer class 2	36.75	24.84	47,621
Administrative Service Officer class 3	36.75	26.95	51,667
Administrative Service Officer class 4	36.75	28.63	54,887

Classification	Ordinary hours	Ordinary rate	Minimum rate
	(hrs per wk)	(\$ per hr)	(\$ pa)
Administrative Service Officer class 5	36.75	30.93	59,297
Administrative Service Officer class 6	36.75	32.66	62,613
Senior Officer grade C	36.75	37.01	70,953
Senior Officer grade B	36.75	40.13	76,934
Senior Officer grade A	36.75	46.14	88,456
Cadet (Auditor, etc.)	36.75	22.93	43,960
Cadet Full-time Study	-	13.08	-
Clinical Coder	36.75	28.29	54,235
Clinical Coder Trainee	36.75	26.95	51,667
Dental Assistant (unqualified)	36.75	21.35	40,931
Dental Assistant (qualified)	36.75	24.84	47,621
Dental Assistant	36.75	21.35	40,931
Principal Dental Assistant	36.75	27.02	51,801
Dental Receptionist	36.75	24.84	47,621
Graduate Administrative Assistant	36.75	24.47	46,912
Research Officer grade 1	36.75	25.29	48,484
Research Officer grade 2	36.75	28.63	54,887
Senior Research Officer grade 1	36.75	30.93	59,297
Senior Research Officer grade 2	36.75	32.66	62,613
Principal Research Officer	36.75	38.49	73,790
Information Communication Technology Trainee	36.75	22.93	43,960
Information Technology Officer Post Graduate	36.75	30.93	59,297
Information Technology Officer Trainee	36.75	22.93	43,960
Information Technology Officer class 1	36.75	27.99	53,660
Information Technology Officer class 2	36.75	32.66	62,613
Senior Information Technology Officer grade C	36.75	37.01	70,953
Senior Information Technology Officer grade B	36.75	40.13	76,934
Senior Information Technology Officer grade A	36.75	46.14	88,456

Classification	Ordinary hours	Ordinary rate	Minimum rate
	(hrs per wk)	(\$ per hr)	(\$ pa)
Trainee Technical Officer	36.75	24.04	46,088
Technical Officer level 1	36.75	25.38	48,657
Technical Officer level 2	36.75	26.72	51,226
Technical Officer level 3	36.75	29.40	56,363
Technical Officer level 4	36.75	32.66	62,613
Senior Officer (Technical) grade C	36.75	37.01	70,953
Senior Officer (Technical) grade B	36.75	40.13	76,934
Auditor – band 1	36.75	24.18	46,356
Senior Auditor – band 1	36.75	32.97	63,208
Audit Manager – band 2	36.75	38.16	73,157
Senior Audit Manager – band 2	36.75	40.17	77,011
Principal Audit Manager – band 2	36.75	48.09	92,195
Allied Health Assistant 1	36.75	18.34	35,160
Allied Health Assistant 2	36.75	23.74	45,513
Allied Health Assistant 3	36.75	27.55	52,817
Housing Manager	36.75	30.93	59,297
Housing Manager Trainee	36.75	28.63	54,887
Infrastructure Officer 1	36.75	32.11	61,559
Infrastructure Officer 2	36.75	32.70	62,690
Infrastructure Officer 3	36.75	37.11	71,145
Infrastructure Officer 4	36.75	40.48	77,605
Infrastructure Officer 5	36.75	47.93	91,888
Infrastructure Manager/Specialist 1	36.75	51.40	98,540
Infrastructure Manager/Specialist 2	36.75	55.05	105,538
Infrastructure Manager/Specialist 3	36.75	58.74	112,612
Office of Regulatory Services Inspector 4	36.75	28.63	54,887
Office of Regulatory Services Inspector 5	36.75	30.93	59,297
Office of Regulatory Services Inspector 6	36.75	32.66	62,613
Workcover Manager C	36.75	37.01	70,953
Para Legal grade 1	36.75	24.84	47,621
Para Legal grade 2	36.75	26.95	51,667

Classification	Ordinary hours	Ordinary rate	Minimum rate
	(hrs per wk)	(\$ per hr)	(\$ pa)
Para Legal grade 3	36.75	28.63	54,887
Para Legal grade 4	36.75	30.93	59,297
Para Legal grade 5	36.75	32.66	62,613
Tourism and Events Officer 1	36.75	22.93	43,960
Tourism and Events Officer 2	36.75	24.84	47,621
Tourism and Events Officer 3	36.75	26.95	51,667
Tourism and Events Officer 4	36.75	28.63	54,887
Tourism and Events Officer 5	36.75	30.93	59,297
Tourism and Events Officer 6	36.75	32.66	62,613
CTEC Manager C	36.75	37.01	70,953
CTEC Manager B	36.75	40.13	76,934
CTEC Manager A	36.75	46.14	88,456
Trust Officer level 1	36.75	28.37	54,389
Trust Officer level 2	36.75	32.34	62,000

20. By deleting the table appearing in clause A.1.2 and inserting the following:

Classification	Ordinary hours	Ordinary rate	Minimum rate
	(hrs per wk)	(\$ per hr)	(\$ pa)
Correctional Officer class 1	38	23.66	46,902
Correctional Officer class 2	38	26.98	53,483
Correctional Officer class 3	38	29.92	59,311
Correctional Officer class 4	38	31.57	62,582
Correctional Officer Trainee	38	17.32	34,334
Disability Support Officer level 1	38	23.59	46,763
Disability Support Officer level 2	38	26.74	53,008
Disability Support Officer level 3	38	31.17	61,789
City Ranger 1	38	24.03	47,635
City Ranger 2	38	26.07	51,679
City Ranger 3	38	27.68	54,871
City Ranger 4	38	29.92	59,311

Classification	Ordinary hours	Ordinary rate	Minimum rate
	(hrs per wk)	(\$ per hr)	(\$ pa)
Senior City Ranger	38	31.57	62,582
Park Ranger 1	38	26.07	51,679
Park Ranger 2	38	27.68	54,871
Senior Park Ranger 3	38	29.92	59,311
Sportsground Ranger	38	24.03	47,635
Sterilising Services Technical Officer level 1	38	25.38	50,312
Sterilising Services Technical Officer level 2	38	26.72	52,968
Youthworker 1	38	26.07	51,679
Youthworker 2	38	27.68	54,871

21. By deleting the table appearing in clause A.1.3 and inserting the following:

Classification	Ordinary hours	Ordinary rate	Minimum Rate
	(hrs per wk)	(\$ per hr)	(\$ pa)
Cadet Professional Officer Full-time Study	-	13.08	-
Professional Officer class 1	36.75	27.33	52,395
Professional Officer class 2	36.75	32.66	62,613
Senior Professional Officer grade C	36.75	37.01	70,953
Senior Professional Officer grade B	36.75	40.13	76,934
Senior Professional Officer grade A - Lower	36.75	46.14	88,456
Senior Professional Officer grade A - Upper (Engineering and Related Grades)	36.75	46.84	89,798
Cadet Professional Officer - Practical Training	36.75	22.93	43,960
Health Professional Officer level 1	36.75	28.07	53,814
Health Professional Officer level 2	36.75	29.94	57,399
Health Professional Officer level 3	36.75	35.70	68,441
Health Professional Officer level 4	36.75	37.01	70,953
Health Professional Officer level 5	36.75	40.13	76,934
Health Professional Officer level 6	36.75	46.14	88,456
Assistant Parliamentary Counsel 1	36.75	27.33	52,395
Assistant Parliamentary Counsel 2	36.75	45.44	87,114
Assistant Parliamentary Counsel 3	36.75	50.72	97,237

Classification	Ordinary hours	Ordinary rate	Minimum Rate
	(hrs per wk)	(\$ per hr)	(\$ pa)
Government Solicitor 1	36.75	31.23	59,872
Government Solicitor 2	36.75	49.02	93,977
Government Solicitor 3	36.75	61.53	117,961
Government Solicitor 4	36.75	73.30	140,525
Graduate Legal Officer	36.75	29.47	56,498
Legal 1	36.75	27.33	52,395
Legal 2	36.75	45.44	87,114
Prosecutor grade 1	36.75	32.00	61,348
Prosecutor grade 2	36.75	41.11	78,813
Prosecutor grade 3	36.75	52.21	100,093
Prosecutor grade 4	36.75	60.11	115,238
Prosecutor grade 5	36.75	70.50	135,157
Dentist 1	36.75	30.68	58,817
Dentist 2	36.75	45.79	87,785
Dentist 3	36.75	49.29	94,495
Dentist 4	36.75	52.63	100,898
Veterinary Officer level 1	36.75	27.84	53,373
Veterinary Officer level 2	36.75	34.00	65,182
Veterinary Officer level 3	36.75	42.86	82,168
Veterinary Officer level 4	36.75	45.50	87,229
Veterinary Officer level 5	36.75	48.42	92,827

22. By deleting the table appearing in clause A.1.4 and inserting the following:

Classification	Ordinary hours	Ordinary rate	Minimum rate
	(hrs per wk)	(\$ per hr)	(\$ pa)
Adviser Level 1 (lower)	36.75	28.32	54,293
Adviser Level 1 (upper)	36.75	30.53	58,530
Adviser Level 2	36.75	34.89	66,888
Senior Adviser level 1	36.75	39.61	75,937
Senior Adviser level 2	36.75	42.97	82,379

Classification	Ordinary hours	Ordinary rate	Minimum rate
	(hrs per wk)	(\$ per hr)	(\$ pa)
Chief Adviser	36.75	49.46	94,821

23. By deleting the table appearing in clause A.1.5 and inserting the following:

Classification	Ordinary hours	Ordinary rate	Minimum rate
	(hrs per wk)	(\$ per hr)	(\$ pa)
General Service Officer level 2	38	21.67	42,957
General Service Officer level 3	38	22.69	44,979
General Service Officer level 4	38	23.24	46,069
General Service Officer level 5	38	24.21	47,992
General Service Officer level 6	38	25.07	49,697
General Service Officer level 7	38	26.37	52,274
General Service Officer level 8	38	27.65	54,812
General Service Officer level 9	38	28.98	57,448
General Service Officer level 10	38	32.12	63,673
Health Service Officer level 2	38	21.67	42,957
Health Service Officer level 3	38	22.69	44,979
Health Service Officer level 4	38	23.24	46,069
Health Service Officer level 5	38	24.21	47,992
Health Service Officer level 6	38	25.07	49,697
Health Service Officer level 7	38	26.37	52,274
Health Service Officer level 8	38	27.65	54,812
Health Service Officer level 9	38	28.98	57,448
Health Service Officer level 10	38	32.12	63,673
Sterilising Services Health Service Officer	38	22.69	44,979
Ranger 1	38	24.56	48,686
Ranger 2	38	26.60	52,730
Ranger 3	38	28.23	55,961
Stores Supervisor	38	25.39	50,331
Senior Stores Supervisor level 1	38	26.60	52,730
Senior Stores Supervisor level 2	38	28.23	55,961

Classification	Ordinary hours	Ordinary rate	Minimum rate
	(hrs per wk)	(\$ per hr)	(\$ pa)
Senior Stores Supervisor level 3	38	30.39	60,243
Transport Officer grade 1	38	24.56	48,686
Transport Officer grade 2	38	26.60	52,730
Transport Officer grade 3	38	28.23	55,961
Transport Officer grade 4	38	30.39	60,243

24. By deleting the table appearing in clause A.1.6 and inserting the following:

Classification	Ordinary hours	Ordinary rate	Minimum rate
	(hrs per wk)	(\$ per hr)	(\$ pa)
Public Affairs Officer 1	38	28.30	56,100
Public Affairs Officer 2	38	32.47	64,366
Public Affairs Officer 3	38	37.32	73,981
Senior Public Affairs Officer 1	38	43.34	85,914
Senior Public Affairs Officer 2	38	45.28	89,760

25. By deleting the table appearing in clause A.1.7 and inserting the following:

Classification	Ordinary hours	Ordinary rate	Minimum rate
	(hrs per wk)	(\$ per hr)	(\$ pa)
School Assistant 2	31.25	24.96	40,690
School Assistant 3	31.25	27.06	44,113
School Assistant 4	31.25	32.44	52,884

26. By deleting the amount “\$23.62” appearing in clause B.1 and inserting “\$24.21”.

27. By deleting the table appearing in clause B.1.1 and inserting the following:

Column 1 Item number	Column 2 Employee type	Column 3 Description of disability	Column 4 Rate of allowance (\$)	Column 5 Period payable	Column 6 Percent of standard rate (%)
1	Building trades employees	Cold places An employee required to work for more than one	0.78	per hour	3.24%

Column 1 Item number	Column 2 Employee type	Column 3 Description of disability	Column 4 Rate of allowance (\$)	Column 5 Period payable	Column 6 Percent of standard rate (%)
	Electrical trades employees Food services employees Metal trades employees Plant operators	hour in places where the temperature is reduced by artificial means below 0 degrees Celsius. Special conditions Where the work continues for more than two hours an employee is entitled to a rest period of 20 minutes every two hours without loss of pay.			
2	Building trades employees Civil construction employees Electrical trades employees Metal trades employees	Confined spaces An employee required to work in a confined space, as defined. “confined space” means a compartment, space or place the dimensions of which necessitate an employee working in a stooped or otherwise cramped position, or without proper ventilation.	0.95	per hour	3.94%
3	Building trades employees Metal trades employees Plant operators Stores employees	Dirty work Where an employee and a supervisor agree that work is of an unusually dirty or offensive nature.	0.78	per hour	3.24%
4	Building trades employees Metal trades employees	Height Employees engaged in the construction, erection, repair and/or maintenance of any structure over 15 metres, while working at a height of 15 metres or more directly above the nearest horizontal plane.	0.49	per hour	2.01%
		For each additional 15 metres distance above the ground:	0.49	per hour	2.01%

Column 1 Item number	Column 2 Employee type	Column 3 Description of disability	Column 4 Rate of allowance (\$)	Column 5 Period payable	Column 6 Percent of standard rate (%)
5	Building trades employees Electrical trades employees Metal trades employees Plant operators	Hot places An employee required to work for more than one hour in the shade in places where the temperature is raised by artificial means to between 46 and 54 Celsius.	0.78	per hour	3.24%
6	Building trades employees Electrical trades employees Metal trades employees Plant operators	Hot places An employee required to work for more than one hour in the shade in places where the temperature is raised by artificial means to between 46 and 54 Celsius. <i>Special conditions</i> Where work continues for more than two hours in temperatures exceeding 54 Celsius, employees will be entitled to 20 minutes rest after every two hours work without deduction of pay. The temperature will be determined by the supervisor after consultation with the employees who claim the extra rate.	0.95	per hour	3.94%
7	Building employees Civil construction employees Metal trades employees Stores employees	Wet places An employee required to work in any place where clothing or boots become saturated by water, oil or another substance. <i>Special conditions</i> (1) Any employee who becomes entitled to this extra rate will be paid such rate only for the part	0.78	per hour	3.24%

Column 1 Item number	Column 2 Employee type	Column 3 Description of disability	Column 4 Rate of allowance (\$)	Column 5 Period payable	Column 6 Percent of standard rate (%)
		of the day or shift that they are required to work in wet clothing or boots. (2) This extra rate is not payable to an employee who is provided by the employer with suitable and effective protective clothing and/or footwear.			

28. By deleting the table appearing in clause B.1.2 and inserting the following:

Column 1 Item number	Column 2 Employee type	Column 3 Description of disability	Column 4 Rate of allowance (\$)	Column 5 Period payable	Column 6 Percent of standard rate (%)
1	Gardening employees Rangers	Aquatic ponds An employee required to work in water in aquatic ponds.	3.27	per day	13.51%
2	Building trades employees Metal trades employees	Asbestos eradication Employees directly employed on asbestos eradication, where the wearing of protective equipment (i.e. combination overalls and breathing equipment or similar apparatus) is required.	2.62	per hour	10.81%
3	Building trades employees Electrical trades employees	Asbestos handling Employees required to use materials containing asbestos or to work in close proximity to employees using such materials, where the wearing of protective equipment (i.e. combination overalls and breathing equipment or similar apparatus) is required.	0.95	per hour	3.94%

Column 1 Item number	Column 2 Employee type	Column 3 Description of disability	Column 4 Rate of allowance (\$)	Column 5 Period payable	Column 6 Percent of standard rate (%)
4	Civil construction employees Plant operators	Barber-Greene operator Employees attached to a Barber-Greene machine spreading hot-mix.	2.38	per day	9.81%
5	Building trades employees	Bitumen and asphalt An employee handling hot bitumen or asphalt or dipping materials in creosote.	0.95	per hour	3.94%
6	Building trades employees	Brick cleaning An employee required to clean down bricks using acids or other corrosive substances.	0.73	per hour	3.01%
7	Building trades employees	Brick cutting If on any site there is a brickcutting machine, only one bricklayer on that site will operate the cutting machine and will, whilst so engaged, be paid an allowance.	0.95	per hour	3.94%
8	Plant operators Metal trades employees	Cleaning economisers, etc. An employee required to work externally on economisers or boilers under fire (where temperature money is not paid), or on tractors or brickmaking machinery.	0.49	per hour	2.01%
		An employee required to work internally on economisers or boilers (where temperature money is not paid).	2.41	per hour	9.96%
9	Building trades employees	Construction/repairs to boilers, flues, etc An employee performing the duties of Bricklayer or Builder's Labourer,	2.07	per hour	8.57%

Column 1 Item number	Column 2 Employee type	Column 3 Description of disability	Column 4 Rate of allowance (\$)	Column 5 Period payable	Column 6 Percent of standard rate (%)
		engaged on the construction or alteration or repairs to boilers, flues, furnaces, retorts, kilns, ovens, ladles and similar refractory work or on acid furnaces, acid stills, acid towers and all other acid resisting brickwork.			
10	Metal trades employees	Diesel engines – An employee performing repairs and renewals inside any crankcase. <i>Payment for work performed other than in the crankcase will only occur when the employer considers it is warranted.</i>	2.54	per day	10.5%
11	Building trades employees	Dry polishing of tiles Employees engaged on dry polishing tiles where machines are used.	0.95	per hour	3.94%
12	Building employees Civil construction employees Electrical trades employees Metal trades employees	Epoxy-based materials – close proximity Employees required to work in close proximity to employees engaged on work under item 12 so as to be affected by the materials specified.	0.78	per hour	3.24%
13	Building trades employees Civil construction employees Electrical trades employees Metal trades employees Food services	Epoxy-based materials – use Employees who use epoxy-based materials and all materials which include or require the addition of a catalyst hardener and reactive additives or two-pack catalyst system.	0.95	per hour	3.94%

Column 1 Item number	Column 2 Employee type	Column 3 Description of disability	Column 4 Rate of allowance (\$)	Column 5 Period payable	Column 6 Percent of standard rate (%)
	employees				
14	Building employees Civil construction employees Electrical trades employees Metal trades employees	Explosive powered tools An operator of explosive powered tools, holding the appropriate certification, who is required to use an explosive powered tool.	1.85	per day	7.64%
15	Building employees Electrical trades employees Metal trades employees	Fumes An employee required to work in a place where fumes of sulphur or other acid or other offensive fumes are present.	0.95	per hour	3.94%
16	Building trades employees	Heavy blocks Employees employed laying blocks (other than concrete blocks for plugging purposes) will be paid the following additional rates:			
		Where the blocks weigh over 5.5kg and under 9kg	0.78	per hour	3.24%
		Where the blocks weigh 9kg or over and up to 18kg	1.40	per hour	5.79%
		Where the blocks weigh over 18kg	1.98	per hour	8.18%
17	Building trades employees	Height work - painting trades: An employee working on any structure at a height of more than nine (9) metres where an adequate fixed support not less than 0.75 metres wide is not provided.	0.73	per hour	3.01%
18	Civil construction	Insanitary / sewerage sludge	2.88	per day	11.89%

Column 1 Item number	Column 2 Employee type	Column 3 Description of disability	Column 4 Rate of allowance (\$)	Column 5 Period payable	Column 6 Percent of standard rate (%)
	workers Plant operators Rangers	An employee called upon to work in insanitary conditions or unload sewerage sludge.			
19	Building employees Electrical trades employees Metal trades employees	<p>Insulation An employee handling charcoal, pumice, granulated cork, silicate of cotton, insulwool, slag wool, limpet fibre, vermiculite, or other recognised insulating material of a like nature, associated with similar disabilities in its use.</p> <p>Special conditions This extra rate will also apply to an employee working in the immediate vicinity who is affected by the use of such materials.</p>	0.95	per hour	3.94%
20	Building trades employees – plumbers	<p>Leadburning An employee performing trade level plumbing functions or apprentices to that trade engaged on lead burning.</p>	0.95	per hour	3.94%
21	Civil construction employees	<p>Live sewer work ‘Live sewer work’ means work carried out in situations where there is direct aerial connection with a sewer through which sewerage is flowing. Where aerial connection with such sewer is blocked by a disc, plug, water seal or other means the live sewer rate shall not apply. An employee in receipt of the live sewer rate shall not be entitled to the extra rate in item 15.</p>	0.69	per hour	2.86%

Column 1 Item number	Column 2 Employee type	Column 3 Description of disability	Column 4 Rate of allowance (\$)	Column 5 Period payable	Column 6 Percent of standard rate (%)
22	Building trades employees	Plaster or composition An Employees using a plaster or composition spray.	0.78	per hour	3.24%
23	Civil construction employees Gardening employees Rangers Metal trades employees	Rain Employees who are required to work in rain.	10.58	per day	43.7%
24	Building trades employees	Roof repairs Employees engaged on repairs to roofs.	0.95	per hour	3.94%
25	Building trades employees	Second hand timber Where, whilst working with second-hand timber, an employee's tools are damaged by nails, dumps or other foreign matter on the timber.	3.06	per day	12.66%
26	Electrical trades employees	Sewerage pit work An employee employed on work which involves entering a sewerage pit for the purpose of servicing, disconnecting and/or removal or replacement of electrical equipment.	8.69	per day	35.9%
27	Civil construction employees Metal trades employees	Sewerage tunnels Employees cleaning chokeage in pumps conveying sewerage or working in sewerage tunnels.	11.40	per day	47.1%
28	Building trades employees	Slushing An employee engaged in "Slushing".	0.78	per hour	3.24%
29	Gardening employees Rangers	Spray gangs Employees engaged in spray gangs on destruction	4.73	per day	19.53%

Column 1 Item number	Column 2 Employee type	Column 3 Description of disability	Column 4 Rate of allowance (\$)	Column 5 Period payable	Column 6 Percent of standard rate (%)
		of weeds and/or vermin.			
	Plant operators	Employees using high pressure sprays for this purpose	6.00	per day	24.78%
30	Building trades employees – painters	Spraypainting An employee performing trade level painting functions engaged on all spray painting carried out in other than a properly constructed booth.	0.78	per hour	3.24%
31	Building trades employees Electrical trades employees Metal trades employees	Swing scaffold An employee required to work from any type of swing scaffold or any scaffold suspended by rope or cable, bosun's chair, or a suspended scaffold requiring the use of steel or iron hooks or angle irons.	5.66	per day for first four hours	23.39%
32	Building trades employees Electrical trades employees Metal trades employees	Swing scaffold Fifth and subsequent hours.	1.18	per hour for fifth and subsequent hours	4.86%
33	Building trades employees	Tile cutting An employee engaged at cutting tiles by electric saw.	0.95	per hour	3.94%
34	Metal trades employees	Trenches An employee required to work in trenches deeper than 1.8 metres and less than 0.9 metres in width.	1.35	per day	5.56%
35	Building trades employees Civil	Underground An employee required to work underground. <i>Where a shaft is to be sunk</i>	3.38	per day	13.97%

Column 1 Item number	Column 2 Employee type	Column 3 Description of disability	Column 4 Rate of allowance (\$)	Column 5 Period payable	Column 6 Percent of standard rate (%)
	construction employees Metal trades employees Not payable to employees engaged on “pot and drive” work of 3.5 m or less.	<i>to a depth greater than 6 metres, the payment of the underground allowance will commence from the surface.</i>			
36	Civil construction employees	Unsewered toilet Any employee, other than a lavatory attendant or street cleaner, called upon to attend at unsewered toilets.	1.85	per day	7.64%
37	Civil construction employees	Unusually obnoxious work Work involving offensive and/or obnoxious material.	5.01	per day	20.69%
38	Building services employees	Window cleaning An employee required to work on the outside of multi-storey buildings from scaffolds or similar devices.	5.01	per day	20.69%
39	Civil construction employees	Working aloft Employees who, in the performance of their work, are required to work aloft:			
		• when working at a height exceeding 12 metres, but not exceeding 24 metres above the ground or nearest horizontal plane	0.45	per hour	1.85%
		• when working at a height exceeding 24 metres, but not exceeding 60 metres above the ground or nearest horizontal plane	0.73	per hour	3.01%
		Daily minimum	1.27	per day	5.25%

Column 1 Item number	Column 2 Employee type	Column 3 Description of disability	Column 4 Rate of allowance (\$)	Column 5 Period payable	Column 6 Percent of standard rate (%)
		• when working at a height exceeding 60 metres from the ground or nearest horizontal plane	1.44	per hour	5.94%
		Daily minimum	3.20	per day	13.2%
40	Forestry employees Gardening employees	Working aloft - trees An employee who is required to climb trees to a height greater than 6 metres from the ground.	4.22	per day	17.45%

29. 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	347.10	11.42	382.20	12.59	455.30	14.99
Plus 1 year out of school	382.20	12.59	455.30	14.99	529.90	17.45
Plus 2 years out of school	455.30	14.99	529.90	17.45	616.60	20.28
Plus 3 years out of school	529.90	17.45	616.60	20.28	706.00	23.22
Plus 4 years out of school	616.60	20.28	706.00	23.22		
Plus 5 or more years out of school	706.00	23.22				

(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	347.10	11.42	382.20	12.59	443.00	14.59
Plus 1 year out of school	382.20	12.59	443.00	14.59	509.60	16.77
Plus 2 years out of school	443.00	14.59	509.60	16.77	597.70	19.68
Plus 3 years out of school	509.60	16.77	597.70	19.68	681.70	22.45
Plus 4 years out of school	597.70	19.68	681.70	22.45		
Plus 5 or more years out of school	681.70	22.45				

(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	347.10	11.42	382.20	12.59	443.00	14.59
Plus 1 year out of school	382.20	12.59	443.00	14.59	498.80	16.41
Plus 2 years out of school	443.00	14.59	498.80	16.41	557.30	18.33
Plus 3 years out of school	498.80	16.41	557.30	18.33	620.70	20.42
Plus 4 years out of school	557.30	18.33	620.70	20.42		
Plus 5 or more years out of school	620.70	20.42				

(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	733.40	24.11	761.80	25.06
Wage Level B	707.60	23.25	734.60	24.15
Wage Level C	643.90	21.19	668.20	21.99

(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
\$	\$
11.42	12.59

30. By deleting the amount “\$1037.24” appearing in clause F.4.2 and inserting “\$1063.17”.

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 in relation to a particular employee until the start of the employee’s first full pay period that starts on or after 1 July 2021.

PRESIDENT