



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2021–22
(C2022/1)

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 2022

Annual Wage Review 2021–22.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2021–22 on 15 June 2022 [[2022] 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)	46,490	24.25
Australian Parliamentary Service Level 2	50,325	26.25
Australian Parliamentary Service Level 3	54,676	28.52
Australian Parliamentary Service Level 4	58,070	30.29

Draft determination amended 23 June 2022 to correct rates in item A.16 on pages 14–16.

Classification level	Minimum annual pay rate \$	Minimum hourly pay rate \$
Australian Parliamentary Service Level 5	62,786	32.75
Australian Parliamentary Service Level 6	66,237	34.55
Australian Parliamentary Executive Level 1	75,094	39.17
Australian Parliamentary Executive Level 2	81,439	42.48
PARLIAMENTARY SECURITY ATTENDANTS		
Parliamentary Security Attendant (Entry Level)	49,558	25.85
Parliamentary Security Attendant (Operational)	50,325	26.25
Parliamentary Security Attendant (Supervisor)	54,676	28.52
Principal Parliamentary Security Attendant	58,070	30.29
HANSARD		
Editor Level 1	67,195	35.05
Editor Level 2	75,094	39.17
Principal Editor	87,766	45.78
Classifications on a 38 hour week		
MAINTENANCE EMPLOYEES		
Assistant Maintenance Officer	49,856	25.15
Maintenance Officer Grade 1/2	52,195	26.33
Maintenance Officer Grade 3	58,419	29.47
Works Organiser	63,910	32.24
Maintenance Project Officer	67,677	34.14
GARDENING EMPLOYEES		
Parliamentary Gardener Grade 1/2	49,558	25.00
Parliamentary Gardener Grade 3	55,842	28.17
Parliamentary Gardener Grade 4	57,904	29.21
Supervisory Gardener	63,395	31.98

2. By deleting the amount "\$12.88" appearing in clause 11.14 and inserting "\$13.47".
3. By deleting the amounts "22.03" and "44.07" appearing in clause 11.15(a) and inserting "23.04" and "46.08" respectively.
4. By deleting the amount "\$33.49" appearing in clause 11.16(a) and inserting "\$35.03".

5. By deleting the amount "\$27.21" appearing in clause 11.16(b) and inserting "\$28.46".
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	2529.47
Six but not more than ten	3208.11
More than ten	4274.83

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)	24.25
Australian Parliamentary Service Level 2	26.25
Australian Parliamentary Service Level 3	28.52
Australian Parliamentary Service Level 4	30.29
Australian Parliamentary Service Level 5	32.75
Australian Parliamentary Service Level 6	34.55
Australian Parliamentary Executive Level 1	39.17
Australian Parliamentary Executive Level 2	42.48
Parliamentary Security Attendant (Entry Level)	25.85
Parliamentary Security Attendant (Operational)	26.25
Parliamentary Security Attendant (Supervisor)	28.52
Principal Parliamentary Security Attendant	30.29
Editor Level 1	35.05
Editor Level 2	39.17
Principal Editor	45.78
Assistant Maintenance Officer	25.15
Maintenance Officer Grade 1/2	26.33
Maintenance Officer Grade 3	29.47
Works Organiser	32.24
Maintenance Project Officer	34.14
Parliamentary Gardener Grade 1/2	25.00
Parliamentary Gardener Grade 3	28.17
Parliamentary Gardener Grade 4	29.21
Supervisory Gardener	31.98

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)	36.38	48.50	48.50	60.63
Australian Parliamentary Service Level 2	39.38	52.50	52.50	65.63
Australian Parliamentary Service Level 3	42.78	57.04	57.04	71.30
Australian Parliamentary Service Level 4	45.44	60.58	60.58	75.73
Australian Parliamentary Service Level 5	49.13	65.50	65.50	81.88
Australian Parliamentary Service Level 6	51.83	69.10	69.10	86.38
Australian Parliamentary Executive Level 1	58.76	78.34	78.34	97.93
Australian Parliamentary Executive Level 2	63.72	84.96	84.96	106.20
Parliamentary Security Attendant (Entry Level)	38.78	51.70	51.70	64.63
Parliamentary Security Attendant (Operational)	39.38	52.50	52.50	65.63
Parliamentary Security Attendant (Supervisor)	42.78	57.04	57.04	71.30
Principal Parliamentary Security Attendant	45.44	60.58	60.58	75.73
Editor Level 1	52.58	70.10	70.10	87.63
Editor Level 2	58.76	78.34	78.34	97.93
Principal Editor	68.67	91.56	91.56	114.45
Assistant Maintenance Officer	37.73	50.30	50.30	62.88
Maintenance Officer Grade 1/2	39.50	52.66	52.66	65.83
Maintenance Officer Grade 3	44.21	58.94	58.94	73.68
Works Organiser	48.36	64.48	64.48	80.60
Maintenance Project Officer	51.21	68.28	68.28	85.35

	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%
	\$	\$	\$	\$
Parliamentary Gardener Grade 1/2	37.50	50.00	50.00	62.50
Parliamentary Gardener Grade 3	42.26	56.34	56.34	70.43
Parliamentary Gardener Grade 4	43.82	58.42	58.42	73.03
Supervisory Gardener	47.97	63.96	63.96	79.95

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)	24.25	27.89	N/A	N/A	31.53	36.38	48.50	60.63
Australian Parliamentary Service Level 2	26.25	30.19	N/A	N/A	34.13	39.38	52.50	65.63
Australian Parliamentary Service Level 3	28.52	32.80	N/A	N/A	37.08	42.78	57.04	71.30
Australian Parliamentary Service Level 4	30.29	34.83	N/A	N/A	39.38	45.44	60.58	75.73
Australian Parliamentary Service Level 5	32.75	37.66	N/A	N/A	42.58	49.13	65.50	81.88
Australian Parliamentary Service Level 6	34.55	39.73	N/A	N/A	44.92	51.83	69.10	86.38
Australian Parliamentary Executive Level 1	39.17	45.05	N/A	N/A	50.92	58.76	78.34	97.93
Australian Parliamentary Executive Level 2	42.48	48.85	N/A	N/A	55.22	63.72	84.96	106.20
Parliamentary Security Attendant (Entry Level)	25.85	29.73	N/A	N/A	33.61	38.78	51.70	64.63

	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%
	\$	\$	\$	\$	\$	\$	\$	\$
Parliamentary Security Attendant (Operational)	26.25	30.19	N/A	N/A	34.13	39.38	52.50	65.63
Parliamentary Security Attendant (Supervisor)	28.52	32.80	N/A	N/A	37.08	42.78	57.04	71.30
Principal Parliamentary Security Attendant	30.29	34.83	N/A	N/A	39.38	45.44	60.58	75.73
Editor Level 1	35.05	40.31	N/A	N/A	45.57	52.58	70.10	87.63
Editor Level 2	39.17	45.05	N/A	N/A	50.92	58.76	78.34	97.93
Principal Editor	45.78	52.65	N/A	N/A	59.51	68.67	91.56	114.45
Assistant Maintenance Officer	25.15	28.92	30.18	N/A	32.70	37.73	50.30	62.88
Maintenance Officer Grade 1/2	26.33	30.28	31.60	N/A	34.23	39.50	52.66	65.83
Maintenance Officer Grade 3	29.47	33.89	35.36	N/A	38.31	44.21	58.94	73.68
Works Organiser	32.24	37.08	38.69	N/A	41.91	48.36	64.48	80.60
Maintenance Project Officer	34.14	39.26	40.97	N/A	44.38	51.21	68.28	85.35
Parliamentary Gardener Grade 1/2	25.00	28.75	N/A	30.00	32.50	37.50	50.00	62.50
Parliamentary Gardener Grade 3	28.17	32.40	N/A	33.80	36.62	42.26	56.34	70.43
Parliamentary Gardener Grade 4	29.21	33.59	N/A	35.05	37.97	43.82	58.42	73.03
Supervisory Gardener	31.98	36.78	N/A	38.38	41.57	47.97	63.96	79.95

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)	36.38	48.50	48.50	60.63
Australian Parliamentary Service Level 2	39.38	52.50	52.50	65.63
Australian Parliamentary	42.78	57.04	57.04	71.30

	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%
	\$	\$	\$	\$
Service Level 3				
Australian Parliamentary Service Level 4	45.44	60.58	60.58	75.73
Australian Parliamentary Service Level 5	49.13	65.50	65.50	81.88
Australian Parliamentary Service Level 6	51.83	69.10	69.10	86.38
Australian Parliamentary Executive Level 1	58.76	78.34	78.34	97.93
Australian Parliamentary Executive Level 2	63.72	84.96	84.96	106.20
Parliamentary Security Attendant (Entry Level)	38.78	51.70	51.70	64.63
Parliamentary Security Attendant (Operational)	39.38	52.50	52.50	65.63
Parliamentary Security Attendant (Supervisor)	42.78	57.04	57.04	71.30
Principal Parliamentary Security Attendant	45.44	60.58	60.58	75.73
Editor Level 1	52.58	70.10	70.10	87.63
Editor Level 2	58.76	78.34	78.34	97.93
Principal Editor	68.67	91.56	91.56	114.45
Assistant Maintenance Officer	37.73	50.30	50.30	62.88
Maintenance Officer Grade 1/2	39.50	52.66	52.66	65.83
Maintenance Officer Grade 3	44.21	58.94	58.94	73.68
Works Organiser	48.36	64.48	64.48	80.60
Maintenance Project Officer	51.21	68.28	68.28	85.35
Parliamentary Gardener Grade 1/2	37.50	50.00	50.00	62.50
Parliamentary Gardener Grade 3	42.26	56.34	56.34	70.43
Parliamentary Gardener Grade 4	43.82	58.42	58.42	73.03
Supervisory Gardener	47.97	63.96	63.96	79.95

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)	30.31
Australian Parliamentary Service Level 2	32.81
Australian Parliamentary Service Level 3	35.65
Australian Parliamentary Service Level 4	37.86
Australian Parliamentary Service Level 5	40.94
Australian Parliamentary Service Level 6	43.19
Australian Parliamentary Executive Level 1	48.96
Australian Parliamentary Executive Level 2	53.10
Parliamentary Security Attendant (Entry Level)	32.31
Parliamentary Security Attendant (Operational)	32.81
Parliamentary Security Attendant (Supervisor)	35.65
Principal Parliamentary Security Attendant	37.86
Editor Level 1	43.81
Editor Level 2	48.96
Principal Editor	57.23
Assistant Maintenance Officer	31.44
Maintenance Officer Grade 1/2	32.91
Maintenance Officer Grade 3	36.84
Works Organiser	40.30
Maintenance Project Officer	42.68
Parliamentary Gardener Grade 1/2	31.25
Parliamentary Gardener Grade 3	35.21
Parliamentary Gardener Grade 4	36.51
Supervisory Gardener	39.98

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)	36.38	48.50	48.50	60.63
Australian Parliamentary Service Level 2	39.38	52.50	52.50	65.63
Australian Parliamentary Service Level 3	42.78	57.04	57.04	71.30
Australian Parliamentary Service Level 4	45.44	60.58	60.58	75.73
Australian Parliamentary Service Level 5	49.13	65.50	65.50	81.88
Australian Parliamentary Service Level 6	51.83	69.10	69.10	86.38
Australian Parliamentary Executive Level 1	58.76	78.34	78.34	97.93
Australian Parliamentary Executive Level 2	63.72	84.96	84.96	106.20
Parliamentary Security Attendant (Entry Level)	38.78	51.70	51.70	64.63
Parliamentary Security Attendant (Operational)	39.38	52.50	52.50	65.63
Parliamentary Security Attendant (Supervisor)	42.78	57.04	57.04	71.30
Principal Parliamentary Security Attendant	45.44	60.58	60.58	75.73
Editor Level 1	52.58	70.10	70.10	87.63
Editor Level 2	58.76	78.34	78.34	97.93
Principal Editor	68.67	91.56	91.56	114.45
Assistant Maintenance Officer	37.73	50.30	50.30	62.88
Maintenance Officer Grade 1/2	39.50	52.66	52.66	65.83
Maintenance Officer Grade 3	44.21	58.94	58.94	73.68

	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%
	\$	\$	\$	\$
Works Organiser	48.36	64.48	64.48	80.60
Maintenance Project Officer	51.21	68.28	68.28	85.35
Parliamentary Gardener Grade 1/2	37.50	50.00	50.00	62.50
Parliamentary Gardener Grade 3	42.26	56.34	56.34	70.43
Parliamentary Gardener Grade 4	43.82	58.42	58.42	73.03
Supervisory Gardener	47.97	63.96	63.96	79.95

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)	30.31	33.95	N/A	N/A	37.59	42.44	54.56	66.69
Australian Parliamentary Service Level 2	32.81	36.75	N/A	N/A	40.69	45.94	59.06	72.19
Australian Parliamentary Service Level 3	35.65	39.93	N/A	N/A	44.21	49.91	64.17	78.43
Australian Parliamentary Service Level 4	37.86	42.41	N/A	N/A	46.95	53.01	68.15	83.30
Australian Parliamentary Service Level 5	40.94	45.85	N/A	N/A	50.76	57.31	73.69	90.06
Australian Parliamentary Service Level 6	43.19	48.37	N/A	N/A	53.55	60.46	77.74	95.01
Australian Parliamentary Executive Level 1	48.96	54.84	N/A	N/A	60.71	68.55	88.13	107.72

	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 Executive Level 2	53.10	59.47	N/A	N/A	65.84	74.34	95.58	116.82
Parliamentary Security Attendant (Entry Level)	32.31	36.19	N/A	N/A	40.07	45.24	58.16	71.09
Parliamentary Security Attendant (Operational)	32.81	36.75	N/A	N/A	40.69	45.94	59.06	72.19
Parliamentary Security Attendant (Supervisor)	35.65	39.93	N/A	N/A	44.21	49.91	64.17	78.43
Principal Parliamentary Security Attendant	37.86	42.41	N/A	N/A	46.95	53.01	68.15	83.30
Editor Level 1	43.81	49.07	N/A	N/A	54.33	61.34	78.86	96.39
Editor Level 2	48.96	54.84	N/A	N/A	60.71	68.55	88.13	107.72
Principal Editor	57.23	64.09	N/A	N/A	70.96	80.12	103.01	125.90
Assistant Maintenance Officer	31.44	35.21	36.47	N/A	38.98	44.01	56.59	69.16
Maintenance Officer Grade 1/2	32.91	36.86	38.18	N/A	40.81	46.08	59.24	72.41
Maintenance Officer Grade 3	36.84	41.26	42.73	N/A	45.68	51.57	66.31	81.04
Works Organiser	40.30	45.14	46.75	N/A	49.97	56.42	72.54	88.66
Maintenance Project Officer	42.68	47.80	49.50	N/A	52.92	59.75	76.82	93.89
Parliamentary Gardener Grade 1/2	31.25	35.00	N/A	36.25	38.75	43.75	56.25	68.75
Parliamentary Gardener Grade 3	35.21	39.44	N/A	40.85	43.66	49.30	63.38	77.47
Parliamentary Gardener Grade 4	36.51	40.89	N/A	42.35	45.28	51.12	65.72	80.33
Supervisory Gardener	39.98	44.77	N/A	46.37	49.57	55.97	71.96	87.95

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)	36.38	48.50	48.50	60.63

	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 2	39.38	52.50	52.50	65.63
Australian Parliamentary Service Level 3	42.78	57.04	57.04	71.30
Australian Parliamentary Service Level 4	45.44	60.58	60.58	75.73
Australian Parliamentary Service Level 5	49.13	65.50	65.50	81.88
Australian Parliamentary Service Level 6	51.83	69.10	69.10	86.38
Australian Parliamentary Executive Level 1	58.76	78.34	78.34	97.93
Australian Parliamentary Executive Level 2	63.72	84.96	84.96	106.20
Parliamentary Security Attendant (Entry Level)	38.78	51.70	51.70	64.63
Parliamentary Security Attendant (Operational)	39.38	52.50	52.50	65.63
Parliamentary Security Attendant (Supervisor)	42.78	57.04	57.04	71.30
Principal Parliamentary Security Attendant	45.44	60.58	60.58	75.73
Editor Level 1	52.58	70.10	70.10	87.63
Editor Level 2	58.76	78.34	78.34	97.93
Principal Editor	68.67	91.56	91.56	114.45
Assistant Maintenance Officer	37.73	50.30	50.30	62.88
Maintenance Officer Grade 1/2	39.50	52.66	52.66	65.83
Maintenance Officer Grade 3	44.21	58.94	58.94	73.68
Works Organiser	48.36	64.48	64.48	80.60
Maintenance Project Officer	51.21	68.28	68.28	85.35
Parliamentary Gardener Grade 1/2	37.50	50.00	50.00	62.50
Parliamentary Gardener Grade 3	42.26	56.34	56.34	70.43

	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%
	\$	\$	\$	\$
Parliamentary Gardener Grade 4	43.82	58.42	58.42	73.03
Supervisory Gardener	47.97	63.96	63.96	79.95

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 = **\$26.25**.

Allowance	Clause	Payable	% of the standard rate	\$
First aid	11.14	weekly	51.32	13.47
Community language	11.15(a)	weekly		
Community language - Rate 1			87.76	23.04
Community language - Rate 2			175.56	46.08
Licence		weekly		
Licence - Plumbing trade	11.16(a)		133.43	35.03
Licence - Electrical trade	11.16(b)		108.42	28.46
Employees in charge - gardening or maintenance	11.17	per annum		
Employees in charge - gardening or maintenance - One but not more than five			9636.09	2529.47
Employees in charge - gardening or maintenance - Six but not more than ten			12221.38	3208.11
Employees in charge - gardening or maintenance - More than ten			16285.06	4274.83

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	363.40	11.95	400.10	13.16	475.90	15.65
Plus 1 year out of school	400.10	13.16	475.90	15.65	553.90	18.22
Plus 2 years out of school	475.90	15.65	553.90	18.22	644.50	21.20
Plus 3 years out of school	553.90	18.22	644.50	21.20	738.00	24.28
Plus 4 years out of school	644.50	21.20	738.00	24.28		
Plus 5 or more years out of school	738.00	24.28				

(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	363.40	11.95	400.10	13.16	463.80	15.26
Plus 1 year out of school	400.10	13.16	463.80	15.26	533.50	17.55
Plus 2 years out of school	463.80	15.26	533.50	17.55	625.80	20.59
Plus 3 years out of school	533.50	17.55	625.80	20.59	713.70	23.48
Plus 4 years out of school	625.80	20.59	713.70	23.48		

	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 5 or more years out of school	713.70	23.48				

(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	363.40	11.95	400.10	13.16	463.80	15.26
Plus 1 year out of school	400.10	13.16	463.80	15.26	524.50	17.25
Plus 2 years out of school	463.80	15.26	524.50	17.25	586.00	19.28
Plus 3 years out of school	524.50	17.25	586.00	19.28	652.70	21.47
Plus 4 years out of school	586.00	19.28	652.70	21.47		
Plus 5 or more years out of school	652.70	21.47				

(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	766.00	25.20	795.10	26.15
Wage Level B	740.80	24.37	769.00	25.30
Wage Level C	677.50	22.29	703.20	23.13

(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
\$	\$
11.95	13.16

B. This determination comes into operation on 1 July 2022. 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 2022.

PRESIDENT