



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2022–23
(C2023/1)

AIRPORT EMPLOYEES AWARD 2020
[MA000049]

Airport operations

JUSTICE HATCHER, PRESIDENT
VICE PRESIDENT CATANZARITI
VICE PRESIDENT ASBURY
DEPUTY PRESIDENT HAMPTON
MS LABINE-ROMAIN
PROFESSOR BAIRD
MR CULLY

SYDNEY, XX JUNE 2023

Annual Wage Review 2022–23.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2022–23 on 2 June 2023 [[2023] FWCFB 3500], the above award is varied as follows:

- By deleting the table appearing in clause 19.1(a) and inserting the following:

Classification	Minimum annual rate (full-time employee)	Minimum hourly rate
	\$	\$
Technical services assistant	49,936	25.19
Technical services officer Level 1	51,896	26.18
Technical services officer Level 2	53,717	27.10
Technical services officer Level 3	57,198	28.85
Technical services officer Level 4	60,601	30.57
Technical services officer Level 5	61,998	31.28
Technical services officer Level 6	63,815	32.19
Technical services officer Level 7	67,304	33.95

Classification	Minimum annual rate (full-time employee)	Minimum hourly rate
	\$	\$
Technical services officer Level 8	69,117	34.87
Technical services officer Level 9	74,577	37.62
Technical services officer Level 10	80,040	40.38

2. By deleting the table appearing in clause 19.1(b) and inserting the following:

Classification	Minimum annual rate (full-time employee)	Minimum hourly rate
	\$	\$
Administrative services officer Level 1	48,891	24.66
Administrative services officer Level 2	55,191	27.84
Administrative services officer Level 3	60,228	30.38
Administrative services officer Level 4	64,803	32.69
Administrative services officer Level 5	70,653	35.64
Administrative services officer Level 6	78,348	39.52
Administrative services officer Level 7	84,449	42.60

3. By deleting the table appearing in clause 19.1(c) and inserting the following:

Classification	Minimum annual rate (full-time employee)	Minimum hourly rate
	\$	\$
Ground services officer Level 1	46,460	23.44
Ground services officer Level 2	47,499	23.96
Ground services officer Level 3	48,539	24.49
Ground services officer Level 4	49,936	25.19

Classification	Minimum annual rate (full-time employee)	Minimum hourly rate
	\$	\$
Ground services officer Level 5	51,896	26.18
Ground services officer Level 6	53,717	27.10
Ground services officer Level 7	55,384	27.94
Ground services officer Level 8	56,473	28.49
Ground services officer Level 9	57,198	28.85
Ground services officer Level 10	57,929	29.22
Ground services officer Level 11	59,020	29.77

4. By deleting the table appearing in clause 19.1(d) and inserting the following:

Classification	Minimum annual rate (full-time employee)	Minimum hourly rate
	\$	\$
Professional engineer Level 1		
—Pay point 1	64,369	32.47
—Pay point 2	66,863	33.73
—Pay point 3	69,296	34.96
Professional engineer Level 2	72,759	36.70
Professional engineer Level 3	80,038	40.38
Professional engineer Level 4	87,312	44.05
Professional engineer Level 5	97,642	49.26

5. By deleting the amount “\$0.95” appearing in clause 21.2(a)(i) and inserting “\$1.00”.
6. By deleting the amount “\$2.17” appearing in clause 21.2(a)(iii) and inserting “\$2.30”.
7. By deleting the amounts “\$1.42” and “\$2.17” appearing in clause 21.2(a)(iv) and inserting “\$1.50” and “\$2.30” respectively.
8. By deleting the amount “\$36.81” appearing in clause 21.2(b)(i) and inserting “\$38.92”.
9. By deleting the amount “\$18.87” appearing in clause 21.2(c) and inserting “\$19.96”.

10. By deleting the table appearing in clause 21.2(d)(ii) and inserting the following:

	Employees with dependants	Employees without dependants
	\$ per annum	
Alice Springs	3582.84	1956.10
Darwin	3582.84	1956.10
Mt Isa	3582.84	1956.10
Tennant Creek	7135.75	4411.18
Townsville	1487.03	748.51
Yulara	3582.84	1956.09

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

	Day	Night shift	Non-rotating night	Saturday¹	Sunday²	Public holiday
	% of minimum hourly rate					
	100%	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$
Technical services assistant	25.19	28.97	32.75	37.79	50.38	62.98
Technical services officer Level 1	26.18	30.11	34.03	39.27	52.36	65.45
Technical services officer Level 2	27.10	31.17	35.23	40.65	54.20	67.75
Technical services officer Level 3	28.85	33.18	37.51	43.28	57.70	72.13
Technical services officer Level 4	30.57	35.16	39.74	45.86	61.14	76.43
Technical services officer Level 5	31.28	35.97	40.66	46.92	62.56	78.20
Technical services officer Level 6	32.19	37.02	41.85	48.29	64.38	80.48
Technical services officer Level 7	33.95	39.04	44.14	50.93	67.90	84.88
Technical services officer Level 8	34.87	40.10	45.33	52.31	69.74	87.18

	Day	Night shift	Non-rotating night	Saturday¹	Sunday²	Public holiday
	% of minimum hourly rate					
	100%	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$
Technical services officer Level 9	37.62	43.26	48.91	56.43	75.24	94.05
Technical services officer Level 10	40.38	46.44	52.49	60.57	80.76	100.95

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

	Monday to Saturday		Sunday
	First 3 hours	After first 3 hours	All hours worked
	% of minimum hourly rate		
	150%	200%	200%
	\$	\$	\$
Technical services assistant	37.79	50.38	50.38
Technical services officer Level 1	39.27	52.36	52.36
Technical services officer Level 2	40.65	54.20	54.20
Technical services officer Level 3	43.28	57.70	57.70
Technical services officer Level 4	45.86	61.14	61.14
Technical services officer Level 5	46.92	62.56	62.56
Technical services officer Level 6	48.29	64.38	64.38
Technical services officer Level 7	50.93	67.90	67.90
Technical services officer Level 8	52.31	69.74	69.74
Technical services officer Level 9	56.43	75.24	75.24
Technical services officer Level 10	*	*	*

13. By deleting the table appearing in clause B.1.3 and inserting the following:

	Monday to Friday		Saturday and Sunday
	First 3 hours	After first 3 hours	All hours worked
	% of minimum hourly rate		
	150%	200%	200%
	\$	\$	\$
Technical services assistant	37.79	50.38	50.38
Technical services officer Level 1	39.27	52.36	52.36
Technical services officer Level 2	40.65	54.20	54.20
Technical services officer Level 3	43.28	57.70	57.70
Technical services officer Level 4	45.86	61.14	61.14
Technical services officer Level 5	46.92	62.56	62.56
Technical services officer Level 6	48.29	64.38	64.38
Technical services officer Level 7	50.93	67.90	67.90
Technical services officer Level 8	52.31	69.74	69.74
Technical services officer Level 9	56.43	75.24	75.24
Technical services officer Level 10	*	*	*

14. By deleting the table appearing in clause B.1.4 and inserting the following:

	Day	Night shift	Non-rotating night	Saturday¹	Sunday²	Public holiday
	% of minimum hourly rate					
	100%	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$
Administrative services officer Level 1	24.66	28.36	32.06	36.99	49.32	61.65
Administrative services officer Level 2	27.84	32.02	36.19	41.76	55.68	69.60
Administrative services officer Level 3	30.38	34.94	39.49	45.57	60.76	75.95
Administrative services officer Level 4	32.69	37.59	42.50	49.04	65.38	81.73
Administrative services officer Level 5	35.64	40.99	46.33	53.46	71.28	89.10
Administrative services officer Level 6	39.52	45.45	51.38	59.28	79.04	98.80
Administrative services officer Level 7	42.60	48.99	55.38	63.90	85.20	106.50

15. By deleting the table appearing in clause B.1.5 and inserting the following:

	Monday to Saturday		Sunday
	First 3 hours	After first 3 hours	All hours worked
	% of minimum hourly rate		
	150%	200%	200%
	\$	\$	\$
Administrative services officer Level 1	36.99	49.32	49.32
Administrative services officer Level 2	41.76	55.68	55.68
Administrative services officer Level 3	45.57	60.76	60.76
Administrative services officer Level 4	49.04	65.38	65.38

	Monday to Saturday		Sunday
	First 3 hours	After first 3 hours	All hours worked
	% of minimum hourly rate		
	150%	200%	200%
	\$	\$	\$
Administrative services officer Level 5	53.46	71.28	71.28
Administrative services officer Level 6	*	*	*
Administrative services officer Level 7	*	*	*

16. By deleting the table appearing in clause B.1.6 and inserting the following:

	Monday to Friday		Saturday and Sunday
	First 3 hours	After first 3 hours	All hours worked
	% of minimum hourly rate		
	150%	200%	200%
	\$	\$	\$
Administrative services officer Level 1	36.99	49.32	49.32
Administrative services officer Level 2	41.76	55.68	55.68
Administrative services officer Level 3	45.57	60.76	60.76
Administrative services officer Level 4	49.04	65.38	65.38
Administrative services officer Level 5	53.46	71.28	71.28
Administrative services officer Level 6	*	*	*
Administrative services officer Level 7	*	*	*

17. By deleting the table appearing in clause B.1.7 and inserting the following:

	Day	Night shift	Non-rotating night	Saturday¹	Sunday²	Public holiday
	% of minimum hourly rate					
	100%	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$
Ground services officer Level 1	23.44	26.96	30.47	35.16	46.88	58.60
Ground services officer Level 2	23.96	27.55	31.15	35.94	47.92	59.90
Ground services officer Level 3	24.49	28.16	31.84	36.74	48.98	61.23
Ground services officer Level 4	25.19	28.97	32.75	37.79	50.38	62.98
Ground services officer Level 5	26.18	30.11	34.03	39.27	52.36	65.45
Ground services officer Level 6	27.10	31.17	35.23	40.65	54.20	67.75
Ground services officer Level 7	27.94	32.13	36.32	41.91	55.88	69.85
Ground services officer Level 8	28.49	32.76	37.04	42.74	56.98	71.23
Ground services officer Level 9	28.85	33.18	37.51	43.28	57.70	72.13
Ground services officer Level 10	29.22	33.60	37.99	43.83	58.44	73.05
Ground services officer Level 11	29.77	34.24	38.70	44.66	59.54	74.43

18. By deleting the table appearing in clause B.1.8 and inserting the following:

	Monday to Saturday		Sunday
	First 3 hours	After first 3 hours	All hours worked
	% of minimum hourly rate		
	150%	200%	200%
	\$	\$	\$
Ground services officer Level 1	35.16	46.88	46.88
Ground services officer Level 2	35.94	47.92	47.92
Ground services officer Level 3	36.74	48.98	48.98
Ground services officer Level 4	37.79	50.38	50.38
Ground services officer Level 5	39.27	52.36	52.36
Ground services officer Level 6	40.65	54.20	54.20
Ground services officer Level 7	41.91	55.88	55.88
Ground services officer Level 8	42.74	56.98	56.98
Ground services officer Level 9	43.28	57.70	57.70
Ground services officer Level 10	43.83	58.44	58.44
Ground services officer Level 11	44.66	59.54	59.54

19. By deleting the table appearing in clause B.1.9 and inserting the following:

	Monday to Friday		Saturday and Sunday
	First 3 hours	After first 3 hours	All hours worked
	% of minimum hourly rate		
	150%	200%	200%
	\$	\$	\$
Ground services officer Level 1	35.16	46.88	46.88
Ground services officer Level 2	35.94	47.92	47.92
Ground services officer Level 3	36.74	48.98	48.98
Ground services officer Level 4	37.79	50.38	50.38
Ground services officer Level 5	39.27	52.36	52.36
Ground services officer Level 6	40.65	54.20	54.20
Ground services officer Level 7	41.91	55.88	55.88
Ground services officer Level 8	42.74	56.98	56.98
Ground services officer Level 9	43.28	57.70	57.70
Ground services officer Level 10	43.83	58.44	58.44
Ground services officer Level 11	44.66	59.54	59.54

20. By deleting the table appearing in clause B.1.10 and inserting the following:

	Day	Night shift	Non-rotating night	Saturday¹	Sunday²	Public holiday
	% of minimum hourly rate					
	100%	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$
Professional engineer Level 1						
—Pay point 1	32.47	37.34	42.21	48.71	64.94	81.18
—Pay point 2	33.73	38.79	43.85	50.60	67.46	84.33
—Pay point 3	34.96	40.20	45.45	52.44	69.92	87.40
Professional engineer Level 2	36.70	42.21	47.71	55.05	73.40	91.75
Professional engineer Level 3	40.38	46.44	52.49	60.57	80.76	100.95
Professional engineer Level 4	44.05	50.66	57.27	66.08	88.10	110.13
Professional engineer Level 5	49.26	56.65	64.04	73.89	98.52	123.15

21. By deleting the table appearing in clause B.1.11 and inserting the following:

	Monday to Saturday		Sunday
	First 3 hours	After first 3 hours	All hours worked
	% of minimum hourly rate		
	150%	200%	200%
	\$	\$	\$
Professional engineer Level 1			
—Pay point 1	48.71	64.94	64.94
—Pay point 2	50.60	67.46	67.46
—Pay point 3	52.44	69.92	69.92
Professional engineer Level 2	55.05	73.40	73.40
Professional engineer Level 3	*	*	*
Professional engineer Level 4	*	*	*
Professional engineer Level 5	*	*	*

22. By deleting the table appearing in clause B.1.12 and inserting the following:

	Monday to Friday		Saturday and Sunday
	First 3 hours	After first 3 hours	All hours worked
	% of minimum hourly rate		
	150%	200%	200%
	\$	\$	\$
Professional engineer Level 1			
—Pay point 1	48.71	64.94	64.94
—Pay point 2	50.60	67.46	67.46
—Pay point 3	52.44	69.92	69.92
Professional engineer Level 2	55.05	73.40	73.40
Professional engineer Level 3	*	*	*
Professional engineer Level 4	*	*	*
Professional engineer Level 5	*	*	*

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

	Day	Night shift	Non-rotating night	Saturday¹	Sunday²	Public holiday
	% of minimum hourly rate					
	125%	140%	155%	175%	225%	275%
	\$	\$	\$	\$	\$	\$
Technical services assistant	31.49	35.27	39.04	44.08	56.68	69.27
Technical services officer Level 1	32.73	36.65	40.58	45.82	58.91	72.00
Technical services officer Level 2	33.88	37.94	42.01	47.43	60.98	74.53
Technical services officer Level 3	36.06	40.39	44.72	50.49	64.91	79.34
Technical services officer Level 4	38.21	42.80	47.38	53.50	68.78	84.07
Technical services officer Level 5	39.10	43.79	48.48	54.74	70.38	86.02

	Day	Night shift	Non-rotating night	Saturday¹	Sunday²	Public holiday
	% of minimum hourly rate					
	125%	140%	155%	175%	225%	275%
	\$	\$	\$	\$	\$	\$
Technical services officer Level 6	40.24	45.07	49.89	56.33	72.43	88.52
Technical services officer Level 7	42.44	47.53	52.62	59.41	76.39	93.36
Technical services officer Level 8	43.59	48.82	54.05	61.02	78.46	95.89
Technical services officer Level 9	47.03	52.67	58.31	65.84	84.65	103.46
Technical services officer Level 10	50.48	56.53	62.59	70.67	90.86	111.05

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

	Day	Night shift	Non-rotating night	Saturday¹	Sunday²	Public holiday
	% of minimum hourly rate					
	125%	140%	155%	175%	225%	275%
	\$	\$	\$	\$	\$	\$
Administrative services officer Level 1	30.83	34.52	38.22	43.16	55.49	67.82
Administrative services officer Level 2	34.80	38.98	43.15	48.72	62.64	76.56
Administrative services officer Level 3	37.98	42.53	47.09	53.17	68.36	83.55
Administrative services officer Level 4	40.86	45.77	50.67	57.21	73.55	89.90
Administrative services officer Level 5	44.55	49.90	55.24	62.37	80.19	98.01
Administrative services officer Level 6	49.40	55.33	61.26	69.16	88.92	108.68
Administrative services officer Level 7	53.25	59.64	66.03	74.55	95.85	117.15

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

	Day	Night shift	Non-rotating night	Saturday¹	Sunday²	Public holiday
	% of minimum hourly rate					
	125%	140%	155%	175%	225%	275%
	\$	\$	\$	\$	\$	\$
Ground services officer Level 1	29.30	32.82	36.33	41.02	52.74	64.46
Ground services officer Level 2	29.95	33.54	37.14	41.93	53.91	65.89
Ground services officer Level 3	30.61	34.29	37.96	42.86	55.10	67.35
Ground services officer Level 4	31.49	35.27	39.04	44.08	56.68	69.27
Ground services officer Level 5	32.73	36.65	40.58	45.82	58.91	72.00
Ground services officer Level 6	33.88	37.94	42.01	47.43	60.98	74.53
Ground services officer Level 7	34.93	39.12	43.31	48.90	62.87	76.84
Ground services officer Level 8	35.61	39.89	44.16	49.86	64.10	78.35
Ground services officer Level 9	36.06	40.39	44.72	50.49	64.91	79.34
Ground services officer Level 10	36.53	40.91	45.29	51.14	65.75	80.36
Ground services officer Level 11	37.21	41.68	46.14	52.10	66.98	81.87

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

	Day	Night shift	Non-rotating night	Saturday¹	Sunday²	Public holiday
	% of minimum hourly rate					
	125%	140%	155%	175%	225%	275%
	\$	\$	\$	\$	\$	\$
Professional engineer Level 1						
—Pay point 1	40.59	45.46	50.33	56.82	73.06	89.29
—Pay point 2	42.16	47.22	52.28	59.03	75.89	92.76
—Pay point 3	43.70	48.94	54.19	61.18	78.66	96.14
Professional engineer Level 2	45.88	51.38	56.89	64.23	82.58	100.93
Professional engineer Level 3	50.48	56.53	62.59	70.67	90.86	111.05
Professional engineer Level 4	55.06	61.67	68.28	77.09	99.11	121.14
Professional engineer Level 5	61.58	68.96	76.35	86.21	110.84	135.47

27. By deleting the amount “\$940.72” appearing in clause C.1.1 and inserting “\$994.81”.

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

Allowance	Clause	% of standard rate	\$	Payable
Disability allowance— Technical or Ground services officers	21.2(a)(i)	0.1009	1.00	per hour
Disability allowance— confined space (boiler)	21.2(a)(iii)	0.2308	2.30	per hour
Disability allowance— maximum per hour	21.2(a)(iv)	0.1508	1.50	per hour
Disability allowance— maximum per hour for confined space (boiler)	21.2(a)(iv)	0.2308	2.30	per hour
Plumbers registration allowance	21.2(b)(i)	3.9127	38.92	per week
First aid allowance	21.2(c)	2.006	19.96	per week
District allowance— employees with dependents—Alice Springs	21.2(d)(ii)	360.1533	3582.84	per annum

Allowance	Clause	% of standard rate	\$	Payable
District allowance—employees with dependents—Darwin	21.2(d)(ii)	360.1533	3582.84	per annum
District allowance—employees with dependents—Mt Isa	21.2(d)(ii)	360.1533	3582.84	per annum
District allowance—employees with dependents—Tennant Creek	21.2(d)(ii)	717.2973	7135.75	per annum
District allowance—employees with dependents—Townsville	21.2(d)(ii)	149.4787	1487.03	per annum
District allowance—employees with dependents—Yulara	21.2(d)(ii)	360.1533	3582.84	per annum
District allowance—employees without dependents—Alice Springs	21.2(d)(ii)	196.6301	1956.10	per annum
District allowance—employees without dependents—Darwin	21.2(d)(ii)	196.6301	1956.10	per annum
District allowance—employees without dependents—Mt Isa	21.2(d)(ii)	196.6301	1956.10	per annum
District allowance—employees without dependents—Tennant Creek	21.2(d)(ii)	443.4196	4411.18	per annum
District allowance—employees without dependents—Townsville	21.2(d)(ii)	75.2415	748.51	per annum
District allowance—employees without dependents—Yulara	21.2(d)(ii)	196.63	1956.09	per annum

29. By deleting clause F.4 and inserting the following:

F.4 Minimum rates

F.4.1 Minimum weekly rates for full-time traineeships

(a) Wage level A

The minimum rate for a full-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level A by clause F.6.1 is the weekly rate specified in column 2 of **Table 1—Wage level A minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship)** according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in column 1.

Table 1—Wage level A minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship)

Column 1 Experience level of trainee	Column 2 Highest year of schooling completed		
	Year 10 per week	Year 11 per week	Year 12 per week
	\$	\$	\$
School leaver	384.30	423.10	503.30
Plus 1 year out of school	423.10	503.30	585.70
Plus 2 years out of school	503.30	585.70	681.60
Plus 3 years out of school	585.70	681.60	780.40
Plus 4 years out of school	681.60	780.40	
Plus 5 or more years out of school	780.40		

NOTE: See clause F.4.3 for other minimum wage provisions that affect this clause F.4.1(a).

(b) Wage Level B

The minimum rate for a full-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level B by clause F.6.2 is the weekly rate specified in Column 2 of **Table 2—Wage level B minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship)** according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in Column 1.

Table 2—Wage level B minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship)

Column 1 Experience level of trainee	Column 2 Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
School leaver	384.30	423.10	490.50
Plus 1 year out of school	423.10	490.50	564.20
Plus 2 years out of school	490.50	564.20	661.80
Plus 3 years out of school	564.20	661.80	754.70
Plus 4 years out of school	661.80	754.70	
Plus 5 or more years out of school	754.70		

NOTE: See clause F.4.3 for other minimum wage provisions that affect this clause F.4.1(b).

(c) AQF Certificate Level IV traineeships

- (i)** The minimum rate for a full-time trainee undertaking an AQF Certificate Level IV traineeship is the minimum rate for the relevant full-time AQF Certificate Level III traineeship increased by 3.8%.
- (ii)** The minimum rate for a full-time adult trainee undertaking an AQF Certificate Level IV traineeship is the weekly rate specified in column 2 or 3 of **Table 3—Minimum weekly rate for full-time adult trainees (AQF Certificate Level IV traineeship)** according to the year of the traineeship specified in those columns and the relevant wage level for the relevant AQF Certificate Level III traineeship specified in column 1:

Table 3—Minimum weekly rate for full-time adult trainees (AQF Certificate Level IV traineeship)

Column 1 Wage level	Column 2 First year of traineeship	Column 3 Second and subsequent years of traineeship
	per week	per week
	\$	\$
Wage Level A	810.00	840.80
Wage Level B	783.40	813.20

NOTE: See clause F.4.3 for other minimum wage provisions that affect this clause F.4.1(c).

F.4.2 Minimum hourly rates for part-time traineeships

(a) Wage level A

The minimum hourly rate for a part-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level A by clause F.6.1 is the hourly rate specified in column 2 of **Table 4—Wage level A minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)** according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in column 1.

Table 4—Wage level A minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)

Column 1 Experience level of trainee	Column 2 Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
School leaver	12.64	13.92	16.55
Plus 1 year out of school	13.92	16.55	19.27
Plus 2 years out of school	16.55	19.27	22.42
Plus 3 years out of school	19.27	22.42	25.68
Plus 4 years out of school	22.42	25.68	
Plus 5 or more years out of school	25.68		

NOTE: See clause F.4.2(e) for calculating the actual minimum wage. See also clause F.4.3 for other minimum wage provisions that affect clause F.4.2(a).

(b) Wage Level B

The minimum hourly rate for a part-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level B by clause F.6.2 is the hourly rate specified in Column 2 of **Table 5—Wage level B minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)** according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in Column 1.

Table 5—Wage level B minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)

Column 1 Experience level of trainee	Column 2 Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
School leaver	12.64	13.92	16.14
Plus 1 year out of school	13.92	16.14	18.56
Plus 2 years out of school	16.14	18.56	21.77
Plus 3 years out of school	18.56	21.77	24.83
Plus 4 years out of school	21.77	24.83	
Plus 5 or more years out of school	24.83		

NOTE: See clause F.4.2(e) for calculating the actual minimum wage. See also clause F.4.3 for other minimum wage provisions that affect this clause F.4.2(b).

(c) School-based traineeships

The minimum hourly rate for a part-time trainee who works ordinary hours and is undertaking a school-based AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level A by clause F.6 is the hourly rate in column 1 or 2 of **Table 6—Minimum hourly rate for part-time trainees (school-based AQF Certificate Level I–III traineeship)** according to the year of schooling of the trainee.

Table 6—Minimum hourly rate for part-time trainees (school-based AQF Certificate Level I–III traineeship)

Column 1 Year 11 or lower	Column 2 Year 12
per hour	per hour
\$	\$
12.64	13.92

NOTE: See clause F.4.2(e) for calculating the actual minimum wage. See also clause F.4.3 for other minimum wage provisions that affect this clause F.4.2(c).

(d) AQF Certificate Level IV traineeships

- (i) The minimum hourly rate for a part-time trainee undertaking an AQF Certificate Level IV traineeship is the minimum hourly rate for the

relevant part-time AQF Certificate Level III traineeship increased by 3.8%.

- (ii) The minimum hourly rate for a part-time adult trainee undertaking an AQF Certificate Level IV traineeship is the hourly rate in column 2 or 3 of **Table 7—Minimum hourly rate for part-time adult trainees (AQF Certificate Level IV traineeship)**, according to the year of the traineeship specified in those columns and the relevant wage level for the relevant AQF Certificate Level III traineeship specified in column 1:

Table 7—Minimum hourly rate for part-time adult trainees (AQF Certificate Level IV traineeship)

Column 1	Column 2	Column 3
Wage level	First year of traineeship	Second and subsequent years of traineeship
	per hour	per hour
	\$	\$
Wage Level A	26.65	27.65
Wage Level B	25.77	26.75

NOTE: See clause F.4.2(e) for calculating the actual minimum wage. See also clause F.4.3 for other minimum wage provisions that affect this clause F.4.2(d).

(e) Calculating the actual minimum wage

- (i) If fewer than 38 (or an average of 38) ordinary hours of work per week is considered full-time at the workplace by the employer, the appropriate minimum hourly rate for a part-time trainee is obtained by multiplying the relevant minimum hourly rate in clauses F.4.2(a) to F.4.2(d) by 38 and then dividing the figure obtained by the full-time ordinary hours of work per week.
- (ii) If the approved training for a part-time traineeship is provided wholly off-the-job by a registered training organisation, for example at school or at TAFE, the relevant minimum hourly rate in clauses F.4.2(a) to F.4.2(d) applies to each ordinary hour worked by the trainee.
- (iii) If the approved training for a part-time traineeship is undertaken solely on-the-job or partly on-the-job and partly off-the-job, the relevant minimum hourly rate in clauses F.4.2(a) to F.4.2(d) minus 20% applies to each ordinary hour worked by the trainee.

F.4.3 Other minimum wage provisions

- (a) Clause F.4.3 applies despite anything to the contrary in clause F.4.2 or F.4.4.

- (b) An employee who was employed by an employer immediately before becoming a trainee with that employer must not suffer a reduction in their minimum rate of pay because of becoming a trainee.
- (c) For the purpose of determining whether a trainee has suffered a reduction as mentioned in clause F.4.3(b), casual loadings are to be disregarded.
- (d) If a qualification is converted from an AQF Certificate Level II to an AQF Certificate Level III traineeship, or from an AQF Certificate Level III to an AQF Certificate Level IV traineeship, then the trainee must be paid the next highest minimum wage provided in this schedule, if a higher minimum wage is provided for the new AQF certificate level.

F.4.4 Default wage rate

The minimum wage for a trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate level are not allocated to a wage level by clause F.6 is the relevant minimum wage under this schedule for a trainee undertaking an AQF Certificate to Level I–III traineeship whose training package and AQF certificate level are allocated to wage level B.

B. This determination comes into operation on 1 July 2023. 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 2023.

PRESIDENT