



DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2022–23
(C2023/1)

AIRSERVICES AUSTRALIA ENTERPRISE AWARD 2016
[MA000141]

Commonwealth employment

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

SYDNEY, 20 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 [[\[2023\] FWC FB 3500](#)], the above award is varied as follows:

1. By deleting the table appearing in clause 11.1 and inserting the following:

Classification	Per annum \$
Air Traffic Controller—Academy Trainee	51,877
Air Traffic Controller—Field Trainee	63,382
Air Traffic Controller	75,364
Unit Tower Supervisor	84,037
Check & Standardisation Supervisor—Air Traffic Control	89,043
Systems Supervisor	89,043

2. By deleting the table appearing in clause 11.2 and inserting the following:

Classification	Per annum \$
Airways Data Team—Trainee	46,628
Airways Data Team—Officer	47,548
Airways Data Team—Supervisor	63,212

3. By deleting the table appearing in clause 11.3 and inserting the following:

Classification	Per annum \$
Simulator Support Specialist—Trainee	46,628
Simulator Support Specialist—Level 1	47,548
Simulator Support Specialist—Level 2	54,346
Simulator Support Specialist—Classroom Trainer	58,247
Simulator Support Specialist—Supervisor	63,212

4. By deleting the table appearing in clause 11.4 and inserting the following:

Classification	Per annum \$
Flight Data Coordinator—Trainee	46,628
Flight Data Coordinator—Officer	47,548
Flight Data Coordinator—Supervisor	63,212

5. By deleting the table appearing in clause 11.5 and inserting the following:

Classification	Per annum \$
Aviation Communications Specialist—Trainee	48,312
Aviation Communications Specialist—Journeyman	57,901
Aviation Communications Specialist	65,143
Check & Standardisation Supervisor—Upper Air Space High Frequency	68,287
High Frequency Shift Manager	72,343

6. By deleting the table appearing in clause 11.6 and inserting the following:

Classification	Per annum \$
Traffic Management Officer—Trainee	48,312
Traffic Management Officer—Journeyman	57,901

Classification	Per annum \$
Traffic Management Officer	65,143
Check & Standardisation Supervisor—National Operations Centre	68,287
National Operations Supervisor	72,343

7. By deleting the table appearing in clause 11.7 and inserting the following:

Classification	Per annum \$
Recruit	49,015
Trainee Fire Fighter—Level 1	49,930
Trainee Fire Fighter—Level 2	52,365
Leading Fire Fighter	54,440
Sub-Station Officer	55,317
Station Officer	58,603
Fire Commander	69,952

8. By deleting the table appearing in clause 11.8 and inserting the following:

Classification	Per annum \$
Administrative Services—Level 1	47,871
Administrative Services—Level 2	51,870
Administrative Services—Level 3	56,417
Administrative Services—Level 4	60,060
Administrative Services—Level 5	65,020
Administrative Services—Level 6	70,984
Administrative Services—Level 7	81,760
Administrative Services—Level 8	95,101
Administrative Services—Level 9	99,442

9. By deleting the table appearing in clause 11.9 and inserting the following:

Classification	Per annum \$
Technology Professional—Level 1	57,586
Technology Professional—Level 2	68,843
Technology Professional—Level 3	84,930
Technology Professional—Level 4	99,296

10. By deleting the table appearing in clause 11.10 and inserting the following:

Classification	Per annum \$
Technical Employee—Level 1	53,185
Technical Employee—Level 2	59,347
Technical Employee—Level 3	61,850
Technical Employee—Level 4	68,967
Technical Employee—Level 5	78,203
Technical Employee—Level 6	84,930
Technical Employee—Level 7	99,296

11. By deleting the amount “\$2364.58” appearing in clause 12.7(a) and inserting “\$2500.54”.

12. By deleting the amount “\$4805.87” appearing in clause 12.7(b) and inserting “\$5082.18”.

13. By deleting the table appearing in clause 12.8(a) and inserting the following:

Classification level	A - Kingsford Smith Airport	(a) - Moorabbin, Archerfield, Jandakot, Bankstown, Parafield	B - Melbourne, Brisbane, Perth, Adelaide, Cairns, Canberra
	\$	\$	\$
UTS/C&SS	5082.18	3558.03	3558.03
ATC	3862.47	2338.42	2338.42
Field trainee	3253.58	1727.70	1727.70

14. By deleting the amount “\$59,428” appearing in clause 12.13(a) and inserting “\$62,845”.

15. By deleting the amount “\$16.51” appearing in clause 12.15(a) and inserting “\$17.46”.

16. By deleting the amount “\$30.19” appearing in clause 12.19(a) and inserting “\$31.93”.

17. By deleting the amount “\$34.52” appearing in clause 12.19(b) and inserting “\$36.50”.

18. By deleting the amount “\$21.53” appearing in clause 12.19(c) and inserting “\$22.77”.

19. By deleting the amount “\$25.86” appearing in clause 12.19(d) and inserting “\$27.35”.

20. By deleting the amount “\$0.79” appearing in clause 12.20(b) and inserting “\$0.83”.

21. By deleting the amount “\$0.59” appearing in clause 12.20(c) and inserting “\$0.63”.
22. By deleting the amount “\$0.79” appearing in clause 12.20(d) and inserting “\$0.83”.
23. By deleting the amount “\$0.41” appearing in clause 12.20(e) and inserting “\$0.43”.
24. By deleting the amounts “\$0.59” and “\$0.79” appearing in clause 12.20(f)(i) and inserting “\$0.63” and “\$0.83” respectively.
25. By deleting the amount “\$0.59” appearing in clause 12.20(g) and inserting “\$0.63”.
26. By deleting the amount “\$1.59” appearing in clause 12.20(h) and inserting “\$1.68”.
27. By deleting the amount “\$0.66” appearing in clause 12.20(i) and inserting “\$0.70”.
28. By deleting the table appearing in clause 12.21(a) and inserting the following:

Location	Amount per annum
	\$
Category 1	2369.03
Category 2	5707.29
Category 3	6808.04

29. By deleting the amount “\$38,472” appearing in clause 13.1(a) and inserting “\$40,684”.
30. By deleting the amount “\$38,472” appearing in clause 14.1(b) and inserting “\$40,684”.
31. By deleting the amount “\$3.28” appearing in clause 17.9(b) and inserting “\$3.47”.
32. By deleting the table appearing in clause B.2 and inserting the following:

	Day
	ordinary rate— 100%
	\$
Air Traffic Controller	
Air Traffic Controller—Academy Trainee	27.62
Air Traffic Controller—Field Trainee	33.75
Air Traffic Controller	40.13
Unit Tower Supervisor	44.75
Check & Standardisation Supervisor—Air Traffic Control	47.41
Systems Supervisor	47.41

	Day
	ordinary rate— 100%
	\$
Airways Data Team	
Airways Data Team—Trainee	24.83
Airways Data Team—Officer	25.32
Airways Data Team—Supervisor	33.66
Simulator Support Specialist	
Simulator Support Specialist—Trainee	24.83
Simulator Support Specialist—Level 1	25.32
Simulator Support Specialist—Level 2	28.94
Simulator Support Specialist—Classroom Trainer	31.02
Simulator Support Specialist—Supervisor	33.66
Flight Data Coordinator	
Flight Data Coordinator—Trainee	24.83
Flight Data Coordinator—Officer	25.32
Flight Data Coordinator—Supervisor	33.66
Upper Air Space High Frequency	
Aviation Communications Specialist—Trainee	25.73
Aviation Communications Specialist—Journeyman	30.83
Aviation Communications Specialist	34.69
Check & Standardisation Supervisor—Upper Air Space High Frequency	36.36
High Frequency Shift Manager	38.52
National Operations Centre	
Traffic Management Officer—Trainee	25.73
Traffic Management Officer—Journeyman	30.83
Traffic Management Officer	34.69
Check & Standardisation Supervisor—National Operations Centre	36.36
National Operations Supervisor	38.52
Aviation Rescue Fire Fighter	
Recruit	24.73
Trainee Fire Fighter—Level 1	25.19
Trainee Fire Fighter—Level 2	26.42
Leading Fire Fighter	27.46
Sub-Station Officer	27.90

	Day
	ordinary rate— 100%
	\$
Station Officer	29.56
Fire Commander	35.29
Administrative Services	
Administrative Services—Level 1	24.97
Administrative Services—Level 2	27.06
Administrative Services—Level 3	29.43
Administrative Services—Level 4	31.33
Administrative Services—Level 5	33.92
Administrative Services—Level 6	37.03
Administrative Services—Level 7	42.65
Administrative Services—Level 8	49.61
Administrative Services—Level 9	51.87
Technology Professional	
Technology Professional—Level 1	30.04
Technology Professional—Level 2	35.91
Technology Professional—Level 3	44.30
Technology Professional—Level 4	51.79
Technical Employee	
Technical Employee—Level 1	27.74
Technical Employee—Level 2	30.96
Technical Employee—Level 3	32.26
Technical Employee—Level 4	35.97
Technical Employee—Level 5	40.79
Technical Employee—Level 6	44.30
Technical Employee—Level 7	51.79

33. By deleting the table appearing in clause B.3 and inserting the following:

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public Holiday
	150%	200%	200%	250%
	\$	\$	\$	\$
Air Traffic Controller				
Air Traffic Controller—Academy Trainee	41.43	55.24	55.24	69.05
Air Traffic Controller—Field	50.63	67.50	67.50	84.38

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public Holiday
	150%	200%	200%	250%
	\$	\$	\$	\$
Trainee				
Air Traffic Controller	60.20	80.26	80.26	100.33
Unit Tower Supervisor	67.13	89.50	89.50	111.88
Check & Standardisation Supervisor—Air Traffic Control	71.12	94.82	94.82	118.53
Systems Supervisor	71.12	94.82	94.82	118.53
Airways Data Team				
Airways Data Team—Trainee	37.25	49.66	49.66	62.08
Airways Data Team—Officer	37.98	50.64	50.64	63.30
Airways Data Team—Supervisor	50.49	67.32	67.32	84.15
Simulator Support Specialist				
Simulator Support Specialist— Trainee	37.25	49.66	49.66	62.08
Simulator Support Specialist— Level 1	37.98	50.64	50.64	63.30
Simulator Support Specialist— Level 2	43.41	57.88	57.88	72.35
Simulator Support Specialist— Classroom Trainer	46.53	62.04	62.04	77.55
Simulator Support Specialist— Supervisor	50.49	67.32	67.32	84.15
Flight Data Coordinator				
Flight Data Coordinator—Trainee	37.25	49.66	49.66	62.08
Flight Data Coordinator—Officer	37.98	50.64	50.64	63.30
Flight Data Coordinator— Supervisor	50.49	67.32	67.32	84.15
Upper Air Space High Frequency				
Aviation Communications Specialist—Trainee	38.60	51.46	51.46	64.33
Aviation Communications Specialist—Journeyman	46.25	61.66	61.66	77.08
Aviation Communications Specialist	52.04	69.38	69.38	86.73
Check & Standardisation Supervisor—Upper Air Space High Frequency	54.54	72.72	72.72	90.90
High Frequency Shift Manager	57.78	77.04	77.04	96.30

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public Holiday
	150%	200%	200%	250%
	\$	\$	\$	\$
National Operations Centre				
Traffic Management Officer— Trainee	38.60	51.46	51.46	64.33
Traffic Management Officer— Journeyman	46.25	61.66	61.66	77.08
Traffic Management Officer	52.04	69.38	69.38	86.73
Check & Standardisation Supervisor—National Operations Centre	54.54	72.72	72.72	90.90
National Operations Supervisor	57.78	77.04	77.04	96.30
Aviation Rescue Fire Fighter				
Recruit	37.10	49.46	49.46	61.83
Trainee Fire Fighter—Level 1	37.79	50.38	50.38	62.98
Trainee Fire Fighter—Level 2	39.63	52.84	52.84	66.05
Leading Fire Fighter	41.19	54.92	54.92	68.65
Sub-Station Officer	41.85	55.80	55.80	69.75
Station Officer	44.34	59.12	59.12	73.90
Fire Commander	52.94	70.58	70.58	88.23
Administrative Services				
Administrative Services—Level 1	37.46	49.94	49.94	62.43
Administrative Services—Level 2	40.59	54.12	54.12	67.65
Administrative Services—Level 3	44.15	58.86	58.86	73.58
Administrative Services—Level 4	47.00	62.66	62.66	78.33
Administrative Services—Level 5	50.88	67.84	67.84	84.80
Administrative Services—Level 6	55.55	74.06	74.06	92.58
Administrative Services—Level 7	63.98	85.30	85.30	106.63
Administrative Services—Level 8	74.42	99.22	99.22	124.03
Administrative Services—Level 9	77.81	103.74	103.74	129.68
Technology Professional				
Technology Professional—Level 1	45.06	60.08	60.08	75.10
Technology Professional—Level 2	53.87	71.82	71.82	89.78
Technology Professional—Level 3	66.45	88.60	88.60	110.75
Technology Professional—Level 4	77.69	103.58	103.58	129.48
Technical Employee				
Technical Employee—Level 1	41.61	55.48	55.48	69.35
Technical Employee—Level 2	46.44	61.92	61.92	77.40

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public Holiday
	150%	200%	200%	250%
	\$	\$	\$	\$
Technical Employee—Level 3	48.39	64.52	64.52	80.65
Technical Employee—Level 4	53.96	71.94	71.94	89.93
Technical Employee—Level 5	61.19	81.58	81.58	101.98
Technical Employee—Level 6	66.45	88.60	88.60	110.75
Technical Employee—Level 7	77.69	103.58	103.58	129.48

34. By deleting the table appearing in clause B.4 and inserting the following:

	Night	Continuous night	Saturday	Sunday	Public holiday
	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$
Air Traffic Controller					
Air Traffic Controller—Academy Trainee	31.76	35.91	41.43	55.24	69.05
Air Traffic Controller—Field Trainee	38.81	43.88	50.63	67.50	84.38
Air Traffic Controller	46.15	52.17	60.20	80.26	100.33
Unit Tower Supervisor	51.46	58.18	67.13	89.50	111.88
Check & Standardisation Supervisor—Air Traffic Control	54.52	61.63	71.12	94.82	118.53
Systems Supervisor	54.52	61.63	71.12	94.82	118.53
Airways Data Team					
Airways Data Team—Trainee	28.55	32.28	37.25	49.66	62.08
Airways Data Team—Officer	29.12	32.92	37.98	50.64	63.30
Airways Data Team—Supervisor	38.71	43.76	50.49	67.32	84.15
Simulator Support Specialist					
Simulator Support Specialist—Trainee	28.55	32.28	37.25	49.66	62.08
Simulator Support Specialist—Level 1	29.12	32.92	37.98	50.64	63.30
Simulator Support Specialist—Level 2	33.28	37.62	43.41	57.88	72.35
Simulator Support Specialist—Classroom Trainer	35.67	40.33	46.53	62.04	77.55
Simulator Support Specialist—Supervisor	38.71	43.76	50.49	67.32	84.15

	Night	Continuous night	Saturday	Sunday	Public holiday
	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$
Flight Data Coordinator					
Flight Data Coordinator—Trainee	28.55	32.28	37.25	49.66	62.08
Flight Data Coordinator—Officer	29.12	32.92	37.98	50.64	63.30
Flight Data Coordinator—Supervisor	38.71	43.76	50.49	67.32	84.15
Upper Air Space High Frequency					
Aviation Communications Specialist—Trainee	29.59	33.45	38.60	51.46	64.33
Aviation Communications Specialist—Journeyman	35.45	40.08	46.25	61.66	77.08
Aviation Communications Specialist	39.89	45.10	52.04	69.38	86.73
Check & Standardisation Supervisor—Upper Air Space High Frequency	41.81	47.27	54.54	72.72	90.90
High Frequency Shift Manager	44.30	50.08	57.78	77.04	96.30
National Operations Centre					
Traffic Management Officer—Trainee	29.59	33.45	38.60	51.46	64.33
Traffic Management Officer— Journeyman	35.45	40.08	46.25	61.66	77.08
Traffic Management Officer	39.89	45.10	52.04	69.38	86.73
Check & Standardisation Supervisor—National Operations Centre	41.81	47.27	54.54	72.72	90.90
National Operations Supervisor	44.30	50.08	57.78	77.04	96.30
Aviation Rescue Fire Fighter					
Recruit	28.44	32.15	37.10	49.46	61.83
Trainee Fire Fighter—Level 1	28.97	32.75	37.79	50.38	62.98
Trainee Fire Fighter—Level 2	30.38	34.35	39.63	52.84	66.05
Leading Fire Fighter	31.58	35.70	41.19	54.92	68.65
Sub-Station Officer	32.09	36.27	41.85	55.80	69.75
Station Officer	33.99	38.43	44.34	59.12	73.90
Fire Commander	40.58	45.88	52.94	70.58	88.23
Administrative Services					
Administrative Services—Level 1	28.72	32.46	37.46	49.94	62.43
Administrative Services—Level 2	31.12	35.18	40.59	54.12	67.65
Administrative Services—Level 3	33.84	38.26	44.15	58.86	73.58
Administrative Services—Level 4	36.03	40.73	47.00	62.66	78.33
Administrative Services—Level 5	39.01	44.10	50.88	67.84	84.80

	Night	Continuous night	Saturday	Sunday	Public holiday
	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$
Administrative Services—Level 6	42.58	48.14	55.55	74.06	92.58
Administrative Services—Level 7	49.05	55.45	63.98	85.30	106.63
Administrative Services—Level 8	57.05	64.49	74.42	99.22	124.03
Administrative Services—Level 9	59.65	67.43	77.81	103.74	129.68
Technology Professional					
Technology Professional—Level 1	34.55	39.05	45.06	60.08	75.10
Technology Professional—Level 2	41.30	46.68	53.87	71.82	89.78
Technology Professional—Level 3	50.95	57.59	66.45	88.60	110.75
Technology Professional—Level 4	59.56	67.33	77.69	103.58	129.48
Technical Employee					
Technical Employee—Level 1	31.90	36.06	41.61	55.48	69.35
Technical Employee—Level 2	35.60	40.25	46.44	61.92	77.40
Technical Employee—Level 3	37.10	41.94	48.39	64.52	80.65
Technical Employee—Level 4	41.37	46.76	53.96	71.94	89.93
Technical Employee—Level 5	46.91	53.03	61.19	81.58	101.98
Technical Employee—Level 6	50.95	57.59	66.45	88.60	110.75
Technical Employee—Level 7	59.56	67.33	77.69	103.58	129.48

35. By deleting the table appearing in clause B.5 and inserting the following:

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public Holiday
	150%	200%	200%	250%
	\$	\$	\$	\$
Air Traffic Controller				
Air Traffic Controller—Academy Trainee	41.43	55.24	55.24	69.05
Air Traffic Controller—Field Trainee	50.63	67.50	67.50	84.38
Air Traffic Controller	60.20	80.26	80.26	100.33
Unit Tower Supervisor	67.13	89.50	89.50	111.88
Check & Standardisation Supervisor—Air Traffic Control	71.12	94.82	94.82	118.53
Systems Supervisor	71.12	94.82	94.82	118.53
Airways Data Team				
Airways Data Team—Trainee	37.25	49.66	49.66	62.08

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public Holiday
	150%	200%	200%	250%
	\$	\$	\$	\$
Airways Data Team—Officer	37.98	50.64	50.64	63.30
Airways Data Team—Supervisor	50.49	67.32	67.32	84.15
Simulator Support Specialist				
Simulator Support Specialist— Trainee	37.25	49.66	49.66	62.08
Simulator Support Specialist— Level 1	37.98	50.64	50.64	63.30
Simulator Support Specialist— Level 2	43.41	57.88	57.88	72.35
Simulator Support Specialist— Classroom Trainer	46.53	62.04	62.04	77.55
Simulator Support Specialist— Supervisor	50.49	67.32	67.32	84.15
Flight Data Coordinator				
Flight Data Coordinator—Trainee	37.25	49.66	49.66	62.08
Flight Data Coordinator—Officer	37.98	50.64	50.64	63.30
Flight Data Coordinator— Supervisor	50.49	67.32	67.32	84.15
Upper Air Space High Frequency				
Aviation Communications Specialist—Trainee	38.60	51.46	51.46	64.33
Aviation Communications Specialist—Journeyman	46.25	61.66	61.66	77.08
Aviation Communications Specialist	52.04	69.38	69.38	86.73
Check & Standardisation Supervisor—Upper Air Space High Frequency	54.54	72.72	72.72	90.90
High Frequency Shift Manager	57.78	77.04	77.04	96.30
National Operations Centre				
Traffic Management Officer— Trainee	38.60	51.46	51.46	64.33
Traffic Management Officer— Journeyman	46.25	61.66	61.66	77.08
Traffic Management Officer	52.04	69.38	69.38	86.73

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public Holiday
	150%	200%	200%	250%
	\$	\$	\$	\$
Check & Standardisation Supervisor—National Operations Centre	54.54	72.72	72.72	90.90
National Operations Supervisor	57.78	77.04	77.04	96.30
Aviation Rescue Fire Fighter				
Recruit	37.10	49.46	49.46	61.83
Trainee Fire Fighter—Level 1	37.79	50.38	50.38	62.98
Trainee Fire Fighter—Level 2	39.63	52.84	52.84	66.05
Leading Fire Fighter	41.19	54.92	54.92	68.65
Sub-Station Officer	41.85	55.80	55.80	69.75
Station Officer	44.34	59.12	59.12	73.90
Fire Commander	52.94	70.58	70.58	88.23
Administrative Services				
Administrative Services—Level 1	37.46	49.94	49.94	62.43
Administrative Services—Level 2	40.59	54.12	54.12	67.65
Administrative Services—Level 3	44.15	58.86	58.86	73.58
Administrative Services—Level 4	47.00	62.66	62.66	78.33
Administrative Services—Level 5	50.88	67.84	67.84	84.80
Administrative Services—Level 6	55.55	74.06	74.06	92.58
Administrative Services—Level 7	63.98	85.30	85.30	106.63
Administrative Services—Level 8	74.42	99.22	99.22	124.03
Administrative Services—Level 9	77.81	103.74	103.74	129.68
Technology Professional				
Technology Professional—Level 1	45.06	60.08	60.08	75.10
Technology Professional—Level 2	53.87	71.82	71.82	89.78
Technology Professional—Level 3	66.45	88.60	88.60	110.75
Technology Professional—Level 4	77.69	103.58	103.58	129.48
Technical Employee				
Technical Employee—Level 1	41.61	55.48	55.48	69.35
Technical Employee—Level 2	46.44	61.92	61.92	77.40
Technical Employee—Level 3	48.39	64.52	64.52	80.65
Technical Employee—Level 4	53.96	71.94	71.94	89.93
Technical Employee—Level 5	61.19	81.58	81.58	101.98
Technical Employee—Level 6	66.45	88.60	88.60	110.75
Technical Employee—Level 7	77.69	103.58	103.58	129.48

36. By deleting the table appearing in clause B.6 and inserting the following:

	Day
	ordinary rate – 125%
	\$
Air Traffic Controller	
Air Traffic Controller—Academy Trainee	34.53
Air Traffic Controller—Field Trainee	42.19
Air Traffic Controller	50.16
Unit Tower Supervisor	55.94
Check & Standardisation Supervisor—Air Traffic Control	59.26
Systems Supervisor	59.26
Airways Data Team	
Airways Data Team—Trainee	31.04
Airways Data Team—Officer	31.65
Airways Data Team—Supervisor	42.08
Simulator Support Specialist	
Simulator Support Specialist—Trainee	31.04
Simulator Support Specialist—Level 1	31.65
Simulator Support Specialist—Level 2	36.18
Simulator Support Specialist—Classroom Trainer	38.78
Simulator Support Specialist—Supervisor	42.08
Flight Data Coordinator	
Flight Data Coordinator—Trainee	31.04
Flight Data Coordinator—Officer	31.65
Flight Data Coordinator—Supervisor	42.08
Upper Air Space High Frequency	
Aviation Communications Specialist—Trainee	32.16
Aviation Communications Specialist—Journeyman	38.54
Aviation Communications Specialist	43.36
Check & Standardisation Supervisor—Upper Air Space High Frequency	45.45
High Frequency Shift Manager	48.15
National Operations Centre	
Traffic Management Officer—Trainee	32.16
Traffic Management Officer—Journeyman	38.54
Traffic Management Officer	43.36

	Day
	ordinary rate – 125%
	\$
Check & Standardisation Supervisor—National Operations Centre	45.45
National Operations Supervisor	48.15
Aviation Rescue Fire Fighter	
Recruit	30.91
Trainee Fire Fighter—Level 1	31.49
Trainee Fire Fighter—Level 2	33.03
Leading Fire Fighter	34.33
Sub-Station Officer	34.88
Station Officer	36.95
Fire Commander	44.11
Administrative Services	
Administrative Services—Level 1	31.21
Administrative Services—Level 2	33.83
Administrative Services—Level 3	36.79
Administrative Services—Level 4	39.16
Administrative Services—Level 5	42.40
Administrative Services—Level 6	46.29
Administrative Services—Level 7	53.31
Administrative Services—Level 8	62.01
Administrative Services—Level 9	64.84
Technology Professional	
Technology Professional—Level 1	37.55
Technology Professional—Level 2	44.89
Technology Professional—Level 3	55.38
Technology Professional—Level 4	64.74
Technical Employee	
Technical Employee—Level 1	34.68
Technical Employee—Level 2	38.70
Technical Employee—Level 3	40.33
Technical Employee—Level 4	44.96
Technical Employee—Level 5	50.99
Technical Employee—Level 6	55.38
Technical Employee—Level 7	64.74

37. By deleting the table appearing in clause B.7 and inserting the following:

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	150%	200%	200%	250%
	\$	\$	\$	\$
Air Traffic Controller				
Air Traffic Controller—Academy Trainee	41.43	55.24	55.24	69.05
Air Traffic Controller—Field Trainee	50.63	67.50	67.50	84.38
Air Traffic Controller	60.20	80.26	80.26	100.33
Unit Tower Supervisor	67.13	89.50	89.50	111.88
Check & Standardisation Supervisor—Air Traffic Control	71.12	94.82	94.82	118.53
Systems Supervisor	71.12	94.82	94.82	118.53
Airways Data Team				
Airways Data Team—Trainee	37.25	49.66	49.66	62.08
Airways Data Team—Officer	37.98	50.64	50.64	63.30
Airways Data Team—Supervisor	50.49	67.32	67.32	84.15
Simulator Support Specialist				
Simulator Support Specialist—Trainee	37.25	49.66	49.66	62.08
Simulator Support Specialist—Level 1	37.98	50.64	50.64	63.30
Simulator Support Specialist—Level 2	43.41	57.88	57.88	72.35
Simulator Support Specialist—Classroom Trainer	46.53	62.04	62.04	77.55
Simulator Support Specialist—Supervisor	50.49	67.32	67.32	84.15
Flight Data Coordinator				
Flight Data Coordinator—Trainee	37.25	49.66	49.66	62.08
Flight Data Coordinator—Officer	37.98	50.64	50.64	63.30
Flight Data Coordinator—Supervisor	50.49	67.32	67.32	84.15
Upper Air Space High Frequency				
Aviation Communications Specialist—Trainee	38.60	51.46	51.46	64.33
Aviation Communications Specialist—Journeyman	46.25	61.66	61.66	77.08

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	150%	200%	200%	250%
	\$	\$	\$	\$
Aviation Communications Specialist	52.04	69.38	69.38	86.73
Check & Standardisation Supervisor—Upper Air Space High Frequency	54.54	72.72	72.72	90.90
High Frequency Shift Manager	57.78	77.04	77.04	96.30
National Operations Centre				
Traffic Management Officer—Trainee	38.60	51.46	51.46	64.33
Traffic Management Officer—Journeyman	46.25	61.66	61.66	77.08
Traffic Management Officer	52.04	69.38	69.38	86.73
Check & Standardisation Supervisor—National Operations Centre	54.54	72.72	72.72	90.90
National Operations Supervisor	57.78	77.04	77.04	96.30
Aviation Rescue Fire Fighter				
Recruit	37.10	49.46	49.46	61.83
Trainee Fire Fighter—Level 1	37.79	50.38	50.38	62.98
Trainee Fire Fighter—Level 2	39.63	52.84	52.84	66.05
Leading Fire Fighter	41.19	54.92	54.92	68.65
Sub-Station Officer	41.85	55.80	55.80	69.75
Station Officer	44.34	59.12	59.12	73.90
Fire Commander	52.94	70.58	70.58	88.23
Administrative Services				
Administrative Services—Level 1	37.46	49.94	49.94	62.43
Administrative Services—Level 2	40.59	54.12	54.12	67.65
Administrative Services—Level 3	44.15	58.86	58.86	73.58
Administrative Services—Level 4	47.00	62.66	62.66	78.33
Administrative Services—Level 5	50.88	67.84	67.84	84.80
Administrative Services—Level 6	55.55	74.06	74.06	92.58
Administrative Services—Level 7	63.98	85.30	85.30	106.63
Administrative Services—Level 8	74.42	99.22	99.22	124.03
Administrative Services—Level 9	77.81	103.74	103.74	129.68
Technology Professional				
Technology Professional—Level 1	45.06	60.08	60.08	75.10
Technology Professional—Level 2	53.87	71.82	71.82	89.78

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	150%	200%	200%	250%
	\$	\$	\$	\$
Technology Professional—Level 3	66.45	88.60	88.60	110.75
Technology Professional—Level 4	77.69	103.58	103.58	129.48
Technical Employee				
Technical Employee—Level 1	41.61	55.48	55.48	69.35
Technical Employee—Level 2	46.44	61.92	61.92	77.40
Technical Employee—Level 3	48.39	64.52	64.52	80.65
Technical Employee—Level 4	53.96	71.94	71.94	89.93
Technical Employee—Level 5	61.19	81.58	81.58	101.98
Technical Employee—Level 6	66.45	88.60	88.60	110.75
Technical Employee—Level 7	77.69	103.58	103.58	129.48

38. By deleting the table appearing in clause B.8 and inserting the following:

	Night	Continuous night	Saturday	Sunday	Public holiday
	140%	155%	175%	225%	275%
	\$	\$	\$	\$	\$
Air Traffic Controller					
Air Traffic Controller—Academy Trainee	38.67	42.81	48.34	62.15	75.96
Air Traffic Controller—Field Trainee	47.25	52.31	59.06	75.94	92.81
Air Traffic Controller	56.18	62.20	70.23	90.29	110.36
Unit Tower Supervisor	62.65	69.36	78.31	100.69	123.06
Check & Standardisation Supervisor—Air Traffic Control	66.37	73.49	82.97	106.67	130.38
Systems Supervisor	66.37	73.49	82.97	106.67	130.38
Airways Data Team					
Airways Data Team—Trainee	34.76	38.49	43.45	55.87	68.28
Airways Data Team—Officer	35.45	39.25	44.31	56.97	69.63
Airways Data Team—Supervisor	47.12	52.17	58.91	75.74	92.57
Simulator Support Specialist					
Simulator Support Specialist—Trainee	34.76	38.49	43.45	55.87	68.28
Simulator Support Specialist—Level 1	35.45	39.25	44.31	56.97	69.63
Simulator Support Specialist—Level 2	40.52	44.86	50.65	65.12	79.59

	Night	Continuous night	Saturday	Sunday	Public holiday
	140%	155%	175%	225%	275%
	\$	\$	\$	\$	\$
Simulator Support Specialist— Classroom Trainer	43.43	48.08	54.29	69.80	85.31
Simulator Support Specialist— Supervisor	47.12	52.17	58.91	75.74	92.57
Flight Data Coordinator					
Flight Data Coordinator—Trainee	34.76	38.49	43.45	55.87	68.28
Flight Data Coordinator—Officer	35.45	39.25	44.31	56.97	69.63
Flight Data Coordinator—Supervisor	47.12	52.17	58.91	75.74	92.57
Upper Air Space High Frequency					
Aviation Communications Specialist—Trainee	36.02	39.88	45.03	57.89	70.76
Aviation Communications Specialist—Journeyman	43.16	47.79	53.95	69.37	84.78
Aviation Communications Specialist	48.57	53.77	60.71	78.05	95.40
Check & Standardisation Supervisor—Upper Air Space High Frequency	50.90	56.36	63.63	81.81	99.99
High Frequency Shift Manager	53.93	59.71	67.41	86.67	105.93
National Operations Centre					
Traffic Management Officer—Trainee	36.02	39.88	45.03	57.89	70.76
Traffic Management Officer— Journeyman	43.16	47.79	53.95	69.37	84.78
Traffic Management Officer	48.57	53.77	60.71	78.05	95.40
Check & Standardisation Supervisor—National Operations Centre	50.90	56.36	63.63	81.81	99.99
National Operations Supervisor	53.93	59.71	67.41	86.67	105.93
Aviation Rescue Fire Fighter					
Recruit	34.62	38.33	43.28	55.64	68.01
Trainee Fire Fighter—Level 1	35.27	39.04	44.08	56.68	69.27
Trainee Fire Fighter—Level 2	36.99	40.95	46.24	59.45	72.66
Leading Fire Fighter	38.44	42.56	48.06	61.79	75.52
Sub-Station Officer	39.06	43.25	48.83	62.78	76.73
Station Officer	41.38	45.82	51.73	66.51	81.29
Fire Commander	49.41	54.70	61.76	79.40	97.05
Administrative Services					
Administrative Services—Level 1	34.96	38.70	43.70	56.18	68.67
Administrative Services—Level 2	37.88	41.94	47.36	60.89	74.42

	Night	Continuous night	Saturday	Sunday	Public holiday
	140%	155%	175%	225%	275%
	\$	\$	\$	\$	\$
Administrative Services—Level 3	41.20	45.62	51.50	66.22	80.93
Administrative Services—Level 4	43.86	48.56	54.83	70.49	86.16
Administrative Services—Level 5	47.49	52.58	59.36	76.32	93.28
Administrative Services—Level 6	51.84	57.40	64.80	83.32	101.83
Administrative Services—Level 7	59.71	66.11	74.64	95.96	117.29
Administrative Services—Level 8	69.45	76.90	86.82	111.62	136.43
Administrative Services—Level 9	72.62	80.40	90.77	116.71	142.64
Technology Professional					
Technology Professional—Level 1	42.06	46.56	52.57	67.59	82.61
Technology Professional—Level 2	50.27	55.66	62.84	80.80	98.75
Technology Professional—Level 3	62.02	68.67	77.53	99.68	121.83
Technology Professional—Level 4	72.51	80.27	90.63	116.53	142.42
Technical Employee					
Technical Employee—Level 1	38.84	43.00	48.55	62.42	76.29
Technical Employee—Level 2	43.34	47.99	54.18	69.66	85.14
Technical Employee—Level 3	45.16	50.00	56.46	72.59	88.72
Technical Employee—Level 4	50.36	55.75	62.95	80.93	98.92
Technical Employee—Level 5	57.11	63.22	71.38	91.78	112.17
Technical Employee—Level 6	62.02	68.67	77.53	99.68	121.83
Technical Employee—Level 7	72.51	80.27	90.63	116.53	142.42

39. By deleting the table appearing in clause B.9 and inserting the following:

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	150%	200%	200%	250%
	\$	\$	\$	\$
Air Traffic Controller				
Air Traffic Controller—Academy Trainee	41.43	55.24	55.24	69.05
Air Traffic Controller—Field Trainee	50.63	67.50	67.50	84.38
Air Traffic Controller	60.20	80.26	80.26	100.33
Unit Tower Supervisor	67.13	89.50	89.50	111.88
Check & Standardisation Supervisor—Air Traffic Control	71.12	94.82	94.82	118.53
Systems Supervisor	71.12	94.82	94.82	118.53

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	150%	200%	200%	250%
	\$	\$	\$	\$
Airways Data Team				
Airways Data Team—Trainee	37.25	49.66	49.66	62.08
Airways Data Team—Officer	37.98	50.64	50.64	63.30
Airways Data Team—Supervisor	50.49	67.32	67.32	84.15
Simulator Support Specialist				
Simulator Support Specialist—Trainee	37.25	49.66	49.66	62.08
Simulator Support Specialist—Level 1	37.98	50.64	50.64	63.30
Simulator Support Specialist—Level 2	43.41	57.88	57.88	72.35
Simulator Support Specialist—Classroom Trainer	46.53	62.04	62.04	77.55
Simulator Support Specialist—Supervisor	50.49	67.32	67.32	84.15
Flight Data Coordinator				
Flight Data Coordinator—Trainee	37.25	49.66	49.66	62.08
Flight Data Coordinator—Officer	37.98	50.64	50.64	63.30
Flight Data Coordinator—Supervisor	50.49	67.32	67.32	84.15
Upper Air Space High Frequency				
Aviation Communications Specialist— Trainee	38.60	51.46	51.46	64.33
Aviation Communications Specialist— Journeyman	46.25	61.66	61.66	77.08
Aviation Communications Specialist	52.04	69.38	69.38	86.73
Check & Standardisation Supervisor— Upper Air Space High Frequency	54.54	72.72	72.72	90.90
High Frequency Shift Manager	57.78	77.04	77.04	96.30
National Operations Centre				
Traffic Management Officer—Trainee	38.60	51.46	51.46	64.33
Traffic Management Officer—Journeyman	46.25	61.66	61.66	77.08
Traffic Management Officer	52.04	69.38	69.38	86.73
Check & Standardisation Supervisor— National Operations Centre	54.54	72.72	72.72	90.90
National Operations Supervisor	57.78	77.04	77.04	96.30
Aviation Rescue Fire Fighter				
Recruit	37.10	49.46	49.46	61.83
Trainee Fire Fighter—Level 1	37.79	50.38	50.38	62.98
Trainee Fire Fighter—Level 2	39.63	52.84	52.84	66.05
Leading Fire Fighter	41.19	54.92	54.92	68.65

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	150%	200%	200%	250%
	\$	\$	\$	\$
Sub-Station Officer	41.85	55.80	55.80	69.75
Station Officer	44.34	59.12	59.12	73.90
Fire Commander	52.94	70.58	70.58	88.23
Administrative Services				
Administrative Services—Level 1	37.46	49.94	49.94	62.43
Administrative Services—Level 2	40.59	54.12	54.12	67.65
Administrative Services—Level 3	44.15	58.86	58.86	73.58
Administrative Services—Level 4	47.00	62.66	62.66	78.33
Administrative Services—Level 5	50.88	67.84	67.84	84.80
Administrative Services—Level 6	55.55	74.06	74.06	92.58
Administrative Services—Level 7	63.98	85.30	85.30	106.63
Administrative Services—Level 8	74.42	99.22	99.22	124.03
Administrative Services—Level 9	77.81	103.74	103.74	129.68
Technology Professional				
Technology Professional—Level 1	45.06	60.08	60.08	75.10
Technology Professional—Level 2	53.87	71.82	71.82	89.78
Technology Professional—Level 3	66.45	88.60	88.60	110.75
Technology Professional—Level 4	77.69	103.58	103.58	129.48
Technical Employee				
Technical Employee—Level 1	41.61	55.48	55.48	69.35
Technical Employee—Level 2	46.44	61.92	61.92	77.40
Technical Employee—Level 3	48.39	64.52	64.52	80.65
Technical Employee—Level 4	53.96	71.94	71.94	89.93
Technical Employee—Level 5	61.19	81.58	81.58	101.98
Technical Employee—Level 6	66.45	88.60	88.60	110.75
Technical Employee—Level 7	77.69	103.58	103.58	129.48

40. By deleting the amount “\$1022.70” appearing in clause C.1 and inserting “\$1081.50”.

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

Allowance	Clause	Payable	Description	% of the standard rate	\$
Airport category allowance	12.7(a)	annually	Category 7 or 8	231.21	2500.54
	12.7(b)		Category 9 or higher	469.92	5082.18

Allowance	Clause	Payable	Description	% of the standard rate	\$
Complexity allowance	12.8(a)	annually	UTS/C&SS – Syd:	469.92	5082.18
			ATC – Syd:	357.14	3862.47
			Field trainee – Syd:	300.84	3253.58
			UTS/C&SS – (a):	328.99	3558.03
			ATC – (a):	216.22	2338.42
			Field trainee – (a):	159.75	1727.70
			UTS/C&SS – B:	328.99	3558.03
			ATC – B:	216.22	2338.42
			Field trainee – B:	159.75	1727.70
Surveillance Advisory Service (SAS) Allowance	12.9		5% of salary	n/a	-
Simultaneous Operations Allowance	12.10.		% of salary - See clause 12.10	n/a	-
First aid	12.15(a)	weekly		1.614	17.46
On the Job Training Instructor	12.16	annually	6.5% of salary	n/a	-
Optical Fibre and Filled Cable	12.19(a)	weekly	Directly supervising the laying, terminating, maintenance or removal of optical fibre cable	2.952	31.93
	12.19(b)		Directly supervising jointing work of optical fibre	3.375	36.50
	12.19(c)		Directly supervising the laying, terminating, maintenance or removal of filled cable	2.105	22.77
	12.19(d)		Directly supervising jointing work of filled cable	2.529	27.35
Special rates					
Confined spaces	12.20(b)	hourly		0.077	0.83
Dirty work	12.20(c)	hourly		0.058	0.63
Epoxy-based materials	12.20(d)	hourly		0.077	0.83
Height money	12.20(e)	hourly		0.04	0.43
Hot places	12.20(f)(i)	hourly	46–54 degrees Celsius	0.058	0.63
			Above 54 degrees Celsius	0.077	0.83

Allowance	Clause	Payable	Description	% of the standard rate	\$
Wet places	12.20(g)	hourly		0.058	0.63
Explosive powered tools	12.20(h)	daily		0.155	1.68
Towers	12.20(i)	hourly		0.065	0.70
Representative allowance	12.21(a)	annually	Cat 1:	219.05	2369.03
			Cat 2:	527.72	5707.29
			Cat 3:	629.5	6808.04
Restriction duty	17.9(b)	hourly	Available to perform extra duty outside ordinary hours	0.321	3.47

41. By deleting clause F.5.1 and inserting the following:

F.5.1 Minimum wages for traineeships

(a) Wage Level A

Subject to clause F.5.2 and F.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 F.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	384.30	12.64	423.10	13.92	503.30	16.55
Plus 1 year out of school	423.10	13.92	503.30	16.55	585.70	19.27
Plus 2 years out of school	503.30	16.55	585.70	19.27	681.60	22.42
Plus 3 years out of school	585.70	19.27	681.60	22.42	780.40	25.68
Plus 4 years out of school	681.60	22.42	780.40	25.68		
Plus 5 or more years out of school	780.40	25.68				

(b) Wage Level B

Subject to clause F.5.2 and F.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 F.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	384.30	12.64	423.10	13.92	490.50	16.14
Plus 1 year out of school	423.10	13.92	490.50	16.14	564.20	18.56
Plus 2 years out of school	490.50	16.14	564.20	18.56	661.80	21.77
Plus 3 years out of school	564.20	18.56	661.80	21.77	754.70	24.83
Plus 4 years out of school	661.80	21.77	754.70	24.83		
Plus 5 or more years out of school	754.70	24.83				

(c) Wage Level C

Subject to clause F.5.2 and F.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 F.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	384.30	12.64	423.10	13.92	490.50	16.14
Plus 1 year out of school	423.10	13.92	490.50	16.14	554.70	18.24
Plus 2 years out of school	490.50	16.14	554.70	18.24	619.70	20.39
Plus 3 years out of school	554.70	18.24	619.70	20.39	690.20	22.70
Plus 4 years out of school	619.70	20.39	690.20	22.70		
Plus 5 or more years out of school	690.20	22.70				

(d) AQF Certificate Level IV traineeships

- (i) Subject to clause F.5.2 and F.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 F.5.2 and F.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	810.00	26.65	840.80	27.65
Wage Level B	783.40	25.77	813.20	26.75
Wage Level C	716.50	23.57	743.60	24.46

(e) **School-based traineeships**

Subject to clauses F.5.2 and F.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
\$	\$
12.64	13.92

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

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