



# DRAFT DETERMINATION

*Fair Work Act 2009*  
s.285—Annual wage review

## **Annual Wage Review 2018–19** (C2019/1)

### **CHRISTMAS ISLAND ADMINISTRATION ENTERPRISE AWARD** **2016** [MA000149]

Christmas Island

JUSTICE ROSS, PRESIDENT  
VICE PRESIDENT HATCHER  
DEPUTY PRESIDENT ASBURY  
COMMISSIONER HAMPTON  
PROFESSOR RICHARDSON  
MR GIBBS  
MR APTED

MELBOURNE, XX JUNE 2019

*Annual Wage Review 2018–19.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2018–19 on 30 May 2019 [[2019] FWCFB 3500], the above award is varied as follows:

1. By deleting the table appearing in clause 10.4 and inserting the following:

<b>Classification</b>	<b>Minimum annual salary</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
<b>Administrative Service Officers (ASO)</b>		
ASO 1	40,931	21.35
ASO 2	44,362	23.14
ASO 3	48,139	25.11
ASO 4	51,226	26.72
ASO 5	55,328	28.86
ASO 6	58,396	30.46

<b>Classification</b>	<b>Minimum annual salary</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
<b>Senior Officers Grade (SOG)</b>		
SOG C	66,369	33.48
SOG B	71,998	36.32
SOG A	82,743	41.74
<b>General Service Officers (GSO)</b>		
GSO 2	39,211	19.78
GSO 3	41,114	20.74
GSO 4	42,125	21.25
GSO 5	43,909	22.15
GSO 6	45,514	22.96
GSO 7	47,854	24.14
GSO 8	50,312	25.38
GSO 9	52,730	26.60
GSO 10	58,558	29.54
<b>Hospital employees</b>		
Director of Nursing (RN 5)	84,150	42.45
<b>Registered Nurses (RN)</b>		
RN1.1	47,655	24.04
RN1.2	49,162	24.80
RN1.3	50,351	25.40
RN1.4	51,481	25.97
RN1.5	53,008	26.74
RN1.6	54,494	27.49
RN1.7	55,981	28.24
RN2.1	57,369	28.94
RN2.2	58,380	29.45
RN2.3	59,351	29.94
RN2.4	60,243	30.39
RN3.1	62,107	31.33
RN3.2	63,236	31.90
RN3.3	64,366	32.47
RN3.4	65,457	33.02
RN3B	67,419	34.01
RN4.1	71,483	36.06
RN4.2	75,864	38.27
RN4.3	80,245	40.48
RN5	84,150	42.45

<b>Classification</b>	<b>Minimum annual salary</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
<b>Enrolled Nurses (EN)</b>		
EN (Level 1)	43,473	21.93
EN (Level 2)	44,186	22.29
EN (Level 3)	44,801	22.60
EN (Level 4)	45,415	22.91
EN (Level 5)	46,010	23.21
<b>Hospital Service Employees (HSE)</b>		
HSE (Level 1)	39,171	19.76
HSE (Level 2)	41,094	20.73
HSE (Level 3)	42,105	21.24
HSE (Level 4)	43,909	22.15
HSE (Level 5)	45,514	22.96
HSE (Level 6)	47,873	24.15
HSE (Level 7)	50,371	25.41
HSE (Level 8)	52,809	26.64
HSE (Level 9)	55,823	28.16
<b>Hospital Technical Employees (HTE)</b>		
HTE ( Level 1)	42,164	21.27
HTE ( Level 2)	48,924	24.68
HTE( Level 3)	53,682	27.08
HTE ( Level 4)	59,708	30.12
HTE( Level 5)	65,714	33.15
HTE( Level 6)	71,067	35.85
<b>Hospital Professional Employees (HPE)</b>		
HPE ( Level 1)	46,862	23.64
HPE ( Level 2)	58,637	29.58
HPE ( Level 3)	71,067	35.85
HPE ( Level 4)	77,688	39.19
<b>Hospital Administrative Officer (HAO)</b>		
HAO (Level 1)	41,114	20.74
HAO (Level 2)	44,642	22.52

2. By deleting the amount "\$864.04" appearing in clause 11.10(b) and inserting "\$889.80".

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

	<b>Ordinary hourly rate</b>
	\$
<b>Administrative Service Officers (ASO)</b>	
ASO 1	21.35
ASO 2	23.14
ASO 3	25.11
ASO 4	26.72
ASO 5	28.86
ASO 6	30.46
<b>Senior Officers Grade (SOG)</b>	
SOG C	33.48
SOG B	36.32
SOG A	41.74
<b>General Service Officers (GSO)</b>	
GSO2	19.78
GSO3	20.74
GSO4	21.25
GSO5	22.15
GSO6	22.96
GSO7	24.14
GSO8	25.38
GSO9	26.60
GSO10	29.54
<b>Hospital Employees</b>	
Director of Nursing (RN5)	42.45
<b>Registered Nurses (RN)</b>	
RN1.1	24.04
RN1.2	24.80
RN1.3	25.40
RN1.4	25.97
RN1.5	26.74
RN1.6	27.49
RN1.7	28.24
RN2.1	28.94
RN2.2	29.45

	<b>Ordinary hourly rate</b>
RN2.3	29.94
RN2.4	30.39
RN3.1	31.33
RN3.2	31.90
RN3.3	32.47
RN3.4	33.02
RN3B	34.01
RN4.1	36.06
RN4.2	38.27
RN4.3	40.48
RN5	42.45
<b>Enrolled Nurses (EN)</b>	
EN (Level 1)	21.93
EN (Level 2)	22.29
EN (Level 3)	22.60
EN (Level 4)	22.91
EN (Level 5)	23.21
<b>Hospital Service Employees (HSE)</b>	
HSE (Level 1)	19.76
HSE (Level 2)	20.73
HSE (Level 3)	21.24
HSE (Level 4)	22.15
HSE (Level 5)	22.96
HSE (Level 6)	24.15
HSE (Level 7)	25.41
HSE (Level 8)	26.64
HSE (Level 9)	28.16
<b>Hospital Technical Employees (HTE)</b>	
HTE (Level 1)	21.27
HTE (Level 2)	24.68
HTE (Level 3)	27.08
HTE (Level 4)	30.12
HTE (Level 5)	33.15
HTE (Level 6)	35.85

**Ordinary  
hourly rate**

**Hospital Professional Employees  
(HPE)**

HPE (Level 1)	23.64
HPE (Level 2)	29.58
HPE (Level 3)	35.85
HPE (Level 4)	39.19

**Hospital Administrative Officers  
(HAO)**

HAO (Level 1)	20.74
HAO (Level 2)	22.52

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

	<b>Mon - Sat - first 3 hours</b>	<b>Mon - Sat - after 3 hours</b>	<b>Sunday - all day</b>	<b>Public holiday - within 7:00am - 6:00pm</b>	<b>Public holiday - outside 7:00 am - 6:00 pm</b>
	<b>% of ordinary hourly rate</b>				
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>150%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Administrative Service Officers (ASO)</b>					
ASO 1	32.03	42.70	42.70	32.03	42.70
ASO 2	34.71	46.28	46.28	34.71	46.28
ASO 3	37.67	50.22	50.22	37.67	50.22
ASO 4	40.08	53.44	53.44	40.08	53.44
ASO 5	43.29	57.72	57.72	43.29	57.72
ASO 6	45.69	60.92	60.92	45.69	60.92
<b>Senior Officers Grade (SOG)</b>					
SOG C	50.22	66.96	66.96	50.22	66.96
SOG B	54.48	72.64	72.64	54.48	72.64
SOG A	62.61	83.48	83.48	62.61	83.48
<b>General Service Officers (GSO)</b>					
GSO2	29.67	39.56	39.56	29.67	39.56
GSO3	31.11	41.48	41.48	31.11	41.48
GSO4	31.88	42.50	42.50	31.88	42.50
GSO5	33.23	44.30	44.30	33.23	44.30
GSO6	34.44	45.92	45.92	34.44	45.92
GSO7	36.21	48.28	48.28	36.21	48.28
GSO8	38.07	50.76	50.76	38.07	50.76

	<b>Mon - Sat - first 3 hours</b>	<b>Mon - Sat - after 3 hours</b>	<b>Sunday - all day</b>	<b>Public holiday - within 7:00am - 6:00pm</b>	<b>Public holiday - outside 7:00 am - 6:00 pm</b>
	<b>% of ordinary hourly rate</b>				
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>150%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
GSO9	39.90	53.20	53.20	39.90	53.20
GSO10	44.31	59.08	59.08	44.31	59.08
<b>Hospital Employees</b>					
Director of Nursing (RN5)	63.68	84.90	84.90	63.68	84.90
<b>Registered Nurses (RN)</b>					
RN1.1	36.06	48.08	48.08	36.06	48.08
RN1.2	37.20	49.60	49.60	37.20	49.60
RN1.3	38.10	50.80	50.80	38.10	50.80
RN1.4	38.96	51.94	51.94	38.96	51.94
RN1.5	40.11	53.48	53.48	40.11	53.48
RN1.6	41.24	54.98	54.98	41.24	54.98
RN1.7	42.36	56.48	56.48	42.36	56.48
RN2.1	43.41	57.88	57.88	43.41	57.88
RN2.2	44.18	58.90	58.90	44.18	58.90
RN2.3	44.91	59.88	59.88	44.91	59.88
RN2.4	45.59	60.78	60.78	45.59	60.78
RN3.1	47.00	62.66	62.66	47.00	62.66
RN3.2	47.85	63.80	63.80	47.85	63.80
RN3.3	48.71	64.94	64.94	48.71	64.94
RN3.4	49.53	66.04	66.04	49.53	66.04
RN3B	51.02	68.02	68.02	51.02	68.02
RN4.1	54.09	72.12	72.12	54.09	72.12
RN4.2	57.41	76.54	76.54	57.41	76.54
RN4.3	60.72	80.96	80.96	60.72	80.96
RN5	63.68	84.90	84.90	63.68	84.90
<b>Enrolled Nurses (EN)</b>					
EN (Level 1)	32.90	43.86	43.86	32.90	43.86
EN (Level 2)	33.44	44.58	44.58	33.44	44.58
EN (Level 3)	33.90	45.20	45.20	33.90	45.20
EN (Level 4)	34.37	45.82	45.82	34.37	45.82
EN (Level 5)	34.82	46.42	46.42	34.82	46.42
<b>Hospital Service Employees (HSE)</b>					
HSE (Level 1)	29.64	39.52	39.52	29.64	39.52
HSE (Level 2)	31.10	41.46	41.46	31.10	41.46

	<b>Mon - Sat - first 3 hours</b>	<b>Mon - Sat - after 3 hours</b>	<b>Sunday - all day</b>	<b>Public holiday - within 7:00am - 6:00pm</b>	<b>Public holiday - outside 7:00 am - 6:00 pm</b>
	<b>% of ordinary hourly rate</b>				
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>150%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
HSE (Level 3)	31.86	42.48	42.48	31.86	42.48
HSE (Level 4)	33.23	44.30	44.30	33.23	44.30
HSE (Level 5)	34.44	45.92	45.92	34.44	45.92
HSE (Level 6)	36.23	48.30	48.30	36.23	48.30
HSE (Level 7)	38.12	50.82	50.82	38.12	50.82
HSE (Level 8)	39.96	53.28	53.28	39.96	53.28
HSE (Level 9)	42.24	56.32	56.32	42.24	56.32
<b>Hospital Technical Employees (HTE)</b>					
HTE (Level 1)	31.91	42.54	42.54	31.91	42.54
HTE (Level 2)	37.02	49.36	49.36	37.02	49.36
HTE(Level 3)	40.62	54.16	54.16	40.62	54.16
HTE (Level 4)	45.18	60.24	60.24	45.18	60.24
HTE (Level 5)	49.73	66.30	66.30	49.73	66.30
HTE(Level 6)	53.78	71.70	71.70	53.78	71.70
<b>Hospital Professional Employees (HPE)</b>					
HPE (Level 1)	35.46	47.28	47.28	35.46	47.28
HPE (Level 2)	44.37	59.16	59.16	44.37	59.16
HPE (Level 3)	53.78	71.70	71.70	53.78	71.70
HPE (Level 4)	58.79	78.38	78.38	58.79	78.38
<b>Hospital Administrative Officers (HAO)</b>					
HAO (Level 1)	31.11	41.48	41.48	31.11	41.48
HAO (Level 2)	33.78	45.04	45.04	33.78	45.04

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

	<b>Day</b>	<b>Night</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public Holiday</b>
	<b>% of ordinary hourly rate</b>				
	<b>100%</b>	<b>115%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Administrative Service Officers (ASO)</b>					
ASO 1	21.35	24.55	32.03	42.70	53.38
ASO 2	23.14	26.61	34.71	46.28	57.85



	<b>Day</b>	<b>Night</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public Holiday</b>
	<b>% of ordinary hourly rate</b>				
	<b>100%</b>	<b>115%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
ASO 3	25.11	28.88	37.67	50.22	62.78
ASO 4	26.72	30.73	40.08	53.44	66.80
ASO 5	28.86	33.19	43.29	57.72	72.15
ASO 6	30.46	35.03	45.69	60.92	76.15
<b>Senior Officers Grade (SOG)</b>					
SOG C	33.48	38.50	50.22	66.96	83.70
SOG B	36.32	41.77	54.48	72.64	90.80
SOG A	41.74	48.00	62.61	83.48	104.35
<b>General Service Officers (GSO)</b>					
GSO2	19.78	22.75	29.67	39.56	49.45
GSO3	20.74	23.85	31.11	41.48	51.85
GSO4	21.25	24.44	31.88	42.50	53.13
GSO5	22.15	25.47	33.23	44.30	55.38
GSO6	22.96	26.40	34.44	45.92	57.40
GSO7	24.14	27.76	36.21	48.28	60.35
GSO8	25.38	29.19	38.07	50.76	63.45
GSO9	26.60	30.59	39.90	53.20	66.50
GSO10	29.54	33.97	44.31	59.08	73.85
<b>Hospital Employees</b>					
Director of Nursing (RN5)	42.45	48.82	63.68	84.90	106.13
<b>Registered Nurses (RN)</b>					
RN1.1	24.04	27.65	36.06	48.08	60.10
RN1.2	24.80	28.52	37.20	49.60	62.00
RN1.3	25.40	29.21	38.10	50.80	63.50
RN1.4	25.97	29.87	38.96	51.94	64.93
RN1.5	26.74	30.75	40.11	53.48	66.85
RN1.6	27.49	31.61	41.24	54.98	68.73
RN1.7	28.24	32.48	42.36	56.48	70.60
RN2.1	28.94	33.28	43.41	57.88	72.35
RN2.2	29.45	33.87	44.18	58.90	73.63
RN2.3	29.94	34.43	44.91	59.88	74.85
RN2.4	30.39	34.95	45.59	60.78	75.98
RN3.1	31.33	36.03	47.00	62.66	78.33
RN3.2	31.90	36.69	47.85	63.80	79.75
RN3.3	32.47	37.34	48.71	64.94	81.18
RN3.4	33.02	37.97	49.53	66.04	82.55
RN3B	34.01	39.11	51.02	68.02	85.03

	<b>Day</b>	<b>Night</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public Holiday</b>
	<b>% of ordinary hourly rate</b>				
	<b>100%</b>	<b>115%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
RN4.1	36.06	41.47	54.09	72.12	90.15
RN4.2	38.27	44.01	57.41	76.54	95.68
RN4.3	40.48	46.55	60.72	80.96	101.20
RN5	42.45	48.82	63.68	84.90	106.13
<b>Enrolled Nurses (EN)</b>					
EN (Level 1)	21.93	25.22	32.90	43.86	54.83
EN (Level 2)	22.29	25.63	33.44	44.58	55.73
EN (Level 3)	22.60	25.99	33.90	45.20	56.50
EN (Level 4)	22.91	26.35	34.37	45.82	57.28
EN (Level 5)	23.21	26.69	34.82	46.42	58.03
<b>Hospital Service Employees (HSE)</b>					
HSE (Level 1)	19.76	22.72	29.64	39.52	49.40
HSE (Level 2)	20.73	23.84	31.10	41.46	51.83
HSE (Level 3)	21.24	24.43	31.86	42.48	53.10
HSE (Level 4)	22.15	25.47	33.23	44.30	55.38
HSE (Level 5)	22.96	26.40	34.44	45.92	57.40
HSE (Level 6)	24.15	27.77	36.23	48.30	60.38
HSE (Level 7)	25.41	29.22	38.12	50.82	63.53
HSE (Level 8)	26.64	30.64	39.96	53.28	66.60
HSE (Level 9)	28.16	32.38	42.24	56.32	70.40
<b>Hospital Technical Employees (HTE)</b>					
HTE (Level 1)	21.27	24.46	31.91	42.54	53.18
HTE (Level 2)	24.68	28.38	37.02	49.36	61.70
HTE (Level 3)	27.08	31.14	40.62	54.16	67.70
HTE (Level 4)	30.12	34.64	45.18	60.24	75.30
HTE (Level 5)	33.15	38.12	49.73	66.30	82.88
HTE (Level 6)	35.85	41.23	53.78	71.70	89.63
<b>Hospital Professional Employees (HPE)</b>					
HPE (Level 1)	23.64	27.19	35.46	47.28	59.10
HPE (Level 2)	29.58	34.02	44.37	59.16	73.95
HPE (Level 3)	35.85	41.23	53.78	71.70	89.63
HPE (Level 4)	39.19	45.07	58.79	78.38	97.98

	<b>Day</b>	<b>Night</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public Holiday</b>
	<b>% of ordinary hourly rate</b>				
	<b>100%</b>	<b>115%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Hospital Administrative Officers (HAO)</b>					
HAO (Level 1)	20.74	23.85	31.11	41.48	51.85
HAO (Level 2)	22.52	25.90	33.78	45.04	56.30

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

	<b>Mon - Sat - first 3 hours</b>	<b>Mon - Sat - after 3 hours</b>	<b>Sunday - all day</b>	<b>Public Holiday - within 7:00am - 6:00pm</b>	<b>Public Holiday - outside 7:00am - 6:00pm</b>
	<b>% of ordinary hourly rate</b>				
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>150%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Administrative Service Officers (ASO)</b>					
ASO 1	32.03	42.70	42.70	32.03	42.70
ASO 2	34.71	46.28	46.28	34.71	46.28
ASO 3	37.67	50.22	50.22	37.67	50.22
ASO 4	40.08	53.44	53.44	40.08	53.44
ASO 5	43.29	57.72	57.72	43.29	57.72
ASO 6	45.69	60.92	60.92	45.69	60.92
<b>Senior Officers Grade (SOG)</b>					
SOG C	50.22	66.96	66.96	50.22	66.96
SOG B	54.48	72.64	72.64	54.48	72.64
SOG A	62.61	83.48	83.48	62.61	83.48
<b>General Service Officers (GSO)</b>					
GSO2	29.67	39.56	39.56	29.67	39.56
GSO3	31.11	41.48	41.48	31.11	41.48
GSO4	31.88	42.50	42.50	31.88	42.50
GSO5	33.23	44.30	44.30	33.23	44.30
GSO6	34.44	45.92	45.92	34.44	45.92
GSO7	36.21	48.28	48.28	36.21	48.28
GSO8	38.07	50.76	50.76	38.07	50.76
GSO9	39.90	53.20	53.20	39.90	53.20
GSO10	44.31	59.08	59.08	44.31	59.08
<b>Hospital Employees</b>					
Director of Nursing (RN5)	63.68	84.90	84.90	63.68	84.90

	<b>Mon - Sat - first 3 hours</b>	<b>Mon - Sat - after 3 hours</b>	<b>Sunday - all day</b>	<b>Public Holiday - within 7:00am - 6:00pm</b>	<b>Public Holiday - outside 7:00am - 6:00pm</b>
	<b>% of ordinary hourly rate</b>				
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>150%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Registered Nurses (RN)</b>					
RN1.1	36.06	48.08	48.08	36.06	48.08
RN1.2	37.20	49.60	49.60	37.20	49.60
RN1.3	38.10	50.80	50.80	38.10	50.80
RN1.4	38.96	51.94	51.94	38.96	51.94
RN1.5	40.11	53.48	53.48	40.11	53.48
RN1.6	41.24	54.98	54.98	41.24	54.98
RN1.7	42.36	56.48	56.48	42.36	56.48
RN2.1	43.41	57.88	57.88	43.41	57.88
RN2.2	44.18	58.90	58.90	44.18	58.90
RN2.3	44.91	59.88	59.88	44.91	59.88
RN2.4	45.59	60.78	60.78	45.59	60.78
RN3.1	47.00	62.66	62.66	47.00	62.66
RN3.2	47.85	63.80	63.80	47.85	63.80
RN3.3	48.71	64.94	64.94	48.71	64.94
RN3.4	49.53	66.04	66.04	49.53	66.04
RN3B	51.02	68.02	68.02	51.02	68.02
RN4.1	54.09	72.12	72.12	54.09	72.12
RN4.2	57.41	76.54	76.54	57.41	76.54
RN4.3	60.72	80.96	80.96	60.72	80.96
RN5	63.68	84.90	84.90	63.68	84.90
<b>Enrolled Nurses (EN)</b>					
EN (Level 1)	32.90	43.86	43.86	32.90	43.86
EN (Level 2)	33.44	44.58	44.58	33.44	44.58
EN (Level 3)	33.90	45.20	45.20	33.90	45.20
EN (Level 4)	34.37	45.82	45.82	34.37	45.82
EN (Level 5)	34.82	46.42	46.42	34.82	46.42
<b>Hospital Service Employees (HSE)</b>					
HSE (Level 1)	29.64	39.52	39.52	29.64	39.52
HSE (Level 2)	31.10	41.46	41.46	31.10	41.46
HSE (Level 3)	31.86	42.48	42.48	31.86	42.48
HSE (Level 4)	33.23	44.30	44.30	33.23	44.30
HSE (Level 5)	34.44	45.92	45.92	34.44	45.92
HSE (Level 6)	36.23	48.30	48.30	36.23	48.30

	<b>Mon - Sat - first 3 hours</b>	<b>Mon - Sat - after 3 hours</b>	<b>Sunday - all day</b>	<b>Public Holiday - within 7:00am - 6:00pm</b>	<b>Public Holiday - outside 7:00am - 6:00pm</b>
	<b>% of ordinary hourly rate</b>				
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>150%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
HSE (Level 7)	38.12	50.82	50.82	38.12	50.82
HSE (Level 8)	39.96	53.28	53.28	39.96	53.28
HSE (Level 9)	42.24	56.32	56.32	42.24	56.32
<b>Hospital Technical Employees (HTE)</b>					
HTE (Level 1)	31.91	42.54	42.54	31.91	42.54
HTE (Level 2)	37.02	49.36	49.36	37.02	49.36
HTE(Level 3)	40.62	54.16	54.16	40.62	54.16
HTE (Level 4)	45.18	60.24	60.24	45.18	60.24
HTE (Level 5)	49.73	66.30	66.30	49.73	66.30
HTE(Level 6)	53.78	71.70	71.70	53.78	71.70
<b>Hospital Professional Employees (HPE)</b>					
HPE (Level 1)	35.46	47.28	47.28	35.46	47.28
HPE (Level 2)	44.37	59.16	59.16	44.37	59.16
HPE (Level 3)	53.78	71.70	71.70	53.78	71.70
HPE (Level 4)	58.79	78.38	78.38	58.79	78.38
<b>Hospital Administrative Officers (HAO)</b>					
HAO (Level 1)	31.11	41.48	41.48	31.11	41.48
HAO (Level 2)	33.78	45.04	45.04	33.78	45.04

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

	<b>% of ordinary hourly rate</b>
	<b>125%</b>
<b>Administrative Service Officers (ASO)</b>	
ASO 1	26.69
ASO 2	28.93
ASO 3	31.39
ASO 4	33.40
ASO 5	36.08
ASO 6	38.08

	<b>% of ordinary hourly rate</b>
	<b>125%</b>
<b>Senior Officers Grade (SOG)</b>	
SOG C	41.85
SOG B	45.40
SOG A	52.18
<b>General Service Officers (GSO)</b>	
GSO2	24.73
GSO3	25.93
GSO4	26.56
GSO5	27.69
GSO6	28.70
GSO7	30.18
GSO8	31.73
GSO9	33.25
GSO10	36.93
<b>Hospital Employees</b>	
Director of Nursing (RN5)	53.06
<b>Registered Nurses (RN)</b>	
RN1.1	30.05
RN1.2	31.00
RN1.3	31.75
RN1.4	32.46
RN1.5	33.43
RN1.6	34.36
RN1.7	35.30
RN2.1	36.18
RN2.2	36.81
RN2.3	37.43
RN2.4	37.99
RN3.1	39.16
RN3.2	39.88
RN3.3	40.59
RN3.4	41.28
RN3B	42.51
RN4.1	45.08
RN4.2	47.84
RN4.3	50.60
RN5	53.06

	<b>% of ordinary hourly rate</b>
	<b>125%</b>
<b>Enrolled Nurses (EN)</b>	
EN (Level 1)	27.41
EN (Level 2)	27.86
EN (Level 3)	28.25
EN (Level 4)	28.64
EN (Level 5)	29.01
<b>Hospital Service Employees (HSE)</b>	
HSE (Level 1)	24.70
HSE (Level 2)	25.91
HSE (Level 3)	26.55
HSE (Level 4)	27.69
HSE (Level 5)	28.70
HSE (Level 6)	30.19
HSE (Level 7)	31.76
HSE (Level 8)	33.30
HSE (Level 9)	35.20
<b>Hospital Technical Employees (HTE)</b>	
HTE (Level 1)	26.59
HTE (Level 2)	30.85
HTE(Level 3)	33.85
HTE (Level 4)	37.65
HTE (Level 5)	41.44
HTE(Level 6)	44.81
<b>Hospital Professional Employees (HPE)</b>	
HPE (Level 1)	29.55
HPE (Level 2)	36.98
HPE (Level 3)	44.81
HPE (Level 4)	48.99
<b>Hospital Administrative Officer (HAO)</b>	
HAO (Level 1)	25.93
HAO (Level 2)	28.15

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

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public Holiday - within 7:00am - 6:00pm	Public Holiday - outside 7:00am - 6:00pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
<b>Administrative Service Officers (ASO)</b>					
ASO 1	32.03	42.70	42.70	32.03	42.70
ASO 2	34.71	46.28	46.28	34.71	46.28
ASO 3	37.67	50.22	50.22	37.67	50.22
ASO 4	40.08	53.44	53.44	40.08	53.44
ASO 5	43.29	57.72	57.72	43.29	57.72
ASO 6	45.69	60.92	60.92	45.69	60.92
<b>Senior Officers Grade (SOG)</b>					
SOG C	50.22	66.96	66.96	50.22	66.96
SOG B	54.48	72.64	72.64	54.48	72.64
SOG A	62.61	83.48	83.48	62.61	83.48
<b>General Service Officers (GSO)</b>					
GSO2	29.67	39.56	39.56	29.67	39.56
GSO3	31.11	41.48	41.48	31.11	41.48
GSO4	31.88	42.50	42.50	31.88	42.50
GSO5	33.23	44.30	44.30	33.23	44.30
GSO6	34.44	45.92	45.92	34.44	45.92
GSO7	36.21	48.28	48.28	36.21	48.28
GSO8	38.07	50.76	50.76	38.07	50.76
GSO9	39.90	53.20	53.20	39.90	53.20
GSO10	44.31	59.08	59.08	44.31	59.08
<b>Hospital Employees</b>					
Director of Nursing (RN5)	63.68	84.90	84.90	63.68	84.90
<b>Registered Nurses (RN)</b>					
RN1.1	36.06	48.08	48.08	36.06	48.08
RN1.2	37.20	49.60	49.60	37.20	49.60
RN1.3	38.10	50.80	50.80	38.10	50.80
RN1.4	38.96	51.94	51.94	38.96	51.94
RN1.5	40.11	53.48	53.48	40.11	53.48
RN1.6	41.24	54.98	54.98	41.24	54.98
RN1.7	42.36	56.48	56.48	42.36	56.48
RN2.1	43.41	57.88	57.88	43.41	57.88
RN2.2	44.18	58.90	58.90	44.18	58.90



	<b>Mon - Sat - first 3 hours</b>	<b>Mon - Sat - after 3 hours</b>	<b>Sunday - all day</b>	<b>Public Holiday - within 7:00am - 6:00pm</b>	<b>Public Holiday - outside 7:00am - 6:00pm</b>
	<b>% of ordinary hourly rate</b>				
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>150%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
RN2.3	44.91	59.88	59.88	44.91	59.88
RN2.4	45.59	60.78	60.78	45.59	60.78
RN3.1	47.00	62.66	62.66	47.00	62.66
RN3.2	47.85	63.80	63.80	47.85	63.80
RN3.3	48.71	64.94	64.94	48.71	64.94
RN3.4	49.53	66.04	66.04	49.53	66.04
RN3B	51.02	68.02	68.02	51.02	68.02
RN4.1	54.09	72.12	72.12	54.09	72.12
RN4.2	57.41	76.54	76.54	57.41	76.54
RN4.3	60.72	80.96	80.96	60.72	80.96
RN5	63.68	84.90	84.90	63.68	84.90
<b>Enrolled Nurses (EN)</b>					
EN (Level 1)	32.90	43.86	43.86	32.90	43.86
EN (Level 2)	33.44	44.58	44.58	33.44	44.58
EN (Level 3)	33.90	45.20	45.20	33.90	45.20
EN (Level 4)	34.37	45.82	45.82	34.37	45.82
EN (Level 5)	34.82	46.42	46.42	34.82	46.42
<b>Hospital Service Employees (HSE)</b>					
HSE (Level 1)	29.64	39.52	39.52	29.64	39.52
HSE (Level 2)	31.10	41.46	41.46	31.10	41.46
HSE (Level 3)	31.86	42.48	42.48	31.86	42.48
HSE (Level 4)	33.23	44.30	44.30	33.23	44.30
HSE (Level 5)	34.44	45.92	45.92	34.44	45.92
HSE (Level 6)	36.23	48.30	48.30	36.23	48.30
HSE (Level 7)	38.12	50.82	50.82	38.12	50.82
HSE (Level 8)	39.96	53.28	53.28	39.96	53.28
HSE (Level 9)	42.24	56.32	56.32	42.24	56.32
<b>Hospital Technical Employees (HTE)</b>					
HTE (Level 1)	31.91	42.54	42.54	31.91	42.54
HTE (Level 2)	37.02	49.36	49.36	37.02	49.36
HTE(Level 3)	40.62	54.16	54.16	40.62	54.16
HTE (Level 4)	45.18	60.24	60.24	45.18	60.24

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public Holiday - within 7:00am - 6:00pm	Public Holiday - outside 7:00am - 6:00pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
HTE (Level 5)	49.73	66.30	66.30	49.73	66.30
HTE(Level 6)	53.78	71.70	71.70	53.78	71.70
<b>Hospital Professional Employees (HPE)</b>					
HPE (Level 1)	35.46	47.28	47.28	35.46	47.28
HPE (Level 2)	44.37	59.16	59.16	44.37	59.16
HPE (Level 3)	53.78	71.70	71.70	53.78	71.70
HPE (Level 4)	58.79	78.38	78.38	58.79	78.38
<b>Hospital Administrative Officer (HAO)</b>					
HAO (Level 1)	31.11	41.48	41.48	31.11	41.48
HAO (Level 2)	33.78	45.04	45.04	33.78	45.04

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

	Day	Night	Saturday	Sunday	Public Holiday
	% of ordinary hourly rate				
	125%	140%	175%	225%	275%
	\$	\$	\$	\$	\$
<b>Administrative Service Officers (ASO)</b>					
ASO 1	26.69	29.89	37.36	48.04	58.71
ASO 2	28.93	32.40	40.50	52.07	63.64
ASO 3	31.39	35.15	43.94	56.50	69.05
ASO 4	33.40	37.41	46.76	60.12	73.48
ASO 5	36.08	40.40	50.51	64.94	79.37
ASO 6	38.08	42.64	53.31	68.54	83.77
<b>Senior Officers Grade (SOG)</b>					
SOG C	41.85	46.87	58.59	75.33	92.07
SOG B	45.40	50.85	63.56	81.72	99.88
SOG A	52.18	58.44	73.05	93.92	114.79
<b>General Service Officers (GSO)</b>					
GSO2	24.73	27.69	34.62	44.51	54.40
GSO3	25.93	29.04	36.30	46.67	57.04
GSO4	26.56	29.75	37.19	47.81	58.44
GSO5	27.69	31.01	38.76	49.84	60.91
GSO6	28.70	32.14	40.18	51.66	63.14

	<b>Day</b>	<b>Night</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public Holiday</b>
	<b>% of ordinary hourly rate</b>				
	<b>125%</b>	<b>140%</b>	<b>175%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
GSO7	30.18	33.80	42.25	54.32	66.39
GSO8	31.73	35.53	44.42	57.11	69.80
GSO9	33.25	37.24	46.55	59.85	73.15
GSO10	36.93	41.36	51.70	66.47	81.24
<b>Hospital Employees</b>					
Director of Nursing (RN5)	53.06	59.43	74.29	95.51	116.74
<b>Registered Nurses (RN)</b>					
RN1.1	30.05	33.66	42.07	54.09	66.11
RN1.2	31.00	34.72	43.40	55.80	68.20
RN1.3	31.75	35.56	44.45	57.15	69.85
RN1.4	32.46	36.36	45.45	58.43	71.42
RN1.5	33.43	37.44	46.80	60.17	73.54
RN1.6	34.36	38.49	48.11	61.85	75.60
RN1.7	35.30	39.54	49.42	63.54	77.66
RN2.1	36.18	40.52	50.65	65.12	79.59
RN2.2	36.81	41.23	51.54	66.26	80.99
RN2.3	37.43	41.92	52.40	67.37	82.34
RN2.4	37.99	42.55	53.18	68.38	83.57
RN3.1	39.16	43.86	54.83	70.49	86.16
RN3.2	39.88	44.66	55.83	71.78	87.73
RN3.3	40.59	45.46	56.82	73.06	89.29
RN3.4	41.28	46.23	57.79	74.30	90.81
RN3B	42.51	47.61	59.52	76.52	93.53
RN4.1	45.08	50.48	63.11	81.14	99.17
RN4.2	47.84	53.58	66.97	86.11	105.24
RN4.3	50.60	56.67	70.84	91.08	111.32
RN5	53.06	59.43	74.29	95.51	116.74
<b>Enrolled Nurses (EN)</b>					
EN (Level 1)	27.41	30.70	38.38	49.34	60.31
EN (Level 2)	27.86	31.21	39.01	50.15	61.30
EN (Level 3)	28.25	31.64	39.55	50.85	62.15
EN (Level 4)	28.64	32.07	40.09	51.55	63.00
EN (Level 5)	29.01	32.49	40.62	52.22	63.83
<b>Hospital Service Employees (HSE)</b>					
HSE (Level 1)	24.70	27.66	34.58	44.46	54.34
HSE (Level 2)	25.91	29.02	36.28	46.64	57.01
HSE (Level 3)	26.55	29.74	37.17	47.79	58.41
HSE (Level 4)	27.69	31.01	38.76	49.84	60.91
HSE (Level 5)	28.70	32.14	40.18	51.66	63.14

	<b>Day</b>	<b>Night</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public Holiday</b>
	<b>% of ordinary hourly rate</b>				
	<b>125%</b>	<b>140%</b>	<b>175%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
HSE (Level 6)	30.19	33.81	42.26	54.34	66.41
HSE (Level 7)	31.76	35.57	44.47	57.17	69.88
HSE (Level 8)	33.30	37.30	46.62	59.94	73.26
HSE (Level 9)	35.20	39.42	49.28	63.36	77.44
<b>Hospital Technical Employees (HTE)</b>					
HTE (Level 1)	26.59	29.78	37.22	47.86	58.49
HTE (Level 2)	30.85	34.55	43.19	55.53	67.87
HTE (Level 3)	33.85	37.91	47.39	60.93	74.47
HTE (Level 4)	37.65	42.17	52.71	67.77	82.83
HTE (Level 5)	41.44	46.41	58.01	74.59	91.16
HTE (Level 6)	44.81	50.19	62.74	80.66	98.59
<b>Hospital Professional Employees (HPE)</b>					
HPE (Level 1)	29.55	33.10	41.37	53.19	65.01
HPE (Level 2)	36.98	41.41	51.77	66.56	81.35
HPE (Level 3)	44.81	50.19	62.74	80.66	98.59
HPE (Level 4)	48.99	54.87	68.58	88.18	107.77
<b>Hospital Administrative Officer (HAO)</b>					
HAO (Level 1)	25.93	29.04	36.30	46.67	57.04
HAO (Level 2)	28.15	31.53	39.41	50.67	61.93

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

	<b>Mon - Sat - first 3 hours</b>	<b>Mon - Sat - after 3 hours</b>	<b>Sunday - all day</b>	<b>Public Holiday - within 7:00am - 6:00pm</b>	<b>Public Holiday - outside 7:00am - 6:00pm</b>
	<b>% of ordinary hourly rate</b>				
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>150%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Administrative Service Officers (ASO)</b>					
ASO 1	32.03	42.70	42.70	32.03	42.70
ASO 2	34.71	46.28	46.28	34.71	46.28
ASO 3	37.67	50.22	50.22	37.67	50.22
ASO 4	40.08	53.44	53.44	40.08	53.44
ASO 5	43.29	57.72	57.72	43.29	57.72
ASO 6	45.69	60.92	60.92	45.69	60.92

	<b>Mon - Sat - first 3 hours</b>	<b>Mon - Sat - after 3 hours</b>	<b>Sunday - all day</b>	<b>Public Holiday - within 7:00am - 6:00pm</b>	<b>Public Holiday - outside 7:00am - 6:00pm</b>
	<b>% of ordinary hourly rate</b>				
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>150%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Senior Officers Grade (SOG)</b>					
SOG C	50.22	66.96	66.96	50.22	66.96
SOG B	54.48	72.64	72.64	54.48	72.64
SOG A	62.61	83.48	83.48	62.61	83.48
<b>General Services Officers (GSO)</b>					
GSO2	29.67	39.56	39.56	29.67	39.56
GSO3	31.11	41.48	41.48	31.11	41.48
GSO4	31.88	42.50	42.50	31.88	42.50
GSO5	33.23	44.30	44.30	33.23	44.30
GSO6	34.44	45.92	45.92	34.44	45.92
GSO7	36.21	48.28	48.28	36.21	48.28
GSO8	38.07	50.76	50.76	38.07	50.76
GSO9	39.90	53.20	53.20	39.90	53.20
GSO10	44.31	59.08	59.08	44.31	59.08
<b>Hospital Employees</b>					
Director of Nursing (RN5)	63.68	84.90	84.90	63.68	84.90
<b>Registered Nurses (RN)</b>					
RN1.1	36.06	48.08	48.08	36.06	48.08
RN1.2	37.20	49.60	49.60	37.20	49.60
RN1.3	38.10	50.80	50.80	38.10	50.80
RN1.4	38.96	51.94	51.94	38.96	51.94
RN1.5	40.11	53.48	53.48	40.11	53.48
RN1.6	41.24	54.98	54.98	41.24	54.98
RN1.7	42.36	56.48	56.48	42.36	56.48
RN2.1	43.41	57.88	57.88	43.41	57.88
RN2.2	44.18	58.90	58.90	44.18	58.90
RN2.3	44.91	59.88	59.88	44.91	59.88
RN2.4	45.59	60.78	60.78	45.59	60.78
RN3.1	47.00	62.66	62.66	47.00	62.66
RN3.2	47.85	63.80	63.80	47.85	63.80
RN3.3	48.71	64.94	64.94	48.71	64.94
RN3.4	49.53	66.04	66.04	49.53	66.04
RN3B	51.02	68.02	68.02	51.02	68.02
RN4.1	54.09	72.12	72.12	54.09	72.12

	<b>Mon - Sat - first 3 hours</b>	<b>Mon - Sat - after 3 hours</b>	<b>Sunday - all day</b>	<b>Public Holiday - within 7:00am - 6:00pm</b>	<b>Public Holiday - outside 7:00am - 6:00pm</b>
	<b>% of ordinary hourly rate</b>				
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>150%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
RN4.2	57.41	76.54	76.54	57.41	76.54
RN4.3	60.72	80.96	80.96	60.72	80.96
RN5	63.68	84.90	84.90	63.68	84.90
<b>Enrolled Nurses (EN)</b>					
EN (Level 1)	32.90	43.86	43.86	32.90	43.86
EN (Level 2)	33.44	44.58	44.58	33.44	44.58
EN (Level 3)	33.90	45.20	45.20	33.90	45.20
EN (Level 4)	34.37	45.82	45.82	34.37	45.82
EN (Level 5)	34.82	46.42	46.42	34.82	46.42
<b>Hospital Service Employees (HSE)</b>					
HSE (Level 1)	29.64	39.52	39.52	29.64	39.52
HSE (Level 2)	31.10	41.46	41.46	31.10	41.46
HSE (Level 3)	31.86	42.48	42.48	31.86	42.48
HSE (Level 4)	33.23	44.30	44.30	33.23	44.30
HSE (Level 5)	34.44	45.92	45.92	34.44	45.92
HSE (Level 6)	36.23	48.30	48.30	36.23	48.30
HSE (Level 7)	38.12	50.82	50.82	38.12	50.82
HSE (Level 8)	39.96	53.28	53.28	39.96	53.28
HSE (Level 9)	42.24	56.32	56.32	42.24	56.32
<b>Hospital Technical Employees (HTE)</b>					
HTE (Level 1)	31.91	42.54	42.54	31.91	42.54
HTE (Level 2)	37.02	49.36	49.36	37.02	49.36
HTE (Level 3)	40.62	54.16	54.16	40.62	54.16
HTE (Level 4)	45.18	60.24	60.24	45.18	60.24
HTE (Level 5)	49.73	66.30	66.30	49.73	66.30
HTE (Level 6)	53.78	71.70	71.70	53.78	71.70
<b>Hospital Professional Employees (HPE)</b>					
HPE (Level 1)	35.46	47.28	47.28	35.46	47.28
HPE (Level 2)	44.37	59.16	59.16	44.37	59.16
HPE (Level 3)	53.78	71.70	71.70	53.78	71.70
HPE (Level 4)	58.79	78.38	78.38	58.79	78.38

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public Holiday - within 7:00am - 6:00pm	Public Holiday - outside 7:00am - 6:00pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
<b>Hospital Administrative Officer (HAO)</b>					
HAO (Level 1)	31.11	41.48	41.48	31.11	41.48
HAO (Level 2)	33.78	45.04	45.04	33.78	45.04

11. By deleting clause C.1 and inserting the following:

**C.1 Wage-related allowances**

The wage related allowances in this award are based on the standard rate as defined in Schedule F—Definitions as the minimum hourly rate for an ASO Level 2 in clause 10.4 = \$23.14.

Allowance	Payable	\$	% of standard rate
Interpreting allowance	Per annum	889.80	3845.3

12. By deleting clause E.5.1 and inserting the following:

**E.5.1 Minimum wages for traineeships**

**(a) Wage Level A**

Subject to clause E.5.2 and E.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 E.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	332.80	10.95	366.50	12.07	436.60	14.37
Plus 1 year out of school	366.50	12.07	436.60	14.37	508.10	16.73
Plus 2 years out of school	436.60	14.37	508.10	16.73	591.30	19.45
Plus 3 years out of school	508.10	16.73	591.30	19.45	677.00	22.26
Plus 4 years out of school	591.30	19.45	677.00	22.26		
Plus 5 or more years out of school	677.00	22.26				

**(b) Wage Level B**

Subject to clause E.5.2 and E.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 E.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	332.80	10.95	366.50	12.07	424.80	13.99
Plus 1 year out of school	366.50	12.07	424.80	13.99	488.60	16.08
Plus 2 years out of school	424.80	13.99	488.60	16.08	573.10	18.87
Plus 3 years out of school	488.60	16.08	573.10	18.87	653.70	21.52
Plus 4 years out of school	573.10	18.87	653.70	21.52		
Plus 5 or more years out of school	653.70	21.52				

**(c) Wage Level C**

Subject to clause E.5.2 and E.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 E.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	332.80	10.95	366.50	12.07	424.80	13.99
Plus 1 year out of school	366.50	12.07	424.80	13.99	478.20	15.73
Plus 2 years out of school	424.80	13.99	478.20	15.73	534.30	17.57
Plus 3 years out of school	478.20	15.73	534.30	17.57	595.20	19.58
Plus 4 years out of school	534.30	17.57	595.20	19.58		
Plus 5 or more years out of school	595.20	19.58				

**(d) AQF Certificate Level IV traineeships**

(i) Subject to clause E.5.2 and E.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 E.5.2 and E.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	703.20	23.12	730.40	24.03
Wage Level B	678.40	22.29	704.40	23.15
Wage Level C	617.40	20.31	640.70	21.08

(e) **School-based traineeships**

Subject to clauses E.5.2 and E.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
\$	\$
10.95	12.07

B. This determination comes into operation from 1 July 2019. In accordance with s.166(5) of the *Fair Work Act 2009* this determination does not take effect until the start of the first full pay period that starts on or after 1 July 2019.

PRESIDENT