



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2019–20 (C2020/1)

AIRLINE OPERATIONS-GROUND STAFF AWARD 2020 [MA000048]

Airline operations

JUSTICE ROSS, PRESIDENT
VICE PRESIDENT CATANZARITI
DEPUTY PRESIDENT ASBURY
COMMISSIONER HAMPTON
MR FERGUSON
PROFESSOR WOODEN
MS LABINE-ROMAIN

MELBOURNE, XX JUNE 2020

Annual Wage Review 2019–20.

A. Further to the decision issued by the majority of the Expert Panel in the Annual Wage Review 2019–20 on 19 June 2020 [[2020] FWCFB 3500], the above award is varied as follows:

1. By deleting the amount “\$4.49” appearing in clause 17.6(a) and inserting “\$4.56”.
2. By deleting the amount “\$4.74” appearing in clause 17.6(b) and inserting “\$4.83”.
3. By deleting the table appearing in clause 18.1 and inserting the following:

Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Level 1	814.40	21.43
Level 2	818.00	21.53
Level 3	832.40	21.91
Level 4	856.10	22.53
Level 5	894.80	23.55

Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Level 6	918.30	24.17
Level 7	924.40	24.33
Level 8	963.90	25.37

4. By deleting the table appearing in clause 18.2 and inserting the following:

Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Level 1	841.10	22.13
Level 2	877.60	23.09
Level 3	926.90	24.39
Level 4	973.40	25.62
Level 5	1012.90	26.66
Level 6	1052.70	27.70
Level 7	1092.60	28.75
Level 8	1132.00	29.79

5. By deleting the table appearing in clause 18.3 and inserting the following:

Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Aircraft worker 1	753.80	19.84
Aircraft worker 2	775.40	20.41
Aircraft worker 3	805.10	21.19
Aircraft worker 4	832.80	21.92
Tradesperson	877.60	23.09
Aircraft Maintenance Engineer	957.60	25.20
Full Category B1.1 Licence Holder	1026.70	27.02
Full Category B1.2 Licence Holder	1026.70	27.02
Full Category B1.3 Licence Holder	1026.70	27.02
Full Category B1.4 Licence Holder	1026.70	27.02

Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Full Category B2 Licence Holder	1026.70	27.02
Full Category B1/B2 Licence Holder	1026.70	27.02
Transitional Category B1.1 Licence Holder	1026.70	27.02
Transitional Category B1.2 Licence Holder	980.00	25.79
Transitional Category B1.3 Licence Holder	1026.70	27.02
Transitional Category B1.4 Licence Holder	980.00	25.79
Transitional Category B2 Licence Holder	1026.70	27.02

6. By deleting the table appearing in clause 18.4 and inserting the following:

Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Level 1	801.20	21.08
Level 2	819.40	21.56
Level 3	840.90	22.13
Level 4	867.30	22.82
Level 5	899.10	23.66

7. By deleting the amount “\$3.19” appearing in clause 20.2(a) and inserting “\$3.25”.
8. By deleting the amount “\$1.04” appearing in clause 20.2(b)(i)(A) and inserting “\$1.05”.
9. By deleting the amount “\$0.57” appearing in clause 20.2(b)(i)(B) and inserting “\$0.58”.
10. By deleting the amount “\$14.49” appearing in clause 20.2(c) and inserting “\$14.74”.
11. By deleting the amount “\$5.52” appearing in clause 20.2(d) and inserting “\$5.62”.
12. By deleting the table appearing in clause 20.2(e) and inserting the following:

Foreign languages	Per week
	\$
1 language	5.79
2 languages	8.69

Foreign languages	Per week
	\$
3 or more languages	11.32

13. By deleting the table appearing in clause 20.4(a) and inserting the following:

Amount handled	Per week
	\$
Less than \$200	5.27
\$200 and less than \$1000	10.53
\$1000 and less than \$5000	14.13
\$5000 and over	16.41

14. By deleting the amount “\$25.88” appearing in clause 20.4(b) and inserting “\$26.33”.

15. By deleting the table appearing in clause 20.6(b)(i) and inserting the following:

Classification	per week for first Aircraft Type Rating Endorsement	per week for each additional Aircraft Type Rating Endorsement
	\$	\$
Full Category B1.1 Licence Holder	175.52	43.88
Full Category B1.2 Licence Holder	131.64	43.88
Full Category B1.3 Licence Holder	175.52	43.88
Full Category B1.4 Licence Holder	131.64	43.88
Full Category B2 Licence Holder	219.40	43.88
Full Category B1/B2 Licence Holder	263.28	43.88

16. By deleting the amount “\$301.88” appearing in clause 20.6(b)(ii) and inserting “\$307.16”.

17. By deleting the amount “\$301.88” appearing in clause 20.6(b)(iii) and inserting “\$307.16”.

18. By deleting the table appearing in clause 20.6(c)(i) and inserting the following:

Classification	per week for first Aircraft Type Rating Endorsement	per week for each additional Aircraft Type Rating Endorsement
	\$	\$
Transitional Category B1.1 Licence Holder	131.64	37.30
Transitional Category B1.2 Licence Holder	95.83	37.30
Transitional Category B1.3 Licence Holder	131.64	37.30
Transitional Category B1.4 Licence Holder	95.83	37.30
Transitional Category B2 Licence Holder	186.40	37.30

19. By deleting the amount “\$250.38” appearing in clause 20.6(c)(ii) and inserting “\$254.77”.
20. By deleting the amount “\$250.38” appearing in clause 20.6(c)(iii) and inserting “\$254.77”.
21. By deleting the amount “\$61.84” appearing in clause 20.6(e)(i)(A) and inserting “\$62.92”.
22. By deleting the amount “\$21.99” appearing in clause 20.6(e)(i)(B) and inserting “\$22.38”.
23. By deleting the amounts “\$11.90” and “\$29.84” appearing in clause 20.6(e)(i)(C) and inserting “\$12.11” and “\$30.36” respectively.
24. By deleting the amount “\$29.84” appearing in clause 20.6(e)(i)(D) and inserting “\$30.36”.
25. By deleting the amount “\$11.90” appearing in clause 20.6(e)(i)(E) and inserting “\$12.11”.
26. By deleting the amount “\$6.12” appearing in clause 20.6(e)(i)(F) and inserting “\$6.23”.
27. By deleting the amount “\$67.28” appearing in clause 20.6(f)(i) and inserting “\$68.45”.
28. By deleting the amounts “\$51.75” and “\$43.13” appearing in clause 20.6(f)(ii) and inserting “\$52.66” and “\$43.88” respectively.
29. By deleting the amount “\$941.85” wherever it appears in clause 20.6(f)(iii) and inserting “\$958.34”.
30. By deleting the amount “\$46.06” appearing in clause 20.6(g)(i) and inserting “\$46.86”.

- 31. By deleting the amount “\$1009.04” wherever it appears in clause 20.6(g)(ii) and inserting “\$1026.70”.
- 32. By deleting the amount “\$46.06” appearing in clause 20.6(h) and inserting “\$46.86”.
- 33. By deleting the amount “\$0.64” appearing in clause 20.7(d) and inserting “\$0.65”.
- 34. By deleting the table appearing in clause 20.7(e)(i) and inserting the following:

Temperature	\$ per hour
Between 46 and 54°C	0.67
In excess of 54°C	0.88

- 35. By deleting the amount “\$0.66” appearing in clause 20.7(f)(i) and inserting “\$0.67”.
- 36. By deleting the amount “\$0.66” appearing in clause 20.7(g) and inserting “\$0.67”.
- 37. By deleting the amount “\$0.86” appearing in clause 20.7(h)(i) and inserting “\$0.88”.
- 38. By deleting the amount “\$1.04” appearing in clause 20.7(i) and inserting “\$1.05”.
- 39. By deleting the amount “\$0.69” appearing in clause 20.7(j) and inserting “\$0.70”.
- 40. By deleting the table appearing in clause B.2.1 and inserting the following:

	Ordinary hours	Saturday	Sunday	Public holiday	
				Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
% of ordinary hourly rate¹					
	100%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
Level 1	21.43	32.15	42.86	42.86	53.58
Level 2	21.53	32.30	43.06	43.06	53.83
Level 3	21.91	32.87	43.82	43.82	54.78
Level 4	22.53	33.80	45.06	45.06	56.33
Level 5	23.55	35.33	47.10	47.10	58.88
Level 6	24.17	36.26	48.34	48.34	60.43
Level 7	24.33	36.50	48.66	48.66	60.83
Level 8	25.37	38.06	50.74	50.74	63.43

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

	Early morning or afternoon shift	Night shift¹	Night shift²	Continuous afternoon or night shifts³
	% of ordinary hourly rate⁴			
	115%	122.5%	130%	150%
	\$	\$	\$	\$
Level 1	24.64	26.25	27.86	32.15
Level 2	24.76	26.37	27.99	32.30
Level 3	25.20	26.84	28.48	32.87
Level 4	25.91	27.60	29.29	33.80
Level 5	27.08	28.85	30.62	35.33
Level 6	27.80	29.61	31.42	36.26
Level 7	27.98	29.80	31.63	36.50
Level 8	29.18	31.08	32.98	38.06

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

	Saturday	Sunday	Public holiday	
			Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
	% of ordinary hourly rate¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Level 1	32.15	42.86	42.86	53.58
Level 2	32.30	43.06	43.06	53.83
Level 3	32.87	43.82	43.82	54.78
Level 4	33.80	45.06	45.06	56.33
Level 5	35.33	47.10	47.10	58.88
Level 6	36.26	48.34	48.34	60.43
Level 7	36.50	48.66	48.66	60.83
Level 8	38.06	50.74	50.74	63.43

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

	Day workers			Shiftworkers (except continuous shiftworkers)			Continuous shiftworkers
	Monday to Saturday		Sunday	Monday to Saturday		Sunday	Monday to Sunday
	First 2 hours	After 2 hours	All hours	First 2 hours	After 2 hours	All hours	All overtime hours
	% of ordinary hourly rate¹						
	150%	200%	200%	150%	200%	200%	200%
	\$	\$	\$	\$	\$	\$	\$
Level 1	32.15	42.86	42.86	32.15	42.86	42.86	42.86
Level 2	32.30	43.06	43.06	32.30	43.06	43.06	43.06
Level 3	32.87	43.82	43.82	32.87	43.82	43.82	43.82
Level 4	33.80	45.06	45.06	33.80	45.06	45.06	45.06
Level 5	35.33	47.10	47.10	35.33	47.10	47.10	47.10
Level 6	36.26	48.34	48.34	36.26	48.34	48.34	48.34
Level 7	36.50	48.66	48.66	36.50	48.66	48.66	48.66
Level 8	38.06	50.74	50.74	38.06	50.74	50.74	50.74

44. By deleting the table appearing in clause B.3.1 and inserting the following:

	Ordinary hours	Saturday	Sunday	Public holiday	
				Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
	% of ordinary hourly rate¹				
	100%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
Level 1	22.13	33.20	44.26	44.26	55.33
Level 2	23.09	34.64	46.18	46.18	57.73
Level 3	24.39	36.59	48.78	48.78	60.98
Level 4	25.62	38.43	51.24	51.24	64.05
Level 5	26.66	39.99	53.32	53.32	66.65
Level 6	27.70	41.55	55.40	55.40	69.25
Level 7	28.75	43.13	57.50	57.50	71.88
Level 8	29.79	44.69	59.58	59.58	74.48

45. By deleting the table appearing in clause B.3.2 and inserting the following:

	Early morning or afternoon shift	Night shift¹	Night shift²	Continuous afternoon or night shifts³
	% of ordinary hourly rate⁴			
	115%	122.5%	130%	150%
	\$	\$	\$	\$
Level 1	25.45	27.11	28.77	33.20
Level 2	26.55	28.29	30.02	34.64
Level 3	28.05	29.88	31.71	36.59
Level 4	29.46	31.38	33.31	38.43
Level 5	30.66	32.66	34.66	39.99
Level 6	31.86	33.93	36.01	41.55
Level 7	33.06	35.22	37.38	43.13
Level 8	34.26	36.49	38.73	44.69

46. By deleting the table appearing in clause B.3.3 and inserting the following:

	Saturday	Sunday	Public holiday	
			Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
	% of ordinary hourly rate¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Level 1	33.20	44.26	44.26	55.33
Level 2	34.64	46.18	46.18	57.73
Level 3	36.59	48.78	48.78	60.98
Level 4	38.43	51.24	51.24	64.05
Level 5	39.99	53.32	53.32	66.65
Level 6	41.55	55.40	55.40	69.25
Level 7	43.13	57.50	57.50	71.88
Level 8	44.69	59.58	59.58	74.48

47. By deleting the table appearing in clause B.3.4 and inserting the following:

	Day workers			Shiftworkers (except continuous shiftworkers)			Continuous shiftworkers
	Monday to Saturday		Sunday	Monday to Saturday		Sunday	Monday to Sunday
	First 2 hours	After 2 hours	All hours	First 2 hours	After 2 hours	All hours	All overtime hours
	% of ordinary hourly rate¹						
	150%	200%	200%	150%	200%	200%	200%
	\$	\$	\$	\$	\$	\$	\$
Level 1	33.20	44.26	44.26	33.20	44.26	44.26	44.26
Level 2	34.64	46.18	46.18	34.64	46.18	46.18	46.18
Level 3	36.59	48.78	48.78	36.59	48.78	48.78	48.78
Level 4	38.43	51.24	51.24	38.43	51.24	51.24	51.24
Level 5	39.99	53.32	53.32	39.99	53.32	53.32	53.32
Level 6	41.55	55.40	55.40	41.55	55.40	55.40	55.40
Level 7	43.13	57.50	57.50	43.13	57.50	57.50	57.50
Level 8	44.69	59.58	59.58	44.69	59.58	59.58	59.58

48. By deleting the table appearing in clause B.4.1 and inserting the following:

	Ordinary hours	Saturday	Sunday	Public holiday	
				Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
	% of ordinary hourly rate¹				
	100%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
Aircraft worker 1	19.84	29.76	39.68	39.68	49.60
Aircraft worker 2	20.41	30.62	40.82	40.82	51.03
Aircraft worker 3	21.19	31.79	42.38	42.38	52.98
Aircraft worker 4	21.92	32.88	43.84	43.84	54.80
Tradesperson	23.09	34.64	46.18	46.18	57.73
Aircraft Maintenance Engineer	25.20	37.80	50.40	50.40	63.00

	Ordinary hours	Saturday	Sunday	Public holiday	
				Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
	% of ordinary hourly rate ¹				
	100%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
Full Category B1.1 Licence Holder	27.02	40.53	54.04	54.04	67.55
Full Category B1.2 Licence Holder	27.02	40.53	54.04	54.04	67.55
Full Category B1.3 Licence Holder	27.02	40.53	54.04	54.04	67.55
Full Category B1.4 Licence Holder	27.02	40.53	54.04	54.04	67.55
Full Category B2 Licence Holder	27.02	40.53	54.04	54.04	67.55
Full Category B1/B2 Licence Holder	27.02	40.53	54.04	54.04	67.55
Transitional Category B1.1 Licence Holder	27.02	40.53	54.04	54.04	67.55
Transitional Category B1.2 Licence Holder	25.79	38.69	51.58	51.58	64.48
Transitional Category B1.3 Licence Holder	27.02	40.53	54.04	54.04	67.55
Transitional Category B1.4 Licence Holder	25.79	38.69	51.58	51.58	64.48
Transitional Category B2 Licence Holder	27.02	40.53	54.04	54.04	67.55

49. By deleting the table appearing in clause B.4.2 and inserting the following:

	Early morning or afternoon shift	Night shift¹	Night shift²	Continuous afternoon or night shifts³
	% of ordinary hourly rate⁴			
	115%	122.5%	130%	150%
	\$	\$	\$	\$
Aircraft worker 1	22.82	24.30	25.79	29.76
Aircraft worker 2	23.47	25.00	26.53	30.62
Aircraft worker 3	24.37	25.96	27.55	31.79
Aircraft worker 4	25.21	26.85	28.50	32.88
Tradesperson	26.55	28.29	30.02	34.64
Aircraft Maintenance Engineer	28.98	30.87	32.76	37.80
Full Category B1.1 Licence Holder	31.07	33.10	35.13	40.53
Full Category B1.2 Licence Holder	31.07	33.10	35.13	40.53
Full Category B1.3 Licence Holder	31.07	33.10	35.13	40.53
Full Category B1.4 Licence Holder	31.07	33.10	35.13	40.53
Full Category B2 Licence Holder	31.07	33.10	35.13	40.53
Full Category B1/B2 Licence Holder	31.07	33.10	35.13	40.53
Transitional Category B1.1 Licence Holder	31.07	33.10	35.13	40.53
Transitional Category B1.2 Licence Holder	29.66	31.59	33.53	38.69
Transitional Category B1.3 Licence Holder	31.07	33.10	35.13	40.53
Transitional Category B1.4 Licence Holder	29.66	31.59	33.53	38.69
Transitional Category B2 Licence Holder	31.07	33.10	35.13	40.53

50. By deleting the table appearing in clause B.4.3 and inserting the following:

	Saturday	Sunday	Public holiday	
			Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
% of ordinary hourly rate ¹				
	150%	200%	200%	250%
	\$	\$	\$	\$
Aircraft worker 1	29.76	39.68	39.68	49.60
Aircraft worker 2	30.62	40.82	40.82	51.03
Aircraft worker 3	31.79	42.38	42.38	52.98
Aircraft worker 4	32.88	43.84	43.84	54.80
Tradesperson	34.64	46.18	46.18	57.73
Aircraft Maintenance Engineer	37.80	50.40	50.40	63.00
Full Category B1.1 Licence Holder	40.53	54.04	54.04	67.55
Full Category B1.2 Licence Holder	40.53	54.04	54.04	67.55
Full Category B1.3 Licence Holder	40.53	54.04	54.04	67.55
Full Category B1.4 Licence Holder	40.53	54.04	54.04	67.55
Full Category B2 Licence Holder	40.53	54.04	54.04	67.55
Full Category B1/B2 Licence Holder	40.53	54.04	54.04	67.55
Transitional Category B1.1 Licence Holder	40.53	54.04	54.04	67.55
Transitional Category B1.2 Licence Holder	38.69	51.58	51.58	64.48
Transitional Category B1.3 Licence Holder	40.53	54.04	54.04	67.55
Transitional Category B1.4 Licence Holder	38.69	51.58	51.58	64.48
Transitional Category B2 Licence Holder	40.53	54.04	54.04	67.55

51. By deleting the table appearing in clause B.4.4 and inserting the following:

	Day workers			Shiftworkers (except continuous shiftworkers)			Continuous shiftworkers
	Monday to Saturday		Sunday	Monday to Saturday		Sunday	Monday to Sunday
	First 2 hours	After 2 hours	All hours	First 2 hours	After 2 hours	All hours	All overtime hours
	% of ordinary hourly rate¹						
	150%	200%	200%	150%	200%	200%	200%
	\$	\$	\$	\$	\$	\$	\$
Aircraft worker 1	29.76	39.68	39.68	29.76	39.68	39.68	39.68
Aircraft worker 2	30.62	40.82	40.82	30.62	40.82	40.82	40.82
Aircraft worker 3	31.79	42.38	42.38	31.79	42.38	42.38	42.38
Aircraft worker 4	32.88	43.84	43.84	32.88	43.84	43.84	43.84
Tradesperson	34.64	46.18	46.18	34.64	46.18	46.18	46.18
Aircraft Maintenance Engineer	37.80	50.40	50.40	37.80	50.40	50.40	50.40
Full Category B1.1 Licence Holder	40.53	54.04	54.04	40.53	54.04	54.04	54.04
Full Category B1.2 Licence Holder	40.53	54.04	54.04	40.53	54.04	54.04	54.04
Full Category B1.3 Licence Holder	40.53	54.04	54.04	40.53	54.04	54.04	54.04
Full Category B1.4 Licence Holder	40.53	54.04	54.04	40.53	54.04	54.04	54.04
Full Category B2 Licence Holder	40.53	54.04	54.04	40.53	54.04	54.04	54.04
Full Category B1/B2 Licence Holder	40.53	54.04	54.04	40.53	54.04	54.04	54.04
Transitional Category B1.1 Licence Holder	40.53	54.04	54.04	40.53	54.04	54.04	54.04

	Day workers			Shiftworkers (except continuous shiftworkers)			Continuous shiftworkers
	Monday to Saturday		Sunday	Monday to Saturday		Sunday	Monday to Sunday
	First 2 hours	After 2 hours	All hours	First 2 hours	After 2 hours	All hours	All overtime hours
% of ordinary hourly rate ¹							
	150%	200%	200%	150%	200%	200%	200%
	\$	\$	\$	\$	\$	\$	\$
Transitional Category B1.2 Licence Holder	38.69	51.58	51.58	38.69	51.58	51.58	51.58
Transitional Category B1.3 Licence Holder	40.53	54.04	54.04	40.53	54.04	54.04	54.04
Transitional Category B1.4 Licence Holder	38.69	51.58	51.58	38.69	51.58	51.58	51.58
Transitional Category B2 Licence Holder	40.53	54.04	54.04	40.53	54.04	54.04	54.04

52. By deleting the table appearing in clause B.5.1 and inserting the following:

	Ordinary hours	Saturday	Sunday	Public holiday	
				Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
% of ordinary hourly rate ¹					
	100%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
Level 1	21.08	31.62	42.16	42.16	52.70
Level 2	21.56	32.34	43.12	43.12	53.90
Level 3	22.13	33.20	44.26	44.26	55.33
Level 4	22.82	34.23	45.64	45.64	57.05
Level 5	23.66	35.49	47.32	47.32	59.15

53. By deleting the table appearing in clause B.5.2 and inserting the following:

	Early morning or afternoon shift	Night shift¹	Night shift²	Continuous afternoon or night shifts³
	% of ordinary hourly rate⁴			
	115%	122.5%	130%	150%
	\$	\$	\$	\$
Level 1	24.24	25.82	27.40	31.62
Level 2	24.79	26.41	28.03	32.34
Level 3	25.45	27.11	28.77	33.20
Level 4	26.24	27.95	29.67	34.23
Level 5	27.21	28.98	30.76	35.49

54. By deleting the table appearing in clause B.5.3 and inserting the following:

	Saturday	Sunday	Public holiday	
			Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
	% of ordinary hourly rate¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Level 1	31.62	42.16	42.16	52.70
Level 2	32.34	43.12	43.12	53.90
Level 3	33.20	44.26	44.26	55.33
Level 4	34.23	45.64	45.64	57.05
Level 5	35.49	47.32	47.32	59.15

55. By deleting the table appearing in clause B.5.4 and inserting the following:

	Day workers			Shiftworkers (except continuous shiftworkers)			Continuous shiftworkers
	Monday to Saturday		Sunday	Monday to Saturday		Sunday	Monday to Sunday
	First 2 hours	After 2 hours	All hours	First 2 hours	After 2 hours	All hours	All overtime hours
	% of ordinary hourly rate¹						
	150%	200%	200%	150%	200%	200%	200%
	\$	\$	\$	\$	\$	\$	\$
Level 1	31.62	42.16	42.16	31.62	42.16	42.16	42.16
Level 2	32.34	43.12	43.12	32.34	43.12	43.12	43.12
Level 3	33.20	44.26	44.26	33.20	44.26	44.26	44.26
Level 4	34.23	45.64	45.64	34.23	45.64	45.64	45.64
Level 5	35.49	47.32	47.32	35.49	47.32	47.32	47.32

56. By deleting the table appearing in clause B.6.1 and inserting the following:

	Ordinary hours	Saturday	Sunday	Public holiday	
				Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
	% of ordinary hourly rate¹				
	125%	175%	225%	225%	275%
	\$	\$	\$	\$	\$
Level 1	26.79	37.50	48.22	48.22	58.93
Level 2	26.91	37.68	48.44	48.44	59.21
Level 3	27.39	38.34	49.30	49.30	60.25
Level 4	28.16	39.43	50.69	50.69	61.96
Level 5	29.44	41.21	52.99	52.99	64.76
Level 6	30.21	42.30	54.38	54.38	66.47
Level 7	30.41	42.58	54.74	54.74	66.91
Level 8	31.71	44.40	57.08	57.08	69.77

57. By deleting the table appearing in clause B.6.2 and inserting the following:

	Early morning or afternoon shift	Night shift¹	Night shift²	Continuous afternoon or night shifts³
	% of ordinary hourly rate⁴			
	140%	147.5%	155%	175%
	\$	\$	\$	\$
Level 1	30.00	31.61	33.22	37.50
Level 2	30.14	31.76	33.37	37.68
Level 3	30.67	32.32	33.96	38.34
Level 4	31.54	33.23	34.92	39.43
Level 5	32.97	34.74	36.50	41.21
Level 6	33.84	35.65	37.46	42.30
Level 7	34.06	35.89	37.71	42.58
Level 8	35.52	37.42	39.32	44.40

58. By deleting the table appearing in clause B.6.3 and inserting the following:

	Saturday	Sunday	Public holiday	
			Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
	% of ordinary hourly rate¹			
	175%	225%	225%	275%
	\$	\$	\$	\$
Level 1	37.50	48.22	48.22	58.93
Level 2	37.68	48.44	48.44	59.21
Level 3	38.34	49.30	49.30	60.25
Level 4	39.43	50.69	50.69	61.96
Level 5	41.21	52.99	52.99	64.76
Level 6	42.30	54.38	54.38	66.47
Level 7	42.58	54.74	54.74	66.91
Level 8	44.40	57.08	57.08	69.77

59. By deleting the table appearing in clause B.7.1 and inserting the following:

	Ordinary hours	Saturday	Sunday	Public holiday	
				Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
% of ordinary hourly rate ¹					
	125%	175%	225%	225%	275%
	\$	\$	\$	\$	\$
Level 1	27.66	38.73	49.79	49.79	60.86
Level 2	28.86	40.41	51.95	51.95	63.50
Level 3	30.49	42.68	54.88	54.88	67.07
Level 4	32.03	44.84	57.65	57.65	70.46
Level 5	33.33	46.66	59.99	59.99	73.32
Level 6	34.63	48.48	62.33	62.33	76.18
Level 7	35.94	50.31	64.69	64.69	79.06
Level 8	37.24	52.13	67.03	67.03	81.92

60. By deleting the table appearing in clause B.7.2 and inserting the following:

	Early morning or afternoon shift	Night shift ¹	Night shift ²	Continuous afternoon or night shifts ³
	140%	147.5%	155%	175%
	\$	\$	\$	\$
Level 1	30.98	32.64	34.30	38.73
Level 2	32.33	34.06	35.79	40.41
Level 3	34.15	35.98	37.80	42.68
Level 4	35.87	37.79	39.71	44.84
Level 5	37.32	39.32	41.32	46.66
Level 6	38.78	40.86	42.94	48.48
Level 7	40.25	42.41	44.56	50.31
Level 8	41.71	43.94	46.17	52.13

61. By deleting the table appearing in clause B.7.3 and inserting the following:

	Saturday	Sunday	Public holiday	
			Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
	% of ordinary hourly rate¹			
	175%	225%	225%	275%
	\$	\$	\$	\$
Level 1	38.73	49.79	49.79	60.86
Level 2	40.41	51.95	51.95	63.50
Level 3	42.68	54.88	54.88	67.07
Level 4	44.84	57.65	57.65	70.46
Level 5	46.66	59.99	59.99	73.32
Level 6	48.48	62.33	62.33	76.18
Level 7	50.31	64.69	64.69	79.06
Level 8	52.13	67.03	67.03	81.92

62. By deleting the table appearing in clause B.8.1 and inserting the following:

	Ordinary hours	Saturday	Sunday	Public holiday	
				Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
	% of ordinary hourly rate¹				
	125%	175%	225%	225%	275%
	\$	\$	\$	\$	\$
Aircraft worker 1	24.80	34.72	44.64	44.64	54.56
Aircraft worker 2	25.51	35.72	45.92	45.92	56.13
Aircraft worker 3	26.49	37.08	47.68	47.68	58.27
Aircraft worker 4	27.40	38.36	49.32	49.32	60.28
Tradesperson	28.86	40.41	51.95	51.95	63.50

	Ordinary hours	Saturday	Sunday	Public holiday	
				Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
% of ordinary hourly rate ¹					
	125%	175%	225%	225%	275%
	\$	\$	\$	\$	\$
Aircraft Maintenance Engineer	31.50	44.10	56.70	56.70	69.30
Full Category B1.1 Licence Holder	33.78	47.29	60.80	60.80	74.31
Full Category B1.2 Licence Holder	33.78	47.29	60.80	60.80	74.31
Full Category B1.3 Licence Holder	33.78	47.29	60.80	60.80	74.31
Full Category B1.4 Licence Holder	33.78	47.29	60.80	60.80	74.31
Full Category B2 Licence Holder	33.78	47.29	60.80	60.80	74.31
Full Category B1/B2 Licence Holder	33.78	47.29	60.80	60.80	74.31
Transitional Category B1.1 Licence Holder	33.78	47.29	60.80	60.80	74.31
Transitional Category B1.2 Licence Holder	32.24	45.13	58.03	58.03	70.92
Transitional Category B1.3 Licence Holder	33.78	47.29	60.80	60.80	74.31

	Ordinary hours	Saturday	Sunday	Public holiday	
				Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
	% of ordinary hourly rate¹				
	125%	175%	225%	225%	275%
	\$	\$	\$	\$	\$
Transitional Category B1.4 Licence Holder	32.24	45.13	58.03	58.03	70.92
Transitional Category B2 Licence Holder	33.78	47.29	60.80	60.80	74.31

63. By deleting the table appearing in clause B.8.2 and inserting the following:

	Early morning or afternoon shift	Night shift ¹	Night shift ²	Continuous afternoon or night shifts ³
	% of ordinary hourly rate⁴			
	140%	147.5%	155%	175%
	\$	\$	\$	\$
Aircraft worker 1	27.78	29.26	30.75	34.72
Aircraft worker 2	28.57	30.10	31.64	35.72
Aircraft worker 3	29.67	31.26	32.84	37.08
Aircraft worker 4	30.69	32.33	33.98	38.36
Tradesperson	32.33	34.06	35.79	40.41
Aircraft Maintenance Engineer	35.28	37.17	39.06	44.10
Full Category B1.1 Licence Holder	37.83	39.85	41.88	47.29
Full Category B1.2 Licence Holder	37.83	39.85	41.88	47.29
Full Category B1.3 Licence Holder	37.83	39.85	41.88	47.29

	Early morning or afternoon shift	Night shift¹	Night shift²	Continuous afternoon or night shifts³
	% of ordinary hourly rate⁴			
	140%	147.5%	155%	175%
	\$	\$	\$	\$
Full Category B1.4 Licence Holder	37.83	39.85	41.88	47.29
Full Category B2 Licence Holder	37.83	39.85	41.88	47.29
Full Category B1/B2 Licence Holder	37.83	39.85	41.88	47.29
Transitional Category B1.1 Licence Holder	37.83	39.85	41.88	47.29
Transitional Category B1.2 Licence Holder	36.11	38.04	39.97	45.13
Transitional Category B1.3 Licence Holder	37.83	39.85	41.88	47.29
Transitional Category B1.4 Licence Holder	36.11	38.04	39.97	45.13
Transitional Category B2 Licence Holder	37.83	39.85	41.88	47.29

64. By deleting the table appearing in clause B.8.3 and inserting the following:

	Saturday	Sunday	Public holiday	
			Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
	% of ordinary hourly rate¹			
	175%	225%	225%	275%
	\$	\$	\$	\$
Aircraft worker 1	34.72	44.64	44.64	54.56
Aircraft worker 2	35.72	45.92	45.92	56.13

	Saturday	Sunday	Public holiday	
			Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
	% of ordinary hourly rate ¹			
	175%	225%	225%	275%
	\$	\$	\$	\$
Aircraft worker 3	37.08	47.68	47.68	58.27
Aircraft worker 4	38.36	49.32	49.32	60.28
Tradesperson	40.41	51.95	51.95	63.50
Aircraft Maintenance Engineer	44.10	56.70	56.70	69.30
Full Category B1.1 Licence Holder	47.29	60.80	60.80	74.31
Full Category B1.2 Licence Holder	47.29	60.80	60.80	74.31
Full Category B1.3 Licence Holder	47.29	60.80	60.80	74.31
Full Category B1.4 Licence Holder	47.29	60.80	60.80	74.31
Full Category B2 Licence Holder	47.29	60.80	60.80	74.31
Full Category B1/B2 Licence Holder	47.29	60.80	60.80	74.31
Transitional Category B1.1 Licence Holder	47.29	60.80	60.80	74.31
Transitional Category B1.2 Licence Holder	45.13	58.03	58.03	70.92
Transitional Category B1.3 Licence Holder	47.29	60.80	60.80	74.31
Transitional Category B1.4 Licence Holder	45.13	58.03	58.03	70.92
Transitional Category B2 Licence Holder	47.29	60.80	60.80	74.31

65. By deleting the table appearing in clause B.9.1 and inserting the following:

	Ordinary hours	Saturday	Sunday	Public holiday	
				Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
	% of ordinary hourly rate¹				
	125%	175%	225%	225%	275%
	\$	\$	\$	\$	\$
Level 1	26.35	36.89	47.43	47.43	57.97
Level 2	26.95	37.73	48.51	48.51	59.29
Level 3	27.66	38.73	49.79	49.79	60.86
Level 4	28.53	39.94	51.35	51.35	62.76
Level 5	29.58	41.41	53.24	53.24	65.07

66. By deleting the table appearing in clause B.9.2 and inserting the following:

	Early morning or afternoon shift	Night shift ¹	Night shift ²	Continuous afternoon or night shifts ³
		% of ordinary hourly rate⁴		
	140%	147.5%	155%	175%
	\$	\$	\$	\$
Level 1	29.51	31.09	32.67	36.89
Level 2	30.18	31.80	33.42	37.73
Level 3	30.98	32.64	34.30	38.73
Level 4	31.95	33.66	35.37	39.94
Level 5	33.12	34.90	36.67	41.41

67. By deleting the table appearing in clause B.9.3 and inserting the following:

	Saturday	Sunday	Public holiday	
			Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
	% of ordinary hourly rate¹			
	175%	225%	225%	275%
	\$	\$	\$	\$
Level 1	36.89	47.43	47.43	57.97
Level 2	37.73	48.51	48.51	59.29
Level 3	38.73	49.79	49.79	60.86
Level 4	39.94	51.35	51.35	62.76
Level 5	41.41	53.24	53.24	65.07

68. By deleting the amount “\$862.50” appearing in clause C.1.1 and inserting “\$877.60”.

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

Allowance	Clause	% of standard rate	\$	Payable
All classifications				
Multiple shift allowance—3 shifts with start times over 30 minutes apart	17.6(a)	0.52	4.56	per roster week
Multiple shift allowance—more than 3 shifts with start times over 30 minutes apart—additional to clause 17.6(a)	17.6(b)	0.55	4.83	per each such starting time in excess of 3
Coffin allowance	20.2(a)	0.37	3.25	per coffin
Disability allowance—excessive fumes, noise and dust etc.	20.2(b)(i)(A)	0.12	1.05	per hour
Disability allowance—noise and dust to a limited degree	20.2(b)(i)(B)	0.066	0.58	per hour
First aid allowance	20.2(c)	1.68	14.74	per week
Nightsoil allowance	20.2(d)	0.64	5.62	per shift
Foreign language allowance—1 language	20.2(e)	0.66	5.79	per week

Allowance	Clause	% of standard rate	\$	Payable
Foreign language allowance—2 languages	20.2(e)	0.99	8.69	per week
Foreign language allowance—3 or more languages	20.2(e)	1.29	11.32	per week
Aviation transport workers stream				
Money collection allowance—Less than \$200	20.4(a)	0.6	5.27	per week
Money collection allowance—\$200 and less than \$1000	20.4(a)	1.2	10.53	per week
Money collection allowance—\$1000 and less than \$5000	20.4(a)	1.61	14.13	per week
Money collection allowance—\$5000 and over	20.4(a)	1.87	16.41	per week
Leading hand allowance	20.4(b)	3.0	26.33	per week
Maintenance and engineering stream				
Full Category Aircraft Type Rating Endorsement payment—first endorsement—Full Category B1.1 Licence Holder*	20.6(b)(i)	20.0	175.52	per week
Full Category Aircraft Type Rating Endorsement payment—first endorsement—Full Category B1.2 Licence Holder*	20.6(b)(i)	15.0	131.64	per week
Full Category Aircraft Type Rating Endorsement payment—first endorsement—Full Category B1.3 Licence Holder*	20.6(b)(i)	20.0	175.52	per week
Full Category Aircraft Type Rating Endorsement payment—first endorsement—Full Category B1.4 Licence Holder*	20.6(b)(i)	15.0	131.64	per week

Allowance	Clause	% of standard rate	\$	Payable
Full Category Aircraft Type Rating Endorsement payment—first endorsement—Full Category B2 Licence Holder*	20.6(b)(i)	25.0	219.40	per week
Full Category Aircraft Type Rating Endorsement payment—first endorsement—Full Category B1/B2 Licence Holder*	20.6(b)(i)	30.0	263.28	per week
Full Category Aircraft Type Rating Endorsement payment—each additional endorsement—Full Category B1.1 Licence Holder*	20.6(b)(i)	5.0	43.88	per week
Full Category Aircraft Type Rating Endorsement payment—each additional endorsement—Full Category B1.2 Licence Holder*	20.6(b)(i)	5.0	43.88	per week
Full Category Aircraft Type Rating Endorsement payment—each additional endorsement—Full Category B1.3 Licence Holder*	20.6(b)(i)	5.0	43.88	per week
Full Category Aircraft Type Rating Endorsement payment—each additional endorsement—Full Category B1.4 Licence Holder*	20.6(b)(i)	5.0	43.88	per week
Full Category Aircraft Type Rating Endorsement payment—each additional endorsement—Full Category B2 Licence Holder*	20.6(b)(i)	5.0	43.88	per week
Full Category Aircraft Type Rating Endorsement payment—each additional endorsement—Full Category B1/B2 Licence Holder*	20.6(b)(i)	5.0	43.88	per week

Allowance	Clause	% of standard rate	\$	Payable
Aggregate of all Full Category Endorsement payments—not to exceed maximum	20.6(b)(ii)	35.0	307.16	per week
Aggregate of all Full Category Endorsement payments for B2 Licence Holder (including allowances paid under clause 20.6(f)(i))—not to exceed maximum	20.6(b)(iii)	35.0	307.16	per week
Transitional Category Aircraft Type Rating Endorsement payment—first endorsement—Transitional Category B1.1 Licence Holder*	20.6(c)(i)	15.0	131.64	per week
Transitional Category Aircraft Type Rating Endorsement payment—first endorsement—Transitional Category B1.2 Licence Holder*	20.6(c)(i)	10.92	95.83	per week
Transitional Category Aircraft Type Rating Endorsement payment—first endorsement—Transitional Category B1.3 Licence Holder*	20.6(c)(i)	15.0	131.64	per week
Transitional Category Aircraft Type Rating Endorsement payment—first endorsement—Transitional Category B1.4 Licence Holder*	20.6(c)(i)	10.92	95.83	per week
Transitional Category Aircraft Type Rating Endorsement payment—first endorsement—Transitional Category B2 Licence Holder*	20.6(c)(i)	21.24	186.40	per week

Allowance	Clause	% of standard rate	\$	Payable
Transitional Category Aircraft Type Rating Endorsement payment—each additional endorsement— Transitional Category B1.1 Licence Holder*	20.6(c)(i)	4.25	37.30	per week
Transitional Category Aircraft Type Rating Endorsement payment—each additional endorsement— Transitional Category B1.2 Licence Holder*	20.6(c)(i)	4.25	37.30	per week
Transitional Category Aircraft Type Rating Endorsement payment—each additional endorsement— Transitional Category B1.3 Licence Holder*	20.6(c)(i)	4.25	37.30	per week
Transitional Category Aircraft Type Rating Endorsement payment—each additional endorsement— Transitional Category B1.4 Licence Holder*	20.6(c)(i)	4.25	37.30	per week
Transitional Category Aircraft Type Rating Endorsement payment—each additional endorsement— Transitional Category B2 Licence Holder*	20.6(c)(i)	4.25	37.30	per week
Aggregate of all Transitional Category Endorsement payments—not to exceed maximum	20.6(c)(ii)	29.03	254.77	per week
Aggregate of all Transitional Category Endorsement payments for B2 Licence Holder (including allowances paid under clause 20.6(f)(i))—not to exceed maximum	20.6(c)(iii)	29.03	254.77	per week

Allowance	Clause	% of standard rate	\$	Payable
Special appointments—additional payments for exercise of privilege in maintenance and engineering stream—weight control authority under CAO 100.28*	20.6(e)(i)(A)	7.17	62.92	per week
Special appointments—additional payments for exercise of privilege in maintenance and engineering stream—appointment signatory under CAO 145.A.30(f)*	20.6(e)(i)(B)	2.55	22.38	per week
Special appointments—additional payments for exercise of privilege in maintenance and engineering stream—non-destructive testing authorisation under CAO 100.27:*	20.6(e)(i)(C)	1.38	12.11	per week
Special appointments—additional payments for exercise of privilege in maintenance and engineering stream—sum of payment not to exceed maximum*	20.6(e)(i)(C)	3.46	30.36	per week
Special appointments—additional payments for exercise of privilege in maintenance and engineering stream—welding authority under CAO 100.25*	20.6(e)(i)(D)	3.46	30.36	per week
Special appointments—additional payments for exercise of privilege in maintenance and engineering stream—taxiing approval*	20.6(e)(i)(E)	1.38	12.11	per week

Allowance	Clause	% of standard rate	\$	Payable
Special appointments—additional payments for exercise of privilege in maintenance and engineering stream—control of engine overhaul test facility*	20.6(e)(i)(F)	0.71	6.23	per day or part of day
Category A Licence Holder—exercise of privileges and authorities of Category A Licence*	20.6(f)(i)	7.8	68.45	per week
Category A Licence Holder—exercise of second sub-Category A Licence endorsement*	20.6(f)(ii)	6.0	52.66	per week
Category A Licence Holder—exercise of third and subsequent sub-Category A Licence endorsements*	20.6(f)(ii)	5.0	43.88	per week
Category A Licence Holder—minimum payment	20.6(f)(iii)	109.2	958.34	per week
Category C Licence Holder—exercise of privileges and authorities of Category C Licence Holder*	20.6(g)(i)	5.34	46.86	per week
Category C Licence Holder—minimum payment	20.6(g)(ii)	116.99	1026.70	per week
Maintenance and engineering stream—leading hand allowance*	20.6(h)	5.34	46.86	per week
Cold places allowance	20.7(d)	0.074	0.65	per hour
Hot places allowance—Between 46 and 54°C	20.7(e)(i)	0.076	0.67	per hour
Hot places allowance—In excess of 54°C	20.7(e)(i)	0.1	0.88	per hour
Wet places allowance	20.7(f)(i)	0.076	0.67	per hour
Confined spaces allowance	20.7(g)	0.076	0.67	per hour
Dirty work allowance	20.7(h)(i)	0.1	0.88	per hour
Fuel tanks allowance	20.7(i)	0.12	1.05	per hour
Fibre glass allowance	20.7(j)	0.08	0.70	per hour

70. 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	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
School leaver	338.60	372.90	444.20
Plus 1 year out of school	372.90	444.20	517.00
Plus 2 years out of school	444.20	517.00	601.60
Plus 3 years out of school	517.00	601.60	688.80
Plus 4 years out of school	601.60	688.80	
Plus 5 or more years out of school	688.80		

NOTE: See clause F.4.3 for other minimum wage provisions that affect clause F.4.1.

(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	338.60	372.90	432.20
Plus 1 year out of school	372.90	432.20	497.20
Plus 2 years out of school	432.20	497.20	583.10
Plus 3 years out of school	497.20	583.10	665.10
Plus 4 years out of school	583.10	665.10	
Plus 5 or more years out of school	665.10		

NOTE: See clause F.4.3 for other minimum wage provisions that affect clause F.4.1.

(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 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 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
	\$	\$
A	715.50	743.20
B	690.30	716.70

NOTE: See clause F.4.3 for other minimum wage provisions that affect clause F.4.1.

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	11.14	12.28	14.62
Plus 1 year out of school	12.28	14.62	17.02
Plus 2 years out of school	14.62	17.02	19.79
Plus 3 years out of school	17.02	19.79	22.65
Plus 4 years out of school	19.79	22.65	
Plus 5 or more years out of school	22.65		

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.

(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	11.14	12.28	14.23
Plus 1 year out of school	12.28	14.23	16.36
Plus 2 years out of school	14.23	16.36	19.20
Plus 3 years out of school	16.36	19.20	21.90
Plus 4 years out of school	19.20	21.90	
Plus 5 or more years out of school	21.90		

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.

(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
\$	\$
11.14	12.28

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.

(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 Wage level	Column 2 First year of traineeship	Column 3 Second and subsequent years of traineeship
	per hour	per hour
	\$	\$
A	23.52	24.45
B	22.68	23.56

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.

(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(c) 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(c) 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(c) minus 20% applies to each ordinary hour worked by the trainee.

F.4.3 Other minimum wage provisions

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

- (ii) 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.
- (iii) For the purpose of determining whether a trainee has suffered a reduction as mentioned in clause F.4.2(b), casual loadings are to be disregarded.
- (iv) 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 February 2021. In accordance with s.286(5) of the *Fair Work Act 2009* this determination does not take effect in relation to a particular employee until the start of the employee’s first full pay period that starts on or after 1 February 2021.

PRESIDENT