



# DRAFT DETERMINATION

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

**Annual Wage Review 2020–21**  
(C2021/1)

**PARLIAMENTARY DEPARTMENTS STAFF ENTERPRISE AWARD**  
**2016**  
[MA000145]

Commonwealth employment

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

MELBOURNE, XX JUNE 2021

*Annual Wage Review 2020–21.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2020–21 on 16 June 2021 [[2021] FWCFB 3500], the above award is varied as follows:

1. By deleting the table appearing in clause 10.3 and inserting the following:

<b>Classification level</b>	<b>Minimum annual pay rate \$</b>	<b>Minimum hourly pay rate \$</b>
<b>Classifications on a 36.75 hour week</b>		
Australian Parliamentary Service Level 1 (including Cadet Parliamentary Service in practical training)	44,439	23.18
Australian Parliamentary Service Level 2	48,120	25.10
Australian Parliamentary Service Level 3	52,280	27.27
Australian Parliamentary Service Level 4	55,520	28.96
Australian Parliamentary Service Level 5	60,025	31.31
Australian Parliamentary Service Level 6	63,323	33.03

<b>Classification level</b>	<b>Minimum annual pay rate \$</b>	<b>Minimum hourly pay rate \$</b>
Australian Parliamentary Executive Level 1	71,796	37.45
Australian Parliamentary Executive Level 2	77,854	40.61
<b>PARLIAMENTARY SECURITY ATTENDANTS</b>		
Parliamentary Security Attendant (Entry Level)	47,372	24.71
Parliamentary Security Attendant (Operational)	48,120	25.10
Parliamentary Security Attendant (Supervisor)	52,280	27.27
Principal Parliamentary Security Attendant	55,520	28.96
<b>HANSARD</b>		
Editor Level 1	64,243	33.51
Editor Level 2	71,796	37.45
Principal Editor	83,913	43.77
<b>Classifications on a 38 hour week</b>		
<b>MAINTENANCE EMPLOYEES</b>		
Assistant Maintenance Officer	47,655	24.04
Maintenance Officer Grade 1/2	49,895	25.17
Maintenance Officer Grade 3	55,842	28.17
Works Organiser	61,096	30.82
Maintenance Project Officer	64,703	32.64
<b>GARDENING EMPLOYEES</b>		
Parliamentary Gardener Grade 1/2	47,378	23.90
Parliamentary Gardener Grade 3	53,384	26.93
Parliamentary Gardener Grade 4	55,367	27.93
Supervisory Gardener	60,600	30.57

2. By deleting the amount "\$12.57" appearing in clause 11.14 and inserting "\$12.88".
3. By deleting the amounts "21.49" and "42.99" appearing in clause 11.15(a) and inserting "22.03" and "44.07" respectively.
4. By deleting the amount "\$32.68" appearing in clause 11.16(a) and inserting "\$33.49".
5. By deleting the amount "\$26.55" appearing in clause 11.16(b) and inserting "\$27.21".

6. By deleting the table appearing in clause 11.17 and inserting the following:

<b>Number of employees under Supervision or Direction</b>	<b>\$ per annum</b>
One but not more than five	2418.66
Six but not more than ten	3067.57
More than ten	4087.55

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

	<b>Ordinary hourly rate</b>
	<b>\$</b>
Australian Parliamentary Service Level 1 (including Cadet Parliamentary Service in practical training)	23.18
Australian Parliamentary Service Level 2	25.10
Australian Parliamentary Service Level 3	27.27
Australian Parliamentary Service Level 4	28.96
Australian Parliamentary Service Level 5	31.31
Australian Parliamentary Service Level 6	33.03
Australian Parliamentary Executive Level 1	37.45
Australian Parliamentary Executive Level 2	40.61
Parliamentary Security Attendant (Entry Level)	24.71
Parliamentary Security Attendant (Operational)	25.10
Parliamentary Security Attendant (Supervisor)	27.27
Principal Parliamentary Security Attendant	28.96
Editor Level 1	33.51
Editor Level 2	37.45
Principal Editor	43.77
Assistant Maintenance Officer	24.04
Maintenance Officer Grade 1/2	25.17
Maintenance Officer Grade 3	28.17
Works Organiser	30.82
Maintenance Project Officer	32.64
Parliamentary Gardener Grade 1/2	23.90
Parliamentary Gardener Grade 3	26.93
Parliamentary Gardener Grade 4	27.93
Supervisory Gardener	30.57

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

	<b>Monday to Saturday – first 3 hours</b>	<b>Monday to Saturday – after 3 hours</b>	<b>Sunday – all day</b>	<b>Public holiday or additional holiday – all day</b>
	<b>% of ordinary hourly rate</b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Australian Parliamentary Service Level 1 (including Cadet Parliamentary Service in practical training)	34.77	46.36	46.36	57.95
Australian Parliamentary Service Level 2	37.65	50.20	50.20	62.75
Australian Parliamentary Service Level 3	40.91	54.54	54.54	68.18
Australian Parliamentary Service Level 4	43.44	57.92	57.92	72.40
Australian Parliamentary Service Level 5	46.97	62.62	62.62	78.28
Australian Parliamentary Service Level 6	49.55	66.06	66.06	82.58
Australian Parliamentary Executive Level 1	56.18	74.90	74.90	93.63
Australian Parliamentary Executive Level 2	60.92	81.22	81.22	101.53
Parliamentary Security Attendant (Entry Level)	37.07	49.42	49.42	61.78
Parliamentary Security Attendant (Operational)	37.65	50.20	50.20	62.75
Parliamentary Security Attendant (Supervisor)	40.91	54.54	54.54	68.18
Principal Parliamentary Security Attendant	43.44	57.92	57.92	72.40
Editor Level 1	50.27	67.02	67.02	83.78
Editor Level 2	56.18	74.90	74.90	93.63
Principal Editor	65.66	87.54	87.54	109.43
Assistant Maintenance Officer	36.06	48.08	48.08	60.10
Maintenance Officer Grade 1/2	37.76	50.34	50.34	62.93
Maintenance Officer Grade 3	42.26	56.34	56.34	70.43
Works Organiser	46.23	61.64	61.64	77.05
Maintenance Project Officer	48.96	65.28	65.28	81.60

	<b>Monday to Saturday – first 3 hours</b>	<b>Monday to Saturday – after 3 hours</b>	<b>Sunday – all day</b>	<b>Public holiday or additional holiday – all day</b>
	<b>% of ordinary hourly rate</b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Parliamentary Gardener Grade 1/2	35.85	47.80	47.80	59.75
Parliamentary Gardener Grade 3	40.40	53.86	53.86	67.33
Parliamentary Gardener Grade 4	41.90	55.86	55.86	69.83
Supervisory Gardener	45.86	61.14	61.14	76.43

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

	<b>Ordinary hours</b>	<b>Night</b>	<b>Night – Maint.</b>	<b>Night - Gardening</b>	<b>Continuous Night</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday or additional holiday</b>
	<b>% of ordinary hourly rate</b>							
	<b>100%</b>	<b>115%</b>	<b>120%</b>	<b>120%</b>	<b>130%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Australian Parliamentary Service Level 1 (including Cadet Parliamentary Service in practical training)	23.18	26.66	N/A	N/A	30.13	34.77	46.36	57.95
Australian Parliamentary Service Level 2	25.10	28.87	N/A	N/A	32.63	37.65	50.20	62.75
Australian Parliamentary Service Level 3	27.27	31.36	N/A	N/A	35.45	40.91	54.54	68.18
Australian Parliamentary Service Level 4	28.96	33.30	N/A	N/A	37.65	43.44	57.92	72.40
Australian Parliamentary Service Level 5	31.31	36.01	N/A	N/A	40.70	46.97	62.62	78.28
Australian Parliamentary Service Level 6	33.03	37.98	N/A	N/A	42.94	49.55	66.06	82.58
Australian Parliamentary Executive Level 1	37.45	43.07	N/A	N/A	48.69	56.18	74.90	93.63
Australian Parliamentary Executive Level 2	40.61	46.70	N/A	N/A	52.79	60.92	81.22	101.53
Parliamentary Security Attendant (Entry Level)	24.71	28.42	N/A	N/A	32.12	37.07	49.42	61.78
Parliamentary Security Attendant (Operational)	25.10	28.87	N/A	N/A	32.63	37.65	50.20	62.75

	Ordinary hours	Night	Night – Maint.	Night - Gardening	Continuous Night	Saturday	Sunday	Public holiday or additional holiday
	<b>% of ordinary hourly rate</b>							
	<b>100%</b>	<b>115%</b>	<b>120%</b>	<b>120%</b>	<b>130%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Parliamentary Security Attendant (Supervisor)	27.27	31.36	N/A	N/A	35.45	40.91	54.54	68.18
Principal Parliamentary Security Attendant	28.96	33.30	N/A	N/A	37.65	43.44	57.92	72.40
Editor Level 1	33.51	38.54	N/A	N/A	43.56	50.27	67.02	83.78
Editor Level 2	37.45	43.07	N/A	N/A	48.69	56.18	74.90	93.63
Principal Editor	43.77	50.34	N/A	52.52	56.90	65.66	87.54	109.43
Assistant Maintenance Officer	24.04	27.65	28.85	N/A	31.25	36.06	48.08	60.10
Maintenance Officer Grade 1/2	25.17	28.95	30.20	N/A	32.72	37.76	50.34	62.93
Maintenance Officer Grade 3	28.17	32.40	33.80	N/A	36.62	42.26	56.34	70.43
Works Organiser	30.82	35.44	36.98	N/A	40.07	46.23	61.64	77.05
Maintenance Project Officer	32.64	37.54	39.17	N/A	42.43	48.96	65.28	81.60
Parliamentary Gardener Grade 1/2	23.90	27.49	N/A	28.68	31.07	35.85	47.80	59.75
Parliamentary Gardener Grade 3	26.93	30.97	N/A	32.32	35.01	40.40	53.86	67.33
Parliamentary Gardener Grade 4	27.93	32.12	N/A	33.52	36.31	41.90	55.86	69.83
Supervisory Gardener	30.57	35.16	N/A	36.68	39.74	45.86	61.14	76.43

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

	<b>Monday to Friday – first 3 hours</b>	<b>Monday to Friday – after 3 hours</b>	<b>Saturday and Sunday – all day</b>	<b>Public holiday or additional holiday – all day</b>
	<b>% of ordinary hourly rate</b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Australian Parliamentary Service Level 1 (including Cadet Parliamentary Service in practical training)	34.77	46.36	46.36	57.95
Australian Parliamentary Service Level 2	37.65	50.20	50.20	62.75
Australian Parliamentary Service Level 3	40.91	54.54	54.54	68.18

	<b>Monday to Friday – first 3 hours</b>	<b>Monday to Friday – after 3 hours</b>	<b>Saturday and Sunday – all day</b>	<b>Public holiday or additional holiday – all day</b>
	<b>% of ordinary hourly rate</b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Australian Parliamentary Service Level 4	43.44	57.92	57.92	72.40
Australian Parliamentary Service Level 5	46.97	62.62	62.62	78.28
Australian Parliamentary Service Level 6	49.55	66.06	66.06	82.58
Australian Parliamentary Executive Level 1	56.18	74.90	74.90	93.63
Australian Parliamentary Executive Level 2	60.92	81.22	81.22	101.53
Parliamentary Security Attendant (Entry Level)	37.07	49.42	49.42	61.78
Parliamentary Security Attendant (Operational)	37.65	50.20	50.20	62.75
Parliamentary Security Attendant (Supervisor)	40.91	54.54	54.54	68.18
Principal Parliamentary Security Attendant	43.44	57.92	57.92	72.40
Editor Level 1	50.27	67.02	67.02	83.78
Editor Level 2	56.18	74.90	74.90	93.63
Principal Editor	65.66	87.54	87.54	109.43
Assistant Maintenance Officer	36.06	48.08	48.08	60.10
Maintenance Officer Grade 1/2	37.76	50.34	50.34	62.93
Maintenance Officer Grade 3	42.26	56.34	56.34	70.43
Works Organiser	46.23	61.64	61.64	77.05
Maintenance Project Officer	48.96	65.28	65.28	81.60
Parliamentary Gardener Grade 1/2	35.85	47.80	47.80	59.75
Parliamentary Gardener Grade 3	40.40	53.86	53.86	67.33
Parliamentary Gardener Grade 4	41.90	55.86	55.86	69.83
Supervisory Gardener	45.86	61.14	61.14	76.43

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

	<b>% of Ordinary hourly rate</b>
	<b>125%</b>
	<b>\$</b>
Australian Parliamentary Service Level 1 (including Cadet Parliamentary Service in practical training)	28.98
Australian Parliamentary Service Level 2	31.38
Australian Parliamentary Service Level 3	34.09
Australian Parliamentary Service Level 4	36.20
Australian Parliamentary Service Level 5	39.14
Australian Parliamentary Service Level 6	41.29
Australian Parliamentary Executive Level 1	46.81
Australian Parliamentary Executive Level 2	50.76
Parliamentary Security Attendant (Entry Level)	30.89
Parliamentary Security Attendant (Operational)	31.38
Parliamentary Security Attendant (Supervisor)	34.09
Principal Parliamentary Security Attendant	36.20
Editor Level 1	41.89
Editor Level 2	46.81
Principal Editor	54.71
Assistant Maintenance Officer	30.05
Maintenance Officer Grade 1/2	31.46
Maintenance Officer Grade 3	35.21
Works Organiser	38.53
Maintenance Project Officer	40.80
Parliamentary Gardener Grade 1/2	29.88
Parliamentary Gardener Grade 3	33.66
Parliamentary Gardener Grade 4	34.91
Supervisory Gardener	38.21



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

	<b>Monday to Friday – first 3 hours</b>	<b>Monday to Friday – after 3 hours</b>	<b>Saturday and Sunday – all day</b>	<b>Public holiday or additional holiday – all day</b>
	<b>% of ordinary hourly rate</b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Australian Parliamentary Service Level 1 (including Cadet Parliamentary Service in practical training)	34.77	46.36	46.36	57.95
Australian Parliamentary Service Level 2	37.65	50.20	50.20	62.75
Australian Parliamentary Service Level 3	40.91	54.54	54.54	68.18
Australian Parliamentary Service Level 4	43.44	57.92	57.92	72.40
Australian Parliamentary Service Level 5	46.97	62.62	62.62	78.28
Australian Parliamentary Service Level 6	49.55	66.06	66.06	82.58
Australian Parliamentary Executive Level 1	56.18	74.90	74.90	93.63
Australian Parliamentary Executive Level 2	60.92	81.22	81.22	101.53
Parliamentary Security Attendant (Entry Level)	37.07	49.42	49.42	61.78
Parliamentary Security Attendant (Operational)	37.65	50.20	50.20	62.75
Parliamentary Security Attendant (Supervisor)	40.91	54.54	54.54	68.18
Principal Parliamentary Security Attendant	43.44	57.92	57.92	72.40
Editor Level 1	50.27	67.02	67.02	83.78
Editor Level 2	56.18	74.90	74.90	93.63
Principal Editor	65.66	87.54	87.54	109.43
Assistant Maintenance Officer	36.06	48.08	48.08	60.10
Maintenance Officer Grade 1/2	37.76	50.34	50.34	62.93
Maintenance Officer Grade 3	42.26	56.34	56.34	70.43

	<b>Monday to Friday – first 3 hours</b>	<b>Monday to Friday – after 3 hours</b>	<b>Saturday and Sunday – all day</b>	<b>Public holiday or additional holiday – all day</b>
	<b>% of ordinary hourly rate</b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Works Organiser	46.23	61.64	61.64	77.05
Maintenance Project Officer	48.96	65.28	65.28	81.60
Parliamentary Gardener Grade 1/2	35.85	47.80	47.80	59.75
Parliamentary Gardener Grade 3	40.40	53.86	53.86	67.33
Parliamentary Gardener Grade 4	41.90	55.86	55.86	69.83
Supervisory Gardener	45.86	61.14	61.14	76.43

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

	<b>Ordinary hours</b>	<b>Night</b>	<b>Night – Maint.</b>	<b>Night - Gardening</b>	<b>Continuous night</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday or additional holiday</b>
	<b>% of ordinary hourly rate</b>							
	<b>125%</b>	<b>140%</b>	<b>145%</b>	<b>145%</b>	<b>155%</b>	<b>175%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Australian Parliamentary Service Level 1 (including Cadet Parliamentary Service in practical training)	28.98	32.45	N/A	N/A	35.93	40.57	52.16	63.75
Australian Parliamentary Service Level 2	31.38	35.14	N/A	N/A	38.91	43.93	56.48	69.03
Australian Parliamentary Service Level 3	34.09	38.18	N/A	N/A	42.27	47.72	61.36	74.99
Australian Parliamentary Service Level 4	36.20	40.54	N/A	N/A	44.89	50.68	65.16	79.64
Australian Parliamentary Service Level 5	39.14	43.83	N/A	N/A	48.53	54.79	70.45	86.10
Australian Parliamentary Service Level 6	41.29	46.24	N/A	N/A	51.20	57.80	74.32	90.83
Australian Parliamentary Executive Level 1	46.81	52.43	N/A	N/A	58.05	65.54	84.26	102.99

	Ordinary hours	Night	Night – Maint.	Night - Gardening	Continuous night	Saturday	Sunday	Public holiday or additional holiday
	<b>% of ordinary hourly rate</b>							
	<b>125%</b>	<b>140%</b>	<b>145%</b>	<b>145%</b>	<b>155%</b>	<b>175%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Australian Parliamentary Executive Level 2	50.76	56.85	N/A	N/A	62.95	71.07	91.37	111.68
Parliamentary Security Attendant (Entry Level)	30.89	34.59	N/A	N/A	38.30	43.24	55.60	67.95
Parliamentary Security Attendant (Operational)	31.38	35.14	N/A	N/A	38.91	43.93	56.48	69.03
Parliamentary Security Attendant (Supervisor)	34.09	38.18	N/A	N/A	42.27	47.72	61.36	74.99
Principal Parliamentary Security Attendant	36.20	40.54	N/A	N/A	44.89	50.68	65.16	79.64
Editor Level 1	41.89	46.91	N/A	N/A	51.94	58.64	75.40	92.15
Editor Level 2	46.81	52.43	N/A	N/A	58.05	65.54	84.26	102.99
Principal Editor	54.71	61.28	N/A	N/A	67.84	76.60	98.48	120.37
Assistant Maintenance Officer	30.05	33.66	34.86	N/A	37.26	42.07	54.09	66.11
Maintenance Officer Grade 1/2	31.46	35.24	36.50	N/A	39.01	44.05	56.63	69.22
Maintenance Officer Grade 3	35.21	39.44	40.85	N/A	43.66	49.30	63.38	77.47
Works Organiser	38.53	43.15	44.69	N/A	47.77	53.94	69.35	84.76
Maintenance Project Officer	40.80	45.70	47.33	N/A	50.59	57.12	73.44	89.76
Parliamentary Gardener Grade 1/2	29.88	33.46	N/A	34.66	37.05	41.83	53.78	65.73
Parliamentary Gardener Grade 3	33.66	37.70	N/A	39.05	41.74	47.13	60.59	74.06
Parliamentary Gardener Grade 4	34.91	39.10	N/A	40.50	43.29	48.88	62.84	76.81
Supervisory Gardener	38.21	42.80	N/A	44.33	47.38	53.50	68.78	84.07

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

	<b>Monday to Friday – first 3 hours</b>	<b>Monday to Friday – after 3 hours</b>	<b>Saturday and Sunday – all day</b>	<b>Public holiday or additional holiday – all day</b>
	<b>% of ordinary hourly rate</b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Australian Parliamentary Service Level 1 (including Cadet Parliamentary Service in practical training)	34.77	46.36	46.36	57.95

	<b>Monday to Friday – first 3 hours</b>	<b>Monday to Friday – after 3 hours</b>	<b>Saturday and Sunday – all day</b>	<b>Public holiday or additional holiday – all day</b>
	<b>% of ordinary hourly rate</b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Australian Parliamentary Service Level 2	37.65	50.20	50.20	62.75
Australian Parliamentary Service Level 3	40.91	54.54	54.54	68.18
Australian Parliamentary Service Level 4	43.44	57.92	57.92	72.40
Australian Parliamentary Service Level 5	46.97	62.62	62.62	78.28
Australian Parliamentary Service Level 6	49.55	66.06	66.06	82.58
Australian Parliamentary Executive Level 1	56.18	74.90	74.90	93.63
Australian Parliamentary Executive Level 2	60.92	81.22	81.22	101.53
Parliamentary Security Attendant (Entry Level)	37.07	49.42	49.42	61.78
Parliamentary Security Attendant (Operational)	37.65	50.20	50.20	62.75
Parliamentary Security Attendant (Supervisor)	40.91	54.54	54.54	68.18
Principal Parliamentary Security Attendant	43.44	57.92	57.92	72.40
Editor Level 1	50.27	67.02	67.02	83.78
Editor Level 2	56.18	74.90	74.90	93.63
Principal Editor	65.66	87.54	87.54	109.43
Assistant Maintenance Officer	36.06	48.08	48.08	60.10
Maintenance Officer Grade 1/2	37.76	50.34	50.34	62.93
Maintenance Officer Grade 3	42.26	56.34	56.34	70.43
Works Organiser	46.23	61.64	61.64	77.05
Maintenance Project Officer	48.96	65.28	65.28	81.60
Parliamentary Gardener Grade 1/2	35.85	47.80	47.80	59.75
Parliamentary Gardener Grade 3	40.40	53.86	53.86	67.33

	<b>Monday to Friday – first 3 hours</b>	<b>Monday to Friday – after 3 hours</b>	<b>Saturday and Sunday – all day</b>	<b>Public holiday or additional holiday – all day</b>
	<b>% of ordinary hourly rate</b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Parliamentary Gardener Grade 4	41.90	55.86	55.86	69.83
Supervisory Gardener	45.86	61.14	61.14	76.43

15. By deleting clause B.1 and inserting the following:

### **B.1 Wage Related Allowances**

The wage related allowances in this award are based on the Standard rate as defined in Schedule E as the minimum hourly rate for an Australian Parliamentary Service Level 2 in clause 10.3 = **\$25.10**.

<b>Allowance</b>	<b>Clause</b>	<b>Payable</b>	<b>% of the standard rate</b>	<b>\$</b>
First aid	11.14	weekly	51.32	12.88
Community language	11.15(a)	weekly		
Rate 1			87.76	22.03
Rate 2			175.56	44.07
Licence		weekly		
Plumbing trade	11.16(a)		133.43	33.49
Electrical trade	11.16(b)		108.42	27.21
Employees in charge - gardening or maintenance	11.17	per annum		
One but not more than five			9636.09	2418.66
Six but not more than ten			12221.38	3067.57
More than ten			16285.06	4087.55

16. By deleting clause D.5.1 and inserting the following:

### **D.5.1 Minimum wages for traineeships**

**(a) Wage Level A**

Subject to clause D.5.2 and D.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time or part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level A by clause D.7 are:

	<b>Highest year of schooling completed</b>					
	<b>Year 10</b>		<b>Year 11</b>		<b>Year 12</b>	
	<b>Full-time weekly</b>	<b>Part-time hourly</b>	<b>Full-time weekly</b>	<b>Part-time hourly</b>	<b>Full-time weekly</b>	<b>Part-time hourly</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	347.10	11.42	382.20	12.59	455.30	14.99
Plus 1 year out of school	382.20	12.59	455.30	14.99	529.90	17.45
Plus 2 years out of school	455.30	14.99	529.90	17.45	616.60	20.28
Plus 3 years out of school	529.90	17.45	616.60	20.28	706.00	23.22
Plus 4 years out of school	616.60	20.28	706.00	23.22		
Plus 5 or more years out of school	706.00	23.22				

**(b) Wage Level B**

Subject to clause D.5.2 and D.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time or part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level B by clause D.7 are:

	<b>Highest year of schooling completed</b>					
	<b>Year 10</b>		<b>Year 11</b>		<b>Year 12</b>	
	<b>Full-time weekly</b>	<b>Part-time hourly</b>	<b>Full-time weekly</b>	<b>Part-time hourly</b>	<b>Full-time weekly</b>	<b>Part-time hourly</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	347.10	11.42	382.20	12.59	443.00	14.59
Plus 1 year out of school	382.20	12.59	443.00	14.59	509.60	16.77
Plus 2 years out of school	443.00	14.59	509.60	16.77	597.70	19.68
Plus 3 years out of school	509.60	16.77	597.70	19.68	681.70	22.45

	Highest year of schooling completed					
	Year 10		Year 11		Year 12	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$	\$	\$
Plus 4 years out of school	597.70	19.68	681.70	22.45		
Plus 5 or more years out of school	681.70	22.45				

**(c) Wage Level C**

Subject to clause D.5.2 and D.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time or part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level C by clause D.7 are:

	Highest year of schooling completed					
	Year 10		Year 11		Year 12	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$	\$	\$
School leaver	347.10	11.42	382.20	12.59	443.00	14.59
Plus 1 year out of school	382.20	12.59	443.00	14.59	498.80	16.41
Plus 2 years out of school	443.00	14.59	498.80	16.41	557.30	18.33
Plus 3 years out of school	498.80	16.41	557.30	18.33	620.70	20.42
Plus 4 years out of school	557.30	18.33	620.70	20.42		
Plus 5 or more years out of school	620.70	20.42				

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

- (i) Subject to clause D.5.2 and D.5.3 of this schedule, the minimum wages for a trainee undertaking a traineeship are the minimum wages for the relevant Level III traineeship with the addition of 3.8% to those minimum wages.
- (ii) Subject to clause D.5.2 and D.5.3 of this schedule, the minimum wages for an adult trainee undertaking an AQF Certificate Level IV traineeship are as follows, provided that the relevant wage level is that for the relevant AQF Certificate Level III traineeship:

Wage level	First year of traineeship		Second and subsequent years of traineeship	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$
Wage Level A	733.40	24.11	761.80	25.06
Wage Level B	707.60	23.25	734.60	24.15
Wage Level C	643.90	21.19	668.20	21.99

**(e) School-based traineeships**

Subject to clauses D.5.2 and D.5.3 of this schedule, the minimum hourly wages for a trainee undertaking a school-based Wage Levels A or B traineeship are as follows when the trainee works ordinary hours:

Year of schooling	
Year 11 or lower	Year 12
per hour	per hour
\$	\$
11.42	12.59

B. This determination comes into operation on 1 July 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 July 2021.

PRESIDENT