



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2020–21
(C2021/1)

AUSTRALIAN GOVERNMENT INDUSTRY AWARD 2016
[MA000153]

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 12.3(a) and inserting the following:

Classification Level	Minimum Annual Pay Rate (36.75 hours per week)	Minimum Hourly Pay Rate
	\$	\$
AG level 1	44,439	23.18
AG level 2	48,120	25.10
AG level 3	52,280	27.27
AG level 4	55,520	28.96
AG level 5	60,025	31.31
AG level 6	63,323	33.03
AG level 7	71,796	37.45
AG level 8	77,854	40.61
TRAINEES		
Cadet (practical training)	44,439	23.18

Classification Level	Minimum Annual Pay Rate (36.75 hours per week)	Minimum Hourly Pay Rate
	\$	\$
Trainee (Technical)	46,605	24.31

2. By deleting the amounts “\$12.12”, “\$14.90” and “\$18.28” appearing in clause 13.5 and inserting “\$12.43”, “\$15.27” and “\$18.74” respectively.
3. By deleting the table appearing in clause F.5.4 and inserting the following:

Classification Level	Minimum Annual Pay Rate (36.75 hours/week)	Minimum Hourly Pay Rate
	\$	\$
AFTRS level 1	45,417	23.69
AFTRS level 2	49,270	25.70
AFTRS level 3	53,526	27.92
AFTRS level 4	56,996	29.73
AFTRS level 5	61,482	32.07
AFTRS level 6	65,221	34.02
AFTRS level 7	74,461	38.84
AFTRS level 8	78,794	41.10
Teaching/Training level B	69,898	36.46
Teaching/Training level C	83,778	43.70
Teaching/Training level D	96,412	50.29
Teaching/Training level E	117,271	61.17

4. By deleting the amounts “1083.51” and “2166.99” appearing in clause H.6.1 and inserting “1110.50” and “2220.97” respectively.
5. By deleting the amount “\$22,074.22” appearing in clause H.8.3 and inserting “\$22,624.05”.
6. By deleting the amount “\$22,074.22” appearing in clause H.10.1(a) and inserting “\$22,624.05”.
7. By deleting the table appearing in clause H.11.1(b) and inserting the following:

Allowance	Clause	Payable	% of standard rate	\$
Community language allowance – CLA rate 1	H.6.1	Yearly	4424.31	1110.50
Community language allowance – CLA rate 2	H.6.1	Yearly	8848.48	2220.97

Allowance	Clause	Payable	% of standard rate	\$
District Allowance – Eligible dependant/eligible partner income	H.8.3	Yearly income less than	90135.64	22,624.05
District Allowance – Eligible dependant/eligible partner income	H.10.1(a)	Yearly income less than	90135.64	22,624.05

8. By deleting the amount “\$32.35” appearing in clause I.5.1 and inserting “\$33.15”.
9. By deleting the amount “\$8485.50” appearing in clause I.6.1(a) and inserting “\$8696.86”.
10. By deleting the amount “\$6555.26” appearing in clause I.6.1(b) and inserting “\$6718.53”.
11. By deleting the table appearing in clause I.17.4 and inserting the following:

Classification Level	Pay point	Annual salary \$	Hourly rate (inclusive of leave loading) \$
AMSA Level 7	1st point	101,205	52.79
	Minimum	99,537	51.92
AMSA Level 6	4th point	96,470	50.32
	3rd point	91,428	47.69
	2nd point	86,443	45.09
	1st point	81,420	42.47
AMSA Level 5	Minimum	74,845	39.04
	5th point	70,761	36.91
	4th point	69,074	36.03
	3rd point	67,387	35.15
	2nd point	65,681	34.26
	1st Point	63,955	33.36
AMSA Level 4	Minimum	62,249	32.47
	4th point	61,271	31.96
	3rd point	59,833	31.21
	2nd point	58,434	30.48
	1st Point	55,654	29.03
	Minimum	53,277	27.79

Classification Level	Pay point	Annual salary \$	Hourly rate (inclusive of leave loading) \$
AMSA Level 3	4th point	54,101	28.22
	3rd point	51,897	27.07
	2nd point	50,957	26.58
	1st Point	49,673	25.91
	Minimum	48,407	25.25
AMSA Level 2	3rd point	47,276	24.66
	2nd point	45,934	23.96
	1st Point	44,669	23.30
	Minimum	43,231	22.55
AMSA Level 1	3rd point	42,503	22.17
	2nd point	41,295	21.54
	1st Point	40,087	20.91
	Minimum	38,994	20.34

12. By deleting the table appearing in clause I.18.1(b) and inserting the following:

Allowance	Clause	Payable	% of standard rate	\$
Field allowance	I.5.1	Per day	132.08	33.15
International Labour Organization allowance – port office	I.6.1(a)	Annually	34648.85	8696.86
International Labour Organization allowance – Canberra office	I.6.1(b)	Annually	26767.07	6718.53

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

Remuneration Band	Minimum Salary per annum \$
Graduate trainee (Band 1)	40,958
1	43,787
2	54,751
3	70,027
4	93,747

14. By deleting the amount "\$1.63" appearing in clause K.3.1 and inserting "\$1.67".
15. By deleting the amount "\$2.96" appearing in clause K.3.2 and inserting "\$3.03".
16. By deleting the amount "\$4.33" appearing in clause K.3.3(a) and inserting "\$4.44".
17. By deleting the amount "\$5.44" appearing in clause K.3.3(b) and inserting "\$5.57".
18. By deleting the amount "\$8.50" appearing in clause K.3.4 and inserting "\$8.71".
19. By deleting the amount "\$3.82" appearing in clause K.3.5 and inserting "\$3.92".
20. By deleting the amount "\$25.87" appearing in clause K.3.6(a)(i) and inserting "\$26.51".
21. By deleting the amount "\$31.19" appearing in clause K.3.6(a)(ii) and inserting "\$31.96".
22. By deleting the amount "\$37.36" appearing in clause K.3.6(a)(iii) and inserting "\$38.29".
23. By deleting the amount "\$1.49" appearing in clause K.3.8(a)(i) and inserting "\$1.53".
24. By deleting the amount "\$1.96" appearing in clause K.3.8(a)(ii) and inserting "\$2.01".
25. By deleting the table appearing in clause K.16.1(b) and inserting the following:

Allowance	Clause	Payable	% of standard rate	\$
Insanitary allowance	K.3.1	Per day	6.65	1.67
Aquatic ponds	K.3.2	Per day	12.08	3.03
Spray gangs	K.3.3(a)	Per day	17.7	4.44
Spray gangs – high pressure spray equipment	K.3.3(b)	Per day	22.2	5.57
Work in rain	K.3.4	Per day	34.71	8.71
Heights (trees)	K.3.5	Per day	15.6	3.92
Leading hands (not more than 5 employees)	K.3.6(a)(i)	Per week	105.62	26.51
Leading hands (6-10 employees)	K.3.6(a)(ii)	Per week	127.35	31.96
Leading hands (more than 10 employees)	K.3.6(a)(iii)	Per week	152.55	38.29
Spray work (GSO 8)	K.3.8(a)(i)	Per day	6.09	1.53
Spray work (GSO 8 – high pressure equipment)	K.3.8(a)(ii)	Per day	8.01	2.01

- 26. By deleting the amount “\$8.27” appearing in clause L.4.4 and inserting “\$8.48”.
- 27. By deleting the amounts “\$13.54” and “\$10.14” appearing in clause L.4.5 and inserting “\$13.87” and “\$10.39” respectively.
- 28. By deleting the amount “\$1721.19” appearing in clause L.9.1 and inserting “\$1764.07”.
- 29. By deleting the table appearing in clause L.13 and inserting the following:

Classification Level	Stream	Minimum Annual Pay Rate (36.75 hours per week) \$	Hourly rate \$
Airworthiness Officer A	Air Safety Regulator	61,904	32.29
Airworthiness Officer B		70,684	36.87
Airworthiness Officer C		78,698	41.05
Airworthiness Officer D		84,123	43.88
Flying Operations Inspector Level 1	Flying Operations	88,149	45.98
Flying Operations Inspector Level 2		92,195	48.09
Level 3 - 29,000 to 50,000kg		105,806	55.19
Level 3 - 50,000 to 70,000kg		112,554	58.71
Level 3 - 70,000 to 140,000kg		118,632	61.88
Level 3 - 140,000kg to 250,000kg		128,792	67.18
Level 3 - over 250,000kg		151,836	79.20
Manager Flying Operations	Manager	107,800	56.23

- 30. By deleting the amount “\$8602.85” appearing in clause L.14.4(b) and inserting “\$8817.13”.
- 31. By deleting the table appearing in clause L.15.1(b) and inserting the following:

Allowance	Clause	Payable	% of standard rate	\$
Allowance for travel at difficult times	L.4.4	each continuous period	33.77	8.48
Flying disability allowance – aerial surveillance	L.4.5	hourly	55.27	13.87

Allowance	Clause	Payable	% of standard rate	\$
Flying disability allowance – on the job training	L.4.5	hourly	41.41	10.39
Loss of license allowance for premium reimbursement	L.9.1	annually	7028.15	1764.07
Team Leader	L.14.4(b)	annually	35128.01	8817.13

32. By deleting the table appearing in clause M.2.1 and inserting the following:

Classification	Minimum salary
	\$
Electorate Officer A	52,898
Electorate Officer B	54,956
Electorate Officer C	60,597

33. By deleting the amount “\$1.19” appearing in clause N.3.1 and inserting “\$1.22”.

34. By deleting the amount “\$0.85” appearing in clause N.3.2 and inserting “\$0.87”.

35. By deleting the amount “\$1.19” appearing in clause N.3.3 and inserting “\$1.22”.

36. By deleting the amount “\$0.85” appearing in clause N.3.4 and inserting “\$0.87”.

37. By deleting the amount “\$0.87” appearing in clause N.4.1 and inserting “\$0.89”.

38. By deleting the amount “\$0.69” appearing in clause N.4.2 and inserting “\$0.71”.

39. By deleting the amounts “\$5.09” and “\$1.04” appearing in clause N.5 and inserting “\$5.22” and “\$1.07” respectively.

40. By deleting the table appearing in clause N.10.1(b) and inserting the following:

Allowance	Clause	Payable	% of standard rate	\$
Welding				
Aluminium MIG	N.3.1	hourly	4.87	1.22
Aluminium TIG	N.3.2	hourly	3.47	0.87
Plasma arc process	N.3.3	hourly	4.87	1.22
Other welding	N.3.4	hourly	3.47	0.87
Epoxy-based materials—with	N.4.1	hourly	3.56	0.89

Allowance	Clause	Payable	% of standard rate	\$
catalyst hardener and reactive additives or two-page catalyst systems				
Epoxy-based materials—in close proximity	N.4.2	hourly	2.81	0.71
Scaffolding				
For the first four hours or part thereof	N.5	first four hours	20.8	5.22
Per additional hour	N.5	hourly	4.26	1.07

41. By deleting the amount “\$1615.08” appearing in clause O.7.2 and inserting “\$1655.31”.

42. By deleting the table appearing in clause O.7.4(a) and inserting the following:

Classification	Annual allowance \$
Cadet Journalist	1813.01
Level 1 Journalist	2425.73
Level 2 Journalist	3266.89
Level 3 and 4 Journalist	3556.72

43. By deleting the amount “\$57,976.49” appearing in clause O.11.1(a) and inserting “\$59,420.58”.

44. By deleting the amount “\$57,976.49” appearing in clause O.12.7(a) and inserting “\$59,420.58”.

45. By deleting the table appearing in clause O.20.3(b) and inserting the following:

Classification	\$
Cadet Journalist	41,453
Broadcaster 1; Broadcaster Journalist Level 1	50,691
Broadcaster 2; Broadcaster Journalist Level 2	62,667
Broadcaster 3; Broadcaster Journalist Level 3	66,994
Journalist Level 1	50,691
Journalist Level 2	62,667
Journalist Level 3	66,994
Journalist Level 4	76,662

Classification	\$
Operations Officer Level 1	42,814
Operations Officer Level 2	53,216
Operations Officer Level 3	58,364
Operations Officer Level 4	63,431
Operations Officer Level 5	65,334
Operations Officer Level 6	66,672
Information Technology Officer Level 1	49,293
Information Technology Officer Level 2	51,886
Information Technology Officer Level 3	57,140
Information Technology Officer Level 4	63,431

46. By deleting the table appearing in clause O.21.1(b) and inserting the following:

Allowance	Clause	Payable	% of standard rate	\$
Language Allowance	O.7.2	Annually	6594.85	1655.31
Visual Display Terminal Allowances—Cadet Journalist	O.7.4(a)	Annually	7223.14	1813.01
Visual Display Terminal Allowances—Level 1 Journalist	O.7.4(a)	Annually	9664.26	2425.73
Visual Display Terminal Allowances—Level 2 Journalist	O.7.4(a)	Annually	13015.5	3266.89
Visual Display Terminal Allowances—Level 3 and 4 Journalist	O.7.4(a)	Annually	14170.21	3556.72
Level 4 Journalist—per annum amount for calculation of overtime	O.11.1(a)	Annual	236735.4	59,420.58
Journalist—per annum amount for calculation of overtime	O.12.7(a)	Annual	236735.4	59,420.58

47. By deleting clause S.5 and inserting the following:

S.5 Minimum Wages

S.5.1 Minimum wages for full-time traineeships

(a) Wage Level A

Subject to clause S.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level A by Appendix S1 are:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
School leaver	347.10	382.20	455.30
Plus 1 year out of school	382.20	455.30	529.90
Plus 2 years out of school	455.30	529.90	616.60
Plus 3 years out of school	529.90	616.60	706.00
Plus 4 years out of school	616.60	706.00	
Plus 5 or more years out of school	706.00		

(b) Wage Level B

Subject to clause S.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level B by Appendix S1 are:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
School leaver	347.10	382.20	443.00
Plus 1 year out of school	382.20	443.00	509.60
Plus 2 years out of school	443.00	509.60	597.70
Plus 3 years out of school	509.60	597.70	681.70
Plus 4 years out of school	597.70	681.70	
Plus 5 or more years out of school	681.70		

(c) Wage Level C

Subject to clause S.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level C by Appendix S1 are:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
School leaver	347.10	382.20	443.00
Plus 1 year out of school	382.20	443.00	498.80
Plus 2 years out of school	443.00	498.80	557.30
Plus 3 years out of school	498.80	557.30	620.70
Plus 4 years out of school	557.30	620.70	
Plus 5 or more years out of school	620.70		

(d) AQF Certificate Level IV traineeships

(i) Subject to clause S.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level IV traineeship are the minimum wages for the relevant full-time AQF Certificate Level III traineeship with the addition of 3.8% to those minimum wages.

(ii) Subject to clause S.5.3 of this schedule, the minimum wages for an adult trainee undertaking a full-time 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	Second and
	traineeship	subsequent years of
	per week	per week
	\$	\$
Wage Level A	733.40	761.80
Wage Level B	707.60	734.60
Wage Level C	643.90	668.20

S.5.2 Minimum wages for part-time traineeships**(a) Wage Level A**

Subject to clauses S.5.2(f) and S.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level A by Appendix S1 are:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
School leaver	11.42	12.59	14.99
Plus 1 year out of school	12.59	14.99	17.45
Plus 2 years out of school	14.99	17.45	20.28
Plus 3 years out of school	17.45	20.28	23.22
Plus 4 years out of school	20.28	23.22	
Plus 5 or more years out of school	23.22		

(b) Wage Level B

Subject to clauses S.5.2(f) and S.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level B by Appendix S1 are:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
School leaver	11.42	12.59	14.59
Plus 1 year out of school	12.59	14.59	16.77
Plus 2 years out of school	14.59	16.77	19.68
Plus 3 years out of school	16.77	19.68	22.45
Plus 4 years out of school	19.68	22.45	
Plus 5 or more years out of school	22.45		

(c) Wage Level C

Subject to clauses S.5.2(f) and S.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level C by Appendix S1 are:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
School leaver	11.42	12.59	14.59
Plus 1 year out of school	12.59	14.59	16.41
Plus 2 years out of school	14.59	16.41	18.33
Plus 3 years out of school	16.41	18.33	20.42
Plus 4 years out of school	18.33	20.42	
Plus 5 or more years out of school	20.42		

(d) School-based traineeships

Subject to clauses S.5.2(f) and S.5.3 of this schedule, the minimum wages for a trainee undertaking a school-based AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Levels A, B or C by Appendix S1 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

(e) AQF Certificate Level IV traineeships

- (i) Subject to clauses S.5.2(f) and S.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level IV traineeship are the minimum wages for the relevant part-time AQF Certificate Level III traineeship with the addition of 3.8% to those minimum wages.
- (ii) Subject to clauses S.5.2(f) and S.5.3 of this schedule, the minimum wages for an adult trainee undertaking a part-time 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
	per hour	per hour
	\$	\$
Wage Level A	24.11	25.06
Wage Level B	23.25	24.15
Wage Level C	21.19	21.99

(f) Calculating the actual minimum wage

- (i)** Where the full-time ordinary hours of work are not 38 or an average of 38 per week, the appropriate hourly minimum wage is obtained by multiplying the relevant minimum wage in clauses S.5.2(a)–(e) of this schedule by 38 and then dividing the figure obtained by the full-time ordinary hours of work per week.
- (ii)** Where the approved training for a part-time traineeship is provided fully off-the-job by a registered training organisation, for example at school or at TAFE, the relevant minimum wage in clauses S.5.2(a)–(e) of this schedule applies to each ordinary hour worked by the trainee.
- (iii)** Where 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 wage in clauses S.5.2(a)–(e) of this schedule minus 20% applies to each ordinary hour worked by the trainee.

S.5.3 Other minimum wage provisions

- (a)** An employee who was employed by an employer immediately prior to becoming a trainee with that employer must not suffer a reduction in their minimum wage per week or per hour by virtue of becoming a trainee. Casual loadings will be disregarded when determining whether the employee has suffered a reduction in their minimum wage.
- (b)** 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, where a higher minimum wage is provided for the new AQF certificate level.

S.5.4 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 Appendix S1 is the relevant minimum wage under this schedule for a trainee undertaking an AQF Certificate to Level I–III traineeship whose training package and AQF certificate level are allocated to Wage Level B.

B. This determination comes into operation on 1 July 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