



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2022–23
(C2023/1)

PARLIAMENTARY DEPARTMENTS STAFF ENTERPRISE AWARD
2016
[MA000145]

Commonwealth employment

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

SYDNEY, XX JUNE 2023

Annual Wage Review 2022–23.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2022–23 on 2 June 2023 [[2023] FWCFB 3500], the above award is varied as follows:

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

Classification level	Minimum annual pay rate \$	Minimum hourly pay rate \$
Classifications on a 36.75 hour week		
Australian Parliamentary Service Level 1 (including Cadet Parliamentary Service in practical training)	49,155	25.64
Australian Parliamentary Service Level 2	53,219	27.76
Australian Parliamentary Service Level 3	57,820	30.16
Australian Parliamentary Service Level 4	61,406	32.03
Australian Parliamentary Service Level 5	66,390	34.63
Australian Parliamentary Service Level 6	70,052	36.54

Classification level	Minimum annual pay rate \$	Minimum hourly pay rate \$
Australian Parliamentary Executive Level 1	79,407	41.42
Australian Parliamentary Executive Level 2	86,117	44.92
PARLIAMENTARY SECURITY ATTENDANTS		
Parliamentary Security Attendant (Entry Level)	52,414	27.34
Parliamentary Security Attendant (Operational)	53,219	27.76
Parliamentary Security Attendant (Supervisor)	57,820	30.16
Principal Parliamentary Security Attendant	61,406	32.03
HANSARD		
Editor Level 1	71,068	37.07
Editor Level 2	79,407	41.42
Principal Editor	92,808	48.41
Classifications on a 38 hour week		
MAINTENANCE EMPLOYEES		
Assistant Maintenance Officer	52,730	26.60
Maintenance Officer Grade 1/2	55,188	27.84
Maintenance Officer Grade 3	61,770	31.16
Works Organiser	67,578	34.09
Maintenance Project Officer	71,562	36.10
GARDENING EMPLOYEES		
Parliamentary Gardener Grade 1/2	52,413	26.44
Parliamentary Gardener Grade 3	59,054	29.79
Parliamentary Gardener Grade 4	61,234	30.89
Supervisory Gardener	67,043	33.82

2. By deleting the amount "\$13.47" appearing in clause 11.14 and inserting "\$14.25".
3. By deleting the amounts "23.04" and "46.08" appearing in clause 11.15(a) and inserting "24.36" and "48.74" respectively.
4. By deleting the amount "\$35.03" appearing in clause 11.16(a) and inserting "\$37.04".
5. By deleting the amount "\$28.46" appearing in clause 11.16(b) and inserting "\$30.10".

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

Number of employees under Supervision or Direction	\$ per annum
One but not more than five	2674.98
Six but not more than ten	3392.66
More than ten	4520.73

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

	Ordinary hourly rate
	\$
Australian Parliamentary Service Level 1 (including Cadet Parliamentary Service in practical training)	25.64
Australian Parliamentary Service Level 2	27.76
Australian Parliamentary Service Level 3	30.16
Australian Parliamentary Service Level 4	32.03
Australian Parliamentary Service Level 5	34.63
Australian Parliamentary Service Level 6	36.54
Australian Parliamentary Executive Level 1	41.42
Australian Parliamentary Executive Level 2	44.92
Parliamentary Security Attendant (Entry Level)	27.34
Parliamentary Security Attendant (Operational)	27.76
Parliamentary Security Attendant (Supervisor)	30.16
Principal Parliamentary Security Attendant	32.03
Editor Level 1	37.07
Editor Level 2	41.42
Principal Editor	48.41
Assistant Maintenance Officer	26.60
Maintenance Officer Grade 1/2	27.84
Maintenance Officer Grade 3	31.16
Works Organiser	34.09
Maintenance Project Officer	36.10
Parliamentary Gardener Grade 1/2	26.44

	Ordinary hourly rate
	\$
Parliamentary Gardener Grade 3	29.79
Parliamentary Gardener Grade 4	30.89
Supervisory Gardener	33.82

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

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday or additional holiday – all day
	% of ordinary hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Australian Parliamentary Service Level 1 (including Cadet Parliamentary Service in practical training)	38.46	51.28	51.28	64.10
Australian Parliamentary Service Level 2	41.64	55.52	55.52	69.40
Australian Parliamentary Service Level 3	45.24	60.32	60.32	75.40
Australian Parliamentary Service Level 4	48.05	64.06	64.06	80.08
Australian Parliamentary Service Level 5	51.95	69.26	69.26	86.58
Australian Parliamentary Service Level 6	54.81	73.08	73.08	91.35
Australian Parliamentary Executive Level 1	62.13	82.84	82.84	103.55
Australian Parliamentary Executive Level 2	67.38	89.84	89.84	112.30
Parliamentary Security Attendant (Entry Level)	41.01	54.68	54.68	68.35
Parliamentary Security Attendant (Operational)	41.64	55.52	55.52	69.40
Parliamentary Security Attendant (Supervisor)	45.24	60.32	60.32	75.40
Principal Parliamentary Security Attendant	48.05	64.06	64.06	80.08
Editor Level 1	55.61	74.14	74.14	92.68
Editor Level 2	62.13	82.84	82.84	103.55

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday or additional holiday – all day
	% of ordinary hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Principal Editor	72.62	96.82	96.82	121.03
Assistant Maintenance Officer	39.90	53.20	53.20	66.50
Maintenance Officer Grade 1/2	41.76	55.68	55.68	69.60
Maintenance Officer Grade 3	46.74	62.32	62.32	77.90
Works Organiser	51.14	68.18	68.18	85.23
Maintenance Project Officer	54.15	72.20	72.20	90.25
Parliamentary Gardener Grade 1/2	39.66	52.88	52.88	66.10
Parliamentary Gardener Grade 3	44.69	59.58	59.58	74.48
Parliamentary Gardener Grade 4	46.34	61.78	61.78	77.23
Supervisory Gardener	50.73	67.64	67.64	84.55

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

	Ordinary hours	Night	Night – Maint.	Night - Gardening	Continuous Night	Saturday	Sunday	Public holiday or additional holiday
	% of ordinary hourly rate							
	100%	115%	120%	120%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$	\$	\$
Australian Parliamentary Service Level 1 (including Cadet Parliamentary Service in practical training)	25.64	29.49	N/A	N/A	33.33	38.46	51.28	64.10
Australian Parliamentary Service Level 2	27.76	31.92	N/A	N/A	36.09	41.64	55.52	69.40
Australian Parliamentary Service Level 3	30.16	34.68	N/A	N/A	39.21	45.24	60.32	75.40
Australian Parliamentary Service Level 4	32.03	36.83	N/A	N/A	41.64	48.05	64.06	80.08
Australian Parliamentary Service Level 5	34.63	39.82	N/A	N/A	45.02	51.95	69.26	86.58
Australian Parliamentary Service Level 6	36.54	42.02	N/A	N/A	47.50	54.81	73.08	91.35
Australian Parliamentary Executive Level 1	41.42	47.63	N/A	N/A	53.85	62.13	82.84	103.55

	Ordinary hours	Night	Night – Maint.	Night - Gardening	Continuous Night	Saturday	Sunday	Public holiday or additional holiday
	% of ordinary hourly rate							
	100%	115%	120%	120%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$	\$	\$
Australian Parliamentary Executive Level 2	44.92	51.66	N/A	N/A	58.40	67.38	89.84	112.30
Parliamentary Security Attendant (Entry Level)	27.34	31.44	N/A	N/A	35.54	41.01	54.68	68.35
Parliamentary Security Attendant (Operational)	27.76	31.92	N/A	N/A	36.09	41.64	55.52	69.40
Parliamentary Security Attendant (Supervisor)	30.16	34.68	N/A	N/A	39.21	45.24	60.32	75.40
Principal Parliamentary Security Attendant	32.03	36.83	N/A	N/A	41.64	48.05	64.06	80.08
Editor Level 1	37.07	42.63	N/A	N/A	48.19	55.61	74.14	92.68
Editor Level 2	41.42	47.63	N/A	N/A	53.85	62.13	82.84	103.55
Principal Editor	48.41	55.67	N/A	N/A	62.93	72.62	96.82	121.03
Assistant Maintenance Officer	26.60	30.59	31.92	N/A	34.58	39.90	53.20	66.50
Maintenance Officer Grade 1/2	27.84	32.02	33.41	N/A	36.19	41.76	55.68	69.60
Maintenance Officer Grade 3	31.16	35.83	37.39	N/A	40.51	46.74	62.32	77.90
Works Organiser	34.09	39.20	40.91	N/A	44.32	51.14	68.18	85.23
Maintenance Project Officer	36.10	41.52	43.32	N/A	46.93	54.15	72.20	90.25
Parliamentary Gardener Grade 1/2	26.44	30.41	N/A	31.73	34.37	39.66	52.88	66.10
Parliamentary Gardener Grade 3	29.79	34.26	N/A	35.75	38.73	44.69	59.58	74.48
Parliamentary Gardener Grade 4	30.89	35.52	N/A	37.07	40.16	46.34	61.78	77.23
Supervisory Gardener	33.82	38.89	N/A	40.58	43.97	50.73	67.64	84.55

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

	Monday to Friday – first 3 hours	Monday to Friday – after 3 hours	Saturday and Sunday – all day	Public holiday or additional holiday – all day
	% of ordinary hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Australian Parliamentary Service Level 1 (including	38.46	51.28	51.28	64.10

	Monday to Friday – first 3 hours	Monday to Friday – after 3 hours	Saturday and Sunday – all day	Public holiday or additional holiday – all day
	% of ordinary hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Cadet Parliamentary Service in practical training)				
Australian Parliamentary Service Level 2	41.64	55.52	55.52	69.40
Australian Parliamentary Service Level 3	45.24	60.32	60.32	75.40
Australian Parliamentary Service Level 4	48.05	64.06	64.06	80.08
Australian Parliamentary Service Level 5	51.95	69.26	69.26	86.58
Australian Parliamentary Service Level 6	54.81	73.08	73.08	91.35
Australian Parliamentary Executive Level 1	62.13	82.84	82.84	103.55
Australian Parliamentary Executive Level 2	67.38	89.84	89.84	112.30
Parliamentary Security Attendant (Entry Level)	41.01	54.68	54.68	68.35
Parliamentary Security Attendant (Operational)	41.64	55.52	55.52	69.40
Parliamentary Security Attendant (Supervisor)	45.24	60.32	60.32	75.40
Principal Parliamentary Security Attendant	48.05	64.06	64.06	80.08
Editor Level 1	55.61	74.14	74.14	92.68
Editor Level 2	62.13	82.84	82.84	103.55
Principal Editor	72.62	96.82	96.82	121.03
Assistant Maintenance Officer	39.90	53.20	53.20	66.50
Maintenance Officer Grade 1/2	41.76	55.68	55.68	69.60
Maintenance Officer Grade 3	46.74	62.32	62.32	77.90
Works Organiser	51.14	68.18	68.18	85.23
Maintenance Project Officer	54.15	72.20	72.20	90.25
Parliamentary Gardener Grade 1/2	39.66	52.88	52.88	66.10

	Monday to Friday – first 3 hours	Monday to Friday – after 3 hours	Saturday and Sunday – all day	Public holiday or additional holiday – all day
	% of ordinary hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Parliamentary Gardener Grade 3	44.69	59.58	59.58	74.48
Parliamentary Gardener Grade 4	46.34	61.78	61.78	77.23
Supervisory Gardener	50.73	67.64	67.64	84.55

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

	% of Ordinary hourly rate
	125%
	\$
Australian Parliamentary Service Level 1 (including Cadet Parliamentary Service in practical training)	32.05
Australian Parliamentary Service Level 2	34.70
Australian Parliamentary Service Level 3	37.70
Australian Parliamentary Service Level 4	40.04
Australian Parliamentary Service Level 5	43.29
Australian Parliamentary Service Level 6	45.68
Australian Parliamentary Executive Level 1	51.78
Australian Parliamentary Executive Level 2	56.15
Parliamentary Security Attendant (Entry Level)	34.18
Parliamentary Security Attendant (Operational)	34.70
Parliamentary Security Attendant (Supervisor)	37.70
Principal Parliamentary Security Attendant	40.04
Editor Level 1	46.34
Editor Level 2	51.78
Principal Editor	60.51
Assistant Maintenance Officer	33.25
Maintenance Officer Grade 1/2	34.80
Maintenance Officer Grade 3	38.95
Works Organiser	42.61
Maintenance Project Officer	45.13
Parliamentary Gardener Grade 1/2	33.05

	% of Ordinary hourly rate
	125%
	\$
Parliamentary Gardener Grade 3	37.24
Parliamentary Gardener Grade 4	38.61
Supervisory Gardener	42.28

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

	Monday to Friday – first 3 hours	Monday to Friday – after 3 hours	Saturday and Sunday – all day	Public holiday or additional holiday – all day
	% of ordinary hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Australian Parliamentary Service Level 1 (including Cadet Parliamentary Service in practical training)	38.46	51.28	51.28	64.10
Australian Parliamentary Service Level 2	41.64	55.52	55.52	69.40
Australian Parliamentary Service Level 3	45.24	60.32	60.32	75.40
Australian Parliamentary Service Level 4	48.05	64.06	64.06	80.08
Australian Parliamentary Service Level 5	51.95	69.26	69.26	86.58
Australian Parliamentary Service Level 6	54.81	73.08	73.08	91.35
Australian Parliamentary Executive Level 1	62.13	82.84	82.84	103.55
Australian Parliamentary Executive Level 2	67.38	89.84	89.84	112.30
Parliamentary Security Attendant (Entry Level)	41.01	54.68	54.68	68.35
Parliamentary Security Attendant (Operational)	41.64	55.52	55.52	69.40
Parliamentary Security Attendant (Supervisor)	45.24	60.32	60.32	75.40
Principal Parliamentary Security Attendant	48.05	64.06	64.06	80.08

	Monday to Friday – first 3 hours	Monday to Friday – after 3 hours	Saturday and Sunday – all day	Public holiday or additional holiday – all day
	% of ordinary hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Editor Level 1	55.61	74.14	74.14	92.68
Editor Level 2	62.13	82.84	82.84	103.55
Principal Editor	72.62	96.82	96.82	121.03
Assistant Maintenance Officer	39.90	53.20	53.20	66.50
Maintenance Officer Grade 1/2	41.76	55.68	55.68	69.60
Maintenance Officer Grade 3	46.74	62.32	62.32	77.90
Works Organiser	51.14	68.18	68.18	85.23
Maintenance Project Officer	54.15	72.20	72.20	90.25
Parliamentary Gardener Grade 1/2	39.66	52.88	52.88	66.10
Parliamentary Gardener Grade 3	44.69	59.58	59.58	74.48
Parliamentary Gardener Grade 4	46.34	61.78	61.78	77.23
Supervisory Gardener	50.73	67.64	67.64	84.55

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

	Ordinary hours	Night	Night – Maint.	Night - Gardening	Continuous night	Saturday	Sunday	Public holiday or additional holiday
	% of ordinary hourly rate							
	125%	140%	145%	145%	155%	175%	225%	275%
	\$	\$	\$	\$	\$	\$	\$	\$
Australian Parliamentary Service Level 1 (including Cadet Parliamentary Service in practical training)	32.05	35.90	N/A	N/A	39.74	44.87	57.69	70.51
Australian Parliamentary Service Level 2	34.70	38.86	N/A	N/A	43.03	48.58	62.46	76.34
Australian Parliamentary Service Level 3	37.70	42.22	N/A	N/A	46.75	52.78	67.86	82.94
Australian Parliamentary Service	40.04	44.84	N/A	N/A	49.65	56.05	72.07	88.08

	Ordinary hours	Night	Night – Maint.	Night - Gardening	Continuous night	Saturday	Sunday	Public holiday or additional holiday
	% of ordinary hourly rate							
	125%	140%	145%	145%	155%	175%	225%	275%
	\$	\$	\$	\$	\$	\$	\$	\$
Level 4								
Australian Parliamentary Service Level 5	43.29	48.48	N/A	N/A	53.68	60.60	77.92	95.23
Australian Parliamentary Service Level 6	45.68	51.16	N/A	N/A	56.64	63.95	82.22	100.49
Australian Parliamentary Executive Level 1	51.78	57.99	N/A	N/A	64.20	72.49	93.20	113.91
Australian Parliamentary Executive Level 2	56.15	62.89	N/A	N/A	69.63	78.61	101.07	123.53
Parliamentary Security Attendant (Entry Level)	34.18	38.28	N/A	N/A	42.38	47.85	61.52	75.19
Parliamentary Security Attendant (Operational)	34.70	38.86	N/A	N/A	43.03	48.58	62.46	76.34
Parliamentary Security Attendant (Supervisor)	37.70	42.22	N/A	N/A	46.75	52.78	67.86	82.94
Principal Parliamentary Security Attendant	40.04	44.84	N/A	N/A	49.65	56.05	72.07	88.08
Editor Level 1	46.34	51.90	N/A	N/A	57.46	64.87	83.41	101.94
Editor Level 2	51.78	57.99	N/A	N/A	64.20	72.49	93.20	113.91
Principal Editor	60.51	67.77	N/A	N/A	75.04	84.72	108.92	133.13
Assistant Maintenance Officer	33.25	37.24	38.57	N/A	41.23	46.55	59.85	73.15
Maintenance Officer Grade 1/2	34.80	38.98	40.37	N/A	43.15	48.72	62.64	76.56
Maintenance Officer Grade 3	38.95	43.62	45.18	N/A	48.30	54.53	70.11	85.69
Works Organiser	42.61	47.73	49.43	N/A	52.84	59.66	76.70	93.75
Maintenance Project Officer	45.13	50.54	52.35	N/A	55.96	63.18	81.23	99.28
Parliamentary Gardener Grade 1/2	33.05	37.02	N/A	38.34	40.98	46.27	59.49	72.71
Parliamentary Gardener Grade 3	37.24	41.71	N/A	43.20	46.17	52.13	67.03	81.92
Parliamentary Gardener Grade 4	38.61	43.25	N/A	44.79	47.88	54.06	69.50	84.95
Supervisory Gardener	42.28	47.35	N/A	49.04	52.42	59.19	76.10	93.01

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

	Monday to Friday – first 3 hours	Monday to Friday – after 3 hours	Saturday and Sunday – all day	Public holiday or additional holiday – all day
	% of ordinary hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Australian Parliamentary Service Level 1 (including Cadet Parliamentary Service in practical training)	38.46	51.28	51.28	64.10
Australian Parliamentary Service Level 2	41.64	55.52	55.52	69.40
Australian Parliamentary Service Level 3	45.24	60.32	60.32	75.40
Australian Parliamentary Service Level 4	48.05	64.06	64.06	80.08
Australian Parliamentary Service Level 5	51.95	69.26	69.26	86.58
Australian Parliamentary Service Level 6	54.81	73.08	73.08	91.35
Australian Parliamentary Executive Level 1	62.13	82.84	82.84	103.55
Australian Parliamentary Executive Level 2	67.38	89.84	89.84	112.30
Parliamentary Security Attendant (Entry Level)	41.01	54.68	54.68	68.35
Parliamentary Security Attendant (Operational)	41.64	55.52	55.52	69.40
Parliamentary Security Attendant (Supervisor)	45.24	60.32	60.32	75.40
Principal Parliamentary Security Attendant	48.05	64.06	64.06	80.08
Editor Level 1	55.61	74.14	74.14	92.68
Editor Level 2	62.13	82.84	82.84	103.55
Principal Editor	72.62	96.82	96.82	121.03
Assistant Maintenance Officer	39.90	53.20	53.20	66.50
Maintenance Officer Grade 1/2	41.76	55.68	55.68	69.60
Maintenance Officer Grade 3	46.74	62.32	62.32	77.90
Works Organiser	51.14	68.18	68.18	85.23

	Monday to Friday – first 3 hours	Monday to Friday – after 3 hours	Saturday and Sunday – all day	Public holiday or additional holiday – all day
	% of ordinary hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Maintenance Project Officer	54.15	72.20	72.20	90.25
Parliamentary Gardener Grade 1/2	39.66	52.88	52.88	66.10
Parliamentary Gardener Grade 3	44.69	59.58	59.58	74.48
Parliamentary Gardener Grade 4	46.34	61.78	61.78	77.23
Supervisory Gardener	50.73	67.64	67.64	84.55

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 = **\$27.76**.

Allowance	Clause	Payable	% of the standard rate	\$
First aid	11.14	weekly	51.32	14.25
Community language	11.15(a)	weekly		
Community language - Rate 1			87.76	24.36
Community language - Rate 2			175.56	48.74
Licence		weekly		
Licence - Plumbing trade	11.16(a)		133.43	37.04
Licence - Electrical trade	11.16(b)		108.42	30.10
Employees in charge - gardening or maintenance	11.17	per annum		
Employees in charge - gardening or maintenance - One but not more than five			9636.09	2674.98
Employees in charge - gardening			12221.38	3392.66

Allowance	Clause	Payable	% of the standard rate	\$
or maintenance - Six but not more than ten				
Employees in charge - gardening or maintenance - More than ten			16285.06	4520.73

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:

	Highest year of schooling completed					
	Year 10		Year 11		Year 12	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$	\$	\$
School leaver	384.30	12.64	423.10	13.92	503.30	16.55
Plus 1 year out of school	423.10	13.92	503.30	16.55	585.70	19.27
Plus 2 years out of school	503.30	16.55	585.70	19.27	681.60	22.42
Plus 3 years out of school	585.70	19.27	681.60	22.42	780.40	25.68
Plus 4 years out of school	681.60	22.42	780.40	25.68		
Plus 5 or more years out of school	780.40	25.68				

(b) Wage Level B

Subject to clause 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:

	Highest year of schooling completed					
	Year 10		Year 11		Year 12	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly

	\$	\$	\$	\$	\$	\$
School leaver	384.30	12.64	423.10	13.92	490.50	16.14
Plus 1 year out of school	423.10	13.92	490.50	16.14	564.20	18.56
Plus 2 years out of school	490.50	16.14	564.20	18.56	661.80	21.77
Plus 3 years out of school	564.20	18.56	661.80	21.77	754.70	24.83
Plus 4 years out of school	661.80	21.77	754.70	24.83		
Plus 5 or more years out of school	754.70	24.83				

(c) Wage Level C

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

(d) AQF Certificate Level IV traineeships

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

(e) School-based traineeships

Subject to clauses 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
\$	\$
12.64	13.92

B. This determination comes into operation on 1 July 2023. In accordance with s 286(5) of the *Fair Work Act 2009* this determination does not take effect in relation to a particular employee until the start of the employee’s first full pay period that starts on or after 1 July 2023.

PRESIDENT