



DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2022–23
(C2023/1)

AUSTRALIAN GOVERNMENT INDUSTRY AWARD 2016
[MA000153]

Commonwealth employment

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

SYDNEY, 20 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:

- 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	49,155	25.64
AG level 2	53,219	27.76
AG level 3	57,820	30.16
AG level 4	61,406	32.03
AG level 5	66,390	34.63
AG level 6	70,052	36.54
AG level 7	79,407	41.42
AG level 8	86,117	44.92
TRAINEES		
Cadet (practical training)	49,155	25.64

Classification Level	Minimum Annual Pay Rate (36.75 hours per week) \$	Minimum Hourly Pay Rate \$
Trainee (Technical)	51,551	26.89

2. By deleting the amounts “\$13.00”, “\$15.97” and “\$19.60” appearing in clause 13.5 and inserting “\$13.74”, “\$16.89” and “\$20.73” 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	50,229	26.20
AFTRS level 2	54,504	28.43
AFTRS level 3	59,201	30.88
AFTRS level 4	63,054	32.89
AFTRS level 5	68,020	35.48
AFTRS level 6	72,141	37.63
AFTRS level 7	82,379	42.97
AFTRS level 8	87,153	45.46
Teaching/Training level B	77,318	40.33
Teaching/Training level C	92,674	48.34
Teaching/Training level D	106,630	55.62
Teaching/Training level E	129,713	67.66

4. By deleting the amounts “1161.38” and “2322.73” appearing in clause H.6.1 and inserting “1228.19” and “2456.34” respectively.

5. By deleting the amount “\$23,660.61” appearing in clause H.8.3 and inserting “\$25,021.65”.

6. By deleting the amount “\$23,660.61” appearing in clause H.10.1(a) and inserting “\$25,021.65”.

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	1228.19
Community language allowance – CLA rate 2	H.6.1	Yearly	8848.48	2456.34

Allowance	Clause	Payable	% of standard rate	\$
District Allowance – Eligible dependant/eligible partner income	H.8.3	Yearly income less than	90135.64	25,021.65
District Allowance – Eligible dependant/eligible partner income	H.10.1(a)	Yearly income less than	90135.64	25,021.65

8. By deleting the amount “\$34.67” appearing in clause I.5.1 and inserting “\$36.67”.
9. By deleting the amount “\$9095.32” appearing in clause I.6.1(a) and inserting “\$9618.52”.
10. By deleting the amount “\$7026.36” appearing in clause I.6.1(b) and inserting “\$7430.54”.
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	111,960	58.40
	Minimum	110,100	57.43
AMSA Level 6	4th point	106,707	55.66
	3rd point	101,128	52.75
	2nd point	95,607	49.87
	1st point	90,047	46.97
AMSA Level 5	Minimum	82,801	43.19
	5th point	78,276	40.83
	4th point	76,417	39.86
	3rd point	74,538	38.88
	2nd point	72,659	37.90
	1st Point	70,742	36.90
AMSA Level 4	Minimum	68,844	35.91
	4th point	67,770	35.35
	3rd point	66,198	34.53
	2nd point	64,626	33.71
	1st Point	61,578	32.12
	Minimum	58,932	30.74

Classification Level	Pay point	Annual salary \$	Hourly rate (inclusive of leave loading) \$
AMSA Level 3	4th point	59,853	31.22
	3rd point	57,418	29.95
	2nd point	56,363	29.40
	1st Point	54,945	28.66
	Minimum	53,545	27.93
AMSA Level 2	3rd point	52,280	27.27
	2nd point	50,804	26.50
	1st Point	49,404	25.77
	Minimum	47,851	24.96
AMSA Level 1	3rd point	47,085	24.56
	2nd point	45,800	23.89
	1st Point	44,516	23.22
	Minimum	43,365	22.62

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	36.67
International Labour Organization allowance – port office	I.6.1(a)	Annually	34648.85	9618.52
International Labour Organization allowance – Canberra office	I.6.1(b)	Annually	26767.07	7430.54

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

Remuneration Band	Minimum Salary per annum \$
Graduate trainee (Band 1)	45,520
1	48,512
2	60,563
3	77,460
4	103,697

14. By deleting the amount "\$1.75" appearing in clause K.3.1 and inserting "\$1.85".
15. By deleting the amount "\$3.17" appearing in clause K.3.2 and inserting "\$3.35".
16. By deleting the amount "\$4.65" appearing in clause K.3.3(a) and inserting "\$4.91".
17. By deleting the amount "\$5.83" appearing in clause K.3.3(b) and inserting "\$6.16".
18. By deleting the amount "\$9.11" appearing in clause K.3.4 and inserting "\$9.64".
19. By deleting the amount "\$4.10" appearing in clause K.3.5 and inserting "\$4.33".
20. By deleting the amount "\$27.73" appearing in clause K.3.6(a)(i) and inserting "\$29.32".
21. By deleting the amount "\$33.43" appearing in clause K.3.6(a)(ii) and inserting "\$35.35".
22. By deleting the amount "\$40.04" appearing in clause K.3.6(a)(iii) and inserting "\$42.35".
23. By deleting the amount "\$1.60" appearing in clause K.3.8(a)(i) and inserting "\$1.69".
24. By deleting the amount "\$2.10" appearing in clause K.3.8(a)(ii) and inserting "\$2.22".
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	1.85
Aquatic ponds	K.3.2	Per day	12.08	3.35
Spray gangs	K.3.3(a)	Per day	17.7	4.91
Spray gangs – high pressure spray equipment	K.3.3(b)	Per day	22.2	6.16
Work in rain	K.3.4	Per day	34.71	9.64
Heights (trees)	K.3.5	Per day	15.6	4.33
Leading hands (not more than 5 employees)	K.3.6(a)(i)	Per week	105.62	29.32
Leading hands (6-10 employees)	K.3.6(a)(ii)	Per week	127.35	35.35
Leading hands (more than 10 employees)	K.3.6(a)(iii)	Per week	152.55	42.35
Spray work (GSO 8)	K.3.8(a)(i)	Per day	6.09	1.69
Spray work (GSO 8 – high pressure equipment)	K.3.8(a)(ii)	Per day	8.01	2.22

- 26. By deleting the amount “\$8.86” appearing in clause L.4.4 and inserting “\$9.37”.
- 27. By deleting the amounts “\$14.51” and “\$10.87” appearing in clause L.4.5 and inserting “\$15.34” and “\$11.50” respectively.
- 28. By deleting the amount “\$1844.89” appearing in clause L.9.1 and inserting “\$1951.01”.
- 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	68,480	35.72
Airworthiness Officer B		78,200	40.79
Airworthiness Officer C		87,057	45.41
Airworthiness Officer D		93,057	48.54
Flying Operations Inspector Level 1	Flying Operations	97,524	50.87
Flying Operations Inspector Level 2		101,972	53.19
Level 3 - 29,000 to 50,000kg		117,040	61.05
Level 3 - 50,000 to 70,000kg		124,498	64.94
Level 3 - 70,000 to 140,000kg		131,227	68.45
Level 3 - 140,000kg to 250,000kg		142,462	74.31
Level 3 - over 250,000kg		167,940	87.60
Manager Flying Operations	Manager	119,245	62.20

- 30. By deleting the amount “\$9221.10” appearing in clause L.14.4(b) and inserting “\$9751.54”.
- 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	9.37
Flying disability allowance – aerial surveillance	L.4.5	hourly	55.27	15.34

Allowance	Clause	Payable	% of standard rate	\$
Flying disability allowance – on the job training	L.4.5	hourly	41.41	11.50
Loss of license allowance for premium reimbursement	L.9.1	annually	7028.15	1951.01
Team Leader	L.14.4(b)	annually	35128.01	9751.54

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

Classification	Minimum salary \$
Electorate Officer A	58,513
Electorate Officer B	60,789
Electorate Officer C	67,029

33. By deleting the amount “\$1.28” appearing in clause N.3.1 and inserting “\$1.35”.
34. By deleting the amount “\$0.91” appearing in clause N.3.2 and inserting “\$0.96”.
35. By deleting the amount “\$1.28” appearing in clause N.3.3 and inserting “\$1.35”.
36. By deleting the amount “\$0.91” appearing in clause N.3.4 and inserting “\$0.96”.
37. By deleting the amount “\$0.93” appearing in clause N.4.1 and inserting “\$0.99”.
38. By deleting the amount “\$0.74” appearing in clause N.4.2 and inserting “\$0.78”.
39. By deleting the amounts “\$5.46” and “\$1.12” appearing in clause N.5 and inserting “\$5.77” and “\$1.18” 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	1.35
Aluminium TIG	N.3.2	hourly	3.47	0.96
Plasma arc process	N.3.3	hourly	4.87	1.35
Other welding	N.3.4	hourly	3.47	0.96
Epoxy-based materials—with	N.4.1	hourly	3.56	0.99

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	0.78
Scaffolding				
For the first four hours or part thereof	N.5	first four hours	20.8	5.77
Per additional hour	N.5	hourly	4.26	1.18

41. By deleting the amount “\$1731.15” appearing in clause O.7.2 and inserting “\$1830.73”.

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

Classification	Annual allowance \$
Cadet Journalist	2005.14
Level 1 Journalist	2682.80
Level 2 Journalist	3613.10
Level 3 and 4 Journalist	3933.65

43. By deleting the amount “\$62,143.03” appearing in clause O.11.1(a) and inserting “\$65,717.74”.

44. By deleting the amount “\$62,143.03” appearing in clause O.12.7(a) and inserting “\$65,717.74”.

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

Classification	\$
Cadet Journalist	46,044
Broadcaster 1; Broadcaster Journalist Level 1	56,072
Broadcaster 2; Broadcaster Journalist Level 2	69,319
Broadcaster 3; Broadcaster Journalist Level 3	74,105
Journalist Level 1	56,072
Journalist Level 2	69,319
Journalist Level 3	74,105
Journalist Level 4	84,799
Operations Officer Level 1	47,483
Operations Officer Level 2	58,865

Classification	\$
Operations Officer Level 3	64,559
Operations Officer Level 4	70,164
Operations Officer Level 5	72,268
Operations Officer Level 6	73,749
Information Technology Officer Level 1	54,525
Information Technology Officer Level 2	57,394
Information Technology Officer Level 3	63,205
Information Technology Officer Level 4	70,164

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	1830.73
Visual Display Terminal Allowances—Cadet Journalist	O.7.4(a)	Annually	7223.14	2005.14
Visual Display Terminal Allowances—Level 1 Journalist	O.7.4(a)	Annually	9664.26	2682.80
Visual Display Terminal Allowances—Level 2 Journalist	O.7.4(a)	Annually	13015.5	3613.10
Visual Display Terminal Allowances—Level 3 and 4 Journalist	O.7.4(a)	Annually	14170.21	3933.65
Level 4 Journalist—per annum amount for calculation of overtime	O.11.1(a)	Annual	236735.4	65,717.74
Level 4 Journalist—per annum amount for calculation of overtime	O.12.7(a)	Annual	236735.4	65,717.74

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	384.30	423.10	503.30
Plus 1 year out of school	423.10	503.30	585.70
Plus 2 years out of school	503.30	585.70	681.60
Plus 3 years out of school	585.70	681.60	780.40
Plus 4 years out of school	681.60	780.40	
Plus 5 or more years out of school	780.40		

(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	384.30	423.10	490.50
Plus 1 year out of school	423.10	490.50	564.20
Plus 2 years out of school	490.50	564.20	661.80
Plus 3 years out of school	564.20	661.80	754.70
Plus 4 years out of school	661.80	754.70	
Plus 5 or more years out of school	754.70		

(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	384.30	423.10	490.50

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
Plus 1 year out of school	423.10	490.50	554.70
Plus 2 years out of school	490.50	554.70	619.70
Plus 3 years out of school	554.70	619.70	690.20
Plus 4 years out of school	619.70	690.20	
Plus 5 or more years out of school	690.20		

(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	810.00	840.80
Wage Level B	783.40	813.20
Wage Level C	716.50	743.60

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	12.64	13.92	16.55
Plus 1 year out of school	13.92	16.55	19.27

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
Plus 2 years out of school	16.55	19.27	22.42
Plus 3 years out of school	19.27	22.42	25.68
Plus 4 years out of school	22.42	25.68	
Plus 5 or more years out of school	25.68		

(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	12.64	13.92	16.14
Plus 1 year out of school	13.92	16.14	18.56
Plus 2 years out of school	16.14	18.56	21.77
Plus 3 years out of school	18.56	21.77	24.83
Plus 4 years out of school	21.77	24.83	
Plus 5 or more years out of school	24.83		

(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	12.64	13.92	16.14
Plus 1 year out of school	13.92	16.14	18.24
Plus 2 years out of school	16.14	18.24	20.39
Plus 3 years out of school	18.24	20.39	22.70
Plus 4 years out of school	20.39	22.70	
Plus 5 or more years out of school	22.70		

(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
\$	\$
12.64	13.92

(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	26.65	27.65
Wage Level B	25.77	26.75
Wage Level C	23.57	24.46

(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 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

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