



# DETERMINATION

*Fair Work Act 2009*

s.160—Application to vary a modern award to remove ambiguity or uncertainty or correct error

## Variation on the Commission's Own Motion

(AM2023/3)

### ABORIGINAL LEGAL RIGHTS MOVEMENT AWARD 2016

[MA000139]

Indigenous organisations and services

JUSTICE HATCHER, PRESIDENT  
VICE PRESIDENT CATANZARITI  
COMMISSIONER SPENCER

SYDNEY, 10 MARCH 2023

*Section 160 of the Fair Work Act 2009 (Cth) – variation on the Commission's own motion – adjustment of wage-related allowances – variation to clauses 16 and 19.*

A. Further to the decision issued by the Fair Work Commission on 10 March 2023 [[2023] FWCFB 46] the above award is varied as follows:

1. By deleting clause 16.2(a) and inserting the following:
  - (a) Certificate: **HLTAID003 Provide First Aid is held—\$8.99** per week. The amount of this allowance is **1.002%** of the standard rate and will automatically adjust to reflect this percentage when the standard rate is varied.
2. By deleting clause 16.2(b) and inserting the following:
  - (b) Certificate: **HLTAID003 Provide First Aid** in remote situations is held—**\$11.31** per week. The amount of this allowance is **1.26%** of the standard rate and will automatically adjust to reflect this percentage when the standard rate is varied.
3. By deleting clause 16.2(c) and inserting the following:
  - (c) Certificate: **HLTSS00027 Occupational First Aid Skill Set** is held—**\$13.78** per week. The amount of this allowance is **1.536%** of the standard rate and will automatically adjust to reflect this percentage when the standard rate is varied.

4. By deleting clause 16.8 and inserting the following:

**16.8 Field Officer administration loading**

Where a Field Officer in a regional office occupies a position having responsibilities for the direction and supervision of other staff as well as the administration of a regional office including limited financial delegations and other administrative functions an allowance of **\$3097** per annum is payable on a pro rata basis. The amount of this allowance is **345.10%** of the standard rate and will automatically adjust to reflect this percentage when the standard rate is varied.

5. By deleting clause 19.4(e) and inserting the following:

(e) A Field Officer in a regional office who is required to work callout duty in addition to ordinary hours of work for more than fourteen days in each period of twenty-eight days is entitled to an allowance of **\$3077** per annum. The amount of this allowance is **342.90%** of the standard rate and will automatically adjust to reflect this percentage when the standard rate is varied.

6. By renumbering clause 16.11 as clause 16.12.

7. By inserting a new clause 16.11 as follows:

**16.11 Automatic adjustment of wage-related allowances**

The amount of each wage-related allowance is the percentage of the standard rate specified for the allowance and will automatically adjust to reflect the specified percentage when the standard rate is varied.

- B. This determination comes into operation on 15 March 2023. In accordance with s.165(3) 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 15 March 2023.



PRESIDENT

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