



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2018–19 (C2019/1)

PARLIAMENTARY DEPARTMENTS STAFF ENTERPRISE AWARD 2016 [MA000145]

Commonwealth employment

JUSTICE ROSS, PRESIDENT
VICE PRESIDENT HATCHER
DEPUTY PRESIDENT ASBURY
COMMISSIONER HAMPTON
PROFESSOR RICHARDSON
MR GIBBS
MR APTED

MELBOURNE, XX JUNE 2019

Annual Wage Review 2018–19.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2018–19 on 30 May 2019 [[\[2019\] 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) | 42,599 | 22.22 |
| Australian Parliamentary Service Level 2 | 46,145 | 24.07 |
| Australian Parliamentary Service Level 3 | 50,114 | 26.14 |
| Australian Parliamentary Service Level 4 | 53,219 | 27.76 |
| Australian Parliamentary Service Level 5 | 57,552 | 30.02 |
| Australian Parliamentary Service Level 6 | 60,715 | 31.67 |
| Australian Parliamentary Executive Level 1 | 68,844 | 35.91 |

| Classification Level | Minimum annual pay rate \$ | Minimum hourly pay rate \$ |
|--|-----------------------------------|-----------------------------------|
| Australian Parliamentary Executive Level 2 | 74,653 | 38.94 |
| PARLIAMENTARY SECURITY ATTENDANTS | | |
| Parliamentary Security Attendant (Entry Level) | 45,436 | 23.70 |
| Parliamentary Security Attendant (Operational) | 46,145 | 24.07 |
| Parliamentary Security Attendant (Supervisor) | 50,114 | 26.14 |
| Principal Parliamentary Security Attendant | 53,219 | 27.76 |
| HANSARD | | |
| Editor Level 1 | 61,597 | 32.13 |
| Editor Level 2 | 68,844 | 35.91 |
| Principal Editor | 80,462 | 41.97 |
| Classifications on a 38 hour week | | |
| MAINTENANCE EMPLOYEES | | |
| Assistant Maintenance Officer | 45,693 | 23.05 |
| Maintenance Officer Grade 1/2 | 47,854 | 24.14 |
| Maintenance Officer Grade 3 | 53,543 | 27.01 |
| Works Organiser | 58,578 | 29.55 |
| Maintenance Project Officer | 62,027 | 31.29 |
| GARDENING EMPLOYEES | | |
| Parliamentary Gardener Grade 1/2 | 45,435 | 22.92 |
| Parliamentary Gardener Grade 3 | 51,184 | 25.82 |
| Parliamentary Gardener Grade 4 | 53,087 | 26.78 |
| Supervisory Gardener | 58,102 | 29.31 |

2. By deleting the amount "\$11.99" appearing in clause 11.14 and inserting "\$12.35".
3. By deleting the amounts "20.51" and "41.03" appearing in clause 11.15(a) and inserting "21.12" and "42.26".
4. By deleting the amount "\$31.18" appearing in clause 11.16(a) and inserting "\$32.12".
5. By deleting the amount "\$25.34" appearing in clause 11.16(b) and inserting "\$26.10".

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 | 2319.41 |
| Six but not more than ten | 2941.69 |
| More than ten | 3919.81 |

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) | 22.22 |
| Australian Parliamentary Service Level 2 | 24.07 |
| Australian Parliamentary Service Level 3 | 26.14 |
| Australian Parliamentary Service Level 4 | 27.76 |
| Australian Parliamentary Service Level 5 | 30.02 |
| Australian Parliamentary Service Level 6 | 31.67 |
| Australian Parliamentary Executive Level 1 | 35.91 |
| Australian Parliamentary Executive Level 2 | 38.94 |
| Parliamentary Security Attendant (Entry Level) | 23.70 |
| Parliamentary Security Attendant (Operational) | 24.07 |
| Parliamentary Security Attendant (Supervisor) | 26.14 |
| Principal Parliamentary Security Attendant | 27.76 |
| Editor Level 1 | 32.13 |
| Editor Level 2 | 35.91 |
| Principal Editor | 41.97 |
| Assistant Maintenance Officer | 23.05 |
| Maintenance Officer Grade 1/2 | 24.14 |

| | Ordinary hourly rate \$ |
|----------------------------------|--|
| Maintenance Officer Grade 3 | 27.01 |
| Works Organiser | 29.55 |
| Maintenance Project Officer | 31.29 |
| Parliamentary Gardener Grade 1/2 | 22.92 |
| Parliamentary Gardener Grade 3 | 25.82 |
| Parliamentary Gardener Grade 4 | 26.78 |
| Supervisory Gardener | 29.31 |

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) | 33.33 | 44.44 | 44.44 | 55.55 |
| Australian Parliamentary Service Level 2 | 36.11 | 48.14 | 48.14 | 60.18 |
| Australian Parliamentary Service Level 3 | 39.21 | 52.28 | 52.28 | 65.35 |
| Australian Parliamentary Service Level 4 | 41.64 | 55.52 | 55.52 | 69.40 |
| Australian Parliamentary Service Level 5 | 45.03 | 60.04 | 60.04 | 75.05 |
| Australian Parliamentary Service Level 6 | 47.51 | 63.34 | 63.34 | 79.18 |
| Australian Parliamentary Executive Level 1 | 53.87 | 71.82 | 71.82 | 89.78 |

| | 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 Executive Level 2 | 58.41 | 77.88 | 77.88 | 97.35 |
| Parliamentary Security Attendant (Entry Level) | 35.55 | 47.40 | 47.40 | 59.25 |
| Parliamentary Security Attendant (Operational) | 36.11 | 48.14 | 48.14 | 60.18 |
| Parliamentary Security Attendant (Supervisor) | 39.21 | 52.28 | 52.28 | 65.35 |
| Principal Parliamentary Security Attendant | 41.64 | 55.52 | 55.52 | 69.40 |
| Editor Level 1 | 48.20 | 64.26 | 64.26 | 80.33 |
| Editor Level 2 | 53.87 | 71.82 | 71.82 | 89.78 |
| Principal Editor | 62.96 | 83.94 | 83.94 | 104.93 |
| Assistant Maintenance Officer | 34.58 | 46.10 | 46.10 | 57.63 |
| Maintenance Officer Grade 1/2 | 36.21 | 48.28 | 48.28 | 60.35 |
| Maintenance Officer Grade 3 | 40.52 | 54.02 | 54.02 | 67.53 |
| Works Organiser | 44.33 | 59.10 | 59.10 | 73.88 |
| Maintenance Project Officer | 46.94 | 62.58 | 62.58 | 78.23 |
| Parliamentary Gardener Grade 1/2 | 34.38 | 45.84 | 45.84 | 57.30 |
| Parliamentary Gardener Grade 3 | 38.73 | 51.64 | 51.64 | 64.55 |
| Parliamentary Gardener Grade 4 | 40.17 | 53.56 | 53.56 | 66.95 |
| Supervisory Gardener | 43.97 | 58.62 | 58.62 | 73.28 |

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) | 22.22 | 25.55 | N/A | N/A | 28.89 | 33.33 | 44.44 | 55.55 |
| Australian Parliamentary Service Level 2 | 24.07 | 27.68 | N/A | N/A | 31.29 | 36.11 | 48.14 | 60.18 |
| Australian Parliamentary Service Level 3 | 26.14 | 30.06 | N/A | N/A | 33.98 | 39.21 | 52.28 | 65.35 |
| Australian Parliamentary Service Level 4 | 27.76 | 31.92 | N/A | N/A | 36.09 | 41.64 | 55.52 | 69.40 |
| Australian Parliamentary Service Level 5 | 30.02 | 34.52 | N/A | N/A | 39.03 | 45.03 | 60.04 | 75.05 |
| Australian Parliamentary Service Level 6 | 31.67 | 36.42 | N/A | N/A | 41.17 | 47.51 | 63.34 | 79.18 |
| Australian Parliamentary Executive Level 1 | 35.91 | 41.30 | N/A | N/A | 46.68 | 53.87 | 71.82 | 89.78 |
| Australian Parliamentary Executive Level 2 | 38.94 | 44.78 | N/A | N/A | 50.62 | 58.41 | 77.88 | 97.35 |
| Parliamentary Security Attendant (Entry Level) | 23.70 | 27.26 | N/A | N/A | 30.81 | 35.55 | 47.40 | 59.25 |
| Parliamentary Security Attendant (Operational) | 24.07 | 27.68 | N/A | N/A | 31.29 | 36.11 | 48.14 | 60.18 |
| Parliamentary Security Attendant (Supervisor) | 26.14 | 30.06 | N/A | N/A | 33.98 | 39.21 | 52.28 | 65.35 |
| Principal Parliamentary Security Attendant | 27.76 | 31.92 | N/A | N/A | 36.09 | 41.64 | 55.52 | 69.40 |
| Editor Level 1 | 32.13 | 36.95 | N/A | N/A | 41.77 | 48.20 | 64.26 | 80.33 |
| Editor Level 2 | 35.91 | 41.30 | N/A | N/A | 46.68 | 53.87 | 71.82 | 89.78 |
| Principal Editor | 41.97 | 48.27 | N/A | 50.36 | 54.56 | 62.96 | 83.94 | 104.93 |
| Assistant Maintenance Officer | 23.05 | 26.51 | 27.66 | N/A | 29.97 | 34.58 | 46.10 | 57.63 |
| Maintenance Officer Grade 1/2 | 24.14 | 27.76 | 28.97 | N/A | 31.38 | 36.21 | 48.28 | 60.35 |
| Maintenance Officer Grade 3 | 27.01 | 31.06 | 32.41 | N/A | 35.11 | 40.52 | 54.02 | 67.53 |
| Works Organiser | 29.55 | 33.98 | 35.46 | N/A | 38.42 | 44.33 | 59.10 | 73.88 |

| | 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% |
| | \$ | \$ | \$ | \$ | \$ | \$ | \$ | \$ |
| Maintenance Project Officer | 31.29 | 35.98 | 37.55 | N/A | 40.68 | 46.94 | 62.58 | 78.23 |
| Parliamentary Gardener Grade 1/2 | 22.92 | 26.36 | N/A | 27.50 | 29.80 | 34.38 | 45.84 | 57.30 |
| Parliamentary Gardener Grade 3 | 25.82 | 29.69 | N/A | 30.98 | 33.57 | 38.73 | 51.64 | 64.55 |
| Parliamentary Gardener Grade 4 | 26.78 | 30.80 | N/A | 32.14 | 34.81 | 40.17 | 53.56 | 66.95 |
| Supervisory Gardener | 29.31 | 33.71 | N/A | 35.17 | 38.10 | 43.97 | 58.62 | 73.28 |

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 Cadet Parliamentary Service in practical training) | 33.33 | 44.44 | 44.44 | 55.55 |
| Australian Parliamentary Service Level 2 | 36.11 | 48.14 | 48.14 | 60.18 |
| Australian Parliamentary Service Level 3 | 39.21 | 52.28 | 52.28 | 65.35 |
| Australian Parliamentary Service Level 4 | 41.64 | 55.52 | 55.52 | 69.40 |
| Australian Parliamentary Service Level 5 | 45.03 | 60.04 | 60.04 | 75.05 |
| Australian Parliamentary Service Level 6 | 47.51 | 63.34 | 63.34 | 79.18 |
| Australian Parliamentary Executive Level 1 | 53.87 | 71.82 | 71.82 | 89.78 |
| Australian Parliamentary Executive Level 2 | 58.41 | 77.88 | 77.88 | 97.35 |
| Parliamentary Security Attendant (Entry Level) | 35.55 | 47.40 | 47.40 | 59.25 |
| Parliamentary Security Attendant (Operational) | 36.11 | 48.14 | 48.14 | 60.18 |

| | 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 Security Attendant (Supervisor) | 39.21 | 52.28 | 52.28 | 65.35 |
| Principal Parliamentary Security Attendant | 41.64 | 55.52 | 55.52 | 69.40 |
| Editor Level 1 | 48.20 | 64.26 | 64.26 | 80.33 |
| Editor Level 2 | 53.87 | 71.82 | 71.82 | 89.78 |
| Principal Editor | 62.96 | 83.94 | 83.94 | 104.93 |
| Assistant Maintenance Officer | 34.58 | 46.10 | 46.10 | 57.63 |
| Maintenance Officer Grade 1/2 | 36.21 | 48.28 | 48.28 | 60.35 |
| Maintenance Officer Grade 3 | 40.52 | 54.02 | 54.02 | 67.53 |
| Works Organiser | 44.33 | 59.10 | 59.10 | 73.88 |
| Maintenance Project Officer | 46.94 | 62.58 | 62.58 | 78.23 |
| Parliamentary Gardener Grade 1/2 | 34.38 | 45.84 | 45.84 | 57.30 |
| Parliamentary Gardener Grade 3 | 38.73 | 51.64 | 51.64 | 64.55 |
| Parliamentary Gardener Grade 4 | 40.17 | 53.56 | 53.56 | 66.95 |
| Supervisory Gardener | 43.97 | 58.62 | 58.62 | 73.28 |

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) | 27.78 |
| Australian Parliamentary Service Level 2 | 30.09 |
| Australian Parliamentary Service Level 3 | 32.68 |
| Australian Parliamentary Service Level 4 | 34.70 |
| Australian Parliamentary Service Level 5 | 37.53 |
| Australian Parliamentary Service Level 6 | 39.59 |
| Australian Parliamentary Executive Level 1 | 44.89 |

| | % of ordinary hourly rate |
|--|----------------------------------|
| | 125% |
| | \$ |
| Australian Parliamentary Executive Level 2 | 48.68 |
| Parliamentary Security Attendant (Entry Level) | 29.63 |
| Parliamentary Security Attendant (Operational) | 30.09 |
| Parliamentary Security Attendant (Supervisor) | 32.68 |
| Principal Parliamentary Security Attendant | 34.70 |
| Editor Level 1 | 40.16 |
| Editor Level 2 | 44.89 |
| Principal Editor | 52.46 |
| Assistant Maintenance Officer | 28.81 |
| Maintenance Officer Grade 1/2 | 30.18 |
| Maintenance Officer Grade 3 | 33.76 |
| Works Organiser | 36.94 |
| Maintenance Project Officer | 39.11 |
| Parliamentary Gardener Grade 1/2 | 28.65 |
| Parliamentary Gardener Grade 3 | 32.28 |
| Parliamentary Gardener Grade 4 | 33.48 |
| Supervisory Gardener | 36.64 |

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) | 33.33 | 44.44 | 44.44 | 55.55 |
| Australian Parliamentary Service Level 2 | 36.11 | 48.14 | 48.14 | 60.18 |
| Australian Parliamentary Service Level 3 | 39.21 | 52.28 | 52.28 | 65.35 |
| Australian Parliamentary Service Level 4 | 41.64 | 55.52 | 55.52 | 69.40 |

| | 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 5 | 45.03 | 60.04 | 60.04 | 75.05 |
| Australian Parliamentary Service Level 6 | 47.51 | 63.34 | 63.34 | 79.18 |
| Australian Parliamentary Executive Level 1 | 53.87 | 71.82 | 71.82 | 89.78 |
| Australian Parliamentary Executive Level 2 | 58.41 | 77.88 | 77.88 | 97.35 |
| Parliamentary Security Attendant (Entry Level) | 35.55 | 47.40 | 47.40 | 59.25 |
| Parliamentary Security Attendant (Operational) | 36.11 | 48.14 | 48.14 | 60.18 |
| Parliamentary Security Attendant (Supervisor) | 39.21 | 52.28 | 52.28 | 65.35 |
| Principal Parliamentary Security Attendant | 41.64 | 55.52 | 55.52 | 69.40 |
| Editor Level 1 | 48.20 | 64.26 | 64.26 | 80.33 |
| Editor Level 2 | 53.87 | 71.82 | 71.82 | 89.78 |
| Principal Editor | 62.96 | 83.94 | 83.94 | 104.93 |
| Assistant Maintenance Officer | 34.58 | 46.10 | 46.10 | 57.63 |
| Maintenance Officer Grade 1/2 | 36.21 | 48.28 | 48.28 | 60.35 |
| Maintenance Officer Grade 3 | 40.52 | 54.02 | 54.02 | 67.53 |
| Works Organiser | 44.33 | 59.10 | 59.10 | 73.88 |
| Maintenance Project Officer | 46.94 | 62.58 | 62.58 | 78.23 |
| Parliamentary Gardener Grade 1/2 | 34.38 | 45.84 | 45.84 | 57.30 |
| Parliamentary Gardener Grade 3 | 38.73 | 51.64 | 51.64 | 64.55 |
| Parliamentary Gardener Grade 4 | 40.17 | 53.56 | 53.56 | 66.95 |
| Supervisory Gardener | 43.97 | 58.62 | 58.62 | 73.28 |

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) | 27.78 | 31.11 | N/A | N/A | 34.44 | 38.89 | 50.00 | 61.11 |
| Australian Parliamentary Service Level 2 | 30.09 | 33.70 | N/A | N/A | 37.31 | 42.12 | 54.16 | 66.19 |
| Australian Parliamentary Service Level 3 | 32.68 | 36.60 | N/A | N/A | 40.52 | 45.75 | 58.82 | 71.89 |
| Australian Parliamentary Service Level 4 | 34.70 | 38.86 | N/A | N/A | 43.03 | 48.58 | 62.46 | 76.34 |
| Australian Parliamentary Service Level 5 | 37.53 | 42.03 | N/A | N/A | 46.53 | 52.54 | 67.55 | 82.56 |
| Australian Parliamentary Service Level 6 | 39.59 | 44.34 | N/A | N/A | 49.09 | 55.42 | 71.26 | 87.09 |
| Australian Parliamentary Executive Level 1 | 44.89 | 50.27 | N/A | N/A | 55.66 | 62.84 | 80.80 | 98.75 |
| Australian Parliamentary Executive Level 2 | 48.68 | 54.52 | N/A | N/A | 60.36 | 68.15 | 87.62 | 107.09 |
| Parliamentary Security Attendant (Entry Level) | 29.63 | 33.18 | N/A | N/A | 36.74 | 41.48 | 53.33 | 65.18 |
| Parliamentary Security Attendant (Operational) | 30.09 | 33.70 | N/A | N/A | 37.31 | 42.12 | 54.16 | 66.19 |
| Parliamentary Security Attendant (Supervisor) | 32.68 | 36.60 | N/A | N/A | 40.52 | 45.75 | 58.82 | 71.89 |
| Principal Parliamentary Security Attendant | 34.70 | 38.86 | N/A | N/A | 43.03 | 48.58 | 62.46 | 76.34 |
| Editor Level 1 | 40.16 | 44.98 | N/A | N/A | 49.80 | 56.23 | 72.29 | 88.36 |
| Editor Level 2 | 44.89 | 50.27 | N/A | N/A | 55.66 | 62.84 | 80.80 | 98.75 |
| Principal Editor | 52.46 | 58.76 | N/A | N/A | 65.05 | 73.45 | 94.43 | 115.42 |

| | 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% |
| | \$ | \$ | \$ | \$ | \$ | \$ | \$ | \$ |
| Assistant Maintenance Officer | 28.81 | 32.27 | 33.42 | N/A | 35.73 | 40.34 | 51.86 | 63.39 |
| Maintenance Officer Grade 1/2 | 30.18 | 33.80 | 35.00 | N/A | 37.42 | 42.25 | 54.32 | 66.39 |
| Maintenance Officer Grade 3 | 33.76 | 37.81 | 39.16 | N/A | 41.87 | 47.27 | 60.77 | 74.28 |
| Works Organiser | 36.94 | 41.37 | 42.85 | N/A | 45.80 | 51.71 | 66.49 | 81.26 |
| Maintenance Project Officer | 39.11 | 43.81 | 45.37 | N/A | 48.50 | 54.76 | 70.40 | 86.05 |
| Parliamentary Gardener Grade 1/2 | 28.65 | 32.09 | N/A | 33.23 | 35.53 | 40.11 | 51.57 | 63.03 |
| Parliamentary Gardener Grade 3 | 32.28 | 36.15 | N/A | 37.44 | 40.02 | 45.19 | 58.10 | 71.01 |
| Parliamentary Gardener Grade 4 | 33.48 | 37.49 | N/A | 38.83 | 41.51 | 46.87 | 60.26 | 73.65 |
| Supervisory Gardener | 36.64 | 41.03 | N/A | 42.50 | 45.43 | 51.29 | 65.95 | 80.60 |

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) | 33.33 | 44.44 | 44.44 | 55.55 |
| Australian Parliamentary Service Level 2 | 36.11 | 48.14 | 48.14 | 60.18 |
| Australian Parliamentary Service Level 3 | 39.21 | 52.28 | 52.28 | 65.35 |
| Australian Parliamentary Service Level 4 | 41.64 | 55.52 | 55.52 | 69.40 |
| Australian Parliamentary Service Level 5 | 45.03 | 60.04 | 60.04 | 75.05 |

| | 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 6 | 47.51 | 63.34 | 63.34 | 79.18 |
| Australian Parliamentary Executive Level 1 | 53.87 | 71.82 | 71.82 | 89.78 |
| Australian Parliamentary Executive Level 2 | 58.41 | 77.88 | 77.88 | 97.35 |
| Parliamentary Security Attendant (Entry Level) | 35.55 | 47.40 | 47.40 | 59.25 |
| Parliamentary Security Attendant (Operational) | 36.11 | 48.14 | 48.14 | 60.18 |
| Parliamentary Security Attendant (Supervisor) | 39.21 | 52.28 | 52.28 | 65.35 |
| Principal Parliamentary Security Attendant | 41.64 | 55.52 | 55.52 | 69.40 |
| Editor Level 1 | 48.20 | 64.26 | 64.26 | 80.33 |
| Editor Level 2 | 53.87 | 71.82 | 71.82 | 89.78 |
| Principal Editor | 62.96 | 83.94 | 83.94 | 104.93 |
| Assistant Maintenance Officer | 34.58 | 46.10 | 46.10 | 57.63 |
| Maintenance Officer Grade 1/2 | 36.21 | 48.28 | 48.28 | 60.35 |
| Maintenance Officer Grade 3 | 40.52 | 54.02 | 54.02 | 67.53 |
| Works Organiser | 44.33 | 59.10 | 59.10 | 73.88 |
| Maintenance Project Officer | 46.94 | 62.58 | 62.58 | 78.23 |
| Parliamentary Gardener Grade 1/2 | 34.38 | 45.84 | 45.84 | 57.30 |
| Parliamentary Gardener Grade 3 | 38.73 | 51.64 | 51.64 | 64.55 |
| Parliamentary Gardener Grade 4 | 40.17 | 53.56 | 53.56 | 66.95 |
| Supervisory Gardener | 43.97 | 58.62 | 58.62 | 73.28 |

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 = **\$24.07**.

| Allowance | Clause | Payable | % of the standard rate | \$ |
|--|---------------|----------------|-------------------------------|-----------|
| First aid | 11.14 | weekly | 51.32 | 12.35 |
| Community language | 11.15 | weekly | | |
| Rate 1 | | | 87.76 | 21.12 |
| Rate 2 | | | 175.56 | 42.26 |
| Licence | 11.16 | weekly | | |
| Plumbing trade | | | 133.43 | 32.12 |
| Electrical trade | | | 108.42 | 26.10 |
| Employees in charge – gardening or maintenance | 11.17 | per annum | | |
| One but not more than five | | | 9636.09 | 2319.41 |
| Six but not more than ten | | | 12,221.38 | 2941.69 |
| More than ten | | | 16,285.06 | 3919.81 |

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 | 332.80 | 10.95 | 366.50 | 12.07 | 436.60 | 14.37 |
| Plus 1 year out of school | 366.50 | 12.07 | 436.60 | 14.37 | 508.10 | 16.73 |
| Plus 2 years out of school | 436.60 | 14.37 | 508.10 | 16.73 | 591.30 | 19.45 |
| Plus 3 years out of school | 508.10 | 16.73 | 591.30 | 19.45 | 677.00 | 22.26 |

| | 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 | 591.30 | 19.45 | 677.00 | 22.26 | | |
| Plus 5 or more years out of school | 677.00 | 22.26 | | | | |

(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 | 332.80 | 10.95 | 366.50 | 12.07 | 424.80 | 13.99 |
| Plus 1 year out of school | 366.50 | 12.07 | 424.80 | 13.99 | 488.60 | 16.08 |
| Plus 2 years out of school | 424.80 | 13.99 | 488.60 | 16.08 | 573.10 | 18.87 |
| Plus 3 years out of school | 488.60 | 16.08 | 573.10 | 18.87 | 653.70 | 21.52 |
| Plus 4 years out of school | 573.10 | 18.87 | 653.70 | 21.52 | | |
| Plus 5 or more years out of school | 653.70 | 21.52 | | | | |

(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 | 332.80 | 10.95 | 366.50 | 12.07 | 424.80 | 13.99 |
| Plus 1 year out of school | 366.50 | 12.07 | 424.80 | 13.99 | 478.20 | 15.73 |

| | 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 2 years out of school | 424.80 | 13.99 | 478.20 | 15.73 | 534.30 | 17.57 |
| Plus 3 years out of school | 478.20 | 15.73 | 534.30 | 17.57 | 595.20 | 19.58 |
| Plus 4 years out of school | 534.30 | 17.57 | 595.20 | 19.58 | | |
| Plus 5 or more years out of school | 595.20 | 19.58 | | | | |

(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 | 703.20 | 23.12 | 730.40 | 24.03 |
| Wage Level B | 678.40 | 22.29 | 704.40 | 23.15 |
| Wage Level C | 617.40 | 20.31 | 640.70 | 21.08 |

(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 |
| \$ | \$ |
| 10.95 | 12.07 |

B. This determination comes into operation from 1 July 2019. In accordance with s.166(5) of the *Fair Work Act 2009* this determination does not take effect until the start of the first full pay period that starts on or after 1 July 2019.

PRESIDENT