



# DRAFT DETERMINATION

*Fair Work Act 2009*  
s.285—Annual wage review

## Annual Wage Review 2018–19 (C2019/1)

### AUSTRALIAN GOVERNMENT INDUSTRY AWARD 2016 [MA000153]

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 12.3(a) and inserting the following:

<b>Classification Level</b>	<b>Minimum Annual Pay Rate (36.75 hours per week) \$</b>	<b>Minimum Hourly Pay Rate \$</b>
AG level 1	42,599	22.22
AG level 2	46,145	24.07
AG level 3	50,114	26.14
AG level 4	53,219	27.76
AG level 5	57,552	30.02
AG level 6	60,715	31.67
AG level 7	68,844	35.91
AG level 8	74,653	38.94
TRAINEES		
Cadet (practical training)	42,599	22.22
Trainee (Technical)	44,688	23.31

2. By deleting the amounts “11.57”, “14.22” and “17.45” appearing in clause 13.5 and inserting “11.92”, “14.64” and “17.97” respectively.
3. By deleting the table appearing in clause F.5.4 and inserting the following:

<b>Classification Level</b>	<b>Minimum Annual Pay Rate (36.75 hours/week) \$</b>	<b>Minimum Hourly Pay Rate \$</b>
AFTRS level 1	43,538	22.71
AFTRS level 2	47,238	24.64
AFTRS level 3	51,321	26.77
AFTRS level 4	54,638	28.50
AFTRS level 5	58,952	30.75
AFTRS level 6	62,537	32.62
AFTRS level 7	71,394	37.24
AFTRS level 8	75,554	39.41
Teaching/Training level B	67,023	34.96
Teaching/Training level C	80,328	41.90
Teaching/Training level D	92,444	48.22
Teaching/Training level E	112,439	58.65

4. By deleting the amounts “1033.96” and “2067.89” appearing in clause H.6.1 and inserting “1064.93” and “2129.83” respectively.
5. By deleting the amount “\$21,064.70” appearing in clause H.8.3 and inserting “\$21,695.65”.
6. By deleting the amount “\$21,064.70” appearing in clause H.10.1(a) and inserting “\$21,695.65”.
7. By deleting the table appearing in clause H.11.1(b) and inserting the following:

<b>Allowance</b>	<b>Clause</b>	<b>Payable</b>	<b>% of standard rate</b>	<b>\$</b>
Community language allowance – CLA rate 1	H.6.1	Yearly	4424.31	1064.93
Community language allowance – CLA rate 2	H.6.1	Yearly	8848.48	2129.83
District Allowance – Eligible dependant/eligible partner income	H.8.3	Yearly income less than	90,135.64	21,695.65
District Allowance – Eligible dependant/eligible partner income	H.10.1(a)	Yearly income less than	90,135.64	21,695.65

8. By deleting the amount “\$30.87” appearing in clause I.5.1 and inserting “\$31.79”.
9. By deleting the amount “\$8097.44” appearing in clause I.6.1(a) and inserting “\$8339.98”.
10. By deleting the amount “\$6255.46” appearing in clause I.6.1(b) and inserting “\$6442.83”.
11. By deleting the table appearing in clause I.17.4 and inserting the following:

<b>Classification Level</b>	<b>Pay point</b>	<b>Annual salary \$</b>	<b>Hourly rate (inclusive of leave loading) \$</b>
<b>AMSA Level 7</b>	1 <sup>st</sup> point	97,026	50.61
	Minimum	95,434	49.78
<b>AMSA Level 6</b>	4 <sup>th</sup> point	92,501	48.25
	3 <sup>rd</sup> point	87,670	45.73
	2 <sup>nd</sup> point	82,877	43.23
	1 <sup>st</sup> point	78,065	40.72
	Minimum	71,758	37.43
<b>AMSA Level 5</b>	5 <sup>th</sup> point	67,847	35.39
	4 <sup>th</sup> point	66,237	34.55
	3 <sup>rd</sup> point	64,607	33.70
	2 <sup>nd</sup> point	62,978	32.85
	1 <sup>st</sup> point	61,329	31.99
	Minimum	59,699	31.14
<b>AMSA Level 4</b>	4 <sup>th</sup> point	58,741	30.64
	3 <sup>rd</sup> point	57,380	29.93
	2 <sup>nd</sup> point	56,038	29.23
	1 <sup>st</sup> point	53,354	27.83
	Minimum	51,072	26.64
<b>AMSA Level 3</b>	4 <sup>th</sup> point	51,877	27.06
	3 <sup>rd</sup> point	49,769	25.96
	2 <sup>nd</sup> point	48,848	25.48
	1 <sup>st</sup> point	47,641	24.85
	Minimum	46,414	24.21
<b>AMSA Level 2</b>	3 <sup>rd</sup> point	45,340	23.65
	2 <sup>nd</sup> point	44,056	22.98

<b>Classification Level</b>	<b>Pay point</b>	<b>Annual salary \$</b>	<b>Hourly rate (inclusive of leave loading) \$</b>
	1 <sup>st</sup> point	42,829	22.34
	Minimum	41,448	21.62
<b>AMSA Level 1</b>	3 <sup>rd</sup> point	40,758	21.26
	2 <sup>nd</sup> point	39,589	20.65
	1 <sup>st</sup> point	38,438	20.05
	Minimum	37,384	19.50

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

<b>Allowance</b>	<b>Clause</b>	<b>Payable</b>	<b>% of standard rate</b>	<b>\$</b>
Field allowance	I.5.1	Per day	132.08	31.79
International Labour Organization allowance – port office	I.6.1(a)	Annually	34,648.85	8339.98
International Labour Organization allowance – Canberra office	I.6.1(b)	Annually	26,767.07	6442.83

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

<b>Remuneration Band</b>	<b>Minimum Salary per annum \$</b>
Graduate trainee (Band 1)	39,272
1	41,984
2	52,497
3	67,144
4	89,887

14. By deleting the amount “\$1.55” appearing in clause K.3.1 and inserting “\$1.60”.
15. By deleting the amount “\$2.82” appearing in clause K.3.2 and inserting “\$2.91”.
16. By deleting the amount “\$4.14” appearing in clause K.3.3(a) and inserting “\$4.26”.
17. By deleting the amount “\$5.19” appearing in clause K.3.3(b) and inserting “\$5.34”.

18. By deleting the amount “\$8.11” appearing in clause K.3.4 and inserting “\$8.35”.
19. By deleting the amount “\$3.65” appearing in clause K.3.5 and inserting “\$3.75”.
20. By deleting the amount “\$24.68” appearing in clause K.3.6(a)(i) and inserting “\$25.42”.
21. By deleting the amount “\$29.76” appearing in clause K.3.6(a)(ii) and inserting “\$30.65”.
22. By deleting the amount “\$35.65” appearing in clause K.3.6(a)(iii) and inserting “\$36.72”.
23. By deleting the amount “\$1.42” appearing in clause K.3.8(a)(i) and inserting “\$1.47”.
24. By deleting the amount “\$1.87” appearing in clause K.3.8(a)(ii) and inserting “\$1.93”.
25. By deleting the table appearing in clause K.16.1(b) and inserting the following:

<b>Allowance</b>	<b>Clause</b>	<b>Payable</b>	<b>% of standard rate</b>	<b>\$</b>
Insanitary allowance	K.3.1	Per day	6.65	1.60
Aquatic ponds	K.3.2	Per day	12.08	2.91
Spray gangs	K.3.3(a)	Per day	17.7	4.26
Spray gangs – high pressure spray equipment	K.3.3(b)	Per day	22.2	5.34
Work in rain	K.3.4	Per day	34.71	8.35
Heights (trees)	K.3.5	Per day	15.6	3.75
Leading hands (not more than 5 employees)	K.3.6(a)(i)	Per week	105.62	25.42
Leading hands (6-10 employees)	K.3.6(a)(ii)	Per week	127.35	30.65
Leading hands (more than 10 employees)	K.3.6(a)(iii)	Per week	152.55	36.72
Spray work (GSO 8)	K.3.8(a)(i)	Per day	6.09	1.47
Spray work (GSO 8 – high pressure equipment)	K.3.8(a)(ii)	Per day	8.01	1.93

26. By deleting the amount “\$7.89” appearing in clause L.4.4 and inserting “\$8.13”.
27. By deleting the amounts “\$12.92” and “\$9.68” appearing in clause L.4.5 and inserting “\$13.30” and “\$9.97” respectively.
28. By deleting the amount “\$1642.48” appearing in clause L.9.1 and inserting “\$1691.68”.

29. By deleting the table appearing in clause L.13 and inserting the following:

<b>Classification Level</b>	<b>Stream</b>	<b>Minimum Annual Pay Rate (36.75 hours per week) \$</b>	<b>Hourly rate \$</b>
Airworthiness Officer A	Air Safety Regulator	59,354	30.96
Airworthiness Officer B		67,770	35.35
Airworthiness Officer C		75,458	39.36
Airworthiness Officer D		80,653	42.07
Flying Operations Inspector Level 1	Flying Operations	84,526	44.09
Flying Operations Inspector Level 2		88,399	46.11
Level 3 - 29,000 to 50,000kg		101,435	52.91
Level 3 - 50,000 to 70,000kg		107,915	56.29
Level 3 - 70,000 to 140,000kg		113,743	59.33
Level 3 - 140,000kg to 250,000kg		123,482	64.41
Level 3 - over 250,000kg	145,586	75.94	
Manager Flying Operations	Manager	103,371	53.92

30. By deleting the amount “\$8209.42” appearing in clause L.14.4(b) and inserting “\$8455.31”.

31. By deleting the table appearing in clause L.15.1(b) and inserting the following:

<b>Allowance</b>	<b>Clause</b>	<b>Payable</b>	<b>% of standard rate</b>	<b>\$</b>
Allowance for travel at difficult times	L.4.4	each continuous period	33.77	8.13
Flying disability allowance – aerial surveillance	L.4.5	hourly	55.27	13.30
Flying disability allowance – on the job training	L.4.5	hourly	41.41	9.97
Loss of license	L.9.1	annually	7028.15	1691.68
Team Leader	L.14.4(b)	annually	35,128.01	8455.31

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

<b>Classification</b>	<b>Minimum salary \$</b>
Electorate Officer A	50,720
Electorate Officer B	52,694
Electorate Officer C	58,102

33. By deleting the amount "\$1.14" appearing in clause N.3.1 and inserting "\$1.17".
34. By deleting the amount "\$0.81" appearing in clause N.3.2 and inserting "\$0.84".
35. By deleting the amount "\$1.14" appearing in clause N.3.3 and inserting "\$1.17".
36. By deleting the amount "\$0.81" appearing in clause N.3.4 and inserting "\$0.84".
37. By deleting the amount "\$0.83" appearing in clause N.4.1 and inserting "\$0.86".
38. By deleting the amount "\$0.66" appearing in clause N.4.2 and inserting "\$0.68".
39. By deleting the amounts "\$4.86" and "\$1.00" appearing in clause N.5 and inserting "\$5.01" and "\$1.03" respectively.
40. By deleting the table appearing in clause N.10.1(b) and inserting the following:

<b>Allowance</b>	<b>Clause</b>	<b>Payable</b>	<b>% of standard rate</b>	<b>\$</b>
Welding				
Aluminium MIG	N.3.1	hourly	4.87	1.17
Aluminium TIG	N.3.2	hourly	3.47	0.84
Plasma arc process	N.3.3	hourly	4.87	1.17
Other welding	N.3.4	hourly	3.47	0.84
Epoxy-based materials – with catalyst hardener and reactive additives or two-page catalyst systems	N.4.1	hourly	3.56	0.86
Epoxy-based materials – in close proximity	N.4.2	hourly	2.81	0.68
Scaffolding				
For the first four hours or part thereof	N.5	first four hours	20.8	5.01
Per additional hour	N.5	hourly	4.26	1.03

41. By deleting the amount "\$1541.22" appearing in clause O.7.2 and inserting "\$1587.38".

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

<b>Classification</b>	<b>Annual allowance \$</b>
Cadet Journalist	1738.61
Level 1 Journalist	2326.19
Level 2 Journalist	3132.83
Level 3 and Level 4 Journalist	3410.77

43. By deleting the amount “\$55,325.05” appearing in clause O.11.1(a) and inserting “\$56,982.20”.

44. By deleting the amount “\$55,325.05” appearing in clause O.12.7(a) and inserting “\$56,982.20”.

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

<b>Classification</b>	<b>\$</b>
Cadet Journalist	39,746
Broadcaster 1; Broadcaster Journalist Level 1	48,604
Broadcaster 2; Broadcaster Journalist Level 2	60,087
Broadcaster 3; Broadcaster Journalist Level 3	64,236
Journalist 1	48,604
Journalist 2	60,087
Journalist 3	64,236
Journalist 4	73,506
Operations Officer Level 1	41,052
Operations Officer Level 2	51,025
Operations Officer Level 3	55,961
Operations Officer Level 4	60,820
Operations Officer Level 5	62,644
Operations Officer Level 6	63,927
Information Technology Officer Level 1	47,264
Information Technology Officer Level 2	49,749

<b>Classification</b>	<b>\$</b>
Information Technology Officer Level 3	54,787
Information Technology Officer Level 4	60,820

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

<b>Allowance</b>	<b>Clause</b>	<b>Payable</b>	<b>% of standard rate</b>	<b>\$</b>
Language Allowance	O.7.2	Annually	6594.85	1587.38
Visual Display Terminal Allowances – Cadet Journalist	O.7.4(a)	Annually	7223.14	1738.61
Visual Display Terminal Allowances – Journalist Level 1	O.7.4(a)	Annually	9664.26	2326.19
Visual Display Terminal Allowances – Journalist Level 2	O.7.4(a)	Annually	13,015.50	3132.83
Visual Display Terminal Allowances – Journalist Level 3 and 4	O.7.4(a)	Annually	14,170.21	3410.77
Journalist Level 4 – per annum amount for calculation of overtime	O.11.1(a), O.12.7(a)	Annually	236,735.36	56,982.20

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:

	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per week</b>	<b>per week</b>	<b>per week</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	332.80	366.50	436.60
Plus 1 year out of school	366.50	436.60	508.10
Plus 2 years out of school	436.60	508.10	591.30
Plus 3 years out of school	508.10	591.30	677.00
Plus 4 years out of school	591.30	677.00	
Plus 5 or more years out of school	677.00		

**(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:

	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per week</b>	<b>per week</b>	<b>per week</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	332.80	366.50	424.80
Plus 1 year out of school	366.50	424.80	488.60
Plus 2 years out of school	424.80	488.60	573.10
Plus 3 years out of school	488.60	573.10	653.70
Plus 4 years out of school	573.10	653.70	
Plus 5 or more years out of school	653.70		

**(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:

	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per week</b>	<b>per week</b>	<b>per week</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	332.80	366.50	424.80
Plus 1 year out of school	366.50	424.80	478.20
Plus 2 years out of school	424.80	478.20	534.30

	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per week</b>	<b>per week</b>	<b>per week</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Plus 3 years out of school	478.20	534.30	595.20
Plus 4 years out of school	534.30	595.20	
Plus 5 or more years out of school	595.20		

**(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:

<b>Wage level</b>	<b>First year of</b>	<b>Second and</b>
	<b>traineeship</b>	<b>subsequent years of</b>
	<b>per week</b>	<b>traineeship</b>
	<b>\$</b>	<b>per week</b>
	<b>\$</b>	<b>\$</b>
Wage Level A	703.20	730.40
Wage Level B	678.40	704.40
Wage Level C	617.40	640.70

**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:

	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per hour</b>	<b>per hour</b>	<b>per hour</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	10.95	12.07	14.37
Plus 1 year out of school	12.07	14.37	16.73
Plus 2 years out of school	14.37	16.73	19.45
Plus 3 years out of school	16.73	19.45	22.26

	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per hour</b>	<b>per hour</b>	<b>per hour</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Plus 4 years out of school	19.45	22.26	
Plus 5 or more years out of school	22.26		

**(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:

	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per hour</b>	<b>per hour</b>	<b>per hour</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	10.95	12.07	13.99
Plus 1 year out of school	12.07	13.99	16.08
Plus 2 years out of school	13.99	16.08	18.87
Plus 3 years out of school	16.08	18.87	21.52
Plus 4 years out of school	18.87	21.52	
Plus 5 or more years out of school	21.52		

**(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:

	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per hour</b>	<b>per hour</b>	<b>per hour</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	10.95	12.07	13.99
Plus 1 year out of school	12.07	13.99	15.73
Plus 2 years out of school	13.99	15.73	17.57
Plus 3 years out of school	15.73	17.57	19.58
Plus 4 years out of school	17.57	19.58	
Plus 5 or more years out of school	19.58		

**(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:

<b>Year of schooling</b>	
<b>Year 11 or lower</b>	<b>Year 12</b>
<b>per hour</b>	<b>per hour</b>
<b>\$</b>	<b>\$</b>
10.95	12.07

**(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:

<b>Wage level</b>	<b>First year of traineeship</b>	<b>Second and subsequent years of traineeship</b>
	<b>per hour</b>	<b>per hour</b>
	<b>\$</b>	<b>\$</b>
Wage Level A	23.12	24.03
Wage Level B	22.29	23.15
Wage Level C	20.31	21.08

**(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 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