



DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2018–19 (C2019/1)

AIRSERVICES AUSTRALIA ENTERPRISE AWARD 2016 [MA000141]

Commonwealth employment

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

SYDNEY, 20 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 11.1 and inserting the following:

Classification	Per annum \$
Air Traffic Controller—Academy Trainee	44,968
Air Traffic Controller—Field Trainee	54,941
Air Traffic Controller	65,327
Unit Tower Supervisor	72,845
Check & Standardisation Supervisor — Air Traffic Control	77,184
Systems Supervisor	77,184

2. By deleting the table appearing in clause 11.2 and inserting the following:

Classification	Per annum \$
Airways Data Team—Trainee	40,276
Airways Data Team—Officer	41,111
Airways Data Team—Supervisor	54,793

3. By deleting the table appearing in clause 11.3 and inserting the following:

Classification	Per annum \$
Simulator Support Specialist—Trainee	40,276
Simulator Support Specialist—Level 1	41,111
Simulator Support Specialist—Level 2	47,109
Simulator Support Specialist—Classroom Trainer	50,490
Simulator Support Specialist—Supervisor	54,793

4. By deleting the table appearing in clause 11.4 and inserting the following:

Classification	Per annum \$
Flight Data Coordinator—Trainee	40,276
Flight Data Coordinator—Officer	41,111
Flight Data Coordinator—Supervisor	54,793

5. By deleting the table appearing in clause 11.5 and inserting the following:

Classification	Per annum \$
Aviation Communications Specialist—Trainee	41,803
Aviation Communications Specialist— Journeyman	50,190
Aviation Communications Specialist	56,468
Check & Standardisation Supervisor— Upper Air Space High Frequency	59,192
High Frequency Shift Manager	62,709

6. By deleting the table appearing in clause 11.6 and inserting the following:

Classification	Per annum \$
Traffic Management Officer—Trainee	41,803
Traffic Management Officer—Journeyman	50,190
Traffic Management Officer	56,468
Check & Standardisation Supervisor— National Operations Centre	59,192
National Operations Supervisor	62,709

7. By deleting the table appearing in clause 11.7 and inserting the following:

Classification	Per annum \$
Recruit	42,440
Trainee Fire Fighter—Level 1	43,270
Trainee Fire Fighter—Level 2	45,391
Leading Fire Fighter	47,190
Sub-Station Officer	47,950
Station Officer	50,799
Fire Commander	60,636

8. By deleting the table appearing in clause 11.8 and inserting the following:

Classification	Per annum \$
Administrative Services—Level 1	41,403
Administrative Services—Level 2	44,962
Administrative Services—Level 3	48,903
Administrative Services—Level 4	52,061
Administrative Services—Level 5	56,361
Administrative Services—Level 6	61,530
Administrative Services—Level 7	70,871
Administrative Services—Level 8	82,435
Administrative Services—Level 9	86,199

9. By deleting the table appearing in clause 11.9 and inserting the following:

Classification	Per annum \$
Technology Professional—Level 1	49,916
Technology Professional—Level 2	59,675

Classification	Per annum \$
Technology Professional—Level 3	73,619
Technology Professional—Level 4	86,073

10. By deleting the table appearing in clause 11.10 and inserting the following:

Classification	Per annum \$
Technical Employee—Level 1	46,101
Technical Employee—Level 2	51,443
Technical Employee—Level 3	53,613
Technical Employee—Level 4	59,782
Technical Employee—Level 5	67,789
Technical Employee—Level 6	73,619
Technical Employee—Level 7	86,073

11. By deleting the amount “\$2,104.24” appearing in clause 12.7(a) and inserting “\$2,167.36”.

12. By deleting the amount “\$4,276.74” appearing in clause 12.7(b) and inserting “\$4,405.03”.

13. By deleting the table appearing in clause 12.8(a) and inserting the following:

Classification level	A - Kingsford Smith Airport	(a) - Moorabbin, Archerfield, Jandakot, Bankstown, Parafield	B - Melbourne, Brisbane, Perth, Adelaide, Cairns, Canberra
	\$	\$	\$
UTS/C&SS	4405.03	3083.95	3083.95
ATC	3347.83	2026.85	2026.85
Field Trainee	2820.07	1497.50	1497.50

14. By deleting the amount “\$52,889” appearing in clause 12.13(a) and inserting “\$54,476”.

15. By deleting the amount “\$14.69” appearing in clause 12.15(a) and inserting “\$15.13”.

16. By deleting the amount “\$26.87” appearing in clause 12.19(a) and inserting “\$27.67”.

17. By deleting the amount “\$30.72” appearing in clause 12.19(b) and inserting “\$31.64”.

- 18. By deleting the amount “\$19.16” appearing in clause 12.19(c) and inserting “\$19.73”.
- 19. By deleting the amount “\$23.02” appearing in clause 12.19(d) and inserting “\$23.71”.
- 20. By deleting the amount “\$0.70” appearing in clause 12.20(b) and inserting “\$0.72”.
- 21. By deleting the amount “\$0.53” appearing in clause 12.20(c) and inserting “\$0.54”.
- 22. By deleting the amount “\$0.70” appearing in clause 12.20(d) and inserting “\$0.72”.
- 23. By deleting the amount “\$0.36” appearing in clause 12.20(e) and inserting “\$0.37”.
- 24. By deleting the amounts “\$0.53” and “\$0.70” appearing in clause 12.20(f)(i) and inserting “\$0.54” and “\$0.72” respectively.
- 25. By deleting the amount “\$0.53” appearing in clause 12.20(g) and inserting “\$0.54”.
- 26. By deleting the amount “\$1.41” appearing in clause 12.20(h) and inserting “\$1.45”.
- 27. By deleting the amount “\$0.59” appearing in clause 12.20(i) and inserting “\$0.61”.
- 28. By deleting the table appearing in clause 12.21(a) and inserting the following:

Location	Amount per annum
	\$
Category 1	2053.37
Category 2	4946.85
Category 3	5900.93

- 29. By deleting the amount “\$33,871” appearing in clause 13.1(a) and inserting “\$34,887”.
- 30. By deleting the amount “\$33,871” appearing in clause 14.1(b) and inserting “\$34,887”.
- 31. By deleting the amount “\$2.92” appearing in clause 17.9(b) and inserting “\$3.01”.
- 32. By deleting the table appearing in clause B.2 and inserting the following:

	Day
	ordinary rate—100%
	\$
Air Traffic Controller	
Air Traffic Controller—Academy Trainee	23.94
Air Traffic Controller—Field Trainee	29.26
Air Traffic Controller	34.79
Unit Tower Supervisor	38.79

	Day
	ordinary rate—100%
	\$
Check & Standardisation Supervisor—Air Traffic Control	41.10
Systems Supervisor	41.10
Airways Data Team	
Airways Data Team—Trainee	21.45
Airways Data Team—Officer	21.89
Airways Data Team—Supervisor	29.18
Simulator Support Specialist	
Simulator Support Specialist—Trainee	21.45
Simulator Support Specialist—Level 1	21.89
Simulator Support Specialist—Level 2	25.08
Simulator Support Specialist—Classroom Trainer	26.88
Simulator Support Specialist—Supervisor	29.18
Flight Data Coordinator	
Flight Data Coordinator—Trainee	21.45
Flight Data Coordinator—Officer	21.89
Flight Data Coordinator—Supervisor	29.18
Upper Air Space High Frequency	
Aviation Communications Specialist—Trainee	22.26
Aviation Communications Specialist—Journeyman	26.73
Aviation Communications Specialist	30.07
Check & Standardisation Supervisor—Upper Air Space High Frequency	31.52
High Frequency Shift Manager	33.39
National Operations Centre	
Traffic Management Officer—Trainee	22.26
Traffic Management Officer—Journeyman	26.73
Traffic Management Officer	30.07
Check & Standardisation Supervisor—National Operations Centre	31.52
National Operations Supervisor	33.39
Aviation Rescue Fire Fighter	
Recruit	21.41
Trainee Fire Fighter—Level 1	21.83
Trainee Fire Fighter—Level 2	22.90
Leading Fire Fighter	23.81
Sub-Station Officer	24.19

	Day
	ordinary rate—100%
	\$
Station Officer	25.63
Fire Commander	30.59
Administrative Services	
Administrative Services—Level 1	21.60
Administrative Services—Level 2	23.45
Administrative Services—Level 3	25.51
Administrative Services—Level 4	27.16
Administrative Services—Level 5	29.40
Administrative Services—Level 6	32.09
Administrative Services—Level 7	36.97
Administrative Services—Level 8	43.00
Administrative Services—Level 9	44.96
Technology Professional	
Technology Professional—Level 1	26.04
Technology Professional—Level 2	31.13
Technology Professional—Level 3	38.40
Technology Professional—Level 4	44.90
Technical Employee	
Technical Employee—Level 1	24.05
Technical Employee—Level 2	26.83
Technical Employee—Level 3	27.97
Technical Employee—Level 4	31.18
Technical Employee—Level 5	35.36
Technical Employee—Level 6	38.40
Technical Employee—Level 7	44.90

33. By deleting the table appearing in clause B.3 and inserting the following:

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public Holiday
	150%	200%	200%	250%
	\$	\$	\$	\$
Air Traffic Controller				
Air Traffic Controller— Academy Trainee	35.91	47.88	47.88	59.85
Air Traffic Controller— Field Trainee	43.89	58.52	58.52	73.15

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public Holiday
	150%	200%	200%	250%
	\$	\$	\$	\$
Air Traffic Controller	52.19	69.58	69.58	86.98
Unit Tower Supervisor	58.19	77.58	77.58	96.98
Check & Standardisation Supervisor—Air Traffic Control	61.65	82.20	82.20	102.75
Systems Supervisor	61.65	82.20	82.20	102.75
Airways Data Team				
Airways Data Team— Trainee	32.18	42.90	42.90	53.63
Airways Data Team— Officer	32.84	43.78	43.78	54.73
Airways Data Team— Supervisor	43.77	58.36	58.36	72.95
Simulator Support Specialist				
Simulator Support Specialist—Trainee	32.18	42.90	42.90	53.63
Simulator Support Specialist—Level 1	32.84	43.78	43.78	54.73
Simulator Support Specialist—Level 2	37.62	50.16	50.16	62.70
Simulator Support Specialist—Classroom Trainer	40.32	53.76	53.76	67.20
Simulator Support Specialist—Supervisor	43.77	58.36	58.36	72.95
Flight Data Coordinator				
Flight Data Coordinator— Trainee	32.18	42.90	42.90	53.63
Flight Data Coordinator— Officer	32.84	43.78	43.78	54.73
Flight Data Coordinator— Supervisor	43.77	58.36	58.36	72.95
Upper Air Space High Frequency				
Aviation Communications Specialist—Trainee	33.39	44.52	44.52	55.65
Aviation Communications Specialist—Journeyman	40.10	53.46	53.46	66.83

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public Holiday
	150%	200%	200%	250%
	\$	\$	\$	\$
Aviation Communications Specialist	45.11	60.14	60.14	75.18
Check & Standardisation Supervisor—Upper Air Space High Frequency	47.28	63.04	63.04	78.80
High Frequency Shift Manager	50.09	66.78	66.78	83.48
National Operations Centre				
Traffic Management Officer—Trainee	33.39	44.52	44.52	55.65
Traffic Management Officer—Journeyman	40.10	53.46	53.46	66.83
Traffic Management Officer	45.11	60.14	60.14	75.18
Check & Standardisation Supervisor—National Operations Centre	47.28	63.04	63.04	78.80
National Operations Supervisor	50.09	66.78	66.78	83.48
Aviation Rescue Fire Fighter				
Recruit	32.12	42.82	42.82	53.53
Trainee Fire Fighter—Level 1	32.75	43.66	43.66	54.58
Trainee Fire Fighter—Level 2	34.35	45.80	45.80	57.25
Leading Fire Fighter	35.72	47.62	47.62	59.53
Sub-Station Officer	36.29	48.38	48.38	60.48
Station Officer	38.45	51.26	51.26	64.08
Fire Commander	45.89	61.18	61.18	76.48
Administrative Services				
Administrative Services—Level 1	32.40	43.20	43.20	54.00
Administrative Services—Level 2	35.18	46.90	46.90	58.63
Administrative Services—Level 3	38.27	51.02	51.02	63.78

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public Holiday
	150%	200%	200%	250%
	\$	\$	\$	\$
Administrative Services— Level 4	40.74	54.32	54.32	67.90
Administrative Services— Level 5	44.10	58.80	58.80	73.50
Administrative Services— Level 6	48.14	64.18	64.18	80.23
Administrative Services— Level 7	55.46	73.94	73.94	92.43
Administrative Services— Level 8	64.50	86.00	86.00	107.50
Administrative Services— Level 9	67.44	89.92	89.92	112.40
Technology Professional				
Technology Professional—Level 1	39.06	52.08	52.08	65.10
Technology Professional—Level 2	46.70	62.26	62.26	77.83
Technology Professional—Level 3	57.60	76.80	76.80	96.00
Technology Professional—Level 4	67.35	89.80	89.80	112.25
Technical Employee				
Technical Employee— Level 1	36.08	48.10	48.10	60.13
Technical Employee— Level 2	40.25	53.66	53.66	67.08
Technical Employee— Level 3	41.96	55.94	55.94	69.93
Technical Employee— Level 4	46.77	62.36	62.36	77.95
Technical Employee— Level 5	53.04	70.72	70.72	88.40
Technical Employee— Level 6	57.60	76.80	76.80	96.00
Technical Employee— Level 7	67.35	89.80	89.80	112.25

34. By deleting the table appearing in clause B.4 and inserting the following:

	Night	Continuous night	Saturday	Sunday	Public holiday
	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$
Air Traffic Controller					
Air Traffic Controller— Academy Trainee	27.53	31.12	35.91	47.88	59.85
Air Traffic Controller— Field Trainee	33.65	38.04	43.89	58.52	73.15
Air Traffic Controller	40.01	45.23	52.19	69.58	86.98
Unit Tower Supervisor	44.61	50.43	58.19	77.58	96.98
Check & Standardisation Supervisor—Air Traffic Control	47.27	53.43	61.65	82.20	102.75
Systems Supervisor	47.27	53.43	61.65	82.20	102.75
Airways Data Team					
Airways Data Team— Trainee	24.67	27.89	32.18	42.90	53.63
Airways Data Team— Officer	25.17	28.46	32.84	43.78	54.73
Airways Data Team— Supervisor	33.56	37.93	43.77	58.36	72.95
Simulator Support Specialist					
Simulator Support Specialist—Trainee	24.67	27.89	32.18	42.90	53.63
Simulator Support Specialist—Level 1	25.17	28.46	32.84	43.78	54.73
Simulator Support Specialist—Level 2	28.84	32.60	37.62	50.16	62.70
Simulator Support Specialist—Classroom Trainer	30.91	34.94	40.32	53.76	67.20
Simulator Support Specialist—Supervisor	33.56	37.93	43.77	58.36	72.95
Flight Data Coordinator					
Flight Data Coordinator— Trainee	24.67	27.89	32.18	42.90	53.63
Flight Data Coordinator— Officer	25.17	28.46	32.84	43.78	54.73
Flight Data Coordinator— Supervisor	33.56	37.93	43.77	58.36	72.95

	Night	Continuous night	Saturday	Sunday	Public holiday
	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$
Upper Air Space High Frequency					
Aviation Communications Specialist—Trainee	25.60	28.94	33.39	44.52	55.65
Aviation Communications Specialist—Journeyman	30.74	34.75	40.10	53.46	66.83
Aviation Communications Specialist	34.58	39.09	45.11	60.14	75.18
Check & Standardisation Supervisor— Upper Air Space High Frequency	36.25	40.98	47.28	63.04	78.80
High Frequency Shift Manager	38.40	43.41	50.09	66.78	83.48
National Operations Centre					
Traffic Management Officer—Trainee	25.60	28.94	33.39	44.52	55.65
Traffic Management Officer—Journeyman	30.74	34.75	40.10	53.46	66.83
Traffic Management Officer	34.58	39.09	45.11	60.14	75.18
Check & Standardisation Supervisor—National Operations Centre	36.25	40.98	47.28	63.04	78.80
National Operations Supervisor	38.40	43.41	50.09	66.78	83.48
Aviation Rescue Fire Fighter					
Recruit	24.62	27.83	32.12	42.82	53.53
Trainee Fire Fighter—Level 1	25.10	28.38	32.75	43.66	54.58
Trainee Fire Fighter—Level 2	26.34	29.77	34.35	45.80	57.25
Leading Fire Fighter	27.38	30.95	35.72	47.62	59.53
Sub-Station Officer	27.82	31.45	36.29	48.38	60.48
Station Officer	29.47	33.32	38.45	51.26	64.08
Fire Commander	35.18	39.77	45.89	61.18	76.48
Administrative Services					
Administrative Services—Level 1	24.84	28.08	32.40	43.20	54.00

	Night	Continuous night	Saturday	Sunday	Public holiday
	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$
Administrative Services— Level 2	26.97	30.49	35.18	46.90	58.63
Administrative Services— Level 3	29.34	33.16	38.27	51.02	63.78
Administrative Services— Level 4	31.23	35.31	40.74	54.32	67.90
Administrative Services— Level 5	33.81	38.22	44.10	58.80	73.50
Administrative Services— Level 6	36.90	41.72	48.14	64.18	80.23
Administrative Services— Level 7	42.52	48.06	55.46	73.94	92.43
Administrative Services— Level 8	49.45	55.90	64.50	86.00	107.50
Administrative Services— Level 9	51.70	58.45	67.44	89.92	112.40
Technology Professional					
Technology Professional— Level 1	29.95	33.85	39.06	52.08	65.10
Technology Professional— Level 2	35.80	40.47	46.70	62.26	77.83
Technology Professional— Level 3	44.16	49.92	57.60	76.80	96.00
Technology Professional— Level 4	51.64	58.37	67.35	89.80	112.25
Technical Employee					
Technical Employee— Level 1	27.66	31.27	36.08	48.10	60.13
Technical Employee— Level 2	30.85	34.88	40.25	53.66	67.08
Technical Employee— Level 3	32.17	36.36	41.96	55.94	69.93
Technical Employee— Level 4	35.86	40.53	46.77	62.36	77.95
Technical Employee— Level 5	40.66	45.97	53.04	70.72	88.40

	Night	Continuous night	Saturday	Sunday	Public holiday
	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$
Technical Employee— Level 6	44.16	49.92	57.60	76.80	96.00
Technical Employee— Level 7	51.64	58.37	67.35	89.80	112.25

35. By deleting the table appearing in clause B.5 and inserting the following:

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	150%	200%	200%	250%
	\$	\$	\$	\$
Air Traffic Controller				
Air Traffic Controller— Academy Trainee	35.91	47.88	47.88	59.85
Air Traffic Controller—Field Trainee	43.89	58.52	58.52	73.15
Air Traffic Controller	52.19	69.58	69.58	86.98
Unit Tower Supervisor	58.19	77.58	77.58	96.98
Check & Standardisation Supervisor—Air Traffic Control	61.65	82.20	82.20	102.75
Systems Supervisor	61.65	82.20	82.20	102.75
Airways Data Team				
Airways Data Team—Trainee	32.18	42.90	42.90	53.63
Airways Data Team—Officer	32.84	43.78	43.78	54.73
Airways Data Team— Supervisor	43.77	58.36	58.36	72.95
Simulator Support Specialist				
Simulator Support Specialist— Trainee	32.18	42.90	42.90	53.63
Simulator Support Specialist— Level 1	32.84	43.78	43.78	54.73
Simulator Support Specialist— Level 2	37.62	50.16	50.16	62.70
Simulator Support Specialist— Classroom Trainer	40.32	53.76	53.76	67.20
Simulator Support Specialist— Supervisor	43.77	58.36	58.36	72.95

Flight Data Coordinator				
Flight Data Coordinator— Trainee	32.18	42.90	42.90	53.63
Flight Data Coordinator— Officer	32.84	43.78	43.78	54.73
Flight Data Coordinator— Supervisor	43.77	58.36	58.36	72.95
Upper Air Space High Frequency				
Aviation Communications Specialist—Trainee	33.39	44.52	44.52	55.65
Aviation Communications Specialist—Journeyman	40.10	53.46	53.46	66.83
Aviation Communications Specialist	45.11	60.14	60.14	75.18
Check & Standardisation Supervisor—Upper Air Space High Frequency	47.28	63.04	63.04	78.80
High Frequency Shift Manager	50.09	66.78	66.78	83.48
National Operations Centre				
Traffic Management Officer— Trainee	33.39	44.52	44.52	55.65
Traffic Management Officer— Journeyman	40.10	53.46	53.46	66.83
Traffic Management Officer	45.11	60.14	60.14	75.18
Check & Standardisation Supervisor—National Operations Centre	47.28	63.04	63.04	78.80
National Operations Supervisor	50.09	66.78	66.78	83.48
Aviation Rescue Fire Fighter				
Recruit	32.12	42.82	42.82	53.53
Trainee Fire Fighter—Level 1	32.75	43.66	43.66	54.58
Trainee Fire Fighter—Level 2	34.35	45.80	45.80	57.25
Leading Fire Fighter	35.72	47.62	47.62	59.53
Sub-Station Officer	36.29	48.38	48.38	60.48
Station Officer	38.45	51.26	51.26	64.08
Fire Commander	45.89	61.18	61.18	76.48
Administrative Services				
Administrative Services— Level 1	32.40	43.20	43.20	54.00
Administrative Services— Level 2	35.18	46.90	46.90	58.63
Administrative Services— Level 3	38.27	51.02	51.02	63.78

Administrative Services— Level 4	40.74	54.32	54.32	67.90
Administrative Services— Level 5	44.10	58.80	58.80	73.50
Administrative Services— Level 6	48.14	64.18	64.18	80.23
Administrative Services— Level 7	55.46	73.94	73.94	92.43
Administrative Services— Level 8	64.50	86.00	86.00	107.50
Administrative Services— Level 9	67.44	89.92	89.92	112.40
Technology Professional				
Technology Professional— Level 1	39.06	52.08	52.08	65.10
Technology Professional— Level 2	46.70	62.26	62.26	77.83
Technology Professional— Level 3	57.60	76.80	76.80	96.00
Technology Professional— Level 4	67.35	89.80	89.80	112.25
Technical Employee				
Technical Employee—Level 1	36.08	48.10	48.10	60.13
Technical Employee—Level 2	40.25	53.66	53.66	67.08
Technical Employee—Level 3	41.96	55.94	55.94	69.93
Technical Employee—Level 4	46.77	62.36	62.36	77.95
Technical Employee—Level 5	53.04	70.72	70.72	88.40
Technical Employee—Level 6	57.60	76.80	76.80	96.00
Technical Employee—Level 7	67.35	89.80	89.80	112.25

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

	Day
	ordinary rate – 125%
	\$
Air Traffic Controller	
Air Traffic Controller—Academy Trainee	29.93
Air Traffic Controller—Field Trainee	36.58
Air Traffic Controller	43.49
Unit Tower Supervisor	48.49
Check & Standardisation Supervisor—Air Traffic Control	51.38
Systems Supervisor	51.38

	Day
	ordinary rate – 125%
	\$
Airways Data Team	
Airways Data Team—Trainee	26.81
Airways Data Team—Officer	27.36
Airways Data Team—Supervisor	36.48
Simulator Support Specialist	
Simulator Support Specialist—Trainee	26.81
Simulator Support Specialist—Level 1	27.36
Simulator Support Specialist—Level 2	31.35
Simulator Support Specialist—Classroom Trainer	33.60
Simulator Support Specialist—Supervisor	36.48
Flight Data Coordinator	
Flight Data Coordinator—Trainee	26.81
Flight Data Coordinator—Officer	27.36
Flight Data Coordinator—Supervisor	36.48
Upper Air Space High Frequency	
Aviation Communications Specialist—Trainee	27.83
Aviation Communications Specialist—Journeyman	33.41
Aviation Communications Specialist	37.59
Check & Standardisation Supervisor—Upper Air Space High Frequency	39.40
High Frequency Shift Manager	41.74
National Operations Centre	
Traffic Management Officer—Trainee	27.83
Traffic Management Officer—Journeyman	33.41
Traffic Management Officer	37.59
Check & Standardisation Supervisor—National Operations Centre	39.40
National Operations Supervisor	41.74
Aviation Rescue Fire Fighter	
Recruit	26.76
Trainee Fire Fighter—Level 1	27.29
Trainee Fire Fighter—Level 2	28.63
Leading Fire Fighter	29.76
Sub-Station Officer	30.24
Station Officer	32.04
Fire Commander	38.24

	Day
	ordinary rate – 125%
	\$
Administrative Services	
Administrative Services—Level 1	27.00
Administrative Services—Level 2	29.31
Administrative Services—Level 3	31.89
Administrative Services—Level 4	33.95
Administrative Services—Level 5	36.75
Administrative Services—Level 6	40.11
Administrative Services—Level 7	46.21
Administrative Services—Level 8	53.75
Administrative Services—Level 9	56.20
Technology Professional	
Technology Professional—Level 1	32.55
Technology Professional—Level 2	38.91
Technology Professional—Level 3	48.00
Technology Professional—Level 4	56.13
Technical Employee	
Technical Employee—Level 1	30.06
Technical Employee—Level 2	33.54
Technical Employee—Level 3	34.96
Technical Employee—Level 4	38.98
Technical Employee—Level 5	44.20
Technical Employee—Level 6	48.00
Technical Employee—Level 7	56.13

37. By deleting the table appearing in clause B.7 and inserting the following:

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	150%	200%	200%	250%
	\$	\$	\$	\$
Air Traffic Controller				
Air Traffic Controller— Academy Trainee	35.91	47.88	47.88	59.85
Air Traffic Controller— Field Trainee	43.89	58.52	58.52	73.15
Air Traffic Controller	52.19	69.58	69.58	86.98
Unit Tower Supervisor	58.19	77.58	77.58	96.98

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	150%	200%	200%	250%
	\$	\$	\$	\$
Check & Standardisation Supervisor— Air Traffic Control	61.65	82.20	82.20	102.75
Systems Supervisor	61.65	82.20	82.20	102.75
Airways Data Team				
Airways Data Team— Trainee	32.18	42.90	42.90	53.63
Airways Data Team— Officer	32.84	43.78	43.78	54.73
Airways Data Team— Supervisor	43.77	58.36	58.36	72.95
Simulator Support Specialist				
Simulator Support Specialist—Trainee	32.18	42.90	42.90	53.63
Simulator Support Specialist—Level 1	32.84	43.78	43.78	54.73
Simulator Support Specialist—Level 2	37.62	50.16	50.16	62.70
Simulator Support Specialist—Classroom Trainer	40.32	53.76	53.76	67.20
Simulator Support Specialist—Supervisor	43.77	58.36	58.36	72.95
Flight Data Coordinator				
Flight Data Coordinator— Trainee	32.18	42.90	42.90	53.63
Flight Data Coordinator— Officer	32.84	43.78	43.78	54.73
Flight Data Coordinator— Supervisor	43.77	58.36	58.36	72.95
Upper Air Space High Frequency				
Aviation Communications Specialist—Trainee	33.39	44.52	44.52	55.65
Aviation Communications Specialist—Journeyman	40.10	53.46	53.46	66.83
Aviation Communications Specialist	45.11	60.14	60.14	75.18

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	150%	200%	200%	250%
	\$	\$	\$	\$
Check & Standardisation Supervisor—Upper Air Space High Frequency	47.28	63.04	63.04	78.80
High Frequency Shift Manager	50.09	66.78	66.78	83.48
National Operations Centre				
Traffic Management Officer—Trainee	33.39	44.52	44.52	55.65
Traffic Management Officer—Journeyman	40.10	53.46	53.46	66.83
Traffic Management Officer	45.11	60.14	60.14	75.18
Check & Standardisation Supervisor—National Operations Centre	47.28	63.04	63.04	78.80
National Operations Supervisor	50.09	66.78	66.78	83.48
Aviation Rescue Fire Fighter				
Recruit	32.12	42.82	42.82	53.53
Trainee Fire Fighter— Level 1	32.75	43.66	43.66	54.58
Trainee Fire Fighter— Level 2	34.35	45.80	45.80	57.25
Leading Fire Fighter	35.72	47.62	47.62	59.53
Sub-Station Officer	36.29	48.38	48.38	60.48
Station Officer	38.45	51.26	51.26	64.08
Fire Commander	45.89	61.18	61.18	76.48
Administrative Services				
Administrative Services— Level 1	32.40	43.20	43.20	54.00
Administrative Services— Level 2	35.18	46.90	46.90	58.63
Administrative Services— Level 3	38.27	51.02	51.02	63.78
Administrative Services— Level 4	40.74	54.32	54.32	67.90

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	150%	200%	200%	250%
	\$	\$	\$	\$
Administrative Services— Level 5	44.10	58.80	58.80	73.50
Administrative Services— Level 6	48.14	64.18	64.18	80.23
Administrative Services— Level 7	55.46	73.94	73.94	92.43
Administrative Services— Level 8	64.50	86.00	86.00	107.50
Administrative Services— Level 9	67.44	89.92	89.92	112.40
Technology Professional				
Technology Professional— Level 1	39.06	52.08	52.08	65.10
Technology Professional— Level 2	46.70	62.26	62.26	77.83
Technology Professional— Level 3	57.60	76.80	76.80	96.00
Technology Professional— Level 4	67.35	89.80	89.80	112.25
Technical Employee				
Technical Employee— Level 1	36.08	48.10	48.10	60.13
Technical Employee— Level 2	40.25	53.66	53.66	67.08
Technical Employee— Level 3	41.96	55.94	55.94	69.93
Technical Employee— Level 4	46.77	62.36	62.36	77.95
Technical Employee— Level 5	53.04	70.72	70.72	88.40
Technical Employee— Level 6	57.60	76.80	76.80	96.00
Technical Employee— Level 7	67.35	89.80	89.80	112.25

38. By deleting the table appearing in clause B.8 and inserting the following:

	Night	Continuous night	Saturday	Sunday	Public holiday
	140%	155%	175%	225%	275%
	\$	\$	\$	\$	\$
Air Traffic Controller					
Air Traffic Controller— Academy Trainee	33.52	37.11	41.90	53.87	65.84
Air Traffic Controller—Field Trainee	40.96	45.35	51.21	65.84	80.47
Air Traffic Controller	48.71	53.92	60.88	78.28	95.67
Unit Tower Supervisor	54.31	60.12	67.88	87.28	106.67
Check & Standardisation Supervisor—Air Traffic Control	57.54	63.71	71.93	92.48	113.03
Systems Supervisor	57.54	63.71	71.93	92.48	113.03
Airways Data Team					
Airways Data Team— Trainee	30.03	33.25	37.54	48.26	58.99
Airways Data Team—Officer	30.65	33.93	38.31	49.25	60.20
Airways Data Team— Supervisor	40.85	45.23	51.07	65.66	80.25
Simulator Support Specialist					
Simulator Support Specialist—Trainee	30.03	33.25	37.54	48.26	58.99
Simulator Support Specialist—Level 1	30.65	33.93	38.31	49.25	60.20
Simulator Support Specialist—Level 2	35.11	38.87	43.89	56.43	68.97
Simulator Support Specialist—Classroom Trainer	37.63	41.66	47.04	60.48	73.92
Simulator Support Specialist—Supervisor	40.85	45.23	51.07	65.66	80.25
Flight Data Coordinator					
Flight Data Coordinator— Trainee	30.03	33.25	37.54	48.26	58.99
Flight Data Coordinator— Officer	30.65	33.93	38.31	49.25	60.20
Flight Data Coordinator— Supervisor	40.85	45.23	51.07	65.66	80.25

	Night	Continuous night	Saturday	Sunday	Public holiday
	140%	155%	175%	225%	275%
	\$	\$	\$	\$	\$
Upper Air Space High Frequency					
Aviation Communications Specialist—Trainee	31.16	34.50	38.96	50.09	61.22
Aviation Communications Specialist—Journeyman	37.42	41.43	46.78	60.14	73.51
Aviation Communications Specialist	42.10	46.61	52.62	67.66	82.69
Check & Standardisation Supervisor—Upper Air Space High Frequency	44.13	48.86	55.16	70.92	86.68
High Frequency Shift Manager	46.75	51.75	58.43	75.13	91.82
National Operations Centre					
Traffic Management Officer—Trainee	31.16	34.50	38.96	50.09	61.22
Traffic Management Officer—Journeyman	37.42	41.43	46.78	60.14	73.51
Traffic Management Officer	42.10	46.61	52.62	67.66	82.69
Check & Standardisation Supervisor—National Operations Centre	44.13	48.86	55.16	70.92	86.68
National Operations Supervisor	46.75	51.75	58.43	75.13	91.82
Aviation Rescue Fire Fighter					
Recruit	29.97	33.19	37.47	48.17	58.88
Trainee Fire Fighter—Level 1	30.56	33.84	38.20	49.12	60.03
Trainee Fire Fighter—Level 2	32.06	35.50	40.08	51.53	62.98
Leading Fire Fighter	33.33	36.91	41.67	53.57	65.48
Sub-Station Officer	33.87	37.49	42.33	54.43	66.52
Station Officer	35.88	39.73	44.85	57.67	70.48
Fire Commander	42.83	47.41	53.53	68.83	84.12
Administrative Services					
Administrative Services—Level 1	30.24	33.48	37.80	48.60	59.40
Administrative Services—Level 2	32.83	36.35	41.04	52.76	64.49

	Night	Continuous night	Saturday	Sunday	Public holiday
	140%	155%	175%	225%	275%
	\$	\$	\$	\$	\$
Administrative Services— Level 3	35.71	39.54	44.64	57.40	70.15
Administrative Services— Level 4	38.02	42.10	47.53	61.11	74.69
Administrative Services— Level 5	41.16	45.57	51.45	66.15	80.85
Administrative Services— Level 6	44.93	49.74	56.16	72.20	88.25
Administrative Services— Level 7	51.76	57.30	64.70	83.18	101.67
Administrative Services— Level 8	60.20	66.65	75.25	96.75	118.25
Administrative Services— Level 9	62.94	69.69	78.68	101.16	123.64
Technology Professional					
Technology Professional— Level 1	36.46	40.36	45.57	58.59	71.61
Technology Professional— Level 2	43.58	48.25	54.48	70.04	85.61
Technology Professional— Level 3	53.76	59.52	67.20	86.40	105.60
Technology Professional— Level 4	62.86	69.60	78.58	101.03	123.48
Technical Employee					
Technical Employee— Level 1	33.67	37.28	42.09	54.11	66.14
Technical Employee— Level 2	37.56	41.59	46.95	60.37	73.78
Technical Employee— Level 3	39.16	43.35	48.95	62.93	76.92
Technical Employee— Level 4	43.65	48.33	54.57	70.16	85.75
Technical Employee— Level 5	49.50	54.81	61.88	79.56	97.24
Technical Employee— Level 6	53.76	59.52	67.20	86.40	105.60
Technical Employee— Level 7	62.86	69.60	78.58	101.03	123.48

39. By deleting the table appearing in clause B.9 and inserting the following:

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	150%	200%	200%	250%
	\$	\$	\$	\$
Air Traffic Controller				
Air Traffic Controller—Academy Trainee	35.91	47.88	47.88	59.85
Air Traffic Controller—Field Trainee	43.89	58.52	58.52	73.15
Air Traffic Controller	52.19	69.58	69.58	86.98
Unit Tower Supervisor	58.19	77.58	77.58	96.98
Check & Standardisation Supervisor—Air Traffic Control	61.65	82.20	82.20	102.75
Systems Supervisor	61.65	82.20	82.20	102.75
Airways Data Team				
Airways Data Team—Trainee	32.18	42.90	42.90	53.63
Airways Data Team—Officer	32.84	43.78	43.78	54.73
Airways Data Team—Supervisor	43.77	58.36	58.36	72.95
Simulator Support Specialist				
Simulator Support Specialist—Trainee	32.18	42.90	42.90	53.63
Simulator Support Specialist—Level 1	32.84	43.78	43.78	54.73
Simulator Support Specialist—Level 2	37.62	50.16	50.16	62.70
Simulator Support Specialist—Classroom Trainer	40.32	53.76	53.76	67.20
Simulator Support Specialist—Supervisor	43.77	58.36	58.36	72.95
Flight Data Coordinator				
Flight Data Coordinator—Trainee	32.18	42.90	42.90	53.63
Flight Data Coordinator—Officer	32.84	43.78	43.78	54.73
Flight Data Coordinator—Supervisor	43.77	58.36	58.36	72.95
Upper Air Space High Frequency				
Aviation Communications Specialist—Trainee	33.39	44.52	44.52	55.65
Aviation Communications Specialist—Journeyman	40.10	53.46	53.46	66.83
Aviation Communications	45.11	60.14	60.14	75.18

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	150%	200%	200%	250%
	\$	\$	\$	\$
Specialist				
Check & Standardisation Supervisor—Upper Air Space High Frequency	47.28	63.04	63.04	78.80
High Frequency Shift Manager	50.09	66.78	66.78	83.48
National Operations Centre				
Traffic Management Officer— Trainee	33.39	44.52	44.52	55.65
Traffic Management Officer— Journeyman	40.10	53.46	53.46	66.83
Traffic Management Officer	45.11	60.14	60.14	75.18
Check & Standardisation Supervisor—National Operations Centre	47.28	63.04	63.04	78.80
National Operations Supervisor	50.09	66.78	66.78	83.48
Aviation Rescue Fire Fighter				
Recruit	32.12	42.82	42.82	53.53
Trainee Fire Fighter—Level 1	32.75	43.66	43.66	54.58
Trainee Fire Fighter—Level 2	34.35	45.80	45.80	57.25
Leading Fire Fighter	35.72	47.62	47.62	59.53
Sub-Station Officer	36.29	48.38	48.38	60.48
Station Officer	38.45	51.26	51.26	64.08
Fire Commander	45.89	61.18	61.18	76.48
Administrative Services				
Administrative Services—Level 1	32.40	43.20	43.20	54.00
Administrative Services—Level 2	35.18	46.90	46.90	58.63
Administrative Services—Level 3	38.27	51.02	51.02	63.78
Administrative Services—Level 4	40.74	54.32	54.32	67.90
Administrative Services—Level 5	44.10	58.80	58.80	73.50
Administrative Services—Level 6	48.14	64.18	64.18	80.23
Administrative Services—Level 7	55.46	73.94	73.94	92.43
Administrative Services—Level 8	64.50	86.00	86.00	107.50
Administrative Services—Level 9	67.44	89.92	89.92	112.40
Technology Professional				
Technology Professional—Level 1	39.06	52.08	52.08	65.10
Technology Professional—Level 2	46.70	62.26	62.26	77.83
Technology Professional—Level 3	57.60	76.80	76.80	96.00

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	150%	200%	200%	250%
	\$	\$	\$	\$
Technology Professional—Level 4	67.35	89.80	89.80	112.25
Technical Employee				
Technical Employee—Level 1	36.08	48.10	48.10	60.13
Technical Employee—Level 2	40.25	53.66	53.66	67.08
Technical Employee—Level 3	41.96	55.94	55.94	69.93
Technical Employee—Level 4	46.77	62.36	62.36	77.95
Technical Employee—Level 5	53.04	70.72	70.72	88.40
Technical Employee—Level 6	57.60	76.80	76.80	96.00
Technical Employee—Level 7	67.35	89.80	89.80	112.25

40. By deleting clause C.1 and inserting the following:

C.1 Wage Related Allowances

The wage related allowances in this award are based on the standard rate as defined in Schedule G as the minimum weekly wage for an employee at the Administrative Services—Level 3 classification based on the annual salary set out in clause 11.8 – **\$937.40**.

Allowance	Clause	Payable	Description	% of the standard rate	\$
Airport category allowance	12.7	annually	Category 7 or 8 airport:	231.21	2,167.36
			Category 9 or higher:	469.92	4,405.03
Complexity allowance	12.8	annually	UTS – Syd:	469.92	4,405.03
			ATC – Syd:	357.14	3,347.83
			Field Trainee – Syd:	300.84	2,820.07
			UTS- (a) and B:	328.99	3,083.95
			ATC- (a) and B:	216.22	2,026.85
			Field Trainee- (a) and B:	159.75	1,497.50
Surveillance Advisory Service (SAS) Allowance	12.9		5% of salary	n/a	-
Simultaneous Operations Allowance	12.10		% of salary - See clause 12.10	n/a	-

Allowance	Clause	Payable	Description	% of the standard rate	\$
First aid	12.15	weekly		1.6140	15.13
On the Job Training Instructor	12.16	annually	6.5% of salary	n/a	-
Optical Fibre and Filled Cable	12.19	weekly	Directly supervising the laying, terminating, maintenance or removal of optical fibre cable:	2.9520	27.67
			Directly supervising jointing work of optical fibre:	3.3750	31.64
			Directly supervising the laying, terminating, maintenance or removal of filled cable:	2.1050	19.73
			Directly supervising jointing work of filled cable:	2.5290	23.71
Special Rates					
Confined spaces	12.20(b)	hourly		0.0770	0.72
Dirty Work	12.20(c)	hourly		0.0580	0.54
Epoxy-based materials	12.20(d)	hourly		0.0770	0.72
Height money	12.20(e)	hourly		0.0400	0.37
Hot places	12.20(f)	hourly	46-54 degrees Celsius:	0.0580	0.54
			Above 54 degrees Celsius:	0.0770	0.72
Wet place	12.20(g)	hourly		0.0580	0.54
Explosive powered tools	12.20(h)	daily		0.1550	1.45
Towers	12.20(i)	hourly		0.0650	0.61
Representative allowance	12.21	annually	Cat 1:	219.05	2,053.37
			Cat 2:	527.72	4,946.85
			Cat 3:	629.50	5,900.93

41. By deleting clause F.5.1 and inserting the following:

F.5.1 Minimum wages for traineeships

(a) Wage Level A

Subject to clause F.5.2 and F.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 F.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
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 F.5.2 and F.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 F.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 F.5.2 and F.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 F.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
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 F.5.2 and F.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 F.5.2 and F.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 F.5.2 and F.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

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