



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2019–20
(C2020/1)

AIRPORT EMPLOYEES AWARD 2020
[MA000049]

Airport operations

JUSTICE ROSS, PRESIDENT
VICE PRESIDENT CATANZARITI
DEPUTY PRESIDENT ASBURY
COMMISSIONER HAMPTON
MR FERGUSON
PROFESSOR WOODEN
MS LABINE-ROMAIN

MELBOURNE, XX JUNE 2020

Annual Wage Review 2019–20.

A. Further to the decision issued by the majority of the Expert Panel in the Annual Wage Review 2019–20 on 19 June 2020 [[2020] FWCFB 3500], the above award is varied as follows:

- By deleting the table appearing in clause 19.1(a) and inserting the following:

Classification	Minimum annual rate (full-time employee)	Minimum hourly rate
	\$	\$
Technical services assistant	44,033	22.21
Technical services officer Level 1	45,772	23.09
Technical services officer Level 2	47,378	23.90
Technical services officer Level 3	50,448	25.45
Technical services officer Level 4	53,450	26.96
Technical services officer Level 5	54,682	27.58
Technical services officer Level 6	56,284	28.39

Classification	Minimum annual rate (full-time employee)	Minimum hourly rate
	\$	\$
Technical services officer Level 7	59,361	29.95
Technical services officer Level 8	60,961	30.75
Technical services officer Level 9	65,777	33.18
Technical services officer Level 10	70,594	35.61

2. By deleting the table appearing in clause 19.1(b) and inserting the following:

Classification	Minimum annual rate (full-time employee)	Minimum hourly rate
	\$	\$
Administrative services officer Level 1	43,069	21.73
Administrative services officer Level 2	48,678	24.56
Administrative services officer Level 3	53,120	26.80
Administrative services officer Level 4	57,155	28.83
Administrative services officer Level 5	62,315	31.44
Administrative services officer Level 6	69,102	34.86
Administrative services officer Level 7	74,483	37.57

3. By deleting the table appearing in clause 19.1(c) and inserting the following:

Classification	Minimum annual rate (full-time employee)	Minimum hourly rate
	\$	\$
Ground services officer Level 1	40,826	20.59
Ground services officer Level 2	41,784	21.08
Ground services officer Level 3	42,744	21.56

Classification	Minimum annual rate (full-time employee)	Minimum hourly rate
	\$	\$
Ground services officer Level 4	44,033	22.21
Ground services officer Level 5	45,772	23.09
Ground services officer Level 6	47,378	23.90
Ground services officer Level 7	48,849	24.64
Ground services officer Level 8	49,809	25.13
Ground services officer Level 9	50,448	25.45
Ground services officer Level 10	51,093	25.77
Ground services officer Level 11	52,056	26.26

4. By deleting the table appearing in clause 19.1(d) and inserting the following:

Classification	Minimum annual rate (full-time employee)	Minimum hourly rate
	\$	\$
Professional engineer Level 1		
—Pay point 1	56,773	28.64
—Pay point 2	58,972	29.75
—Pay point 3	61,118	30.83
Professional engineer Level 2	64,173	32.37
Professional engineer Level 3	70,593	35.61
Professional engineer Level 4	77,009	38.85
Professional engineer Level 5	86,119	43.44

5. By deleting the amount "\$0.87" appearing in clause 21.2(a)(i) and inserting "\$0.89".
6. By deleting the amount "\$1.99" appearing in clause 21.2(a)(iii) and inserting "\$2.03".
7. By deleting the amounts "\$1.30" and "\$1.99" appearing in clause 21.2(a)(iv) and inserting "\$1.32" and "\$2.03" respectively.
8. By deleting the amount "\$33.74" appearing in clause 21.2(b)(i) and inserting "\$34.33".
9. By deleting the amount "\$17.30" appearing in clause 21.2(c) and inserting "\$17.60".

10. By deleting the table appearing in clause 21.2(d)(ii) and inserting the following:

	Employees with dependants	Employees without dependants
	\$ per annum	
Alice Springs	3160.06	1725.27
Darwin	3160.06	1725.27
Mt Isa	3160.06	1725.27
Tennant Creek	6293.71	3890.65
Townsville	1311.56	660.18
Yulara	3160.06	1725.27

11. By deleting the table appearing in clause B.1.1 and inserting the following:

	Day	Night shift	Non-rotating night	Saturday¹	Sunday²	Public holiday
	% of minimum hourly rate					
	100%	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$
Technical services assistant	22.21	25.54	28.87	33.32	44.42	55.53
Technical services officer Level 1	23.09	26.55	30.02	34.64	46.18	57.73
Technical services officer Level 2	23.90	27.49	31.07	35.85	47.80	59.75
Technical services officer Level 3	25.45	29.27	33.09	38.18	50.90	63.63
Technical services officer Level 4	26.96	31.00	35.05	40.44	53.92	67.40
Technical services officer Level 5	27.58	31.72	35.85	41.37	55.16	68.95
Technical services officer Level 6	28.39	32.65	36.91	42.59	56.78	70.98
Technical services officer Level 7	29.95	34.44	38.94	44.93	59.90	74.88
Technical services officer Level 8	30.75	35.36	39.98	46.13	61.50	76.88
Technical services officer Level 9	33.18	38.16	43.13	49.77	66.36	82.95

	Day	Night shift	Non-rotating night	Saturday¹	Sunday²	Public holiday
	% of minimum hourly rate					
	100%	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$
Technical services officer Level 10	35.61	40.95	46.29	53.42	71.22	89.03

12. By deleting the table appearing in clause B.1.2 and inserting the following:

	Monday to Saturday		Sunday
	First 3 hours	After first 3 hours	All hours worked
	% of minimum hourly rate		
	150%	200%	200%
	\$	\$	\$
Technical services assistant	33.32	44.42	44.42
Technical services officer Level 1	34.64	46.18	46.18
Technical services officer Level 2	35.85	47.80	47.80
Technical services officer Level 3	38.18	50.90	50.90
Technical services officer Level 4	40.44	53.92	53.92
Technical services officer Level 5	41.37	55.16	55.16
Technical services officer Level 6	42.59	56.78	56.78
Technical services officer Level 7	44.93	59.90	59.90
Technical services officer Level 8	46.13	61.50	61.50
Technical services officer Level 9	49.77	66.36	66.36
Technical services officer Level 10	*	*	*

13. By deleting the table appearing in clause B.1.3 and inserting the following:

	Monday to Friday		Saturday and Sunday
	First 3 hours	After first 3 hours	All hours worked
	% of minimum hourly rate		
	150%	200%	200%
	\$	\$	\$
Technical services assistant	33.32	44.42	44.42
Technical services officer Level 1	34.64	46.18	46.18
Technical services officer Level 2	35.85	47.80	47.80
Technical services officer Level 3	38.18	50.90	50.90
Technical services officer Level 4	40.44	53.92	53.92
Technical services officer Level 5	41.37	55.16	55.16
Technical services officer Level 6	42.59	56.78	56.78
Technical services officer Level 7	44.93	59.90	59.90
Technical services officer Level 8	46.13	61.50	61.50
Technical services officer Level 9	49.77	66.36	66.36
Technical services officer Level 10	*	*	*

14. By deleting the table appearing in clause B.1.4 and inserting the following:

	Day	Night shift	Non-rotating night	Saturday¹	Sunday²	Public holiday
	% of minimum hourly rate					
	100%	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$
Administrative services officer Level 1	21.73	24.99	28.25	32.60	43.46	54.33
Administrative services officer Level 2	24.56	28.24	31.93	36.84	49.12	61.40
Administrative services officer Level 3	26.80	30.82	34.84	40.20	53.60	67.00
Administrative services officer Level 4	28.83	33.15	37.48	43.25	57.66	72.08
Administrative services officer Level 5	31.44	36.16	40.87	47.16	62.88	78.60
Administrative services officer Level 6	34.86	40.09	45.32	52.29	69.72	87.15
Administrative services officer Level 7	37.57	43.21	48.84	56.36	75.14	93.93

15. By deleting the table appearing in clause B.1.5 and inserting the following:

	Monday to Saturday		Sunday
	First 3 hours	After first 3 hours	All hours worked
	% of minimum hourly rate		
	150%	200%	200%
	\$	\$	\$
Administrative services officer Level 1	32.60	43.46	43.46
Administrative services officer Level 2	36.84	49.12	49.12
Administrative services officer Level 3	40.20	53.60	53.60
Administrative services officer Level 4	43.25	57.66	57.66
Administrative services	47.16	62.88	62.88

	Monday to Saturday		Sunday
	First 3 hours	After first 3 hours	All hours worked
	% of minimum hourly rate		
	150%	200%	200%
	\$	\$	\$
officer Level 5			
Administrative services officer Level 6	*	*	*
Administrative services officer Level 7	*	*	*

16. By deleting the table appearing in clause B.1.6 and inserting the following:

	Monday to Friday		Saturday and Sunday
	First 3 hours	After first 3 hours	All hours worked
	% of minimum hourly rate		
	150%	200%	200%
	\$	\$	\$
Administrative services officer Level 1	32.60	43.46	43.46
Administrative services officer Level 2	36.84	49.12	49.12
Administrative services officer Level 3	40.20	53.60	53.60
Administrative services officer Level 4	43.25	57.66	57.66
Administrative services officer Level 5	47.16	62.88	62.88
Administrative services officer Level 6	*	*	*
Administrative services officer Level 7	*	*	*

17. By deleting the table appearing in clause B.1.7 and inserting the following:

	Day	Night shift	Non-rotating night	Saturday¹	Sunday²	Public holiday
	% of minimum hourly rate					
	100%	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$
Ground services officer Level 1	20.59	23.68	26.77	30.89	41.18	51.48
Ground services officer Level 2	21.08	24.24	27.40	31.62	42.16	52.70
Ground services officer Level 3	21.56	24.79	28.03	32.34	43.12	53.90
Ground services officer Level 4	22.21	25.54	28.87	33.32	44.42	55.53
Ground services officer Level 5	23.09	26.55	30.02	34.64	46.18	57.73
Ground services officer Level 6	23.90	27.49	31.07	35.85	47.80	59.75
Ground services officer Level 7	24.64	28.34	32.03	36.96	49.28	61.60
Ground services officer Level 8	25.13	28.90	32.67	37.70	50.26	62.83
Ground services officer Level 9	25.45	29.27	33.09	38.18	50.90	63.63
Ground services officer Level 10	25.77	29.64	33.50	38.66	51.54	64.43
Ground services officer Level 11	26.26	30.20	34.14	39.39	52.52	65.65

18. By deleting the table appearing in clause B.1.8 and inserting the following:

	Monday to Saturday		Sunday
	First 3 hours	After first 3 hours	All hours worked
	% of minimum hourly rate		
	150%	200%	200%
	\$	\$	\$
Ground services officer	30.89	41.18	41.18

	Monday to Saturday		Sunday
	First 3 hours	After first 3 hours	All hours worked
	% of minimum hourly rate		
	150%	200%	200%
	\$	\$	\$
Level 1			
Ground services officer Level 2	31.62	42.16	42.16
Ground services officer Level 3	32.34	43.12	43.12
Ground services officer Level 4	33.32	44.42	44.42
Ground services officer Level 5	34.64	46.18	46.18
Ground services officer Level 6	35.85	47.80	47.80
Ground services officer Level 7	36.96	49.28	49.28
Ground services officer Level 8	37.70	50.26	50.26
Ground services officer Level 9	38.18	50.90	50.90
Ground services officer Level 10	38.66	51.54	51.54
Ground services officer Level 11	39.39	52.52	52.52

19. By deleting the table appearing in clause B.1.9 and inserting the following:

	Monday to Friday		Saturday and Sunday
	First 3 hours	After first 3 hours	All hours worked
	% of minimum hourly rate		
	150%	200%	200%
	\$	\$	\$
Ground services officer Level 1	30.89	41.18	41.18
Ground services officer	31.62	42.16	42.16

	Monday to Friday		Saturday and Sunday
	First 3 hours	After first 3 hours	All hours worked
	% of minimum hourly rate		
	150%	200%	200%
	\$	\$	\$
Level 2			
Ground services officer Level 3	32.34	43.12	43.12
Ground services officer Level 4	33.32	44.42	44.42
Ground services officer Level 5	34.64	46.18	46.18
Ground services officer Level 6	35.85	47.80	47.80
Ground services officer Level 7	36.96	49.28	49.28
Ground services officer Level 8	37.70	50.26	50.26
Ground services officer Level 9	38.18	50.90	50.90
Ground services officer Level 10	38.66	51.54	51.54
Ground services officer Level 11	39.39	52.52	52.52

20. By deleting the table appearing in clause B.1.10 and inserting the following:

	Day	Night shift	Non-rotating night	Saturday¹	Sunday²	Public holiday
	% of minimum hourly rate					
	100%	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$
Professional engineer Level 1						
—Pay point 1	28.64	32.94	37.23	42.96	57.28	71.60
—Pay point 2	29.75	34.21	38.68	44.63	59.50	74.38
—Pay point 3	30.83	35.45	40.08	46.25	61.66	77.08
Professional engineer Level 2	32.37	37.23	42.08	48.56	64.74	80.93
Professional engineer Level 3	35.61	40.95	46.29	53.42	71.22	89.03
Professional engineer Level 4	38.85	44.68	50.51	58.28	77.70	97.13
Professional engineer Level 5	43.44	49.96	56.47	65.16	86.88	108.60

21. By deleting the table appearing in clause B.1.11 and inserting the following:

	Monday to Saturday		Sunday
	First 3 hours	After first 3 hours	All hours worked
	% of minimum hourly rate		
	150%	200%	200%
	\$	\$	\$
Professional engineer Level 1			
—Pay point 1	42.96	57.28	57.28
—Pay point 2	44.63	59.50	59.50
—Pay point 3	46.25	61.66	61.66
Professional engineer Level 2	48.56	64.74	64.74
Professional engineer Level 3	*	*	*
Professional engineer Level 4	*	*	*
Professional engineer Level 5	*	*	*

22. By deleting the table appearing in clause B.1.12 and inserting the following:

	Monday to Friday		Saturday and Sunday
	First 3 hours	After first 3 hours	All hours worked
	% of minimum hourly rate		
	150%	200%	200%
	\$	\$	\$
Professional engineer Level 1			
—Pay point 1	42.96	57.28	57.28
—Pay point 2	44.63	59.50	59.50
—Pay point 3	46.25	61.66	61.66
Professional engineer Level 2	48.56	64.74	64.74
Professional engineer Level 3	*	*	*
Professional engineer Level 4	*	*	*
Professional engineer Level 5	*	*	*

23. By deleting the table appearing in clause B.2.1 and inserting the following:

	Day	Night shift	Non-rotating night	Saturday ¹	Sunday ²	Public holiday
	% of minimum hourly rate					
	125%	140%	155%	175%	225%	275%
	\$	\$	\$	\$	\$	\$
Technical services assistant	27.76	31.09	34.43	38.87	49.97	61.08
Technical services officer Level 1	28.86	32.33	35.79	40.41	51.95	63.50
Technical services officer Level 2	29.88	33.46	37.05	41.83	53.78	65.73
Technical services officer Level 3	31.81	35.63	39.45	44.54	57.26	69.99
Technical services officer Level 4	33.70	37.74	41.79	47.18	60.66	74.14
Technical services officer Level 5	34.48	38.61	42.75	48.27	62.06	75.85
Technical services officer	35.49	39.75	44.00	49.68	63.88	78.07

	Day	Night shift	Non-rotating night	Saturday¹	Sunday²	Public holiday
	% of minimum hourly rate					
	125%	140%	155%	175%	225%	275%
	\$	\$	\$	\$	\$	\$
Level 6						
Technical services officer Level 7	37.44	41.93	46.42	52.41	67.39	82.36
Technical services officer Level 8	38.44	43.05	47.66	53.81	69.19	84.56
Technical services officer Level 9	41.48	46.45	51.43	58.07	74.66	91.25
Technical services officer Level 10	44.51	49.85	55.20	62.32	80.12	97.93

24. By deleting the table appearing in clause B.2.2 and inserting the following:

	Day	Night shift	Non-rotating night	Saturday¹	Sunday²	Public holiday
	% of minimum hourly rate					
	125%	140%	155%	175%	225%	275%
	\$	\$	\$	\$	\$	\$
Administrative services officer Level 1	27.16	30.42	33.68	38.03	48.89	59.76
Administrative services officer Level 2	30.70	34.38	38.07	42.98	55.26	67.54
Administrative services officer Level 3	33.50	37.52	41.54	46.90	60.30	73.70
Administrative services officer Level 4	36.04	40.36	44.69	50.45	64.87	79.28
Administrative services officer Level 5	39.30	44.02	48.73	55.02	70.74	86.46
Administrative services officer Level 6	43.58	48.80	54.03	61.01	78.44	95.87
Administrative services officer Level 7	46.96	52.60	58.23	65.75	84.53	103.32

25. By deleting the table appearing in clause B.2.3 and inserting the following:

	Day	Night shift	Non-rotating night	Saturday¹	Sunday²	Public holiday
	% of minimum hourly rate					
	125%	140%	155%	175%	225%	275%
	\$	\$	\$	\$	\$	\$
Ground services officer Level 1	25.74	28.83	31.91	36.03	46.33	56.62
Ground services officer Level 2	26.35	29.51	32.67	36.89	47.43	57.97
Ground services officer Level 3	26.95	30.18	33.42	37.73	48.51	59.29
Ground services officer Level 4	27.76	31.09	34.43	38.87	49.97	61.08
Ground services officer Level 5	28.86	32.33	35.79	40.41	51.95	63.50
Ground services officer Level 6	29.88	33.46	37.05	41.83	53.78	65.73
Ground services officer Level 7	30.80	34.50	38.19	43.12	55.44	67.76
Ground services officer Level 8	31.41	35.18	38.95	43.98	56.54	69.11
Ground services officer Level 9	31.81	35.63	39.45	44.54	57.26	69.99
Ground services officer Level 10	32.21	36.08	39.94	45.10	57.98	70.87
Ground services officer Level 11	32.83	36.76	40.70	45.96	59.09	72.22

26. By deleting the table appearing in clause B.2.4 and inserting the following:

	Day	Night shift	Non-rotating night	Saturday¹	Sunday²	Public holiday
	% of minimum hourly rate					
	125%	140%	155%	175%	225%	275%
	\$	\$	\$	\$	\$	\$
Professional engineer Level 1						

	Day	Night shift	Non-rotating night	Saturday¹	Sunday²	Public holiday
	% of minimum hourly rate					
	125%	140%	155%	175%	225%	275%
	\$	\$	\$	\$	\$	\$
—Pay point 1	35.80	40.10	44.39	50.12	64.44	78.76
—Pay point 2	37.19	41.65	46.11	52.06	66.94	81.81
—Pay point 3	38.54	43.16	47.79	53.95	69.37	84.78
Professional engineer Level 2	40.46	45.32	50.17	56.65	72.83	89.02
Professional engineer Level 3	44.51	49.85	55.20	62.32	80.12	97.93
Professional engineer Level 4	48.56	54.39	60.22	67.99	87.41	106.84
Professional engineer Level 5	54.30	60.82	67.33	76.02	97.74	119.46

27. By deleting the amount “\$862.33” appearing in clause C.1.1 and inserting “\$877.42”.

28. By deleting the table appearing in clause C.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
Disability allowance— Technical or Ground services officers	21.2(a)(i)	0.1009	0.89	per hour
Disability allowance— confined space (boiler)	21.2(a)(iii)	0.2308	2.03	per hour
Disability allowance— maximum per hour	21.2(a)(iv)	0.1508	1.32	per hour
Disability allowance— maximum per hour for confined space (boiler)	21.2(a)(iv)	0.2308	2.03	per hour
Plumbers registration allowance	21.2(b)(i)	3.9127	34.33	per week
First aid allowance	21.2(c)	2.006	17.60	per week
District allowance— employees with dependents—Alice Springs	21.2(d)(ii)	360.1533	3160.06	per annum
District allowance— employees with dependents—Darwin	21.2(d)(ii)	360.1533	3160.06	per annum

Allowance	Clause	% of standard rate	\$	Payable
District allowance—employees with dependents—Mt Isa	21.2(d)(ii)	360.1533	3160.06	per annum
District allowance—employees with dependents—Tennant Creek	21.2(d)(ii)	717.2973	6293.71	per annum
District allowance—employees with dependents—Townsville	21.2(d)(ii)	149.4787	1311.56	per annum
District allowance—employees with dependents—Yulara	21.2(d)(ii)	360.1533	3160.06	per annum
District allowance—employees without dependents—Alice Springs	21.2(d)(ii)	196.6301	1725.27	per annum
District allowance—employees without dependents—Darwin	21.2(d)(ii)	196.6301	1725.27	per annum
District allowance—employees without dependents—Mt Isa	21.2(d)(ii)	196.6301	1725.27	per annum
District allowance—employees without dependents—Tennant Creek	21.2(d)(ii)	443.4196	3890.65	per annum
District allowance—employees without dependents—Townsville	21.2(d)(ii)	75.2415	660.18	per annum
District allowance—employees without dependents—Yulara	21.2(d)(ii)	196.63	1725.27	per annum

29. By deleting clause F.4 and inserting the following:

F.4 Minimum rates

F.4.1 Minimum weekly rates for full-time traineeships

(a) Wage level A

The minimum rate for a full-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level A by clause F.6.1 is the weekly rate specified in column 2 of **Table 1—Wage level A minimum weekly rate for full-time trainees**

(**AQF Certificate Level I–III traineeship**) according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in column 1.

Table 1—Wage level A minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship)

Column 1 Experience level of trainee	Column 2 Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
School leaver	338.60	372.90	444.20
Plus 1 year out of school	372.90	444.20	517.00
Plus 2 years out of school	444.20	517.00	601.60
Plus 3 years out of school	517.00	601.60	688.80
Plus 4 years out of school	601.60	688.80	
Plus 5 or more years out of school	688.80		

NOTE: See clause F.4.3 for other minimum wage provisions that affect this clause F.4.1.

(b) Wage Level B

The minimum rate for a full-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level B by clause F.6.2 is the weekly rate specified in Column 2 of **Table 2—Wage level B minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship)** according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in Column 1.

Table 2—Wage level B minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship)

Column 1 Experience level of trainee	Column 2 Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
School leaver	338.60	372.90	432.20

Column 1 Experience level of trainee	Column 2 Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
Plus 1 year out of school	372.90	432.20	497.20
Plus 2 years out of school	432.20	497.20	583.10
Plus 3 years out of school	497.20	583.10	665.10
Plus 4 years out of school	583.10	665.10	
Plus 5 or more years out of school	665.10		

NOTE: See clause F.4.3 for other minimum wage provisions that affect this clause F.4.1.

(c) AQF Certificate Level IV traineeships

- (i) The minimum rate for a full-time trainee undertaking an AQF Certificate Level IV traineeship is the minimum rate for the relevant full-time AQF Certificate Level III traineeship increased by 3.8%.
- (ii) The minimum rate for a full-time adult trainee undertaking an AQF Certificate Level IV traineeship is the weekly rate specified in column 2 or 3 of **Table 3—Minimum weekly rate for full-time trainees (AQF Certificate Level IV traineeship)** according to the year of the traineeship specified in those columns and the relevant wage level for the relevant AQF Certificate Level III traineeship specified in column 1:

Table 3—Minimum weekly rate for full-time trainees (AQF Certificate Level IV traineeship)

Column 1 Wage level	Column 2 First year of traineeship	Column 3 Second and subsequent years of traineeship
	per week	per week
	\$	\$
Wage Level A	715.50	743.20
Wage Level B	690.30	716.70

NOTE: See clause F.4.3 for other minimum wage provisions that affect this clause F.4.1.

F.4.2 Minimum hourly rates for part-time traineeships

(a) Wage level A

The minimum hourly rate for a part-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level A by clause F.6.1 is the hourly rate specified in column 2 of **Table 4—Wage level A minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)** according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in column 1.

Table 4—Wage level A minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)

Column 1 Experience level of trainee	Column 2 Highest year of schooling completed		
	Year 10 per hour \$	Year 11 per hour \$	Year 12 per hour \$
School leaver	11.14	12.28	14.62
Plus 1 year out of school	12.28	14.62	17.02
Plus 2 years out of school	14.62	17.02	19.79
Plus 3 years out of school	17.02	19.79	22.65
Plus 4 years out of school	19.79	22.65	
Plus 5 or more years out of school	22.65		

NOTE: See clause F.4.2(e) for calculating the actual minimum wage. See also clause F.4.3 for other minimum wage provisions that affect this clause F.4.2.

(b) Wage Level B

The minimum hourly rate for a part-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level B by clause **Error! Reference source not found.** is the hourly rate specified in Column 2 of **Table 5—Wage level B minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)** according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in Column 1.

Table 5—Wage level B minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)

Column 1 Experience level of trainee	Column 2 Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
School leaver	11.14	12.28	14.23
Plus 1 year out of school	12.28	14.23	16.36
Plus 2 years out of school	14.23	16.36	19.20
Plus 3 years out of school	16.36	19.20	21.90
Plus 4 years out of school	19.20	21.90	
Plus 5 or more years out of school	21.90		

NOTE: See clause F.4.2(e) for calculating the actual minimum wage. See also clause F.4.3 for other minimum wage provisions that affect this clause F.4.2.

(c) **School-based traineeships**

The minimum hourly rate for a part-time trainee who works ordinary hours and is undertaking a school-based AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level A by clause F.6 is the hourly rate in column 1 or 2 of **Table 6—Minimum hourly rate for part-time trainees (school-based AQF Certificate Level I–III traineeship)** according to the year of schooling of the trainee.

Table 6—Minimum hourly rate for part-time trainees (school-based AQF Certificate Level I–III traineeship)

Column 1 Year 11 or lower	Column 2 Year 12
per hour	per hour
\$	\$
11.14	12.28

NOTE: See clause F.4.2(e) for calculating the actual minimum wage. See also clause F.4.3 for other minimum wage provisions that affect this clause F.4.2.

(d) **AQF Certificate Level IV traineeships**

- (i) The minimum hourly rate for a part-time trainee undertaking an AQF Certificate Level IV traineeship is the minimum hourly rate for the

relevant part-time AQF Certificate Level III traineeship increased by 3.8%.

- (ii) The minimum hourly rate for a part-time adult trainee undertaking an AQF Certificate Level IV traineeship is the hourly rate in column 2 or 3 of **Table 7—Minimum hourly rate for part-time adult trainees (AQF Certificate Level IV traineeship)**, according to the year of the traineeship specified in those columns and the relevant wage level for the relevant AQF Certificate Level III traineeship specified in column 1:

Table 7—Minimum hourly rate for part-time adult trainees (AQF Certificate Level IV traineeship)

Column 1	Column 2	Column 3
Wage level	First year of traineeship	Second and subsequent years of traineeship
	per hour	per hour
	\$	\$
Wage Level A	23.52	24.45
Wage Level B	22.68	23.56

NOTE: See clause F.4.2(e) for calculating the actual minimum wage. See also clause F.4.3 for other minimum wage provisions that affect this clause F.4.2.

(e) Calculating the actual minimum wage

- (i) If fewer than 38 (or an average of 38) ordinary hours of work per week is considered full-time at the workplace by the employer, the appropriate minimum hourly rate for a part-time trainee is obtained by multiplying the relevant minimum hourly rate in clauses F.4.2(a) to F.4.2(c) by 38 and then dividing the figure obtained by the full-time ordinary hours of work per week.
- (ii) If the approved training for a part-time traineeship is provided wholly off-the-job by a registered training organisation, for example at school or at TAFE, the relevant minimum hourly rate in clauses F.4.2(a) to F.4.2(c) applies to each ordinary hour worked by the trainee.
- (iii) If 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 hourly rate in clauses F.4.2(a) to F.4.2(c) minus 20% applies to each ordinary hour worked by the trainee.

F.4.3 Other minimum wage provisions

- (f) Clause F.4.3 applies despite anything to the contrary in clause F.4.2.

- (g) An employee who was employed by an employer immediately before becoming a trainee with that employer must not suffer a reduction in their minimum rate of pay because of becoming a trainee.
- (h) For the purpose of determining whether a trainee has suffered a reduction as mentioned in clause F.4.2(b), casual loadings are to be disregarded.
- (i) 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, if a higher minimum wage is provided for the new AQF certificate level.

F.4.4 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 clause F.6 is the relevant minimum wage under this schedule for a trainee undertaking an AQF Certificate to Level I–III traineeship whose training package and AQF certificate level are allocated to wage level B.

B. This determination comes into operation on 1 February 2021. In accordance with s.286(5) of the *Fair Work Act 2009* this determination does not take effect in relation to a particular employee until the start of the employee’s first full pay period that starts on or after 1 February 2021.

PRESIDENT