



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2019–20
(C2020/1)

AUSTRALIAN GOVERNMENT INDUSTRY AWARD 2016
[MA000153]

Commonwealth employment

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 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:

1. By deleting the table appearing in clause 12.3(a) and inserting the following:

Classification Level	Minimum Annual Pay Rate (36.75 hours per week) \$	Minimum Hourly Pay Rate \$
AG level 1	43,346	22.61
AG level 2	46,950	24.49
AG level 3	50,996	26.60
AG level 4	54,159	28.25
AG level 5	58,568	30.55
AG level 6	61,770	32.22
AG level 7	70,052	36.54
AG level 8	75,956	39.62

Classification Level	Minimum Annual Pay Rate (36.75 hours per week) \$	Minimum Hourly Pay Rate \$
TRAINEES		
Cadet (practical training)	43,346	22.61
Trainee (Technical)	45,474	23.72

2. By deleting the amounts “\$11.92”, “\$14.64” and “\$17.97” appearing in clause 13.5 and inserting “\$12.12”, “\$14.90” and “\$18.28” respectively.

3. By deleting the table appearing in clause F.5.4 and inserting the following:

Classification Level	Minimum Annual Pay Rate (36.75 hours/week) \$	Minimum Hourly Pay Rate \$
AFTRS level 1	44,305	23.11
AFTRS level 2	48,062	25.07
AFTRS level 3	52,222	27.24
AFTRS level 4	55,597	29.00
AFTRS level 5	59,987	31.29
AFTRS level 6	63,629	33.19
AFTRS level 7	72,640	37.89
AFTRS level 8	76,877	40.10
Teaching/Training level B	68,192	35.57
Teaching/Training level C	81,727	42.63
Teaching/Training level D	94,054	49.06
Teaching/Training level E	114,414	59.68

4. By deleting the amounts “1064.93” and “2129.83” appearing in clause H.6.1 and inserting “1083.51” and “2166.99” respectively.

5. By deleting the amount “\$21,695.65” appearing in clause H.8.3 and inserting “\$22,074.22”.

6. By deleting the amount “\$21,695.65” appearing in clause H.10.1(a) and inserting “\$22,074.22”.

7. By deleting the table appearing in clause H.11.1(b) and inserting the following:

Allowance	Clause	Payable	% of standard rate	\$
Community language allowance – CLA rate 1	H.6.1	Yearly	4424.31	1083.51
Community language allowance – CLA rate 2	H.6.1	Yearly	8848.48	2166.99
District Allowance – Eligible dependant/eligible partner income	H.8.3	Yearly income less than	90135.64	22,074.22
District Allowance – Eligible dependant/eligible partner income	H.10.1(a)	Yearly income less than	90135.64	22,074.22

8. By deleting the amount “\$31.79” appearing in clause I.5.1 and inserting “\$32.35”.

9. By deleting the amount “\$8339.98” appearing in clause I.6.1(a) and inserting “\$8485.50”.

10. By deleting the amount “\$6442.83” appearing in clause I.6.1(b) and inserting “\$6555.26”.

11. By deleting the table appearing in clause I.17.4 and inserting the following:

Classification Level	Pay point	Annual salary \$	Hourly rate (inclusive of leave loading) \$
AMSA Level 7	1st point	98,732	51.50
	Minimum	97,102	50.65
AMSA Level 6	4th point	94,112	49.09
	3rd point	89,204	46.53
	2nd point	84,334	43.99
	1st point	79,426	41.43
	Minimum	73,023	38.09
AMSA Level 5	5th point	69,036	36.01
	4th point	67,387	35.15
	3rd point	65,738	34.29
	2nd point	64,070	33.42
	1st Point	62,402	32.55
	Minimum	60,735	31.68

Classification Level	Pay point	Annual salary \$	Hourly rate (inclusive of leave loading) \$
AMSA Level 4	4th point	59,776	31.18
	3rd point	58,376	30.45
	2nd point	57,015	29.74
	1st Point	54,293	28.32
	Minimum	51,973	27.11
AMSA Level 3	4th point	52,778	27.53
	3rd point	50,631	26.41
	2nd point	49,711	25.93
	1st Point	48,465	25.28
	Minimum	47,219	24.63
AMSA Level 2	3rd point	46,126	24.06
	2nd point	44,822	23.38
	1st Point	43,576	22.73
	Minimum	42,177	22.00
AMSA Level 1	3rd point	41,467	21.63
	2nd point	40,279	21.01
	1st Point	39,109	20.40
	Minimum	38,036	19.84

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

Allowance	Clause	Payable	% of standard rate	\$
Field allowance	I.5.1	Per day	132.08	32.35
International Labour Organization allowance – port office	I.6.1(a)	Annually	34648.85	8485.50
International Labour Organization allowance – Canberra office	I.6.1(b)	Annually	26767.07	6555.26

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

Remuneration Band	Minimum Salary per annum \$
Graduate trainee (Band 1)	39,959
1	42,719
2	53,416
3	68,319
4	91,460

14. By deleting the amount “\$1.60” appearing in clause K.3.1 and inserting “\$1.63”.
15. By deleting the amount “\$2.91” appearing in clause K.3.2 and inserting “\$2.96”.
16. By deleting the amount “\$4.26” appearing in clause K.3.3(a) and inserting “\$4.33”.
17. By deleting the amount “\$5.34” appearing in clause K.3.3(b) and inserting “\$5.44”.
18. By deleting the amount “\$8.35” appearing in clause K.3.4 and inserting “\$8.50”.
19. By deleting the amount “\$3.75” appearing in clause K.3.5 and inserting “\$3.82”.
20. By deleting the amount “\$25.42” appearing in clause K.3.6(a)(i) and inserting “\$25.87”.
21. By deleting the amount “\$30.65” appearing in clause K.3.6(a)(ii) and inserting “\$31.19”.
22. By deleting the amount “\$36.72” appearing in clause K.3.6(a)(iii) and inserting “\$37.36”.
23. By deleting the amount “\$1.47” appearing in clause K.3.8(a)(i) and inserting “\$1.49”.
24. By deleting the amount “\$1.93” appearing in clause K.3.8(a)(ii) and inserting “\$1.96”.
25. By deleting the table appearing in clause K.16.1(b) and inserting the following:

Allowance	Clause	Payable	% of standard rate	\$
Insanitary allowance	K.3.1	Per day	6.65	1.63
Aquatic ponds	K.3.2	Per day	12.08	2.96
Spray gangs	K.3.3(a)	Per day	17.7	4.33
Spray gangs – high pressure spray equipment	K.3.3(b)	Per day	22.2	5.44
Work in rain	K.3.4	Per day	34.71	8.50

Allowance	Clause	Payable	% of standard rate	\$
Heights (trees)	K.3.5	Per day	15.6	3.82
Leading hands (not more than 5 employees)	K.3.6(a)(i)	Per week	105.62	25.87
Leading hands (6-10 employees)	K.3.6(a)(ii)	Per week	127.35	31.19
Leading hands (more than 10 employees)	K.3.6(a)(iii)	Per week	152.55	37.36
Spray work (GSO 8)	K.3.8(a)(i)	Per day	6.09	1.49
Spray work (GSO 8 – high pressure equipment)	K.3.8(a)(ii)	Per day	8.01	1.96

26. By deleting the amount “\$8.13” appearing in clause L.4.4 and inserting “\$8.27”.
27. By deleting the amounts “\$13.30” and “\$9.97” appearing in clause L.4.5 and inserting “\$13.54” and “\$10.14” respectively.
28. By deleting the amount “\$1691.68” appearing in clause L.9.1 and inserting “\$1721.19”.
29. By deleting the table appearing in clause L.13 and inserting the following:

Classification Level	Stream	Minimum Annual Pay Rate (36.75 hours per week) \$	Hourly rate \$
Airworthiness Officer A	Air safety Regulator	60,389	31.50
Airworthiness Officer B		68,959	35.97
Airworthiness Officer C		76,781	40.05
Airworthiness Officer D		82,072	42.81
Flying Operations Inspector Level 1	Flying operations	86,002	44.86
Flying Operations Inspector Level 2		89,952	46.92
Level 3 - 29,000 to 50,000kg		103,218	53.84
Level 3 - 50,000 to 70,000kg		109,813	57.28
Level 3 - 70,000 to 140,000kg		115,737	60.37
Level 3 - 140,000kg to 250,000kg		125,648	65.54
Level 3 - over 250,000kg		148,136	77.27
Manager Flying Operations	Manager	105,173	54.86

30. By deleting the amount “\$8455.31” appearing in clause L.14.4(b) and inserting “\$8602.85”.

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

Allowance	Clause	Payable	% of standard rate	\$
Allowance for travel at difficult times	L.4.4	each continuous period	33.77	8.27
Flying disability allowance – aerial surveillance	L.4.5	hourly	55.27	13.54
Flying disability allowance – on the job training	L.4.5	hourly	41.41	10.14
Loss of license allowance for premium reimbursement	L.9.1	annually	7028.15	1721.19
Team Leader	L.14.4(b)	annually	35128.01	8602.85

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

Classification	Minimum salary \$
Electorate Officer A	51,608
Electorate Officer B	53,616
Electorate Officer C	59,119

33. By deleting the amount “\$1.17” appearing in clause N.3.1 and inserting “\$1.19”.

34. By deleting the amount “\$0.84” appearing in clause N.3.2 and inserting “\$0.85”.

35. By deleting the amount “\$1.17” appearing in clause N.3.3 and inserting “\$1.19”.

36. By deleting the amount “\$0.84” appearing in clause N.3.4 and inserting “\$0.85”.

37. By deleting the amount “\$0.86” appearing in clause N.4.1 and inserting “\$0.87”.

38. By deleting the amount “\$0.68” appearing in clause N.4.2 and inserting “\$0.69”.

39. By deleting the amounts “\$5.01” and “\$1.03” appearing in clause N.5 and inserting “\$5.09” and “\$1.04” respectively.

40. By deleting the table appearing in clause N.10.1(b) and inserting the following:

Allowance	Clause	Payable	% of standard rate	\$
Welding				
Aluminium MIG	N.3.1	hourly	4.87	1.19
Aluminium TIG	N.3.2	hourly	3.47	0.85
Plasma arc process	N.3.3	hourly	4.87	1.19
Other welding	N.3.4	hourly	3.47	0.85
Epoxy-based materials—with catalyst hardener and reactive additives or two-page catalyst systems	N.4.1	hourly	3.56	0.87
Epoxy-based materials—in close proximity	N.4.2	hourly	2.81	0.69
Scaffolding				
For the first four hours or part thereof	N.5	first four hours	20.8	5.09
Per additional hour	N.5	hourly	4.26	1.04

41. By deleting the amount “\$1587.38” appearing in clause O.7.2 and inserting “\$1615.08”.

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

Classification	Annual allowance \$
Visual Display Terminal Allowances—Cadet Journalist	1768.95
Visual Display Terminal Allowances—Level 1 Journalist	2366.78
Visual Display Terminal Allowances—Level 2 Journalist	3187.50
Visual Display Terminal Allowances—Level 3 and 4 Journalist	3470.28

43. By deleting the amount “\$56,982.20” appearing in clause O.11.1(a) and inserting “\$57,976.49”.

44. By deleting the amount “\$56,982.20” appearing in clause O.12.7(a) and inserting “\$57,976.49”.

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

Classification	\$
Cadet Journalist	40,442
Broadcaster 1; Broadcaster Journalist Level 1	49,455
Broadcaster 2; Broadcaster Journalist Level 2	61,139
Broadcaster 3; Broadcaster Journalist Level 3	65,360
Journalist Level 1	49,455
Journalist Level 2	61,139
Journalist Level 3	65,360
Journalist Level 4	74,792
Operations Officer Level 1	41,770
Operations Officer Level 2	51,918
Operations Officer Level 3	56,940
Operations Officer Level 4	61,884
Operations Officer Level 5	63,740
Operations Officer Level 6	65,046
Information Technology Officer Level 1	48,091
Information Technology Officer Level 2	50,620
Information Technology Officer Level 3	55,746
Information Technology Officer Level 4	61,884

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

Allowance	Clause	Payable	% of standard rate	\$
Language allowance	O.7.2	Annually	6594.85	1615.08
Visual Display Terminal Allowances—Cadet Journalist	O.7.4(a)	Annually	7223.14	1768.95
Visual Display Terminal Allowances—Level 1 Journalist	O.7.4(a)	Annually	9664.26	2366.78

Allowance	Clause	Payable	% of standard rate	\$
Visual Display Terminal Allowances—Level 2 Journalist	O.7.4(a)	Annually	13015.5	3187.50
Visual Display Terminal Allowances—Level 3 and 4 Journalist	O.7.4(a)	Annually	14170.21	3470.28
Level 4 Journalist—per annum amount for calculation of overtime	O.11.1(a)	Annual	236735.4	57,976.49
Level 4 Journalist—per annum amount for calculation of overtime	O.12.7(a)	Annual	236735.4	57,976.49

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:

	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		

(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:

	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
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		

(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:

	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
Plus 1 year out of school	372.90	432.20	486.60
Plus 2 years out of school	432.20	486.60	543.70
Plus 3 years out of school	486.60	543.70	605.60
Plus 4 years out of school	543.70	605.60	
Plus 5 or more years out of school	605.60		

(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:

Wage level	First year of traineeship	Second and subsequent years of traineeship
	per week	per week
	\$	\$
Wage Level A	715.50	743.20
Wage Level B	690.30	716.70
Wage Level C	628.20	651.90

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:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	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		

(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:

	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	

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
Plus 5 or more years out of school	21.90		

(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:

	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	16.01
Plus 2 years out of school	14.23	16.01	17.88
Plus 3 years out of school	16.01	17.88	19.92
Plus 4 years out of school	17.88	19.92	
Plus 5 or more years out of school	19.92		

(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:

Year of schooling	
Year 11 or lower	Year 12
per hour	per hour
\$	\$
11.14	12.28

(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:

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
Wage Level C	20.67	21.45

(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 on 1 November 2020. 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 November 2020.

PRESIDENT