



# DRAFT DETERMINATION

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

**Annual Wage Review 2020–21**  
(C2021/1)

**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 2021

*Annual Wage Review 2020–21.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2020–21 on 16 June 2021 [[2021] FWCFB 3500], the above award is varied as follows:

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

<b>Classification</b>	<b>Minimum annual rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Technical services assistant	45,134	22.77
Technical services officer Level 1	46,916	23.67
Technical services officer Level 2	48,562	24.50
Technical services officer Level 3	51,709	26.08
Technical services officer Level 4	54,786	27.64
Technical services officer Level 5	56,049	28.27
Technical services officer Level 6	57,691	29.10
Technical services officer Level 7	60,845	30.69

<b>Classification</b>	<b>Minimum annual rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Technical services officer Level 8	62,485	31.52
Technical services officer Level 9	67,421	34.01
Technical services officer Level 10	72,359	36.50

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

<b>Classification</b>	<b>Minimum annual rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Administrative services officer Level 1	44,146	22.27
Administrative services officer Level 2	49,895	25.17
Administrative services officer Level 3	54,448	27.47
Administrative services officer Level 4	58,584	29.55
Administrative services officer Level 5	63,873	32.22
Administrative services officer Level 6	70,830	35.73
Administrative services officer Level 7	76,345	38.51

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

<b>Classification</b>	<b>Minimum annual rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Ground services officer Level 1	41,847	21.11
Ground services officer Level 2	42,829	21.61
Ground services officer Level 3	43,813	22.10
Ground services officer Level 4	45,134	22.77

<b>Classification</b>	<b>Minimum annual rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Ground services officer Level 5	46,916	23.67
Ground services officer Level 6	48,562	24.50
Ground services officer Level 7	50,070	25.26
Ground services officer Level 8	51,054	25.75
Ground services officer Level 9	51,709	26.08
Ground services officer Level 10	52,370	26.42
Ground services officer Level 11	53,357	26.92

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

<b>Classification</b>	<b>Minimum annual rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Professional engineer Level 1		
—Pay point 1	58,192	29.36
—Pay point 2	60,446	30.49
—Pay point 3	62,646	31.60
Professional engineer Level 2	65,777	33.18
Professional engineer Level 3	72,358	36.50
Professional engineer Level 4	78,934	39.82
Professional engineer Level 5	88,272	44.53

5. By deleting the amount “\$0.89” appearing in clause 21.2(a)(i) and inserting “\$0.91”.
6. By deleting the amount “\$2.03” appearing in clause 21.2(a)(iii) and inserting “\$2.08”.
7. By deleting the amounts “\$1.32” and “\$2.03” appearing in clause 21.2(a)(iv) and inserting “\$1.36” and “\$2.08” respectively.
8. By deleting the amount “\$34.33” appearing in clause 21.2(b)(i) and inserting “\$35.19”.
9. By deleting the amount “\$17.60” appearing in clause 21.2(c) and inserting “\$18.04”.

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

	<b>Employees with dependants</b>	<b>Employees without dependants</b>
	<b>\$ per annum</b>	
Alice Springs	3239.04	1768.39
Darwin	3239.04	1768.39
Mt Isa	3239.04	1768.39
Tennant Creek	6451.01	3987.89
Townsville	1344.34	676.68
Yulara	3239.04	1768.39

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

	<b>Day</b>	<b>Night shift</b>	<b>Non-rotating night</b>	<b>Saturday<sup>1</sup></b>	<b>Sunday<sup>2</sup></b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>					
	<b>100%</b>	<b>115%</b>	<b>130%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Technical services assistant	22.77	26.19	29.60	34.16	45.54	56.93
Technical services officer Level 1	23.67	27.22	30.77	35.51	47.34	59.18
Technical services officer Level 2	24.50	28.18	31.85	36.75	49.00	61.25
Technical services officer Level 3	26.08	29.99	33.90	39.12	52.16	65.20
Technical services officer Level 4	27.64	31.79	35.93	41.46	55.28	69.10
Technical services officer Level 5	28.27	32.51	36.75	42.41	56.54	70.68
Technical services officer Level 6	29.10	33.47	37.83	43.65	58.20	72.75
Technical services officer Level 7	30.69	35.29	39.90	46.04	61.38	76.73
Technical services officer Level 8	31.52	36.25	40.98	47.28	63.04	78.80
Technical services officer Level 9	34.01	39.11	44.21	51.02	68.02	85.03

	<b>Day</b>	<b>Night shift</b>	<b>Non-rotating night</b>	<b>Saturday<sup>1</sup></b>	<b>Sunday<sup>2</sup></b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>					
	<b>100%</b>	<b>115%</b>	<b>130%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Technical services officer Level 10	36.50	41.98	47.45	54.75	73.00	91.25

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

	<b>Monday to Saturday</b>		<b>Sunday</b>
	<b>First 3 hours</b>	<b>After first 3 hours</b>	<b>All hours worked</b>
	<b>% of minimum hourly rate</b>		
	<b>150%</b>	<b>200%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Technical services assistant	34.16	45.54	45.54
Technical services officer Level 1	35.51	47.34	47.34
Technical services officer Level 2	36.75	49.00	49.00
Technical services officer Level 3	39.12	52.16	52.16
Technical services officer Level 4	41.46	55.28	55.28
Technical services officer Level 5	42.41	56.54	56.54
Technical services officer Level 6	43.65	58.20	58.20
Technical services officer Level 7	46.04	61.38	61.38
Technical services officer Level 8	47.28	63.04	63.04
Technical services officer Level 9	51.02	68.02	68.02
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	34.16	45.54	45.54
Technical services officer Level 1	35.51	47.34	47.34
Technical services officer Level 2	36.75	49.00	49.00
Technical services officer Level 3	39.12	52.16	52.16
Technical services officer Level 4	41.46	55.28	55.28
Technical services officer Level 5	42.41	56.54	56.54
Technical services officer Level 6	43.65	58.20	58.20
Technical services officer Level 7	46.04	61.38	61.38
Technical services officer Level 8	47.28	63.04	63.04
Technical services officer Level 9	51.02	68.02	68.02
Technical services officer Level 10	*	*	*

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

	<b>Day</b>	<b>Night shift</b>	<b>Non-rotating night</b>	<b>Saturday<sup>1</sup></b>	<b>Sunday<sup>2</sup></b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>					
	<b>100%</b>	<b>115%</b>	<b>130%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Administrative services officer Level 1	22.27	25.61	28.95	33.41	44.54	55.68
Administrative services officer Level 2	25.17	28.95	32.72	37.76	50.34	62.93
Administrative services officer Level 3	27.47	31.59	35.71	41.21	54.94	68.68
Administrative services officer Level 4	29.55	33.98	38.42	44.33	59.10	73.88
Administrative services officer Level 5	32.22	37.05	41.89	48.33	64.44	80.55
Administrative services officer Level 6	35.73	41.09	46.45	53.60	71.46	89.33
Administrative services officer Level 7	38.51	44.29	50.06	57.77	77.02	96.28

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

	<b>Monday to Saturday</b>		<b>Sunday</b>
	<b>First 3 hours</b>	<b>After first 3 hours</b>	<b>All hours worked</b>
	<b>% of minimum hourly rate</b>		
	<b>150%</b>	<b>200%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Administrative services officer Level 1	33.41	44.54	44.54
Administrative services officer Level 2	37.76	50.34	50.34
Administrative services officer Level 3	41.21	54.94	54.94
Administrative services officer Level 4	44.33	59.10	59.10
Administrative services	48.33	64.44	64.44

	<b>Monday to Saturday</b>		<b>Sunday</b>
	<b>First 3 hours</b>	<b>After first 3 hours</b>	<b>All hours worked</b>
	<b>% of minimum hourly rate</b>		
	<b>150%</b>	<b>200%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
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:

	<b>Monday to Friday</b>		<b>Saturday and Sunday</b>
	<b>First 3 hours</b>	<b>After first 3 hours</b>	<b>All hours worked</b>
	<b>% of minimum hourly rate</b>		
	<b>150%</b>	<b>200%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Administrative services officer Level 1	33.41	44.54	44.54
Administrative services officer Level 2	37.76	50.34	50.34
Administrative services officer Level 3	41.21	54.94	54.94
Administrative services officer Level 4	44.33	59.10	59.10
Administrative services officer Level 5	48.33	64.44	64.44
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:

	<b>Day</b>	<b>Night shift</b>	<b>Non-rotating night</b>	<b>Saturday<sup>1</sup></b>	<b>Sunday<sup>2</sup></b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>					
	<b>100%</b>	<b>115%</b>	<b>130%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Ground services officer Level 1	21.11	24.28	27.44	31.67	42.22	52.78
Ground services officer Level 2	21.61	24.85	28.09	32.42	43.22	54.03
Ground services officer Level 3	22.10	25.42	28.73	33.15	44.20	55.25
Ground services officer Level 4	22.77	26.19	29.60	34.16	45.54	56.93
Ground services officer Level 5	23.67	27.22	30.77	35.51	47.34	59.18
Ground services officer Level 6	24.50	28.18	31.85	36.75	49.00	61.25
Ground services officer Level 7	25.26	29.05	32.84	37.89	50.52	63.15
Ground services officer Level 8	25.75	29.61	33.48	38.63	51.50	64.38
Ground services officer Level 9	26.08	29.99	33.90	39.12	52.16	65.20
Ground services officer Level 10	26.42	30.38	34.35	39.63	52.84	66.05
Ground services officer Level 11	26.92	30.96	35.00	40.38	53.84	67.30

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

	<b>Monday to Saturday</b>		<b>Sunday</b>
	<b>First 3 hours</b>	<b>After first 3 hours</b>	<b>All hours worked</b>
	<b>% of minimum hourly rate</b>		
	<b>150%</b>	<b>200%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Ground services officer Level 1	31.67	42.22	42.22
Ground services officer Level 2	32.42	43.22	43.22
Ground services officer Level 3	33.15	44.20	44.20
Ground services officer Level 4	34.16	45.54	45.54
Ground services officer Level 5	35.51	47.34	47.34
Ground services officer Level 6	36.75	49.00	49.00
Ground services officer Level 7	37.89	50.52	50.52
Ground services officer Level 8	38.63	51.50	51.50
Ground services officer Level 9	39.12	52.16	52.16
Ground services officer Level 10	39.63	52.84	52.84
Ground services officer Level 11	40.38	53.84	53.84

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

	<b>Monday to Friday</b>		<b>Saturday and Sunday</b>
	<b>First 3 hours</b>	<b>After first 3 hours</b>	<b>All hours worked</b>
	<b>% of minimum hourly rate</b>		
	<b>150%</b>	<b>200%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Ground services officer Level 1	31.67	42.22	42.22
Ground services officer Level 2	32.42	43.22	43.22
Ground services officer Level 3	33.15	44.20	44.20
Ground services officer Level 4	34.16	45.54	45.54
Ground services officer Level 5	35.51	47.34	47.34
Ground services officer Level 6	36.75	49.00	49.00
Ground services officer Level 7	37.89	50.52	50.52
Ground services officer Level 8	38.63	51.50	51.50
Ground services officer Level 9	39.12	52.16	52.16
Ground services officer Level 10	39.63	52.84	52.84
Ground services officer Level 11	40.38	53.84	53.84

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

	<b>Day</b>	<b>Night shift</b>	<b>Non-rotating night</b>	<b>Saturday<sup>1</sup></b>	<b>Sunday<sup>2</sup></b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>					
	<b>100%</b>	<b>115%</b>	<b>130%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Professional engineer Level 1						
—Pay point 1	29.36	33.76	38.17	44.04	58.72	73.40
—Pay point 2	30.49	35.06	39.64	45.74	60.98	76.23
—Pay point 3	31.60	36.34	41.08	47.40	63.20	79.00
Professional engineer Level 2	33.18	38.16	43.13	49.77	66.36	82.95
Professional engineer Level 3	36.50	41.98	47.45	54.75	73.00	91.25
Professional engineer Level 4	39.82	45.79	51.77	59.73	79.64	99.55
Professional engineer Level 5	44.53	51.21	57.89	66.80	89.06	111.33

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

	<b>Monday to Saturday</b>		<b>Sunday</b>
	<b>First 3 hours</b>	<b>After first 3 hours</b>	<b>All hours worked</b>
	<b>% of minimum hourly rate</b>		
	<b>150%</b>	<b>200%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Professional engineer Level 1			
—Pay point 1	44.04	58.72	58.72
—Pay point 2	45.74	60.98	60.98
—Pay point 3	47.40	63.20	63.20
Professional engineer Level 2	49.77	66.36	66.36
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	44.04	58.72	58.72
—Pay point 2	45.74	60.98	60.98
—Pay point 3	47.40	63.20	63.20
Professional engineer Level 2	49.77	66.36	66.36
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 <sup>1</sup>	Sunday <sup>2</sup>	Public holiday
	% of minimum hourly rate					
	125%	140%	155%	175%	225%	275%
	\$	\$	\$	\$	\$	\$
Technical services assistant	28.46	31.88	35.29	39.85	51.23	62.62
Technical services officer Level 1	29.59	33.14	36.69	41.42	53.26	65.09
Technical services officer Level 2	30.63	34.30	37.98	42.88	55.13	67.38
Technical services officer Level 3	32.60	36.51	40.42	45.64	58.68	71.72
Technical services officer Level 4	34.55	38.70	42.84	48.37	62.19	76.01
Technical services officer Level 5	35.34	39.58	43.82	49.47	63.61	77.74
Technical services officer	36.38	40.74	45.11	50.93	65.48	80.03

	<b>Day</b>	<b>Night shift</b>	<b>Non-rotating night</b>	<b>Saturday<sup>1</sup></b>	<b>Sunday<sup>2</sup></b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>					
	<b>125%</b>	<b>140%</b>	<b>155%</b>	<b>175%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 6						
Technical services officer Level 7	38.36	42.97	47.57	53.71	69.05	84.40
Technical services officer Level 8	39.40	44.13	48.86	55.16	70.92	86.68
Technical services officer Level 9	42.51	47.61	52.72	59.52	76.52	93.53
Technical services officer Level 10	45.63	51.10	56.58	63.88	82.13	100.38

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

	<b>Day</b>	<b>Night shift</b>	<b>Non-rotating night</b>	<b>Saturday<sup>1</sup></b>	<b>Sunday<sup>2</sup></b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>					
	<b>125%</b>	<b>140%</b>	<b>155%</b>	<b>175%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Administrative services officer Level 1	27.84	31.18	34.52	38.97	50.11	61.24
Administrative services officer Level 2	31.46	35.24	39.01	44.05	56.63	69.22
Administrative services officer Level 3	34.34	38.46	42.58	48.07	61.81	75.54
Administrative services officer Level 4	36.94	41.37	45.80	51.71	66.49	81.26
Administrative services officer Level 5	40.28	45.11	49.94	56.39	72.50	88.61
Administrative services officer Level 6	44.66	50.02	55.38	62.53	80.39	98.26
Administrative services officer Level 7	48.14	53.91	59.69	67.39	86.65	105.90

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

	<b>Day</b>	<b>Night shift</b>	<b>Non-rotating night</b>	<b>Saturday<sup>1</sup></b>	<b>Sunday<sup>2</sup></b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>					
	<b>125%</b>	<b>140%</b>	<b>155%</b>	<b>175%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Ground services officer Level 1	26.39	29.55	32.72	36.94	47.50	58.05
Ground services officer Level 2	27.01	30.25	33.50	37.82	48.62	59.43
Ground services officer Level 3	27.63	30.94	34.26	38.68	49.73	60.78
Ground services officer Level 4	28.46	31.88	35.29	39.85	51.23	62.62
Ground services officer Level 5	29.59	33.14	36.69	41.42	53.26	65.09
Ground services officer Level 6	30.63	34.30	37.98	42.88	55.13	67.38
Ground services officer Level 7	31.58	35.36	39.15	44.21	56.84	69.47
Ground services officer Level 8	32.19	36.05	39.91	45.06	57.94	70.81
Ground services officer Level 9	32.60	36.51	40.42	45.64	58.68	71.72
Ground services officer Level 10	33.03	36.99	40.95	46.24	59.45	72.66
Ground services officer Level 11	33.65	37.69	41.73	47.11	60.57	74.03

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

	<b>Day</b>	<b>Night shift</b>	<b>Non-rotating night</b>	<b>Saturday<sup>1</sup></b>	<b>Sunday<sup>2</sup></b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>					
	<b>125%</b>	<b>140%</b>	<b>155%</b>	<b>175%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Professional engineer Level 1						
—Pay point 1	36.70	41.10	45.51	51.38	66.06	80.74
—Pay point 2	38.11	42.69	47.26	53.36	68.60	83.85
—Pay point 3	39.50	44.24	48.98	55.30	71.10	86.90
Professional engineer Level 2	41.48	46.45	51.43	58.07	74.66	91.25
Professional engineer Level 3	45.63	51.10	56.58	63.88	82.13	100.38
Professional engineer Level 4	49.78	55.75	61.72	69.69	89.60	109.51
Professional engineer Level 5	55.66	62.34	69.02	77.93	100.19	122.46

27. By deleting the amount “\$877.42” appearing in clause C.1.1 and inserting “\$899.35”.

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

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Disability allowance— Technical or Ground services officers	21.2(a)(i)	0.1009	0.91	per hour
Disability allowance— confined space (boiler)	21.2(a)(iii)	0.2308	2.08	per hour
Disability allowance— maximum per hour	21.2(a)(iv)	0.1508	1.36	per hour
Disability allowance— maximum per hour for confined space (boiler)	21.2(a)(iv)	0.2308	2.08	per hour
Plumbers registration allowance	21.2(b)(i)	3.9127	35.19	per week
First aid allowance	21.2(c)	2.006	18.04	per week
District allowance— employees with dependents—Alice Springs	21.2(d)(ii)	360.1533	3239.04	per annum



<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
District allowance—employees with dependents—Darwin	21.2(d)(ii)	360.1533	3239.04	per annum
District allowance—employees with dependents—Mt Isa	21.2(d)(ii)	360.1533	3239.04	per annum
District allowance—employees with dependents—Tennant Creek	21.2(d)(ii)	717.2973	6451.01	per annum
District allowance—employees with dependents—Townsville	21.2(d)(ii)	149.4787	1344.34	per annum
District allowance—employees with dependents—Yulara	21.2(d)(ii)	360.1533	3239.04	per annum
District allowance—employees without dependents—Alice Springs	21.2(d)(ii)	196.6301	1768.39	per annum
District allowance—employees without dependents—Darwin	21.2(d)(ii)	196.6301	1768.39	per annum
District allowance—employees without dependents—Mt Isa	21.2(d)(ii)	196.6301	1768.39	per annum
District allowance—employees without dependents—Tennant Creek	21.2(d)(ii)	443.4196	3987.89	per annum
District allowance—employees without dependents—Townsville	21.2(d)(ii)	75.2415	676.68	per annum
District allowance—employees without dependents—Yulara	21.2(d)(ii)	196.63	1768.39	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)**

<b>Column 1</b> Experience level of trainee	<b>Column 2</b> Highest year of schooling completed		
	<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	347.10	382.20	455.30
Plus 1 year out of school	382.20	455.30	529.90
Plus 2 years out of school	455.30	529.90	616.60
Plus 3 years out of school	529.90	616.60	706.00
Plus 4 years out of school	616.60	706.00	
Plus 5 or more years out of school	706.00		

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

#### **(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	347.10	382.20	443.00
Plus 1 year out of school	382.20	443.00	509.60
Plus 2 years out of school	443.00	509.60	597.70
Plus 3 years out of school	509.60	597.70	681.70
Plus 4 years out of school	597.70	681.70	
Plus 5 or more years out of school	681.70		

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

**(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 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 3—Minimum weekly rate for full-time adult 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	733.40	761.80
Wage Level B	707.60	734.60

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

## 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	11.42	12.59	14.99
Plus 1 year out of school	12.59	14.99	17.45
Plus 2 years out of school	14.99	17.45	20.28
Plus 3 years out of school	17.45	20.28	23.22
Plus 4 years out of school	20.28	23.22	
Plus 5 or more years out of school	23.22		

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 clause F.4.2(a).

### (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 F.6.2 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	11.42	12.59	14.59
Plus 1 year out of school	12.59	14.59	16.77
Plus 2 years out of school	14.59	16.77	19.68
Plus 3 years out of school	16.77	19.68	22.45
Plus 4 years out of school	19.68	22.45	
Plus 5 or more years out of school	22.45		

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).

**(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
\$	\$
11.42	12.59

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).

**(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)**

<b>Column 1</b>	<b>Column 2</b>	<b>Column 3</b>
<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	24.11	25.06
Wage Level B	23.25	24.15

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).

**(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(d) 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(d) 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(d) minus 20% applies to each ordinary hour worked by the trainee.

**F.4.3 Other minimum wage provisions**

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

- (b) 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.
- (c) For the purpose of determining whether a trainee has suffered a reduction as mentioned in clause F.4.3(b), casual loadings are to be disregarded.
- (d) 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 November 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 November 2021.

PRESIDENT