



# DRAFT DETERMINATION

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

**Annual Wage Review 2023–24**  
(C2024/1)

**AUSTRALIAN PUBLIC SERVICE ENTERPRISE AWARD 2015**  
[MA000124]

Commonwealth employment

JUSTICE HATCHER, PRESIDENT  
VICE PRESIDENT ASBURY  
DEPUTY PRESIDENT HAMPTON  
DEPUTY PRESIDENT O’NEILL  
MS LABINE-ROMAIN  
PROFESSOR BAIRD  
MR CULLY

SYDNEY, XX JUNE 2024

*Annual Wage Review 2023–24.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2023–24 on 3 June 2024 [[2024] FWCFB 3500], the above award is varied as follows:

1. By deleting the table appearing in clause 10.3 and inserting the following:

<b>Classification Level</b>	<b>Minimum Annual Pay Rate (36.75 hour/week) \$</b>	<b>Minimum Hourly Pay Rate \$</b>
APS level 1	50,996	26.60
APS level 2	55,213	28.80
APS level 3	59,987	31.29
APS level 4	63,706	33.23
APS level 5	68,882	35.93
APS level 6	72,678	37.91
Executive level 1	82,379	42.97
Executive level 2	89,338	46.60

<b>Classification Level</b>	<b>Minimum Annual Pay Rate (36.75 hour/week) \$</b>	<b>Minimum Hourly Pay Rate \$</b>
MEDICAL OFFICERS		
Medical Officer class 1	78,085	40.73
Medical Officer class 2	102,298	53.36
Medical Officer class 3	108,854	56.78
Medical Officer class 4	117,654	61.37
TRAINEES		
Cadet APS (practical training)	50,996	26.60
Trainee APS (Technical)	53,488	27.90
Graduate APS	54,389	28.37

2. By deleting the table appearing in clause 10.4 and inserting the following:

<b>Classification Level</b>	<b>Minimum Annual Pay Rate (36.75 hour/week) \$</b>	<b>Minimum Hourly Pay Rate \$</b>
Customs Trainee	50,996	26.60
Customs Trainee Graduate	54,389	28.37
Customs level 1	59,987	31.29
Customs level 2	63,706	33.23
Customs level 3	72,678	37.91
Customs level 4	82,379	42.97
Customs level 5	89,338	46.60
Examiner of Patents	60,715	31.67
Antarctic Medical Practitioner level 1	93,786	48.92
Antarctic Medical Practitioner level 2	108,893	56.80
Valuer-in-training	49,519	25.83
Valuer	56,632	29.54
APS Meat Inspector 1	59,987	31.29
APS Meat Inspector 2	63,706	33.23
APS Meat Inspector 3	68,882	35.93

<b>Classification Level</b>	<b>Minimum Annual Pay Rate (36.75 hour/week) \$</b>	<b>Minimum Hourly Pay Rate \$</b>
APS Meat Inspector 4	72,678	37.91

3. By deleting the amount "\$14.25" appearing in clause 11.14 and inserting "\$14.78".
4. By deleting the amounts "24.36" and "48.74" appearing in clause 11.15(a) and inserting "25.27" and "50.56" respectively.
5. By deleting the amount "\$41.67" appearing in clause 11.17(b) and inserting "\$43.23".
6. By deleting the amount "\$30.49" appearing in clause 11.18(b) and inserting "\$31.63".
7. By deleting the amount "\$0.47" appearing in clause 11.19(a) and inserting "\$0.49".
8. By deleting the amount "\$0.80" appearing in clause 11.19(b) and inserting "\$0.83".
9. By deleting the amounts "\$0.92" and "\$0.94" appearing in clause 11.19(c) and inserting "\$0.96" and "\$0.97" respectively.
10. By deleting the amount "\$1.06" appearing in clause 11.19(d) and inserting "\$1.10".
11. By deleting the amount "\$0.94" appearing in clause 11.20(a) and inserting "\$0.97".
12. By deleting the amount "\$0.53" appearing in clause 11.20(b) and inserting "\$0.55".
13. By deleting the amount "\$30.80" appearing in clause 11.21(a) and inserting "\$31.95".
14. By deleting the amount "\$2.65" appearing in clause 11.21(c) and inserting "\$2.75".
15. By deleting the amount "\$10.10" appearing in clause 11.21(d) and inserting "\$10.48".
16. By deleting the amount "\$2.85" appearing in clause 11.22(a) and inserting "\$2.96".
17. By deleting the amount "\$5.44" appearing in clause 11.23(a)(i) and inserting "\$5.64".
18. By deleting the amount "\$6.90" appearing in clause 11.23(a)(ii) and inserting "\$7.16".
19. By deleting the amounts "\$0.92", "\$1.25" and "\$2.09" appearing in clause 11.23(b)(ii) and inserting "\$0.96", "\$1.30" and "\$2.17" respectively.
20. By deleting the amount "\$1.06" appearing in clause 11.23(c)(i) and inserting "\$1.10".
21. By deleting the amount "\$2.32" appearing in clause 11.23(c)(ii) and inserting "\$2.41".
22. By deleting the amount "\$0.94" appearing in clause 11.23(d) and inserting "\$0.97".

23. By deleting the amounts “\$0.94” and “\$1.06” appearing in clause 11.23(e)(ii) and inserting “\$0.97” and “\$1.10” respectively.
24. By deleting the amount “\$0.94” appearing in clause 11.23(f)(i) and inserting “\$0.97”.
25. By deleting the amount “\$1.06” appearing in clause 11.23(g) and inserting “\$1.10”.
26. By deleting the amount “\$2.05” appearing in clause 11.23(h)(i) and inserting “\$2.13”.
27. By deleting the amount “\$1.06” appearing in clause 11.23(i)(i) and inserting “\$1.10”.
28. By deleting the amount “\$0.94” appearing in clause 11.23(i)(ii) and inserting “\$0.97”.
29. By deleting the amount “\$3.41” appearing in clause 11.23(j)(i) and inserting “\$3.54”.
30. By deleting the amount “\$1.06” appearing in clause 11.23(k) and inserting “\$1.10”.
31. By deleting the amount “\$1.06” appearing in clause 11.23(l) and inserting “\$1.10”.
32. By deleting the amount “\$0.94” appearing in clause 11.23(m) and inserting “\$0.97”.
33. By deleting the amount “\$1.06” appearing in clause 11.23(n) and inserting “\$1.10”.
34. By deleting the amount “\$0.94” appearing in clause 11.23(o) and inserting “\$0.97”.
35. By deleting the table appearing in clause A.2 and inserting the following:

	<b>% of ordinary hourly rate</b>
	<b>100%</b>
	<b>\$</b>
APS level 1	26.60
APS level 2	28.80
APS level 3	31.29
APS level 4	33.23
APS level 5	35.93
APS level 6	37.91
Executive level 1	42.97
Executive level 2	46.60
Medical Officer class 1	40.73
Medical Officer class 2	53.36
Medical Officer class 3	56.78
Medical Officer class 4	61.37

	<b>% of ordinary hourly rate</b>
	<b>100%</b>
	<b>\$</b>
Cadet APS (practical training)	26.60
Trainee APS (Technical)	27.90
Graduate APS	28.37
Customs Trainee	26.60
Customs Trainee Graduate	28.37
Customs level 1	31.29
Customs level 2	33.23
Customs level 3	37.91
Customs level 4	42.97
Customs level 5	46.60
Examiner of Patents	31.67
Antarctic Medical Practitioner level 1	48.92
Antarctic Medical Practitioner level 2	56.80
Valuer-in-training	25.83
Valuer	29.54
APS Meat Inspector 1	31.29
APS Meat Inspector 2	33.23
APS Meat Inspector 3	35.93
APS Meat Inspector 4	37.91

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

	<b>Monday to Saturday— first 3 hours</b>	<b>Monday to Saturday— after 3 hours</b>	<b>Sunday— all day</b>	<b>Public Holiday or Additional Holiday—all day</b>
	<b>% of ordinary hourly rate</b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
APS level 1	39.90	53.20	53.20	66.50
APS level 2	43.20	57.60	57.60	72.00
APS level 3	46.94	62.58	62.58	78.23
APS level 4	49.85	66.46	66.46	83.08

	<b>Monday to Saturday— first 3 hours</b>	<b>Monday to Saturday— after 3 hours</b>	<b>Sunday— all day</b>	<b>Public Holiday or Additional Holiday—all day</b>
	<b>% of ordinary hourly rate</b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
APS level 5	53.90	71.86	71.86	89.83
APS level 6	56.87	75.82	75.82	94.78
Executive level 1	64.46	85.94	85.94	107.43
Executive level 2	69.90	93.20	93.20	116.50
Medical Officer class 1	61.10	81.46	81.46	101.83
Medical Officer class 2	80.04	106.72	106.72	133.40
Medical Officer class 3	85.17	113.56	113.56	141.95
Medical Officer class 4	92.06	122.74	122.74	153.43
Cadet APS (practical training)	39.90	53.20	53.20	66.50
Trainee APS (Technical)	41.85	55.80	55.80	69.75
Graduate APS	42.56	56.74	56.74	70.93
Customs Trainee	39.90	53.20	53.20	66.50
Customs Trainee Graduate	42.56	56.74	56.74	70.93
Customs level 1	46.94	62.58	62.58	78.23
Customs level 2	49.85	66.46	66.46	83.08
Customs level 3	56.87	75.82	75.82	94.78
Customs level 4	64.46	85.94	85.94	107.43
Customs level 5	69.90	93.20	93.20	116.50
Examiner of Patents	47.51	63.34	63.34	79.18
Antarctic Medical Practitioner level 1	73.38	97.84	97.84	122.30
Antarctic Medical Practitioner level 2	85.20	113.60	113.60	142.00
Valuer-in-training	38.75	51.66	51.66	64.58
Valuer	44.31	59.08	59.08	73.85
APS Meat Inspector 1	46.94	62.58	62.58	78.23
APS Meat Inspector 2	49.85	66.46	66.46	83.08
APS Meat Inspector 3	53.90	71.86	71.86	89.83

	<b>Monday to Saturday— first 3 hours</b>	<b>Monday to Saturday— after 3 hours</b>	<b>Sunday— all day</b>	<b>Public Holiday or Additional Holiday—all day</b>
	<b>% of ordinary hourly rate</b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
APS Meat Inspector 4	56.87	75.82	75.82	94.78

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

	<b>Night</b>	<b>Continuous Night</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public Holiday or Additional Holiday</b>
	<b>% of ordinary hourly rate</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>
APS level 1	30.59	34.58	39.90	53.20	66.50
APS level 2	33.12	37.44	43.20	57.60	72.00
APS level 3	35.98	40.68	46.94	62.58	78.23
APS level 4	38.21	43.20	49.85	66.46	83.08
APS level 5	41.32	46.71	53.90	71.86	89.83
APS level 6	43.60	49.28	56.87	75.82	94.78
Executive level 1	49.42	55.86	64.46	85.94	107.43
Executive level 2	53.59	60.58	69.90	93.20	116.50
Medical Officer class 1	46.84	52.95	61.10	81.46	101.83
Medical Officer class 2	61.36	69.37	80.04	106.72	133.40
Medical Officer class 3	65.30	73.81	85.17	113.56	141.95
Medical Officer class 4	70.58	79.78	92.06	122.74	153.43
Cadet APS (practical training)	30.59	34.58	39.90	53.20	66.50
Trainee APS (Technical)	32.09	36.27	41.85	55.80	69.75
Graduate APS	32.63	36.88	42.56	56.74	70.93
Customs Trainee	30.59	34.58	39.90	53.20	66.50
Customs Trainee Graduate	32.63	36.88	42.56	56.74	70.93
Customs level 1	35.98	40.68	46.94	62.58	78.23

	<b>Night</b>	<b>Continuous Night</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public Holiday or Additional Holiday</b>
	<b>% of ordinary hourly rate</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>
Customs level 2	38.21	43.20	49.85	66.46	83.08
Customs level 3	43.60	49.28	56.87	75.82	94.78
Customs level 4	49.42	55.86	64.46	85.94	107.43
Customs level 5	53.59	60.58	69.90	93.20	116.50
Examiner of Patents	36.42	41.17	47.51	63.34	79.18
Antarctic Medical Practitioner level 1	56.26	63.60	73.38	97.84	122.30
Antarctic Medical Practitioner level 2	65.32	73.84	85.20	113.60	142.00
Valuer-in-training	29.70	33.58	38.75	51.66	64.58
Valuer	33.97	38.40	44.31	59.08	73.85
APS Meat Inspector 1	35.98	40.68	46.94	62.58	78.23
APS Meat Inspector 2	38.21	43.20	49.85	66.46	83.08
APS Meat Inspector 3	41.32	46.71	53.90	71.86	89.83
APS Meat Inspector 4	43.60	49.28	56.87	75.82	94.78

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

	<b>Monday to Friday—first 3 hours</b>	<b>Monday to Friday—after 3 hours</b>	<b>Saturday and Sunday—all day</b>	<b>Public Holiday or Additional Holiday—all day</b>
	<b>% of ordinary hourly rate</b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
APS level 1	39.90	53.20	53.20	66.50
APS level 2	43.20	57.60	57.60	72.00
APS level 3	46.94	62.58	62.58	78.23
APS level 4	49.85	66.46	66.46	83.08
APS level 5	53.90	71.86	71.86	89.83
APS level 6	56.87	75.82	75.82	94.78



	<b>Monday to Friday—first 3 hours</b>	<b>Monday to Friday— after 3 hours</b>	<b>Saturday and Sunday—all day</b>	<b>Public Holiday or Additional Holiday—all day</b>
	<b>% of ordinary hourly rate</b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Executive level 1	64.46	85.94	85.94	107.43
Executive level 2	69.90	93.20	93.20	116.50
Medical Officer class 1	61.10	81.46	81.46	101.83
Medical Officer class 2	80.04	106.72	106.72	133.40
Medical Officer class 3	85.17	113.56	113.56	141.95
Medical Officer class 4	92.06	122.74	122.74	153.43
Cadet APS (practical training)	39.90	53.20	53.20	66.50
Trainee APS (Technical)	41.85	55.80	55.80	69.75
Graduate APS	42.56	56.74	56.74	70.93
Customs Trainee	39.90	53.20	53.20	66.50
Customs Trainee Graduate	42.56	56.74	56.74	70.93
Customs level 1	46.94	62.58	62.58	78.23
Customs level 2	49.85	66.46	66.46	83.08
Customs level 3	56.87	75.82	75.82	94.78
Customs level 4	64.46	85.94	85.94	107.43
Customs level 5	69.90	93.20	93.20	116.50
Examiner of Patents	47.51	63.34	63.34	79.18
Antarctic Medical Practitioner level 1	73.38	97.84	97.84	122.30
Antarctic Medical Practitioner level 2	85.20	113.60	113.60	142.00
Valuer-in-training	38.75	51.66	51.66	64.58
Valuer	44.31	59.08	59.08	73.85
APS Meat Inspector 1	46.94	62.58	62.58	78.23
APS Meat Inspector 2	49.85	66.46	66.46	83.08
APS Meat Inspector 3	53.90	71.86	71.86	89.83
APS Meat Inspector 4	56.87	75.82	75.82	94.78

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

	<b>% of ordinary hourly rate</b>
	<b>125%</b>
	<b>\$</b>
APS level 1	33.25
APS level 2	36.00
APS level 3	39.11
APS level 4	41.54
APS level 5	44.91
APS level 6	47.39
Executive level 1	53.71
Executive level 2	58.25
Medical Officer class 1	50.91
Medical Officer class 2	66.70
Medical Officer class 3	70.98
Medical Officer class 4	76.71
Cadet APS (practical training)	33.25
Trainee APS (Technical)	34.88
Graduate APS	35.46
Customs Trainee	33.25
Customs Trainee Graduate	35.46
Customs level 1	39.11
Customs level 2	41.54
Customs level 3	47.39
Customs level 4	53.71
Customs level 5	58.25
Examiner of Patents	39.59
Antarctic Medical Practitioner level 1	61.15
Antarctic Medical Practitioner level 2	71.00
Valuer-in-training	32.29
Valuer	36.93

	<b>% of ordinary hourly rate</b>
	<b>125%</b>
	<b>\$</b>
APS Meat Inspector 1	39.11
APS Meat Inspector 2	41.54
APS Meat Inspector 3	44.91
APS Meat Inspector 4	47.39

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

	<b>Monday to Saturday—first 3 hours</b>	<b>Monday to Saturday—after 3 hours</b>	<b>Sunday—all day</b>	<b>Public Holiday or Additional Holiday—all day</b>
	<b>% of ordinary hourly rate</b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
APS level 1	39.90	53.20	53.20	66.50
APS level 2	43.20	57.60	57.60	72.00
APS level 3	46.94	62.58	62.58	78.23
APS level 4	49.85	66.46	66.46	83.08
APS level 5	53.90	71.86	71.86	89.83
APS level 6	56.87	75.82	75.82	94.78
Executive level 1	64.46	85.94	85.94	107.43
Executive level 2	69.90	93.20	93.20	116.50
Medical Officer class 1	61.10	81.46	81.46	101.83
Medical Officer class 2	80.04	106.72	106.72	133.40
Medical Officer class 3	85.17	113.56	113.56	141.95
Medical Officer class 4	92.06	122.74	122.74	153.43
Cadet APS (practical training)	39.90	53.20	53.20	66.50
Trainee APS (Technical)	41.85	55.80	55.80	69.75
Graduate APS	42.56	56.74	56.74	70.93
Customs Trainee	39.90	53.20	53.20	66.50
Customs Trainee Graduate	42.56	56.74	56.74	70.93

	<b>Monday to Saturday— first 3 hours</b>	<b>Monday to Saturday— after 3 hours</b>	<b>Sunday—all day</b>	<b>Public Holiday or Additional Holiday—all day</b>
	<b>% of ordinary hourly rate</b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Customs level 1	46.94	62.58	62.58	78.23
Customs level 2	49.85	66.46	66.46	83.08
Customs level 3	56.87	75.82	75.82	94.78
Customs level 4	64.46	85.94	85.94	107.43
Customs level 5	69.90	93.20	93.20	116.50
Examiner of Patents	47.51	63.34	63.34	79.18
Antarctic Medical Practitioner level 1	73.38	97.84	97.84	122.30
Antarctic Medical Practitioner level 2	85.20	113.60	113.60	142.00
Valuer-in-training	38.75	51.66	51.66	64.58
Valuer	44.31	59.08	59.08	73.85
APS Meat Inspector 1	46.94	62.58	62.58	78.23
APS Meat Inspector 2	49.85	66.46	66.46	83.08
APS Meat Inspector 3	53.90	71.86	71.86	89.83
APS Meat Inspector 4	56.87	75.82	75.82	94.78

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

	<b>Night</b>	<b>Continuous Night</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public Holiday or Additional Holiday</b>
	<b>% of ordinary hourly rate</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>
APS level 1	37.24	41.23	46.55	59.85	73.15
APS level 2	40.32	44.64	50.40	64.80	79.20
APS level 3	43.81	48.50	54.76	70.40	86.05
APS level 4	46.52	51.51	58.15	74.77	91.38
APS level 5	50.30	55.69	62.88	80.84	98.81

	<b>Night</b>	<b>Continuous Night</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public Holiday or Additional Holiday</b>
	<b>% of ordinary hourly rate</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>
APS level 6	53.07	58.76	66.34	85.30	104.25
Executive level 1	60.16	66.60	75.20	96.68	118.17
Executive level 2	65.24	72.23	81.55	104.85	128.15
Medical Officer class 1	57.02	63.13	71.28	91.64	112.01
Medical Officer class 2	74.70	82.71	93.38	120.06	146.74
Medical Officer class 3	79.49	88.01	99.37	127.76	156.15
Medical Officer class 4	85.92	95.12	107.40	138.08	168.77
Cadet APS (practical training)	37.24	41.23	46.55	59.85	73.15
Trainee APS (Technical)	39.06	43.25	48.83	62.78	76.73
Graduate APS	39.72	43.97	49.65	63.83	78.02
Customs Trainee	37.24	41.23	46.55	59.85	73.15
Customs Trainee Graduate	39.72	43.97	49.65	63.83	78.02
Customs level 1	43.81	48.50	54.76	70.40	86.05
Customs level 2	46.52	51.51	58.15	74.77	91.38
Customs level 3	53.07	58.76	66.34	85.30	104.25
Customs level 4	60.16	66.60	75.20	96.68	118.17
Customs level 5	65.24	72.23	81.55	104.85	128.15
Examiner of Patents	44.34	49.09	55.42	71.26	87.09
Antarctic Medical Practitioner level 1	68.49	75.83	85.61	110.07	134.53
Antarctic Medical Practitioner level 2	79.52	88.04	99.40	127.80	156.20
Valuer-in-training	36.16	40.04	45.20	58.12	71.03
Valuer	41.36	45.79	51.70	66.47	81.24
APS Meat Inspector 1	43.81	48.50	54.76	70.40	86.05
APS Meat Inspector 2	46.52	51.51	58.15	74.77	91.38
APS Meat Inspector 3	50.30	55.69	62.88	80.84	98.81

	<b>Night</b>	<b>Continuous Night</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public Holiday or Additional Holiday</b>
	<b>% of ordinary hourly rate</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>
APS Meat Inspector 4	53.07	58.76	66.34	85.30	104.25

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

	<b>Monday to Friday— first 3 hours</b>	<b>Monday to Friday— after 3 hours</b>	<b>Saturday— all day</b>	<b>Sunday— all day</b>	<b>Public Holiday or Additional Holiday— all day</b>
	<b>% of ordinary hourly rate</b>				
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
APS level 1	39.90	53.20	53.20	59.85	73.15
APS level 2	43.20	57.60	57.60	64.80	79.20
APS level 3	46.94	62.58	62.58	70.40	86.05
APS level 4	49.85	66.46	66.46	74.77	91.38
APS level 5	53.90	71.86	71.86	80.84	98.81
APS level 6	56.87	75.82	75.82	85.30	104.25
Executive level 1	64.46	85.94	85.94	96.68	118.17
Executive level 2	69.90	93.20	93.20	104.85	128.15
Medical Officer class 1	61.10	81.46	81.46	91.64	112.01
Medical Officer class 2	80.04	106.72	106.72	120.06	146.74
Medical Officer class 3	85.17	113.56	113.56	127.76	156.15
Medical Officer class 4	92.06	122.74	122.74	138.08	168.77
Cadet APS (practical training)	39.90	53.20	53.20	59.85	73.15
Trainee APS (Technical)	41.85	55.80	55.80	62.78	76.73
Graduate APS	42.56	56.74	56.74	63.83	78.02
Customs Trainee	39.90	53.20	53.20	59.85	73.15
Customs Trainee Graduate	42.56	56.74	56.74	63.83	78.02

	<b>Monday to Friday— first 3 hours</b>	<b>Monday to Friday— after 3 hours</b>	<b>Saturday— all day</b>	<b>Sunday —all day</b>	<b>Public Holiday or Additional Holiday— all day</b>
	<b>% of ordinary hourly rate</b>				
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Customs level 1	46.94	62.58	62.58	70.40	86.05
Customs level 2	49.85	66.46	66.46	74.77	91.38
Customs level 3	56.87	75.82	75.82	85.30	104.25
Customs level 4	64.46	85.94	85.94	96.68	118.17
Customs level 5	69.90	93.20	93.20	104.85	128.15
Examiner of Patents	47.51	63.34	63.34	71.26	87.09
Antarctic Medical Practitioner level 1	73.38	97.84	97.84	110.07	134.53
Antarctic Medical Practitioner level 2	85.20	113.60	113.60	127.80	156.20
Valuer-in-training	38.75	51.66	51.66	58.12	71.03
Valuer	44.31	59.08	59.08	66.47	81.24
APS Meat Inspector 1	46.94	62.58	62.58	70.40	86.05
APS Meat Inspector 2	49.85	66.46	66.46	74.77	91.38
APS Meat Inspector 3	53.90	71.86	71.86	80.84	98.81
APS Meat Inspector 4	56.87	75.82	75.82	85.30	104.25

43. By deleting the amount “\$27.76” appearing in clause B.1 and inserting “\$28.80”.
44. By deleting the table appearing in clause B.1 and inserting the following:

<b>Allowance</b>	<b>Clause</b>	<b>Payable</b>	<b>% of standard rate</b>	<b>\$</b>
First aid	11.14	weekly	51.32	14.78
<b>Community language allowance</b>				
CLA Rate 1	11.15(a)	weekly	87.76	25.27
CLA Rate 2	11.15(a)	weekly	175.56	50.56
Plumber’s licence	11.16(b)	hourly	0.14	0.04

<b>Allowance</b>	<b>Clause</b>	<b>Payable</b>	<b>% of standard rate</b>	<b>\$</b>
Plumber's registration	11.17(b)	weekly	150.12	43.23
Electrical licence	11.18(b)	weekly	109.84	31.63
<b>Disability allowances</b>				
<b>Working at heights</b>				
Steel frame structures etc	11.19(a)	hourly	1.69	0.49
Painting tradesperson	11.19(b)	hourly	2.87	0.83
Chimney, radio/television mast etc	11.19(c)	hourly	3.32	0.96
Chimney, radio/television mast etc - for each additional 15 metres of height	11.19(c)	hourly	3.37	0.97
Roof repairs	11.19(d)	hourly	3.82	1.10
Employees performing spray painting functions - Trades	11.20(a)	hourly	3.37	0.97
Employees performing spray painting functions - Stores	11.20(b)	hourly	1.91	0.55
<b>Plumbing tradespeople—disabilities and related allowances</b>				
Plumbing disabilities	11.21(a)	weekly	110.95	31.95
Lead burning	11.21(c)	hourly	9.55	2.75
Chokage	11.21(d)	daily or part daily	36.39	10.48
Asbestos eradication	11.22(a)	hourly	10.28	2.96
<b>General disability allowances</b>				
Spray gangs	11.23(a)(i)	daily or part daily	19.59	5.64
Spray gangs - additional for high pressure	11.23(a)(ii)	daily or part daily	24.87	7.16
Cold work - between -1 and 7 degrees	11.23(b)(ii)	hour or part thereof	3.32	0.96
Cold work - between -2 and -18 degrees	11.23(b)(ii)	hour or part thereof	4.5	1.30
Cold work - below -18 degrees	11.23(b)(ii)	hour or part thereof	7.53	2.17



<b>Allowance</b>	<b>Clause</b>	<b>Payable</b>	<b>% of standard rate</b>	<b>\$</b>
Confined spaces	11.23(c)(i)	hour or part thereof	3.82	1.10
Confined spaces - Gas or water space	11.23(c)(ii)	hour or part thereof	8.37	2.41
Dirty or offensive work	11.23(d)	hourly	3.37	0.97
Hot work - Between 46 and 54 degrees,	11.23(e)(ii)	hourly	3.37	0.97
Hot work - Exceeding 54 degrees	11.23(e)(ii)	hourly	3.82	1.10
Wet work	11.23(f)(i)	hourly	3.37	0.97
Insulating materials	11.23(g)	hourly	3.82	1.10
Explosive powered tools	11.23(h)(i)	daily or part daily	7.39	2.13
Epoxy-based materials - Using materials	11.23(i)(i)	hourly	3.82	1.10
Epoxy-based materials - Close proximity	11.23(i)(ii)	hourly	3.37	0.97
Second-hand timber	11.23(j)(i)	daily	12.29	3.54
Hot bitumen	11.23(k)	hourly	3.82	1.10
Asbestos handling	11.23(l)	hourly	3.82	1.10
Water underfoot or dripping	11.23(m)	hourly	3.37	0.97
Offensive fumes	11.23(n)	hourly	3.82	1.10
Plaster or composition	11.23(o)	hourly	3.37	0.97

45. By deleting clause D.5.1 and inserting the following:

#### **D.5.1 Minimum wages for traineeships**

##### **(a) Wage Level A**

Subject to clause D.5.2 and D.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 D.7 are:

	<b>Highest year of schooling completed</b>					
	<b>Year 10</b>		<b>Year 11</b>		<b>Year 12</b>	
	<b>Full-time weekly</b>	<b>Part-time hourly</b>	<b>Full-time weekly</b>	<b>Part-time hourly</b>	<b>Full-time weekly</b>	<b>Part-time hourly</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	398.70	13.11	439.00	14.44	522.20	17.17
Plus 1 year out of school	439.00	14.44	522.20	17.17	607.70	19.99
Plus 2 years out of school	522.20	17.17	607.70	19.99	707.20	23.26
Plus 3 years out of school	607.70	19.99	707.20	23.26	809.70	26.64
Plus 4 years out of school	707.20	23.26	809.70	26.64		
Plus 5 or more years out of school	809.70	26.64				

**(b) Wage Level B**

Subject to clause D.5.2 and D.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 D.7 are:

	<b>Highest year of schooling completed</b>					
	<b>Year 10</b>		<b>Year 11</b>		<b>Year 12</b>	
	<b>Full-time weekly</b>	<b>Part-time hourly</b>	<b>Full-time weekly</b>	<b>Part-time hourly</b>	<b>Full-time weekly</b>	<b>Part-time hourly</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	398.70	13.11	439.00	14.44	508.90	16.75
Plus 1 year out of school	439.00	14.44	508.90	16.75	585.40	19.26
Plus 2 years out of school	508.90	16.75	585.40	19.26	686.60	22.59
Plus 3 years out of school	585.40	19.26	686.60	22.59	783.00	25.76
Plus 4 years out of school	686.60	22.59	783.00	25.76		
Plus 5 or more years out of school	783.00	25.76				

**(c) Wage Level C**

Subject to clause D.5.2 and D.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 D.7 are:

	<b>Highest year of schooling completed</b>					
	<b>Year 10</b>		<b>Year 11</b>		<b>Year 12</b>	
	<b>Full-time weekly</b>	<b>Part-time hourly</b>	<b>Full-time weekly</b>	<b>Part-time hourly</b>	<b>Full-time weekly</b>	<b>Part-time hourly</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	398.70	13.11	439.00	14.44	508.90	16.75
Plus 1 year out of school	439.00	14.44	508.90	16.75	575.50	18.92
Plus 2 years out of school	508.90	16.75	575.50	18.92	642.90	21.15
Plus 3 years out of school	575.50	18.92	642.90	21.15	716.10	23.55
Plus 4 years out of school	642.90	21.15	716.10	23.55		
Plus 5 or more years out of school	716.10	23.55				

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

- (i) Subject to clause D.5.2 and D.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 D.5.2 and D.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:

<b>Wage level</b>	<b>First year of traineeship</b>		<b>Second and subsequent years of traineeship</b>	
	<b>Full-time weekly</b>	<b>Part-time hourly</b>	<b>Full-time weekly</b>	<b>Part-time hourly</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Wage Level A	840.40	27.65	872.30	28.69
Wage Level B	812.80	26.74	843.70	27.75
Wage Level C	743.40	24.45	771.50	25.38

**(e) School-based traineeships**

Subject to clauses D.5.2 and D.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:

<b>Year of schooling</b>	
<b>Year 11 or lower</b>	<b>Year 12</b>
<b>per hour</b>	<b>per hour</b>
<b>\$</b>	<b>\$</b>
13.11	14.44

46. By deleting the amount "\$4.04" appearing in clause F.1.1(d)(i) and inserting "\$4.19".
47. By deleting the amount "\$5.94" appearing in clause F.1.1(d)(ii) and inserting "\$6.17".
48. By deleting the amount "\$3.71" appearing in clause F.1.2 and inserting "\$3.84".
49. By deleting the amount "\$0.77" appearing in clause F.1.3(a) and inserting "\$0.80".
50. By deleting the amount "\$3.71" appearing in clause F.1.3(b) and inserting "\$3.84".
51. By deleting the amount "\$1.52" appearing in clause F.1.4(a) and inserting "\$1.58".
52. By deleting the amount "\$1.52" appearing in clause F.1.4(b) and inserting "\$1.58".
53. By deleting the amount "\$1.05" appearing in clause F.1.4(c) and inserting "\$1.09".
54. By deleting the amount "\$6.02" appearing in clause F.1.5(b)(i) and inserting "\$6.25".
55. By deleting the amount "\$6.02" appearing in clause F.1.5(b)(ii) and inserting "\$6.25".
56. By deleting the amount "\$2.92" appearing in clause F.1.5(b)(iii) and inserting "\$3.03".
57. By deleting the amount "\$6.02" appearing in clause F.1.5(c)(i) and inserting "\$6.25".
58. By deleting the amount "\$5.24" appearing in clause F.1.5(c)(ii) and inserting "\$5.43".
59. By deleting the amount "\$5.24" appearing in clause F.1.5(c)(iii) and inserting "\$5.43".
60. By deleting the amount "\$28.66" appearing in clause F.1.6(a) and inserting "\$29.74".
61. By deleting the amount "\$44.92" appearing in clause F.1.6(b) and inserting "\$46.61".

62. By deleting the table appearing in clause F.3.2(a) and inserting the following:

	<b>\$ per occasion</b>
Divisional Returning Officer	3330.33
Clerk to Divisional Returning Officer	1331.73
APS Level 2	828.08
APS Level 1	617.12

63. By deleting the amount “\$3.71” appearing in clause F.4.2(a) and inserting “\$3.84”.

64. By deleting the amount “\$10.58” appearing in clause F.4.2(b) and inserting “\$10.98”.

65. By deleting the amount “\$4.77” appearing in clause F.4.2(c) and inserting “\$4.95”.

66. By deleting the amount “\$14.03” appearing in clause F.4.2(d) and inserting “\$14.56”.

67. By deleting the amount “\$3.58” appearing in clause F.4.2(e) and inserting “\$3.72”.

68. By deleting the amount “\$1.83” appearing in clause F.4.3(a) and inserting “\$1.90”.

69. By deleting the amount “\$2.33” appearing in clause F.4.3(b) and inserting “\$2.42”.

70. By deleting the amount “\$17.69” appearing in clause F.6.2(a) and inserting “\$18.35”.

71. By deleting the amount “\$13.26” appearing in clause F.6.2(b) and inserting “\$13.76”.

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

<b>Allowance</b>	<b>Clause</b>	<b>Payable</b>	<b>% of standard rate</b>	<b>\$</b>
<b>Duty at sea</b>				
Surface vessel	F.1.1(d)(i)	hourly	14.55	4.19
Submarine	F.1.1(d)(ii)	hourly	21.41	6.17
Tropic treating plant	F.1.2	daily or part daily	13.35	3.84
<b>Stores functions</b>				
Stores	F.1.3(a)	hourly	2.78	0.80
Trichlorethylene de-greasing plant	F.1.3(b)	daily or part daily	13.35	3.84
<b>Welding</b>				
Welding	F.1.4(a)	hourly	5.47	1.58

<b>Allowance</b>	<b>Clause</b>	<b>Payable</b>	<b>% of standard rate</b>	<b>\$</b>
Plasma arc process	F.1.4(b)	hourly	5.47	1.58
MIG or TIG processes	F.1.4(c)	hourly	3.79	1.09
<b>Explosives</b>				
Manufacture - nitroglycerine	F.1.5(b)(i)	daily or part daily	21.7	6.25
Manufacture - RDX	F.1.5(b)(ii)	daily or part daily	21.7	6.25
Manufacture - ammonium perchlorate	F.1.5(b)(iii)	daily or part daily	10.51	3.03
Filling - CE, TNT and DNT	F.1.5(c)(i)	daily or part daily	21.7	6.25
Filling - Chromates	F.1.5(c)(ii)	daily or part daily	18.87	5.43
Filling - nitroglycerine	F.1.5(c)(iii)	daily or part daily	18.87	5.43
<b>Dangerous air cargo</b>				
Certification	F.1.6(a)	weekly	103.26	29.74
Packing and dispatching	F.1.6(b)	weekly	161.83	46.61
<b>Referendum</b>				
Divisional Returning Officer	F.3.2(a)	per occasion	11563.66	3330.33
Clerk to Divisional Returning Officer	F.3.2(a)	per occasion	4624.05	1331.73
APS Level 2	F.3.2(a)	per occasion	2875.28	828.08
APS Level 1	F.3.2(a)	per occasion	2142.77	617.12
<b>Gardening or general hand</b>				
Aquatic ponds	F.4.2(a)	daily	13.35	3.84
Work in rain	F.4.2(b)	daily or part daily	38.12	10.98
Height	F.4.2(c)	daily	17.19	4.95
Pest control	F.4.2(d)	weekly	50.55	14.56
Wet pay	F.4.2(e)	daily	12.91	3.72
<b>Overseers</b>				
Gardening	F.4.3(a)	daily or part daily	6.58	1.90

<b>Allowance</b>	<b>Clause</b>	<b>Payable</b>	<b>% of standard rate</b>	<b>\$</b>
Spray equipment	F.4.3(b)	daily or part daily	8.4	2.42
<b>Flying</b>				
Aerial surveillance	F.6.2(a)	hourly or part hourly	63.71	18.35
Aerial surveillance—work experience	F.6.2(b)	hourly or part hourly	47.77	13.76

B. This determination comes into operation on 1 July 2024. In accordance with s 286(5) of the *Fair Work Act 2009* (Cth) 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 July 2024.

PRESIDENT