



# 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, 18 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<br/>Pay Rate (36.75<br/>hour/week)<br/>\$</b> | <b>Minimum Hourly<br/>Pay Rate<br/>\$</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<br/>Pay Rate (36.75<br/>hour/week)<br/>\$</b> | <b>Minimum Hourly<br/>Pay Rate<br/>\$</b> |
|--------------------------------|---|---|
| <b>MEDICAL OFFICERS</b>        |   |   |
| 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                                     |
| <b>TRAINEES</b>                |   |   |
| 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<br/>Pay Rate (36.75<br/>hour/week)<br/>\$</b> | <b>Minimum Hourly<br/>Pay Rate<br/>\$</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<br>level 1 | 93,786  | 48.92                                     |
| Antarctic Medical Practitioner<br>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<br/>Pay Rate (36.75<br/>hour/week)<br/>\$</b> | <b>Minimum Hourly<br/>Pay Rate<br/>\$</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—<br/>first 3 hours</b> | <b>Monday to Saturday—<br/>after 3 hours</b> | <b>Sunday—<br/>all day</b> | <b>Public Holiday<br/>or Additional<br/>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—<br/>first 3 hours</b> | <b>Monday to Saturday—<br/>after 3 hours</b> | <b>Sunday—<br/>all day</b> | <b>Public Holiday<br/>or Additional<br/>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—<br/>first 3 hours</b> | <b>Monday to Saturday—<br/>after 3 hours</b> | <b>Sunday—<br/>all day</b> | <b>Public Holiday<br/>or Additional<br/>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<br/>Night</b> | <b>Saturday</b> | <b>Sunday</b> | <b>Public<br/>Holiday or<br/>Additional<br/>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<br>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<br>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<br/>Friday—first<br/>3 hours</b> | <b>Monday to<br/>Friday—<br/>after 3 hours</b> | <b>Saturday and<br/>Sunday—all<br/>day</b> | <b>Public Holiday<br/>or Additional<br/>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<br>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<br>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<br>Practitioner level 1 | 73.38   | 97.84  | 97.84                                      | 122.30  |
| Antarctic Medical<br>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<br/>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<br>level 1 | 61.15                                |
| Antarctic Medical Practitioner<br>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—<br/>first 3 hours</b> | <b>Monday to Saturday—<br/>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—<br/>first 3 hours</b> | <b>Monday to Saturday—<br/>after 3 hours</b> | <b>Sunday—all<br/>day</b> | <b>Public Holiday<br/>or Additional<br/>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<br>Practitioner level 1 | 73.38  | 97.84  | 97.84                     | 122.30  |
| Antarctic Medical<br>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<br/>Night</b> | <b>Saturday</b> | <b>Sunday</b> | <b>Public<br/>Holiday or<br/>Additional<br/>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—<br/>first 3 hours</b> | <b>Monday to Friday—<br/>after 3 hours</b> | <b>Saturday—<br/>all day</b> | <b>Sunday—<br/>all day</b> | <b>Public Holiday or Additional Holiday—<br/>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—<br/>first 3 hours</b> | <b>Monday to Friday—<br/>after 3 hours</b> | <b>Saturday—<br/>all day</b> | <b>Sunday<br/>—all day</b> | <b>Public Holiday or<br/>Additional Holiday—<br/>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

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