



# DRAFT DETERMINATION

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

## Annual Wage Review 2024–25 (C2025/1)

### AIRLINE OPERATIONS—GROUND STAFF AWARD 2020 [MA000048]

Airline operations

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

SYDNEY, XX JUNE 2025

#### *Annual Wage Review 2024–25.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2024–25 on 3 June 2025 [[2025] FWCFB 3500], the above award is varied as follows:

1. By deleting the amount “\$5.37” appearing in clause 17.6(a) and inserting “\$5.56”.
2. By deleting the amount “\$5.68” appearing in clause 17.6(b) and inserting “\$5.88”.
3. By deleting the table appearing in clause 18.1 and inserting the following:

Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Level 1	993.40	26.14
Level 2	997.50	26.25
Level 3	1014.30	26.69
Level 4	1042.30	27.43
Level 5	1089.40	28.67
Level 6	1118.00	29.42

<b>Classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Level 7	1125.50	29.62
Level 8	1173.50	30.88

4. By deleting the table appearing in clause 18.2 and inserting the following:

<b>Classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Level 1	1024.40	26.96
Level 2	1068.40	28.12
Level 3	1128.50	29.70
Level 4	1185.10	31.19
Level 5	1233.20	32.45
Level 6	1281.60	33.73
Level 7	1330.30	35.01
Level 8	1378.20	36.27

5. By deleting the table appearing in clause 18.3 and inserting the following:

<b>Classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Aircraft Worker 1	922.70	24.28
Aircraft Worker 2	948.00	24.95
Aircraft Worker 3	982.40	25.85
Aircraft Worker 4	1014.70	26.70
Tradesperson	1068.40	28.12
Aircraft Maintenance Engineer	1165.70	30.68
Full Category B1.1 Licence Holder	1250.10	32.90
Full Category B1.2 Licence Holder	1250.10	32.90

<b>Classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Full Category B1.3 Licence Holder	1250.10	32.90
Full Category B1.4 Licence Holder	1250.10	32.90
Full Category B2 Licence Holder	1250.10	32.90
Full Category B1/B2 Licence Holder	1250.10	32.90
Transitional Category B1.1 Licence Holder	1250.10	32.90
Transitional Category B1.2 Licence Holder	1193.10	31.40
Transitional Category B1.3 Licence Holder	1250.10	32.90
Transitional Category B1.4 Licence Holder	1193.10	31.40
Transitional Category B2 Licence Holder	1250.10	32.90

6. By deleting the table appearing in clause 18.4 and inserting the following:

<b>Classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Level 1	978.00	25.74
Level 2	999.20	26.29
Level 3	1024.20	26.95
Level 4	1056.00	27.79
Level 5	1094.60	28.81

7. By deleting the amount “\$3.82” appearing in clause 20.2(a) and inserting “\$3.95”.
8. By deleting the amount “\$1.24” appearing in clause 20.2(b)(i)(A) and inserting “\$1.28”.
9. By deleting the amount “\$0.68” appearing in clause 20.2(b)(i)(B) and inserting “\$0.71”.
10. By deleting the amount “\$17.34” appearing in clause 20.2(c) and inserting “\$17.95”.

11. By deleting the amount “\$6.61” appearing in clause 20.2(d) and inserting “\$6.84”.
12. By deleting the table appearing in clause 20.2(e) and inserting the following:

<b>Foreign languages</b>	<b>Per week</b>
	<b>\$</b>
1 language	7.05
2 languages	10.58
3 or more languages	13.78

13. By deleting the table appearing in clause 20.4(a) and inserting the following:

<b>Amount handled</b>	<b>Per week</b>
	<b>\$</b>
Less than \$200	6.41
\$200 and less than \$1000	12.82
\$1000 and less than \$5000	17.20
\$5000 and over	19.98

14. By deleting the amount “\$30.97” appearing in clause 20.4(b) and inserting “\$32.05”.
15. By deleting the table appearing in clause 20.6(b)(i) and inserting the following:

<b>Classification</b>	<b>per week for first Aircraft Type Rating Endorsement</b>	<b>per week for each additional Aircraft Type Rating Endorsement</b>
	<b>\$</b>	<b>\$</b>
Full Category B1.1 Licence Holder	213.68	53.42
Full Category B1.2 Licence Holder	160.26	53.42
Full Category B1.3 Licence Holder	213.68	53.42
Full Category B1.4 Licence Holder	160.26	53.42
Full Category B2 Licence Holder	267.10	53.42
Full Category B1/B2 Licence Holder	320.52	53.42

16. By deleting the amount “\$361.31” appearing in clause 20.6(b)(ii) and inserting “\$373.94”.
17. By deleting the amount “\$361.31” appearing in clause 20.6(b)(iii) and inserting “\$373.94”.

18. By deleting the table appearing in clause 20.6(c)(i) and inserting the following:

<b>Classification</b>	<b>per week for first Aircraft Type Rating Endorsement</b>	<b>per week for each additional Aircraft Type Rating Endorsement</b>
	<b>\$</b>	<b>\$</b>
Transitional Category B1.1 Licence Holder	160.26	45.41
Transitional Category B1.2 Licence Holder	116.67	45.41
Transitional Category B1.3 Licence Holder	160.26	45.41
Transitional Category B1.4 Licence Holder	116.67	45.41
Transitional Category B2 Licence Holder	226.93	45.41

19. By deleting the amount “\$299.68” appearing in clause 20.6(c)(ii) and inserting “\$310.16”.
20. By deleting the amount “\$299.68” appearing in clause 20.6(c)(iii) and inserting “\$310.16”.
21. By deleting the amount “\$74.02” appearing in clause 20.6(e)(i)(A) and inserting “\$76.60”.
22. By deleting the amount “\$26.32” appearing in clause 20.6(e)(i)(B) and inserting “\$27.24”.
23. By deleting the amounts “\$14.25” and “\$35.72” appearing in clause 20.6(e)(i)(C) and inserting “\$14.74” and “\$36.97” respectively.
24. By deleting the amount “\$35.72” appearing in clause 20.6(e)(i)(D) and inserting “\$36.97”.
25. By deleting the amount “\$14.25” appearing in clause 20.6(e)(i)(E) and inserting “\$14.74”.
26. By deleting the amount “\$7.33” appearing in clause 20.6(e)(i)(F) and inserting “\$7.59”.
27. By deleting the amount “\$80.52” appearing in clause 20.6(f)(i) and inserting “\$83.34”.
28. By deleting the amounts “\$61.94” and “\$51.62” appearing in clause 20.6(f)(ii) and inserting “\$64.10” and “\$53.42” respectively.

29. By deleting the amount “\$1127.27” wherever it appears in clause 20.6(f)(iii) and inserting “\$1166.69”.

30. By deleting the amount “\$55.12” appearing in clause 20.6(g)(i) and inserting “\$57.05”.

31. By deleting the amount “\$1207.69” wherever it appears in clause 20.6(g)(ii) and inserting “\$1249.92”.

32. By deleting the amount “\$55.12” appearing in clause 20.6(h) and inserting “\$57.05”.

33. By deleting the amount “\$0.76” appearing in clause 20.7(d) and inserting “\$0.79”.

34. By deleting the table appearing in clause 20.7(e)(i) and inserting the following:

<b>Temperature</b>	<b>\$ per hour</b>
Between 46 and 54 degrees Celsius	0.81
In excess of 54 degrees Celsius	1.07

35. By deleting the amount “\$0.78” appearing in clause 20.7(f)(i) and inserting “\$0.81”.

36. By deleting the amount “\$0.78” appearing in clause 20.7(g) and inserting “\$0.81”.

37. By deleting the amount “\$1.03” appearing in clause 20.7(h)(i) and inserting “\$1.07”.

38. By deleting the amount “\$1.24” appearing in clause 20.7(i) and inserting “\$1.28”.

39. By deleting the amount “\$0.83” appearing in clause 20.7(j) and inserting “\$0.85”.

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

	Ordinary hours	Saturday	Sunday	Public holiday	
				Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
	% of ordinary hourly rate <sup>1</sup>				
	100%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
Level 1	26.14	39.21	52.28	52.28	65.35
Level 2	26.25	39.38	52.50	52.50	65.63
Level 3	26.69	40.04	53.38	53.38	66.73
Level 4	27.43	41.15	54.86	54.86	68.58
Level 5	28.67	43.01	57.34	57.34	71.68

	Ordinary hours	Saturday	Sunday	Public holiday	
				Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
	% of ordinary hourly rate <sup>1</sup>				
	100%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
Level 6	29.42	44.13	58.84	58.84	73.55
Level 7	29.62	44.43	59.24	59.24	74.05
Level 8	30.88	46.32	61.76	61.76	77.20

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

	Early morning or afternoon shift	Night shift <sup>1</sup>	Night shift <sup>2</sup>	Continuous afternoon or night shifts <sup>3</sup>
	% of ordinary hourly rate <sup>4</sup>			
	115%	122.5%	130%	150%
	\$	\$	\$	\$
Level 1	30.06	32.02	33.98	39.21
Level 2	30.19	32.16	34.13	39.38
Level 3	30.69	32.70	34.70	40.04
Level 4	31.54	33.60	35.66	41.15
Level 5	32.97	35.12	37.27	43.01
Level 6	33.83	36.04	38.25	44.13
Level 7	34.06	36.28	38.51	44.43
Level 8	35.51	37.83	40.14	46.32

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

	Saturday	Sunday	Public holiday	
			Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
	% of ordinary hourly rate <sup>1</sup>			
	150%	200%	200%	250%
	\$	\$	\$	\$
Level 1	39.21	52.28	52.28	65.35
Level 2	39.38	52.50	52.50	65.63
Level 3	40.04	53.38	53.38	66.73
Level 4	41.15	54.86	54.86	68.58
Level 5	43.01	57.34	57.34	71.68
Level 6	44.13	58.84	58.84	73.55
Level 7	44.43	59.24	59.24	74.05
Level 8	46.32	61.76	61.76	77.20

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

	Day workers			Shiftworkers (except continuous shiftworkers)			Continuous shiftworkers
	Monday to Saturday		Sunday	Monday to Saturday		Sunday	Monday to Sunday
	First 2 hours	After 2 hours	All hours	First 2 hours	After 2 hours	All hours	All overtime hours
	% of ordinary hourly rate <sup>1</sup>						
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	39.21	52.28	52.28	39.21	52.28	52.28	52.28
Level 2	39.38	52.50	52.50	39.38	52.50	52.50	52.50
Level 3	40.04	53.38	53.38	40.04	53.38	53.38	53.38
Level 4	41.15	54.86	54.86	41.15	54.86	54.86	54.86
Level 5	43.01	57.34	57.34	43.01	57.34	57.34	57.34
Level 6	44.13	58.84	58.84	44.13	58.84	58.84	58.84
Level 7	44.43	59.24	59.24	44.43	59.24	59.24	59.24
Level 8	46.32	61.76	61.76	46.32	61.76	61.76	61.76



44. By deleting the table appearing in clause B.3.1 and inserting the following:

	Ordinary hours	Saturday	Sunday	Public holiday	
				Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
	% of ordinary hourly rate <sup>1</sup>				
	100%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
Level 1	26.96	40.44	53.92	53.92	67.40
Level 2	28.12	42.18	56.24	56.24	70.30
Level 3	29.70	44.55	59.40	59.40	74.25
Level 4	31.19	46.79	62.38	62.38	77.98
Level 5	32.45	48.68	64.90	64.90	81.13
Level 6	33.73	50.60	67.46	67.46	84.33
Level 7	35.01	52.52	70.02	70.02	87.53
Level 8	36.27	54.41	72.54	72.54	90.68

45. By deleting the table appearing in clause B.3.2 and inserting the following:

	Early morning or afternoon shift	Night shift <sup>1</sup>	Night shift <sup>2</sup>	Continuous afternoon or night shifts <sup>3</sup>
	% of ordinary hourly rate <sup>4</sup>			
	115%	122.5%	130%	150%
	\$	\$	\$	\$
Level 1	31.00	33.03	35.05	40.44
Level 2	32.34	34.45	36.56	42.18
Level 3	34.16	36.38	38.61	44.55
Level 4	35.87	38.21	40.55	46.79
Level 5	37.32	39.75	42.19	48.68
Level 6	38.79	41.32	43.85	50.60
Level 7	40.26	42.89	45.51	52.52
Level 8	41.71	44.43	47.15	54.41

46. By deleting the table appearing in clause B.3.3 and inserting the following:

	Saturday	Sunday	Public holiday	
			Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
	% of ordinary hourly rate <sup>1</sup>			
	150%	200%	200%	250%
	\$	\$	\$	\$
Level 1	40.44	53.92	53.92	67.40
Level 2	42.18	56.24	56.24	70.30
Level 3	44.55	59.40	59.40	74.25
Level 4	46.79	62.38	62.38	77.98
Level 5	48.68	64.90	64.90	81.13
Level 6	50.60	67.46	67.46	84.33
Level 7	52.52	70.02	70.02	87.53
Level 8	54.41	72.54	72.54	90.68

47. By deleting the table appearing in clause B.3.4 and inserting the following:

	Day workers			Shiftworkers (except continuous shiftworkers)			Continuous shiftworkers
	Monday to Saturday		Sunday	Monday to Saturday		Sunday	Monday to Sunday
	First 2 hours	After 2 hours	All hours	First 2 hours	After 2 hours	All hours	All overtime hours
	% of ordinary hourly rate <sup>1</sup>						
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>200%</b>
	\$	\$	\$	\$	\$	\$	\$
Level 1	40.44	53.92	53.92	40.44	53.92	53.92	53.92
Level 2	42.18	56.24	56.24	42.18	56.24	56.24	56.24
Level 3	44.55	59.40	59.40	44.55	59.40	59.40	59.40
Level 4	46.79	62.38	62.38	46.79	62.38	62.38	62.38
Level 5	48.68	64.90	64.90	48.68	64.90	64.90	64.90
Level 6	50.60	67.46	67.46	50.60	67.46	67.46	67.46
Level 7	52.52	70.02	70.02	52.52	70.02	70.02	70.02
Level 8	54.41	72.54	72.54	54.41	72.54	72.54	72.54

48. By deleting the table appearing in clause B.4.1 and inserting the following:

	Ordinary hours	Saturday	Sunday	Public holiday	
				Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
	% of ordinary hourly rate <sup>1</sup>				
	100%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
Aircraft Worker 1	24.28	36.42	48.56	48.56	60.70
Aircraft Worker 2	24.95	37.43	49.90	49.90	62.38
Aircraft Worker 3	25.85	38.78	51.70	51.70	64.63
Aircraft Worker 4	26.70	40.05	53.40	53.40	66.75
Tradesperson	28.12	42.18	56.24	56.24	70.30
Aircraft Maintenance Engineer	30.68	46.02	61.36	61.36	76.70
Full Category B1.1 Licence Holder	32.90	49.35	65.80	65.80	82.25
Full Category B1.2 Licence Holder	32.90	49.35	65.80	65.80	82.25
Full Category B1.3 Licence Holder	32.90	49.35	65.80	65.80	82.25
Full Category B1.4 Licence Holder	32.90	49.35	65.80	65.80	82.25
Full Category B2 Licence Holder	32.90	49.35	65.80	65.80	82.25
Full Category B1/B2 Licence Holder	32.90	49.35	65.80	65.80	82.25
Transitional Category B1.1 Licence Holder	32.90	49.35	65.80	65.80	82.25
Transitional Category B1.2 Licence Holder	31.40	47.10	62.80	62.80	78.50
Transitional Category B1.3 Licence Holder	32.90	49.35	65.80	65.80	82.25

	Ordinary hours	Saturday	Sunday	Public holiday	
				Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
	% of ordinary hourly rate <sup>1</sup>				
	100%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
Transitional Category B1.4 Licence Holder	31.40	47.10	62.80	62.80	78.50
Transitional Category B2 Licence Holder	32.90	49.35	65.80	65.80	82.25

49. By deleting the table appearing in clause B.4.2 and inserting the following:

	Early morning or afternoon shift	Night shift <sup>1</sup>	Night shift <sup>2</sup>	Continuous afternoon or night shifts <sup>3</sup>
	% of ordinary hourly rate <sup>4</sup>			
	115%	122.5%	130%	150%
	\$	\$	\$	\$
Aircraft Worker 1	27.92	29.74	31.56	36.42
Aircraft Worker 2	28.69	30.56	32.44	37.43
Aircraft Worker 3	29.73	31.67	33.61	38.78
Aircraft Worker 4	30.71	32.71	34.71	40.05
Tradesperson	32.34	34.45	36.56	42.18
Aircraft Maintenance Engineer	35.28	37.58	39.88	46.02
Full Category B1.1 Licence Holder	37.84	40.30	42.77	49.35
Full Category B1.2 Licence Holder	37.84	40.30	42.77	49.35
Full Category B1.3 Licence Holder	37.84	40.30	42.77	49.35
Full Category B1.4 Licence Holder	37.84	40.30	42.77	49.35
Full Category B2 Licence Holder	37.84	40.30	42.77	49.35

	<b>Early morning or afternoon shift</b>	<b>Night shift<sup>1</sup></b>	<b>Night shift<sup>2</sup></b>	<b>Continuous afternoon or night shifts<sup>3</sup></b>
	<b>% of ordinary hourly rate<sup>4</sup></b>			
	<b>115%</b>	<b>122.5%</b>	<b>130%</b>	<b>150%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Full Category B1/B2 Licence Holder	37.84	40.30	42.77	49.35
Transitional Category B1.1 Licence Holder	37.84	40.30	42.77	49.35
Transitional Category B1.2 Licence Holder	36.11	38.47	40.82	47.10
Transitional Category B1.3 Licence Holder	37.84	40.30	42.77	49.35
Transitional Category B1.4 Licence Holder	36.11	38.47	40.82	47.10
Transitional Category B2 Licence Holder	37.84	40.30	42.77	49.35

50. By deleting the table appearing in clause B.4.3 and inserting the following:

	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>	
			<b>Public holidays other than Christmas Day and Good Friday</b>	<b>Christmas Day and Good Friday</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Aircraft Worker 1	36.42	48.56	48.56	60.70
Aircraft Worker 2	37.43	49.90	49.90	62.38
Aircraft Worker 3	38.78	51.70	51.70	64.63
Aircraft Worker 4	40.05	53.40	53.40	66.75
Tradesperson	42.18	56.24	56.24	70.30
Aircraft Maintenance Engineer	46.02	61.36	61.36	76.70
Full Category B1.1 Licence Holder	49.35	65.80	65.80	82.25

	Saturday	Sunday	Public holiday	
			Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
	% of ordinary hourly rate <sup>1</sup>			
	150%	200%	200%	250%
	\$	\$	\$	\$
Full Category B1.2 Licence Holder	49.35	65.80	65.80	82.25
Full Category B1.3 Licence Holder	49.35	65.80	65.80	82.25
Full Category B1.4 Licence Holder	49.35	65.80	65.80	82.25
Full Category B2 Licence Holder	49.35	65.80	65.80	82.25
Full Category B1/B2 Licence Holder	49.35	65.80	65.80	82.25
Transitional Category B1.1 Licence Holder	49.35	65.80	65.80	82.25
Transitional Category B1.2 Licence Holder	47.10	62.80	62.80	78.50
Transitional Category B1.3 Licence Holder	49.35	65.80	65.80	82.25
Transitional Category B1.4 Licence Holder	47.10	62.80	62.80	78.50
Transitional Category B2 Licence Holder	49.35	65.80	65.80	82.25

51. By deleting the table appearing in clause B.4.4 and inserting the following:

	Day workers			Shiftworkers (except continuous shiftworkers)			Continuous shiftworkers
	Monday to Saturday		Sunday	Monday to Saturday		Sunday	Monday to Sunday
	First 2 hours	After 2 hours	All hours	First 2 hours	After 2 hours	All hours	All overtime hours
	% of ordinary hourly rate <sup>1</sup>						
	150%	200%	200%	150%	200%	200%	200%
	\$	\$	\$	\$	\$	\$	\$
Aircraft Worker 1	36.42	48.56	48.56	36.42	48.56	48.56	48.56
Aircraft Worker 2	37.43	49.90	49.90	37.43	49.90	49.90	49.90
Aircraft Worker 3	38.78	51.70	51.70	38.78	51.70	51.70	51.70
Aircraft Worker 4	40.05	53.40	53.40	40.05	53.40	53.40	53.40
Tradesperson	42.18	56.24	56.24	42.18	56.24	56.24	56.24
Aircraft Maintenance Engineer	46.02	61.36	61.36	46.02	61.36	61.36	61.36
Full Category B1.1 Licence Holder	49.35	65.80	65.80	49.35	65.80	65.80	65.80
Full Category B1.2 Licence Holder	49.35	65.80	65.80	49.35	65.80	65.80	65.80
Full Category B1.3 Licence Holder	49.35	65.80	65.80	49.35	65.80	65.80	65.80
Full Category B1.4 Licence Holder	49.35	65.80	65.80	49.35	65.80	65.80	65.80
Full Category B2 Licence Holder	49.35	65.80	65.80	49.35	65.80	65.80	65.80
Full Category B1/B2 Licence Holder	49.35	65.80	65.80	49.35	65.80	65.80	65.80
Transitional Category B1.1 Licence Holder	49.35	65.80	65.80	49.35	65.80	65.80	65.80
Transitional Category B1.2 Licence Holder	47.10	62.80	62.80	47.10	62.80	62.80	62.80

	Day workers			Shiftworkers (except continuous shiftworkers)			Continuous shiftworkers
	Monday to Saturday		Sunday	Monday to Saturday		Sunday	Monday to Sunday
	First 2 hours	After 2 hours	All hours	First 2 hours	After 2 hours	All hours	All overtime hours
	% of ordinary hourly rate <sup>1</sup>						
	150%	200%	200%	150%	200%	200%	200%
	\$	\$	\$	\$	\$	\$	\$
Transitional Category B1.3 Licence Holder	49.35	65.80	65.80	49.35	65.80	65.80	65.80
Transitional Category B1.4 Licence Holder	47.10	62.80	62.80	47.10	62.80	62.80	62.80
Transitional Category B2 Licence Holder	49.35	65.80	65.80	49.35	65.80	65.80	65.80

52. By deleting the table appearing in clause B.5.1 and inserting the following:

	Ordinary hours	Saturday	Sunday	Public holiday	
				Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
	% of ordinary hourly rate <sup>1</sup>				
	100%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
Level 1	25.74	38.61	51.48	51.48	64.35
Level 2	26.29	39.44	52.58	52.58	65.73
Level 3	26.95	40.43	53.90	53.90	67.38
Level 4	27.79	41.69	55.58	55.58	69.48
Level 5	28.81	43.22	57.62	57.62	72.03



53. By deleting the table appearing in clause B.5.2 and inserting the following:

	<b>Early morning or afternoon shift</b>	<b>Night shift<sup>1</sup></b>	<b>Night shift<sup>2</sup></b>	<b>Continuous afternoon or night shifts<sup>3</sup></b>
	<b>% of ordinary hourly rate<sup>4</sup></b>			
	<b>115%</b>	<b>122.5%</b>	<b>130%</b>	<b>150%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	29.60	31.53	33.46	38.61
Level 2	30.23	32.21	34.18	39.44
Level 3	30.99	33.01	35.04	40.43
Level 4	31.96	34.04	36.13	41.69
Level 5	33.13	35.29	37.45	43.22

54. By deleting the table appearing in clause B.5.3 and inserting the following:

	Saturday	Sunday	Public holiday	
			Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
	% of ordinary hourly rate <sup>1</sup>			
	150%	200%	200%	250%
	\$	\$	\$	\$
Level 1	38.61	51.48	51.48	64.35
Level 2	39.44	52.58	52.58	65.73
Level 3	40.43	53.90	53.90	67.38
Level 4	41.69	55.58	55.58	69.48
Level 5	43.22	57.62	57.62	72.03

55. By deleting the table appearing in clause B.5.4 and inserting the following:

	Day workers			Shiftworkers (except continuous shiftworkers)			Continuous shiftworkers
	Monday to Saturday		Sunday	Monday to Saturday		Sunday	Monday to Sunday
	First 2 hours	After 2 hours	All hours	First 2 hours	After 2 hours	All hours	All overtime hours
	% of ordinary hourly rate <sup>1</sup>						
	150%	200%	200%	150%	200%	200%	200%
	\$	\$	\$	\$	\$	\$	\$
Level 1	38.61	51.48	51.48	38.61	51.48	51.48	51.48
Level 2	39.44	52.58	52.58	39.44	52.58	52.58	52.58
Level 3	40.43	53.90	53.90	40.43	53.90	53.90	53.90
Level 4	41.69	55.58	55.58	41.69	55.58	55.58	55.58
Level 5	43.22	57.62	57.62	43.22	57.62	57.62	57.62

56. By deleting the table appearing in clause B.6.1 and inserting the following:

	Ordinary hours	Saturday	Sunday	Public holiday	
				Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
	% of ordinary hourly rate <sup>1</sup>				
	125%	175%	225%	225%	275%
	\$	\$	\$	\$	\$
Level 1	32.68	45.75	58.82	58.82	71.89
Level 2	32.81	45.94	59.06	59.06	72.19
Level 3	33.36	46.71	60.05	60.05	73.40
Level 4	34.29	48.00	61.72	61.72	75.43
Level 5	35.84	50.17	64.51	64.51	78.84
Level 6	36.78	51.49	66.20	66.20	80.91
Level 7	37.03	51.84	66.65	66.65	81.46
Level 8	38.60	54.04	69.48	69.48	84.92

57. By deleting the table appearing in clause B.6.2 and inserting the following:

	<b>Early morning or afternoon shift</b>	<b>Night shift<sup>1</sup></b>	<b>Night shift<sup>2</sup></b>	<b>Continuous afternoon or night shifts<sup>3</sup></b>
	<b>% of ordinary hourly rate<sup>4</sup></b>			
	<b>140%</b>	<b>147.5%</b>	<b>155%</b>	<b>175%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	36.60	38.56	40.52	45.75
Level 2	36.75	38.72	40.69	45.94
Level 3	37.37	39.37	41.37	46.71
Level 4	38.40	40.46	42.52	48.00
Level 5	40.14	42.29	44.44	50.17
Level 6	41.19	43.39	45.60	51.49
Level 7	41.47	43.69	45.91	51.84
Level 8	43.23	45.55	47.86	54.04

58. By deleting the table appearing in clause B.6.3 and inserting the following:

	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>	
			<b>Public holidays other than Christmas Day and Good Friday</b>	<b>Christmas Day and Good Friday</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>			
	<b>175%</b>	<b>225%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	45.75	58.82	58.82	71.89
Level 2	45.94	59.06	59.06	72.19
Level 3	46.71	60.05	60.05	73.40
Level 4	48.00	61.72	61.72	75.43
Level 5	50.17	64.51	64.51	78.84
Level 6	51.49	66.20	66.20	80.91
Level 7	51.84	66.65	66.65	81.46
Level 8	54.04	69.48	69.48	84.92

59. By deleting the table appearing in clause B.7.1 and inserting the following:

	Ordinary hours	Saturday	Sunday	Public holiday	
				Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
	% of ordinary hourly rate <sup>1</sup>				
	125%	175%	225%	225%	275%
	\$	\$	\$	\$	\$
Level 1	33.70	47.18	60.66	60.66	74.14
Level 2	35.15	49.21	63.27	63.27	77.33
Level 3	37.13	51.98	66.83	66.83	81.68
Level 4	38.99	54.58	70.18	70.18	85.77
Level 5	40.56	56.79	73.01	73.01	89.24
Level 6	42.16	59.03	75.89	75.89	92.76
Level 7	43.76	61.27	78.77	78.77	96.28
Level 8	45.34	63.47	81.61	81.61	99.74

60. By deleting the table appearing in clause B.7.2 and inserting the following:

	Early morning or afternoon shift	Night shift <sup>1</sup>	Night shift <sup>2</sup>	Continuous afternoon or night shifts <sup>3</sup>
	% of ordinary hourly rate <sup>4</sup>			
	140%	147.5%	155%	175%
	\$	\$	\$	\$
Level 1	37.74	39.77	41.79	47.18
Level 2	39.37	41.48	43.59	49.21
Level 3	41.58	43.81	46.04	51.98
Level 4	43.67	46.01	48.34	54.58
Level 5	45.43	47.86	50.30	56.79
Level 6	47.22	49.75	52.28	59.03
Level 7	49.01	51.64	54.27	61.27
Level 8	50.78	53.50	56.22	63.47

61. By deleting the table appearing in clause B.7.3 and inserting the following:

	Saturday	Sunday	Public holiday	
			Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
	% of ordinary hourly rate <sup>1</sup>			
	175%	225%	225%	275%
	\$	\$	\$	\$
Level 1	47.18	60.66	60.66	74.14
Level 2	49.21	63.27	63.27	77.33
Level 3	51.98	66.83	66.83	81.68
Level 4	54.58	70.18	70.18	85.77
Level 5	56.79	73.01	73.01	89.24
Level 6	59.03	75.89	75.89	92.76
Level 7	61.27	78.77	78.77	96.28
Level 8	63.47	81.61	81.61	99.74

62. By deleting the table appearing in clause B.8.1 and inserting the following:

	Ordinary hours	Saturday	Sunday	Public holiday	
				Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
	% of ordinary hourly rate <sup>1</sup>				
	125%	175%	225%	225%	275%
	\$	\$	\$	\$	\$
Aircraft Worker 1	30.35	42.49	54.63	54.63	66.77
Aircraft Worker 2	31.19	43.66	56.14	56.14	68.61
Aircraft Worker 3	32.31	45.24	58.16	58.16	71.09
Aircraft Worker 4	33.38	46.73	60.08	60.08	73.43
Tradesperson	35.15	49.21	63.27	63.27	77.33

	Ordinary hours	Saturday	Sunday	Public holiday	
				Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
	% of ordinary hourly rate <sup>1</sup>				
	125%	175%	225%	225%	275%
	\$	\$	\$	\$	\$
Aircraft Maintenance Engineer	38.35	53.69	69.03	69.03	84.37
Full Category B1.1 Licence Holder	41.13	57.58	74.03	74.03	90.48
Full Category B1.2 Licence Holder	41.13	57.58	74.03	74.03	90.48
Full Category B1.3 Licence Holder	41.13	57.58	74.03	74.03	90.48
Full Category B1.4 Licence Holder	41.13	57.58	74.03	74.03	90.48
Full Category B2 Licence Holder	41.13	57.58	74.03	74.03	90.48
Full Category B1/B2 Licence Holder	41.13	57.58	74.03	74.03	90.48
Transitional Category B1.1 Licence Holder	41.13	57.58	74.03	74.03	90.48
Transitional Category B1.2 Licence Holder	39.25	54.95	70.65	70.65	86.35
Transitional Category B1.3 Licence Holder	41.13	57.58	74.03	74.03	90.48

	Ordinary hours	Saturday	Sunday	Public holiday	
				Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
	% of ordinary hourly rate <sup>1</sup>				
	125%	175%	225%	225%	275%
	\$	\$	\$	\$	\$
Transitional Category B1.4 Licence Holder	39.25	54.95	70.65	70.65	86.35
Transitional Category B2 Licence Holder	41.13	57.58	74.03	74.03	90.48

63. By deleting the table appearing in clause B.8.2 and inserting the following:

	Early morning or afternoon shift	Night shift <sup>1</sup>	Night shift <sup>2</sup>	Continuous afternoon or night shifts <sup>3</sup>
	% of ordinary hourly rate <sup>4</sup>			
	140%	147.5%	155%	175%
	\$	\$	\$	\$
Aircraft Worker 1	33.99	35.81	37.63	42.49
Aircraft Worker 2	34.93	36.80	38.67	43.66
Aircraft Worker 3	36.19	38.13	40.07	45.24
Aircraft Worker 4	37.38	39.38	41.39	46.73
Tradesperson	39.37	41.48	43.59	49.21
Aircraft Maintenance Engineer	42.95	45.25	47.55	53.69
Full Category B1.1 Licence Holder	46.06	48.53	51.00	57.58
Full Category B1.2 Licence Holder	46.06	48.53	51.00	57.58
Full Category B1.3 Licence Holder	46.06	48.53	51.00	57.58

	<b>Early morning or afternoon shift</b>	<b>Night shift<sup>1</sup></b>	<b>Night shift<sup>2</sup></b>	<b>Continuous afternoon or night shifts<sup>3</sup></b>
	<b>% of ordinary hourly rate<sup>4</sup></b>			
	<b>140%</b>	<b>147.5%</b>	<b>155%</b>	<b>175%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Full Category B1.4 Licence Holder	46.06	48.53	51.00	57.58
Full Category B2 Licence Holder	46.06	48.53	51.00	57.58
Full Category B1/B2 Licence Holder	46.06	48.53	51.00	57.58
Transitional Category B1.1 Licence Holder	46.06	48.53	51.00	57.58
Transitional Category B1.2 Licence Holder	43.96	46.32	48.67	54.95
Transitional Category B1.3 Licence Holder	46.06	48.53	51.00	57.58
Transitional Category B1.4 Licence Holder	43.96	46.32	48.67	54.95
Transitional Category B2 Licence Holder	46.06	48.53	51.00	57.58

64. By deleting the table appearing in clause B.8.3 and inserting the following:

	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>	
			<b>Public holidays other than Christmas Day and Good Friday</b>	<b>Christmas Day and Good Friday</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>			
	<b>175%</b>	<b>225%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Aircraft Worker 1	42.49	54.63	54.63	66.77
Aircraft Worker 2	43.66	56.14	56.14	68.61



	Saturday	Sunday	Public holiday	
			Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
	% of ordinary hourly rate <sup>1</sup>			
	175%	225%	225%	275%
	\$	\$	\$	\$
Aircraft Worker 3	45.24	58.16	58.16	71.09
Aircraft Worker 4	46.73	60.08	60.08	73.43
Tradesperson	49.21	63.27	63.27	77.33
Aircraft Maintenance Engineer	53.69	69.03	69.03	84.37
Full Category B1.1 Licence Holder	57.58	74.03	74.03	90.48
Full Category B1.2 Licence Holder	57.58	74.03	74.03	90.48
Full Category B1.3 Licence Holder	57.58	74.03	74.03	90.48
Full Category B1.4 Licence Holder	57.58	74.03	74.03	90.48
Full Category B2 Licence Holder	57.58	74.03	74.03	90.48
Full Category B1/B2 Licence Holder	57.58	74.03	74.03	90.48
Transitional Category B1.1 Licence Holder	57.58	74.03	74.03	90.48
Transitional Category B1.2 Licence Holder	54.95	70.65	70.65	86.35
Transitional Category B1.3 Licence Holder	57.58	74.03	74.03	90.48
Transitional Category B1.4 Licence Holder	54.95	70.65	70.65	86.35
Transitional Category B2 Licence Holder	57.58	74.03	74.03	90.48

65. By deleting the table appearing in clause B.9.1 and inserting the following:

	Ordinary hours	Saturday	Sunday	Public holiday	
				Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
	% of ordinary hourly rate¹				
	125%	175%	225%	225%	275%
	\$	\$	\$	\$	\$
Level 1	32.18	45.05	57.92	57.92	70.79
Level 2	32.86	46.01	59.15	59.15	72.30
Level 3	33.69	47.16	60.64	60.64	74.11
Level 4	34.74	48.63	62.53	62.53	76.42
Level 5	36.01	50.42	64.82	64.82	79.23

66. By deleting the table appearing in clause B.9.2 and inserting the following:

	Early morning or afternoon shift	Night shift <sup>1</sup>	Night shift <sup>2</sup>	Continuous afternoon or night shifts <sup>3</sup>
	% of ordinary hourly rate <sup>4</sup>			
	<b>140%</b>	<b>147.5%</b>	<b>155%</b>	<b>175%</b>
	\$	\$	\$	\$
Level 1	36.04	37.97	39.90	45.05
Level 2	36.81	38.78	40.75	46.01
Level 3	37.73	39.75	41.77	47.16
Level 4	38.91	40.99	43.07	48.63
Level 5	40.33	42.49	44.66	50.42

67. By deleting the table appearing in clause B.9.3 and inserting the following:

	Saturday	Sunday	Public holiday	
			Public holidays other than Christmas Day and Good Friday	Christmas Day and Good Friday
	% of ordinary hourly rate <sup>1</sup>			
	175%	225%	225%	275%
	\$	\$	\$	\$
Level 1	45.05	57.92	57.92	70.79
Level 2	46.01	59.15	59.15	72.30
Level 3	47.16	60.64	60.64	74.11
Level 4	48.63	62.53	62.53	76.42
Level 5	50.42	64.82	64.82	79.23

68. By deleting the amount “\$1032.30” appearing in clause C.1.1 and inserting “\$1068.40”.

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

Allowance	Clause	% of standard rate	\$	Payable
<b>All classifications</b>				
Multiple shift allowance—3 shifts with start times over 30 minutes apart	17.6(a)	0.52	5.56	per roster week
Multiple shift allowance—more than 3 shifts with start times over 30 minutes apart—additional to clause 17.6(a)	17.6(b)	0.55	5.88	per each such starting time in excess of 3
Coffin allowance	20.2(a)	0.37	3.95	per coffin
Disability allowance—excessive fumes, noise and dust etc.	20.2(b)(i)(A)	0.12	1.28	per hour
Disability allowance—noise and dust to a limited degree	20.2(b)(i)(B)	0.066	0.71	per hour
First aid allowance	20.2(c)	1.68	17.95	per week
Nightsoil allowance	20.2(d)	0.64	6.84	per shift
Foreign language allowance—1 language	20.2(e)	0.66	7.05	per week

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Foreign language allowance—2 languages	20.2(e)	0.99	10.58	per week
Foreign language allowance—3 or more languages	20.2(e)	1.29	13.78	per week
<b>Aviation transport workers stream</b>				
Money collection allowance—Less than \$200	20.4(a)	0.6	6.41	per week
Money collection allowance—\$200 to less than \$1000	20.4(a)	1.2	12.82	per week
Money collection allowance—\$1000 to less than \$5000	20.4(a)	1.61	17.20	per week
Money collection allowance—\$5000 and over	20.4(a)	1.87	19.98	per week
Leading hand allowance	20.4(b)	3.0	32.05	per week
<b>Maintenance and engineering stream</b>				
Full Category Aircraft Type Rating Endorsement payment—first endorsement—Full Category B1.1 Licence Holder <sup>1</sup>	20.6(b)(i)	20.0	213.68	per week
Full Category Aircraft Type Rating Endorsement payment—first endorsement—Full Category B1.2 Licence Holder <sup>1</sup>	20.6(b)(i)	15.0	160.26	per week
Full Category Aircraft Type Rating Endorsement payment—first endorsement—Full Category B1.3 Licence Holder <sup>1</sup>	20.6(b)(i)	20.0	213.68	per week
Full Category Aircraft Type Rating Endorsement payment—first endorsement—Full Category B1.4 Licence Holder <sup>1</sup>	20.6(b)(i)	15.0	160.26	per week
Full Category Aircraft Type Rating Endorsement payment—first endorsement—Full Category B2 Licence Holder <sup>1</sup>	20.6(b)(i)	25.0	267.10	per week

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Full Category Aircraft Type Rating Endorsement payment—first endorsement—Full Category B1/B2 Licence Holder <sup>1</sup>	20.6(b)(i)	30.0	320.52	per week
Full Category Aircraft Type Rating Endorsement payment—each additional endorsement—Full Category B1.1 Licence Holder <sup>1</sup>	20.6(b)(i)	5.0	53.42	per week
Full Category Aircraft Type Rating Endorsement payment—each additional endorsement—Full Category B1.2 Licence Holder <sup>1</sup>	20.6(b)(i)	5.0	53.42	per week
Full Category Aircraft Type Rating Endorsement payment—each additional endorsement—Full Category B1.3 Licence Holder <sup>1</sup>	20.6(b)(i)	5.0	53.42	per week
Full Category Aircraft Type Rating Endorsement payment—each additional endorsement—Full Category B1.4 Licence Holder <sup>1</sup>	20.6(b)(i)	5.0	53.42	per week
Full Category Aircraft Type Rating Endorsement payment—each additional endorsement—Full Category B2 Licence Holder <sup>1</sup>	20.6(b)(i)	5.0	53.42	per week
Full Category Aircraft Type Rating Endorsement payment—each additional endorsement—Full Category B1/B2 Licence Holder <sup>1</sup>	20.6(b)(i)	5.0	53.42	per week
Aggregate of all Full Category Endorsement payments—not to exceed maximum	20.6(b)(ii)	35.0	373.94	per week

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Aggregate of all Full Category Endorsement payments for B2 Licence Holder (including allowances paid under clause 20.6(f)(i))—not to exceed maximum	20.6(b)(iii)	35.0	373.94	per week
Transitional Category Aircraft Type Rating Endorsement payment—first endorsement—Transitional Category B1.1 Licence Holder <sup>1</sup>	20.6(c)(i)	15.0	160.26	per week
Transitional Category Aircraft Type Rating Endorsement payment—first endorsement—Transitional Category B1.2 Licence Holder <sup>1</sup>	20.6(c)(i)	10.92	116.67	per week
Transitional Category Aircraft Type Rating Endorsement payment—first endorsement—Transitional Category B1.3 Licence Holder <sup>1</sup>	20.6(c)(i)	15.0	160.26	per week
Transitional Category Aircraft Type Rating Endorsement payment—first endorsement—Transitional Category B1.4 Licence Holder <sup>1</sup>	20.6(c)(i)	10.92	116.67	per week
Transitional Category Aircraft Type Rating Endorsement payment—first endorsement—Transitional Category B2 Licence Holder <sup>1</sup>	20.6(c)(i)	21.24	226.93	per week
Transitional Category Aircraft Type Rating Endorsement payment—each additional endorsement—Transitional Category B1.1 Licence Holder <sup>1</sup>	20.6(c)(i)	4.25	45.41	per week
Transitional Category Aircraft Type Rating Endorsement payment—each additional endorsement—Transitional Category B1.2 Licence Holder <sup>1</sup>	20.6(c)(i)	4.25	45.41	per week

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Transitional Category Aircraft Type Rating Endorsement payment—each additional endorsement—Transitional Category B1.3 Licence Holder <sup>1</sup>	20.6(c)(i)	4.25	45.41	per week
Transitional Category Aircraft Type Rating Endorsement payment—each additional endorsement—Transitional Category B1.4 Licence Holder <sup>1</sup>	20.6(c)(i)	4.25	45.41	per week
Transitional Category Aircraft Type Rating Endorsement payment—each additional endorsement—Transitional Category B2 Licence Holder <sup>1</sup>	20.6(c)(i)	4.25	45.41	per week
Aggregate of all Transitional Category Endorsement payments—not to exceed maximum	20.6(c)(ii)	29.03	310.16	per week
Aggregate of all Transitional Category Endorsement payments for B2 Licence Holder (including allowances paid under clause 20.6(f)(i))—not to exceed maximum	20.6(c)(iii)	29.03	310.16	per week
Special appointments—additional payments for exercise of privilege in maintenance and engineering stream—weight control authority under CAO 100.28 <sup>1</sup>	20.6(e)(i)(A)	7.17	76.60	per week
Special appointments—additional payments for exercise of privilege in maintenance and engineering stream—appointment signatory under CAO 145.A.30(f) <sup>1</sup>	20.6(e)(i)(B)	2.55	27.24	per week
Special appointments—additional payments for exercise of privilege in maintenance and engineering stream—non-destructive testing authorisation under CAO 100.27 <sup>1</sup>	20.6(e)(i)(C)	1.38	14.74	per week

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Special appointments—additional payments for exercise of privilege in maintenance and engineering stream—sum of payment not to exceed maximum <sup>1</sup>	20.6(e)(i)(C)	3.46	36.97	per week
Special appointments—additional payments for exercise of privilege in maintenance and engineering stream—welding authority under CAO 100.25 <sup>1</sup>	20.6(e)(i)(D)	3.46	36.97	per week
Special appointments—additional payments for exercise of privilege in maintenance and engineering stream—taxiing approval <sup>1</sup>	20.6(e)(i)(E)	1.38	14.74	per week
Special appointments—additional payments for exercise of privilege in maintenance and engineering stream—control of engine overhaul test facility <sup>1</sup>	20.6(e)(i)(F)	0.71	7.59	per day or part of day
Category A Licence Holder—exercise of privileges and authorities of Category A Licence <sup>1</sup>	20.6(f)(i)	7.8	83.34	per week
Category A Licence Holder—exercise of second sub-Category A Licence endorsement <sup>1</sup>	20.6(f)(ii)	6.0	64.10	per week
Category A Licence Holder—exercise of third and subsequent sub-Category A Licence endorsements <sup>1</sup>	20.6(f)(ii)	5.0	53.42	per week
Category A Licence Holder—minimum payment	20.6(f)(iii)	109.2	1166.69	per week
Category C Licence Holder—exercise of privileges and authorities of Category C Licence Holder <sup>1</sup>	20.6(g)(i)	5.34	57.05	per week
Category C Licence Holder—minimum payment	20.6(g)(ii)	116.99	1249.92	per week



Allowance	Clause	% of standard rate	\$	Payable
Maintenance and engineering stream—leading hand allowance <sup>1</sup>	20.6(h)	5.34	57.05	per week
Cold places allowance	20.7(d)	0.074	0.79	per hour
Hot places allowance—between 46 and 54°C	20.7(e)(i)	0.076	0.81	per hour
Hot places allowance—in excess of 54°C	20.7(e)(i)	0.1	1.07	per hour
Wet places allowance	20.7(f)(i)	0.076	0.81	per hour
Confined spaces allowance	20.7(g)	0.076	0.81	per hour
Dirty work allowance	20.7(h)(i)	0.1	1.07	per hour
Fuel tanks allowance	20.7(i)	0.12	1.28	per hour
Fibre glass allowance	20.7(j)	0.08	0.85	per hour

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

## **F.4 Minimum rates**

### **F.4.1 Minimum weekly rates for full-time traineeships**

#### **(a) Wage level A**

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

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

<b>Column 1</b> <b>Experience level of trainee</b>	<b>Column 2</b> <b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per week</b>	<b>per week</b>	<b>per week</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	412.70	454.40	540.50
Plus 1 year out of school	454.40	540.50	629.00
Plus 2 years out of school	540.50	629.00	732.00
Plus 3 years out of school	629.00	732.00	838.00
Plus 4 years out of school	732.00	838.00	
Plus 5 or more years out of school	838.00		

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

**(b) Wage Level B**

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

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

<b>Column 1</b> <b>Experience level of trainee</b>	<b>Column 2</b> <b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per week</b>	<b>per week</b>	<b>per week</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	412.70	454.40	526.70
Plus 1 year out of school	454.40	526.70	605.90
Plus 2 years out of school	526.70	605.90	710.60

<b>Column 1</b>	<b>Column 2</b>		
<b>Experience level of trainee</b>	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per week</b>	<b>per week</b>	<b>per week</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Plus 3 years out of school	605.90	710.60	810.40
Plus 4 years out of school	710.60	810.40	
Plus 5 or more years out of school	810.40		

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

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

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

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

<b>Column 1</b>	<b>Column 2</b>	<b>Column 3</b>
<b>Wage level</b>	<b>First year of traineeship</b>	<b>Second and subsequent years of traineeship</b>
	<b>per week</b>	<b>per week</b>
	<b>\$</b>	<b>\$</b>
A	869.80	902.80
B	841.20	873.20

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

## F.4.2 Minimum hourly rates for part-time traineeships

### (a) Wage level A

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

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

Column 1	Column 2		
Experience level of trainee	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
School leaver	13.57	14.95	17.77
Plus 1 year out of school	14.95	17.77	20.69
Plus 2 years out of school	17.77	20.69	24.07
Plus 3 years out of school	20.69	24.07	27.57
Plus 4 years out of school	24.07	27.57	
Plus 5 or more years out of school	27.57		

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

### (b) Wage Level B

The minimum hourly rate for a part-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level B by clause F.6.2 is the hourly rate specified in Column 2 of **Table 5—Wage level B minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)** according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in Column 1.

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

<b>Column 1</b>	<b>Column 2</b>		
<b>Experience level of trainee</b>	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per hour</b>	<b>per hour</b>	<b>per hour</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	13.57	14.95	17.34
Plus 1 year out of school	14.95	17.34	19.93
Plus 2 years out of school	17.34	19.93	23.38
Plus 3 years out of school	19.93	23.38	26.66
Plus 4 years out of school	23.38	26.66	
Plus 5 or more years out of school	26.66		

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

**(c) School-based traineeships**

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

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

<b>Column 1</b>	<b>Column 2</b>
<b>Year 11 or lower</b>	<b>Year 12</b>
<b>per hour</b>	<b>per hour</b>
<b>\$</b>	<b>\$</b>
13.57	14.95

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

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

- (i) The minimum hourly rate for a part-time trainee undertaking an AQF Certificate Level IV traineeship is the minimum hourly rate for the relevant part-time AQF Certificate Level III traineeship increased by 3.8%.
- (ii) The minimum hourly rate for a part-time adult trainee undertaking an AQF Certificate Level IV traineeship is the hourly rate in column 2 or 3 of **Table 7—Minimum hourly rate for part-time adult trainees (AQF Certificate Level IV traineeship)**, according to the year of the traineeship specified in those columns and the relevant wage level for the relevant AQF Certificate Level III traineeship specified in column 1:

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

<b>Column 1</b>	<b>Column 2</b>	<b>Column 3</b>
<b>Wage level</b>	<b>First year of traineeship</b>	<b>Second and subsequent years of traineeship</b>
	<b>per hour</b>	<b>per hour</b>
	<b>\$</b>	<b>\$</b>
A	28.62	29.69
B	27.68	28.72

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

**(e) Calculating the actual minimum wage**

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

**F.4.3 Other minimum wage provisions**

- (a) Clause F.4.3 applies despite anything to the contrary in clause F.4.2 or F.4.4.
- (b) An employee who was employed by an employer immediately before becoming a trainee with that employer must not suffer a reduction in their minimum rate of pay because of becoming a trainee.
- (c) For the purpose of determining whether a trainee has suffered a reduction as mentioned in clause F.4.3(b), casual loadings are to be disregarded.
- (d) If a qualification is converted from an AQF Certificate Level II to an AQF Certificate Level III traineeship, or from an AQF Certificate Level III to an AQF Certificate Level IV traineeship, then the trainee must be paid the next highest minimum wage provided in this schedule, if a higher minimum wage is provided for the new AQF certificate level.

**F.4.4 Default wage rate**

The minimum wage for a trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate level are not allocated to a wage level by clause F.6 is the relevant minimum wage under this schedule for a trainee undertaking an AQF Certificate to Level I–III traineeship whose training package and AQF certificate level are allocated to wage level B.

B. This determination comes into operation on 1 July 2025. 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 2025.

PRESIDENT