



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2024–25 (C2025/1)

AIRPORT EMPLOYEES AWARD 2020 [MA000049]

Airport 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:

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

Classification	Minimum annual rate (full-time employee)	Minimum hourly rate
	\$	\$
Technical services assistant	53,622	27.05
Technical services officer Level 1	55,726	28.11
Technical services officer Level 2	57,682	29.10
Technical services officer Level 3	61,420	30.98
Technical services officer Level 4	65,075	32.83
Technical services officer Level 5	66,574	33.58
Technical services officer Level 6	68,525	34.57
Technical services officer Level 7	72,272	36.46

Classification	Minimum annual rate (full-time employee)	Minimum hourly rate
	\$	\$
Technical services officer Level 8	74,219	37.44
Technical services officer Level 9	80,082	40.40
Technical services officer Level 10	85,948	43.36

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

Classification	Minimum annual rate (full-time employee)	Minimum hourly rate
	\$	\$
Administrative services officer Level 1	52,499	26.48
Administrative services officer Level 2	59,265	29.90
Administrative services officer Level 3	64,674	32.63
Administrative services officer Level 4	69,586	35.10
Administrative services officer Level 5	75,868	38.27
Administrative services officer Level 6	84,131	42.44
Administrative services officer Level 7	90,683	45.75

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

Classification	Minimum annual rate (full-time employee)	Minimum hourly rate
	\$	\$
Ground services officer Level 1	49,889	25.17
Ground services officer Level 2	51,005	25.73
Ground services officer Level 3	52,122	26.29
Ground services officer Level 4	53,622	27.05

Classification	Minimum annual rate (full-time employee)	Minimum hourly rate
	\$	\$
Ground services officer Level 5	55,726	28.11
Ground services officer Level 6	57,682	29.10
Ground services officer Level 7	59,472	30.00
Ground services officer Level 8	60,642	30.59
Ground services officer Level 9	61,420	30.98
Ground services officer Level 10	62,205	31.38
Ground services officer Level 11	63,376	31.97

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

Classification	Minimum annual rate (full-time employee)	Minimum hourly rate
	\$	\$
Professional engineer Level 1		
—Pay point 1	69,120	34.87
—Pay point 2	71,798	36.22
—Pay point 3	74,411	37.54
Professional engineer Level 2	78,129	39.41
Professional engineer Level 3	85,945	43.36
Professional engineer Level 4	93,757	47.30
Professional engineer Level 5	104,850	52.89

5. By deleting the amount “\$1.04” appearing in clause 21.2(a)(i) and inserting “\$1.08”.
6. By deleting the amount “\$2.38” appearing in clause 21.2(a)(iii) and inserting “\$2.47”.
7. By deleting the amounts “\$1.56” and “\$2.38” appearing in clause 21.2(a)(iv) and inserting “\$1.61” and “\$2.47” respectively.
8. By deleting the amount “\$40.38” appearing in clause 21.2(b)(i) and inserting “\$41.80”.
9. By deleting the amount “\$20.70” appearing in clause 21.2(c) and inserting “\$21.43”.

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

	Employees with dependants	Employees without dependants
	\$ per annum	
Alice Springs	3847.27	2100.46
Darwin	3847.27	2100.46
Mt Isa	3847.27	2100.46
Tennant Creek	7662.38	4736.74
Townsville	1596.78	803.75
Yulara	3847.27	2100.46

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

	Day	Night shift	Non-rotating night	Saturday¹	Sunday²	Public holiday
	% of minimum hourly rate					
	100%	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$
Technical services assistant	27.05	31.11	35.17	40.58	54.10	67.63
Technical services officer Level 1	28.11	32.33	36.54	42.17	56.22	70.28
Technical services officer Level 2	29.10	33.47	37.83	43.65	58.20	72.75
Technical services officer Level 3	30.98	35.63	40.27	46.47	61.96	77.45
Technical services officer Level 4	32.83	37.75	42.68	49.25	65.66	82.08
Technical services officer Level 5	33.58	38.62	43.65	50.37	67.16	83.95
Technical services officer Level 6	34.57	39.76	44.94	51.86	69.14	86.43
Technical services officer Level 7	36.46	41.93	47.40	54.69	72.92	91.15
Technical services officer Level 8	37.44	43.06	48.67	56.16	74.88	93.60

	Day	Night shift	Non-rotating night	Saturday¹	Sunday²	Public holiday
	% of minimum hourly rate					
	100%	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$
Technical services officer Level 9	40.40	46.46	52.52	60.60	80.80	101.00
Technical services officer Level 10	43.36	49.86	56.37	65.04	86.72	108.40

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

	Monday to Saturday		Sunday
	First 3 hours	After first 3 hours	All hours worked
	% of minimum hourly rate		
	150%	200%	200%
	\$	\$	\$
Technical services assistant	40.58	54.10	54.10
Technical services officer Level 1	42.17	56.22	56.22
Technical services officer Level 2	43.65	58.20	58.20
Technical services officer Level 3	46.47	61.96	61.96
Technical services officer Level 4	49.25	65.66	65.66
Technical services officer Level 5	50.37	67.16	67.16
Technical services officer Level 6	51.86	69.14	69.14
Technical services officer Level 7	54.69	72.92	72.92

	Monday to Saturday		Sunday
	First 3 hours	After first 3 hours	All hours worked
	% of minimum hourly rate		
	150%	200%	200%
	\$	\$	\$
Technical services officer Level 8	56.16	74.88	74.88
Technical services officer Level 9	60.60	80.80	80.80
Technical services officer Level 10	*	*	*

13. By deleting the table appearing in clause B.1.3 and inserting the following:

	Monday to Friday		Saturday and Sunday
	First 3 hours	After first 3 hours	All hours worked
	% of minimum hourly rate		
	150%	200%	200%
	\$	\$	\$
Technical services assistant	40.58	54.10	54.10
Technical services officer Level 1	42.17	56.22	56.22
Technical services officer Level 2	43.65	58.20	58.20
Technical services officer Level 3	46.47	61.96	61.96
Technical services officer Level 4	49.25	65.66	65.66
Technical services officer Level 5	50.37	67.16	67.16
Technical services officer Level 6	51.86	69.14	69.14
Technical services officer Level 7	54.69	72.92	72.92

	Monday to Friday		Saturday and Sunday
	First 3 hours	After first 3 hours	All hours worked
	% of minimum hourly rate		
	150%	200%	200%
	\$	\$	\$
Technical services officer Level 8	56.16	74.88	74.88
Technical services officer Level 9	60.60	80.80	80.80
Technical services officer Level 10	*	*	*

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

	Day	Night shift	Non-rotating night	Saturday¹	Sunday²	Public holiday
	% of minimum hourly rate					
	100%	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$
Administrative services officer Level 1	26.48	30.45	34.42	39.72	52.96	66.20
Administrative services officer Level 2	29.90	34.39	38.87	44.85	59.80	74.75
Administrative services officer Level 3	32.63	37.52	42.42	48.95	65.26	81.58
Administrative services officer Level 4	35.10	40.37	45.63	52.65	70.20	87.75
Administrative services officer Level 5	38.27	44.01	49.75	57.41	76.54	95.68
Administrative services officer Level 6	42.44	48.81	55.17	63.66	84.88	106.10
Administrative services officer Level 7	45.75	52.61	59.48	68.63	91.50	114.38

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

	Monday to Saturday		Sunday
	First 3 hours	After first 3 hours	All hours worked
	% of minimum hourly rate		
	150%	200%	200%
	\$	\$	\$
Administrative services officer Level 1	39.72	52.96	52.96
Administrative services officer Level 2	44.85	59.80	59.80
Administrative services officer Level 3	48.95	65.26	65.26
Administrative services officer Level 4	52.65	70.20	70.20
Administrative services officer Level 5	57.41	76.54	76.54
Administrative services officer Level 6	*	*	*
Administrative services officer Level 7	*	*	*

16. By deleting the table appearing in clause B.1.6 and inserting the following:

	Monday to Friday		Saturday and Sunday
	First 3 hours	After first 3 hours	All hours worked
	% of minimum hourly rate		
	150%	200%	200%
	\$	\$	\$
Administrative services officer Level 1	39.72	52.96	52.96
Administrative services officer Level 2	44.85	59.80	59.80
Administrative services officer Level 3	48.95	65.26	65.26
Administrative services officer Level 4	52.65	70.20	70.20

	Monday to Friday		Saturday and Sunday
	First 3 hours	After first 3 hours	All hours worked
	% of minimum hourly rate		
	150%	200%	200%
	\$	\$	\$
Administrative services officer Level 5	57.41	76.54	76.54
Administrative services officer Level 6	*	*	*
Administrative services officer Level 7	*	*	*

17. By deleting the table appearing in clause B.1.7 and inserting the following:

	Day	Night shift	Non-rotating night	Saturday¹	Sunday²	Public holiday
	% of minimum hourly rate					
	100%	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$
Ground services officer Level 1	25.17	28.95	32.72	37.76	50.34	62.93
Ground services officer Level 2	25.73	29.59	33.45	38.60	51.46	64.33
Ground services officer Level 3	26.29	30.23	34.18	39.44	52.58	65.73
Ground services officer Level 4	27.05	31.11	35.17	40.58	54.10	67.63
Ground services officer Level 5	28.11	32.33	36.54	42.17	56.22	70.28
Ground services officer Level 6	29.10	33.47	37.83	43.65	58.20	72.75
Ground services officer Level 7	30.00	34.50	39.00	45.00	60.00	75.00
Ground services officer Level 8	30.59	35.18	39.77	45.89	61.18	76.48

	Day	Night shift	Non-rotating night	Saturday¹	Sunday²	Public holiday
	% of minimum hourly rate					
	100%	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$
Ground services officer Level 9	30.98	35.63	40.27	46.47	61.96	77.45
Ground services officer Level 10	31.38	36.09	40.79	47.07	62.76	78.45
Ground services officer Level 11	31.97	36.77	41.56	47.96	63.94	79.93

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

	Monday to Saturday		Sunday
	First 3 hours	After first 3 hours	All hours worked
	% of minimum hourly rate		
	150%	200%	200%
	\$	\$	\$
Ground services officer Level 1	37.76	50.34	50.34
Ground services officer Level 2	38.60	51.46	51.46
Ground services officer Level 3	39.44	52.58	52.58
Ground services officer Level 4	40.58	54.10	54.10
Ground services officer Level 5	42.17	56.22	56.22
Ground services officer Level 6	43.65	58.20	58.20
Ground services officer Level 7	45.00	60.00	60.00

	Monday to Saturday		Sunday
	First 3 hours	After first 3 hours	All hours worked
	% of minimum hourly rate		
	150%	200%	200%
	\$	\$	\$
Ground services officer Level 8	45.89	61.18	61.18
Ground services officer Level 9	46.47	61.96	61.96
Ground services officer Level 10	47.07	62.76	62.76
Ground services officer Level 11	47.96	63.94	63.94

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

	Monday to Friday		Saturday and Sunday
	First 3 hours	After first 3 hours	All hours worked
	% of minimum hourly rate		
	150%	200%	200%
	\$	\$	\$
Ground services officer Level 1	37.76	50.34	50.34
Ground services officer Level 2	38.60	51.46	51.46
Ground services officer Level 3	39.44	52.58	52.58
Ground services officer Level 4	40.58	54.10	54.10
Ground services officer Level 5	42.17	56.22	56.22

	Monday to Friday		Saturday and Sunday
	First 3 hours	After first 3 hours	All hours worked
	% of minimum hourly rate		
	150%	200%	200%
	\$	\$	\$
Ground services officer Level 6	43.65	58.20	58.20
Ground services officer Level 7	45.00	60.00	60.00
Ground services officer Level 8	45.89	61.18	61.18
Ground services officer Level 9	46.47	61.96	61.96
Ground services officer Level 10	47.07	62.76	62.76
Ground services officer Level 11	47.96	63.94	63.94

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

	Day	Night shift	Non-rotating night	Saturday¹	Sunday²	Public holiday
	% of minimum hourly rate					
	100%	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$
Professional engineer Level 1						
—Pay point 1	34.87	40.10	45.33	52.31	69.74	87.18
—Pay point 2	36.22	41.65	47.09	54.33	72.44	90.55
—Pay point 3	37.54	43.17	48.80	56.31	75.08	93.85
Professional engineer Level 2	39.41	45.32	51.23	59.12	78.82	98.53

	Day	Night shift	Non-rotating night	Saturday¹	Sunday²	Public holiday
	% of minimum hourly rate					
	100%	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$
Professional engineer Level 3	43.36	49.86	56.37	65.04	86.72	108.40
Professional engineer Level 4	47.30	54.40	61.49	70.95	94.60	118.25
Professional engineer Level 5	52.89	60.82	68.76	79.34	105.78	132.23

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

	Monday to Saturday		Sunday
	First 3 hours	After first 3 hours	All hours worked
	% of minimum hourly rate		
	150%	200%	200%
	\$	\$	\$
Professional engineer Level 1			
—Pay point 1	52.31	69.74	69.74
—Pay point 2	54.33	72.44	72.44
—Pay point 3	56.31	75.08	75.08
Professional engineer Level 2	59.12	78.82	78.82
Professional engineer Level 3	*	*	*
Professional engineer Level 4	*	*	*
Professional engineer Level 5	*	*	*

22. By deleting the table appearing in clause B.1.12 and inserting the following:

	Monday to Friday		Saturday and Sunday
	First 3 hours	After first 3 hours	All hours worked
	% of minimum hourly rate		
	150%	200%	200%
	\$	\$	\$
Professional engineer Level 1			
—Pay point 1	52.31	69.74	69.74
—Pay point 2	54.33	72.44	72.44
—Pay point 3	56.31	75.08	75.08
Professional engineer Level 2	59.12	78.82	78.82
Professional engineer Level 3	*	*	*
Professional engineer Level 4	*	*	*
Professional engineer Level 5	*	*	*

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

	Day	Night shift	Non-rotating night	Saturday¹	Sunday²	Public holiday
	% of minimum hourly rate					
	125%	140%	155%	175%	225%	275%
	\$	\$	\$	\$	\$	\$
Technical services assistant	33.81	37.87	41.93	47.34	60.86	74.39
Technical services officer Level 1	35.14	39.35	43.57	49.19	63.25	77.30
Technical services officer Level 2	36.38	40.74	45.11	50.93	65.48	80.03
Technical services officer Level 3	38.73	43.37	48.02	54.22	69.71	85.20
Technical services officer Level 4	41.04	45.96	50.89	57.45	73.87	90.28
Technical services officer Level 5	41.98	47.01	52.05	58.77	75.56	92.35
Technical services officer Level 6	43.21	48.40	53.58	60.50	77.78	95.07

	Day	Night shift	Non-rotating night	Saturday¹	Sunday²	Public holiday
	% of minimum hourly rate					
	125%	140%	155%	175%	225%	275%
	\$	\$	\$	\$	\$	\$
Technical services officer Level 7	45.58	51.04	56.51	63.81	82.04	100.27
Technical services officer Level 8	46.80	52.42	58.03	65.52	84.24	102.96
Technical services officer Level 9	50.50	56.56	62.62	70.70	90.90	111.10
Technical services officer Level 10	54.20	60.70	67.21	75.88	97.56	119.24

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

	Day	Night shift	Non-rotating night	Saturday¹	Sunday²	Public holiday
	% of minimum hourly rate					
	125%	140%	155%	175%	225%	275%
	\$	\$	\$	\$	\$	\$
Administrative services officer Level 1	33.10	37.07	41.04	46.34	59.58	72.82
Administrative services officer Level 2	37.38	41.86	46.35	52.33	67.28	82.23
Administrative services officer Level 3	40.79	45.68	50.58	57.10	73.42	89.73
Administrative services officer Level 4	43.88	49.14	54.41	61.43	78.98	96.53
Administrative services officer Level 5	47.84	53.58	59.32	66.97	86.11	105.24
Administrative services officer Level 6	53.05	59.42	65.78	74.27	95.49	116.71
Administrative services officer Level 7	57.19	64.05	70.91	80.06	102.94	125.81

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

	Day	Night shift	Non- rotating night	Saturday¹	Sunday²	Public holiday
	% of minimum hourly rate					
	125%	140%	155%	175%	225%	275%
	\$	\$	\$	\$	\$	\$
Ground services officer Level 1	31.46	35.24	39.01	44.05	56.63	69.22
Ground services officer Level 2	32.16	36.02	39.88	45.03	57.89	70.76
Ground services officer Level 3	32.86	36.81	40.75	46.01	59.15	72.30
Ground services officer Level 4	33.81	37.87	41.93	47.34	60.86	74.39
Ground services officer Level 5	35.14	39.35	43.57	49.19	63.25	77.30
Ground services officer Level 6	36.38	40.74	45.11	50.93	65.48	80.03
Ground services officer Level 7	37.50	42.00	46.50	52.50	67.50	82.50
Ground services officer Level 8	38.24	42.83	47.41	53.53	68.83	84.12
Ground services officer Level 9	38.73	43.37	48.02	54.22	69.71	85.20
Ground services officer Level 10	39.23	43.93	48.64	54.92	70.61	86.30
Ground services officer Level 11	39.96	44.76	49.55	55.95	71.93	87.92

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

	Day	Night shift	Non-rotating night	Saturday¹	Sunday²	Public holiday
	% of minimum hourly rate					
	125%	140%	155%	175%	225%	275%
	\$	\$	\$	\$	\$	\$
Professional engineer Level 1						
—Pay point 1	43.59	48.82	54.05	61.02	78.46	95.89
—Pay point 2	45.28	50.71	56.14	63.39	81.50	99.61
—Pay point 3	46.93	52.56	58.19	65.70	84.47	103.24
Professional engineer Level 2	49.26	55.17	61.09	68.97	88.67	108.38
Professional engineer Level 3	54.20	60.70	67.21	75.88	97.56	119.24
Professional engineer Level 4	59.13	66.22	73.32	82.78	106.43	130.08
Professional engineer Level 5	66.11	74.05	81.98	92.56	119.00	145.45

27. By deleting the amount “\$1032.12” appearing in clause C.1.1 and inserting “\$1068.23”.

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

Allowance	Clause	% of standard rate	\$	Payable
Disability allowance— Technical or Ground services officers	21.2(a)(i)	0.1009	1.08	per hour
Disability allowance— confined space (boiler)	21.2(a)(iii)	0.2308	2.47	per hour
Disability allowance— maximum per hour	21.2(a)(iv)	0.1508	1.61	per hour
Disability allowance— maximum per hour for confined space (boiler)	21.2(a)(iv)	0.2308	2.47	per hour
Plumbers registration allowance	21.2(b)(i)	3.9127	41.80	per week
First aid allowance	21.2(c)	2.006	21.43	per week
District allowance— employees with dependents—Alice Springs	21.2(d)(ii)	360.1533	3847.27	per annum

Allowance	Clause	% of standard rate	\$	Payable
District allowance— employees with dependents—Darwin	21.2(d)(ii)	360.1533	3847.27	per annum
District allowance— employees with dependents—Mt Isa	21.2(d)(ii)	360.1533	3847.27	per annum
District allowance— employees with dependents—Tennant Creek	21.2(d)(ii)	717.2973	7662.38	per annum
District allowance— employees with dependents—Townsville	21.2(d)(ii)	149.4787	1596.78	per annum
District allowance— employees with dependents—Yulara	21.2(d)(ii)	360.1533	3847.27	per annum
District allowance— employees without dependents—Alice Springs	21.2(d)(ii)	196.6301	2100.46	per annum
District allowance— employees without dependents—Darwin	21.2(d)(ii)	196.6301	2100.46	per annum
District allowance— employees without dependents—Mt Isa	21.2(d)(ii)	196.6301	2100.46	per annum
District allowance— employees without dependents—Tennant Creek	21.2(d)(ii)	443.4196	4736.74	per annum
District allowance— employees without dependents—Townsville	21.2(d)(ii)	75.2415	803.75	per annum
District allowance— employees without dependents—Yulara	21.2(d)(ii)	196.63	2100.46	per annum

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

F.4 Minimum rates

F.4.1 Minimum weekly rates for full-time traineeships

(a) Wage level A

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

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

Column 1	Column 2		
Experience level of trainee	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
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 this clause F.4.1(a).

(b) Wage Level B

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

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

Column 1	Column 2		
Experience level of trainee	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
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
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 this clause F.4.1(b).

(c) AQF Certificate Level IV traineeships

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

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

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

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

F.4.2 Minimum hourly rates for part-time traineeships

(a) Wage level A

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

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

Column 1	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)

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	17.34
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 this clause F.4.2(b).

(c) School-based traineeships

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

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

Column 1	Column 2
Year 11 or lower	Year 12
per hour	per hour
\$	\$
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 this clause F.4.2(c).

(d) AQF Certificate Level IV traineeships

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

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

Column 1	Column 2	Column 3
Wage level	First year of traineeship	Second and subsequent years of traineeship
	per hour	per hour
	\$	\$
Wage Level A	28.62	29.69
Wage Level 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 this clause F.4.2(d).

(e) Calculating the actual minimum wage

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

F.4.3 Other minimum wage provisions

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