



DRAFT DETERMINATION

Fair Work Act 2009

s.285—Annual wage review

Annual Wage Review 2024–25

(C2025/1)

AUSTRALIAN PUBLIC SERVICE ENTERPRISE AWARD 2015

[MA000124]

Commonwealth employment

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 10.3 and inserting the following:

Classification Level	Minimum Annual Pay Rate (36.75 hour/week) \$	Minimum Hourly Pay Rate \$
APS level 1	52,778	27.53
APS level 2	57,149	29.81
APS level 3	62,096	32.39
APS level 4	65,930	34.39
APS level 5	71,298	37.19
APS level 6	75,228	39.24
Executive level 1	85,255	44.47
Executive level 2	92,463	48.23

Classification Level	Minimum Annual Pay Rate (36.75 hour/week) \$	Minimum Hourly Pay Rate \$
MEDICAL OFFICERS		
Medical Officer class 1	80,826	42.16
Medical Officer class 2	105,883	55.23
Medical Officer class 3	112,669	58.77
Medical Officer class 4	121,776	63.52
TRAINEES		
Cadet APS (practical training)	52,778	27.53
Trainee APS (Technical)	55,367	28.88
Graduate APS	56,287	29.36

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

Classification Level	Minimum Annual Pay Rate (36.75 hour/week) \$	Minimum Hourly Pay Rate \$
Customs Trainee	52,778	27.53
Customs Trainee Graduate	56,287	29.36
Customs level 1	62,096	32.39
Customs level 2	65,930	34.39
Customs level 3	75,228	39.24
Customs level 4	85,255	44.47
Customs level 5	92,463	48.23
Examiner of Patents	62,843	32.78
Antarctic Medical Practitioner level 1	97,064	50.63
Antarctic Medical Practitioner level 2	112,708	58.79
Valuer-in-training	51,245	26.73
Valuer	58,607	30.57
APS Meat Inspector 1	62,096	32.39
APS Meat Inspector 2	65,930	34.39
APS Meat Inspector 3	71,298	37.19
APS Meat Inspector 4	75,228	39.24

3. By deleting the amount “\$14.78” appearing in clause 11.14 and inserting “\$15.30”.
4. By deleting the amounts “25.27” and “50.56” appearing in clause 11.15(a) and inserting “26.16” and “52.33” respectively.
5. By deleting the amount “\$43.23” appearing in clause 11.17(b) and inserting “\$44.75”.

6. By deleting the amount "\$31.63" appearing in clause 11.18(b) and inserting "\$32.74".
7. By deleting the amount "\$0.49" appearing in clause 11.19(a) and inserting "\$0.50".
8. By deleting the amount "\$0.83" appearing in clause 11.19(b) and inserting "\$0.86".
9. By deleting the amounts "\$0.96" and "\$0.97" appearing in clause 11.19(c) and inserting "\$0.99" and "\$1.00" respectively.
10. By deleting the amount "\$1.10" appearing in clause 11.19(d) and inserting "\$1.14".
11. By deleting the amount "\$0.97" appearing in clause 11.20(a) and inserting "\$1.00".
12. By deleting the amount "\$0.55" appearing in clause 11.20(b) and inserting "\$0.57".
13. By deleting the amount "\$31.95" appearing in clause 11.21(a) and inserting "\$33.07".
14. By deleting the amount "\$2.75" appearing in clause 11.21(c) and inserting "\$2.85".
15. By deleting the amount "\$10.48" appearing in clause 11.21(d) and inserting "\$10.85".
16. By deleting the amount "\$2.96" appearing in clause 11.22(a) and inserting "\$3.06".
17. By deleting the amount "\$5.64" appearing in clause 11.23(a)(i) and inserting "\$5.84".
18. By deleting the amount "\$7.16" appearing in clause 11.23(a)(ii) and inserting "\$7.41".
19. By deleting the amounts "\$0.96", "\$1.30" and "\$2.17" appearing in clause 11.23(b)(ii) and inserting "\$0.99", "\$1.34" and "\$2.24" respectively.
20. By deleting the amount "\$1.10" appearing in clause 11.23(c)(i) and inserting "\$1.14".
21. By deleting the amount "\$2.41" appearing in clause 11.23(c)(ii) and inserting "\$2.50".
22. By deleting the amount "\$0.97" appearing in clause 11.23(d) and inserting "\$1.00".
23. By deleting the amounts "\$0.97" and "\$1.10" appearing in clause 11.23(e)(ii) and inserting "\$1.00" and "\$1.14" respectively.
24. By deleting the amount "\$0.97" appearing in clause 11.23(f)(i) and inserting "\$1.00".
25. By deleting the amount "\$1.10" appearing in clause 11.23(g) and inserting "\$1.14".
26. By deleting the amount "\$2.13" appearing in clause 11.23(h)(i) and inserting "\$2.20".
27. By deleting the amount "\$1.10" appearing in clause 11.23(i)(i) and inserting "\$1.14".
28. By deleting the amount "\$0.97" appearing in clause 11.23(i)(ii) and inserting "\$1.00".

29. By deleting the amount “\$3.54” appearing in clause 11.23(j)(i) and inserting “\$3.66”.
30. By deleting the amount “\$1.10” appearing in clause 11.23(k) and inserting “\$1.14”.
31. By deleting the amount “\$1.10” appearing in clause 11.23(l) and inserting “\$1.14”.
32. By deleting the amount “\$0.97” appearing in clause 11.23(m) and inserting “\$1.00”.
33. By deleting the amount “\$1.10” appearing in clause 11.23(n) and inserting “\$1.14”.
34. By deleting the amount “\$0.97” appearing in clause 11.23(o) and inserting “\$1.00”.
35. By deleting the table appearing in clause A.2 and inserting the following:

	% of ordinary hourly rate
	100%
	\$
APS level 1	27.53
APS level 2	29.81
APS level 3	32.39
APS level 4	34.39
APS level 5	37.19
APS level 6	39.24
Executive level 1	44.47
Executive level 2	48.23
Medical Officer class 1	42.16
Medical Officer class 2	55.23
Medical Officer class 3	58.77
Medical Officer class 4	63.52
Cadet APS (practical training)	27.53
Trainee APS (Technical)	28.88
Graduate APS	29.36
Customs Trainee	27.53
Customs Trainee Graduate	29.36
Customs level 1	32.39
Customs level 2	34.39
Customs level 3	39.24
Customs level 4	44.47
Customs level 5	48.23
Examiner of Patents	32.78
Antarctic Medical Practitioner level 1	50.63
Antarctic Medical Practitioner level 2	58.79

	% of ordinary hourly rate
	100%
	\$
Valuer-in-training	26.73
Valuer	30.57
APS Meat Inspector 1	32.39
APS Meat Inspector 2	34.39
APS Meat Inspector 3	37.19
APS Meat Inspector 4	39.24

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

	Monday to Saturday— first 3 hours	Monday to Saturday— after 3 hours	Sunday— all day	Public Holiday or Additional Holiday—all day
	% of ordinary hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
APS level 1	41.30	55.06	55.06	68.83
APS level 2	44.72	59.62	59.62	74.53
APS level 3	48.59	64.78	64.78	80.98
APS level 4	51.59	68.78	68.78	85.98
APS level 5	55.79	74.38	74.38	92.98
APS level 6	58.86	78.48	78.48	98.10
Executive level 1	66.71	88.94	88.94	111.18
Executive level 2	72.35	96.46	96.46	120.58
Medical Officer class 1	63.24	84.32	84.32	105.40
Medical Officer class 2	82.85	110.46	110.46	138.08
Medical Officer class 3	88.16	117.54	117.54	146.93
Medical Officer class 4	95.28	127.04	127.04	158.80
Cadet APS (practical training)	41.30	55.06	55.06	68.83
Trainee APS (Technical)	43.32	57.76	57.76	72.20
Graduate APS	44.04	58.72	58.72	73.40
Customs Trainee	41.30	55.06	55.06	68.83
Customs Trainee Graduate	44.04	58.72	58.72	73.40
Customs level 1	48.59	64.78	64.78	80.98
Customs level 2	51.59	68.78	68.78	85.98
Customs level 3	58.86	78.48	78.48	98.10

	Monday to Saturday— first 3 hours	Monday to Saturday— after 3 hours	Sunday— all day	Public Holiday or Additional Holiday—all day
	% of ordinary hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Customs level 4	66.71	88.94	88.94	111.18
Customs level 5	72.35	96.46	96.46	120.58
Examiner of Patents	49.17	65.56	65.56	81.95
Antarctic Medical Practitioner level 1	75.95	101.26	101.26	126.58
Antarctic Medical Practitioner level 2	88.19	117.58	117.58	146.98
Valuer-in-training	40.10	53.46	53.46	66.83
Valuer	45.86	61.14	61.14	76.43
APS Meat Inspector 1	48.59	64.78	64.78	80.98
APS Meat Inspector 2	51.59	68.78	68.78	85.98
APS Meat Inspector 3	55.79	74.38	74.38	92.98
APS Meat Inspector 4	58.86	78.48	78.48	98.10

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

	Night	Continuous Night	Saturday	Sunday	Public Holiday or Additional Holiday
	% of ordinary hourly rate				
	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$
APS level 1	31.66	35.79	41.30	55.06	68.83
APS level 2	34.28	38.75	44.72	59.62	74.53
APS level 3	37.25	42.11	48.59	64.78	80.98
APS level 4	39.55	44.71	51.59	68.78	85.98
APS level 5	42.77	48.35	55.79	74.38	92.98
APS level 6	45.13	51.01	58.86	78.48	98.10
Executive level 1	51.14	57.81	66.71	88.94	111.18
Executive level 2	55.46	62.70	72.35	96.46	120.58
Medical Officer class 1	48.48	54.81	63.24	84.32	105.40
Medical Officer class 2	63.51	71.80	82.85	110.46	138.08
Medical Officer class 3	67.59	76.40	88.16	117.54	146.93
Medical Officer class 4	73.05	82.58	95.28	127.04	158.80

	Night	Continuous Night	Saturday	Sunday	Public Holiday or Additional Holiday
	% of ordinary hourly rate				
	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$
Cadet APS (practical training)	31.66	35.79	41.30	55.06	68.83
Trainee APS (Technical)	33.21	37.54	43.32	57.76	72.20
Graduate APS	33.76	38.17	44.04	58.72	73.40
Customs Trainee	31.66	35.79	41.30	55.06	68.83
Customs Trainee Graduate	33.76	38.17	44.04	58.72	73.40
Customs level 1	37.25	42.11	48.59	64.78	80.98
Customs level 2	39.55	44.71	51.59	68.78	85.98
Customs level 3	45.13	51.01	58.86	78.48	98.10
Customs level 4	51.14	57.81	66.71	88.94	111.18
Customs level 5	55.46	62.70	72.35	96.46	120.58
Examiner of Patents	37.70	42.61	49.17	65.56	81.95
Antarctic Medical Practitioner level 1	58.22	65.82	75.95	101.26	126.58
Antarctic Medical Practitioner level 2	67.61	76.43	88.19	117.58	146.98
Valuer-in-training	30.74	34.75	40.10	53.46	66.83
Valuer	35.16	39.74	45.86	61.14	76.43
APS Meat Inspector 1	37.25	42.11	48.59	64.78	80.98
APS Meat Inspector 2	39.55	44.71	51.59	68.78	85.98
APS Meat Inspector 3	42.77	48.35	55.79	74.38	92.98
APS Meat Inspector 4	45.13	51.01	58.86	78.48	98.10

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

	Monday to Friday—first 3 hours	Monday to Friday—after 3 hours	Saturday and Sunday—all day	Public Holiday or Additional Holiday—all day
	% of ordinary hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
APS level 1	41.30	55.06	55.06	68.83
APS level 2	44.72	59.62	59.62	74.53
APS level 3	48.59	64.78	64.78	80.98

	Monday to Friday—first 3 hours	Monday to Friday— after 3 hours	Saturday and Sunday—all day	Public Holiday or Additional Holiday—all day
	% of ordinary hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
APS level 4	51.59	68.78	68.78	85.98
APS level 5	55.79	74.38	74.38	92.98
APS level 6	58.86	78.48	78.48	98.10
Executive level 1	66.71	88.94	88.94	111.18
Executive level 2	72.35	96.46	96.46	120.58
Medical Officer class 1	63.24	84.32	84.32	105.40
Medical Officer class 2	82.85	110.46	110.46	138.08
Medical Officer class 3	88.16	117.54	117.54	146.93
Medical Officer class 4	95.28	127.04	127.04	158.80
Cadet APS (practical training)	41.30	55.06	55.06	68.83
Trainee APS (Technical)	43.32	57.76	57.76	72.20
Graduate APS	44.04	58.72	58.72	73.40
Customs Trainee	41.30	55.06	55.06	68.83
Customs Trainee Graduate	44.04	58.72	58.72	73.40
Customs level 1	48.59	64.78	64.78	80.98
Customs level 2	51.59	68.78	68.78	85.98
Customs level 3	58.86	78.48	78.48	98.10
Customs level 4	66.71	88.94	88.94	111.18
Customs level 5	72.35	96.46	96.46	120.58
Examiner of Patents	49.17	65.56	65.56	81.95
Antarctic Medical Practitioner level 1	75.95	101.26	101.26	126.58
Antarctic Medical Practitioner level 2	88.19	117.58	117.58	146.98
Valuer-in-training	40.10	53.46	53.46	66.83
Valuer	45.86	61.14	61.14	76.43
APS Meat Inspector 1	48.59	64.78	64.78	80.98
APS Meat Inspector 2	51.59	68.78	68.78	85.98
APS Meat Inspector 3	55.79	74.38	74.38	92.98
APS Meat Inspector 4	58.86	78.48	78.48	98.10

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

	% of ordinary hourly rate
	125%
	\$
APS level 1	34.41
APS level 2	37.26
APS level 3	40.49
APS level 4	42.99
APS level 5	46.49
APS level 6	49.05
Executive level 1	55.59
Executive level 2	60.29
Medical Officer class 1	52.70
Medical Officer class 2	69.04
Medical Officer class 3	73.46
Medical Officer class 4	79.40
Cadet APS (practical training)	34.41
Trainee APS (Technical)	36.10
Graduate APS	36.70
Customs Trainee	34.41
Customs Trainee Graduate	36.70
Customs level 1	40.49
Customs level 2	42.99
Customs level 3	49.05
Customs level 4	55.59
Customs level 5	60.29
Examiner of Patents	40.98
Antarctic Medical Practitioner level 1	63.29
Antarctic Medical Practitioner level 2	73.49
Valuer-in-training	33.41
Valuer	38.21
APS Meat Inspector 1	40.49
APS Meat Inspector 2	42.99
APS Meat Inspector 3	46.49
APS Meat Inspector 4	49.05

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

	Monday to Saturday— first 3 hours	Monday to Saturday— after 3 hours	Sunday—all day	Public Holiday or Additional Holiday—all day
	% of ordinary hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
APS level 1	41.30	55.06	55.06	68.83
APS level 2	44.72	59.62	59.62	74.53
APS level 3	48.59	64.78	64.78	80.98
APS level 4	51.59	68.78	68.78	85.98
APS level 5	55.79	74.38	74.38	92.98
APS level 6	58.86	78.48	78.48	98.10
Executive level 1	66.71	88.94	88.94	111.18
Executive level 2	72.35	96.46	96.46	120.58
Medical Officer class 1	63.24	84.32	84.32	105.40
Medical Officer class 2	82.85	110.46	110.46	138.08
Medical Officer class 3	88.16	117.54	117.54	146.93
Medical Officer class 4	95.28	127.04	127.04	158.80
Cadet APS (practical training)	41.30	55.06	55.06	68.83
Trainee APS (Technical)	43.32	57.76	57.76	72.20
Graduate APS	44.04	58.72	58.72	73.40
Customs Trainee	41.30	55.06	55.06	68.83
Customs Trainee Graduate	44.04	58.72	58.72	73.40
Customs level 1	48.59	64.78	64.78	80.98
Customs level 2	51.59	68.78	68.78	85.98
Customs level 3	58.86	78.48	78.48	98.10
Customs level 4	66.71	88.94	88.94	111.18
Customs level 5	72.35	96.46	96.46	120.58
Examiner of Patents	49.17	65.56	65.56	81.95
Antarctic Medical Practitioner level 1	75.95	101.26	101.26	126.58
Antarctic Medical Practitioner level 2	88.19	117.58	117.58	146.98
Valuer-in-training	40.10	53.46	53.46	66.83
Valuer	45.86	61.14	61.14	76.43
APS Meat Inspector 1	48.59	64.78	64.78	80.98
APS Meat Inspector 2	51.59	68.78	68.78	85.98

	Monday to Saturday— first 3 hours	Monday to Saturday— after 3 hours	Sunday—all day	Public Holiday or Additional Holiday—all day
	% of ordinary hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
APS Meat Inspector 3	55.79	74.38	74.38	92.98
APS Meat Inspector 4	58.86	78.48	78.48	98.10

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

	Night	Continuous Night	Saturday	Sunday	Public Holiday or Additional Holiday
	% of ordinary hourly rate				
	140%	155%	175%	225%	275%
	\$	\$	\$	\$	\$
APS level 1	38.54	42.67	48.18	61.94	75.71
APS level 2	41.73	46.21	52.17	67.07	81.98
APS level 3	45.35	50.20	56.68	72.88	89.07
APS level 4	48.15	53.30	60.18	77.38	94.57
APS level 5	52.07	57.64	65.08	83.68	102.27
APS level 6	54.94	60.82	68.67	88.29	107.91
Executive level 1	62.26	68.93	77.82	100.06	122.29
Executive level 2	67.52	74.76	84.40	108.52	132.63
Medical Officer class 1	59.02	65.35	73.78	94.86	115.94
Medical Officer class 2	77.32	85.61	96.65	124.27	151.88
Medical Officer class 3	82.28	91.09	102.85	132.23	161.62
Medical Officer class 4	88.93	98.46	111.16	142.92	174.68
Cadet APS (practical training)	38.54	42.67	48.18	61.94	75.71
Trainee APS (Technical)	40.43	44.76	50.54	64.98	79.42
Graduate APS	41.10	45.51	51.38	66.06	80.74
Customs Trainee	38.54	42.67	48.18	61.94	75.71
Customs Trainee Graduate	41.10	45.51	51.38	66.06	80.74
Customs level 1	45.35	50.20	56.68	72.88	89.07
Customs level 2	48.15	53.30	60.18	77.38	94.57
Customs level 3	54.94	60.82	68.67	88.29	107.91
Customs level 4	62.26	68.93	77.82	100.06	122.29
Customs level 5	67.52	74.76	84.40	108.52	132.63

	Night	Continuous Night	Saturday	Sunday	Public Holiday or Additional Holiday
	% of ordinary hourly rate				
	140%	155%	175%	225%	275%
	\$	\$	\$	\$	\$
Examiner of Patents	45.89	50.81	57.37	73.76	90.15
Antarctic Medical Practitioner level 1	70.88	78.48	88.60	113.92	139.23
Antarctic Medical Practitioner level 2	82.31	91.12	102.88	132.28	161.67
Valuer-in-training	37.42	41.43	46.78	60.14	73.51
Valuer	42.80	47.38	53.50	68.78	84.07
APS Meat Inspector 1	45.35	50.20	56.68	72.88	89.07
APS Meat Inspector 2	48.15	53.30	60.18	77.38	94.57
APS Meat Inspector 3	52.07	57.64	65.08	83.68	102.27
APS Meat Inspector 4	54.94	60.82	68.67	88.29	107.91

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

	Monday to Friday— first 3 hours	Monday to Friday— after 3 hours	Saturday— all day	Sunday— all day	Public Holiday or Additional Holiday— all day
	% of ordinary hourly rate				
	150%	200%	200%	225%	275%
	\$	\$	\$	\$	\$
APS level 1	41.30	55.06	55.06	61.94	75.71
APS level 2	44.72	59.62	59.62	67.07	81.98
APS level 3	48.59	64.78	64.78	72.88	89.07
APS level 4	51.59	68.78	68.78	77.38	94.57
APS level 5	55.79	74.38	74.38	83.68	102.27
APS level 6	58.86	78.48	78.48	88.29	107.91
Executive level 1	66.71	88.94	88.94	100.06	122.29
Executive level 2	72.35	96.46	96.46	108.52	132.63
Medical Officer class 1	63.24	84.32	84.32	94.86	115.94
Medical Officer class 2	82.85	110.46	110.46	124.27	151.88
Medical Officer class 3	88.16	117.54	117.54	132.23	161.62
Medical Officer class 4	95.28	127.04	127.04	142.92	174.68

	Monday to Friday— first 3 hours	Monday to Friday— after 3 hours	Saturday— all day	Sunday —all day	Public Holiday or Additional Holiday— all day
	% of ordinary hourly rate				
	150%	200%	200%	225%	275%
	\$	\$	\$	\$	\$
Cadet APS (practical training)	41.30	55.06	55.06	61.94	75.71
Trainee APS (Technical)	43.32	57.76	57.76	64.98	79.42
Graduate APS	44.04	58.72	58.72	66.06	80.74
Customs Trainee	41.30	55.06	55.06	61.94	75.71
Customs Trainee Graduate	44.04	58.72	58.72	66.06	80.74
Customs level 1	48.59	64.78	64.78	72.88	89.07
Customs level 2	51.59	68.78	68.78	77.38	94.57
Customs level 3	58.86	78.48	78.48	88.29	107.91
Customs level 4	66.71	88.94	88.94	100.06	122.29
Customs level 5	72.35	96.46	96.46	108.52	132.63
Examiner of Patents	49.17	65.56	65.56	73.76	90.15
Antarctic Medical Practitioner level 1	75.95	101.26	101.26	113.92	139.23
Antarctic Medical Practitioner level 2	88.19	117.58	117.58	132.28	161.67
Valuer-in-training	40.10	53.46	53.46	60.14	73.51
Valuer	45.86	61.14	61.14	68.78	84.07
APS Meat Inspector 1	48.59	64.78	64.78	72.88	89.07
APS Meat Inspector 2	51.59	68.78	68.78	77.38	94.57
APS Meat Inspector 3	55.79	74.38	74.38	83.68	102.27
APS Meat Inspector 4	58.86	78.48	78.48	88.29	107.91

43. By deleting the amount “\$28.80” appearing in clause B.1 and inserting “\$29.81”.

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

Allowance	Clause	Payable	% of standard rate	\$
First aid	11.14	weekly	51.32	15.30
Community language allowance				
CLA Rate 1	11.15(a)	weekly	87.76	26.16

Allowance	Clause	Payable	% of standard rate	\$
CLA Rate 2	11.15(a)	weekly	175.56	52.33
Plumber's licence	11.16(b)	hourly	0.14	0.04
Plumber's registration	11.17(b)	weekly	150.12	44.75
Electrical licence	11.18(b)	weekly	109.84	32.74
Disability allowances				
Working at heights				
Steel frame structures etc	11.19(a)	hourly	1.69	0.50
Painting tradesperson	11.19(b)	hourly	2.87	0.86
Chimney, radio/television mast etc	11.19(c)	hourly	3.32	0.99
Chimney, radio/television mast etc - for each additional 15 metres of height	11.19(c)	hourly	3.37	1.00
Roof repairs	11.19(d)	hourly	3.82	1.14
Employees performing spray painting functions - Trades	11.20(a)	hourly	3.37	1.00
Employees performing spray painting functions - Stores	11.20(b)	hourly	1.91	0.57
Plumbing tradespeople—disabilities and related allowances				
Plumbing disabilities	11.21(a)	weekly	110.95	33.07
Lead burning	11.21(c)	hourly	9.55	2.85
Chokage	11.21(d)	daily or part daily	36.39	10.85
Asbestos eradication	11.22(a)	hourly	10.28	3.06
General disability allowances				
Spray gangs	11.23(a)(i)	daily or part daily	19.59	5.84
Spray gangs - additional for high pressure	11.23(a)(ii)	daily or part daily	24.87	7.41
Cold work - between -1 and 7 degrees	11.23(b)(ii)	hour or part thereof	3.32	0.99
Cold work - between -2 and -18 degrees	11.23(b)(ii)	hour or part thereof	4.5	1.34
Cold work - below -18 degrees	11.23(b)(ii)	hour or part thereof	7.53	2.24
Confined spaces	11.23(c)(i)	hour or part thereof	3.82	1.14

Allowance	Clause	Payable	% of standard rate	\$
Confined spaces - Gas or water space	11.23(c)(ii)	hour or part thereof	8.37	2.50
Dirty or offensive work	11.23(d)	hourly	3.37	1.00
Hot work - Between 46 and 54 degrees,	11.23(e)(ii)	hourly	3.37	1.00
Hot work - Exceeding 54 degrees	11.23(e)(ii)	hourly	3.82	1.14
Wet work	11.23(f)(i)	hourly	3.37	1.00
Insulating materials	11.23(g)	hourly	3.82	1.14
Explosive powered tools	11.23(h)(i)	daily or part daily	7.39	2.20
Epoxy-based materials - Using materials	11.23(i)(i)	hourly	3.82	1.14
Epoxy-based materials - Close proximity	11.23(i)(ii)	hourly	3.37	1.00
Second-hand timber	11.23(j)(i)	daily	12.29	3.66
Hot bitumen	11.23(k)	hourly	3.82	1.14
Asbestos handling	11.23(l)	hourly	3.82	1.14
Water underfoot or dripping	11.23(m)	hourly	3.37	1.00
Offensive fumes	11.23(n)	hourly	3.82	1.14
Plaster or composition	11.23(o)	hourly	3.37	1.00

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:

	Highest year of schooling completed					
	Year 10		Year 11		Year 12	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$	\$	\$
School leaver	412.70	13.57	454.40	14.95	540.50	17.77
Plus 1 year out of school	454.40	14.95	540.50	17.77	629.00	20.69

	Highest year of schooling completed					
	Year 10		Year 11		Year 12	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$	\$	\$
Plus 2 years out of school	540.50	17.77	629.00	20.69	732.00	24.07
Plus 3 years out of school	629.00	20.69	732.00	24.07	838.00	27.57
Plus 4 years out of school	732.00	24.07	838.00	27.57		
Plus 5 or more years out of school	838.00	27.57				

(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:

	Highest year of schooling completed					
	Year 10		Year 11		Year 12	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$	\$	\$
School leaver	412.70	13.57	454.40	14.95	526.70	17.34
Plus 1 year out of school	454.40	14.95	526.70	17.34	605.90	19.93
Plus 2 years out of school	526.70	17.34	605.90	19.93	710.60	23.38
Plus 3 years out of school	605.90	19.93	710.60	23.38	810.40	26.66
Plus 4 years out of school	710.60	23.38	810.40	26.66		
Plus 5 or more years out of school	810.40	26.66				

(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:

	Highest year of schooling completed					
	Year 10		Year 11		Year 12	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$	\$	\$
School leaver	412.70	13.57	454.40	14.95	526.70	17.34
Plus 1 year out of school	454.40	14.95	526.70	17.34	595.60	19.58
Plus 2 years out of school	526.70	17.34	595.60	19.58	665.40	21.89
Plus 3 years out of school	595.60	19.58	665.40	21.89	741.20	24.37
Plus 4 years out of school	665.40	21.89	741.20	24.37		
Plus 5 or more years out of school	741.20	24.37				

(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:

Wage level	First year of traineeship		Second and subsequent years of traineeship	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$
Wage Level A	869.80	28.62	902.80	29.69
Wage Level B	841.20	27.68	873.20	28.72
Wage Level C	769.40	25.31	798.50	26.27

(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:

Year of schooling	
Year 11 or lower	Year 12
per hour	per hour
\$	\$
13.57	14.95

46. By deleting the amount "\$4.19" appearing in clause F.1.1(d)(i) and inserting "\$4.34".
47. By deleting the amount "\$6.17" appearing in clause F.1.1(d)(ii) and inserting "\$6.38".
48. By deleting the amount "\$3.84" appearing in clause F.1.2 and inserting "\$3.98".
49. By deleting the amount "\$0.80" appearing in clause F.1.3(a) and inserting "\$0.83".
50. By deleting the amount "\$3.84" appearing in clause F.1.3(b) and inserting "\$3.98".
51. By deleting the amount "\$1.58" appearing in clause F.1.4(a) and inserting "\$1.63".
52. By deleting the amount "\$1.58" appearing in clause F.1.4(b) and inserting "\$1.63".
53. By deleting the amount "\$1.09" appearing in clause F.1.4(c) and inserting "\$1.13".
54. By deleting the amount "\$6.25" appearing in clause F.1.5(b)(i) and inserting "\$6.47".
55. By deleting the amount "\$6.25" appearing in clause F.1.5(b)(ii) and inserting "\$6.47".
56. By deleting the amount "\$3.03" appearing in clause F.1.5(b)(iii) and inserting "\$3.13".
57. By deleting the amount "\$6.25" appearing in clause F.1.5(c)(i) and inserting "\$6.47".
58. By deleting the amount "\$5.43" appearing in clause F.1.5(c)(ii) and inserting "\$5.63".
59. By deleting the amount "\$5.43" appearing in clause F.1.5(c)(iii) and inserting "\$5.63".
60. By deleting the amount "\$29.74" appearing in clause F.1.6(a) and inserting "\$30.78".
61. By deleting the amount "\$46.61" appearing in clause F.1.6(b) and inserting "\$48.24".
62. By deleting the table appearing in clause F.3.2(a) and inserting the following:

	\$ per occasion
Divisional Returning Officer	3447.13
Clerk to Divisional Returning Officer	1378.43
APS Level 2	857.12
APS Level 1	638.76

63. By deleting the amount “\$3.84” appearing in clause F.4.2(a) and inserting “\$3.98”.
64. By deleting the amount “\$10.98” appearing in clause F.4.2(b) and inserting “\$11.36”.
65. By deleting the amount “\$4.95” appearing in clause F.4.2(c) and inserting “\$5.12”.
66. By deleting the amount “\$14.56” appearing in clause F.4.2(d) and inserting “\$15.07”.
67. By deleting the amount “\$3.72” appearing in clause F.4.2(e) and inserting “\$3.85”.
68. By deleting the amount “\$1.90” appearing in clause F.4.3(a) and inserting “\$1.96”.
69. By deleting the amount “\$2.42” appearing in clause F.4.3(b) and inserting “\$2.50”.
70. By deleting the amount “\$18.35” appearing in clause F.6.2(a) and inserting “\$18.99”.
71. By deleting the amount “\$13.76” appearing in clause F.6.2(b) and inserting “\$14.24”.
72. By deleting the table appearing in clause F.10 and inserting the following:

Allowance	Clause	Payable	% of standard rate	\$
Duty at sea				
Surface vessel	F.1.1(d)(i)	hourly	14.55	4.34
Submarine	F.1.1(d)(ii)	hourly	21.41	6.38
Tropic treating plant	F.1.2	daily or part daily	13.35	3.98
Stores functions				
Stores	F.1.3(a)	hourly	2.78	0.83
Trichlorethylene de-greasing plant	F.1.3(b)	daily or part daily	13.35	3.98
Welding				
Welding	F.1.4(a)	hourly	5.47	1.63
Plasma arc process	F.1.4(b)	hourly	5.47	1.63
MIG or TIG processes	F.1.4(c)	hourly	3.79	1.13
Explosives				
Manufacture - nitroglycerine	F.1.5(b)(i)	daily or part daily	21.7	6.47
Manufacture - RDX	F.1.5(b)(ii)	daily or part daily	21.7	6.47
Manufacture - ammonium perchlorate	F.1.5(b)(iii)	daily or part daily	10.51	3.13
Filling - CE, TNT and DNT	F.1.5(c)(i)	daily or part daily	21.7	6.47

Allowance	Clause	Payable	% of standard rate	\$
Filling - Chromates	F.1.5(c)(ii)	daily or part daily	18.87	5.63
Filling - nitroglycerine	F.1.5(c)(iii)	daily or part daily	18.87	5.63
Dangerous air cargo				
Certification	F.1.6(a)	weekly	103.26	30.78
Packing and dispatching	F.1.6(b)	weekly	161.83	48.24
Referendum				
Divisional Returning Officer	F.3.2(a)	per occasion	11563.66	3447.13
Clerk to Divisional Returning Officer	F.3.2(a)	per occasion	4624.05	1378.43
APS Level 2	F.3.2(a)	per occasion	2875.28	857.12
APS Level 1	F.3.2(a)	per occasion	2142.77	638.76
Gardening or general hand				
Aquatic ponds	F.4.2(a)	daily	13.35	3.98
Work in rain	F.4.2(b)	daily or part daily	38.12	11.36
Height	F.4.2(c)	daily	17.19	5.12
Pest control	F.4.2(d)	weekly	50.55	15.07
Wet pay	F.4.2(e)	daily	12.91	3.85
Overseers				
Gardening	F.4.3(a)	daily or part daily	6.58	1.96
Spray equipment	F.4.3(b)	daily or part daily	8.4	2.50
Flying				
Aerial surveillance	F.6.2(a)	hourly or part hourly	63.71	18.99
Aerial surveillance—work experience	F.6.2(b)	hourly or part hourly	47.77	14.24

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