



# DRAFT DETERMINATION

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

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

### PARLIAMENTARY DEPARTMENTS STAFF ENTERPRISE AWARD 2016 [MA000145]

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:

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

Classification level	Minimum annual pay rate \$	Minimum hourly pay rate \$
<b>Classifications on a 36.75 hour week</b>		
Australian Parliamentary Service Level 1 (including Cadet Parliamentary Service in practical training)	52,778	27.53
Australian Parliamentary Service Level 2	57,149	29.81
Australian Parliamentary Service Level 3	62,096	32.39
Australian Parliamentary Service Level 4	65,930	34.39
Australian Parliamentary Service Level 5	71,298	37.19
Australian Parliamentary Service Level 6	75,228	39.24

<b>Classification level</b>	<b>Minimum annual pay rate \$</b>	<b>Minimum hourly pay rate \$</b>
Australian Parliamentary Executive Level 1	85,255	44.47
Australian Parliamentary Executive Level 2	92,463	48.23
<b>PARLIAMENTARY SECURITY ATTENDANTS</b>		
Parliamentary Security Attendant (Entry Level)	56,287	29.36
Parliamentary Security Attendant (Operational)	57,149	29.81
Parliamentary Security Attendant (Supervisor)	62,096	32.39
Principal Parliamentary Security Attendant	65,930	34.39
<b>HANSARD</b>		
Editor Level 1	76,321	39.81
Editor Level 2	85,255	44.47
Principal Editor	99,671	51.99
<b>Classifications on a 38 hour week</b>		
<b>MAINTENANCE EMPLOYEES</b>		
Assistant Maintenance Officer	56,635	28.57
Maintenance Officer Grade 1/2	59,252	29.89
Maintenance Officer Grade 3	66,329	33.46
Works Organiser	72,573	36.61
Maintenance Project Officer	76,835	38.76
<b>GARDENING EMPLOYEES</b>		
Parliamentary Gardener Grade 1/2	56,278	28.39
Parliamentary Gardener Grade 3	63,415	31.99
Parliamentary Gardener Grade 4	65,754	33.17
Supervisory Gardener	71,998	36.32

2. By deleting the amount "\$14.78" appearing in clause 11.14 and inserting "\$15.30".
3. By deleting the amounts "25.27" and "50.56" appearing in clause 11.15(a) and inserting "26.16" and "52.33" respectively.
4. By deleting the amount "\$38.43" appearing in clause 11.16(a) and inserting "\$39.78".
5. By deleting the amount "\$31.22" appearing in clause 11.16(b) and inserting "\$32.32".

6. By deleting the table appearing in clause 11.17 and inserting the following:

<b>Number of employees under Supervision or Direction</b>	<b>\$ per annum</b>
One but not more than five	2872.52
Six but not more than ten	3643.19
More than ten	4854.58

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

	<b>Ordinary hourly rate</b>
	<b>\$</b>
Australian Parliamentary Service Level 1 (including Cadet Parliamentary Service in practical training)	27.53
Australian Parliamentary Service Level 2	29.81
Australian Parliamentary Service Level 3	32.39
Australian Parliamentary Service Level 4	34.39
Australian Parliamentary Service Level 5	37.19
Australian Parliamentary Service Level 6	39.24
Australian Parliamentary Executive Level 1	44.47
Australian Parliamentary Executive Level 2	48.23
Parliamentary Security Attendant (Entry Level)	29.36
Parliamentary Security Attendant (Operational)	29.81
Parliamentary Security Attendant (Supervisor)	32.39
Principal Parliamentary Security Attendant	34.39
Editor Level 1	39.81
Editor Level 2	44.47
Principal Editor	51.99
Assistant Maintenance Officer	28.57
Maintenance Officer Grade 1/2	29.89
Maintenance Officer Grade 3	33.46
Works Organiser	36.61
Maintenance Project Officer	38.76
Parliamentary Gardener Grade 1/2	28.39

**Ordinary hourly rate**

\$

Parliamentary Gardener Grade 3	31.99
Parliamentary Gardener Grade 4	33.17
Supervisory Gardener	36.32

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

	<b>Monday to Saturday – first 3 hours</b>	<b>Monday to Saturday – after 3 hours</b>	<b>Sunday – all day</b>	<b>Public holiday or additional holiday – all day</b>
	<b>% of ordinary hourly rate</b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Australian Parliamentary Service Level 1 (including Cadet Parliamentary Service in practical training)	41.30	55.06	55.06	68.83
Australian Parliamentary Service Level 2	44.72	59.62	59.62	74.53
Australian Parliamentary Service Level 3	48.59	64.78	64.78	80.98
Australian Parliamentary Service Level 4	51.59	68.78	68.78	85.98
Australian Parliamentary Service Level 5	55.79	74.38	74.38	92.98
Australian Parliamentary Service Level 6	58.86	78.48	78.48	98.10
Australian Parliamentary Executive Level 1	66.71	88.94	88.94	111.18
Australian Parliamentary Executive Level 2	72.35	96.46	96.46	120.58
Parliamentary Security Attendant (Entry Level)	44.04	58.72	58.72	73.40
Parliamentary Security Attendant (Operational)	44.72	59.62	59.62	74.53
Parliamentary Security Attendant (Supervisor)	48.59	64.78	64.78	80.98

	<b>Monday to Saturday – first 3 hours</b>	<b>Monday to Saturday – after 3 hours</b>	<b>Sunday – all day</b>	<b>Public holiday or additional holiday – all day</b>
	<b>% of ordinary hourly rate</b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Principal Parliamentary Security Attendant	51.59	68.78	68.78	85.98
Editor Level 1	59.72	79.62	79.62	99.53
Editor Level 2	66.71	88.94	88.94	111.18
Principal Editor	77.99	103.98	103.98	129.98
Assistant Maintenance Officer	42.86	57.14	57.14	71.43
Maintenance Officer Grade 1/2	44.84	59.78	59.78	74.73
Maintenance Officer Grade 3	50.19	66.92	66.92	83.65
Works Organiser	54.92	73.22	73.22	91.53
Maintenance Project Officer	58.14	77.52	77.52	96.90
Parliamentary Gardener Grade 1/2	42.59	56.78	56.78	70.98
Parliamentary Gardener Grade 3	47.99	63.98	63.98	79.98
Parliamentary Gardener Grade 4	49.76	66.34	66.34	82.93
Supervisory Gardener	54.48	72.64	72.64	90.80

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

	<b>Ordinary hours</b>	<b>Night</b>	<b>Night – Maint.</b>	<b>Night - Gardening</b>	<b>Continuous Night</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday or additional holiday</b>
	<b>% of ordinary hourly rate</b>							
	<b>100%</b>	<b>115%</b>	<b>120%</b>	<b>120%</b>	<b>130%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Australian Parliamentary Service Level 1 (including Cadet Parliamentary Service in practical training)	27.53	31.66	N/A	N/A	35.79	41.30	55.06	68.83
Australian Parliamentary Service Level 2	29.81	34.28	N/A	N/A	38.75	44.72	59.62	74.53

	Ordinary hours	Night	Night – Maint.	Night - Gardening	Continuous Night	Saturday	Sunday	Public holiday or additional holiday
	% of ordinary hourly rate							
	100%	115%	120%	120%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$	\$	\$
Australian Parliamentary Service Level 3	32.39	37.25	N/A	N/A	42.11	48.59	64.78	80.98
Australian Parliamentary Service Level 4	34.39	39.55	N/A	N/A	44.71	51.59	68.78	85.98
Australian Parliamentary Service Level 5	37.19	42.77	N/A	N/A	48.35	55.79	74.38	92.98
Australian Parliamentary Service Level 6	39.24	45.13	N/A	N/A	51.01	58.86	78.48	98.10
Australian Parliamentary Executive Level 1	44.47	51.14	N/A	N/A	57.81	66.71	88.94	111.18
Australian Parliamentary Executive Level 2	48.23	55.46	N/A	N/A	62.70	72.35	96.46	120.58
Parliamentary Security Attendant (Entry Level)	29.36	33.76	N/A	N/A	38.17	44.04	58.72	73.40
Parliamentary Security Attendant (Operational)	29.81	34.28	N/A	N/A	38.75	44.72	59.62	74.53
Parliamentary Security Attendant (Supervisor)	32.39	37.25	N/A	N/A	42.11	48.59	64.78	80.98
Principal Parliamentary Security Attendant	34.39	39.55	N/A	N/A	44.71	51.59	68.78	85.98
Editor Level 1	39.81	45.78	N/A	N/A	51.75	59.72	79.62	99.53
Editor Level 2	44.47	51.14	N/A	N/A	57.81	66.71	88.94	111.18
Principal Editor	51.99	59.79	N/A	N/A	67.59	77.99	103.98	129.98
Assistant Maintenance Officer	28.57	32.86	34.28	N/A	37.14	42.86	57.14	71.43
Maintenance Officer Grade 1/2	29.89	34.37	35.87	N/A	38.86	44.84	59.78	74.73
Maintenance Officer Grade 3	33.46	38.48	40.15	N/A	43.50	50.19	66.92	83.65
Works Organiser	36.61	42.10	43.93	N/A	47.59	54.92	73.22	91.53
Maintenance Project Officer	38.76	44.57	46.51	N/A	50.39	58.14	77.52	96.90
Parliamentary Gardener Grade 1/2	28.39	32.65	N/A	34.07	36.91	42.59	56.78	70.98

	Ordinary hours	Night	Night – Maint.	Night - Gardening	Continuous Night	Saturday	Sunday	Public holiday or additional holiday
	% of ordinary hourly rate							
	100%	115%	120%	120%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$	\$	\$
Parliamentary Gardener Grade 3	31.99	36.79	N/A	38.39	41.59	47.99	63.98	79.98
Parliamentary Gardener Grade 4	33.17	38.15	N/A	39.80	43.12	49.76	66.34	82.93
Supervisory Gardener	36.32	41.77	N/A	43.58	47.22	54.48	72.64	90.80

10. 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%
	\$	\$	\$	\$
Australian Parliamentary Service Level 1 (including Cadet Parliamentary Service in practical training)	41.30	55.06	55.06	68.83
Australian Parliamentary Service Level 2	44.72	59.62	59.62	74.53
Australian Parliamentary Service Level 3	48.59	64.78	64.78	80.98
Australian Parliamentary Service Level 4	51.59	68.78	68.78	85.98
Australian Parliamentary Service Level 5	55.79	74.38	74.38	92.98
Australian Parliamentary Service Level 6	58.86	78.48	78.48	98.10
Australian Parliamentary Executive Level 1	66.71	88.94	88.94	111.18
Australian Parliamentary Executive Level 2	72.35	96.46	96.46	120.58
Parliamentary Security Attendant (Entry Level)	44.04	58.72	58.72	73.40

	<b>Monday to Friday – first 3 hours</b>	<b>Monday to Friday – after 3 hours</b>	<b>Saturday and Sunday – all day</b>	<b>Public holiday or additional holiday – all day</b>
	<b>% of ordinary hourly rate</b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Parliamentary Security Attendant (Operational)	44.72	59.62	59.62	74.53
Parliamentary Security Attendant (Supervisor)	48.59	64.78	64.78	80.98
Principal Parliamentary Security Attendant	51.59	68.78	68.78	85.98
Editor Level 1	59.72	79.62	79.62	99.53
Editor Level 2	66.71	88.94	88.94	111.18
Principal Editor	77.99	103.98	103.98	129.98
Assistant Maintenance Officer	42.86	57.14	57.14	71.43
Maintenance Officer Grade 1/2	44.84	59.78	59.78	74.73
Maintenance Officer Grade 3	50.19	66.92	66.92	83.65
Works Organiser	54.92	73.22	73.22	91.53
Maintenance Project Officer	58.14	77.52	77.52	96.90
Parliamentary Gardener Grade 1/2	42.59	56.78	56.78	70.98
Parliamentary Gardener Grade 3	47.99	63.98	63.98	79.98
Parliamentary Gardener Grade 4	49.76	66.34	66.34	82.93
Supervisory Gardener	54.48	72.64	72.64	90.80

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

	<b>% of Ordinary hourly rate</b>
	<b>125%</b>
	<b>\$</b>
Australian Parliamentary Service Level 1 (including Cadet Parliamentary Service in practical training)	34.41
Australian Parliamentary Service Level 2	37.26



	<b>% of Ordinary hourly rate</b>
	<b>125%</b>
	<b>\$</b>
Australian Parliamentary Service Level 3	40.49
Australian Parliamentary Service Level 4	42.99
Australian Parliamentary Service Level 5	46.49
Australian Parliamentary Service Level 6	49.05
Australian Parliamentary Executive Level 1	55.59
Australian Parliamentary Executive Level 2	60.29
Parliamentary Security Attendant (Entry Level)	36.70
Parliamentary Security Attendant (Operational)	37.26
Parliamentary Security Attendant (Supervisor)	40.49
Principal Parliamentary Security Attendant	42.99
Editor Level 1	49.76
Editor Level 2	55.59
Principal Editor	64.99
Assistant Maintenance Officer	35.71
Maintenance Officer Grade 1/2	37.36
Maintenance Officer Grade 3	41.83
Works Organiser	45.76
Maintenance Project Officer	48.45
Parliamentary Gardener Grade 1/2	35.49
Parliamentary Gardener Grade 3	39.99
Parliamentary Gardener Grade 4	41.46
Supervisory Gardener	45.40

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

	<b>Monday to Friday – first 3 hours</b>	<b>Monday to Friday – after 3 hours</b>	<b>Saturday and Sunday – all day</b>	<b>Public holiday or additional holiday – all day</b>
	<b>% of ordinary hourly rate</b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Australian Parliamentary Service Level 1 (including Cadet Parliamentary Service in practical training)	41.30	55.06	55.06	68.83
Australian Parliamentary Service Level 2	44.72	59.62	59.62	74.53
Australian Parliamentary Service Level 3	48.59	64.78	64.78	80.98
Australian Parliamentary Service Level 4	51.59	68.78	68.78	85.98
Australian Parliamentary Service Level 5	55.79	74.38	74.38	92.98
Australian Parliamentary Service Level 6	58.86	78.48	78.48	98.10
Australian Parliamentary Executive Level 1	66.71	88.94	88.94	111.18
Australian Parliamentary Executive Level 2	72.35	96.46	96.46	120.58
Parliamentary Security Attendant (Entry Level)	44.04	58.72	58.72	73.40
Parliamentary Security Attendant (Operational)	44.72	59.62	59.62	74.53
Parliamentary Security Attendant (Supervisor)	48.59	64.78	64.78	80.98
Principal Parliamentary Security Attendant	51.59	68.78	68.78	85.98
Editor Level 1	59.72	79.62	79.62	99.53
Editor Level 2	66.71	88.94	88.94	111.18
Principal Editor	77.99	103.98	103.98	129.98
Assistant Maintenance Officer	42.86	57.14	57.14	71.43

	<b>Monday to Friday – first 3 hours</b>	<b>Monday to Friday – after 3 hours</b>	<b>Saturday and Sunday – all day</b>	<b>Public holiday or additional holiday – all day</b>
	<b>% of ordinary hourly rate</b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Maintenance Officer Grade 1/2	44.84	59.78	59.78	74.73
Maintenance Officer Grade 3	50.19	66.92	66.92	83.65
Works Organiser	54.92	73.22	73.22	91.53
Maintenance Project Officer	58.14	77.52	77.52	96.90
Parliamentary Gardener Grade 1/2	42.59	56.78	56.78	70.98
Parliamentary Gardener Grade 3	47.99	63.98	63.98	79.98
Parliamentary Gardener Grade 4	49.76	66.34	66.34	82.93
Supervisory Gardener	54.48	72.64	72.64	90.80

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

	<b>Ordinar y hours</b>	<b>Night</b>	<b>Night – Maint.</b>	<b>Night - Gardenin g</b>	<b>Continuo us night</b>	<b>Saturda y</b>	<b>Sunda y</b>	<b>Public holiday or additional holiday</b>
	<b>% of ordinary hourly rate</b>							
	<b>125%</b>	<b>140%</b>	<b>145%</b>	<b>145%</b>	<b>155%</b>	<b>175%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Australian Parliamentary Service Level 1 (including Cadet Parliamentary Service in practical training)	34.41	38.54	N/A	N/A	42.67	48.18	61.94	75.71
Australian Parliamentary Service Level 2	37.26	41.73	N/A	N/A	46.21	52.17	67.07	81.98
Australian Parliamentary Service Level 3	40.49	45.35	N/A	N/A	50.20	56.68	72.88	89.07

	Ordinar y hours	Night	Night – Maint.	Night - Gardenin g	Continuo us night	Saturda y	Sunda y	Public holiday or additional holiday
	% of ordinary hourly rate							
	125%	140%	145%	145%	155%	175%	225%	275%
	\$	\$	\$	\$	\$	\$	\$	\$
Australian Parliamentary Service Level 4	42.99	48.15	N/A	N/A	53.30	60.18	77.38	94.57
Australian Parliamentary Service Level 5	46.49	52.07	N/A	N/A	57.64	65.08	83.68	102.27
Australian Parliamentary Service Level 6	49.05	54.94	N/A	N/A	60.82	68.67	88.29	107.91
Australian Parliamentary Executive Level 1	55.59	62.26	N/A	N/A	68.93	77.82	100.06	122.29
Australian Parliamentary Executive Level 2	60.29	67.52	N/A	N/A	74.76	84.40	108.52	132.63
Parliamentary Security Attendant (Entry Level)	36.70	41.10	N/A	N/A	45.51	51.38	66.06	80.74
Parliamentary Security Attendant (Operational)	37.26	41.73	N/A	N/A	46.21	52.17	67.07	81.98
Parliamentary Security Attendant (Supervisor)	40.49	45.35	N/A	N/A	50.20	56.68	72.88	89.07
Principal Parliamentary Security Attendant	42.99	48.15	N/A	N/A	53.30	60.18	77.38	94.57
Editor Level 1	49.76	55.73	N/A	N/A	61.71	69.67	89.57	109.48
Editor Level 2	55.59	62.26	N/A	N/A	68.93	77.82	100.06	122.29
Principal Editor	64.99	72.79	N/A	N/A	80.58	90.98	116.98	142.97
Assistant Maintenance Officer	35.71	40.00	41.43	N/A	44.28	50.00	64.28	78.57
Maintenance Officer Grade 1/2	37.36	41.85	43.34	N/A	46.33	52.31	67.25	82.20
Maintenance Officer Grade 3	41.83	46.84	48.52	N/A	51.86	58.56	75.29	92.02

	Ordinar y hours	Night	Night – Maint.	Night - Gardenin g	Continuo us night	Saturda y	Sunda y	Public holiday or additional holiday
	% of ordinary hourly rate							
	125%	140%	145%	145%	155%	175%	225%	275%
	\$	\$	\$	\$	\$	\$	\$	\$
Works Organiser	45.76	51.25	53.08	N/A	56.75	64.07	82.37	100.68
Maintenance Project Officer	48.45	54.26	56.20	N/A	60.08	67.83	87.21	106.59
Parliamentary Gardener Grade 1/2	35.49	39.75	N/A	41.17	44.00	49.68	63.88	78.07
Parliamentary Gardener Grade 3	39.99	44.79	N/A	46.39	49.58	55.98	71.98	87.97
Parliamentary Gardener Grade 4	41.46	46.44	N/A	48.10	51.41	58.05	74.63	91.22
Supervisory Gardener	45.40	50.85	N/A	52.66	56.30	63.56	81.72	99.88

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

	<b>Monday to Friday – first 3 hours</b>	<b>Monday to Friday – after 3 hours</b>	<b>Saturday and Sunday – all day</b>	<b>Public holiday or additional holiday – all day</b>
	% of ordinary hourly rate			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Australian Parliamentary Service Level 1 (including Cadet Parliamentary Service in practical training)	41.30	55.06	55.06	68.83
Australian Parliamentary Service Level 2	44.72	59.62	59.62	74.53
Australian Parliamentary Service Level 3	48.59	64.78	64.78	80.98
Australian Parliamentary Service Level 4	51.59	68.78	68.78	85.98
Australian Parliamentary Service Level 5	55.79	74.38	74.38	92.98

	<b>Monday to Friday – first 3 hours</b>	<b>Monday to Friday – after 3 hours</b>	<b>Saturday and Sunday – all day</b>	<b>Public holiday or additional holiday – all day</b>
	<b>% of ordinary hourly rate</b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Australian Parliamentary Service Level 6	58.86	78.48	78.48	98.10
Australian Parliamentary Executive Level 1	66.71	88.94	88.94	111.18
Australian Parliamentary Executive Level 2	72.35	96.46	96.46	120.58
Parliamentary Security Attendant (Entry Level)	44.04	58.72	58.72	73.40
Parliamentary Security Attendant (Operational)	44.72	59.62	59.62	74.53
Parliamentary Security Attendant (Supervisor)	48.59	64.78	64.78	80.98
Principal Parliamentary Security Attendant	51.59	68.78	68.78	85.98
Editor Level 1	59.72	79.62	79.62	99.53
Editor Level 2	66.71	88.94	88.94	111.18
Principal Editor	77.99	103.98	103.98	129.98
Assistant Maintenance Officer	42.86	57.14	57.14	71.43
Maintenance Officer Grade 1/2	44.84	59.78	59.78	74.73
Maintenance Officer Grade 3	50.19	66.92	66.92	83.65
Works Organiser	54.92	73.22	73.22	91.53
Maintenance Project Officer	58.14	77.52	77.52	96.90
Parliamentary Gardener Grade 1/2	42.59	56.78	56.78	70.98
Parliamentary Gardener Grade 3	47.99	63.98	63.98	79.98
Parliamentary Gardener Grade 4	49.76	66.34	66.34	82.93
Supervisory Gardener	54.48	72.64	72.64	90.80

15. By deleting clause B.1 and inserting the following:

### **B.1 Wage Related Allowances**

The wage related allowances in this award are based on the Standard rate as defined in Schedule E as the minimum hourly rate for an Australian Parliamentary Service Level 2 in clause 10.3 = **\$29.81**.

<b>Allowance</b>	<b>Clause</b>	<b>Payable</b>	<b>% of the standard rate</b>	<b>\$</b>
First aid	11.14	weekly	51.32	15.30
Community language	11.15(a)	weekly		
Community language - Rate 1			87.76	26.16
Community language - Rate 2			175.56	52.33
Licence		weekly		
Licence - Plumbing trade	11.16(a)		133.43	39.78
Licence - Electrical trade	11.16(b)		108.42	32.32
Employees in charge - gardening or maintenance	11.17	per annum		
Employees in charge - gardening or maintenance - One but not more than five			9636.09	2872.52
Employees in charge - gardening or maintenance - Six but not more than ten			12221.38	3643.19
Employees in charge - gardening or maintenance - More than ten			16285.06	4854.58

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

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

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

Subject to clause D.5.2 and D.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time or part-time AQF Certificate Level I–III

traineeship whose training package and AQF certificate levels are allocated to Wage Level A by clause D.7 are:

	<b>Highest year of schooling completed</b>					
	<b>Year 10</b>		<b>Year 11</b>		<b>Year 12</b>	
	<b>Full-time weekly</b>	<b>Part-time hourly</b>	<b>Full-time weekly</b>	<b>Part-time hourly</b>	<b>Full-time weekly</b>	<b>Part-time hourly</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	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
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:

	<b>Highest year of schooling completed</b>					
	<b>Year 10</b>		<b>Year 11</b>		<b>Year 12</b>	
	<b>Full-time weekly</b>	<b>Part-time hourly</b>	<b>Full-time weekly</b>	<b>Part-time hourly</b>	<b>Full-time weekly</b>	<b>Part-time hourly</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	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:

	<b>Highest year of schooling completed</b>					
	<b>Year 10</b>		<b>Year 11</b>		<b>Year 12</b>	
	<b>Full-time weekly</b>	<b>Part-time hourly</b>	<b>Full-time weekly</b>	<b>Part-time hourly</b>	<b>Full-time weekly</b>	<b>Part-time hourly</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	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:

<b>Wage level</b>	<b>First year of traineeship</b>		<b>Second and subsequent years of traineeship</b>	
	<b>Full-time weekly</b>	<b>Part-time hourly</b>	<b>Full-time weekly</b>	<b>Part-time hourly</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Wage Level A	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:

<b>Year of schooling</b>	
<b>Year 11 or lower</b>	<b>Year 12</b>
<b>per hour</b>	<b>per hour</b>
<b>\$</b>	<b>\$</b>
13.57	14.95

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