



# DRAFT DETERMINATION

*Fair Work Act 2009*

s.285—Annual wage review

## Annual Wage Review 2024–25

(C2025/1)

## AUSTRALIAN CAPITAL TERRITORY PUBLIC SECTOR

## ENTERPRISE AWARD 2016

[MA000146]

State and Territory government administration

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 12.17 and inserting the following:

Level of examination qualification	Rate of allowance \$ per week
<u>Basic Level:</u> A Certificate awarded by a Registered Training Organisation that is accredited to deliver First Aid training. This would normally be based on a minimum of 8 hours training and would include the following: <ul style="list-style-type: none"> <li>• Expired air (EAR)</li> <li>• Cardiopulmonary resuscitation (CPR) )</li> <li>• Life threatening emergencies and)</li> <li>• General minor first aid treatment)</li> </ul>	15.30

<u>Advanced Level</u> : Based on a minimum of 18 hours training, which builds on the base level training outlined above, and includes training in first aid management and procedures in a workplace environment.	19.04
<u>Occupational or Specialist Level</u> : Based on a minimum of 30 hours training, which builds on the advanced level training outlined above. The training required to meet this level will include the ability to competently render first aid in the workplace in the context of the A.C.T. Occupational Health and Safety legislation.	23.05

2. By deleting the table appearing in clause 12.18(a) and inserting the following:

<b>Standard</b>	<b>Level of competence</b>	<b>Rate of allowance \$ per week</b>
CLA Rate 1	An employee who: is certified by the National Accreditation Authority for Translators and Interpreters (NAATI) as a Translator or Interpreter at level 1; or is assessed to be at the equivalent levels by an individual or body approved by the director-general.	26.17
CLA Rate 2	An employee who: is certified by the NAATI as a Translator or Interpreter at level 2; or is assessed to be at the equivalent levels by an individual or body approved by the director-general.	52.37

3. By deleting the amount “\$5.76” appearing in clause 12.19 and inserting “\$5.96”.
4. By deleting the amount “\$31.61” appearing in clause 12.20 and inserting “\$32.72”.

5. By deleting the amount "\$41.45" appearing in clause 12.21 and inserting "\$42.90".
6. By deleting the amount "\$39.67" appearing in clause 12.24(a) and inserting "\$41.06".
7. By deleting the amount "\$29.80" appearing in clause 12.25(a) and inserting "\$30.84".
8. By deleting the amount "\$6.51" appearing in clause 12.27 and inserting "\$6.73".
9. By deleting the amount "\$0.47" appearing in clause 12.28 and inserting "\$0.49".
10. By deleting the amount "\$21.25" appearing in clause 12.29 and inserting "\$21.99".
11. By deleting the amount "\$3.54" appearing in clause 12.30 and inserting "\$3.67".
12. By deleting the amount "\$6.65" appearing in clause 12.31 and inserting "\$6.88".
13. By deleting the amount "\$14.61" appearing in clause 12.32 and inserting "\$15.12".
14. By deleting the amount "\$9.56" appearing in clause 12.33 and inserting "\$9.89".
15. By deleting the amount "\$14.28" appearing in clause 16.11.3(b)(i) and inserting "\$14.78".
16. By deleting the amount "\$35.88" appearing in clause 16.11.3(b)(ii) and inserting "\$37.13".
17. By deleting the amount "\$28.55" appearing in clause 16.11.4(d)(i) and inserting "\$29.54".
18. By deleting the amount "\$71.78" appearing in clause 16.11.4(d)(ii) and inserting "\$74.29".
19. By deleting the table appearing in clause A.1.1 and inserting the following:

<b>Classification</b>	<b>Ordinary hours</b>	<b>Ordinary rate</b>	<b>Minimum rate</b>
	<b>(hrs per wk)</b>	<b>(\$ per hr)</b>	<b>(\$ pa)</b>
Aboriginal and Torres Strait Islander Trainee	36.75	27.23	52,203
Administrative Service Officer class 1	36.75	27.23	52,203
Administrative Service Officer class 2	36.75	29.50	56,555
Administrative Service Officer class 3	36.75	32.01	61,367
Administrative Service Officer class 4	36.75	34.01	65,201
Administrative Service Officer class 5	36.75	36.73	70,416
Administrative Service Officer class 6	36.75	38.78	74,346
Senior Officer grade C	36.75	43.97	84,296

<b>Classification</b>	<b>Ordinary hours</b>	<b>Ordinary rate</b>	<b>Minimum rate</b>
	<b>(hrs per wk)</b>	<b>(\$ per hr)</b>	<b>(\$ pa)</b>
Senior Officer grade B	36.75	47.66	91,370
Senior Officer grade A	36.75	54.79	105,039
Cadet (Auditor, etc.)	36.75	27.23	52,203
Cadet Full-time Study	-	16.04	-
Clinical Coder	36.75	33.60	64,415
Clinical Coder Trainee	36.75	32.01	61,367
Dental Assistant (unqualified)	36.75	25.44	48,772
Dental Assistant (qualified)	36.75	29.50	56,555
Dental Assistant	36.75	25.44	48,772
Principal Dental Assistant	36.75	32.09	61,521
Dental Receptionist	36.75	29.50	56,555
Graduate Administrative Assistant	36.75	29.07	55,731
Research Officer grade 1	36.75	30.04	57,590
Research Officer grade 2	36.75	34.01	65,201
Senior Research Officer grade 1	36.75	36.73	70,416
Senior Research Officer grade 2	36.75	38.78	74,346
Principal Research Officer	36.75	45.72	87,651
Information Communication Technology Trainee	36.75	27.23	52,203
Information Technology Officer Post Graduate	36.75	36.73	70,416
Information Technology Officer Trainee	36.75	27.23	52,203
Information Technology Officer class 1	36.75	33.24	63,725
Information Technology Officer class 2	36.75	38.78	74,346
Senior Information Technology Officer grade C	36.75	43.97	84,296
Senior Information Technology Officer grade B	36.75	47.66	91,370
Senior Information Technology Officer grade A	36.75	54.79	105,039
Trainee Technical Officer	36.75	28.57	54,772
Technical Officer level 1	36.75	30.15	57,801
Technical Officer level 2	36.75	31.74	60,850

<b>Classification</b>	<b>Ordinary hours</b>	<b>Ordinary rate</b>	<b>Minimum rate</b>
	<b>(hrs per wk)</b>	<b>(\$ per hr)</b>	<b>(\$ pa)</b>
Technical Officer level 3	36.75	34.92	66,946
Technical Officer level 4	36.75	38.78	74,346
Senior Officer (Technical) grade C	36.75	43.97	84,296
Senior Officer (Technical) grade B	36.75	47.66	91,370
Auditor – band 1	36.75	28.71	55,041
Senior Auditor – band 1	36.75	39.16	75,075
Audit Manager – band 2	36.75	45.33	86,903
Senior Audit Manager – band 2	36.75	47.72	91,485
Principal Audit Manager – band 2	36.75	57.11	109,487
Allied Health Assistant 1	36.75	24.94	47,813
Allied Health Assistant 2	36.75	28.19	54,044
Allied Health Assistant 3	36.75	32.73	62,748
Housing Manager	36.75	36.73	70,416
Housing Manager Trainee	36.75	34.01	65,201
Infrastructure Officer 1	36.75	38.14	73,119
Infrastructure Officer 2	36.75	38.84	74,461
Infrastructure Officer 3	36.75	44.08	84,507
Infrastructure Officer 4	36.75	48.08	92,175
Infrastructure Officer 5	36.75	56.93	109,142
Infrastructure Manager/Specialist 1	36.75	61.04	117,021
Infrastructure Manager/Specialist 2	36.75	65.38	125,342
Infrastructure Manager/Specialist 3	36.75	69.77	133,758
Office of Regulatory Services Inspector 4	36.75	34.01	65,201
Office of Regulatory Services Inspector 5	36.75	36.73	70,416
Office of Regulatory Services Inspector 6	36.75	38.78	74,346
Workcover Manager C	36.75	43.97	84,296
Para Legal grade 1	36.75	29.50	56,555
Para Legal grade 2	36.75	32.01	61,367
Para Legal grade 3	36.75	34.01	65,201
Para Legal grade 4	36.75	36.73	70,416
Para Legal grade 5	36.75	38.78	74,346

<b>Classification</b>	<b>Ordinary hours</b>	<b>Ordinary rate</b>	<b>Minimum rate</b>
	<b>(hrs per wk)</b>	<b>(\$ per hr)</b>	<b>(\$ pa)</b>
Tourism and Events Officer 1	36.75	27.23	52,203
Tourism and Events Officer 2	36.75	29.50	56,555
Tourism and Events Officer 3	36.75	32.01	61,367
Tourism and Events Officer 4	36.75	34.01	65,201
Tourism and Events Officer 5	36.75	36.73	70,416
Tourism and Events Officer 6	36.75	38.78	74,346
CTEC Manager C	36.75	43.97	84,296
CTEC Manager B	36.75	47.66	91,370
CTEC Manager A	36.75	54.79	105,039
Trust Officer level 1	36.75	33.71	64,626
Trust Officer level 2	36.75	38.42	73,656

20. By deleting the table appearing in clause A.1.2 and inserting the following:

<b>Classification</b>	<b>Ordinary hours</b>	<b>Ordinary rate</b>	<b>Minimum rate</b>
	<b>(hrs per wk)</b>	<b>(\$ per hr)</b>	<b>(\$ pa)</b>
Correctional Officer class 1	38	28.10	55,704
Correctional Officer class 2	38	32.04	63,514
Correctional Officer class 3	38	35.54	70,452
Correctional Officer class 4	38	37.50	74,338
Correctional Officer Trainee	38	20.87	41,371
Disability Support Officer level 1	38	28.03	55,565
Disability Support Officer level 2	38	31.76	62,959
Disability Support Officer level 3	38	37.01	73,366
City Ranger 1	38	28.56	56,615
City Ranger 2	38	30.97	61,393
City Ranger 3	38	32.87	65,159
City Ranger 4	38	35.54	70,452
Senior City Ranger	38	37.50	74,338
Park Ranger 1	38	30.97	61,393
Park Ranger 2	38	32.87	65,159

<b>Classification</b>	<b>Ordinary hours</b>	<b>Ordinary rate</b>	<b>Minimum rate</b>
	<b>(hrs per wk)</b>	<b>(\$ per hr)</b>	<b>(\$ pa)</b>
Senior Park Ranger 3	38	35.54	70,452
Sportsground Ranger	38	28.56	56,615
Sterilising Services Technical Officer level 1	38	30.15	59,767
Sterilising Services Technical Officer level 2	38	31.74	62,919
Youthworker 1	38	30.97	61,393
Youthworker 2	38	32.87	65,159

21. By deleting the table appearing in clause A.1.3 and inserting the following:

<b>Classification</b>	<b>Ordinary hours</b>	<b>Ordinary rate</b>	<b>Minimum Rate</b>
	<b>(hrs per wk)</b>	<b>(\$ per hr)</b>	<b>(\$ pa)</b>
Cadet Professional Officer Full-time Study	-	16.04	-
Professional Officer class 1	36.75	32.46	62,230
Professional Officer class 2	36.75	38.78	74,346
Senior Professional Officer grade C	36.75	43.97	84,296
Senior Professional Officer grade B	36.75	47.66	91,370
Senior Professional Officer grade A - Lower	36.75	54.79	105,039
Senior Professional Officer grade A - Upper (Engineering and Related Grades)	36.75	55.63	106,650
Cadet Professional Officer - Practical Training	36.75	27.23	52,203
Health Professional Officer level 1	36.75	33.34	63,917
Health Professional Officer level 2	36.75	35.56	68,173
Health Professional Officer level 3	36.75	42.40	81,286
Health Professional Officer level 4	36.75	43.97	84,296
Health Professional Officer level 5	36.75	47.66	91,370
Health Professional Officer level 6	36.75	54.79	105,039
Assistant Parliamentary Counsel 1	36.75	32.46	62,230
Assistant Parliamentary Counsel 2	36.75	53.96	103,448
Assistant Parliamentary Counsel 3	36.75	60.24	115,488
Government Solicitor 1	36.75	37.10	71,125
Government Solicitor 2	36.75	58.22	111,615
Government Solicitor 3	36.75	73.08	140,103

<b>Classification</b>	<b>Ordinary hours</b>	<b>Ordinary rate</b>	<b>Minimum Rate</b>
	<b>(hrs per wk)</b>	<b>(\$ per hr)</b>	<b>(\$ pa)</b>
Government Solicitor 4	36.75	87.06	166,905
Graduate Legal Officer	36.75	35.00	67,099
Legal 1	36.75	32.46	62,230
Legal 2	36.75	53.96	103,448
Prosecutor grade 1	36.75	38.01	72,870
Prosecutor grade 2	36.75	48.83	93,613
Prosecutor grade 3	36.75	62.02	118,900
Prosecutor grade 4	36.75	71.40	136,883
Prosecutor grade 5	36.75	83.73	160,521
Dentist 1	36.75	36.44	69,860
Dentist 2	36.75	54.39	104,272
Dentist 3	36.75	58.54	112,228
Dentist 4	36.75	62.51	119,839
Veterinary Officer level 1	36.75	33.06	63,380
Veterinary Officer level 2	36.75	40.38	77,414
Veterinary Officer level 3	36.75	50.91	97,601
Veterinary Officer level 4	36.75	54.05	103,621
Veterinary Officer level 5	36.75	57.51	110,254

22. By deleting the table appearing in clause A.1.4 and inserting the following:

<b>Classification</b>	<b>Ordinary hours</b>	<b>Ordinary rate</b>	<b>Minimum rate</b>
	<b>(hrs per wk)</b>	<b>(\$ per hr)</b>	<b>(\$ pa)</b>
Adviser Level 1 (lower)	36.75	33.63	64,473
Adviser Level 1 (upper)	36.75	36.27	69,534
Adviser Level 2	36.75	41.44	79,446
Senior Adviser level 1	36.75	47.04	90,182
Senior Adviser level 2	36.75	51.04	97,850
Chief Adviser	36.75	58.76	112,650



23. By deleting the table appearing in clause A.1.5 and inserting the following:

<b>Classification</b>	<b>Ordinary hours</b>	<b>Ordinary rate</b>	<b>Minimum rate</b>
	<b>(hrs per wk)</b>	<b>(\$ per hr)</b>	<b>(\$ pa)</b>
General Service Officer level 2	38	25.80	51,144
General Service Officer level 3	38	26.96	53,444
General Service Officer level 4	38	27.60	54,712
General Service Officer level 5	38	28.75	56,992
General Service Officer level 6	38	29.78	59,034
General Service Officer level 7	38	31.32	62,087
General Service Officer level 8	38	32.84	65,100
General Service Officer level 9	38	34.41	68,212
General Service Officer level 10	38	38.15	75,626
Health Service Officer level 2	38	25.80	51,144
Health Service Officer level 3	38	26.96	53,444
Health Service Officer level 4	38	27.60	54,712
Health Service Officer level 5	38	28.75	56,992
Health Service Officer level 6	38	29.78	59,034
Health Service Officer level 7	38	31.32	62,087
Health Service Officer level 8	38	32.84	65,100
Health Service Officer level 9	38	34.41	68,212
Health Service Officer level 10	38	38.15	75,626
Sterilising Services Health Service Officer	38	26.96	53,444
Ranger 1	38	29.18	57,844
Ranger 2	38	31.59	62,622
Ranger 3	38	33.53	66,468
Stores Supervisor	38	30.16	59,787
Senior Stores Supervisor level 1	38	31.59	62,622
Senior Stores Supervisor level 2	38	33.53	66,468
Senior Stores Supervisor level 3	38	36.10	71,562
Transport Officer grade 1	38	29.18	57,844
Transport Officer grade 2	38	31.59	62,622
Transport Officer grade 3	38	33.53	66,468
Transport Officer grade 4	38	36.10	71,562

24. By deleting the table appearing in clause A.1.6 and inserting the following:

<b>Classification</b>	<b>Ordinary hours</b>	<b>Ordinary rate</b>	<b>Minimum rate</b>
	<b>(hrs per wk)</b>	<b>(\$ per hr)</b>	<b>(\$ pa)</b>
Public Affairs Officer 1	38	33.61	66,626
Public Affairs Officer 2	38	38.56	76,439
Public Affairs Officer 3	38	44.33	87,877
Senior Public Affairs Officer 1	38	51.48	102,051
Senior Public Affairs Officer 2	38	53.78	106,610

25. By deleting the table appearing in clause A.1.7 and inserting the following:

<b>Classification</b>	<b>Ordinary hours</b>	<b>Ordinary rate</b>	<b>Minimum rate</b>
	<b>(hrs per wk)</b>	<b>(\$ per hr)</b>	<b>(\$ pa)</b>
School Assistant 2	31.25	29.65	48,336
School Assistant 3	31.25	32.14	52,395
School Assistant 4	31.25	38.53	62,812

26. By deleting the amount “\$27.78” appearing in clause B.1 and inserting “\$28.75”.

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

<b>Column 1 Item number</b>	<b>Column 2 Employee type</b>	<b>Column 3 Description of disability</b>	<b>Column 4 Rate of allowance (\$)</b>	<b>Column 5 Period payable</b>	<b>Column 6 Percent of standard rate (%)</b>
<b>1</b>	Building trades employees Electrical trades employees Food services employees Metal trades employees Plant operators	<b>Cold places</b> An employee required to work for more than one hour in places where the temperature is reduced by artificial means below 0 degrees Celsius. <b><i>Special conditions</i></b> Where the work continues for more than two hours an employee is entitled to a rest period of 20 minutes every two hours without loss of pay.	0.93	per hour	3.24%

Column 1 Item number	Column 2 Employee type	Column 3 Description of disability	Column 4 Rate of allowance (\$)	Column 5 Period payable	Column 6 Percent of standard rate (%)
2	Building trades employees Civil construction employees Electrical trades employees Metal trades employees	<b>Confined spaces</b> An employee required to work in a confined space, as defined. “confined space” means a compartment, space or place the dimensions of which necessitate an employee working in a stooped or otherwise cramped position, or without proper ventilation.	1.13	per hour	3.94%
3	Building trades employees Metal trades employees Plant operators Stores employees	<b>Dirty work</b> Where an employee and a supervisor agree that work is of an unusually dirty or offensive nature.	0.93	per hour	3.24%
4	Building trades employees Metal trades employees	<b>Height</b> Employees engaged in the construction, erection, repair and/or maintenance of any structure over 15 metres, while working at a height of 15 metres or more directly above the nearest horizontal plane.	0.58	per hour	2.01%
		For each additional 15 metres distance above the ground:	0.58	per hour	2.01%
5	Building trades employees Electrical trades employees Metal trades employees Plant operators	<b>Hot places</b> An employee required to work for more than one hour in the shade in places where the temperature is raised by artificial means to between 46 and 54 Celsius.	0.93	per hour	3.24%

Column 1 Item number	Column 2 Employee type	Column 3 Description of disability	Column 4 Rate of allowance (\$)	Column 5 Period payable	Column 6 Percent of standard rate (%)
6	Building trades employees Electrical trades employees Metal trades employees Plant operators	<p><b>Hot places</b> An employee required to work for more than one hour in the shade in places where the temperature is raised by artificial means to between 46 and 54 Celsius.</p> <p><b><i>Special conditions</i></b> Where work continues for more than two hours in temperatures exceeding 54 Celsius, employees will be entitled to 20 minutes rest after every two hours work without deduction of pay. The temperature will be determined by the supervisor after consultation with the employees who claim the extra rate.</p>	1.13	per hour	3.94%
7	Building employees Civil construction employees Metal trades employees Stores employees	<p><b>Wet places</b> An employee required to work in any place where clothing or boots become saturated by water, oil or another substance.</p> <p><b><i>Special conditions</i></b> (1) Any employee who becomes entitled to this extra rate will be paid such rate only for the part of the day or shift that they are required to work in wet clothing or boots. (2) This extra rate is not payable to an employee who is provided by the employer with suitable and effective protective clothing and/or footwear.</p>	0.93	per hour	3.24%

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

<b>Column 1 Item number</b>	<b>Column 2 Employee type</b>	<b>Column 3 Description of disability</b>	<b>Column 4 Rate of allowance (\$)</b>	<b>Column 5 Period payable</b>	<b>Column 6 Percent of standard rate (%)</b>
<b>1</b>	Gardening employees Rangers	<b>Aquatic ponds</b> An employee required to work in water in aquatic ponds.	3.88	per day	13.51%
<b>2</b>	Building trades employees Metal trades employees	<b>Asbestos eradication</b> Employees directly employed on asbestos eradication, where the wearing of protective equipment (i.e. combination overalls and breathing equipment or similar apparatus) is required.	3.11	per hour	10.81%
<b>3</b>	Building trades employees Electrical trades employees	<b>Asbestos handling</b> Employees required to use materials containing asbestos or to work in close proximity to employees using such materials, where the wearing of protective equipment (i.e. combination overalls and breathing equipment or similar apparatus) is required.	1.13	per hour	3.94%
<b>4</b>	Civil construction employees Plant operators	<b>Barber-Greene operator</b> Employees attached to a Barber-Greene machine spreading hot-mix.	2.82	per day	9.81%
<b>5</b>	Building trades employees	<b>Bitumen and asphalt</b> An employee handling hot bitumen or asphalt or dipping materials in creosote.	1.13	per hour	3.94%
<b>6</b>	Building trades employees	<b>Brick cleaning</b> An employee required to clean down bricks using	0.87	per hour	3.01%

Column 1 Item number	Column 2 Employee type	Column 3 Description of disability	Column 4 Rate of allowance (\$)	Column 5 Period payable	Column 6 Percent of standard rate (%)
		acids or other corrosive substances.			
<b>7</b>	Building trades employees	<b>Brick cutting</b> If on any site there is a brickcutting machine, only one bricklayer on that site will operate the cutting machine and will, whilst so engaged, be paid an allowance.	1.13	per hour	3.94%
<b>8</b>	Plant operators Metal trades employees	<b>Cleaning economisers, etc.</b> An employee required to work externally on economisers or boilers under fire (where temperature money is not paid), or on tractors or brickmaking machinery.	0.58	per hour	2.01%
		An employee required to work internally on economisers or boilers (where temperature money is not paid).	2.86	per hour	9.96%
<b>9</b>	Building trades employees	<b>Construction/repairs to boilers, flues, etc</b> An employee performing the duties of Bricklayer or Builder's Labourer, engaged on the construction or alteration or repairs to boilers, flues, furnaces, retorts, kilns, ovens, ladles and similar refractory work or on acid furnaces, acid stills, acid towers and all other acid resisting brickwork.	2.46	per hour	8.57%
<b>10</b>	Metal trades employees	<b>Diesel engines –</b> An employee performing repairs and renewals inside any crankcase. <i>Payment for work</i>	3.02	per day	10.5%

Column 1 Item number	Column 2 Employee type	Column 3 Description of disability	Column 4 Rate of allowance (\$)	Column 5 Period payable	Column 6 Percent of standard rate (%)
		<i>performed other than in the crankcase will only occur when the employer considers it is warranted.</i>			
<b>11</b>	Building trades employees	<b>Dry polishing of tiles</b> Employees engaged on dry polishing tiles where machines are used.	1.13	per hour	3.94%
<b>12</b>	Building employees Civil construction employees Electrical trades employees Metal trades employees	<b>Epoxy-based materials – close proximity</b> Employees required to work in close proximity to employees engaged on work under item 12 so as to be affected by the materials specified.	0.93	per hour	3.24%
<b>13</b>	Building trades employees Civil construction employees Electrical trades employees Metal trades employees Food services employees	<b>Epoxy-based materials – use</b> Employees who use epoxy-based materials and all materials which include or require the addition of a catalyst hardener and reactive additives or two-pack catalyst system.	1.13	per hour	3.94%
<b>14</b>	Building employees Civil construction employees Electrical trades employees Metal trades employees	<b>Explosive powered tools</b> An operator of explosive powered tools, holding the appropriate certification, who is required to use an explosive powered tool.	2.20	per day	7.64%
<b>15</b>	Building employees	<b>Fumes</b> An employee required to	1.13	per hour	3.94%

<b>Column 1 Item number</b>	<b>Column 2 Employee type</b>	<b>Column 3 Description of disability</b>	<b>Column 4 Rate of allowance (\$)</b>	<b>Column 5 Period payable</b>	<b>Column 6 Percent of standard rate (%)</b>
	Electrical trades employees Metal trades employees	work in a place where fumes of sulphur or other acid or other offensive fumes are present.			
<b>16</b>	Building trades employees	<b>Heavy blocks</b> Employees employed laying blocks (other than concrete blocks for plugging purposes) will be paid the following additional rates:			
		Where the blocks weigh over 5.5kg and under 9kg	0.93	per hour	3.24%
		Where the blocks weigh 9kg or over and up to 18kg	1.66	per hour	5.79%
		Where the blocks weigh over 18kg	2.35	per hour	8.18%
<b>17</b>	Building trades employees	<b>Height work - painting trades:</b> An employee working on any structure at a height of more than nine (9) metres where an adequate fixed support not less than 0.75 metres wide is not provided.	0.87	per hour	3.01%
<b>18</b>	Civil construction workers Plant operators Rangers	<b>Insanitary / sewerage sludge</b> An employee called upon to work in insanitary conditions or unload sewerage sludge.	3.42	per day	11.89%
<b>19</b>	Building employees Electrical trades employees Metal trades employees	<b>Insulation</b> An employee handling charcoal, pumice, granulated cork, silicate of cotton, insulwool, slag wool, limpet fibre, vermiculite, or other recognised insulating material of a like nature,	1.13	per hour	3.94%



Column 1 Item number	Column 2 Employee type	Column 3 Description of disability	Column 4 Rate of allowance (\$)	Column 5 Period payable	Column 6 Percent of standard rate (%)
		<p>associated with similar disabilities in its use.</p> <p><b><i>Special conditions</i></b>  This extra rate will also apply to an employee working in the immediate vicinity who is affected by the use of such materials.</p>			
20	Building trades employees – plumbers	<p><b>Leadburning</b>  An employee performing trade level plumbing functions or apprentices to that trade engaged on lead burning.</p>	1.13	per hour	3.94%
21	Civil construction employees	<p><b>Live sewer work</b>  ‘Live sewer work’ means work carried out in situations where there is direct aerial connection with a sewer through which sewerage is flowing. Where aerial connection with such sewer is blocked by a disc, plug, water seal or other means the live sewer rate shall not apply. An employee in receipt of the live sewer rate shall not be entitled to the extra rate in item 15.</p>	0.82	per hour	2.86%
22	Building trades employees	<p><b>Plaster or composition</b>  An Employees using a plaster or composition spray.</p>	0.93	per hour	3.24%
23	Civil construction employees Gardening employees Rangers Metal trades employees	<p><b>Rain</b>  Employees who are required to work in rain.</p>	12.56	per day	43.7%

<b>Column 1 Item number</b>	<b>Column 2 Employee type</b>	<b>Column 3 Description of disability</b>	<b>Column 4 Rate of allowance (\$)</b>	<b>Column 5 Period payable</b>	<b>Column 6 Percent of standard rate (%)</b>
<b>24</b>	Building trades employees	<b>Roof repairs</b> Employees engaged on repairs to roofs.	1.13	per hour	3.94%
<b>25</b>	Building trades employees	<b>Second hand timber</b> Where, whilst working with second-hand timber, an employee's tools are damaged by nails, dumps or other foreign matter on the timber.	3.64	per day	12.66%
<b>26</b>	Electrical trades employees	<b>Sewerage pit work</b> An employee employed on work which involves entering a sewerage pit for the purpose of servicing, disconnecting and/or removal or replacement of electrical equipment.	10.32	per day	35.9%
<b>27</b>	Civil construction employees Metal trades employees	<b>Sewerage tunnels</b> Employees cleaning chokeage in pumps conveying sewerage or working in sewerage tunnels.	13.54	per day	47.1%
<b>28</b>	Building trades employees	<b>Slushing</b> An employee engaged in "Slushing".	0.93	per hour	3.24%
<b>29</b>	Gardening employees Rangers	<b>Spray gangs</b> Employees engaged in spray gangs on destruction of weeds and/or vermin.	5.61	per day	19.53%
	Plant operators	Employees using high pressure sprays for this purpose	7.12	per day	24.78%
<b>30</b>	Building trades employees – painters	<b>Spraypainting</b> An employee performing trade level painting functions engaged on all spray painting carried out in other than a properly constructed booth.	0.93	per hour	3.24%

<b>Column 1 Item number</b>	<b>Column 2 Employee type</b>	<b>Column 3 Description of disability</b>	<b>Column 4 Rate of allowance (\$)</b>	<b>Column 5 Period payable</b>	<b>Column 6 Percent of standard rate (%)</b>
<b>31</b>	Building trades employees Electrical trades employees Metal trades employees	<b>Swing scaffold</b> An employee required to work from any type of swing scaffold or any scaffold suspended by rope or cable, bosun's chair, or a suspended scaffold requiring the use of steel or iron hooks or angle irons.	6.72	per day for first four hours	23.39%
<b>32</b>	Building trades employees Electrical trades employees Metal trades employees	<b>Swing scaffold</b> Fifth and subsequent hours.	1.40	per hour for fifth and subsequent hours	4.86%
<b>33</b>	Building trades employees	<b>Tile cutting</b> An employee engaged at cutting tiles by electric saw.	1.13	per hour	3.94%
<b>34</b>	Metal trades employees	<b>Trenches</b> An employee required to work in trenches deeper than 1.8 metres and less than 0.9 metres in width.	1.60	per day	5.56%
<b>35</b>	Building trades employees Civil construction employees Metal trades employees Not payable to employees engaged on "pot and drive" work of 3.5 m or less.	<b>Underground</b> An employee required to work underground. <i>Where a shaft is to be sunk to a depth greater than 6 metres, the payment of the underground allowance will commence from the surface.</i>	4.02	per day	13.97%

<b>Column 1 Item number</b>	<b>Column 2 Employee type</b>	<b>Column 3 Description of disability</b>	<b>Column 4 Rate of allowance (\$)</b>	<b>Column 5 Period payable</b>	<b>Column 6 Percent of standard rate (%)</b>
<b>36</b>	Civil construction employees	<b>Unsewered toilet</b> Any employee, other than a lavatory attendant or street cleaner, called upon to attend at unsewered toilets.	2.20	per day	7.64%
<b>37</b>	Civil construction employees	<b>Unusually obnoxious work</b> Work involving offensive and/or obnoxious material.	5.95	per day	20.69%
<b>38</b>	Building services employees	<b>Window cleaning</b> An employee required to work on the outside of multi-storey buildings from scaffolds or similar devices.	5.95	per day	20.69%
<b>39</b>	Civil construction employees	<b>Working aloft</b> Employees who, in the performance of their work, are required to work aloft:			
		• when working at a height exceeding 12 metres, but not exceeding 24 metres above the ground or nearest horizontal plane	0.53	per hour	1.85%
		• when working at a height exceeding 24 metres, but not exceeding 60 metres above the ground or nearest horizontal plane	0.87	per hour	3.01%
		Daily minimum	1.51	per day	5.25%
		• when working at a height exceeding 60 metres from the ground or nearest horizontal plane	1.71	per hour	5.94%
		Daily minimum	3.80	per day	13.2%
<b>40</b>	Forestry employees Gardening employees	<b>Working aloft - trees</b> An employee who is required to climb trees to a height greater than 6 metres from the ground.	5.02	per day	17.45%

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

<b>Allowance</b>	<b>Clause</b>	<b>Rate of allowance \$</b>	<b>% of standard rate</b>	<b>Frequency</b>
First aid—basic level	12.17	15.30	53.2	Per week
First aid—advanced level	12.17	19.04	66.23	Per week
First aid—Occupational or Specialist Level	12.17	23.05	80.17	Per week
Community language—CLA Rate 1	12.18(a)	26.17	91.03	Per week
Community language—CLA Rate 2	12.18(a)	52.37	182.15	Per week
Pest inspection certificate	12.19	5.96	20.73	Per week
Electrical trades employee - licence allowance	12.20	32.72	113.8	Per week
Plumber's licence allowance	12.21	42.90	149.2	Per week
Construction Industry Allowance	12.24(a)	41.06	142.8	Per week
Plumbing tradespeople - disability allowance	12.25(a)	30.84	107.27	Per week
Compute quantities	12.27	6.73	23.42	Per day
Plant operator - sideline allowance	12.28	0.49	1.7	Per hour
Senior plant operator	12.29	21.99	76.5	Per week
Plant operator - Kerrick cleaner	12.30	3.67	12.76	Per day
Diamond driller	12.31	6.88	23.93	Per week
Pest Control Unit	12.32	15.12	52.6	Per week
Gardener in charge	12.33	9.89	34.4	Per week
On-call—per night	16.11.3(b) (i)	14.78	51.4	Per night
Close call—per night	16.11.4(d) (i)	29.54	102.76	Per night

30. 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

	<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>
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:

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

31. By deleting the amount “\$7412.55” appearing in clause F.1.2 and inserting “\$7671.37”.

32. By deleting the amount “\$1220.13” appearing in clause F.4.2 and inserting “\$1262.73”.

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