



# DETERMINATION

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

## Annual Wage Review 2018–19 (C2019/1)

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

Commonwealth employment

JUSTICE ROSS, PRESIDENT  
VICE PRESIDENT HATCHER  
DEPUTY PRESIDENT ASBURY  
COMMISSIONER HAMPTON  
PROFESSOR RICHARDSON  
MR GIBBS  
MR APTED

SYDNEY, 20 JUNE 2019

*Annual Wage Review 2018–19.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2018–19 on 30 May 2019 [[\[2019\] FWCFB 3500](#)], the above award is varied as follows:

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

<b>Classification Level</b>	<b>Minimum annual pay rate \$</b>	<b>Minimum hourly pay rate \$</b>
<b>Classifications on a 36.75 hour week</b>		
Australian Parliamentary Service Level 1 (including Cadet Parliamentary Service in practical training)	42,599	22.22
Australian Parliamentary Service Level 2	46,145	24.07
Australian Parliamentary Service Level 3	50,114	26.14
Australian Parliamentary Service Level 4	53,219	27.76
Australian Parliamentary Service Level 5	57,552	30.02
Australian Parliamentary Service Level 6	60,715	31.67
Australian Parliamentary Executive Level 1	68,844	35.91

<b>Classification Level</b>	<b>Minimum annual pay rate \$</b>	<b>Minimum hourly pay rate \$</b>
Australian Parliamentary Executive Level 2	74,653	38.94
<b>PARLIAMENTARY SECURITY ATTENDANTS</b>		
Parliamentary Security Attendant (Entry Level)	45,436	23.70
Parliamentary Security Attendant (Operational)	46,145	24.07
Parliamentary Security Attendant (Supervisor)	50,114	26.14
Principal Parliamentary Security Attendant	53,219	27.76
<b>HANSARD</b>		
Editor Level 1	61,597	32.13
Editor Level 2	68,844	35.91
Principal Editor	80,462	41.97
<b>Classifications on a 38 hour week</b>		
<b>MAINTENANCE EMPLOYEES</b>		
Assistant Maintenance Officer	45,693	23.05
Maintenance Officer Grade 1/2	47,854	24.14
Maintenance Officer Grade 3	53,543	27.01
Works Organiser	58,578	29.55
Maintenance Project Officer	62,027	31.29
<b>GARDENING EMPLOYEES</b>		
Parliamentary Gardener Grade 1/2	45,435	22.92
Parliamentary Gardener Grade 3	51,184	25.82
Parliamentary Gardener Grade 4	53,087	26.78
Supervisory Gardener	58,102	29.31

2. By deleting the amount “\$11.99” appearing in clause 11.14 and inserting “\$12.35”.
3. By deleting the amounts “20.51” and “41.03” appearing in clause 11.15(a) and inserting “21.12” and “42.26”.
4. By deleting the amount “\$31.18” appearing in clause 11.16(a) and inserting “\$32.12”.
5. By deleting the amount “\$25.34” appearing in clause 11.16(b) and inserting “\$26.10”.
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	2319.41
Six but not more than ten	2941.69
More than ten	3919.81

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

	<b>Ordinary hourly rate \$</b>
Australian Parliamentary Service Level 1 (including Cadet Parliamentary Service in practical training)	22.22
Australian Parliamentary Service Level 2	24.07
Australian Parliamentary Service Level 3	26.14
Australian Parliamentary Service Level 4	27.76
Australian Parliamentary Service Level 5	30.02
Australian Parliamentary Service Level 6	31.67
Australian Parliamentary Executive Level 1	35.91
Australian Parliamentary Executive Level 2	38.94
Parliamentary Security Attendant (Entry Level)	23.70
Parliamentary Security Attendant (Operational)	24.07
Parliamentary Security Attendant (Supervisor)	26.14
Principal Parliamentary Security Attendant	27.76
Editor Level 1	32.13
Editor Level 2	35.91
Principal Editor	41.97
Assistant Maintenance Officer	23.05
Maintenance Officer Grade 1/2	24.14
Maintenance Officer Grade 3	27.01
Works Organiser	29.55
Maintenance Project Officer	31.29
Parliamentary Gardener Grade 1/2	22.92
Parliamentary Gardener Grade 3	25.82
Parliamentary Gardener Grade 4	26.78
Supervisory Gardener	29.31

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)	33.33	44.44	44.44	55.55
Australian Parliamentary Service Level 2	36.11	48.14	48.14	60.18
Australian Parliamentary Service Level 3	39.21	52.28	52.28	65.35
Australian Parliamentary Service Level 4	41.64	55.52	55.52	69.40
Australian Parliamentary Service Level 5	45.03	60.04	60.04	75.05
Australian Parliamentary Service Level 6	47.51	63.34	63.34	79.18
Australian Parliamentary Executive Level 1	53.87	71.82	71.82	89.78
Australian Parliamentary Executive Level 2	58.41	77.88	77.88	97.35
Parliamentary Security Attendant (Entry Level)	35.55	47.40	47.40	59.25
Parliamentary Security Attendant (Operational)	36.11	48.14	48.14	60.18
Parliamentary Security Attendant (Supervisor)	39.21	52.28	52.28	65.35
Principal Parliamentary Security Attendant	41.64	55.52	55.52	69.40
Editor Level 1	48.20	64.26	64.26	80.33
Editor Level 2	53.87	71.82	71.82	89.78

	<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 Editor	62.96	83.94	83.94	104.93
Assistant Maintenance Officer	34.58	46.10	46.10	57.63
Maintenance Officer Grade 1/2	36.21	48.28	48.28	60.35
Maintenance Officer Grade 3	40.52	54.02	54.02	67.53
Works Organiser	44.33	59.10	59.10	73.88
Maintenance Project Officer	46.94	62.58	62.58	78.23
Parliamentary Gardener Grade 1/2	34.38	45.84	45.84	57.30
Parliamentary Gardener Grade 3	38.73	51.64	51.64	64.55
Parliamentary Gardener Grade 4	40.17	53.56	53.56	66.95
Supervisory Gardener	43.97	58.62	58.62	73.28

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)	22.22	25.55	N/A	N/A	28.89	33.33	44.44	55.55
Australian Parliamentary Service Level 2	24.07	27.68	N/A	N/A	31.29	36.11	48.14	60.18
Australian Parliamentary Service Level 3	26.14	30.06	N/A	N/A	33.98	39.21	52.28	65.35
Australian Parliamentary Service Level 4	27.76	31.92	N/A	N/A	36.09	41.64	55.52	69.40
Australian	30.02	34.52	N/A	N/A	39.03	45.03	60.04	75.05

	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 Service Level 5								
Australian Parliamentary Service Level 6	31.67	36.42	N/A	N/A	41.17	47.51	63.34	79.18
Australian Parliamentary Executive Level 1	35.91	41.30	N/A	N/A	46.68	53.87	71.82	89.78
Australian Parliamentary Executive Level 2	38.94	44.78	N/A	N/A	50.62	58.41	77.88	97.35
Parliamentary Security Attendant (Entry Level)	23.70	27.26	N/A	N/A	30.81	35.55	47.40	59.25
Parliamentary Security Attendant (Operational)	24.07	27.68	N/A	N/A	31.29	36.11	48.14	60.18
Parliamentary Security Attendant (Supervisor)	26.14	30.06	N/A	N/A	33.98	39.21	52.28	65.35
Principal Parliamentary Security Attendant	27.76	31.92	N/A	N/A	36.09	41.64	55.52	69.40
Editor Level 1	32.13	36.95	N/A	N/A	41.77	48.20	64.26	80.33
Editor Level 2	35.91	41.30	N/A	N/A	46.68	53.87	71.82	89.78
Principal Editor	41.97	48.27	N/A	50.36	54.56	62.96	83.94	104.93
Assistant Maintenance Officer	23.05	26.51	27.66	N/A	29.97	34.58	46.10	57.63
Maintenance Officer Grade 1/2	24.14	27.76	28.97	N/A	31.38	36.21	48.28	60.35
Maintenance Officer Grade 3	27.01	31.06	32.41	N/A	35.11	40.52	54.02	67.53
Works Organiser	29.55	33.98	35.46	N/A	38.42	44.33	59.10	73.88
Maintenance Project Officer	31.29	35.98	37.55	N/A	40.68	46.94	62.58	78.23
Parliamentary Gardener Grade 1/2	22.92	26.36	N/A	27.50	29.80	34.38	45.84	57.30
Parliamentary Gardener Grade 3	25.82	29.69	N/A	30.98	33.57	38.73	51.64	64.55
Parliamentary Gardener Grade 4	26.78	30.80	N/A	32.14	34.81	40.17	53.56	66.95
Supervisory Gardener	29.31	33.71	N/A	35.17	38.10	43.97	58.62	73.28

10. By deleting the table appearing in clause A.5 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)	33.33	44.44	44.44	55.55
Australian Parliamentary Service Level 2	36.11	48.14	48.14	60.18
Australian Parliamentary Service Level 3	39.21	52.28	52.28	65.35
Australian Parliamentary Service Level 4	41.64	55.52	55.52	69.40
Australian Parliamentary Service Level 5	45.03	60.04	60.04	75.05
Australian Parliamentary Service Level 6	47.51	63.34	63.34	79.18
Australian Parliamentary Executive Level 1	53.87	71.82	71.82	89.78
Australian Parliamentary Executive Level 2	58.41	77.88	77.88	97.35
Parliamentary Security Attendant (Entry Level)	35.55	47.40	47.40	59.25
Parliamentary Security Attendant (Operational)	36.11	48.14	48.14	60.18
Parliamentary Security Attendant (Supervisor)	39.21	52.28	52.28	65.35
Principal Parliamentary Security Attendant	41.64	55.52	55.52	69.40
Editor Level 1	48.20	64.26	64.26	80.33
Editor Level 2	53.87	71.82	71.82	89.78
Principal Editor	62.96	83.94	83.94	104.93
Assistant Maintenance Officer	34.58	46.10	46.10	57.63
Maintenance Officer Grade 1/2	36.21	48.28	48.28	60.35

	<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 3	40.52	54.02	54.02	67.53
Works Organiser	44.33	59.10	59.10	73.88
Maintenance Project Officer	46.94	62.58	62.58	78.23
Parliamentary Gardener Grade 1/2	34.38	45.84	45.84	57.30
Parliamentary Gardener Grade 3	38.73	51.64	51.64	64.55
Parliamentary Gardener Grade 4	40.17	53.56	53.56	66.95
Supervisory Gardener	43.97	58.62	58.62	73.28

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)	27.78
Australian Parliamentary Service Level 2	30.09
Australian Parliamentary Service Level 3	32.68
Australian Parliamentary Service Level 4	34.70
Australian Parliamentary Service Level 5	37.53
Australian Parliamentary Service Level 6	39.59
Australian Parliamentary Executive Level 1	44.89
Australian Parliamentary Executive Level 2	48.68
Parliamentary Security Attendant (Entry Level)	29.63
Parliamentary Security Attendant (Operational)	30.09
Parliamentary Security Attendant (Supervisor)	32.68
Principal Parliamentary Security Attendant	34.70
Editor Level 1	40.16
Editor Level 2	44.89



	<b>% of ordinary hourly rate</b>
	<b>125%</b>
	<b>\$</b>
Principal Editor	52.46
Assistant Maintenance Officer	28.81
Maintenance Officer Grade 1/2	30.18
Maintenance Officer Grade 3	33.76
Works Organiser	36.94
Maintenance Project Officer	39.11
Parliamentary Gardener Grade 1/2	28.65
Parliamentary Gardener Grade 3	32.28
Parliamentary Gardener Grade 4	33.48
Supervisory Gardener	36.64

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)	33.33	44.44	44.44	55.55
Australian Parliamentary Service Level 2	36.11	48.14	48.14	60.18
Australian Parliamentary Service Level 3	39.21	52.28	52.28	65.35
Australian Parliamentary Service Level 4	41.64	55.52	55.52	69.40
Australian Parliamentary Service Level 5	45.03	60.04	60.04	75.05
Australian Parliamentary Service Level 6	47.51	63.34	63.34	79.18
Australian Parliamentary Executive Level 1	53.87	71.82	71.82	89.78
Australian Parliamentary Executive Level 2	58.41	77.88	77.88	97.35

	<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 (Entry Level)	35.55	47.40	47.40	59.25
Parliamentary Security Attendant (Operational)	36.11	48.14	48.14	60.18
Parliamentary Security Attendant (Supervisor)	39.21	52.28	52.28	65.35
Principal Parliamentary Security Attendant	41.64	55.52	55.52	69.40
Editor Level 1	48.20	64.26	64.26	80.33
Editor Level 2	53.87	71.82	71.82	89.78
Principal Editor	62.96	83.94	83.94	104.93
Assistant Maintenance Officer	34.58	46.10	46.10	57.63
Maintenance Officer Grade 1/2	36.21	48.28	48.28	60.35
Maintenance Officer Grade 3	40.52	54.02	54.02	67.53
Works Organiser	44.33	59.10	59.10	73.88
Maintenance Project Officer	46.94	62.58	62.58	78.23
Parliamentary Gardener Grade 1/2	34.38	45.84	45.84	57.30
Parliamentary Gardener Grade 3	38.73	51.64	51.64	64.55
Parliamentary Gardener Grade 4	40.17	53.56	53.56	66.95
Supervisory Gardener	43.97	58.62	58.62	73.28

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

	Ordinary hours	Night	Night – Maint.	Night - Gardening	Continuous night	Saturday	Sunday	Public holiday or additional holiday
	% of ordinary hourly rate							
	125%	140%	145%	145%	155%	175%	225%	275%
	\$	\$	\$	\$	\$	\$	\$	\$
Australian Parliamentary Service Level 1 (including Cadet Parliamentary Service in practical training)	27.78	31.11	N/A	N/A	34.44	38.89	50.00	61.11
Australian Parliamentary Service Level 2	30.09	33.70	N/A	N/A	37.31	42.12	54.16	66.19
Australian Parliamentary Service Level 3	32.68	36.60	N/A	N/A	40.52	45.75	58.82	71.89
Australian Parliamentary Service Level 4	34.70	38.86	N/A	N/A	43.03	48.58	62.46	76.34
Australian Parliamentary Service Level 5	37.53	42.03	N/A	N/A	46.53	52.54	67.55	82.56
Australian Parliamentary Service Level 6	39.59	44.34	N/A	N/A	49.09	55.42	71.26	87.09
Australian Parliamentary Executive Level 1	44.89	50.27	N/A	N/A	55.66	62.84	80.80	98.75
Australian Parliamentary Executive Level 2	48.68	54.52	N/A	N/A	60.36	68.15	87.62	107.09
Parliamentary Security Attendant (Entry Level)	29.63	33.18	N/A	N/A	36.74	41.48	53.33	65.18
Parliamentary Security Attendant (Operational)	30.09	33.70	N/A	N/A	37.31	42.12	54.16	66.19
Parliamentary Security Attendant (Supervisor)	32.68	36.60	N/A	N/A	40.52	45.75	58.82	71.89
Principal Parliamentary Security Attendant	34.70	38.86	N/A	N/A	43.03	48.58	62.46	76.34
Editor Level 1	40.16	44.98	N/A	N/A	49.80	56.23	72.29	88.36
Editor Level 2	44.89	50.27	N/A	N/A	55.66	62.84	80.80	98.75
Principal Editor	52.46	58.76	N/A	N/A	65.05	73.45	94.43	115.42
Assistant Maintenance Officer	28.81	32.27	33.42	N/A	35.73	40.34	51.86	63.39
Maintenance Officer Grade 1/2	30.18	33.80	35.00	N/A	37.42	42.25	54.32	66.39
Maintenance Officer Grade 3	33.76	37.81	39.16	N/A	41.87	47.27	60.77	74.28
Works Organiser	36.94	41.37	42.85	N/A	45.80	51.71	66.49	81.26

	Ordinary hours	Night	Night – Maint.	Night - Gardening	Continuous night	Saturday	Sunday	Public holiday or additional holiday
	<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>
Maintenance Project Officer	39.11	43.81	45.37	N/A	48.50	54.76	70.40	86.05
Parliamentary Gardener Grade 1/2	28.65	32.09	N/A	33.23	35.53	40.11	51.57	63.03
Parliamentary Gardener Grade 3	32.28	36.15	N/A	37.44	40.02	45.19	58.10	71.01
Parliamentary Gardener Grade 4	33.48	37.49	N/A	38.83	41.51	46.87	60.26	73.65
Supervisory Gardener	36.64	41.03	N/A	42.50	45.43	51.29	65.95	80.60

14. 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 and Sunday – all day	Public holiday or additional holiday – all day
	<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)	33.33	44.44	44.44	55.55
Australian Parliamentary Service Level 2	36.11	48.14	48.14	60.18
Australian Parliamentary Service Level 3	39.21	52.28	52.28	65.35
Australian Parliamentary Service Level 4	41.64	55.52	55.52	69.40
Australian Parliamentary Service Level 5	45.03	60.04	60.04	75.05
Australian Parliamentary Service Level 6	47.51	63.34	63.34	79.18
Australian Parliamentary Executive Level 1	53.87	71.82	71.82	89.78
Australian Parliamentary Executive Level 2	58.41	77.88	77.88	97.35
Parliamentary Security Attendant (Entry Level)	35.55	47.40	47.40	59.25

	<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)	36.11	48.14	48.14	60.18
Parliamentary Security Attendant (Supervisor)	39.21	52.28	52.28	65.35
Principal Parliamentary Security Attendant	41.64	55.52	55.52	69.40
Editor Level 1	48.20	64.26	64.26	80.33
Editor Level 2	53.87	71.82	71.82	89.78
Principal Editor	62.96	83.94	83.94	104.93
Assistant Maintenance Officer	34.58	46.10	46.10	57.63
Maintenance Officer Grade 1/2	36.21	48.28	48.28	60.35
Maintenance Officer Grade 3	40.52	54.02	54.02	67.53
Works Organiser	44.33	59.10	59.10	73.88
Maintenance Project Officer	46.94	62.58	62.58	78.23
Parliamentary Gardener Grade 1/2	34.38	45.84	45.84	57.30
Parliamentary Gardener Grade 3	38.73	51.64	51.64	64.55
Parliamentary Gardener Grade 4	40.17	53.56	53.56	66.95
Supervisory Gardener	43.97	58.62	58.62	73.28

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 = **\$24.07**.

<b>Allowance</b>	<b>Clause</b>	<b>Payable</b>	<b>% of the standard rate</b>	<b>\$</b>
First aid	11.14	weekly	51.32	12.35
Community language	11.15	weekly		
Rate 1			87.76	21.12
Rate 2			175.56	42.26
Licence	11.16	weekly		
Plumbing trade			133.43	32.12
Electrical trade			108.42	26.10
Employees in charge – gardening or maintenance	11.17	per annum		
One but not more than five			9636.09	2319.41
Six but not more than ten			12,221.38	2941.69
More than ten			16,285.06	3919.81

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	332.80	10.95	366.50	12.07	436.60	14.37
Plus 1 year out of school	366.50	12.07	436.60	14.37	508.10	16.73
Plus 2 years out of school	436.60	14.37	508.10	16.73	591.30	19.45

	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 3 years out of school	508.10	16.73	591.30	19.45	677.00	22.26
Plus 4 years out of school	591.30	19.45	677.00	22.26		
Plus 5 or more years out of school	677.00	22.26				

**(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	332.80	10.95	366.50	12.07	424.80	13.99
Plus 1 year out of school	366.50	12.07	424.80	13.99	488.60	16.08
Plus 2 years out of school	424.80	13.99	488.60	16.08	573.10	18.87
Plus 3 years out of school	488.60	16.08	573.10	18.87	653.70	21.52
Plus 4 years out of school	573.10	18.87	653.70	21.52		
Plus 5 or more years out of school	653.70	21.52				

**(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	332.80	10.95	366.50	12.07	424.80	13.99
Plus 1 year out of school	366.50	12.07	424.80	13.99	478.20	15.73
Plus 2 years out of school	424.80	13.99	478.20	15.73	534.30	17.57
Plus 3 years out of school	478.20	15.73	534.30	17.57	595.20	19.58
Plus 4 years out of school	534.30	17.57	595.20	19.58		
Plus 5 or more years out of school	595.20	19.58				

**(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	703.20	23.12	730.40	24.03
Wage Level B	678.40	22.29	704.40	23.15
Wage Level C	617.40	20.31	640.70	21.08



**(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>
10.95	12.07

B. This determination comes into operation from 1 July 2019. In accordance with s.166(5) of the *Fair Work Act 2009* this determination does not take effect until the start of the first full pay period that starts on or after 1 July 2019.

PRESIDENT

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