



# DRAFT DETERMINATION

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

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

### AUSTRALIAN CAPITAL TERRITORY PUBLIC SECTOR ENTERPRISE AWARD 2016 [MA000146]

State and Territory government administration

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

MELBOURNE, XX 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:

- By deleting the table appearing in clause 12.17 and inserting the following:

<b>Level of examination qualification</b>	<b>Rate of allowance \$ per week</b>
<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:	12.35
• Expired air (EAR)	
• Cardiopulmonary resuscitation (CPR)	
• Life threatening emergencies and	
• General minor first aid treatment	

<b>Level of examination qualification</b>	<b>Rate of allowance \$ per week</b>
<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.	15.37
<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.	18.61

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:	21.13
	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.	
CLA Rate 2	An employee who:	42.27
	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.	

3. By deleting the amount "\$4.68" appearing in clause 12.19 and inserting "\$4.82".
4. By deleting the amount "\$25.64" appearing in clause 12.20 and inserting "\$26.41".
5. By deleting the amount "\$33.62" appearing in clause 12.21 and inserting "\$34.63".
6. By deleting the amount "\$32.18" appearing in clause 12.24(a) and inserting "\$33.15".
7. By deleting the amount "\$24.17" appearing in clause 12.25(a) and inserting "\$24.90".
8. By deleting the amount "\$5.27" appearing in clause 12.27 and inserting "\$5.43".

9. By deleting the amount “\$0.38” appearing in clause 12.28 and inserting “\$0.39”.
10. By deleting the amount “\$17.24” appearing in clause 12.29 and inserting “\$17.76”.
11. By deleting the amount “\$2.87” appearing in clause 12.30 and inserting “\$2.96”.
12. By deleting the amount “\$5.39” appearing in clause 12.31 and inserting “\$5.55”.
13. By deleting the amount “\$11.85” appearing in clause 12.32 and inserting “\$12.21”.
14. By deleting the amount “\$7.76” appearing in clause 12.33 and inserting “\$7.99”.
15. By deleting the amount “\$11.58” appearing in clause 16.11.3(b)(i) and inserting “\$11.93”.
16. By deleting the amount “\$29.11” appearing in clause 16.11.3(b)(ii) and inserting “\$29.98”.
17. By deleting the amount “\$23.16” appearing in clause 16.11.4(d)(i) and inserting “\$23.85”.
18. By deleting the amount “\$58.22” appearing in clause 16.11.4(d)(ii) and inserting “\$59.97”.
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	21.99	42,158
Administrative Service Officer class 1	36.75	21.99	42,158
Administrative Service Officer class 2	36.75	23.81	45,647
Administrative Service Officer class 3	36.75	25.84	49,539
Administrative Service Officer class 4	36.75	27.45	52,625
Administrative Service Officer class 5	36.75	29.66	56,862
Administrative Service Officer class 6	36.75	31.31	60,025
Senior Officer grade C	36.75	35.49	68,039
Senior Officer grade B	36.75	38.48	73,771
Senior Officer grade A	36.75	44.24	84,814
Cadet (Auditor, etc.)	36.75	21.99	42,158
Cadet Full-time Study	-	12.54	-
Clinical Coder	36.75	27.13	52,012
Clinical Coder Trainee	36.75	25.84	49,539
Dental Assistant (unqualified)	36.75	20.47	39,244
Dental Assistant (qualified)	36.75	23.81	45,647

<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>
Dental Assistant	36.75	20.47	39,244
Principal Dental Assistant	36.75	25.91	49,673
Dental Receptionist	36.75	23.81	45,647
Graduate Administrative Assistant	36.75	23.46	44,976
Research Officer grade 1	36.75	24.25	46,490
Research Officer grade 2	36.75	27.45	52,625
Senior Research Officer grade 1	36.75	29.66	56,862
Senior Research Officer grade 2	36.75	31.31	60,025
Principal Research Officer	36.75	36.90	70,742
Information Communication Technology Trainee	36.75	21.99	42,158
Information Technology Officer Post Graduate	36.75	29.66	56,862
Information Technology Officer Trainee	36.75	21.99	42,158
Information Technology Officer class 1	36.75	26.84	51,456
Information Technology Officer class 2	36.75	31.31	60,025
Senior Information Technology Officer grade C	36.75	35.49	68,039
Senior Information Technology Officer grade B	36.75	38.48	73,771
Senior Information Technology Officer grade A	36.75	44.24	84,814
Trainee Technical Officer	36.75	23.05	44,190
Technical Officer level 1	36.75	24.33	46,644
Technical Officer level 2	36.75	25.62	49,117
Technical Officer level 3	36.75	28.19	54,044
Technical Officer level 4	36.75	31.31	60,025
Senior Officer (Technical) grade C	36.75	35.49	68,039
Senior Officer (Technical) grade B	36.75	38.48	73,771
Auditor – band 1	36.75	23.18	44,439
Senior Auditor – band 1	36.75	31.62	60,619
Audit Manager – band 2	36.75	36.59	70,148
Senior Audit Manager – band 2	36.75	38.52	73,848
Principal Audit Manager – band 2	36.75	46.11	88,399
Allied Health Assistant 1	36.75	17.58	33,703
Allied Health Assistant 2	36.75	22.76	43,634
Allied Health Assistant 3	36.75	26.42	50,650
Housing Manager	36.75	29.66	56,862
Housing Manager Trainee	36.75	27.45	52,625
Infrastructure Officer 1	36.75	30.79	59,028
Infrastructure Officer 2	36.75	31.35	60,102

<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>
Infrastructure Officer 3	36.75	35.58	68,211
Infrastructure Officer 4	36.75	38.81	74,404
Infrastructure Officer 5	36.75	45.96	88,111
Infrastructure Manager/Specialist 1	36.75	49.29	94,495
Infrastructure Manager/Specialist 2	36.75	52.79	101,205
Infrastructure Manager/Specialist 3	36.75	56.32	107,972
Office of Regulatory Services Inspector 4	36.75	27.45	52,625
Office of Regulatory Services Inspector 5	36.75	29.66	56,862
Office of Regulatory Services Inspector 6	36.75	31.31	60,025
Workcover Manager C	36.75	35.49	68,039
Para Legal grade 1	36.75	23.81	45,647
Para Legal grade 2	36.75	25.84	49,539
Para Legal grade 3	36.75	27.45	52,625
Para Legal grade 4	36.75	29.66	56,862
Para Legal grade 5	36.75	31.31	60,025
Tourism and Events Officer 1	36.75	21.99	42,158
Tourism and Events Officer 2	36.75	23.81	45,647
Tourism and Events Officer 3	36.75	25.84	49,539
Tourism and Events Officer 4	36.75	27.45	52,625
Tourism and Events Officer 5	36.75	29.66	56,862
Tourism and Events Officer 6	36.75	31.31	60,025
CTEC Manager C	36.75	35.49	68,039
CTEC Manager B	36.75	38.48	73,771
CTEC Manager A	36.75	44.24	84,814
Trust Officer level 1	36.75	27.20	52,146
Trust Officer level 2	36.75	31.01	59,450

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	22.68	44,959
Correctional Officer class 2	38	25.87	51,283
Correctional Officer class 3	38	28.69	56,873
Correctional Officer class 4	38	30.27	60,005
Correctional Officer Trainee	38	16.61	32,927
Disability Support Officer level 1	38	22.61	44,821

<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>
Disability Support Officer level 2	38	25.64	50,827
Disability Support Officer level 3	38	29.89	59,252
City Ranger 1	38	23.04	45,673
City Ranger 2	38	24.99	49,539
City Ranger 3	38	26.54	52,611
City Ranger 4	38	28.69	56,873
Senior City Ranger	38	30.27	60,005
Park Ranger 1	38	24.99	49,539
Park Ranger 2	38	26.54	52,611
Senior Park Ranger 3	38	28.69	56,873
Sportsground Ranger	38	23.04	45,673
Sterilising Services Technical Officer level 1	38	24.33	48,230
Sterilising Services Technical Officer level 2	38	25.62	50,787
Youthworker 1	38	24.99	49,539
Youthworker 2	38	26.54	52,611

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	-	12.54	
Professional Officer class 1	36.75	26.20	50,229
Professional Officer class 2	36.75	31.31	60,025
Senior Professional Officer grade C	36.75	35.49	68,039
Senior Professional Officer grade B	36.75	38.48	73,771
Senior Professional Officer grade A - Lower	36.75	44.24	84,814
Senior Professional Officer grade A - Upper (Engineering and Related Grades)	36.75	44.91	86,098
Cadet Professional Officer - Practical Training	36.75	21.99	42,158
Health Professional Officer level 1	36.75	26.92	51,609
Health Professional Officer level 2	36.75	28.71	55,041
Health Professional Officer level 3	36.75	34.23	65,623
Health Professional Officer level 4	36.75	35.49	68,039
Health Professional Officer level 5	36.75	38.48	73,771
Health Professional Officer level 6	36.75	44.24	84,814
Assistant Parliamentary Counsel 1	36.75	26.20	50,229
Assistant Parliamentary Counsel 2	36.75	43.57	83,529

<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>
Assistant Parliamentary Counsel 3	36.75	48.63	93,230
Government Solicitor 1	36.75	29.95	57,418
Government Solicitor 2	36.75	47.00	90,105
Government Solicitor 3	36.75	59.00	113,110
Government Solicitor 4	36.75	70.28	134,736
Graduate Legal Officer	36.75	28.26	54,178
Legal 1	36.75	26.20	50,229
Legal 2	36.75	43.57	83,529
Prosecutor grade 1	36.75	30.68	58,817
Prosecutor grade 2	36.75	39.42	75,573
Prosecutor grade 3	36.75	50.06	95,971
Prosecutor grade 4	36.75	57.63	110,484
Prosecutor grade 5	36.75	67.60	129,598
Dentist 1	36.75	29.42	56,402
Dentist 2	36.75	43.90	84,162
Dentist 3	36.75	47.26	90,603
Dentist 4	36.75	50.47	96,757
Veterinary Officer level 1	36.75	26.69	51,168
Veterinary Officer level 2	36.75	32.60	62,498
Veterinary Officer level 3	36.75	41.09	78,775
Veterinary Officer level 4	36.75	43.63	83,644
Veterinary Officer level 5	36.75	46.43	89,012

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	27.15	52,050
Adviser Level 1 (upper)	36.75	29.28	56,133
Adviser Level 2	36.75	33.45	64,128
Senior Adviser level 1	36.75	37.98	72,812
Senior Adviser level 2	36.75	41.20	78,986
Chief Adviser	36.75	47.42	90,910

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	20.78	41,193
General Service Officer level 3	38	21.76	43,136
General Service Officer level 4	38	22.28	44,166
General Service Officer level 5	38	23.21	46,010
General Service Officer level 6	38	24.04	47,655
General Service Officer level 7	38	25.29	50,133
General Service Officer level 8	38	26.52	52,571
General Service Officer level 9	38	27.78	55,069
General Service Officer level 10	38	30.80	61,056
Health Service Officer level 2	38	20.78	41,193
Health Service Officer level 3	38	21.76	43,136
Health Service Officer level 4	38	22.28	44,166
Health Service Officer level 5	38	23.21	46,010
Health Service Officer level 6	38	24.04	47,655
Health Service Officer level 7	38	25.29	50,133
Health Service Officer level 8	38	26.52	52,571
Health Service Officer level 9	38	27.78	55,069
Health Service Officer level 10	38	30.80	61,056
Sterilising Services Health Service Officer	38	21.76	43,136
Ranger 1	38	23.55	46,684
Ranger 2	38	25.50	50,550
Ranger 3	38	27.07	53,662
Stores Supervisor	38	24.34	48,250
Senior Stores Supervisor level 1	38	25.50	50,550
Senior Stores Supervisor level 2	38	27.07	53,662
Senior Stores Supervisor level 3	38	29.14	57,765
Transport Officer grade 1	38	23.55	46,684
Transport Officer grade 2	38	25.50	50,550
Transport Officer grade 3	38	27.07	53,662
Transport Officer grade 4	38	29.14	57,765



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	27.14	53,801
Public Affairs Officer 2	38	31.14	61,730
Public Affairs Officer 3	38	35.78	70,928
Senior Public Affairs Officer 1	38	41.55	82,366
Senior Public Affairs Officer 2	38	43.42	86,073

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	23.93	39,011
School Assistant 3	31.25	25.95	42,304
School Assistant 4	31.25	31.11	50,716

26. By deleting the amount “\$22.53” appearing in clause B.1 and inserting “\$23.21”.

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	<b>Cold places</b>	0.75	per hour	3.24%
	Electrical trades employees	An employee required to work for more than one hour in places where the temperature is reduced by artificial means below 0 degrees Celsius.			
	Food services employees	<i>Special conditions</i>			

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 (%)
	Metal trades employees	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			
	Plant operators				
2	Building trades employees	<b>Confined spaces</b>	0.91	per hour	3.94%
	Civil construction employees	An employee required to work in a confined space, as defined.			
	Electrical trades employees	<i>"confined space"</i> 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.			
	Metal trades employees				

<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>3</b>	Building trades employees	<b>Dirty work</b>	0.75	per hour	3.24%
	Metal trades employees	Where an employee and a supervisor agree that work is of an unusually dirty or offensive nature.			
	Plant operators				
	Stores employees				
<b>4</b>	Building trades employees	<b>Height</b>	0.47	per hour	2.01%
	Metal trades employees	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.			
		For each additional 15 metres distance above the ground:	0.47	per hour	2.01%

<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>5</b>	Building trades employees	<b>Hot places</b>	0.75	per hour	3.24%
	Electrical trades employees	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.			
	Metal trades employees				
	Plant operators				
<b>6</b>	Building trades employees	<b>Hot places</b>	0.91	per hour	3.94%
	Electrical trades employees	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.			
	Metal trades employees				
	Plant operators				
		<i>Special conditions</i>			

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 (%)
		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.			
7	Building employees	<b>Wet places</b>	0.75	per hour	3.24%
	Civil construction employees	An employee required to work in any place where clothing or boots become saturated by water, oil or another substance.			
	Metal trades employees	<i>Special conditions</i>			

<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>
	Stores employees	(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.			

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	<b>Aquatic ponds</b>	3.14	per day	13.51%
	Rangers	An employee required to work in water in aquatic ponds.			

<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>2</b>	Building trades employees	<b>Asbestos eradication</b>	2.51	per hour	10.81%
	Metal trades employees	Employees directly employed on asbestos eradication, where the wearing of protective equipment (i.e. combination overalls and breathing equipment or similar apparatus) is required.			
<b>3</b>	Building trades employees	<b>Asbestos handling</b>	0.91	per hour	3.94%
	Electrical trades employees	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.			

<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>4</b>	Civil construction employees	<b>Barber- Greene operator</b>	2.28	per day	9.81%
	Plant operators	Employees attached to a Barber-Greene machine spreading hot- mix.			
<b>5</b>	Building trades employees	<b>Bitumen and asphalt</b>	0.91	per hour	3.94%
		An employee handling hot bitumen or asphalt or dipping materials in creosote.			
<b>6</b>	Building trades employees	<b>Brick cleaning</b>	0.70	per hour	3.01%
		An employee required to clean down bricks using acids or other corrosive substances.			
<b>7</b>	Building trades employees	<b>Brick cutting</b>	0.91	per hour	3.94%
		If on any site there is a brickcutting machine, only one bricklayer on that site will operate the cutting machine and			



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 (%)
		will, whilst so engaged, be paid an allowance.			
8	Plant operators	<b>Cleaning economisers, etc.</b>	0.47	per hour	2.01%
	Metal trades employees	An employee required to work externally on economisers or boilers under fire (where temperature money is not paid), or on tractors or brickmaking machinery.			
		An employee required to work internally on economisers or boilers (where temperature money is not paid).	2.31	per hour	9.96%
9	Building trades employees	<b>Construction/repairs to boilers, flues, etc</b>	1.99	per hour	8.57%

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 (%)
		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.			
10	Metal trades employees	<b>Diesel engines</b> –	2.44	per day	10.50%
		An employee performing repairs and renewals inside any crankcase.			
		<i>Payment for work performed other than in the crankcase will only occur when the employer considers it is warranted.</i>			

<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>11</b>	Building trades employees	<b>Dry polishing of tiles</b>	0.91	per hour	3.94%
		Employees engaged on dry polishing tiles where machines are used.			
<b>12</b>	Building employees	<b>Epoxy-based materials – close proximity</b>	0.75	per hour	3.24%
	Civil construction employees	Employees required to work in close proximity to employees engaged on work under item 12 so as to be affected by the materials specified.			
	Electrical trades employees				
	Metal trades employees				
<b>13</b>	Building trades employees	<b>Epoxy-based materials – use</b>	0.91	per hour	3.94%
	Civil construction employees	Employees who use epoxy-based materials and all materials which include or require the addition of a catalyst			

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 (%)
		hardener and reactive additives or two-pack catalyst system.			
	Electrical trades employees				
	Metal trades employees				
	Food services employees				
<b>14</b>	Building employees	<b>Explosive powered tools</b>	1.77	per day	7.64%
	Civil construction employees	An operator of explosive powered tools, holding the appropriate certification, who is required to use an explosive powered tool.			
	Electrical trades employees				
	Metal trades employees				
<b>15</b>	Building employees	<b>Fumes</b>	0.91	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 (%)
	Electrical trades employees	An employee required to work in a place where fumes of sulphur or other acid or other offensive fumes are present.			
	Metal trades employees				
<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	0.75	per hour	3.24%
		Where the blocks weigh 9kg or over and up to 18kg	1.34	per hour	5.79%
		Where the blocks weigh over 18kg	1.90	per hour	8.18%
<b>17</b>	Building trades employees	<b>Height work - painting trades:</b>	0.70	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 (%)
		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.			
<b>18</b>	Civil construction workers	<b>Insanitary / sewerage sludge</b>	2.76	per day	11.89%
	Plant operators	An employee called upon to work in insanitary conditions or unload sewerage sludge.			
	Rangers				
<b>19</b>	Building employees	<b>Insulation</b>	0.91	per hour	3.94%
	Electrical trades employees	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,			

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 (%)
		associated with similar disabilities in its use.			
	Metal trades employees	<i>Special conditions</i>			
		This extra rate will also apply to an employee working in the immediate vicinity who is affected by the use of such materials.			
<b>20</b>	Building trades employees – plumbers	<b>Leadburning</b>	0.91	per hour	3.94%
		An employee performing trade level plumbing functions or apprentices to that trade engaged on lead burning.			
<b>21</b>	Civil construction employees	<b>Live sewer work</b>	0.66	per hour	2.86%

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 (%)
		'Live sewer work' means work carried out in situations where there is direct aerial connection with a sewer though 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.			
22	Building trades employees	<b>Plaster or composition</b>	0.75	per hour	3.24%
		An Employees using a plaster or composition spray.			
23	Civil construction employees	<b>Rain</b>	10.14	per day	43.70%
	Gardening employees	Employees who are			



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 (%)
		required to work in rain.			
	Rangers				
	Metal trades employees				
24	Building trades employees	<b>Roof repairs</b>	0.91	per hour	3.94%
		Employees engaged on repairs to roofs.			
25	Building trades employees	<b>Second hand timber</b>	2.94	per day	12.66%
		Where, whilst working with second-hand timber, an employee's tools are damaged by nails, dumps or other foreign matter on the timber.			
26	Electrical trades employees	<b>Sewerage pit work</b>	8.33	per day	35.90%
		An employee employed on work which involves entering a sewerage pit for the purpose of servicing, disconnecting and/or removal or replacement of			

<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 equipment.			
<b>27</b>	Civil construction employees	<b>Sewerage tunnels</b>	10.93	per day	47.10%
	Metal trades employees	Employees cleaning chokeage in pumps conveying sewerage or working in sewerage tunnels.			
<b>28</b>	Building trades employees	<b>Slushing</b>	0.75	per hour	3.24%
		An employee engaged in "Slushing".			
<b>29</b>	Gardening employees	<b>Spray gangs</b>	4.53	per day	19.53%
	Rangers	Employees engaged in spray gangs on destruction of weeds and/or vermin.			
	Plant operators				
		Employees using high pressure sprays for this purpose.	5.75	per day	24.78%

<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>30</b>	Building trades employees – painters	<b>Spraypaintin g</b>	0.75	per hour	3.24%
		An employee performing trade level painting functions engaged on all spray painting carried out in other than a properly constructed booth.			
<b>31</b>	Building trades employees	<b>Swing scaffold</b>	5.43	per day for first four hours	23.39%
	Electrical trades employees	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.			
	Metal trades employees				
<b>32</b>	Building trades employees	<b>Swing scaffold</b>	1.13	per hour for fifth and subsequent hours	4.86%

<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	Fifth and subsequent hours.			
	Metal trades employees				
<b>33</b>	Building trades employees	<b>Tile cutting</b>	0.91	per hour	3.94%
		An employee engaged at cutting tiles by electric saw.			
<b>34</b>	Metal trades employees	<b>Trenches</b>	1.29	per day	5.56%
		An employee required to work in trenches deeper than 1.8 metres and less than 0.9 metres in width.			
<b>35</b>	Building trades employees	<b>Underground</b>	3.24	per day	13.97%
	Civil construction employees	An employee required to work underground.			
	Metal trades employees	<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>			

<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>
	Not payable to employees engaged on "pot and drive" work of 3.5 m or less.				
<b>36</b>	Civil construction employees	<b>Unsewered toilet</b>	1.77	per day	7.64%
		Any employee, other than a lavatory attendant or street cleaner, called upon to attend at unsewered toilets.			
<b>37</b>	Civil construction employees	<b>Unusually obnoxious work</b>	4.80	per day	20.69%
		Work involving offensive and/or obnoxious material.			
<b>38</b>	Building services employees	<b>Window cleaning</b>	4.80	per day	20.69%
		An employee required to work on the outside of multi-storey buildings from scaffolds or similar			

<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>
		devices.			
<b>39</b>	Civil construction employees	<b>Working aloft</b>			
		Employees who, in the performance of their work, are required to work aloft:			
		<ul style="list-style-type: none"> <li>• when working at a height exceeding 12 metres, but not exceeding 24 metres above the ground or nearest horizontal plane</li> </ul>	0.43	per hour	1.85%
		<ul style="list-style-type: none"> <li>• when working at a height exceeding 24 metres, but not exceeding 60 metres above the ground or nearest horizontal plane</li> </ul>	0.70	per hour	3.01%
		Daily minimum	1.22	per day	5.25%

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 (%)
		• when working at a height exceeding 60 metres from the ground or nearest horizontal plane	1.38	per hour	5.94%
		Daily minimum	3.06	per day	13.20%
<b>40</b>	Forestry employees	<b>Working aloft - trees</b>	4.05	per day	17.45%
	Gardening employees	An employee who is required to climb trees to a height greater than 6 metres from the ground.			

29. 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

30. By deleting the amount “\$989.71” appearing in clause F.4.2 and inserting “\$1019.4”.

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