



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2019–20
(C2020/1)

AUSTRALIAN PUBLIC SERVICE ENTERPRISE AWARD 2015
[MA000124]

Commonwealth employment

JUSTICE ROSS, PRESIDENT
VICE PRESIDENT CATANZARITI
DEPUTY PRESIDENT ASBURY
COMMISSIONER HAMPTON
MR FERGUSON
PROFESSOR WOODEN
MS LABINE-ROMAIN

MELBOURNE, XX JUNE 2020

Annual Wage Review 2019–20.

A. Further to the decision issued by the majority of the Expert Panel in the Annual Wage Review 2019–20 on 19 June 2020 [[2020] FWCFB 3500], the above award is varied as follows:

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

Classification Level	Minimum Annual Pay Rate (36.75 hour/week) \$	Minimum Hourly Pay Rate \$
APS level 1	43,346	22.61
APS level 2	46,950	24.49
APS level 3	50,996	26.60
APS level 4	54,159	28.25
APS level 5	58,568	30.55
APS level 6	61,770	32.22

Draft amended 25 June 2020. Rates for Executive level 2 and Medical Officer class 3 in item A.1 changed from 75,957 and 95,521 to 75,956 and 92,520, respectively. Rate for Customs level 5 in item A.2 changed from 75,957 to 75,956.

Classification Level	Minimum Annual Pay Rate (36.75 hour/week) \$	Minimum Hourly Pay Rate \$
Executive level 1	70,052	36.54
Executive level 2	75,956	39.62
MEDICAL OFFICERS		
Medical Officer class 1	66,390	34.63
Medical Officer class 2	86,961	45.36
Medical Officer class 3	92,520	48.26
Medical Officer class 4	100,016	52.17
TRAINEES		
Cadet APS (practical training)	43,346	22.61
Trainee APS (Technical)	45,474	23.72
Graduate APS	46,222	24.11

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

Classification Level	Minimum Annual Pay Rate (36.75 hour/week) \$	Minimum Hourly Pay Rate \$
Customs Trainee	43,346	22.61
Customs Trainee Graduate	46,222	24.11
Customs level 1	50,996	26.60
Customs level 2	54,159	28.25
Customs level 3	61,770	32.22
Customs level 4	70,052	36.54
Customs level 5	75,956	39.62
Examiner of Patents	51,628	26.93
Antarctic Medical Practitioner level 1	79,733	41.59
Antarctic Medical Practitioner level 2	92,559	48.28
Valuer-in-training	42,081	21.95
Valuer	48,139	25.11
APS Meat Inspector 1	50,996	26.60
APS Meat Inspector 2	54,159	28.25

Draft amended 25 June 2020. Rates for Executive level 2 and Medical Officer class 3 in item A.1 changed from 75,957 and 95,521 to 75,956 and 92,520, respectively. Rate for Customs level 5 in item A.2 changed from 75,957 to 75,956.

APS Meat Inspector 3	58,568	30.55
APS Meat Inspector 4	61,770	32.22

3. By deleting the amount "\$12.35" appearing in clause 11.14 and inserting "\$12.57".
4. By deleting the amounts "21.12" and "42.26" appearing in clause 11.15(a) and inserting "21.49" and "42.99" respectively.
5. By deleting the amount "\$36.13" appearing in clause 11.17(b) and inserting "\$36.76".
6. By deleting the amount "\$26.44" appearing in clause 11.18(b) and inserting "\$26.90".
7. By deleting the amount "\$0.69" appearing in clause 11.19(b) and inserting "\$0.70".
8. By deleting the amounts "\$0.80" and "\$0.81" appearing in clause 11.19(c) and inserting "\$0.81" and "\$0.83" respectively.
9. By deleting the amount "\$0.92" appearing in clause 11.19(d) and inserting "\$0.94".
10. By deleting the amount "\$0.81" appearing in clause 11.20(a) and inserting "\$0.83".
11. By deleting the amount "\$0.46" appearing in clause 11.20(b) and inserting "\$0.47".
12. By deleting the amount "\$26.71" appearing in clause 11.21(a) and inserting "\$27.17".
13. By deleting the amount "\$2.30" appearing in clause 11.21(c) and inserting "\$2.34".
14. By deleting the amount "\$8.76" appearing in clause 11.21(d) and inserting "\$8.91".
15. By deleting the amount "\$2.47" appearing in clause 11.22(a) and inserting "\$2.52".
16. By deleting the amount "\$4.72" appearing in clause 11.23(a)(i) and inserting "\$4.80".
17. By deleting the amount "\$5.99" appearing in clause 11.23(a)(ii) and inserting "\$6.09".
18. By deleting the amounts "\$0.80", "\$1.08" and "\$1.81" appearing in clause 11.23(b)(ii) and inserting "\$0.81", "\$1.10" and "\$1.84" respectively.
19. By deleting the amount "\$0.92" appearing in clause 11.23(c)(i) and inserting "\$0.94".
20. By deleting the amount "\$2.01" appearing in clause 11.23(c)(ii) and inserting "\$2.05".
21. By deleting the amount "\$0.81" appearing in clause 11.23(d) and inserting "\$0.83".
22. By deleting the amounts "\$0.81" and "\$0.92" appearing in clause 11.23(e)(ii) and inserting "\$0.83" and "\$0.94" respectively.

Draft amended 25 June 2020. Rates for Executive level 2 and Medical Officer class 3 in item A.1 changed from 75,957 and 95,521 to 75,956 and 92,520, respectively. Rate for Customs level 5 in item A.2 changed from 75,957 to 75,956.

23. By deleting the amount "\$0.81" appearing in clause 11.23(f)(i) and inserting "\$0.83".
24. By deleting the amount "\$0.92" appearing in clause 11.23(g) and inserting "\$0.94".
25. By deleting the amount "\$1.78" appearing in clause 11.23(h)(i) and inserting "\$1.81".
26. By deleting the amount "\$0.92" appearing in clause 11.23(i)(i) and inserting "\$0.94".
27. By deleting the amount "\$0.81" appearing in clause 11.23(i)(ii) and inserting "\$0.83".
28. By deleting the amount "\$2.96" appearing in clause 11.23(j)(i) and inserting "\$3.01".
29. By deleting the amount "\$0.92" appearing in clause 11.23(k) and inserting "\$0.94".
30. By deleting the amount "\$0.92" appearing in clause 11.23(l) and inserting "\$0.94".
31. By deleting the amount "\$0.81" appearing in clause 11.23(m) and inserting "\$0.83".
32. By deleting the amount "\$0.92" appearing in clause 11.23(n) and inserting "\$0.94".
33. By deleting the amount "\$0.81" appearing in clause 11.23(o) and inserting "\$0.83".
34. By deleting the table appearing in clause A.2 and inserting the following:

	% of ordinary hourly rate
	100%
	\$
APS level 1	22.61
APS level 2	24.49
APS level 3	26.60
APS level 4	28.25
APS level 5	30.55
APS level 6	32.22
Executive level 1	36.54
Executive level 2	39.62
Medical Officer class 1	34.63
Medical Officer class 2	45.36
Medical Officer class 3	48.26
Medical Officer class 4	52.17
Cadet APS (practical training)	22.61
Trainee APS (Technical)	23.72

Draft amended 25 June 2020. Rates for Executive level 2 and Medical Officer class 3 in item A.1 changed from 75,957 and 95,521 to 75,956 and 92,520, respectively. Rate for Customs level 5 in item A.2 changed from 75,957 to 75,956.

	% of ordinary hourly rate
Graduate APS	24.11
Customs Trainee	22.61
Customs Trainee Graduate	24.11
Customs level 1	26.60
Customs level 2	28.25
Customs level 3	32.22
Customs level 4	36.54
Customs level 5	39.62
Examiner of Patents	26.93
Antarctic Medical Practitioner level 1	41.59
Antarctic Medical Practitioner level 2	48.28
Valuer-in-training	21.95
Valuer	25.11
APS Meat Inspector 1	26.60
APS Meat Inspector 2	28.25
APS Meat Inspector 3	30.55
APS Meat Inspector 4	32.22

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

	Monday to Saturday— first 3 hours	Monday to Saturday— after 3 hours	Sunday— all day	Public Holiday or Additional Holiday—all day
	% of ordinary hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
APS level 1	33.92	45.22	45.22	56.53
APS level 2	36.74	48.98	48.98	61.23
APS level 3	39.90	53.20	53.20	66.50
APS level 4	42.38	56.50	56.50	70.63
APS level 5	45.83	61.10	61.10	76.38
APS level 6	48.33	64.44	64.44	80.55
Executive level 1	54.81	73.08	73.08	91.35
Executive level 2	59.43	79.24	79.24	99.05
Medical Officer class 1	51.95	69.26	69.26	86.58
Medical Officer class 2	68.04	90.72	90.72	113.40
Medical Officer class 3	72.39	96.52	96.52	120.65

Draft amended 25 June 2020. Rates for Executive level 2 and Medical Officer class 3 in item A.1 changed from 75,957 and 95,521 to 75,956 and 92,520, respectively. Rate for Customs level 5 in item A.2 changed from 75,957 to 75,956.

	Monday to Saturday— first 3 hours	Monday to Saturday— after 3 hours	Sunday— all day	Public Holiday or Additional Holiday—all day
Medical Officer class 4	78.26	104.34	104.34	130.43
Cadet APS (practical training)	33.92	45.22	45.22	56.53
Trainee APS (Technical)	35.58	47.44	47.44	59.30
Graduate APS	36.17	48.22	48.22	60.28
Customs Trainee	33.92	45.22	45.22	56.53
Customs Trainee Graduate	36.17	48.22	48.22	60.28
Customs level 1	39.90	53.20	53.20	66.50
Customs level 2	42.38	56.50	56.50	70.63
Customs level 3	48.33	64.44	64.44	80.55
Customs level 4	54.81	73.08	73.08	91.35
Customs level 5	59.43	79.24	79.24	99.05
Examiner of Patents	40.40	53.86	53.86	67.33
Antarctic Medical Practitioner level 1	62.39	83.18	83.18	103.98
Antarctic Medical Practitioner level 2	72.42	96.56	96.56	120.70
Valuer-in-training	32.93	43.90	43.90	54.88
Valuer	37.67	50.22	50.22	62.78
APS Meat Inspector 1	39.90	53.20	53.20	66.50
APS Meat Inspector 2	42.38	56.50	56.50	70.63
APS Meat Inspector 3	45.83	61.10	61.10	76.38
APS Meat Inspector 4	48.33	64.44	64.44	80.55

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

	Night	Continuous Night	Saturday	Sunday	Public Holiday or Additional Holiday
	% of ordinary hourly rate				
	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$
APS level 1	26.00	29.39	33.92	45.22	56.53
APS level 2	28.16	31.84	36.74	48.98	61.23
APS level 3	30.59	34.58	39.90	53.20	66.50

Draft amended 25 June 2020. Rates for Executive level 2 and Medical Officer class 3 in item A.1 changed from 75,957 and 95,521 to 75,956 and 92,520, respectively. Rate for Customs level 5 in item A.2 changed from 75,957 to 75,956.

	Night	Continuous Night	Saturday	Sunday	Public Holiday or Additional Holiday
	% of ordinary hourly rate				
	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$
APS level 4	32.49	36.73	42.38	56.50	70.63
APS level 5	35.13	39.72	45.83	61.10	76.38
APS level 6	37.05	41.89	48.33	64.44	80.55
Executive level 1	42.02	47.50	54.81	73.08	91.35
Executive level 2	45.56	51.51	59.43	79.24	99.05
Medical Officer class 1	39.82	45.02	51.95	69.26	86.58
Medical Officer class 2	52.16	58.97	68.04	90.72	113.40
Medical Officer class 3	55.50	62.74	72.39	96.52	120.65
Medical Officer class 4	60.00	67.82	78.26	104.34	130.43
Cadet APS (practical training)	26.00	29.39	33.92	45.22	56.53
Trainee APS (Technical)	27.28	30.84	35.58	47.44	59.30
Graduate APS	27.73	31.34	36.17	48.22	60.28
Customs Trainee	26.00	29.39	33.92	45.22	56.53
Customs Trainee Graduate	27.73	31.34	36.17	48.22	60.28
Customs level 1	30.59	34.58	39.90	53.20	66.50
Customs level 2	32.49	36.73	42.38	56.50	70.63
Customs level 3	37.05	41.89	48.33	64.44	80.55
Customs level 4	42.02	47.50	54.81	73.08	91.35
Customs level 5	45.56	51.51	59.43	79.24	99.05
Examiner of Patents	30.97	35.01	40.40	53.86	67.33
Antarctic Medical Practitioner level 1	47.83	54.07	62.39	83.18	103.98
Antarctic Medical Practitioner level 2	55.52	62.76	72.42	96.56	120.70
Valuer-in-training	25.24	28.54	32.93	43.90	54.88
Valuer	28.88	32.64	37.67	50.22	62.78
APS Meat Inspector 1	30.59	34.58	39.90	53.20	66.50
APS Meat Inspector 2	32.49	36.73	42.38	56.50	70.63
APS Meat Inspector 3	35.13	39.72	45.83	61.10	76.38

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	Night	Continuous Night	Saturday	Sunday	Public Holiday or Additional Holiday
	% of ordinary hourly rate				
	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$
APS Meat Inspector 4	37.05	41.89	48.33	64.44	80.55

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

	Monday to Friday—first 3 hours	Monday to Friday—after 3 hours	Saturday and Sunday—all day	Public Holiday or Additional Holiday—all day
	% of ordinary hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
APS level 1	33.92	45.22	45.22	56.53
APS level 2	36.74	48.98	48.98	61.23
APS level 3	39.90	53.20	53.20	66.50
APS level 4	42.38	56.50	56.50	70.63
APS level 5	45.83	61.10	61.10	76.38
APS level 6	48.33	64.44	64.44	80.55
Executive level 1	54.81	73.08	73.08	91.35
Executive level 2	59.43	79.24	79.24	99.05
Medical Officer class 1	51.95	69.26	69.26	86.58
Medical Officer class 2	68.04	90.72	90.72	113.40
Medical Officer class 3	72.39	96.52	96.52	120.65
Medical Officer class 4	78.26	104.34	104.34	130.43
Cadet APS (practical training)	33.92	45.22	45.22	56.53
Trainee APS (Technical)	35.58	47.44	47.44	59.30
Graduate APS	36.17	48.22	48.22	60.28
Customs Trainee	33.92	45.22	45.22	56.53
Customs Trainee Graduate	36.17	48.22	48.22	60.28
Customs level 1	39.90	53.20	53.20	66.50
Customs level 2	42.38	56.50	56.50	70.63
Customs level 3	48.33	64.44	64.44	80.55

Draft amended 25 June 2020. Rates for Executive level 2 and Medical Officer class 3 in item A.1 changed from 75,957 and 95,521 to 75,956 and 92,520, respectively. Rate for Customs level 5 in item A.2 changed from 75,957 to 75,956.

	Monday to Friday—first 3 hours	Monday to Friday—after 3 hours	Saturday and Sunday—all day	Public Holiday or Additional Holiday—all day
	% of ordinary hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Customs level 4	54.81	73.08	73.08	91.35
Customs level 5	59.43	79.24	79.24	99.05
Examiner of Patents	40.40	53.86	53.86	67.33
Antarctic Medical Practitioner level 1	62.39	83.18	83.18	103.98
Antarctic Medical Practitioner level 2	72.42	96.56	96.56	120.70
Valuer-in-training	32.93	43.90	43.90	54.88
Valuer	37.67	50.22	50.22	62.78
APS Meat Inspector 1	39.90	53.20	53.20	66.50
APS Meat Inspector 2	42.38	56.50	56.50	70.63
APS Meat Inspector 3	45.83	61.10	61.10	76.38
APS Meat Inspector 4	48.33	64.44	64.44	80.55

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

	% of ordinary hourly rate
	125%
	\$
APS level 1	28.26
APS level 2	30.61
APS level 3	33.25
APS level 4	35.31
APS level 5	38.19
APS level 6	40.28
Executive level 1	45.68
Executive level 2	49.53
Medical Officer class 1	43.29
Medical Officer class 2	56.70
Medical Officer class 3	60.33
Medical Officer class 4	65.21
Cadet APS (practical training)	28.26

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	% of ordinary hourly rate
	125%
	\$
Trainee APS (Technical)	29.65
Graduate APS	30.14
Customs Trainee	28.26
Customs Trainee Graduate	30.14
Customs level 1	33.25
Customs level 2	35.31
Customs level 3	40.28
Customs level 4	45.68
Customs level 5	49.53
Examiner of Patents	33.66
Antarctic Medical Practitioner level 1	51.99
Antarctic Medical Practitioner level 2	60.35
Valuer-in-training	27.44
Valuer	31.39
APS Meat Inspector 1	33.25
APS Meat Inspector 2	35.31
APS Meat Inspector 3	38.19
APS Meat Inspector 4	40.28

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

	Monday to Saturday— first 3 hours	Monday to Saturday— after 3 hours	Sunday—all day	Public Holiday or Additional Holiday—all day
	% of ordinary hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
APS level 1	33.92	45.22	45.22	56.53
APS level 2	36.74	48.98	48.98	61.23
APS level 3	39.90	53.20	53.20	66.50
APS level 4	42.38	56.50	56.50	70.63
APS level 5	45.83	61.10	61.10	76.38
APS level 6	48.33	64.44	64.44	80.55

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	Monday to Saturday— first 3 hours	Monday to Saturday— after 3 hours	Sunday—all day	Public Holiday or Additional Holiday—all day
	% of ordinary hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Executive level 1	54.81	73.08	73.08	91.35
Executive level 2	59.43	79.24	79.24	99.05
Medical Officer class 1	51.95	69.26	69.26	86.58
Medical Officer class 2	68.04	90.72	90.72	113.40
Medical Officer class 3	72.39	96.52	96.52	120.65
Medical Officer class 4	78.26	104.34	104.34	130.43
Cadet APS (practical training)	33.92	45.22	45.22	56.53
Trainee APS (Technical)	35.58	47.44	47.44	59.30
Graduate APS	36.17	48.22	48.22	60.28
Customs Trainee	33.92	45.22	45.22	56.53
Customs Trainee Graduate	36.17	48.22	48.22	60.28
Customs level 1	39.90	53.20	53.20	66.50
Customs level 2	42.38	56.50	56.50	70.63
Customs level 3	48.33	64.44	64.44	80.55
Customs level 4	54.81	73.08	73.08	91.35
Customs level 5	59.43	79.24	79.24	99.05
Examiner of Patents	40.40	53.86	53.86	67.33
Antarctic Medical Practitioner level 1	62.39	83.18	83.18	103.98
Antarctic Medical Practitioner level 2	72.42	96.56	96.56	120.70
Valuer-in-training	32.93	43.90	43.90	54.88
Valuer	37.67	50.22	50.22	62.78
APS Meat Inspector 1	39.90	53.20	53.20	66.50
APS Meat Inspector 2	42.38	56.50	56.50	70.63
APS Meat Inspector 3	45.83	61.10	61.10	76.38
APS Meat Inspector 4	48.33	64.44	64.44	80.55

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

Draft amended 25 June 2020. Rates for Executive level 2 and Medical Officer class 3 in item A.1 changed from 75,957 and 95,521 to 75,956 and 92,520, respectively. Rate for Customs level 5 in item A.2 changed from 75,957 to 75,956.

	Night	Continuous Night	Saturday	Sunday	Public Holiday or Additional Holiday
	% of ordinary hourly rate				
	140%	155%	175%	225%	275%
	\$	\$	\$	\$	\$
APS level 1	31.65	35.05	39.57	50.87	62.18
APS level 2	34.29	37.96	42.86	55.10	67.35
APS level 3	37.24	41.23	46.55	59.85	73.15
APS level 4	39.55	43.79	49.44	63.56	77.69
APS level 5	42.77	47.35	53.46	68.74	84.01
APS level 6	45.11	49.94	56.39	72.50	88.61
Executive level 1	51.16	56.64	63.95	82.22	100.49
Executive level 2	55.47	61.41	69.34	89.15	108.96
Medical Officer class 1	48.48	53.68	60.60	77.92	95.23
Medical Officer class 2	63.50	70.31	79.38	102.06	124.74
Medical Officer class 3	67.56	74.80	84.46	108.59	132.72
Medical Officer class 4	73.04	80.86	91.30	117.38	143.47
Cadet APS (practical training)	31.65	35.05	39.57	50.87	62.18
Trainee APS (Technical)	33.21	36.77	41.51	53.37	65.23
Graduate APS	33.75	37.37	42.19	54.25	66.30
Customs Trainee	31.65	35.05	39.57	50.87	62.18
Customs Trainee Graduate	33.75	37.37	42.19	54.25	66.30
Customs level 1	37.24	41.23	46.55	59.85	73.15
Customs level 2	39.55	43.79	49.44	63.56	77.69
Customs level 3	45.11	49.94	56.39	72.50	88.61
Customs level 4	51.16	56.64	63.95	82.22	100.49
Customs level 5	55.47	61.41	69.34	89.15	108.96
Examiner of Patents	37.70	41.74	47.13	60.59	74.06
Antarctic Medical Practitioner level 1	58.23	64.46	72.78	93.58	114.37
Antarctic Medical Practitioner level 2	67.59	74.83	84.49	108.63	132.77
Valuer-in-training	30.73	34.02	38.41	49.39	60.36
Valuer	35.15	38.92	43.94	56.50	69.05
APS Meat Inspector 1	37.24	41.23	46.55	59.85	73.15

Draft amended 25 June 2020. Rates for Executive level 2 and Medical Officer class 3 in item A.1 changed from 75,957 and 95,521 to 75,956 and 92,520, respectively. Rate for Customs level 5 in item A.2 changed from 75,957 to 75,956.

	Night	Continuous Night	Saturday	Sunday	Public Holiday or Additional Holiday
	% of ordinary hourly rate				
	140%	155%	175%	225%	275%
	\$	\$	\$	\$	\$
APS Meat Inspector 2	39.55	43.79	49.44	63.56	77.69
APS Meat Inspector 3	42.77	47.35	53.46	68.74	84.01
APS Meat Inspector 4	45.11	49.94	56.39	72.50	88.61

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

	Monday to Friday— first 3 hours	Monday to Friday— after 3 hours	Saturday— all day	Sunday— all day	Public Holiday or Additional Holiday— all day
	% of ordinary hourly rate				
	150%	200%	200%	225%	275%
	\$	\$	\$	\$	\$
APS level 1	33.92	45.22	45.22	50.87	62.18
APS level 2	36.74	48.98	48.98	55.10	67.35
APS level 3	39.90	53.20	53.20	59.85	73.15
APS level 4	42.38	56.50	56.50	63.56	77.69
APS level 5	45.83	61.10	61.10	68.74	84.01
APS level 6	48.33	64.44	64.44	72.50	88.61
Executive level 1	54.81	73.08	73.08	82.22	100.49
Executive level 2	59.43	79.24	79.24	89.15	108.96
Medical Officer class 1	51.95	69.26	69.26	77.92	95.23
Medical Officer class 2	68.04	90.72	90.72	102.06	124.74
Medical Officer class 3	72.39	96.52	96.52	108.59	132.72
Medical Officer class 4	78.26	104.34	104.34	117.38	143.47
Cadet APS (practical training)	33.92	45.22	45.22	50.87	62.18
Trainee APS (Technical)	35.58	47.44	47.44	53.37	65.23
Graduate APS	36.17	48.22	48.22	54.25	66.30
Customs Trainee	33.92	45.22	45.22	50.87	62.18
Customs Trainee Graduate	36.17	48.22	48.22	54.25	66.30

Draft amended 25 June 2020. Rates for Executive level 2 and Medical Officer class 3 in item A.1 changed from 75,957 and 95,521 to 75,956 and 92,520, respectively. Rate for Customs level 5 in item A.2 changed from 75,957 to 75,956.

	Monday to Friday— first 3 hours	Monday to Friday— after 3 hours	Saturday— all day	Sunday— all day	Public Holiday or Additional Holiday— all day
	% of ordinary hourly rate				
	150%	200%	200%	225%	275%
	\$	\$	\$	\$	\$
Customs level 1	39.90	53.20	53.20	59.85	73.15
Customs level 2	42.38	56.50	56.50	63.56	77.69
Customs level 3	48.33	64.44	64.44	72.50	88.61
Customs level 4	54.81	73.08	73.08	82.22	100.49
Customs level 5	59.43	79.24	79.24	89.15	108.96
Examiner of Patents	40.40	53.86	53.86	60.59	74.06
Antarctic Medical Practitioner level 1	62.39	83.18	83.18	93.58	114.37
Antarctic Medical Practitioner level 2	72.42	96.56	96.56	108.63	132.77
Valuer-in-training	32.93	43.90	43.90	49.39	60.36
Valuer	37.67	50.22	50.22	56.50	69.05
APS Meat Inspector 1	39.90	53.20	53.20	59.85	73.15
APS Meat Inspector 2	42.38	56.50	56.50	63.56	77.69
APS Meat Inspector 3	45.83	61.10	61.10	68.74	84.01
APS Meat Inspector 4	48.33	64.44	64.44	72.50	88.61

42. By deleting the amount “\$24.07” appearing in clause B.1 and inserting “\$24.49”.

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

Allowance	Clause	Payable	% of standard rate	\$
First aid	11.14	weekly	51.32	12.57
Community language allowance				
CLA Rate 1	11.15(a)	weekly	87.76	21.49
CLA Rate 2	11.15(a)	weekly	175.56	42.99
Plumber’s licence	11.16(b)	hourly	0.14	0.03
Plumber’s registration	11.17(b)	weekly	150.12	36.76
Electrical licence	11.18(b)	weekly	109.84	26.90
Disability allowances				

Draft amended 25 June 2020. Rates for Executive level 2 and Medical Officer class 3 in item A.1 changed from 75,957 and 95,521 to 75,956 and 92,520, respectively. Rate for Customs level 5 in item A.2 changed from 75,957 to 75,956.

Allowance	Clause	Payable	% of standard rate	\$
Working at heights				
Steel frame structures etc	11.19(a)	hourly	1.69	0.41
Painting tradesperson	11.19(b)	hourly	2.87	0.70
Chimney, radio/television mast etc	11.19(c)	hourly	3.32	0.81
Chimney, radio/television mast etc - for each additional 15 metres of height	11.19(c)	hourly	3.37	0.83
Roof repairs	11.19(d)	hourly	3.82	0.94
Employees performing spray painting functions - Trades	11.20(a)	hourly	3.37	0.83
Employees performing spray painting functions - Stores	11.20(b)	hourly	1.91	0.47
Plumbing tradespeople—disabilities and related allowances				
Plumbing disabilities	11.21(a)	weekly	110.95	27.17
Lead burning	11.21(c)	hourly	9.55	2.34
Chokage	11.21(d)	daily or part daily	36.39	8.91
Asbestos eradication	11.22(a)	hourly	10.28	2.52
General disability allowances				
Spray gangs	11.23(a)(i)	daily or part daily	19.59	4.80
Spray gangs - additional for high pressure	11.23(a)(ii)	daily or part daily	24.87	6.09
Cold work - between -1 and 7 degrees	11.23(b)(ii)	hour or part thereof	3.32	0.81
Cold work - between -2 and -18 degrees	11.23(b)(ii)	hour or part thereof	4.5	1.10
Cold work - below -18 degrees	11.23(b)(ii)	hour or part thereof	7.53	1.84
Confined spaces	11.23(c)(i)	hour or part thereof	3.82	0.94
Confined spaces - Gas or water space	11.23(c)(ii)	hour or part thereof	8.37	2.05
Dirty or offensive work	11.23(d)	hourly	3.37	0.83
Hot work - Between 46 and 54	11.23(e)(ii)	hourly	3.37	0.83

Draft amended 25 June 2020. Rates for Executive level 2 and Medical Officer class 3 in item A.1 changed from 75,957 and 95,521 to 75,956 and 92,520, respectively. Rate for Customs level 5 in item A.2 changed from 75,957 to 75,956.

Allowance	Clause	Payable	% of standard rate	\$
degrees,				
Hot work - Exceeding 54 degrees	11.23(e)(ii)	hourly	3.82	0.94
Wet work	11.23(f)(i)	hourly	3.37	0.83
Insulating materials	11.23(g)	hourly	3.82	0.94
Explosive powered tools	11.23(h)(i)	daily or part daily	7.39	1.81
Epoxy-based materials - Using materials	11.23(i)(i)	hourly	3.82	0.94
Epoxy-based materials - Close proximity	11.23(i)(ii)	hourly	3.37	0.83
Second-hand timber	11.23(j)(i)	daily	12.29	3.01
Hot bitumen	11.23(k)	hourly	3.82	0.94
Asbestos handling	11.23(l)	hourly	3.82	0.94
Water underfoot or dripping	11.23(m)	hourly	3.37	0.83
Offensive fumes	11.23(n)	hourly	3.82	0.94
Plaster or composition	11.23(o)	hourly	3.37	0.83

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

D.5.1 Minimum wages for traineeships

(a) Wage Level A

Subject to clause D.5.2 and D.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time or part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level A by clause D.7 are:

	Highest year of schooling completed					
	Year 10		Year 11		Year 12	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$	\$	\$
School leaver	338.60	11.14	372.90	12.28	444.20	14.62
Plus 1 year out of school	372.90	12.28	444.20	14.62	517.00	17.02
Plus 2 years out of school	444.20	14.62	517.00	17.02	601.60	19.79

Draft amended 25 June 2020. Rates for Executive level 2 and Medical Officer class 3 in item A.1 changed from 75,957 and 95,521 to 75,956 and 92,520, respectively. Rate for Customs level 5 in item A.2 changed from 75,957 to 75,956.

	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	517.00	17.02	601.60	19.79	688.80	22.65
Plus 4 years out of school	601.60	19.79	688.80	22.65		
Plus 5 or more years out of school	688.80	22.65				

(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	338.60	11.14	372.90	12.28	432.20	14.23
Plus 1 year out of school	372.90	12.28	432.20	14.23	497.20	16.36
Plus 2 years out of school	432.20	14.23	497.20	16.36	583.10	19.20
Plus 3 years out of school	497.20	16.36	583.10	19.20	665.10	21.90
Plus 4 years out of school	583.10	19.20	665.10	21.90		
Plus 5 or more years out of school	665.10	21.90				

(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:

Draft amended 25 June 2020. Rates for Executive level 2 and Medical Officer class 3 in item A.1 changed from 75,957 and 95,521 to 75,956 and 92,520, respectively. Rate for Customs level 5 in item A.2 changed from 75,957 to 75,956.

	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	338.60	11.14	372.90	12.28	432.20	14.23
Plus 1 year out of school	372.90	12.28	432.20	14.23	486.60	16.01
Plus 2 years out of school	432.20	14.23	486.60	16.01	543.70	17.88
Plus 3 years out of school	486.60	16.01	543.70	17.88	605.60	19.92
Plus 4 years out of school	543.70	17.88	605.60	19.92		
Plus 5 or more years out of school	605.60	19.92				

(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	715.50	23.52	743.20
Wage Level B	690.30	22.68	716.70	23.56
Wage Level C	628.20	20.67	651.90	21.45

(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:

Draft amended 25 June 2020. Rates for Executive level 2 and Medical Officer class 3 in item A.1 changed from 75,957 and 95,521 to 75,956 and 92,520, respectively. Rate for Customs level 5 in item A.2 changed from 75,957 to 75,956.

Year of schooling	
Year 11 or lower	Year 12
per hour	per hour
\$	\$
11.14	12.28

45. By deleting the amount "\$3.50" appearing in clause F.1.1(d)(i) and inserting "\$3.56".
46. By deleting the amount "\$5.15" appearing in clause F.1.1(d)(ii) and inserting "\$5.24".
47. By deleting the amount "\$3.21" appearing in clause F.1.2 and inserting "\$3.27".
48. By deleting the amount "\$0.67" appearing in clause F.1.3(a) and inserting "\$0.68".
49. By deleting the amount "\$3.21" appearing in clause F.1.3(b) and inserting "\$3.27".
50. By deleting the amount "\$1.32" appearing in clause F.1.4(a) and inserting "\$1.34".
51. By deleting the amount "\$1.32" appearing in clause F.1.4(b) and inserting "\$1.34".
52. By deleting the amount "\$0.91" appearing in clause F.1.4(c) and inserting "\$0.93".
53. By deleting the amount "\$5.22" appearing in clause F.1.5(b)(i) and inserting "\$5.31".
54. By deleting the amount "\$5.22" appearing in clause F.1.5(b)(ii) and inserting "\$5.31".
55. By deleting the amount "\$2.53" appearing in clause F.1.5(b)(iii) and inserting "\$2.57".
56. By deleting the amount "\$5.22" appearing in clause F.1.5(c)(i) and inserting "\$5.31".
57. By deleting the amount "\$4.54" appearing in clause F.1.5(c)(ii) and inserting "\$4.62".
58. By deleting the amount "\$4.54" appearing in clause F.1.5(c)(iii) and inserting "\$4.62".
59. By deleting the amount "\$24.85" appearing in clause F.1.6(a) and inserting "\$25.29".
60. By deleting the amount "\$38.95" appearing in clause F.1.6(b) and inserting "\$39.63".
61. By deleting the table appearing in clause F.3.2(a) and inserting the following:

	\$ per occasion
Divisional Returning Officer	2831.94
Clerk to Divisional Returning Officer	1132.43
APS Level 2	704.16

Draft amended 25 June 2020. Rates for Executive level 2 and Medical Officer class 3 in item A.1 changed from 75,957 and 95,521 to 75,956 and 92,520, respectively. Rate for Customs level 5 in item A.2 changed from 75,957 to 75,956.

APS Level 1	524.76
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62. By deleting the amount “\$3.21” appearing in clause F.4.2(a) and inserting “\$3.27”.
63. By deleting the amount “\$9.18” appearing in clause F.4.2(b) and inserting “\$9.34”.
64. By deleting the amount “\$4.14” appearing in clause F.4.2(c) and inserting “\$4.21”.
65. By deleting the amount “\$12.17” appearing in clause F.4.2(d) and inserting “\$12.38”.
66. By deleting the amount “\$3.11” appearing in clause F.4.2(e) and inserting “\$3.16”.
67. By deleting the amount “\$1.58” appearing in clause F.4.3(a) and inserting “\$1.61”.
68. By deleting the amount “\$2.02” appearing in clause F.4.3(b) and inserting “\$2.06”.
69. By deleting the amount “\$15.33” appearing in clause F.6.2(a) and inserting “\$15.60”.
70. By deleting the amount “\$11.50” appearing in clause F.6.2(b) and inserting “\$11.70”.
71. By deleting the table appearing in clause F.10 and inserting the following:

Allowance	Clause	Payable	% of standard rate	\$
Duty at sea				
Surface vessel	F.1.1(d)(i)	hourly	14.55	3.56
Submarine	F.1.1(d)(ii)	hourly	21.41	5.24
Tropic treating plant	F.1.2	daily or part daily	13.35	3.27
Stores functions				
Stores	F.1.3(a)	hourly	2.78	0.68
Trichlorethylene de-greasing plant	F.1.3(b)	daily or part daily	13.35	3.27
Welding				
Welding	F.1.4(a)	hourly	5.47	1.34
Plasma arc process	F.1.4(b)	hourly	5.47	1.34
MIG or TIG processes	F.1.4(c)	hourly	3.79	0.93
Explosives				
Manufacture - nitroglycerine	F.1.5(b)(i)	daily or part daily	21.7	5.31
Manufacture - RDX	F.1.5(b)(ii)	daily or part daily	21.7	5.31

Draft amended 25 June 2020. Rates for Executive level 2 and Medical Officer class 3 in item A.1 changed from 75,957 and 95,521 to 75,956 and 92,520, respectively. Rate for Customs level 5 in item A.2 changed from 75,957 to 75,956.

Allowance	Clause	Payable	% of standard rate	\$
Manufacture - ammonium perchlorate	F.1.5(b)(iii)	daily or part daily	10.51	2.57
Filling - CE, TNT and DNT	F.1.5(c)(i)	daily or part daily	21.7	5.31
Filling - Chromates	F.1.5(c)(ii)	daily or part daily	18.87	4.62
Filling - nitroglycerine	F.1.5(c)(iii)	daily or part daily	18.87	4.62
Dangerous air cargo				
Certification	F.1.6(a)	weekly	103.26	25.29
Packing and dispatching	F.1.6(b)	weekly	161.83	39.63
Referendum				
Divisional Returning Officer	F.3.2(a)	per occasion	11563.66	2831.94
Clerk to Divisional Returning Officer	F.3.2(a)	per occasion	4624.05	1132.43
APS Level 2	F.3.2(a)	per occasion	2875.28	704.16
APS Level 1	F.3.2(a)	per occasion	2142.77	524.76
Gardening or general hand				
Aquatic ponds	F.4.2(a)	daily	13.35	3.27
Work in rain	F.4.2(b)	daily or part daily	38.12	9.34
Height	F.4.2(c)	daily	17.19	4.21
Pest control	F.4.2(d)	weekly	50.55	12.38
Wet pay	F.4.2(e)	daily	12.91	3.16
Overseers				
Gardening	F.4.3(a)	daily or part daily	6.58	1.61
Spray equipment	F.4.3(b)	daily or part daily	8.4	2.06
Flying				
Aerial surveillance	F.6.2(a)	hourly or part hourly	63.71	15.60
Aerial surveillance—work experience	F.6.2(b)	hourly or part hourly	47.77	11.70

B. This determination comes into operation on 1 November 2020. In accordance with s.286(5) of the *Fair Work Act 2009* this determination does not take effect in relation to a

Draft amended 25 June 2020. Rates for Executive level 2 and Medical Officer class 3 in item A.1 changed from 75,957 and 95,521 to 75,956 and 92,520, respectively. Rate for Customs level 5 in item A.2 changed from 75,957 to 75,956.

particular employee until the start of the employee's first full pay period that starts on or after 1 November 2020.

PRESIDENT

Draft amended 25 June 2020. Rates for Executive level 2 and Medical Officer class 3 in item A.1 changed from 75,957 and 95,521 to 75,956 and 92,520, respectively. Rate for Customs level 5 in item A.2 changed from 75,957 to 75,956.