FairWork
Commission

DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2020–21
(C2021/1)

AIRSERVICES AUSTRALIA ENTERPRISE AWARD 2016
[MA000141]

Commonwealth employment

JUSTICE ROSS, PRESIDENT
VICE PRESIDENT CATANZARITI
DEPUTY PRESIDENT ASBURY
COMMISSIONER HAMPTON
MR FERGUSON
PROFESSOR WOODEN
MS LABINE-ROMAIN   MELBOURNE, XX JUNE 2021

Annual Wage Review 2020–21.

A.   Further to the decision issued by the Expert Panel in the Annual Wage Review 2020–21 on 16 June 2021 [[2021] FWCFB 3500], the above award is varied as follows:

1.   By deleting the table appearing in clause 11.1 and inserting the following:

Classification	Per annum
	$
Air Traffic Controller—Academy Trainee	46,899
Air Traffic Controller—Field Trainee	57,300
Air Traffic Controller	68,132
Unit Tower Supervisor	75,973
Check & Standardisation Supervisor—Air Traffic Control	80,498
Systems Supervisor	80,498

Amended on 23 June 2021 to correct operative date in B clause to 1 November 2021

2.   By deleting the table appearing in clause 11.2 and inserting the following:

Classification	Per annum
	$
Airways Data Team—Trainee	42,006
Airways Data Team—Officer	42,876
Airways Data Team—Supervisor	57,146

3.   By deleting the table appearing in clause 11.3 and inserting the following:

Classification	Per annum
	$
Simulator Support Specialist—Trainee	42,006
Simulator Support Specialist—Level 1	42,876
Simulator Support Specialist—Level 2	49,131
Simulator Support Specialist—Classroom Trainer	52,658
Simulator Support Specialist—Supervisor	57,146

4.   By deleting the table appearing in clause 11.4 and inserting the following:

Classification	Per annum
	$
Flight Data Coordinator—Trainee	42,006
Flight Data Coordinator—Officer	42,876
Flight Data Coordinator—Supervisor	57,146

5.   By deleting the table appearing in clause 11.5 and inserting the following:

Classification	Per annum
	$
Aviation Communications Specialist—Trainee	43,598
Aviation Communications Specialist—Journeyman	52,345
Aviation Communications Specialist	58,892
Check & Standardisation Supervisor—Upper Air Space High Frequency	61,734
High Frequency Shift Manager	65,401

6. By deleting the table appearing in clause 11.6 and inserting the following:

Classification	Per annum
	$
Traffic Management Officer—Trainee	43,598
Traffic Management Officer—Journeyman	52,345
Traffic Management Officer	58,892
Check & Standardisation Supervisor—National Operations Centre	61,734
National Operations Supervisor	65,401

7. By deleting the table appearing in clause 11.7 and inserting the following:

Classification	Per annum
	$
Recruit	44,263
Trainee Fire Fighter—Level 1	45,128
Trainee Fire Fighter—Level 2	47,340
Leading Fire Fighter	49,216
Sub-Station Officer	50,009
Station Officer	52,980
Fire Commander	63,239

8. By deleting the table appearing in clause 11.8 and inserting the following:

Classification	Per annum
	$
Administrative Services—Level 1	43,181
Administrative Services—Level 2	46,893
Administrative Services—Level 3	51,003
Administrative Services—Level 4	54,296
Administrative Services—Level 5	58,781
Administrative Services—Level 6	64,172
Administrative Services—Level 7	73,914
Administrative Services—Level 8	85,975
Administrative Services—Level 9	89,900

9.   By deleting the table appearing in clause 11.9 and inserting the following:

Classification	Per annum
	$
Technology Professional—Level 1	52,060
Technology Professional—Level 2	62,237
Technology Professional—Level 3	76,780
Technology Professional—Level 4	89,768

10.   By deleting the table appearing in clause 11.10 and inserting the following:

Classification	Per annum
	$
Technical Employee—Level 1	48,081
Technical Employee—Level 2	53,652
Technical Employee—Level 3	55,915
Technical Employee—Level 4	62,349
Technical Employee—Level 5	70,699
Technical Employee—Level 6	76,780
Technical Employee—Level 7	89,768

11.   By deleting the amount "$2205.28" appearing in clause 12.7(a) and inserting "$2260.54".

12.   By deleting the amount "$4482.10" appearing in clause 12.7(b) and inserting "$4594.41".

13.   By deleting the table appearing in clause 12.8(a) and inserting the following:

Classification level	A - Kingsford Smith Airport	(a) - Moorabbin, Archerfield, Jandakot, Bankstown, Parafield	B - Melbourne, Brisbane, Perth, Adelaide, Cairns, Canberra
	$	$	$
UTS/C&SS	4594.41	3216.54	3216.54
ATC	3491.76	2113.98	2113.98
Field trainee	2941.31	1561.88	1561.88

14.   By deleting the amount "$55,429" appearing in clause 12.13(a) and inserting "$56,815".

15.   By deleting the amount "$15.39" appearing in clause 12.15(a) and inserting "$15.78".

16.   By deleting the amount "$28.16" appearing in clause 12.19(a) and inserting "$28.86".

17.   By deleting the amount "$32.19" appearing in clause 12.19(b) and inserting "$33.00".

18.   By deleting the amount "$20.08" appearing in clause 12.19(c) and inserting "$20.58".

19.   By deleting the amount "$24.12" appearing in clause 12.19(d) and inserting "$24.73".

20.   By deleting the amount "$0.73" appearing in clause 12.20(b) and inserting "$0.75".

21.   By deleting the amount "$0.55" appearing in clause 12.20(c) and inserting "$0.57".

22.   By deleting the amount "$0.73" appearing in clause 12.20(d) and inserting "$0.75".

23.   By deleting the amount "$0.38" appearing in clause 12.20(e) and inserting "$0.39".

24.   By deleting the amounts "$0.55" and "$0.73" appearing in clause 12.20(f)(i) and inserting "$0.57" and "$0.75" respectively.

25.   By deleting the amount "$0.55" appearing in clause 12.20(g) and inserting "$0.57".

26.   By deleting the amount "$1.48" appearing in clause 12.20(h) and inserting "$1.52".

27.   By deleting the amount "$0.62" appearing in clause 12.20(i) and inserting "$0.64".

28.   By deleting the table appearing in clause 12.21(a) and inserting the following:

Location	Amount per annum
	$
Category 1	2141.65
Category 2	5159.52
Category 3	6154.62

29.   By deleting the amount "$35,498" appearing in clause 13.1(a) and inserting "$36,385".

30.   By deleting the amount "$35,498" appearing in clause 14.1(b) and inserting "$36,385".

31.   By deleting the amount "$3.06" appearing in clause 17.9(b) and inserting "$3.14".

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

	Day
	ordinary rate—100%
	$
Air Traffic Controller	
Air Traffic Controller—Academy Trainee	24.97
Air Traffic Controller—Field Trainee	30.51
Air Traffic Controller	36.28
Unit Tower Supervisor	40.45
Check & Standardisation Supervisor—Air Traffic Control	42.86
Systems Supervisor	42.86
Airways Data Team	
Airways Data Team—Trainee	22.37
Airways Data Team—Officer	22.83
Airways Data Team—Supervisor	30.43
Simulator Support Specialist	
Simulator Support Specialist—Trainee	22.37
Simulator Support Specialist—Level 1	22.83
Simulator Support Specialist—Level 2	26.16
Simulator Support Specialist—Classroom Trainer	28.04
Simulator Support Specialist—Supervisor	30.43
Flight Data Coordinator	
Flight Data Coordinator—Trainee	22.37
Flight Data Coordinator—Officer	22.83
Flight Data Coordinator—Supervisor	30.43
Upper Air Space High Frequency	
Aviation Communications Specialist—Trainee	23.22
Aviation Communications Specialist—Journeyman	27.87
Aviation Communications Specialist	31.36
Check & Standardisation Supervisor—	32.87

	Day
	ordinary rate—100%
	$
Upper Air Space High Frequency	
High Frequency Shift Manager	34.82
National Operations Centre	
Traffic Management Officer—Trainee	23.22
Traffic Management Officer—Journeyman	27.87
Traffic Management Officer	31.36
Check & Standardisation Supervisor—National Operations Centre	32.87
National Operations Supervisor	34.82
Aviation Rescue Fire Fighter	
Recruit	22.33
Trainee Fire Fighter—Level 1	22.77
Trainee Fire Fighter—Level 2	23.88
Leading Fire Fighter	24.83
Sub-Station Officer	25.23
Station Officer	26.73
Fire Commander	31.90
Administrative Services	
Administrative Services—Level 1	22.52
Administrative Services—Level 2	24.46
Administrative Services—Level 3	26.60
Administrative Services—Level 4	28.32
Administrative Services—Level 5	30.66
Administrative Services—Level 6	33.47
Administrative Services—Level 7	38.55
Administrative Services—Level 8	44.85
Administrative Services—Level 9	46.89
Technology Professional	
Technology Professional—Level 1	27.16
Technology Professional—Level 2	32.46
Technology Professional—Level 3	40.05

	Day
	ordinary rate— 100%
	$
Technology Professional—Level 4	46.82
Technical Employee	
Technical Employee—Level 1	25.08
Technical Employee—Level 2	27.99
Technical Employee—Level 3	29.17
Technical Employee—Level 4	32.52
Technical Employee—Level 5	36.88
Technical Employee—Level 6	40.05
Technical Employee—Level 7	46.82

33. By deleting the table appearing in clause B.3 and inserting the following:

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public Holiday
	150%	200%	200%	250%
	$	$	$	$
Air Traffic Controller				
Air Traffic Controller— Academy Trainee	37.46	49.94	49.94	62.43
Air Traffic Controller— Field Trainee	45.77	61.02	61.02	76.28
Air Traffic Controller	54.42	72.56	72.56	90.70
Unit Tower Supervisor	60.68	80.90	80.90	101.13
Check & Standardisation Supervisor—Air Traffic Control	64.29	85.72	85.72	107.15
Systems Supervisor	64.29	85.72	85.72	107.15
Airways Data Team				
Airways Data Team— Trainee	33.56	44.74	44.74	55.93
Airways Data Team— Officer	34.25	45.66	45.66	57.08

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public Holiday
	150%	200%	200%	250%
	$	$	$	$
Airways Data Team—Supervisor	45.65	60.86	60.86	76.08
Simulator Support Specialist				
Simulator Support Specialist—Trainee	33.56	44.74	44.74	55.93
Simulator Support Specialist—Level 1	34.25	45.66	45.66	57.08
Simulator Support Specialist—Level 2	39.24	52.32	52.32	65.40
Simulator Support Specialist—Classroom Trainer	42.06	56.08	56.08	70.10
Simulator Support Specialist—Supervisor	45.65	60.86	60.86	76.08
Flight Data Coordinator				
Flight Data Coordinator—Trainee	33.56	44.74	44.74	55.93
Flight Data Coordinator—Officer	34.25	45.66	45.66	57.08
Flight Data Coordinator—Supervisor	45.65	60.86	60.86	76.08
Upper Air Space High Frequency				
Aviation Communications Specialist—Trainee	34.83	46.44	46.44	58.05
Aviation Communications Specialist—Journeyman	41.81	55.74	55.74	69.68
Aviation Communications Specialist	47.04	62.72	62.72	78.40
Check & Standardisation Supervisor—Upper Air Space High Frequency	49.31	65.74	65.74	82.18
High Frequency Shift Manager	52.23	69.64	69.64	87.05

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public Holiday
	150%	200%	200%	250%
	$	$	$	$
National Operations Centre				
Traffic Management Officer—Trainee	34.83	46.44	46.44	58.05
Traffic Management Officer—Journeyman	41.81	55.74	55.74	69.68
Traffic Management Officer	47.04	62.72	62.72	78.40
Check & Standardisation Supervisor—National Operations Centre	49.31	65.74	65.74	82.18
National Operations Supervisor	52.23	69.64	69.64	87.05
Aviation Rescue Fire Fighter				
Recruit	33.50	44.66	44.66	55.83
Trainee Fire Fighter—Level 1	34.16	45.54	45.54	56.93
Trainee Fire Fighter—Level 2	35.82	47.76	47.76	59.70
Leading Fire Fighter	37.25	49.66	49.66	62.08
Sub-Station Officer	37.85	50.46	50.46	63.08
Station Officer	40.10	53.46	53.46	66.83
Fire Commander	47.85	63.80	63.80	79.75
Administrative Services				
Administrative Services—Level 1	33.78	45.04	45.04	56.30
Administrative Services—Level 2	36.69	48.92	48.92	61.15
Administrative Services—Level 3	39.90	53.20	53.20	66.50
Administrative Services—Level 4	42.48	56.64	56.64	70.80
Administrative Services—	45.99	61.32	61.32	76.65

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public Holiday
	150%	200%	200%	250%
	$	$	$	$
Level 5				
Administrative Services—Level 6	50.21	66.94	66.94	83.68
Administrative Services—Level 7	57.83	77.10	77.10	96.38
Administrative Services—Level 8	67.28	89.70	89.70	112.13
Administrative Services—Level 9	70.34	93.78	93.78	117.23
Technology Professional				
Technology Professional—Level 1	40.74	54.32	54.32	67.90
Technology Professional—Level 2	48.69	64.92	64.92	81.15
Technology Professional—Level 3	60.08	80.10	80.10	100.13
Technology Professional—Level 4	70.23	93.64	93.64	117.05
Technical Employee				
Technical Employee—Level 1	37.62	50.16	50.16	62.70
Technical Employee—Level 2	41.99	55.98	55.98	69.98
Technical Employee—Level 3	43.76	58.34	58.34	72.93
Technical Employee—Level 4	48.78	65.04	65.04	81.30
Technical Employee—Level 5	55.32	73.76	73.76	92.20
Technical Employee—Level 6	60.08	80.10	80.10	100.13
Technical Employee—Level 7	70.23	93.64	93.64	117.05

34.   By deleting the table appearing in clause B.4 and inserting the following:

	Night	Continuous night	Saturday	Sunday	Public holiday
	115%	130%	150%	200%	250%
	$	$	$	$	$
Air Traffic Controller					
Air Traffic Controller—Academy Trainee	28.72	32.46	37.46	49.94	62.43
Air Traffic Controller—Field Trainee	35.09	39.66	45.77	61.02	76.28
Air Traffic Controller	41.72	47.16	54.42	72.56	90.70
Unit Tower Supervisor	46.52	52.59	60.68	80.90	101.13
Check & Standardisation Supervisor—Air Traffic Control	49.29	55.72	64.29	85.72	107.15
Systems Supervisor	49.29	55.72	64.29	85.72	107.15
Airways Data Team					
Airways Data Team—Trainee	25.73	29.08	33.56	44.74	55.93
Airways Data Team—Officer	26.25	29.68	34.25	45.66	57.08
Airways Data Team—Supervisor	34.99	39.56	45.65	60.86	76.08
Simulator Support Specialist					
Simulator Support Specialist—Trainee	25.73	29.08	33.56	44.74	55.93
Simulator Support Specialist—Level 1	26.25	29.68	34.25	45.66	57.08
Simulator Support Specialist—Level 2	30.08	34.01	39.24	52.32	65.40
Simulator Support Specialist—Classroom Trainer	32.25	36.45	42.06	56.08	70.10
Simulator Support Specialist—Supervisor	34.99	39.56	45.65	60.86	76.08
Flight Data Coordinator					

	Night	Continuous night	Saturday	Sunday	Public holiday
	115%	**130%**	**150%**	**200%**	**250%**
	$	$	$	$	$
Flight Data Coordinator—Trainee	25.73	29.08	33.56	44.74	55.93
Flight Data Coordinator—Officer	26.25	29.68	34.25	45.66	57.08
Flight Data Coordinator—Supervisor	34.99	39.56	45.65	60.86	76.08
Upper Air Space High Frequency					
Aviation Communications Specialist—Trainee	26.70	30.19	34.83	46.44	58.05
Aviation Communications Specialist—Journeyman	32.05	36.23	41.81	55.74	69.68
Aviation Communications Specialist	36.06	40.77	47.04	62.72	78.40
Check & Standardisation Supervisor—Upper Air Space High Frequency	37.80	42.73	49.31	65.74	82.18
High Frequency Shift Manager	40.04	45.27	52.23	69.64	87.05
National Operations Centre					
Traffic Management Officer—Trainee	26.70	30.19	34.83	46.44	58.05
Traffic Management Officer—Journeyman	32.05	36.23	41.81	55.74	69.68
Traffic Management Officer	36.06	40.77	47.04	62.72	78.40
Check & Standardisation Supervisor—National Operations Centre	37.80	42.73	49.31	65.74	82.18
National Operations Supervisor	40.04	45.27	52.23	69.64	87.05
Aviation Rescue Fire Fighter					
Recruit	25.68	29.03	33.50	44.66	55.83
Trainee Fire Fighter—Level 1	26.19	29.60	34.16	45.54	56.93

	Night	Continuous night	Saturday	Sunday	Public holiday
	115%	**130%**	**150%**	**200%**	**250%**
	$	$	$	$	$
Trainee Fire Fighter—Level 2	27.46	31.04	35.82	47.76	59.70
Leading Fire Fighter	28.55	32.28	37.25	49.66	62.08
Sub-Station Officer	29.01	32.80	37.85	50.46	63.08
Station Officer	30.74	34.75	40.10	53.46	66.83
Fire Commander	36.69	41.47	47.85	63.80	79.75
Administrative Services					
Administrative Services—Level 1	25.90	29.28	33.78	45.04	56.30
Administrative Services—Level 2	28.13	31.80	36.69	48.92	61.15
Administrative Services—Level 3	30.59	34.58	39.90	53.20	66.50
Administrative Services—Level 4	32.57	36.82	42.48	56.64	70.80
Administrative Services—Level 5	35.26	39.86	45.99	61.32	76.65
Administrative Services—Level 6	38.49	43.51	50.21	66.94	83.68
Administrative Services—Level 7	44.33	50.12	57.83	77.10	96.38
Administrative Services—Level 8	51.58	58.31	67.28	89.70	112.13
Administrative Services—Level 9	53.92	60.96	70.34	93.78	117.23
Technology Professional					
Technology Professional—Level 1	31.23	35.31	40.74	54.32	67.90
Technology Professional—Level 2	37.33	42.20	48.69	64.92	81.15
Technology Professional—Level 3	46.06	52.07	60.08	80.10	100.13

	Night	Continuous night	Saturday	Sunday	Public holiday
	115%	**130%**	**150%**	**200%**	**250%**
	$	$	$	$	$
Technology Professional—Level 4	53.84	60.87	70.23	93.64	117.05
Technical Employee					
Technical Employee—Level 1	28.84	32.60	37.62	50.16	62.70
Technical Employee—Level 2	32.19	36.39	41.99	55.98	69.98
Technical Employee—Level 3	33.55	37.92	43.76	58.34	72.93
Technical Employee—Level 4	37.40	42.28	48.78	65.04	81.30
Technical Employee—Level 5	42.41	47.94	55.32	73.76	92.20
Technical Employee—Level 6	46.06	52.07	60.08	80.10	100.13
Technical Employee—Level 7	53.84	60.87	70.23	93.64	117.05

35. By deleting the table appearing in clause B.5 and inserting the following:

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public Holiday
	150%	**200%**	**200%**	**250%**
	$	$	$	$
Air Traffic Controller				
Air Traffic Controller—Academy Trainee	37.46	49.94	49.94	62.43
Air Traffic Controller—Field Trainee	45.77	61.02	61.02	76.28
Air Traffic Controller	54.42	72.56	72.56	90.70
Unit Tower Supervisor	60.68	80.90	80.90	101.13
Check & Standardisation Supervisor—Air Traffic Control	64.29	85.72	85.72	107.15

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public Holiday
	150%	**200%**	**200%**	**250%**
	$	**$**	**$**	**$**
Systems Supervisor	64.29	85.72	85.72	107.15
Airways Data Team				
Airways Data Team—Trainee	33.56	44.74	44.74	55.93
Airways Data Team—Officer	34.25	45.66	45.66	57.08
Airways Data Team—Supervisor	45.65	60.86	60.86	76.08
Simulator Support Specialist				
Simulator Support Specialist—Trainee	33.56	44.74	44.74	55.93
Simulator Support Specialist—Level 1	34.25	45.66	45.66	57.08
Simulator Support Specialist—Level 2	39.24	52.32	52.32	65.40
Simulator Support Specialist—Classroom Trainer	42.06	56.08	56.08	70.10
Simulator Support Specialist—Supervisor	45.65	60.86	60.86	76.08
Flight Data Coordinator				
Flight Data Coordinator—Trainee	33.56	44.74	44.74	55.93
Flight Data Coordinator—Officer	34.25	45.66	45.66	57.08
Flight Data Coordinator—Supervisor	45.65	60.86	60.86	76.08
Upper Air Space High Frequency				
Aviation Communications Specialist—Trainee	34.83	46.44	46.44	58.05
Aviation Communications Specialist—Journeyman	41.81	55.74	55.74	69.68

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public Holiday
	150%	200%	200%	250%
	$	$	$	$
Aviation Communications Specialist	47.04	62.72	62.72	78.40
Check & Standardisation Supervisor—Upper Air Space High Frequency	49.31	65.74	65.74	82.18
High Frequency Shift Manager	52.23	69.64	69.64	87.05
National Operations Centre				
Traffic Management Officer—Trainee	34.83	46.44	46.44	58.05
Traffic Management Officer—Journeyman	41.81	55.74	55.74	69.68
Traffic Management Officer	47.04	62.72	62.72	78.40
Check & Standardisation Supervisor—National Operations Centre	49.31	65.74	65.74	82.18
National Operations Supervisor	52.23	69.64	69.64	87.05
Aviation Rescue Fire Fighter				
Recruit	33.50	44.66	44.66	55.83
Trainee Fire Fighter—Level 1	34.16	45.54	45.54	56.93
Trainee Fire Fighter—Level 2	35.82	47.76	47.76	59.70
Leading Fire Fighter	37.25	49.66	49.66	62.08
Sub-Station Officer	37.85	50.46	50.46	63.08
Station Officer	40.10	53.46	53.46	66.83
Fire Commander	47.85	63.80	63.80	79.75

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public Holiday
	150%	**200%**	**200%**	**250%**
	$	**$**	**$**	**$**
Administrative Services				
Administrative Services—Level 1	33.78	45.04	45.04	56.30
Administrative Services—Level 2	36.69	48.92	48.92	61.15
Administrative Services—Level 3	39.90	53.20	53.20	66.50
Administrative Services—Level 4	42.48	56.64	56.64	70.80
Administrative Services—Level 5	45.99	61.32	61.32	76.65
Administrative Services—Level 6	50.21	66.94	66.94	83.68
Administrative Services—Level 7	57.83	77.10	77.10	96.38
Administrative Services—Level 8	67.28	89.70	89.70	112.13
Administrative Services—Level 9	70.34	93.78	93.78	117.23
Technology Professional				
Technology Professional—Level 1	40.74	54.32	54.32	67.90
Technology Professional—Level 2	48.69	64.92	64.92	81.15
Technology Professional—Level 3	60.08	80.10	80.10	100.13
Technology Professional—Level 4	70.23	93.64	93.64	117.05
Technical Employee				
Technical Employee—Level 1	37.62	50.16	50.16	62.70
Technical Employee—Level 2	41.99	55.98	55.98	69.98
Technical Employee—Level 3	43.76	58.34	58.34	72.93

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public Holiday
	150%	**200%**	**200%**	**250%**
	$	**$**	**$**	**$**
Technical Employee— Level 4	48.78	65.04	65.04	81.30
Technical Employee— Level 5	55.32	73.76	73.76	92.20
Technical Employee— Level 6	60.08	80.10	80.10	100.13
Technical Employee— Level 7	70.23	93.64	93.64	117.05

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

	Day ordinary rate – 125%
	$
Air Traffic Controller	
Air Traffic Controller—Academy Trainee	31.21
Air Traffic Controller—Field Trainee	38.14
Air Traffic Controller	45.35
Unit Tower Supervisor	50.56
Check & Standardisation Supervisor—Air Traffic Control	53.58
Systems Supervisor	53.58
Airways Data Team	
Airways Data Team—Trainee	27.96
Airways Data Team—Officer	28.54
Airways Data Team—Supervisor	38.04
Simulator Support Specialist	
Simulator Support Specialist—Trainee	27.96
Simulator Support Specialist—Level 1	28.54
Simulator Support Specialist—Level 2	32.70
Simulator Support Specialist—Classroom Trainer	35.05
Simulator Support Specialist—Supervisor	38.04

	Day ordinary rate – 125%
	$
Flight Data Coordinator	
Flight Data Coordinator—Trainee	27.96
Flight Data Coordinator—Officer	28.54
Flight Data Coordinator—Supervisor	38.04
Upper Air Space High Frequency	
Aviation Communications Specialist—Trainee	29.03
Aviation Communications Specialist—Journeyman	34.84
Aviation Communications Specialist	39.20
Check & Standardisation Supervisor—Upper Air Space High Frequency	41.09
High Frequency Shift Manager	43.53
National Operations Centre	
Traffic Management Officer—Trainee	29.03
Traffic Management Officer—Journeyman	34.84
Traffic Management Officer	39.20
Check & Standardisation Supervisor—National Operations Centre	41.09
National Operations Supervisor	43.53
Aviation Rescue Fire Fighter	
Recruit	27.91
Trainee Fire Fighter—Level 1	28.46
Trainee Fire Fighter—Level 2	29.85
Leading Fire Fighter	31.04
Sub-Station Officer	31.54
Station Officer	33.41
Fire Commander	39.88
Administrative Services	
Administrative Services—Level 1	28.15
Administrative Services—Level 2	30.58
Administrative Services—Level 3	33.25
Administrative Services—Level 4	35.40

	Day ordinary rate – 125%
	$
Administrative Services—Level 5	38.33
Administrative Services—Level 6	41.84
Administrative Services—Level 7	48.19
Administrative Services—Level 8	56.06
Administrative Services—Level 9	58.61
Technology Professional	
Technology Professional—Level 1	33.95
Technology Professional—Level 2	40.58
Technology Professional—Level 3	50.06
Technology Professional—Level 4	58.53
Technical Employee	
Technical Employee—Level 1	31.35
Technical Employee—Level 2	34.99
Technical Employee—Level 3	36.46
Technical Employee—Level 4	40.65
Technical Employee—Level 5	46.10
Technical Employee—Level 6	50.06
Technical Employee—Level 7	58.53

37.   By deleting the table appearing in clause B.7 and inserting the following:

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	150%	200%	200%	250%
	$	$	$	$
Air Traffic Controller				
Air Traffic Controller—Academy Trainee	37.46	49.94	49.94	62.43
Air Traffic Controller—Field Trainee	45.77	61.02	61.02	76.28
Air Traffic Controller	54.42	72.56	72.56	90.70
Unit Tower Supervisor	60.68	80.90	80.90	101.13

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	150%	200%	200%	250%
	$	$	$	$
Check & Standardisation Supervisor—Air Traffic Control	64.29	85.72	85.72	107.15
Systems Supervisor	64.29	85.72	85.72	107.15
Airways Data Team				
Airways Data Team—Trainee	33.56	44.74	44.74	55.93
Airways Data Team—Officer	34.25	45.66	45.66	57.08
Airways Data Team—Supervisor	45.65	60.86	60.86	76.08
Simulator Support Specialist				
Simulator Support Specialist—Trainee	33.56	44.74	44.74	55.93
Simulator Support Specialist—Level 1	34.25	45.66	45.66	57.08
Simulator Support Specialist—Level 2	39.24	52.32	52.32	65.40
Simulator Support Specialist—Classroom Trainer	42.06	56.08	56.08	70.10
Simulator Support Specialist—Supervisor	45.65	60.86	60.86	76.08
Flight Data Coordinator				
Flight Data Coordinator—Trainee	33.56	44.74	44.74	55.93
Flight Data Coordinator—Officer	34.25	45.66	45.66	57.08
Flight Data Coordinator—Supervisor	45.65	60.86	60.86	76.08
Upper Air Space High Frequency				
Aviation Communications Specialist—Trainee	34.83	46.44	46.44	58.05

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	150%	200%	200%	250%
	$	$	$	$
Aviation Communications Specialist—Journeyman	41.81	55.74	55.74	69.68
Aviation Communications Specialist	47.04	62.72	62.72	78.40
Check & Standardisation Supervisor—Upper Air Space High Frequency	49.31	65.74	65.74	82.18
High Frequency Shift Manager	52.23	69.64	69.64	87.05
National Operations Centre				
Traffic Management Officer—Trainee	34.83	46.44	46.44	58.05
Traffic Management Officer—Journeyman	41.81	55.74	55.74	69.68
Traffic Management Officer	47.04	62.72	62.72	78.40
Check & Standardisation Supervisor—National Operations Centre	49.31	65.74	65.74	82.18
National Operations Supervisor	52.23	69.64	69.64	87.05
Aviation Rescue Fire Fighter				
Recruit	33.50	44.66	44.66	55.83
Trainee Fire Fighter—Level 1	34.16	45.54	45.54	56.93
Trainee Fire Fighter—Level 2	35.82	47.76	47.76	59.70
Leading Fire Fighter	37.25	49.66	49.66	62.08
Sub-Station Officer	37.85	50.46	50.46	63.08
Station Officer	40.10	53.46	53.46	66.83
Fire Commander	47.85	63.80	63.80	79.75
Administrative Services				

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	150%	200%	200%	250%
	$	$	$	$
Administrative Services—Level 1	33.78	45.04	45.04	56.30
Administrative Services—Level 2	36.69	48.92	48.92	61.15
Administrative Services—Level 3	39.90	53.20	53.20	66.50
Administrative Services—Level 4	42.48	56.64	56.64	70.80
Administrative Services—Level 5	45.99	61.32	61.32	76.65
Administrative Services—Level 6	50.21	66.94	66.94	83.68
Administrative Services—Level 7	57.83	77.10	77.10	96.38
Administrative Services—Level 8	67.28	89.70	89.70	112.13
Administrative Services—Level 9	70.34	93.78	93.78	117.23
Technology Professional				
Technology Professional—Level 1	40.74	54.32	54.32	67.90
Technology Professional—Level 2	48.69	64.92	64.92	81.15
Technology Professional—Level 3	60.08	80.10	80.10	100.13
Technology Professional—Level 4	70.23	93.64	93.64	117.05
Technical Employee				
Technical Employee—Level 1	37.62	50.16	50.16	62.70
Technical Employee—Level 2	41.99	55.98	55.98	69.98
Technical Employee—Level 3	43.76	58.34	58.34	72.93
Technical Employee—	48.78	65.04	65.04	81.30

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	150%	200%	200%	250%
	$	$	$	$
Level 4				
Technical Employee— Level 5	55.32	73.76	73.76	92.20
Technical Employee— Level 6	60.08	80.10	80.10	100.13
Technical Employee— Level 7	70.23	93.64	93.64	117.05

38.   By deleting the table appearing in clause B.8 and inserting the following:

	Night	Continuous night	Saturday	Sunday	Public holiday
	140%	155%	175%	225%	275%
	$	$	$	$	$
Air Traffic Controller					
Air Traffic Controller— Academy Trainee	34.96	38.70	43.70	56.18	68.67
Air Traffic Controller—Field Trainee	42.71	47.29	53.39	68.65	83.90
Air Traffic Controller	50.79	56.23	63.49	81.63	99.77
Unit Tower Supervisor	56.63	62.70	70.79	91.01	111.24
Check & Standardisation Supervisor—Air Traffic Control	60.00	66.43	75.01	96.44	117.87
Systems Supervisor	60.00	66.43	75.01	96.44	117.87
Airways Data Team					
Airways Data Team— Trainee	31.32	34.67	39.15	50.33	61.52
Airways Data Team—Officer	31.96	35.39	39.95	51.37	62.78
Airways Data Team— Supervisor	42.60	47.17	53.25	68.47	83.68
Simulator Support Specialist					
Simulator Support Specialist—Trainee	31.32	34.67	39.15	50.33	61.52
Simulator Support Specialist—Level 1	31.96	35.39	39.95	51.37	62.78

	Night	Continuous night	Saturday	Sunday	Public holiday
	140%	**155%**	**175%**	**225%**	**275%**
	$	**$**	**$**	**$**	**$**
Simulator Support Specialist—Level 2	36.62	40.55	45.78	58.86	71.94
Simulator Support Specialist—Classroom Trainer	39.26	43.46	49.07	63.09	77.11
Simulator Support Specialist—Supervisor	42.60	47.17	53.25	68.47	83.68
Flight Data Coordinator					
Flight Data Coordinator—Trainee	31.32	34.67	39.15	50.33	61.52
Flight Data Coordinator—Officer	31.96	35.39	39.95	51.37	62.78
Flight Data Coordinator—Supervisor	42.60	47.17	53.25	68.47	83.68
Upper Air Space High Frequency					
Aviation Communications Specialist—Trainee	32.51	35.99	40.64	52.25	63.86
Aviation Communications Specialist—Journeyman	39.02	43.20	48.77	62.71	76.64
Aviation Communications Specialist	43.90	48.61	54.88	70.56	86.24
Check & Standardisation Supervisor—Upper Air Space High Frequency	46.02	50.95	57.52	73.96	90.39
High Frequency Shift Manager	48.75	53.97	60.94	78.35	95.76
National Operations Centre					
Traffic Management Officer—Trainee	32.51	35.99	40.64	52.25	63.86
Traffic Management Officer—Journeyman	39.02	43.20	48.77	62.71	76.64
Traffic Management Officer	43.90	48.61	54.88	70.56	86.24
Check & Standardisation Supervisor—National Operations Centre	46.02	50.95	57.52	73.96	90.39
National Operations Supervisor	48.75	53.97	60.94	78.35	95.76

	Night	Continuous night	Saturday	Sunday	Public holiday
	140%	**155%**	**175%**	**225%**	**275%**
	$	**$**	**$**	**$**	**$**
Aviation Rescue Fire Fighter					
Recruit	31.26	34.61	39.08	50.24	61.41
Trainee Fire Fighter—Level 1	31.88	35.29	39.85	51.23	62.62
Trainee Fire Fighter—Level 2	33.43	37.01	41.79	53.73	65.67
Leading Fire Fighter	34.76	38.49	43.45	55.87	68.28
Sub-Station Officer	35.32	39.11	44.15	56.77	69.38
Station Officer	37.42	41.43	46.78	60.14	73.51
Fire Commander	44.66	49.45	55.83	71.78	87.73
Administrative Services					
Administrative Services—Level 1	31.53	34.91	39.41	50.67	61.93
Administrative Services—Level 2	34.24	37.91	42.81	55.04	67.27
Administrative Services—Level 3	37.24	41.23	46.55	59.85	73.15
Administrative Services—Level 4	39.65	43.90	49.56	63.72	77.88
Administrative Services—Level 5	42.92	47.52	53.66	68.99	84.32
Administrative Services—Level 6	46.86	51.88	58.57	75.31	92.04
Administrative Services—Level 7	53.97	59.75	67.46	86.74	106.01
Administrative Services—Level 8	62.79	69.52	78.49	100.91	123.34
Administrative Services—Level 9	65.65	72.68	82.06	105.50	128.95
Technology Professional					
Technology Professional—Level 1	38.02	42.10	47.53	61.11	74.69
Technology Professional—Level 2	45.44	50.31	56.81	73.04	89.27
Technology Professional—Level 3	56.07	62.08	70.09	90.11	110.14
Technology Professional—Level 4	65.55	72.57	81.94	105.35	128.76

	Night	Continuous night	Saturday	Sunday	Public holiday
	140%	155%	175%	225%	275%
	$	$	$	$	$
Technical Employee					
Technical Employee—Level 1	35.11	38.87	43.89	56.43	68.97
Technical Employee—Level 2	39.19	43.38	48.98	62.98	76.97
Technical Employee—Level 3	40.84	45.21	51.05	65.63	80.22
Technical Employee—Level 4	45.53	50.41	56.91	73.17	89.43
Technical Employee—Level 5	51.63	57.16	64.54	82.98	101.42
Technical Employee—Level 6	56.07	62.08	70.09	90.11	110.14
Technical Employee—Level 7	65.55	72.57	81.94	105.35	128.76

39. By deleting the table appearing in clause B.9 and inserting the following:

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	150%	200%	200%	250%
	$	$	$	$
Air Traffic Controller				
Air Traffic Controller—Academy Trainee	37.46	49.94	49.94	62.43
Air Traffic Controller—Field Trainee	45.77	61.02	61.02	76.28
Air Traffic Controller	54.42	72.56	72.56	90.70
Unit Tower Supervisor	60.68	80.90	80.90	101.13
Check & Standardisation Supervisor—Air Traffic Control	64.29	85.72	85.72	107.15
Systems Supervisor	64.29	85.72	85.72	107.15
Airways Data Team				
Airways Data Team—Trainee	33.56	44.74	44.74	55.93
Airways Data Team—Officer	34.25	45.66	45.66	57.08
Airways Data Team—Supervisor	45.65	60.86	60.86	76.08

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	150%	200%	200%	250%
	$	$	$	$
Simulator Support Specialist				
Simulator Support Specialist—Trainee	33.56	44.74	44.74	55.93
Simulator Support Specialist—Level 1	34.25	45.66	45.66	57.08
Simulator Support Specialist—Level 2	39.24	52.32	52.32	65.40
Simulator Support Specialist—Classroom Trainer	42.06	56.08	56.08	70.10
Simulator Support Specialist—Supervisor	45.65	60.86	60.86	76.08
Flight Data Coordinator				
Flight Data Coordinator—Trainee	33.56	44.74	44.74	55.93
Flight Data Coordinator—Officer	34.25	45.66	45.66	57.08
Flight Data Coordinator—Supervisor	45.65	60.86	60.86	76.08
Upper Air Space High Frequency				
Aviation Communications Specialist—Trainee	34.83	46.44	46.44	58.05
Aviation Communications Specialist—Journeyman	41.81	55.74	55.74	69.68
Aviation Communications Specialist	47.04	62.72	62.72	78.40
Check & Standardisation Supervisor—Upper Air Space High Frequency	49.31	65.74	65.74	82.18
High Frequency Shift Manager	52.23	69.64	69.64	87.05
National Operations Centre				
Traffic Management Officer—Trainee	34.83	46.44	46.44	58.05
Traffic Management Officer—Journeyman	41.81	55.74	55.74	69.68
Traffic Management Officer	47.04	62.72	62.72	78.40

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	150%	200%	200%	250%
	$	$	$	$
Check & Standardisation Supervisor—National Operations Centre	49.31	65.74	65.74	82.18
National Operations Supervisor	52.23	69.64	69.64	87.05
Aviation Rescue Fire Fighter				
Recruit	33.50	44.66	44.66	55.83
Trainee Fire Fighter—Level 1	34.16	45.54	45.54	56.93
Trainee Fire Fighter—Level 2	35.82	47.76	47.76	59.70
Leading Fire Fighter	37.25	49.66	49.66	62.08
Sub-Station Officer	37.85	50.46	50.46	63.08
Station Officer	40.10	53.46	53.46	66.83
Fire Commander	47.85	63.80	63.80	79.75
Administrative Services				
Administrative Services—Level 1	33.78	45.04	45.04	56.30
Administrative Services—Level 2	36.69	48.92	48.92	61.15
Administrative Services—Level 3	39.90	53.20	53.20	66.50
Administrative Services—Level 4	42.48	56.64	56.64	70.80
Administrative Services—Level 5	45.99	61.32	61.32	76.65
Administrative Services—Level 6	50.21	66.94	66.94	83.68
Administrative Services—Level 7	57.83	77.10	77.10	96.38
Administrative Services—Level 8	67.28	89.70	89.70	112.13
Administrative Services—Level 9	70.34	93.78	93.78	117.23
Technology Professional				
Technology Professional—Level 1	40.74	54.32	54.32	67.90
Technology Professional—Level 2	48.69	64.92	64.92	81.15
Technology Professional—Level 3	60.08	80.10	80.10	100.13
Technology Professional—Level 4	70.23	93.64	93.64	117.05
Technical Employee				
Technical Employee—Level 1	37.62	50.16	50.16	62.70
Technical Employee—Level 2	41.99	55.98	55.98	69.98

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	150%	200%	200%	250%
	$	$	$	$
Technical Employee—Level 3	43.76	58.34	58.34	72.93
Technical Employee—Level 4	48.78	65.04	65.04	81.30
Technical Employee—Level 5	55.32	73.76	73.76	92.20
Technical Employee—Level 6	60.08	80.10	80.10	100.13
Technical Employee—Level 7	70.23	93.64	93.64	117.05

40.   By deleting the amount "$953.80" appearing in clause C.1 and inserting "$977.70".

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

Allowance	Clause	Payable	Description	% of the standard rate	$
Airport category allowance	12.7(a)	annually	Category 7 or 8	231.21	2,260.54
	12.7(b)		Category 9 or higher	469.92	4,594.41
Complexity allowance	12.8(a)	annually	UTS/C&SS – Syd:	469.92	4,594.41
			ATC – Syd:	357.14	3,491.76
			Field trainee – Syd:	300.84	2,941.31
			UTS/C&SS – (a):	328.99	3,216.54
			ATC – (a):	216.22	2,113.98
			Field trainee – (a):	159.75	1561.88
			UTS/C&SS – B:	328.99	3,216.54
			ATC – B:	216.22	2,113.98
			Field trainee – B:	159.75	1,561.88
Surveillance Advisory Service (SAS) Allowance	12.9		5% of salary	n/a	-
Simultaneous Operations Allowance	12.10.		% of salary - See clause 12.10	n/a	-
First aid	12.15(a)	weekly		1.614	15.78

Allowance	Clause	Payable	Description	% of the standard rate	$
On the Job Training Instructor	12.16	annually	6.5% of salary	n/a	-
Optical Fibre and Filled Cable	12.19(a)	weekly	Directly supervising the laying, terminating, maintenance or removal of optical fibre cable	2.952	28.86
	12.19(b)		Directly supervising jointing work of optical fibre	3.375	33.00
	12.19(c)		Directly supervising the laying, terminating, maintenance or removal of filled cable	2.105	20.58
	12.19(d)		Directly supervising jointing work of filled cable	2.529	24.73
Special rates					
Confined spaces	12.20(b)	hourly		0.077	0.75
Dirty work	12.20(c)	hourly		0.058	0.57
Epoxy-based materials	12.20(d)	hourly		0.077	0.75
Height money	12.20(e)	hourly		0.04	0.39
Hot places	12.20(f)(i)	hourly	46–54 degrees Celsius	0.058	0.57
			Above 54 degrees Celsius	0.077	0.75
Wet places	12.20(g)	hourly		0.058	0.57
Explosive powered tools	12.20(h)	daily		0.155	1.52
Towers	12.20(i)	hourly		0.065	0.64
Representative allowance	12.21(a)	annually	Cat 1:	219.05	2,141.65
			Cat 2:	527.72	5,159.52
			Cat 3:	629.5	6,154.62

41.   By deleting clause F.5.1 and inserting the following:

F.5.1   Minimum wages for traineeships

(a)   **Wage Level A**

Subject to clause F.5.2 and F.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 F.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	347.10	11.42	382.20	12.59	455.30	14.99
Plus 1 year out of school	382.20	12.59	455.30	14.99	529.90	17.45
Plus 2 years out of school	455.30	14.99	529.90	17.45	616.60	20.28
Plus 3 years out of school	529.90	17.45	616.60	20.28	706.00	23.22
Plus 4 years out of school	616.60	20.28	706.00	23.22		
Plus 5 or more years out of school	706.00	23.22				

(b)   **Wage Level B**

Subject to clause F.5.2 and F.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 F.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	347.10	11.42	382.20	12.59	443.00	14.59
Plus 1 year out of school	382.20	12.59	443.00	14.59	509.60	16.77
Plus 2 years out of school	443.00	14.59	509.60	16.77	597.70	19.68
Plus 3 years out of school	509.60	16.77	597.70	19.68	681.70	22.45
Plus 4 years out of school	597.70	19.68	681.70	22.45		
Plus 5 or more years out	681.70	22.45				

	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
	$	$	$	$	$	$
of school						

(c)   Wage Level C

Subject to clause F.5.2 and F.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 F.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	347.10	11.42	382.20	12.59	443.00	14.59
Plus 1 year out of school	382.20	12.59	443.00	14.59	498.80	16.41
Plus 2 years out of school	443.00	14.59	498.80	16.41	557.30	18.33
Plus 3 years out of school	498.80	16.41	557.30	18.33	620.70	20.42
Plus 4 years out of school	557.30	18.33	620.70	20.42		
Plus 5 or more years out of school	620.70	20.42				

(d)   AQF Certificate Level IV traineeships

(i)   Subject to clause F.5.2 and F.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 F.5.2 and F.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	733.40	24.11	761.80	25.06

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 B	707.60	23.25	734.60	24.15
Wage Level C	643.90	21.19	668.20	21.99

(e)   School-based traineeships

Subject to clauses F.5.2 and F.5.3 of this schedule, the minimum hourly wages for a trainee undertaking a school-based Wage Levels A or B traineeship are as follows when the trainee works ordinary hours:

Year of schooling	
Year 11 or lower	Year 12
per hour	per hour
$	$
11.42	12.59

B.   This determination comes into operation from 1 November 2021. In accordance with s.286(5) of the *Fair Work Act 2009* this determination does not take effect in relation to a particular employee until the start of the employee's first full pay period that starts on or after 1 November 2021.

PRESIDENT