



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2021–22
(C2022/1)

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

State and Territory government administration

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

MELBOURNE, XX JUNE 2022

Annual Wage Review 2021–22.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2021–22 on 15 June 2022 [[2022] FWC FB 3500], the above award is varied as follows:

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

Level of examination qualification	Rate of allowance \$ per week
<u>Basic Level</u> : A Certificate awarded by a Registered Training Organisation that is accredited to deliver First Aid training. This would normally be based on a minimum of 8 hours training and would include the following: <ul style="list-style-type: none">• Expired air (EAR)• Cardiopulmonary resuscitation (CPR)• Life threatening emergencies and• General minor first aid treatment)	13.47
<u>Advanced Level</u> : Based on a minimum of 18 hours training, which	16.77

Draft determination amended 23 June 2022 to correct rates in items A.29 and A.30 on pages 21–23.

Level of examination qualification	Rate of allowance \$ per week
builds on the base level training outlined above, and includes training in first aid management and procedures in a workplace environment.	
<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.	20.30

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

Standard	Level of competence	Rate of allowance \$ per week
CLA Rate 1	An employee who: is certified by the National Accreditation Authority for Translators and Interpreters (NAATI) as a Translator or Interpreter at level 1; or is assessed to be at the equivalent levels by an individual or body approved by the director-general.	23.05
CLA Rate 2	An employee who: is certified by the NAATI as a Translator or Interpreter at level 2; or is assessed to be at the equivalent levels by an individual or body approved by the director-general.	46.12

3. By deleting the amount "\$5.02" appearing in clause 12.19 and inserting "\$5.25".
4. By deleting the amount "\$27.54" appearing in clause 12.20 and inserting "\$28.81".
5. By deleting the amount "\$36.12" appearing in clause 12.21 and inserting "\$37.78".
6. By deleting the amount "\$34.57" appearing in clause 12.24(a) and inserting "\$36.16".
7. By deleting the amount "\$25.97" appearing in clause 12.25(a) and inserting "\$27.16".
8. By deleting the amount "\$5.67" appearing in clause 12.27 and inserting "\$5.93".
9. By deleting the amount "\$0.41" appearing in clause 12.28 and inserting "\$0.43".

Commented [FWC1]:
Clauses 12.19 – 16.11.4(d)(ii):

The values provided in the clauses above have been adjusted directly by the percentage increase in modern award minimum wages since the award came into operation.

The award is silent as how to adjust these amounts in the event of a flat dollar or tiered wage increase.

We propose to increase these value by 4.6%, in line with the percentage change applied to the standard rate of the award.

10. By deleting the amount "\$18.52" appearing in clause 12.29 and inserting "\$19.37".
11. By deleting the amount "\$3.09" appearing in clause 12.30 and inserting "\$3.23".
12. By deleting the amount "\$5.79" appearing in clause 12.31 and inserting "\$6.06".
13. By deleting the amount "\$12.73" appearing in clause 12.32 and inserting "\$13.32".
14. By deleting the amount "\$8.33" appearing in clause 12.33 and inserting "\$8.71".
15. By deleting the amount "\$12.44" appearing in clause 16.11.3(b)(i) and inserting "\$13.01".
16. By deleting the amount "\$31.26" appearing in clause 16.11.3(b)(ii) and inserting "\$32.70".
17. By deleting the amount "\$24.88" appearing in clause 16.11.4(d)(i) and inserting "\$26.02".
18. By deleting the amount "\$62.55" appearing in clause 16.11.4(d)(ii) and inserting "\$65.43".
19. By deleting the table appearing in clause A.1.1 and inserting the following:

Classification	Ordinary hours	Ordinary rate	Minimum rate
	(hrs per wk)	(\$ per hr)	(\$ pa)
Aboriginal and Torres Strait Islander Trainee	36.75	23.98	45,973
Administrative Service Officer class 1	36.75	23.98	45,973
Administrative Service Officer class 2	36.75	25.98	49,807
Administrative Service Officer class 3	36.75	28.19	54,044
Administrative Service Officer class 4	36.75	29.95	57,418
Administrative Service Officer class 5	36.75	32.35	62,019
Administrative Service Officer class 6	36.75	34.16	65,489
Senior Officer grade C	36.75	38.71	74,212
Senior Officer grade B	36.75	41.98	80,481
Senior Officer grade A	36.75	48.26	92,520
Cadet (Auditor, etc.)	36.75	23.98	45,973
Cadet Full-time Study	-	14.13	-
Clinical Coder	36.75	29.59	56,728
Clinical Coder Trainee	36.75	28.19	54,044

Classification	Ordinary hours	Ordinary rate	Minimum rate
	(hrs per wk)	(\$ per hr)	(\$ pa)
Dental Assistant (unqualified)	36.75	22.40	42,944
Dental Assistant (qualified)	36.75	25.98	49,807
Dental Assistant	36.75	22.40	42,944
Principal Dental Assistant	36.75	28.26	54,178
Dental Receptionist	36.75	25.98	49,807
Graduate Administrative Assistant	36.75	25.60	49,078
Research Officer grade 1	36.75	26.45	50,708
Research Officer grade 2	36.75	29.95	57,418
Senior Research Officer grade 1	36.75	32.35	62,019
Senior Research Officer grade 2	36.75	34.16	65,489
Principal Research Officer	36.75	40.26	77,183
Information Communication Technology Trainee	36.75	23.98	45,973
Information Technology Officer Post Graduate	36.75	32.35	62,019
Information Technology Officer Trainee	36.75	23.98	45,973
Information Technology Officer class 1	36.75	29.28	56,133
Information Technology Officer class 2	36.75	34.16	65,489
Senior Information Technology Officer grade C	36.75	38.71	74,212
Senior Information Technology Officer grade B	36.75	41.98	80,481
Senior Information Technology Officer grade A	36.75	48.26	92,520
Trainee Technical Officer	36.75	25.15	48,216
Technical Officer level 1	36.75	26.55	50,900
Technical Officer level 2	36.75	27.95	53,584
Technical Officer level 3	36.75	30.75	58,952
Technical Officer level 4	36.75	34.16	65,489
Senior Officer (Technical) grade C	36.75	38.71	74,212
Senior Officer (Technical) grade B	36.75	41.98	80,481
Auditor – band 1	36.75	25.29	48,484
Senior Auditor – band 1	36.75	34.49	66,122

Classification	Ordinary hours	Ordinary rate	Minimum rate
	(hrs per wk)	(\$ per hr)	(\$ pa)
Audit Manager – band 2	36.75	39.92	76,532
Senior Audit Manager – band 2	36.75	42.02	80,558
Principal Audit Manager – band 2	36.75	50.30	96,431
Allied Health Assistant 1	36.75	19.39	37,173
Allied Health Assistant 2	36.75	24.83	47,602
Allied Health Assistant 3	36.75	28.82	55,252
Housing Manager	36.75	32.35	62,019
Housing Manager Trainee	36.75	29.95	57,418
Infrastructure Officer 1	36.75	33.59	64,396
Infrastructure Officer 2	36.75	34.20	65,566
Infrastructure Officer 3	36.75	38.82	74,423
Infrastructure Officer 4	36.75	42.34	81,171
Infrastructure Officer 5	36.75	50.13	96,105
Infrastructure Manager/Specialist 1	36.75	53.76	103,065
Infrastructure Manager/Specialist 2	36.75	57.58	110,388
Infrastructure Manager/Specialist 3	36.75	61.44	117,788
Office of Regulatory Services Inspector 4	36.75	29.95	57,418
Office of Regulatory Services Inspector 5	36.75	32.35	62,019
Office of Regulatory Services Inspector 6	36.75	34.16	65,489
Workcover Manager C	36.75	38.71	74,212
Para Legal grade 1	36.75	25.98	49,807
Para Legal grade 2	36.75	28.19	54,044
Para Legal grade 3	36.75	29.95	57,418
Para Legal grade 4	36.75	32.35	62,019
Para Legal grade 5	36.75	34.16	65,489
Tourism and Events Officer 1	36.75	23.98	45,973
Tourism and Events Officer 2	36.75	25.98	49,807
Tourism and Events Officer 3	36.75	28.19	54,044
Tourism and Events Officer 4	36.75	29.95	57,418
Tourism and Events Officer 5	36.75	32.35	62,019
Tourism and Events Officer 6	36.75	34.16	65,489

Classification	Ordinary hours	Ordinary rate	Minimum rate
	(hrs per wk)	(\$ per hr)	(\$ pa)
CTEC Manager C	36.75	38.71	74,212
CTEC Manager B	36.75	41.98	80,481
CTEC Manager A	36.75	48.26	92,520
Trust Officer level 1	36.75	29.68	56,900
Trust Officer level 2	36.75	33.83	64,856

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

Classification	Ordinary hours	Ordinary rate	Minimum rate
	(hrs per wk)	(\$ per hr)	(\$ pa)
Correctional Officer class 1	38	24.75	49,063
Correctional Officer class 2	38	28.22	55,941
Correctional Officer class 3	38	31.30	62,047
Correctional Officer class 4	38	33.02	65,457
Correctional Officer Trainee	38	18.37	36,415
Disability Support Officer level 1	38	24.68	48,924
Disability Support Officer level 2	38	27.97	55,446
Disability Support Officer level 3	38	32.60	64,624
City Ranger 1	38	25.14	49,836
City Ranger 2	38	27.27	54,058
City Ranger 3	38	28.95	57,389
City Ranger 4	38	31.30	62,047
Senior City Ranger	38	33.02	65,457
Park Ranger 1	38	27.27	54,058
Park Ranger 2	38	28.95	57,389
Senior Park Ranger 3	38	31.30	62,047
Sportsground Ranger	38	25.14	49,836
Sterilising Services Technical Officer level 1	38	26.55	52,631
Sterilising Services Technical Officer level 2	38	27.95	55,406
Youthworker 1	38	27.27	54,058
Youthworker 2	38	28.95	57,389

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

Classification	Ordinary hours	Ordinary rate	Minimum Rate
	(hrs per wk)	(\$ per hr)	(\$ pa)
Cadet Professional Officer Full-time Study	-	14.13	-
Professional Officer class 1	36.75	28.59	54,811
Professional Officer class 2	36.75	34.16	65,489
Senior Professional Officer grade C	36.75	38.71	74,212
Senior Professional Officer grade B	36.75	41.98	80,481
Senior Professional Officer grade A - Lower	36.75	48.26	92,520
Senior Professional Officer grade A - Upper (Engineering and Related Grades)	36.75	48.99	93,920
Cadet Professional Officer - Practical Training	36.75	23.98	45,973
Health Professional Officer level 1	36.75	29.36	56,287
Health Professional Officer level 2	36.75	31.32	60,044
Health Professional Officer level 3	36.75	37.34	71,585
Health Professional Officer level 4	36.75	38.71	74,212
Health Professional Officer level 5	36.75	41.98	80,481
Health Professional Officer level 6	36.75	48.26	92,520
Assistant Parliamentary Counsel 1	36.75	28.59	54,811
Assistant Parliamentary Counsel 2	36.75	47.53	91,121
Assistant Parliamentary Counsel 3	36.75	53.05	101,703
Government Solicitor 1	36.75	32.67	62,632
Government Solicitor 2	36.75	51.27	98,291
Government Solicitor 3	36.75	64.36	123,386
Government Solicitor 4	36.75	76.67	146,986
Graduate Legal Officer	36.75	30.83	59,105
Legal 1	36.75	28.59	54,811
Legal 2	36.75	47.53	91,121
Prosecutor grade 1	36.75	33.47	64,166
Prosecutor grade 2	36.75	43.00	82,436
Prosecutor grade 3	36.75	54.61	104,694
Prosecutor grade 4	36.75	62.88	120,549
Prosecutor grade 5	36.75	73.74	141,369

Classification	Ordinary hours	Ordinary rate	Minimum Rate
	(hrs per wk)	(\$ per hr)	(\$ pa)
Dentist 1	36.75	32.09	61,521
Dentist 2	36.75	47.90	91,830
Dentist 3	36.75	51.56	98,847
Dentist 4	36.75	55.05	105,538
Veterinary Officer level 1	36.75	29.12	55,827
Veterinary Officer level 2	36.75	35.56	68,173
Veterinary Officer level 3	36.75	44.83	85,945
Veterinary Officer level 4	36.75	47.59	91,236
Veterinary Officer level 5	36.75	50.65	97,102

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

Classification	Ordinary hours	Ordinary rate	Minimum rate
	(hrs per wk)	(\$ per hr)	(\$ pa)
Adviser Level 1 (lower)	36.75	29.62	56,785
Adviser Level 1 (upper)	36.75	31.93	61,214
Adviser Level 2	36.75	36.49	69,956
Senior Adviser level 1	36.75	41.43	79,426
Senior Adviser level 2	36.75	44.95	86,175
Chief Adviser	36.75	51.74	99,192

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

Classification	Ordinary hours	Ordinary rate	Minimum rate
	(hrs per wk)	(\$ per hr)	(\$ pa)
General Service Officer level 2	38	22.72	45,039
General Service Officer level 3	38	23.74	47,061
General Service Officer level 4	38	24.31	48,191
General Service Officer level 5	38	25.32	50,193
General Service Officer level 6	38	26.22	51,977
General Service Officer level 7	38	27.58	54,673
General Service Officer level 8	38	28.92	57,329

Classification	Ordinary hours	Ordinary rate	Minimum rate
	(hrs per wk)	(\$ per hr)	(\$ pa)
General Service Officer level 9	38	30.31	60,085
General Service Officer level 10	38	33.60	66,606
Health Service Officer level 2	38	22.72	45,039
Health Service Officer level 3	38	23.74	47,061
Health Service Officer level 4	38	24.31	48,191
Health Service Officer level 5	38	25.32	50,193
Health Service Officer level 6	38	26.22	51,977
Health Service Officer level 7	38	27.58	54,673
Health Service Officer level 8	38	28.92	57,329
Health Service Officer level 9	38	30.31	60,085
Health Service Officer level 10	38	33.60	66,606
Sterilising Services Health Service Officer	38	23.74	47,061
Ranger 1	38	25.69	50,926
Ranger 2	38	27.82	55,149
Ranger 3	38	29.53	58,538
Stores Supervisor	38	26.56	52,651
Senior Stores Supervisor level 1	38	27.82	55,149
Senior Stores Supervisor level 2	38	29.53	58,538
Senior Stores Supervisor level 3	38	31.79	63,018
Transport Officer grade 1	38	25.69	50,926
Transport Officer grade 2	38	27.82	55,149
Transport Officer grade 3	38	29.53	58,538
Transport Officer grade 4	38	31.79	63,018

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

Classification	Ordinary hours	Ordinary rate	Minimum rate
	(hrs per wk)	(\$ per hr)	(\$ pa)
Public Affairs Officer 1	38	29.60	58,677
Public Affairs Officer 2	38	33.96	67,320
Public Affairs Officer 3	38	39.04	77,390

Classification	Ordinary hours	Ordinary rate	Minimum rate
	(hrs per wk)	(\$ per hr)	(\$ pa)
Senior Public Affairs Officer 1	38	45.33	89,859
Senior Public Affairs Officer 2	38	47.36	93,883

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

Classification	Ordinary hours	Ordinary rate	Minimum rate
	(hrs per wk)	(\$ per hr)	(\$ pa)
School Assistant 2	31.25	26.11	42,565
School Assistant 3	31.25	28.30	46,135
School Assistant 4	31.25	33.93	55,313

26. By deleting the amount “\$24.21” appearing in clause B.1 and inserting “\$25.32”.

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

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 (%)
1	Building trades employees Electrical trades employees Food services employees Metal trades employees Plant operators	Cold places An employee required to work for more than one hour in places where the temperature is reduced by artificial means below 0 degrees Celsius. Special conditions Where the work continues for more than two hours an employee is entitled to a rest period of 20 minutes every two hours without loss of pay.	0.82	per hour	3.24%
2	Building trades employees Civil construction employees Electrical	Confined spaces An employee required to work in a confined space, as defined. “confined space” means a compartment, space or place the dimensions of	1.00	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 (%)
	trades employees Metal trades employees	which necessitate an employee working in a stooped or otherwise cramped position, or without proper ventilation.			
3	Building trades employees Metal trades employees Plant operators Stores employees	Dirty work Where an employee and a supervisor agree that work is of an unusually dirty or offensive nature.	0.82	per hour	3.24%
4	Building trades employees Metal trades employees	Height Employees engaged in the construction, erection, repair and/or maintenance of any structure over 15 metres, while working at a height of 15 metres or more directly above the nearest horizontal plane.	0.51	per hour	2.01%
		For each additional 15 metres distance above the ground:	0.51	per hour	2.01%
5	Building trades employees Electrical trades employees Metal trades employees Plant operators	Hot places An employee required to work for more than one hour in the shade in places where the temperature is raised by artificial means to between 46 and 54 Celsius.	0.82	per hour	3.24%
6	Building trades employees Electrical trades employees Metal trades employees	Hot places 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.	1.00	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 (%)
	Plant operators	<p>Special conditions Where work continues for more than two hours in temperatures exceeding 54 Celsius, employees will be entitled to 20 minutes rest after every two hours work without deduction of pay. The temperature will be determined by the supervisor after consultation with the employees who claim the extra rate.</p>			
7	Building employees Civil construction employees Metal trades employees Stores employees	<p>Wet places An employee required to work in any place where clothing or boots become saturated by water, oil or another substance. Special conditions (1) Any employee who becomes entitled to this extra rate will be paid such rate only for the part of the day or shift that they are required to work in wet clothing or boots. (2) This extra rate is not payable to an employee who is provided by the employer with suitable and effective protective clothing and/or footwear.</p>	0.82	per hour	3.24%

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

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 (%)
1	Gardening	Aquatic ponds	3.42	per day	13.51%

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 (%)
	employees Rangers	An employee required to work in water in aquatic ponds.			
2	Building trades employees Metal trades employees	Asbestos eradication Employees directly employed on asbestos eradication, where the wearing of protective equipment (i.e. combination overalls and breathing equipment or similar apparatus) is required.	2.74	per hour	10.81%
3	Building trades employees Electrical trades employees	Asbestos handling Employees required to use materials containing asbestos or to work in close proximity to employees using such materials, where the wearing of protective equipment (i.e. combination overalls and breathing equipment or similar apparatus) is required.	1.00	per hour	3.94%
4	Civil construction employees Plant operators	Barber-Greene operator Employees attached to a Barber-Greene machine spreading hot-mix.	2.48	per day	9.81%
5	Building trades employees	Bitumen and asphalt An employee handling hot bitumen or asphalt or dipping materials in creosote.	1.00	per hour	3.94%
6	Building trades employees	Brick cleaning An employee required to clean down bricks using acids or other corrosive substances.	0.76	per hour	3.01%
7	Building trades	Brick cutting If on any site there is a	1.00	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 (%)
	employees	brickcutting machine, only one bricklayer on that site will operate the cutting machine and will, whilst so engaged, be paid an allowance.			
8	Plant operators Metal trades employees	Cleaning economisers, etc. An employee required to work externally on economisers or boilers under fire (where temperature money is not paid), or on tractors or brickmaking machinery.	0.51	per hour	2.01%
		An employee required to work internally on economisers or boilers (where temperature money is not paid).	2.52	per hour	9.96%
9	Building trades employees	Construction/repairs to boilers, flues, etc An employee performing the duties of Bricklayer or Builder's Labourer, engaged on the construction or alteration or repairs to boilers, flues, furnaces, retorts, kilns, ovens, ladles and similar refractory work or on acid furnaces, acid stills, acid towers and all other acid resisting brickwork.	2.17	per hour	8.57%
10	Metal trades employees	Diesel engines – 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>	2.66	per day	10.5%

Column 1 Item number	Column 2 Employee type	Column 3 Description of disability	Column 4 Rate of allowance (\$)	Column 5 Period payable	Column 6 Percent of standard rate (%)
11	Building trades employees	Dry polishing of tiles Employees engaged on dry polishing tiles where machines are used.	1.00	per hour	3.94%
12	Building employees Civil construction employees Electrical trades employees Metal trades employees	Epoxy-based materials – close proximity Employees required to work in close proximity to employees engaged on work under item 12 so as to be affected by the materials specified.	0.82	per hour	3.24%
13	Building trades employees Civil construction employees Electrical trades employees Metal trades employees Food services employees	Epoxy-based materials – use Employees who use epoxy-based materials and all materials which include or require the addition of a catalyst hardener and reactive additives or two-pack catalyst system.	1.00	per hour	3.94%
14	Building employees Civil construction employees Electrical trades employees Metal trades employees	Explosive powered tools An operator of explosive powered tools, holding the appropriate certification, who is required to use an explosive powered tool.	1.93	per day	7.64%
15	Building employees Electrical trades employees Metal trades	Fumes An employee required to work in a place where fumes of sulphur or other acid or other offensive fumes are present.	1.00	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 (%)
	employees				
16	Building trades employees	Heavy blocks 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	0.82	per hour	3.24%
		Where the blocks weigh 9kg or over and up to 18kg	1.47	per hour	5.79%
		Where the blocks weigh over 18kg	2.07	per hour	8.18%
17	Building trades employees	Height work - painting trades: An employee working on any structure at a height of more than nine (9) metres where an adequate fixed support not less than 0.75 metres wide is not provided.	0.76	per hour	3.01%
18	Civil construction workers Plant operators Rangers	Insanitary / sewerage sludge An employee called upon to work in insanitary conditions or unload sewerage sludge.	3.01	per day	11.89%
19	Building employees Electrical trades employees Metal trades employees	Insulation 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, associated with similar disabilities in its use. <i>Special conditions</i>	1.00	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 (%)
		This extra rate will also apply to an employee working in the immediate vicinity who is affected by the use of such materials.			
20	Building trades employees – plumbers	Leadburning An employee performing trade level plumbing functions or apprentices to that trade engaged on lead burning.	1.00	per hour	3.94%
21	Civil construction employees	Live sewer work ‘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.	0.72	per hour	2.86%
22	Building trades employees	Plaster or composition An Employees using a plaster or composition spray.	0.82	per hour	3.24%
23	Civil construction employees Gardening employees Rangers Metal trades employees	Rain Employees who are required to work in rain.	11.06	per day	43.7%
24	Building trades employees	Roof repairs Employees engaged on repairs to roofs.	1.00	per hour	3.94%
25	Building	Second hand timber	3.21	per day	12.66%

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 (%)
	trades employees	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	Sewerage pit work An employee employed on work which involves entering a sewerage pit for the purpose of servicing, disconnecting and/or removal or replacement of electrical equipment.	9.09	per day	35.9%
27	Civil construction employees Metal trades employees	Sewerage tunnels Employees cleaning chokeage in pumps conveying sewerage or working in sewerage tunnels.	11.93	per day	47.1%
28	Building trades employees	Slushing An employee engaged in "Slushing".	0.82	per hour	3.24%
29	Gardening employees Rangers	Spray gangs Employees engaged in spray gangs on destruction of weeds and/or vermin.	4.94	per day	19.53%
	Plant operators	Employees using high pressure sprays for this purpose	6.27	per day	24.78%
30	Building trades employees – painters	Spraypainting An employee performing trade level painting functions engaged on all spray painting carried out in other than a properly constructed booth.	0.82	per hour	3.24%
31	Building trades employees Electrical trades	Swing scaffold An employee required to work from any type of swing scaffold or any scaffold suspended by	5.92	per day for first four hours	23.39%

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 (%)
	employees Metal trades employees	rope or cable, bosun's chair, or a suspended scaffold requiring the use of steel or iron hooks or angle irons.			
32	Building trades employees Electrical trades employees Metal trades employees	Swing scaffold Fifth and subsequent hours.	1.23	per hour for fifth and subsequent hours	4.86%
33	Building trades employees	Tile cutting An employee engaged at cutting tiles by electric saw.	1.00	per hour	3.94%
34	Metal trades employees	Trenches An employee required to work in trenches deeper than 1.8 metres and less than 0.9 metres in width.	1.41	per day	5.56%
35	Building trades employees Civil construction employees Metal trades employees Not payable to employees engaged on "pot and drive" work of 3.5 m or less.	Underground An employee required to work underground. <i>Where a shaft is to be sunk to a depth greater than 6 metres, the payment of the underground allowance will commence from the surface.</i>	3.54	per day	13.97%
36	Civil construction employees	Unsewered toilet Any employee, other than a lavatory attendant or street cleaner, called upon to attend at unsewered toilets.	1.93	per day	7.64%

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 (%)
37	Civil construction employees	Unusually obnoxious work Work involving offensive and/or obnoxious material.	5.24	per day	20.69%
38	Building services employees	Window cleaning An employee required to work on the outside of multi-storey buildings from scaffolds or similar devices.	5.24	per day	20.69%
39	Civil construction employees	Working aloft Employees who, in the performance of their work, are required to work aloft:			
		• when working at a height exceeding 12 metres, but not exceeding 24 metres above the ground or nearest horizontal plane	0.47	per hour	1.85%
		• when working at a height exceeding 24 metres, but not exceeding 60 metres above the ground or nearest horizontal plane	0.76	per hour	3.01%
		Daily minimum	1.33	per day	5.25%
		• when working at a height exceeding 60 metres from the ground or nearest horizontal plane	1.50	per hour	5.94%
		Daily minimum	3.34	per day	13.2%
40	Forestry employees Gardening employees	Working aloft - trees An employee who is required to climb trees to a height greater than 6 metres from the ground.	4.42	per day	17.45%

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:

	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	363.40	11.95	400.10	13.16	475.90	15.65
Plus 1 year out of school	400.10	13.16	475.90	15.65	553.90	18.22
Plus 2 years out of school	475.90	15.65	553.90	18.22	644.50	21.20
Plus 3 years out of school	553.90	18.22	644.50	21.20	738.00	24.28
Plus 4 years out of school	644.50	21.20	738.00	24.28		
Plus 5 or more years out of school	738.00	24.28				

(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	363.40	11.95	400.10	13.16	463.80	15.26
Plus 1 year out of school	400.10	13.16	463.80	15.26	533.50	17.55
Plus 2 years out of school	463.80	15.26	533.50	17.55	625.80	20.59
Plus 3 years out of school	533.50	17.55	625.80	20.59	713.70	23.48
Plus 4 years out of school	625.80	20.59	713.70	23.48		
Plus 5 or more years out of school	713.70	23.48				

(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:

	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	363.40	11.95	400.10	13.16	463.80	15.26
Plus 1 year out of school	400.10	13.16	463.80	15.26	524.50	17.25
Plus 2 years out of school	463.80	15.26	524.50	17.25	586.00	19.28
Plus 3 years out of school	524.50	17.25	586.00	19.28	652.70	21.47
Plus 4 years out of school	586.00	19.28	652.70	21.47		
Plus 5 or more years out of school	652.70	21.47				

(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	766.00	25.20	795.10	26.15
Wage Level B	740.80	24.37	769.00	25.30
Wage Level C	677.50	22.29	703.20	23.13

(e) School-based traineeships

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

Year of schooling	
Year 11 or lower	Year 12
per hour	per hour
\$	\$
11.95	13.16

30. By deleting the amount "\$1063.17" appearing in clause **F.4.2** and inserting "\$1112.08".

B. This determination comes into operation on 1 July 2022. 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 July 2022.

Commented [FWC2]: Clauses F.4.2:

This value has been adjusted directly by the percentage increase in modern award minimum wages since the award came into operation.

The award is silent as how to adjust this amounts in the event of a flat dollar or tiered wage increase.

We propose to increase this value by 4.6%, in line with the percentage change applied to the standard rate of the award.

PRESIDENT