



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2022–23
(C2023/1)

HEALTH PROFESSIONALS, MEDICAL SCIENTISTS AND SUPPORT SERVICES (VICTORIA) STATE REFERENCE PUBLIC SECTOR MODERN AWARD 2018
[MA000157]

Health and welfare services

JUSTICE HATCHER, PRESIDENT
VICE PRESIDENT CATANZARITI
VICE PRESIDENT ASBURY
DEPUTY PRESIDENT HAMPTON
MS LABINE-ROMAIN
PROFESSOR BAIRD
MR CULLY

SYDNEY, XX JUNE 2023

Annual Wage Review 2022–23.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2022–23 on 2 June 2023 [[2023] FWCFB 3500], the above award is varied as follows:

1. By deleting the table appearing in clause 12.2(a) and inserting the following:

| Level | Weekly rate \$ |
|--------------------|---------------------------|
| Wage/Skill Group 1 | 936.10 |
| Wage/Skill Group 2 | 958.10 |
| Wage/Skill Group 3 | 973.20 |
| Wage/Skill Group 4 | 981.10 |
| Wage/Skill Group 5 | 996.40 |
| Wage/Skill Group 6 | 1007.20 |

Draft determination republished 13 June 2023 to delete duplicated items at A.21 and A.22.

| Level | Weekly rate \$ |
|---------------------|---------------------------|
| Wage/Skill Group 7 | 1024.10 |
| Wage/Skill Group 8 | 1037.90 |
| Wage/Skill Group 9 | 1056.30 |
| Wage/Skill Group 10 | 1096.40 |
| Wage/Skill Group 11 | 1134.80 |

2. By deleting the amounts “\$5.77” and “\$11.92” appearing in clause 12.2(a)(i) and inserting “\$6.10” and “\$12.60” respectively.

3. By deleting the amounts “\$8.37” and “\$15.17” appearing in clause 12.2(a)(ii) and inserting “\$8.85” and “\$16.04” respectively.

4. By deleting the table appearing in clause 12.2(b) and inserting the following:

| Grade/ Level | Weekly rate \$ |
|------------------------------|---------------------------|
| Dental technician level I | 1039.20 |
| Dental technician level II | 1129.50 |
| Foreperson dental technician | 1250.90 |
| Dental laboratory manager | 1382.90 |

5. By deleting the amounts “\$9.73” and “\$23.33” appearing in clause 12.2(b)(i) and inserting “\$10.29” and “\$24.67” respectively.

6. By deleting the table appearing in clause 12.2(d) and inserting the following:

| Grade Level | Weekly rate \$ |
|------------------------------------|---------------------------|
| Dental nurse level I | 1028.50 |
| Dental nurse level II | 1050.40 |
| Dental nurse level III | 1062.00 |
| Dental nurse level IV | 1078.90 |
| Deputy superintending dental nurse | 1193.20 |
| Advanced dental technician | 1239.80 |

7. By deleting the amounts “\$5.94” and “\$12.32” appearing in clause 12.2(d)(i) and inserting “\$6.28” and “\$13.03” respectively.

8. By deleting the table appearing in clause 12.3(b) and inserting the following:

| UG1 classifications | Weekly rate \$ |
|--|---------------------------|
| 1st year of experience after qualification | 1026.20 |
| 2nd year of experience after qualification | 1081.50 |
| 3rd year of experience after qualification | 1128.90 |
| 4th year of experience after qualification | 1188.50 |
| 5th year of experience after qualification | 1234.00 |
| 6th year of experience after qualification | 1279.80 |
| Grade 2 | |
| 1st year of experience at this level | 1279.80 |
| 2nd year of experience at this level | 1334.50 |
| 3rd year of experience at this level | 1387.20 |
| 4th year of experience at this level | 1444.80 |
| Grade 3 | |
| 1st year of experience at this level | 1508.60 |
| 2nd year of experience at this level | 1552.30 |
| 3rd year of experience at this level | 1586.70 |
| 4th year of experience at this level | 1659.40 |

9. By deleting the table appearing in clause 12.3(c) and inserting the following:

| | Weekly rate \$ |
|---|---------------------------|
| Deputy chief medical record administrator | |
| Grade 1 as defined | 1508.60 |
| Grade 2 as defined | 1552.30 |
| Deputy chief G 1 (MIT, NMT & cardiac tech only) | |
| 1st year of experience at this level | 1508.60 |
| 2nd year of experience at this level | 1552.30 |
| Deputy chief G 2 (MIT, NMT & cardiac tech only) | |
| 1st year of experience at this level | 1552.30 |
| 2nd year of experience at this level | 1586.70 |
| 3rd year of experience at this level | 1659.40 |

| | Weekly rate \$ |
|---|---------------------------|
| All other Chief G 1 (except Medical Record Administrator Chief Grade 1, Recreation Therapist, Music Therapist and Research Technologist) and all other Deputy Chief (except Music Therapist, Research Technologist, Medical Librarian and Recreation Therapist) | |
| 1st year of experience at this level | 1508.60 |
| 2nd year of experience at this level | 1552.30 |
| 3rd year of experience at this level | 1586.70 |
| Medical record admin chief G 1 and RTT G 2a | |
| 1st year of experience at this level | 1508.60 |
| 2nd year of experience at this level | 1552.30 |
| Medical record administrator chief G 2 | |
| 1st year of experience at this level | 1552.30 |
| 2nd year of experience at this level | 1586.70 |
| Medical record administrator chief G 3 | |
| 1st year of experience at this level | 1659.40 |
| 2nd year of experience at this level | 1722.60 |
| RTT grade 2(a) | |
| 1st year of experience at this level | 1508.60 |
| 2nd year of experience at this level | 1552.30 |
| RTT grade 2(b) | |
| 1st year of experience at this level | 1586.70 |
| 2nd year of experience at this level | 1659.40 |
| RTT grade 2(c) | 1722.60 |
| All other Chief G 2 (except Medical Record Administrator, Music Therapist, Research Technologist and Recreation Therapist) | |
| 1st year of experience at this level | 1659.40 |
| 2nd year of experience at this level | 1722.60 |
| All chief G 3 (except Medical Record Administrator, Music Therapist, Research Technologist, Medical Librarian, Podiatrist, Medical Photographer/Illustrator and Recreation Therapist) | 1836.10 |

| | Weekly rate \$ |
|--|---------------------------|
| All Chief Grade 4 (except Music Therapist, Research Technologist, Medical Librarian, Podiatrist, Medical Photographer/Illustrator, Recreation Therapist and Medical Record Administrator) | 1961.20 |
| All Chief G 5 (except Music Therapist, Research Technologist, Medical Librarian, Podiatrist, Medical Photographer/Illustrator, Nuclear Medicine Technologist, Speech Pathologist, Recreation Therapist, Medical Record Administrator and Orthoptist) and RTT G 4 | 2276.60 |
| RTT grade 5 | 2361.70 |

10. By deleting the table appearing in clause 12.3(d) and inserting the following:

| | Weekly rate \$ |
|--|---------------------------|
| Grade 1 qualified | |
| 1st year of experience after qualification | 932.80 |
| 2nd year of experience after qualification | 967.20 |
| 3rd year of experience after qualification | 999.80 |
| 4th year of experience after qualification | 1023.20 |
| 5th year of experience after qualification | 1049.50 |
| 6th year of experience after qualification | 1076.20 |
| 7th year of experience after qualification | 1102.40 |
| 8th year of experience after qualification | 1128.90 |
| Grade 2 | |
| 1st year of experience at this level | 1128.90 |
| 2nd year of experience at this level | 1164.10 |
| 3rd year of experience at this level | 1199.10 |
| 4th year of experience at this level | 1232.60 |
| Medical technician/renal dialysis technician | |
| 1st year of experience | 932.80 |
| 2nd year of experience | 967.20 |
| 3rd year of experience | 980.20 |
| 4th year of experience | 993.20 |

| | Weekly rate \$ |
|------------------------|---------------------------|
| 5th year of experience | 1011.70 |
| 6th year of experience | 1031.40 |

11. By deleting the table appearing in clause 12.3(e) and inserting the following:

| | Weekly rate \$ |
|------------------------------------|---------------------------|
| Child psychotherapy Level 1 | |
| 1st year of experience | 1017.40 |
| 2nd year of experience | 1055.40 |
| 3rd year of experience | 1101.10 |
| 4th year of experience | 1144.60 |
| 5th year of experience | 1190.90 |
| 6th year of experience | 1234.20 |
| 7th year of experience | 1283.40 |
| Child psychotherapy Level 2 | |
| 1st year of experience | 1350.10 |
| 2nd year of experience | 1365.50 |
| 3rd year of experience | 1415.90 |
| 4th year of experience | 1452.60 |
| Child psychotherapy Level 3 | |
| 1st year of experience | 1516.70 |
| 2nd year of experience | 1562.50 |
| 3rd year of experience | 1609.60 |
| Child psychotherapy Level 4 | |
| 1st year of experience | 1662.70 |
| 2nd year of experience | 1714.20 |
| 3rd year of experience | 1782.40 |

12. By deleting the table appearing in clause 12.3(f) and inserting the following:

| | Weekly rate \$ |
|------------------------|---------------------------|
| Unqualified | |
| 1st year of experience | 930.70 |

| | Weekly rate \$ |
|---|---------------------------------|
| 2nd year of experience | 960.70 |
| 3rd year of experience and thereafter | 995.00 |
| Qualified welfare worker class I | |
| 1st year of experience | 916.90 |
| 2nd year of experience | 958.90 |
| 3rd year of experience | 976.00 |
| 4th year of experience | 1003.00 |
| 5th year of experience | 1026.20 |
| 6th year of experience | 1059.40 |
| 7th year of experience and thereafter | 1081.80 |
| Class II | |
| 1st year of experience | 1026.20 |
| 2nd year of experience | 1059.40 |
| 3rd year of experience | 1081.10 |
| 4th year of experience and thereafter | 1116.40 |
| Class III | |
| 1st year of experience | 1116.40 |
| 2nd year of experience | 1149.20 |
| 3rd year of experience and thereafter | 1176.20 |
| Class IV | |
| 1st year of experience | 1202.40 |
| 2nd year of experience | 1232.10 |
| 3rd year of experience | 1256.90 |

13. By deleting the table appearing in clause 12.3(g) and inserting the following:

| | Weekly rate \$ |
|--|---------------------------------|
| Community development workers Class I | |
| 1st year of experience | 982.50 |
| 2nd year of experience | 1012.30 |
| 3rd year of experience | 1045.60 |
| 4th year of experience | 1078.20 |

| | Weekly rate \$ |
|---------------------------------------|---------------------------|
| Class II(a) | |
| 1st year of experience | 1012.30 |
| 2nd year of experience | 1045.60 |
| 3rd year of experience | 1078.20 |
| 4th year of experience | 1111.40 |
| 5th year of experience | 1147.60 |
| 6th year of experience | 1182.60 |
| 7th year of experience | 1197.70 |
| 8th year of experience | 1247.60 |
| 9th year of experience | 1282.70 |
| 10th year of experience | 1314.60 |
| Class II(b) | |
| 1st year of experience | 1247.60 |
| 2nd year of experience | 1282.70 |
| 3rd year of experience | 1314.60 |
| 4th year of experience | 1349.60 |
| 5th year of experience | 1382.40 |
| 6th year of experience | 1417.70 |
| Class III | |
| 1st year of experience | 1349.60 |
| 2nd year of experience | 1382.40 |
| 3rd year of experience and thereafter | 1417.70 |

14. By deleting the table appearing in clause 12.3(h) and inserting the following:

| | Weekly rate \$ |
|--|---------------------------|
| Grade 1 qualified | |
| On commencement/appointment | 1243.60 |
| 2nd year of experience after qualification | 1263.80 |
| 3rd year of experience after qualification | 1286.00 |
| 4th year of experience after qualification | 1335.30 |
| 5th year of experience after qualification | 1358.60 |

| | Weekly rate \$ |
|--|---------------------------|
| 6th year of experience after qualification | 1381.30 |
| Grade 2 | |
| 1st year of experience at this level | 1443.50 |
| 2nd year of experience at this level | 1472.70 |
| 3rd year of experience at this level | 1502.10 |
| Grade 3 senior clinician | |
| 1st year of experience at this level | 1574.60 |
| 2nd year of experience at this level | 1603.10 |
| 3rd year of experience at this level | 1632.10 |
| Grade 4 principal | |
| 1st year of experience at this level | 1753.50 |
| 2nd year of experience at this level | 1803.90 |
| 3rd year of experience at this level | 1854.20 |

15. By deleting the table appearing in clause 12.4(b) and inserting the following:

| | Weekly rate \$ |
|---|---------------------------|
| Grade I | |
| 1st year of experience after qualification | 1000.80 |
| 2nd year of experience after qualification | 1056.10 |
| 3rd year of experience after qualification | 1103.40 |
| 4th year of experience after qualification | 1163.00 |
| 5th year of experience after qualification | 1208.50 |
| 6th year of experience after qualification and thereafter | 1254.50 |
| Grade II | |
| On appointment | 1254.50 |
| 2nd year after appointment | 1309.00 |
| 3rd year after appointment | 1361.70 |
| 4th year after appointment and thereafter | 1419.20 |
| Grade III | |
| On appointment | 1483.00 |
| 2nd year after appointment | 1527.00 |

| | Weekly rate \$ |
|---|---------------------------|
| 3rd year after appointment | 1561.00 |
| 4th year after appointment and thereafter | 1633.80 |

16. By deleting the table appearing in clause 12.4(c) and inserting the following:

| | Weekly rate \$ |
|---|---------------------------|
| Grade 1 | |
| 1st year of experience after qualification | 1000.80 |
| 2nd year of experience after qualification | 1056.10 |
| 3rd year of experience after qualification | 1103.40 |
| 4th year of experience after qualification | 1163.00 |
| 5th year of experience after qualification | 1208.50 |
| 6th year of experience after qualification and thereafter | 1254.50 |
| Grade 2 | |
| 1st year of experience after certification | 1309.00 |
| 2nd year of experience after certification | 1361.70 |
| 3rd year of experience after certification | 1419.20 |
| 4th year of experience after certification | 1483.00 |
| 5th year of experience after certification | 1527.00 |
| 6th year of experience after certification | 1561.00 |
| 7th year of experience after certification and thereafter | 1633.80 |
| Grade 3 | |
| On appointment | 1697.10 |
| 2nd year after appointment | 1774.60 |
| 3rd year after appointment and thereafter | 1882.70 |

17. By deleting the table appearing in clause 12.4(d) and inserting the following:

| | Weekly rate \$ |
|--|---------------------------|
| Grade 1 | |
| 1st year of experience after qualification | 1013.20 |
| 2nd year of experience after qualification | 1042.50 |
| 3rd year of experience after qualification | 1087.30 |

| | Weekly rate \$ |
|---|---------------------------|
| 4th year of experience after qualification | 1139.80 |
| 5th year of experience after qualification | 1200.60 |
| 6th year of experience after qualification and thereafter | 1258.00 |
| Grade 2 | |
| 1st year | 1294.40 |
| 2nd year | 1329.10 |
| 3rd year | 1363.50 |
| 4th year and thereafter | 1397.70 |
| Grade 3 | |
| 1st year | 1445.80 |
| 2nd year | 1488.10 |
| 3rd year | 1530.00 |
| 4th year and thereafter | 1569.90 |
| Grade 4 | |
| 1st year | 1651.10 |
| 2nd year | 1700.00 |
| 3rd year | 1749.00 |
| 4th year and thereafter | 1798.00 |

18. By deleting the table appearing in clause 12.4(e) and inserting the following:

| | Weekly rate \$ |
|---|---------------------------|
| Grade I | |
| 1st year of experience after qualification | 1000.80 |
| 2nd year of experience after qualification | 1056.10 |
| 3rd year of experience after qualification | 1103.40 |
| 4th year of experience after qualification | 1163.00 |
| 5th year of experience after qualification | 1208.50 |
| 6th year of experience after qualification and thereafter | 1254.50 |
| Grade II | |
| On appointment | 1254.50 |
| 2nd year after appointment | 1309.00 |

| | Weekly rate \$ |
|--|---------------------------|
| 3rd year after appointment | 1361.70 |
| 4th year after appointment and thereafter | 1419.20 |
| Grade III | |
| On appointment | 1483.00 |
| 2nd year after appointment | 1527.00 |
| 3rd year after appointment | 1561.00 |
| 4th year after appointment and thereafter | 1633.80 |
| Grade IV | |
| On appointment and during 2nd year after appointment | 1697.10 |
| During 3rd and 4th years after appointment | 1774.60 |
| Thereafter | 1882.70 |
| Grade V | 2269.30 |
| Principal Scientist | 2110.80 |
| Deputy Director (Scientist) | 2110.80 |
| Director (Scientist) | 2336.30 |

19. By deleting the table appearing in clause 12.4(f) and inserting the following:

| | Weekly rate \$ |
|---|---------------------------|
| Grade I | |
| First year of experience after registration | 1056.10 |
| Second year | 1103.40 |
| Third year | 1163.00 |
| Fourth year | 1208.50 |
| Fifth year and thereafter | 1254.50 |
| Pharmacist grade 2 | |
| On appointment | 1254.50 |
| Second year | 1309.00 |
| Third year | 1361.70 |
| Fourth year and thereafter | 1419.20 |
| Pharmacist In Charge | |
| On appointment | 1483.00 |

| | Weekly rate \$ |
|-------------------------|---------------------------|
| 2nd year | 1527.00 |
| 3rd year and thereafter | 1561.00 |
| Group 2 | 1665.80 |
| Group 1B | 1697.10 |
| Group 1A | 1774.60 |

20. By deleting the table appearing in clause 12.4(g) and inserting the following:

| | Weekly rate \$ |
|------------------|---------------------------|
| Grade I | |
| 1st year | 986.90 |
| 2nd year | 1024.30 |
| 3rd year | 1069.60 |
| 4th year | 1112.50 |
| 5th year | 1158.40 |
| 6th year | 1201.30 |
| 7th year | 1250.00 |
| Grade II | |
| 1st year | 1316.00 |
| 2nd year | 1348.50 |
| 3rd year | 1381.20 |
| 4th year | 1418.20 |
| Grade III | |
| 1st year | 1481.20 |
| 2nd year | 1531.00 |
| 3rd year | 1573.30 |
| Grade IV | |
| 1st year | 1637.10 |
| 2nd year | 1688.50 |
| 3rd year | 1757.00 |

21. By deleting the table appearing in clause 13.9(b) and inserting the following:

| | Per week \$ | % of standard rate |
|----------------------|------------------------|-------------------------------|
| In their second year | 9.35 | 0.938 |
| In their third year | 32.45 | 3.257 |
| In their fourth year | 55.95 | 5.615 |

22. By deleting the table appearing in clause 13.9(c) and inserting the following:

| | Per week \$ | % of standard rate |
|----------------------|------------------------|-----------------------------------|
| In their first year | 91.90 | 9.223 |
| In their second year | 117.22 | 11.764 |
| In their third year | 142.78 | 14.33 |
| In their fourth year | 169.46 | 17.007 |

23. By deleting clause E.5 and inserting the following:

E.5.1 Minimum wages for full-time traineeships

(a) Wage Level A

Subject to clause E.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level A by Appendix E1 are:

| | Highest year of schooling completed | | |
|------------------------------------|--|-----------------|-----------------|
| | Year 10 | Year 11 | Year 12 |
| | per week | per week | per week |
| | \$ | \$ | \$ |
| School leaver | 384.30 | 423.10 | 503.30 |
| Plus 1 year out of school | 423.10 | 503.30 | 585.70 |
| Plus 2 years out of school | 503.30 | 585.70 | 681.60 |
| Plus 3 years out of school | 585.70 | 681.60 | 780.40 |
| Plus 4 years out of school | 681.60 | 780.40 | |
| Plus 5 or more years out of school | 780.40 | | |

(b) Wage Level B

Subject to clause E.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level B by Appendix E1 are:

| | Highest year of schooling completed | | |
|------------------------------------|--|-----------------|-----------------|
| | Year 10 | Year 11 | Year 12 |
| | per week | Per week | per week |
| | \$ | \$ | \$ |
| School leaver | 384.30 | 423.10 | 490.50 |
| Plus 1 year out of school | 423.10 | 490.50 | 564.20 |
| Plus 2 years out of school | 490.50 | 564.20 | 661.80 |
| Plus 3 years out of school | 564.20 | 661.80 | 754.70 |
| Plus 4 years out of school | 661.80 | 754.70 | |
| Plus 5 or more years out of school | 754.70 | | |

(c) Wage Level C

Subject to clause E.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level C by Appendix E1 are:

| | Highest year of schooling completed | | |
|------------------------------------|--|-----------------|-----------------|
| | Year 10 | Year 11 | Year 12 |
| | per week | per week | per week |
| | \$ | \$ | \$ |
| School leaver | 384.30 | 423.10 | 490.50 |
| Plus 1 year out of school | 423.10 | 490.50 | 554.70 |
| Plus 2 years out of school | 490.50 | 554.70 | 619.70 |
| Plus 3 years out of school | 554.70 | 619.70 | 690.20 |
| Plus 4 years out of school | 619.70 | 690.20 | |
| Plus 5 or more years out of school | 690.20 | | |

(d) AQF Certificate Level IV traineeships

(i) Subject to clause E.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level IV traineeship are the minimum wages for the relevant full-time AQF Certificate Level III traineeship with the addition of 3.8% to those minimum wages.

- (ii) Subject to clause E.5.3 of this schedule, the minimum wages for an adult trainee undertaking a full-time 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 |
|--------------|------------------------------|--|
| | per week | per week |
| | \$ | \$ |
| Wage Level A | 810.00 | 840.80 |
| Wage Level B | 783.40 | 813.20 |
| Wage Level C | 716.50 | 743.60 |

E.5.2 Minimum wages for part-time traineeships

(a) Wage Level A

Subject to clauses E.5.2(f) and E.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level A by Appendix E1 are:

| | Highest year of schooling completed | | |
|------------------------------------|-------------------------------------|----------|----------|
| | Year 10 | Year 11 | Year 12 |
| | per hour | per hour | per hour |
| | \$ | \$ | \$ |
| School leaver | 12.64 | 13.92 | 16.55 |
| Plus 1 year out of school | 13.92 | 16.55 | 19.27 |
| Plus 2 years out of school | 16.55 | 19.27 | 22.42 |
| Plus 3 years out of school | 19.27 | 22.42 | 25.68 |
| Plus 4 years out of school | 22.42 | 25.68 | |
| Plus 5 or more years out of school | 25.68 | | |

(b) Wage Level B

Subject to clauses E.5.2(f) and E.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level B by Appendix E1 are:

| | Highest year of schooling completed | | |
|------------------------------------|--|-----------------|-----------------|
| | Year 10 | Year 11 | Year 12 |
| | per hour | per hour | per hour |
| | \$ | \$ | \$ |
| School leaver | 12.64 | 13.92 | 16.14 |
| Plus 1 year out of school | 13.92 | 16.14 | 18.56 |
| Plus 2 years out of school | 16.14 | 18.56 | 21.77 |
| Plus 3 years out of school | 18.56 | 21.77 | 24.83 |
| Plus 4 years out of school | 21.77 | 24.83 | |
| Plus 5 or more years out of school | 24.83 | | |

(c) Wage Level C

Subject to clauses E.5.2(f) and E.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level C by Appendix E1 are:

| | Highest year of schooling completed | | |
|------------------------------------|--|-----------------|-----------------|
| | Year 10 | Year 11 | Year 12 |
| | per hour | per hour | per hour |
| | \$ | \$ | \$ |
| School leaver | 12.64 | 13.92 | 16.14 |
| Plus 1 year out of school | 13.92 | 16.14 | 18.24 |
| Plus 2 years out of school | 16.14 | 18.24 | 20.39 |
| Plus 3 years out of school | 18.24 | 20.39 | 22.70 |
| Plus 4 years out of school | 20.39 | 22.70 | |
| Plus 5 or more years out of school | 22.70 | | |

(d) School-based traineeships

Subject to clauses E.5.2(f) and E.5.3 of this schedule, the minimum wages for a trainee undertaking a school-based AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Levels A, B or C by Appendix E1 are as follows when the trainee works ordinary hours:

| Year of schooling | |
|--------------------------|-----------------|
| Year 11 or lower | Year 12 |
| per hour | per hour |
| \$ | \$ |
| 12.64 | 13.92 |

(e) AQF Certificate Level IV traineeships

- (i)** Subject to clauses E.5.2(f) and E.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level IV traineeship are the minimum wages for the relevant part-time AQF Certificate Level III traineeship with the addition of 3.8% to those minimum wages.
- (ii)** Subject to clauses E.5.2(f) and E.5.3 of this schedule, the minimum wages for an adult trainee undertaking a part-time 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 |
|-------------------|----------------------------------|---|
| | per hour | per hour |
| | \$ | \$ |
| Wage Level A | 26.65 | 27.65 |
| Wage Level B | 25.77 | 26.75 |
| Wage Level C | 23.57 | 24.46 |

(f) Calculating the actual minimum wage

- (i)** Where the full-time ordinary hours of work are not 38 or an average of 38 per week, the appropriate hourly minimum wage is obtained by multiplying the relevant minimum wage in clauses E.5.2(a)–(e) of this schedule by 38 and then dividing the figure obtained by the full-time ordinary hours of work per week.
- (ii)** Where the approved training for a part-time traineeship is provided fully off-the-job by a registered training organisation, for example at school or at TAFE, the relevant minimum wage in clauses E.5.2(a)–(e) of this schedule applies to each ordinary hour worked by the trainee.
- (iii)** Where the approved training for a part-time traineeship is undertaken solely on-the-job or partly on-the-job and partly off-the-job, the relevant minimum wage in clauses E.5.2(a)–(e) of this schedule minus 20% applies to each ordinary hour worked by the trainee.

E.5.3 Other minimum wage provisions

- (a) An employee who was employed by an employer immediately prior to becoming a trainee with that employer must not suffer a reduction in their minimum wage per week or per hour by virtue of becoming a trainee. Casual loadings will be disregarded when determining whether the employee has suffered a reduction in their minimum wage.
- (b) If a qualification is converted from an AQF Certificate Level II to an AQF Certificate Level III traineeship, or from an AQF Certificate Level III to an AQF Certificate Level IV traineeship, then the trainee must be paid the next highest minimum wage provided in this schedule, where a higher minimum wage is provided for the new AQF certificate level.

E.5.4 Default wage rate

The minimum wage for a trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate level are not allocated to a wage level by Appendix E1 is the relevant minimum wage under this schedule for a trainee undertaking an AQF Certificate to Level I–III traineeship whose training package and AQF certificate level are allocated to Wage Level B.

B. This determination comes into operation on 1 July 2023. 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 2023.

PRESIDENT