



# DETERMINATION

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

**Annual Wage Review 2022–23**  
(C2023/1)

**MANUFACTURING AND ASSOCIATED INDUSTRIES AND  
OCCUPATIONS AWARD 2020**  
[MA000010]

Manufacturing and associated industries

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

SYDNEY, 20 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 [[\[2023\] FWCFCB 3500](#)], the above award is varied as follows:

- By deleting the table appearing in clause 20.1(a) and inserting the following:

| <b>Classification level</b> | <b>Minimum weekly rate<br/>(full-time employee)</b> | <b>Minimum hourly rate</b> |
|-----------------------------|---|----------------------------|
|                             | \$  | \$                         |
| C14 / V1                    | 859.30  | 22.61                      |
| C13 / V2                    | 882.80  | 23.23                      |
| C12 / V3                    | 914.90  | 24.08                      |
| C11 / V4                    | 945.00  | 24.87                      |
| C10 / V5                    | 995.00  | 26.18                      |
| C9 / V6                     | 1026.20   | 27.01                      |
| C8 / V7                     | 1057.40   | 27.83                      |

| <b>Classification level</b>   | <b>Minimum weekly rate<br/>(full-time employee)</b> | <b>Minimum hourly rate</b> |
|-------------------------------|---|----------------------------|
|                               | <b>\$</b>   | <b>\$</b>                  |
| C7                            | 1085.60   | 28.57                      |
| V8                            | 1088.60   | 28.65                      |
| C6 / V9                       | 1140.70   | 30.02                      |
| C5 / V10                      | 1164.10   | 30.63                      |
| C4 / V11                      | 1195.30   | 31.46                      |
| C3 / V12                      | 1257.90   | 33.10                      |
| C2(a) / V13                   | 1289.30   | 33.93                      |
| C2(b) / V14                   | 1345.70   | 35.41                      |
| <b>Driver classifications</b> |   |                            |
| D1                            | 957.10  | 25.19                      |
| D2                            | 968.70  | 25.49                      |
| D3                            | 980.20  | 25.79                      |
| D4                            | 993.90  | 26.16                      |

2. By deleting the table appearing in clause 21.1 and inserting the following:

| <b>Relevant attribute of the person at the time of entering into a training agreement as an apprentice</b> |                                      |                            |                              |                            |                              |                            |   |                            |
|--|--------------------------------------|----------------------------|------------------------------|----------------------------|------------------------------|----------------------------|---|----------------------------|
| <b>Stage of apprenticeship</b>   | <b>Column 1</b>                      |                            | <b>Column 2</b>              |                            | <b>Column 3</b>              |                            | <b>Column 4</b>                                 |                            |
|  | <b>Completed<br/>Year 10 or less</b> |                            | <b>Completed<br/>Year 11</b> |                            | <b>Completed<br/>Year 12</b> |                            | <b>Adult<br/>(i.e. 21 years of age or over)</b> |                            |
|  | <b>Minimum weekly rate</b>           | <b>Minimum hourly rate</b> | <b>Minimum weekly rate</b>   | <b>Minimum hourly rate</b> | <b>Minimum weekly rate</b>   | <b>Minimum hourly rate</b> | <b>Minimum weekly rate</b>                      | <b>Minimum hourly rate</b> |
|  | <b>\$</b>                            | <b>\$</b>                  | <b>\$</b>                    | <b>\$</b>                  | <b>\$</b>                    | <b>\$</b>                  | <b>\$</b>                                       | <b>\$</b>                  |
| Stage 1  | 417.90                               | 11.00                      | 482.36                       | 12.69                      | 503.30                       | 13.24                      | 754.70  | 19.86                      |
| Stage 2  | 547.25                               | 14.40                      | 547.25                       | 14.40                      | 585.70                       | 15.41                      | 859.30  | 22.61                      |
| Stage 3  | 746.25                               | 19.64                      | 746.25                       | 19.64                      | 746.25                       | 19.64                      | 882.80  | 23.23                      |
| Stage 4  | 875.60                               | 23.04                      | 875.60                       | 23.04                      | 914.90                       | 24.08                      | 914.90  | 24.08                      |

3. By deleting the table appearing in clause 21.6 and inserting the following:

|                         | Column 1                  |                 |             | Column 2                      |                 |             | Column 3                      |                 |             |
|-------------------------|---------------------------|-----------------|-------------|-------------------------------|-----------------|-------------|-------------------------------|-----------------|-------------|
| Stage of apprenticeship | Has not completed Year 12 |                 |             | Has completed Year 12         |                 |             | Adult apprentice              |                 |             |
|                         | % of C10/V5               | Min weekly rate | Hourly rate | % of C10/V5 or classification | Min weekly rate | Hourly rate | % of C10/V5 or classification | Min weekly rate | Hourly rate |
|                         |                           | \$              | \$          |                               | \$              | \$          |                               | \$              | \$          |
| 1                       | 50                        | 497.50          | 13.09       | 55%                           | 547.25          | 14.40       | 80%                           | 796.00          | 20.95       |
| 2                       | 60                        | 597.00          | 15.71       | 65%                           | 646.75          | 17.02       | C14/V1                        | 859.30          | 22.61       |
| 3                       | 75                        | 746.25          | 19.64       | 75%                           | 746.25          | 19.64       | C13/V2                        | 882.80          | 23.23       |
| 4                       | 88                        | 875.60          | 23.04       | C12/V3                        | 914.90          | 24.08       | C12/V3                        | 914.90          | 24.08       |

4. By deleting the table appearing in clause 24.1(b)(i) and inserting the following:

| School leaver | % of C10/V5 level | Completed Year 10 or less | % of C10/V5 level | Completed Year 11   | % of C10/V5 level | Completed Year 12   |
|---------------|-------------------|---------------------------|-------------------|---------------------|-------------------|---------------------|
|               |                   | Minimum weekly rate       |                   | Minimum weekly rate |                   | Minimum weekly rate |
|               |                   | \$                        |                   | \$                  |                   | \$                  |
| Plus 1 year   | 54.5              | 542.28                    | 63.1              | 627.85              | 73.5              | 731.33              |
| Plus 2 years  | 63.1              | 627.85                    | 73.5              | 731.33              | 85.3              | 848.74              |
| Plus 3 years  | 73.5              | 731.33                    | 85.3              | 848.74              | 100               | 995.00              |
| Plus 4 years  | 85.3              | 848.74                    | 100               | 995.00              |                   |                     |
| Plus 5 years  | 100               | 995.00                    |                   |                     |                   |                     |

5. By deleting the table appearing in clause 24.1(b)(ii) and inserting the following:

| School leaver | % of C11/V4 level | Completed Year 10 or less | % of C11/V4 level | Completed Year 11   | % of C11/V4 level | Completed Year 12   |
|---------------|-------------------|---------------------------|-------------------|---------------------|-------------------|---------------------|
|               |                   | Minimum weekly rate       |                   | Minimum weekly rate |                   | Minimum weekly rate |
|               |                   | \$                        |                   | \$                  |                   | \$                  |
| Plus 1 year   | 57.9              | 547.16                    | 64.8              | 612.36              | 74.5              | 704.03              |
| Plus 2 years  | 64.8              | 612.36                    | 74.5              | 704.03              | 87.2              | 824.04              |

| School leaver | % of C11/V4 level | Completed Year 10 or less | % of C11/V4 level | Completed Year 11   | % of C11/V4 level | Completed Year 12   |
|---------------|-------------------|---------------------------|-------------------|---------------------|-------------------|---------------------|
|               |                   | Minimum weekly rate       |                   | Minimum weekly rate |                   | Minimum weekly rate |
|               |                   | \$                        |                   | \$                  |                   | \$                  |
| Plus 3 years  | 74.5              | 704.03                    | 87.2              | 824.04              | 100               | 945.00              |
| Plus 4 years  | 87.2              | 824.04                    | 100               | 945.00              |                   |                     |
| Plus 5 years  | 100               | 945.00                    |                   |                     |                   |                     |

6. By deleting the table appearing in clause 24.1(b)(iii) and inserting the following:

| School leaver | % of C12/V3 level | Completed Year 10 or less | % of C12/V3 level | Completed Year 11   | % of C12/V3 level | Completed Year 12   |
|---------------|-------------------|---------------------------|-------------------|---------------------|-------------------|---------------------|
|               |                   | Minimum weekly rate       |                   | Minimum weekly rate |                   | Minimum weekly rate |
|               |                   | \$                        |                   | \$                  |                   | \$                  |
| Plus 1 year   | 60.3              | 551.68                    | 63.5              | 580.96              | 71.7              | 655.98              |
| Plus 2 years  | 63.5              | 580.96                    | 71.7              | 655.98              | 80.2              | 733.75              |
| Plus 3 years  | 71.7              | 655.98                    | 80.2              | 733.75              | 100               | 914.90              |
| Plus 4 years  | 80.2              | 733.75                    | 100               | 914.90              |                   |                     |
| Plus 5 years  | 100               | 914.90                    |                   |                     |                   |                     |

7. By deleting the table appearing in clause 30.2(a)(i) and inserting the following:

| In charge of           | \$ per week |
|------------------------|-------------|
| 3–10 employees         | 43.54       |
| 11–20 employees        | 65.03       |
| More than 20 employees | 82.78       |

8. By deleting the table appearing in clause 30.2(b)(i) and inserting the following:

|                     | \$ per week |
|---------------------|-------------|
| Tradespersons       | 19.77       |
| All other employees | 16.00       |

9. By deleting the amount “\$48.65” appearing in clause 30.2(e)(i) and inserting “\$51.44”.

10. By deleting the amounts “\$9.93” and “\$13.05” appearing in clause 30.2(g)(i) and inserting “\$10.50” and “\$13.80” respectively.

11. By deleting the table appearing in clause 30.2(g)(ii) and inserting the following:

| <b>Duty</b>                            | <b>\$ per day</b> |
|--|-------------------|
| General duties                         | 1.88              |
| Acid production and related activities | 3.01              |
| Fertiliser production and despatch     | 3.22              |

12. By deleting the amount “\$18.72” appearing in clause 30.3(b) and inserting “\$19.79”.

13. By deleting the table appearing in clause 30.3(g)(i) and inserting the following:

| <b>Duty</b>   | <b>\$ per week</b> |
|---|--------------------|
| Attending to refrigeration compressors                                    | 41.81              |
| Attending to an electric generator or dynamo exceeding 10kW capacity      | 41.81              |
| Being in charge of plant  | 41.81              |
| Attending to a switchboard where the generating capacity is 350kW or over | 13.04              |

14. By deleting the amount “\$36.64” appearing in clause 30.3(h) and inserting “\$38.75”.

15. By deleting the amount “\$2.10” appearing in clause 30.3(i)(i) and inserting “\$2.23”.

16. By deleting the amount “\$14.93” appearing in clause 30.3(i)(ii) and inserting “\$15.79”.

17. By deleting the amount “\$0.69” appearing in clause 30.4(c)(i) and inserting “\$0.73”.

18. By deleting the amounts “\$0.72” and “\$0.94” appearing in clause 30.4(d)(i) and inserting “\$0.76” and “\$0.99” respectively.

19. By deleting the amount “\$0.72” appearing in clause 30.4(e)(i) and inserting “\$0.76”.

20. By deleting the amount “\$0.94” appearing in clause 30.4(f) and inserting “\$0.99”.

21. By deleting the amount “\$0.72” appearing in clause 30.4(g)(i) and inserting “\$0.76”.

22. By deleting the amount “\$0.94” appearing in clause 30.4(g)(ii) and inserting “\$0.99”.

23. By deleting the amount “\$0.52” appearing in clause 30.4(h) and inserting “\$0.55”.

24. By deleting the amount “\$0.72” appearing in clause 30.4(i) and inserting “\$0.76”.

25. By deleting the amount "\$0.50" appearing in clause 30.4(j) and inserting "\$0.52".
26. By deleting the amount "\$0.94" appearing in clause 30.4(k)(i) and inserting "\$0.99".
27. By deleting the amount "\$0.52" appearing in clause 30.4(l) and inserting "\$0.55".
28. By deleting the amount "\$0.52" appearing in clause 30.4(m)(i) and inserting "\$0.55".
29. By deleting the amount "\$1.83" appearing in clause 30.4(m)(ii) and inserting "\$1.94".
30. By deleting the amount "\$1.86" appearing in clause 30.4(o) and inserting "\$1.96".
31. By deleting the amount "\$0.52" appearing in clause 30.4(p) and inserting "\$0.55".
32. By deleting the amount "\$0.54" appearing in clause 30.4(q)(i) and inserting "\$0.58".
33. By deleting the amount "\$0.52" appearing in clause 30.4(r) and inserting "\$0.55".
34. By deleting the amount "\$0.52" appearing in clause 30.4(s) and inserting "\$0.55".
35. By deleting the amount "\$1.19" appearing in clause 30.4(t)(i) and inserting "\$1.26".
36. By deleting the amount "\$0.37" appearing in clause 30.4(u) and inserting "\$0.39".
37. By deleting the amount "\$0.52" appearing in clause 30.4(v) and inserting "\$0.55".
38. By deleting the amount "\$2.03" appearing in clause 30.4(w)(ii) and inserting "\$2.15".
39. By deleting the table appearing in clause 30.4(y) and inserting the following:

| <b>Nature of work</b>  | <b>\$ per week</b> |
|--|--------------------|
| Rock phosphate, superphosphate and mixed manure sections receiving ex ship or railway truck  | 8.80               |
| Handling rock phosphate to crushers and all other employees in the rock phosphate section  | 8.33               |
| Mixing superphosphate  | 8.33               |
| Excavating bins, and the manufacture or excavating of superphosphate until such time as it is dumped on the heap for curing                              | 5.42               |
| The handling of superphosphate from the heap until loading in wagons or trucks for despatch, including the manufacture and despatch of mixed fertilizers | 3.30               |

40. By deleting the table appearing in clause 30.4(z) and inserting the following:

| <b>Function</b>   | <b>\$ per day</b> |
|---|-------------------|
| Sorting, branding, bagging, dumping, sewing or trucking, fertilizing materials in farmers' own bags | 0.65              |
| Loading double-handling into railway or other trucks, fertilizing materials in farmers' own bags    | 1.20              |
| Loading single-handling into railway or other trucks, fertilizing materials in farmers' own bags    | 1.62              |

41. By deleting the amount "\$2.18" appearing in clause 30.4(aa) and inserting "\$2.30".

42. By deleting the amount "\$0.82" appearing in clause 30.4(bb) and inserting "\$0.86".

43. By deleting the amount "\$3.12" appearing in clause 30.4(cc) and inserting "\$3.30".

44. By deleting the amount "\$17.18" appearing in clause 30.4(dd) and inserting "\$18.17".

45. By deleting the amount "\$9.31" appearing in clause 30.4(ff) and inserting "\$9.84".

46. By deleting the amount "\$9.31" appearing in clause 30.4(gg) and inserting "\$9.84".

47. By deleting the amount "\$38.39" appearing in clause 54.2 and inserting "\$40.59".

48. By deleting the amount "\$0.31" appearing in clause 54.3 and inserting "\$0.33".

49. By deleting the amount "\$0.91" appearing in clause 54.5 and inserting "\$0.97".

50. By deleting the amount "\$0.71" appearing in clause 54.6 and inserting "\$0.75".

51. By deleting the amount "\$1.43" appearing in clause 54.7 and inserting "\$1.51".

52. By deleting the amount "\$2.73" appearing in clause 54.8 and inserting "\$2.89".

53. By deleting the table appearing in clause C.2.2 and inserting the following:

| <b>Classification<sup>1</sup></b> | <b>Hourly rate<br/>% of minimum hourly rate<sup>2</sup></b> |               |             |              |              |             |             |             |             |
|-----------------------------------|---|---------------|-------------|--------------|--------------|-------------|-------------|-------------|-------------|
|                                   | <b>100%</b>   | <b>112.5%</b> | <b>115%</b> | <b>118%</b>  | <b>125%</b>  | <b>130%</b> | <b>150%</b> | <b>200%</b> | <b>250%</b> |
|                                   | <b>\$</b>   | <b>\$</b>     | <b>\$</b>   | <b>\$</b>    | <b>\$</b>    | <b>\$</b>   | <b>\$</b>   | <b>\$</b>   | <b>\$</b>   |
| C14 / V1                          | 22.61   | <b>25.44</b>  | 26.00       | <b>26.68</b> | <b>28.26</b> | 29.39       | 33.92       | 45.22       | 56.53       |
| C13 / V2                          | 23.23   | <b>26.13</b>  | 26.71       | <b>27.41</b> | <b>29.04</b> | 30.20       | 34.85       | 46.46       | 58.08       |
| C12 / V3                          | 24.08   | <b>27.09</b>  | 27.69       | <b>28.41</b> | <b>30.10</b> | 31.30       | 36.12       | 48.16       | 60.20       |

| Classification <sup>1</sup>   | Hourly rate<br>% of minimum hourly rate <sup>2</sup> |              |       |              |              |              |              |              |              |
|-------------------------------|--|--------------|-------|--------------|--------------|--------------|--------------|--------------|--------------|
|                               | 100%   | 112.5%       | 115%  | 118%         | 125%         | 130%         | 150%         | 200%         | 250%         |
|                               | \$   | \$           | \$    | \$           | \$           | \$           | \$           | \$           | \$           |
| C11 / V4                      | 24.87  | <b>27.98</b> | 28.60 | <b>29.35</b> | <b>31.09</b> | 32.33        | 37.31        | 49.74        | 62.18        |
| C10 / V5                      | 26.18  | <b>29.45</b> | 30.11 | <b>30.89</b> | <b>32.73</b> | 34.03        | 39.27        | 52.36        | 65.45        |
| C9 / V6                       | 27.01  | <b>30.39</b> | 31.06 | <b>31.87</b> | <b>33.76</b> | 35.11        | 40.52        | 54.02        | 67.53        |
| C8 / V7                       | 27.83  | <b>31.31</b> | 32.00 | <b>32.84</b> | <b>34.79</b> | 36.18        | 41.75        | 55.66        | 69.58        |
| C7                            | 28.57  |              | 32.86 |              |              | 37.14        | 42.86        | 57.14        | 71.43        |
| V8                            | <b>28.65</b>   | <b>32.23</b> |       | <b>33.81</b> | <b>35.81</b> | <b>37.25</b> | <b>42.98</b> | <b>57.30</b> | <b>71.63</b> |
| C6 / V9                       | 30.02  | <b>33.77</b> | 34.52 | <b>35.42</b> | <b>37.53</b> | 39.03        | 45.03        | 60.04        | 75.05        |
| C5 / V10                      | 30.63  | <b>34.46</b> | 35.22 | <b>36.14</b> | <b>38.29</b> | 39.82        | 45.95        | 61.26        | 76.58        |
| C4 / V11                      | 31.46  | <b>35.39</b> | 36.18 | <b>37.12</b> | <b>39.33</b> | 40.90        | 47.19        | 62.92        | 78.65        |
| C3 / V12                      | 33.10  | <b>37.24</b> | 38.07 | <b>39.06</b> | <b>41.38</b> | 43.03        | 49.65        | 66.20        | 82.75        |
| C2(a) / V13                   | 33.93  | <b>38.17</b> | 39.02 | <b>40.04</b> | <b>42.41</b> | 44.11        | 50.90        | 67.86        | 84.83        |
| C2(b) / V14                   | 35.41  | <b>39.84</b> | 40.72 | <b>41.78</b> | <b>44.26</b> | 46.03        | 53.12        | 70.82        | 88.53        |
| <b>Driver classifications</b> |  |              |       |              |              |              |              |              |              |
| D1                            | <b>25.19</b>   | <b>28.34</b> |       | <b>29.72</b> | <b>31.49</b> | <b>32.75</b> | <b>37.79</b> | <b>50.38</b> | <b>62.98</b> |
| D2                            | <b>25.49</b>   | <b>28.68</b> |       | <b>30.08</b> | <b>31.86</b> | <b>33.14</b> | <b>38.24</b> | <b>50.98</b> | <b>63.73</b> |
| D3                            | <b>25.79</b>   | <b>29.01</b> |       | <b>30.43</b> | <b>32.24</b> | <b>33.53</b> | <b>38.69</b> | <b>51.58</b> | <b>64.48</b> |
| D4                            | <b>26.16</b>   | <b>29.43</b> |       | <b>30.87</b> | <b>32.70</b> | <b>34.01</b> | <b>39.24</b> | <b>52.32</b> | <b>65.40</b> |

54. By deleting the table appearing in clause C.3.2(a) and inserting the following:

| Classification <sup>1</sup> | Hourly Rate<br>% of casual minimum hourly rate <sup>2</sup><br>(based on 25% casual loading in accordance with clause 11.1(a)) |              |       |              |              |       |       |       |       |
|-----------------------------|--|--------------|-------|--------------|--------------|-------|-------|-------|-------|
|                             | 100%   | 112.5%       | 115%  | 118%         | 125%         | 130%  | 150%  | 200%  | 250%  |
|                             | \$   | \$           | \$    | \$           | \$           | \$    | \$    | \$    | \$    |
| C14 / V1                    | 28.26  | <b>31.79</b> | 32.50 | <b>33.35</b> | <b>35.33</b> | 36.74 | 42.39 | 56.52 | 70.65 |
| C13 / V2                    | 29.04  | <b>32.67</b> | 33.40 | <b>34.27</b> | <b>36.30</b> | 37.75 | 43.56 | 58.08 | 72.60 |
| C12 / V3                    | 30.10  | <b>33.86</b> | 34.62 | <b>35.52</b> | <b>37.63</b> | 39.13 | 45.15 | 60.20 | 75.25 |



| Classification <sup>1</sup>   | Hourly Rate<br>% of casual minimum hourly rate <sup>2</sup><br>(based on 25% casual loading in accordance with clause 11.1(a)) |              |       |              |              |              |              |              |              |
|-------------------------------|--|--------------|-------|--------------|--------------|--------------|--------------|--------------|--------------|
|                               | 100%   | 112.5%       | 115%  | 118%         | 125%         | 130%         | 150%         | 200%         | 250%         |
|                               | \$   | \$           | \$    | \$           | \$           | \$           | \$           | \$           | \$           |
| C11 / V4                      | 31.09  | <b>34.98</b> | 35.75 | <b>36.69</b> | <b>38.86</b> | 40.42        | 46.64        | 62.18        | 77.73        |
| C10 / V5                      | 32.73  | <b>36.82</b> | 37.64 | <b>38.62</b> | <b>40.91</b> | 42.55        | 49.10        | 65.46        | 81.83        |
| C9 / V6                       | 33.76  | <b>37.98</b> | 38.82 | <b>39.84</b> | <b>42.20</b> | 43.89        | 50.64        | 67.52        | 84.40        |
| C8 / V7                       | 34.79  | <b>39.14</b> | 40.01 | <b>41.05</b> | <b>43.49</b> | 45.23        | 52.19        | 69.58        | 86.98        |
| C7                            | 35.71  |              | 41.07 |              |              | 46.42        | 53.57        | 71.42        | 89.28        |
| V8                            | <b>35.81</b>   | <b>40.29</b> |       | <b>42.26</b> | <b>44.76</b> | <b>46.55</b> | <b>53.72</b> | <b>71.62</b> | <b>89.53</b> |
| C6 / V9                       | 37.53  | <b>42.22</b> | 43.16 | <b>44.29</b> | <b>46.91</b> | 48.79        | 56.30        | 75.06        | 93.83        |
| C5 / V10                      | 38.29  | <b>43.08</b> | 44.03 | <b>45.18</b> | <b>47.86</b> | 49.78        | 57.44        | 76.58        | 95.73        |
| C4 / V11                      | 39.33  | <b>44.25</b> | 45.23 | <b>46.41</b> | <b>49.16</b> | 51.13        | 59.00        | 78.66        | 98.33        |
| C3 / V12                      | 41.38  | <b>46.55</b> | 47.59 | <b>48.83</b> | <b>51.73</b> | 53.79        | 62.07        | 82.76        | 103.45       |
| C2(a) / V13                   | 42.41  | <b>47.71</b> | 48.77 | <b>50.04</b> | <b>53.01</b> | 55.13        | 63.62        | 84.82        | 106.03       |
| C2(b) / V14                   | 44.26  | <b>49.79</b> | 50.90 | <b>52.23</b> | <b>55.33</b> | 57.54        | 66.39        | 88.52        | 110.65       |
| <b>Driver classifications</b> |  |              |       |              |              |              |              |              |              |
| D1                            | <b>31.49</b>   | <b>35.43</b> |       | <b>37.16</b> | <b>39.36</b> | <b>40.94</b> | <b>47.24</b> | <b>62.98</b> | <b>78.73</b> |
| D2                            | <b>31.86</b>   | <b>35.84</b> |       | <b>37.59</b> | <b>39.83</b> | <b>41.42</b> | <b>47.79</b> | <b>63.72</b> | <b>79.65</b> |
| D3                            | <b>32.24</b>   | <b>36.27</b> |       | <b>38.04</b> | <b>40.30</b> | <b>41.91</b> | <b>48.36</b> | <b>64.48</b> | <b>80.60</b> |
| D4                            | <b>32.70</b>   | <b>36.79</b> |       | <b>38.59</b> | <b>40.88</b> | <b>42.51</b> | <b>49.05</b> | <b>65.40</b> | <b>81.75</b> |

55. By deleting the table appearing in clause C.3.2(b) and inserting the following:

| Classification | Hourly Rate<br>% of casual minimum hourly rate <sup>1</sup><br>(based on 17.5% casual loading in accordance with clause 11.1(e)) |        |       |       |       |       |       |       |
|----------------|--|--------|-------|-------|-------|-------|-------|-------|
|                | 100%   | 112.5% | 118%  | 125%  | 130%  | 150%  | 200%  | 250%  |
|                | \$   | \$     | \$    | \$    | \$    | \$    | \$    | \$    |
| V1             | 26.57  | 29.89  | 31.35 | 33.21 | 34.54 | 39.86 | 53.14 | 66.43 |
| V2             | 27.30  | 30.71  | 32.21 | 34.13 | 35.49 | 40.95 | 54.60 | 68.25 |
| V3             | 28.29  | 31.83  | 33.38 | 35.36 | 36.78 | 42.44 | 56.58 | 70.73 |
| V4             | 29.22  | 32.87  | 34.48 | 36.53 | 37.99 | 43.83 | 58.44 | 73.05 |
| V5             | 30.76  | 34.61  | 36.30 | 38.45 | 39.99 | 46.14 | 61.52 | 76.90 |

| Classification | Hourly Rate<br>% of casual minimum hourly rate <sup>1</sup><br>(based on 17.5% casual loading in accordance with clause 11.1(e)) |        |       |       |       |       |       |            |
|----------------|--|--------|-------|-------|-------|-------|-------|------------|
|                | 100%   | 112.5% | 118%  | 125%  | 130%  | 150%  | 200%  | 250%       |
|                | \$   | \$     | \$    | \$    | \$    | \$    | \$    | \$         |
| V6             | 31.74  | 35.71  | 37.45 | 39.68 | 41.26 | 47.61 | 63.48 | 79.35      |
| V7             | 32.70  | 36.79  | 38.59 | 40.88 | 42.51 | 49.05 | 65.40 | 81.75      |
| V8             | 33.66  | 37.87  | 39.72 | 42.08 | 43.76 | 50.49 | 67.32 | 84.15      |
| V9             | 35.27  | 39.68  | 41.62 | 44.09 | 45.85 | 52.91 | 70.54 | 88.18      |
| V10            | 35.99  | 40.49  | 42.47 | 44.99 | 46.79 | 53.99 | 71.98 | 89.98      |
| V11            | 36.97  | 41.59  | 43.62 | 46.21 | 48.06 | 55.46 | 73.94 | 92.43      |
| V12            | 38.89  | 43.75  | 45.89 | 48.61 | 50.56 | 58.34 | 77.78 | 97.23      |
| V13            | 39.87  | 44.85  | 47.05 | 49.84 | 51.83 | 59.81 | 79.74 | 99.68      |
| V14            | 41.61  | 46.81  | 49.10 | 52.01 | 54.09 | 62.42 | 83.22 | 104.0<br>3 |

56. By deleting the amount “\$24.76” appearing in clause D.1.1 and inserting “\$26.18”.

57. By deleting the table appearing in clause D.1.2 and inserting the following:

| Allowance   | Clause     | % of standard rate | \$    | Payable   |
|---|------------|--------------------|-------|---|
| Leading hand allowance—In charge of 3–10 employees <sup>1</sup>         | 30.2(a)(i) | 166.3              | 43.54 | per week  |
| Leading hand allowance—In charge of 11–20 employees <sup>1</sup>        | 30.2(a)(i) | 248.4              | 65.03 | per week  |
| Leading hand allowance—In charge of more than 20 employees <sup>1</sup> | 30.2(a)(i) | 316.2              | 82.78 | per week  |
| Ship repairing—Tradespersons <sup>1</sup>                               | 30.2(b)(i) | 75.5               | 19.77 | per week  |
| Ship repairing—All other employees <sup>1</sup>                         | 30.2(b)(i) | 61.1               | 16.00 | per week  |
| Technical computing equipment <sup>1</sup>                              | 30.2(e)(i) | 196.5              | 51.44 | per week  |
| Supervisor/Trainer/Coordinator—Technical allowance <sup>1</sup>         | 30.2(f)(i) |                    |       | 107% of the minimum rate applicable to the employee’s |

| <b>Allowance</b>  | <b>Clause</b> | <b>% of standard rate</b> | <b>\$</b> | <b>Payable</b>           |
|---|---------------|---------------------------|-----------|--------------------------|
|   |               |                           |           | technical classification |
| Artificial fertilisers and chemicals—Industry allowance—work in relation to fertilisers and related activities (other than acid) <sup>1</sup> | 30.2(g)(i)    | 40.1                      | 10.50     | per week                 |
| Artificial fertilisers and chemicals—Industry allowance—otherwise <sup>1</sup>  | 30.2(g)(i)    | 52.7                      | 13.80     | per week                 |
| Artificial fertilisers and chemicals—General duties <sup>1</sup>  | 30.2(g)(ii)   | 7.2                       | 1.88      | per day                  |
| Artificial fertilisers and chemicals—Acid production and related activities <sup>1</sup>  | 30.2(g)(ii)   | 11.5                      | 3.01      | per day                  |
| Artificial fertilisers and chemicals—Fertiliser production and despatch <sup>1</sup>  | 30.2(g)(ii)   | 12.3                      | 3.22      | per day                  |
| First aid allowance   | 30.3(b)       | 75.6                      | 19.79     | per week                 |
| Engine driver and fireperson—Attending to refrigeration compressors   | 30.3(g)(i)    | 159.7                     | 41.81     | per week                 |
| Engine driver and fireperson—Attending to an electric generator or dynamo exceeding 10kW capacity   | 30.3(g)(i)    | 159.7                     | 41.81     | per week                 |
| Engine driver and fireperson—Being in charge of plant   | 30.3(g)(i)    | 159.7                     | 41.81     | per week                 |
| Engine driver and fireperson—Attending to a switchboard where the generating capacity is 350kW or over  | 30.3(g)(i)    | 49.8                      | 13.04     | per week                 |
| Cleaner, greaser or oiler allowance   | 30.3(h)       | 148.0                     | 38.75     | per week                 |
| Manganese dioxide and other pigments allowance—First 2 hours  | 30.3(i)(i)    | 8.5                       | 2.23      | per hour                 |
| Manganese dioxide and other   | 30.3(i)(ii)   | 60.3                      | 15.79     | per day                  |

| <b>Allowance</b>  | <b>Clause</b> | <b>% of standard rate</b> | <b>\$</b> | <b>Payable</b> |
|---|---------------|---------------------------|-----------|----------------|
| pigments allowance—More than 2 hours  |               |                           |           |                |
| Inspector's allowance (paid in excess of rate payable to employee whose work is inspected) <sup>2</sup> | 54.2          | 155.04                    | 40.59     | per week       |
| Carpenter's allowance <sup>2</sup>  | 54.3          | 1.25                      | 0.33      | per hour       |

58. By deleting the table appearing in clause D.1.3 and inserting the following:

| <b>Allowance</b>                                       | <b>Clause</b> | <b>% of standard rate</b> | <b>\$</b> | <b>Payable</b> |
|--|---------------|---------------------------|-----------|----------------|
| Cold places allowance                                  | 30.4(c)(i)    | 2.8                       | 0.73      | per hour       |
| Hot places allowance—Between 46 and 54 degrees Celsius | 30.4(d)(i)    | 2.9                       | 0.76      | per hour       |
| Hot places allowance—In excess of 54 degrees Celsius   | 30.4(d)(i)    | 3.8                       | 0.99      | per hour       |
| Wet places allowance                                   | 30.4(e)(i)    | 2.9                       | 0.76      | per hour       |
| Confined spaces allowance                              | 30.4(f)       | 3.8                       | 0.99      | per hour       |
| Dirty work—other than ship repair work                 | 30.4(g)(i)    | 2.9                       | 0.76      | per hour       |
| Dirty work—ship repair work                            | 30.4(g)(ii)   | 3.8                       | 0.99      | per hour       |
| Height money   | 30.4(h)       | 2.1                       | 0.55      | per hour       |
| Meat digesters and oil tanks allowance                 | 30.4(i)       | 2.9                       | 0.76      | per hour       |
| Sanitary works allowance                               | 30.4(j)       | 2.0                       | 0.52      | per hour       |
| Insulation materials allowance                         | 30.4(k)(i)    | 3.8                       | 0.99      | per hour       |
| Slaughtering yards allowance                           | 30.4(l)       | 2.1                       | 0.55      | per hour       |
| Boiler repairs—smoke boxes, fire-boxes, furnaces etc.  | 30.4(m)(i)    | 2.1                       | 0.55      | per hour       |
| Boiler repairs—repairs on oil fired boilers etc.       | 30.4(m)(ii)   | 7.4                       | 1.94      | per hour       |

| <b>Allowance</b>  | <b>Clause</b> | <b>% of standard rate</b> | <b>\$</b> | <b>Payable</b>                         |
|---|---------------|---------------------------|-----------|--|
| Underground mine work - % of appropriate classification   | 30.4(n)       | -                         | 12%       | for the time spent working underground |
| Explosive powered tools   | 30.4(o)       | 7.5                       | 1.96      | per day                                |
| Ships in dock   | 30.4(p)       | 2.1                       | 0.55      | per hour                               |
| Foundry allowance   | 30.4(q)(i)    | 2.2                       | 0.58      | per hour                               |
| Boiling down works  | 30.4(r)       | 2.1                       | 0.55      | per hour                               |
| Lead works  | 30.4(s)       | 2.1                       | 0.55      | per hour                               |
| Handlers of carbon black  | 30.4(t)(i)    | 4.8                       | 1.26      | per hour                               |
| Installing or repairing belting underground in mines  | 30.4(u)       | 1.5                       | 0.39      | per hour                               |
| Processing free coal dust   | 30.4(v)       | 2.1                       | 0.55      | per hour                               |
| Boiler cleaning—engine driver   | 30.4(w)(ii)   | 8.2                       | 2.15      | per hour                               |
| Foreign rock—Rock phosphate, superphosphate and mixed manure sections receiving ex ship or railway truck              | 30.4(y)       | 33.6                      | 8.80      | per week                               |
| Foreign rock—Handling rock phosphate to crushers and all other employees in the rock phosphate section                | 30.4(y)       | 31.8                      | 8.33      | per week                               |
| Foreign rock—Mixing superphosphate  | 30.4(y)       | 31.8                      | 8.33      | per week                               |
| Foreign rock—Excavating bins, and the manufacture or excavating of superphosphate until dumped on the heap for curing | 30.4(y)       | 20.7                      | 5.42      | per week                               |
| Foreign rock—The handling of superphosphate from the heap until loading in wagons or trucks for despatch, etc         | 30.4(y)       | 12.6                      | 3.30      | per week                               |
| Farmers' own bags—Sorting, branding, bagging, etc   | 30.4(z)       | 2.5                       | 0.65      | per day                                |

| <b>Allowance</b>  | <b>Clause</b> | <b>% of standard rate</b> | <b>\$</b> | <b>Payable</b>            |
|---|---------------|---------------------------|-----------|---------------------------|
| Farmers' own bags—Loading double-handling into railway or other trucks, etc   | 30.4(z)       | 4.6                       | 1.20      | per day                   |
| Farmers' own bags—Loading single-handling into railway or other trucks, etc   | 30.4(z)       | 6.2                       | 1.62      | per day                   |
| Soda ash  | 30.4(aa)      | 8.8                       | 2.30      | per hour                  |
| Raw materials   | 30.4(bb)      | 3.3                       | 0.86      | per hour                  |
| Skimming and floater setting—flat glass tank                                  | 30.4(cc)      | 12.6                      | 3.30      | per half hour             |
| Glass furnace regenerators  | 30.4(dd)      | 69.4                      | 18.17     | per day                   |
| Float glass furnace repair - % of the minimum rate applicable to the employee | 30.4(ee)      | -                         | 100%      | for the time so engaged   |
| Jack bolt tensioner   | 30.4(ff)      | 37.6                      | 9.84      | per shift or part thereof |
| Loading and unloading away from employer's premises                           | 30.4(gg)      | 37.6                      | 9.84      | per shift or part thereof |
| Glass or slag wool <sup>1</sup>   | 54.5          | 3.69                      | 0.97      | per hour                  |
| Handling garbage <sup>1</sup>   | 54.6          | 2.86                      | 0.75      | per hour                  |
| Boiler house employees <sup>1</sup>   | 54.7          | 5.78                      | 1.51      | per hour                  |
| Fork-lift or cranes allowance <sup>1</sup>                                    | 54.8          | 11.02                     | 2.89      | per day                   |

59. By deleting clause G.4 and inserting the following:

## **G.4 Minimum Wages**

### **G.4.1 Minimum wages for full-time traineeships**

#### **(a) Wage level A**

The minimum rate for a full-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level A by clause G.6.1 is the weekly rate specified in column 2 of **Table 1—Wage level A minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship)** according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in column 1.

**Table 1—Wage level A minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship)**

| Column 1<br>Experience level of trainee | Column 2<br>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  |          |          |

NOTE: See clause G.4.3 for other minimum wage provisions that affect clause G.4.1(a).

**(b) Wage Level B**

The minimum rate for a full-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level B by clause G.6.2 is the weekly rate specified in Column 2 of **Table 2—Wage level B minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship)** according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in Column 1.

**Table 2—Wage level B minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship)**

| Column 1<br>Experience level of trainee | Column 2<br>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   |

| Column 1<br>Experience level of trainee | Column 2<br>Highest year of schooling completed |          |          |
|---|---|----------|----------|
|   | Year 10   | Year 11  | Year 12  |
|   | per week  | per week | per week |
|   | \$  | \$       | \$       |
| Plus 4 years out of school              | 661.80  | 754.70   |          |
| Plus 5 or more years out of school      | 754.70  |          |          |

NOTE: See clause G.4.3 for other minimum wage provisions that affect clause G.4.1(b).

**(c) AQF Certificate Level IV traineeships**

- (i) The minimum rate for a full-time trainee undertaking an AQF Certificate Level IV traineeship is the minimum rate for the relevant full-time AQF Certificate Level III traineeship increased by 3.8%.
- (ii) The minimum rate for a full-time adult trainee undertaking an AQF Certificate Level IV traineeship is the weekly rate specified in column 2 or 3 of **Table 3—Minimum weekly rate for full-time adult trainees (AQF Certificate Level IV traineeship)** according to the year of the traineeship specified in those columns and the relevant wage level for the relevant AQF Certificate Level III traineeship specified in column 1:

**Table 3—Minimum weekly rate for full-time adult trainees (AQF Certificate Level I–III traineeship)**

| Column 1<br>Wage level | Column 2<br>First year of traineeship | Column 3<br>Second and subsequent years of traineeship |
|------------------------|---------------------------------------|--|
|                        | per week                              | per week   |
|                        | \$                                    | \$   |
| A                      | 810.00                                | 840.80   |
| B                      | 783.40                                | 813.20   |

NOTE: See clause G.4.3 for other minimum wage provisions that affect clause G.4.1(c).

**G.4.2 Minimum hourly rates for part-time traineeships**

**(a) Wage level A**

The minimum hourly rate for a part-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate



levels are allocated to wage level A by clause G.6.1 is the hourly rate specified in column 2 of **Table 4—Wage level A minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)** according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in column 1.

**Table 4—Wage level A minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)**

| Column 1<br>Experience level of trainee | Column 2<br>Highest year of schooling completed |                     |                     |
|---|---|---------------------|---------------------|
|   | Year 10<br>per hour                             | Year 11<br>per hour | Year 12<br>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   |                     |                     |

NOTE: See clause G.4.2(e) for calculating the actual minimum wage. See also clause G.4.3 for other minimum wage provisions that affect clause G.4.2(a).

**(b) Wage Level B**

The minimum hourly rate for a part-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level B by clause G.6.2 is the hourly rate specified in Column 2 of **Table 5—Wage level B minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)** according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in Column 1.

**Table 5—Wage level B minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)**

| Column 1<br>Experience level of trainee | Column 2<br>Highest year of schooling completed |                     |                     |
|---|---|---------------------|---------------------|
|   | Year 10<br>per hour                             | Year 11<br>per hour | Year 12<br>per hour |
|   | \$  | \$                  | \$                  |
| School leaver                           | 12.64   | 13.92               | 16.14               |

| <b>Column 1</b><br><b>Experience level of trainee</b> | <b>Column 2</b><br><b>Highest year of schooling completed</b> |                 |                 |
|---|---|-----------------|-----------------|
|   | <b>Year 10</b>  | <b>Year 11</b>  | <b>Year 12</b>  |
|   | <b>per hour</b>   | <b>per hour</b> | <b>per hour</b> |
|   | <b>\$</b>   | <b>\$</b>       | <b>\$</b>       |
| 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   |                 |                 |

NOTE: See clause G.4.2(e) for calculating the actual minimum wage. See also clause G.4.3 for other minimum wage provisions that affect clause G.4.2(b).

**(c) School-based traineeships**

The minimum hourly rate for a part-time trainee who works ordinary hours and is undertaking a school-based AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage levels A or B by clause G.6 is the hourly rate in column 1 or 2 of **Table 6—Minimum hourly rate for part-time trainees (school-based AQF Certificate Level I–III traineeship)** according to the year of schooling of the trainee.

**Table 6—Minimum hourly rate for part-time trainees (school-based AQF Certificate Level I–III traineeship)**

| <b>Column 1</b><br><b>Year 11 or lower</b> | <b>Column 2</b><br><b>Year 12</b> |
|--|-----------------------------------|
| <b>per hour</b>                            | <b>per hour</b>                   |
| <b>\$</b>                                  | <b>\$</b>                         |
| 12.64                                      | 13.92                             |

NOTE: See clause G.4.2(e) for calculating the actual minimum wage. See also clause G.4.3 for other minimum wage provisions that affect clause G.4.2(c).

**(d) AQF Certificate Level IV traineeships**

- (i)** The minimum hourly rate for a part-time trainee undertaking an AQF Certificate Level IV traineeship is the minimum hourly rate for the relevant part-time AQF Certificate Level III traineeship increased by 3.8%.
- (ii)** The minimum hourly rate for a part-time adult trainee undertaking a part-time AQF Certificate Level IV traineeship is the hourly rate in column 2

or 3 of Table 7—Minimum hourly rate for part-time adult trainees (AQF Certificate Level IV traineeship), according to the year of the traineeship specified in those columns and the relevant wage level for the relevant AQF Certificate Level III traineeship specified in column 1:

**Table 7—Minimum hourly rate for part-time adult trainees (AQF Certificate Level IV traineeship)**

| <b>Column 1</b>   | <b>Column 2</b>                  | <b>Column 3</b>                                   |
|-------------------|----------------------------------|---|
| <b>Wage level</b> | <b>First year of traineeship</b> | <b>Second and subsequent years of traineeship</b> |
|                   | <b>per hour</b>                  | <b>per hour</b>                                   |
|                   | <b>\$</b>                        | <b>\$</b>   |
| A                 | 26.65                            | 27.65   |
| B                 | 25.77                            | 26.75   |

NOTE: See clause G.4.2(e) for calculating the actual minimum wage. See also clause G.4.3 for other minimum wage provisions that affect clause G.4.2(d).

**(e) Calculating the actual minimum wage**

- (i) If fewer than 38 (or an average of 38) ordinary hours of work per week is considered full-time at the workplace by the employer, the appropriate minimum hourly rate for a part-time trainee is obtained by multiplying the relevant minimum hourly rate in clauses G.4.2(a) to (d) by 38 and then dividing the figure obtained by the full-time ordinary hours of work per week.
- (ii) If the approved training for a part-time traineeship is provided wholly off-the-job by a registered training organisation, for example at school or at TAFE, the relevant minimum hourly rate in clauses G.4.2(a) to (d) applies to each ordinary hour worked by the trainee.
- (iii) If 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 hourly rate in clauses G.4.2(a) to (d) minus 20% applies to each ordinary hour worked by the trainee.

**G.4.3 Other minimum wage provisions**

- (a) Clause G.4.3 applies despite anything to the contrary in clause G.4.2 or G.4.4.
- (b) An employee who was employed by an employer immediately before becoming a trainee with that employer must not suffer a reduction in their minimum rate of pay because of becoming a trainee.

- (c) For the purpose of determining whether a trainee has suffered a reduction as mentioned in clause G.4.3(b) casual loadings are to be disregarded.
- (d) 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, if a higher minimum wage is provided for the new AQF certificate level.

#### **G.4.4 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 clause G.6 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

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