



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2023–24
(C2024/1)

SUGAR INDUSTRY AWARD 2020
[MA000087]

Sugar industry

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

SYDNEY, XX JUNE 2024

Annual Wage Review 2023–24.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2023–24 on 3 June 2024 [[2024] FWCFB 3500], the above award is varied as follows:

1. By deleting the table appearing in clause 17.1 and inserting the following:

Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate	Single contract hourly rate¹
	\$	\$	\$
Cultivation/Cane Production (adult)			
CPT (Inductee/Trainee)	899.70	23.68	27.23
CP1 (Level 1)	963.80	25.36	29.16
CP2 (Level 2)	995.70	26.20	30.13
Cane Haulage			
CHAUT (Inductee/Trainee)	942.20	24.79	28.51

Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate	Single contract hourly rate¹
	\$	\$	\$
CHAU1 (Level 1)	963.80	25.36	29.16
CHAU2 (Level 2)	995.70	26.20	30.13
Cane Harvesting			
CHART (Inductee/Trainee)	963.80	25.36	29.16
CHAR1 (Level 1)	995.70	26.20	30.13
CHAR2 (Level 2)	1032.30	27.17	31.25
Cane Testers			
CT1 (Level 1)	893.70	23.52	27.05
CT2 (Level 2)	946.10	24.90	28.64
CT3 (Level 3)	995.70	26.20	30.13
CT4 (Level 4)	1057.20	27.82	31.99

2. By deleting the amount “\$1.17” appearing in clause 18.2(a) and inserting “\$1.21”.
3. By deleting the table appearing in clause 19.1 and inserting the following:

Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
C14/L2	891.50	23.46
C13/L3	915.90	24.10
C12/L4	949.20	24.98
C11/L5	980.40	25.80
C10/L6	1032.30	27.17
C9/L7	1064.70	28.02
C8/L8	1097.10	28.87
C7/L9	1126.30	29.64
C6	1183.50	31.14

4. By deleting the amount “\$27.31” appearing in clause 19.4(a) and inserting “\$28.34”.
5. By deleting the amount “\$29.61” appearing in clause 19.4(b) and inserting “\$30.73”.

6. By deleting the table appearing in clause 19.7 and inserting the following:

Stage of apprenticeship	Column 1			Column 2			Column 3		
	Has not completed year 12			Has completed year 12			Adult apprentice aged 21+		
	%	Min weekly rate \$	Hourly rate \$	%	Min weekly rate \$	Hourly rate \$	%	Min weekly rate \$	Hourly rate \$
Stage 1	50	516.15	13.58	55	567.77	14.94	80	825.84	21.73
Stage 2	60	619.38	16.30	65	671.00	17.66	C14	891.50	23.46
Stage 3	75	774.23	20.37	75	774.23	20.37	C13	915.90	24.10
Stage 4	88	908.42	23.91	C12	949.20	24.98	C12	949.20	24.98

7. By deleting the amount "\$0.91" appearing in clause 20.2(a)(i) and inserting "\$0.95".
8. By deleting the amount "\$0.86" appearing in clause 20.2(b)(i) and inserting "\$0.90".
9. By deleting the amount "\$2.15" appearing in clause 20.2(d)(i) and inserting "\$2.23".
10. By deleting the amount "\$0.67" appearing in clause 20.2(e) and inserting "\$0.69".
11. By deleting the amount "\$4.07" appearing in clause 20.2(f)(i) and inserting "\$4.22".
12. By deleting the amount "\$5.43" appearing in clause 20.2(g)(i) and inserting "\$5.64".
13. By deleting the amount "\$1.11" appearing in clause 20.2(g)(ii) and inserting "\$1.15".
14. By deleting the amounts "\$0.98" and "\$5.01" appearing in clause 20.2(h) and inserting "\$1.02" and "\$5.20" respectively.
15. By deleting the amount "\$38.75" appearing in clause 20.2(i) and inserting "\$40.21".
16. By deleting the amount "\$0.67" appearing in clause 20.2(j) and inserting "\$0.69".
17. By deleting the amount "\$0.67" appearing in clause 20.2(k) and inserting "\$0.69".
18. By deleting the amount "\$0.67" appearing in clause 20.2(l) and inserting "\$0.69".
19. By deleting the amount "\$0.91" appearing in clause 20.2(m) and inserting "\$0.95".
20. By deleting the amount "\$0.75" appearing in clause 20.2(n)(i) and inserting "\$0.78".
21. By deleting the amount "\$1.29" appearing in clause 20.2(n)(ii) and inserting "\$1.34".
22. By deleting the amount "\$1.87" appearing in clause 20.2(n)(iii) and inserting "\$1.94".
23. By deleting the amount "\$15.60" appearing in clause 20.2(o) and inserting "\$16.19".

24. By deleting the amount "\$0.59" appearing in clause 20.2(p) and inserting "\$0.61".
25. By deleting the amount "\$0.73" appearing in clause 20.2(q) and inserting "\$0.76".
26. By deleting the amount "\$0.43" appearing in clause 20.2(r)(i) and inserting "\$0.45".
27. By deleting the amount "\$0.67" appearing in clause 20.2(r)(ii) and inserting "\$0.69".
28. By deleting the amount "\$0.67" appearing in clause 20.2(s) and inserting "\$0.69".
29. By deleting the amount "\$0.89" appearing in clause 20.2(u)(i) and inserting "\$0.92".
30. By deleting the amount "\$0.91" appearing in clause 20.2(v)(i) and inserting "\$0.95".
31. By deleting the amount "\$0.86" appearing in clause 20.2(v)(ii) and inserting "\$0.89".
32. By deleting the amount "\$0.91" appearing in clause 20.2(v)(iii) and inserting "\$0.95".
33. By deleting the amount "\$0.67" appearing in clause 20.2(w) and inserting "\$0.69".
34. By deleting the amounts "\$0.67" and "\$3.43" appearing in clause 20.2(x) and inserting "\$0.69" and "\$3.56" respectively.
35. By deleting the amount "\$33.23" appearing in clause 20.2(y) and inserting "\$34.49".
36. By deleting the amount "\$0.73" appearing in clause 20.2(z)(i) and inserting "\$0.76".
37. By deleting the amount "\$0.73" appearing in clause 20.2(z)(ii) and inserting "\$0.76".
38. By deleting the amount "\$0.92" appearing in clause 20.2(aa) and inserting "\$0.95".
39. By deleting the amount "\$0.67" appearing in clause 20.2(bb) and inserting "\$0.69".
40. By deleting the amount "\$5.20" appearing in clause 20.2(cc)(i) and inserting "\$5.40".
41. By deleting the amount "\$2.61" appearing in clause 20.2(cc)(ii) and inserting "\$2.71".
42. By deleting the amount "\$2.65" appearing in clause 20.2(cc)(iii) and inserting "\$2.75".
43. By deleting the amount "\$1.33" appearing in clause 20.2(cc)(iv) and inserting "\$1.38".
44. By deleting the amount "\$0.59" appearing in clause 20.2(ee) and inserting "\$0.61".

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

Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
BT1	891.50	23.46
BT2	922.40	24.27
BT3	969.20	25.51
BT4	1024.80	26.97
BT5	1046.20	27.53
BT6	1115.70	29.36
BT7	1272.40	33.48

46. By deleting the table appearing in clause 21.3 and inserting the following:

Stage of apprenticeship	Has not completed year 12			Has completed year 12			Adult apprentice aged 21+		
	%	Min weekly rate \$	Hourly rate \$	%	Min weekly rate \$	Hourly rate \$	Classification or %	Min weekly rate \$	Hourly rate \$
Stage 1	50	557.85	14.68	55	613.64	16.15	80	892.56	23.49
Stage 2	60	669.42	17.62	65	725.21	19.08	BT1 - but no lower than first year rate	892.56	23.49
Stage 3	75	836.78	22.02	75	836.78	22.02	BT2	922.40	24.27
Stage 4	88	981.82	25.84	88	981.82	25.84	88	981.82	25.84

47. By deleting the amount “\$25.95” appearing in clause 22.2(a) and inserting “\$26.93”.

48. By deleting the amount “\$0.43” appearing in clause 22.2(b) and inserting “\$0.45”.

49. By deleting the table appearing in clause D.1.1 and inserting the following:

	Ordinary hours	Weekend	Public holiday
	% of minimum hourly rate		
	100%	150%	250%
	\$	\$	\$
Cultivation/Cane Production (adult)			
CPT (Inductee/Trainee)	23.68	35.52	59.20

	Ordinary hours	Weekend	Public holiday
	% of minimum hourly rate		
	100%	150%	250%
	\$	\$	\$
CP1 (Level 1)	25.36	38.04	63.40
CP2 (Level 2)	26.20	39.30	65.50
Cane Haulage			
CHAUT (Inductee/Trainee)	24.79	37.19	61.98
CHAU1 (Level 1)	25.36	38.04	63.40
CHAU2 (Level 2)	26.20	39.30	65.50
Cane Harvesting			
CHART (Inductee/Trainee)	25.36	38.04	63.40
CHAR1 (Level 1)	26.20	39.30	65.50
CHAR2 (Level 2)	27.17	40.76	67.93
Cane Testers			
CT1 (Level 1)	23.52	35.28	58.80
CT2 (Level 2)	24.90	37.35	62.25
CT3 (Level 3)	26.20	39.30	65.50
CT4 (Level 4)	27.82	41.73	69.55

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

	Monday to Saturday		Sunday— all day	Public holiday
	First 3 hours	After 3 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Cultivation/Cane Production (adult)				
CPT (Inductee/Trainee)	35.52	47.36	47.36	59.20
CP1 (Level 1)	38.04	50.72	50.72	63.40
CP2 (Level 2)	39.30	52.40	52.40	65.50
Cane Haulage				
CHAUT (Inductee/Trainee)	37.19	49.58	49.58	61.98
CHAU1 (Level 1)	38.04	50.72	50.72	63.40

	Monday to Saturday		Sunday— all day	Public holiday
	First 3 hours	After 3 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
CHAU2 (Level 2)	39.30	52.40	52.40	65.50
Cane Harvesting				
CHART (Inductee/Trainee)	38.04	50.72	50.72	63.40
CHAR1 (Level 1)	39.30	52.40	52.40	65.50
CHAR2 (Level 2)	40.76	54.34	54.34	67.93
Cane Testers				
CT1 (Level 1)	35.28	47.04	47.04	58.80
CT2 (Level 2)	37.35	49.80	49.80	62.25
CT3 (Level 3)	39.30	52.40	52.40	65.50
CT4 (Level 4)	41.73	55.64	55.64	69.55

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

	Day	Afternoon ¹	Night ¹	Public holiday	Overtime ² Monday to Sunday
	% of minimum hourly rate				
	100%	112.5%	115%	250%	200%
	\$	\$	\$	\$	\$
Cultivation/Cane Production (adult)					
CPT (Inductee/Trainee)	23.68	26.64	27.23	59.20	47.36
CP1 (Level 1)	25.36	28.53	29.16	63.40	50.72
CP2 (Level 2)	26.20	29.48	30.13	65.50	52.40
Cane Haulage					
CHAUT (Inductee/Trainee)	24.79	27.89	28.51	61.98	49.58
CHAU1 (Level 1)	25.36	28.53	29.16	63.40	50.72
CHAU2 (Level 2)	26.20	29.48	30.13	65.50	52.40
Cane Harvesting					
CHART (Inductee/Trainee)	25.36	28.53	29.16	63.40	50.72

	Day	Afternoon ¹	Night ¹	Public holiday	Overtime ² Monday to Sunday
	% of minimum hourly rate				
	100%	112.5%	115%	250%	200%
	\$	\$	\$	\$	\$
CHAR1 (Level 1)	26.20	29.48	30.13	65.50	52.40
CHAR2 (Level 2)	27.17	30.57	31.25	67.93	54.34
Cane Testers					
CT1 (Level 1)	23.52	26.46	27.05	58.80	47.04
CT2 (Level 2)	24.90	28.01	28.64	62.25	49.80
CT3 (Level 3)	26.20	29.48	30.13	65.50	52.40
CT4 (Level 4)	27.82	31.30	31.99	69.55	55.64

52. By deleting the table appearing in clause D.1.4 and inserting the following:

	Ordinary hours	Weekend	Public holiday
	% of minimum hourly rate		
	125%	175%	275%
	\$	\$	\$
Cultivation/Cane Production (adult)			
CPT (Inductee/Trainee)	29.60	41.44	65.12
CP1 (Level 1)	31.70	44.38	69.74
CP2 (Level 2)	32.75	45.85	72.05
Cane Haulage			
CHAUT (Inductee/Trainee)	30.99	43.38	68.17
CHAU1 (Level 1)	31.70	44.38	69.74
CHAU2 (Level 2)	32.75	45.85	72.05
Cane Harvesting			
CHART (Inductee/Trainee)	31.70	44.38	69.74
CHAR1 (Level 1)	32.75	45.85	72.05
CHAR2 (Level 2)	33.96	47.55	74.72
Cane Testers			
CT1 (Level 1)	29.40	41.16	64.68
CT2 (Level 2)	31.13	43.58	68.48

	Ordinary hours	Weekend	Public holiday
	% of minimum hourly rate		
	125%	175%	275%
	\$	\$	\$
CT3 (Level 3)	32.75	45.85	72.05
CT4 (Level 4)	34.78	48.69	76.51

53. By deleting the table appearing in clause D.1.5 and inserting the following:

	Day	Afternoon ¹	Night ¹	Public holiday
	% of minimum hourly rate			
	125%	137.5%	140%	275%
	\$	\$	\$	\$
Cultivation/Cane Production (adult)				
CPT (Inductee/Trainee)	29.60	32.56	33.15	65.12
CP1 (Level 1)	31.70	34.87	35.50	69.74
CP2 (Level 2)	32.75	36.03	36.68	72.05
Cane Haulage				
CHAUT (Inductee/Trainee)	30.99	34.09	34.71	68.17
CHAU1 (Level 1)	31.70	34.87	35.50	69.74
CHAU2 (Level 2)	32.75	36.03	36.68	72.05
Cane Harvesting				
CHART (Inductee/Trainee)	31.70	34.87	35.50	69.74
CHAR1 (Level 1)	32.75	36.03	36.68	72.05
CHAR2 (Level 2)	33.96	37.36	38.04	74.72
Cane Testers				
CT1 (Level 1)	29.40	32.34	32.93	64.68
CT2 (Level 2)	31.13	34.24	34.86	68.48
CT3 (Level 3)	32.75	36.03	36.68	72.05
CT4 (Level 4)	34.78	38.25	38.95	76.51

54. By deleting the table appearing in clause D.2.1 and inserting the following:

	Ordinary hours	Monday to Friday ¹		Public holiday
		First 3 hours	After 3 hours	
	% of minimum hourly rate			
	100%	150%	200%	250%
	\$	\$	\$	\$
C14/L2	23.46	35.19	46.92	58.65
C13/L3	24.10	36.15	48.20	60.25
C12/L4	24.98	37.47	49.96	62.45
C11/L5	25.80	38.70	51.60	64.50
C10/L6	27.17	40.76	54.34	67.93
C9/L7	28.02	42.03	56.04	70.05
C8/L8	28.87	43.31	57.74	72.18
C7/L9	29.64	44.46	59.28	74.10
C6	31.14	46.71	62.28	77.85

55. By deleting the table appearing in clause D.2.2 and inserting the following:

	Monday to Saturday or rostered day off		Sunday—all day	Public holiday
	First 3 hours	After 3 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
C14/L2	35.19	46.92	46.92	58.65
C13/L3	36.15	48.20	48.20	60.25
C12/L4	37.47	49.96	49.96	62.45
C11/L5	38.70	51.60	51.60	64.50
C10/L6	40.76	54.34	54.34	67.93
C9/L7	42.03	56.04	56.04	70.05
C8/L8	43.31	57.74	57.74	72.18
C7/L9	44.46	59.28	59.28	74.10
C6	46.71	62.28	62.28	77.85

56. By deleting the table appearing in clause D.2.3 and inserting the following:

	Day	Afternoon or night¹	Non-rotating shiftwork²	Public holiday
	% of minimum hourly rate			
	100%	115%	130%	250%
	\$	\$	\$	\$
C14/L2	23.46	26.98	30.50	58.65
C13/L3	24.10	27.72	31.33	60.25
C12/L4	24.98	28.73	32.47	62.45
C11/L5	25.80	29.67	33.54	64.50
C10/L6	27.17	31.25	35.32	67.93
C9/L7	28.02	32.22	36.43	70.05
C8/L8	28.87	33.20	37.53	72.18
C7/L9	29.64	34.09	38.53	74.10
C6	31.14	35.81	40.48	77.85

57. By deleting the table appearing in clause D.2.4 and inserting the following:

	Continuous shiftworkers—weekend work¹			5 day roster—final shift of roster on Sat morning²	
	Day shift	Rotating afternoon/night shift	Non-rotating afternoon/night shift	Rotating afternoon/night shift	Non-rotating afternoon/night shift
	% of minimum hourly rate				
	150%	165%	180%	165%	180%
	\$	\$	\$	\$	\$
C14/L2	35.19	38.71	42.23	38.71	42.23
C13/L3	36.15	39.77	43.38	39.77	43.38
C12/L4	37.47	41.22	44.96	41.22	44.96
C11/L5	38.70	42.57	46.44	42.57	46.44
C10/L6	40.76	44.83	48.91	44.83	48.91
C9/L7	42.03	46.23	50.44	46.23	50.44
C8/L8	43.31	47.64	51.97	47.64	51.97
C7/L9	44.46	48.91	53.35	48.91	53.35
C6	46.71	51.38	56.05	51.38	56.05

58. By deleting the table appearing in clause D.2.5 and inserting the following:

	Shiftwork	Weekend shift¹	Public holiday
	% of minimum hourly rate		
	200%	225%	250%
	\$	\$	
C14/L2	46.92	52.79	58.65
C13/L3	48.20	54.23	60.25
C12/L4	49.96	56.21	62.45
C11/L5	51.60	58.05	64.50
C10/L6	54.34	61.13	67.93
C9/L7	56.04	63.05	70.05
C8/L8	57.74	64.96	72.18
C7/L9	59.28	66.69	74.10
C6	62.28	70.07	77.85

59. By deleting the table appearing in clause D.2.6 and inserting the following:

	Ordinary hours	Monday to Friday¹		Public holiday
		First 3 hours	After 3 hours	
	% of minimum hourly rate			
	125%	175%	225%	275%
	\$	\$	\$	\$
C14/L2	29.33	41.06	52.79	64.52
C13/L3	30.13	42.18	54.23	66.28
C12/L4	31.23	43.72	56.21	68.70
C11/L5	32.25	45.15	58.05	70.95
C10/L6	33.96	47.55	61.13	74.72
C9/L7	35.03	49.04	63.05	77.06
C8/L8	36.09	50.52	64.96	79.39
C7/L9	37.05	51.87	66.69	81.51
C6	38.93	54.50	70.07	85.64

60. By deleting the table appearing in clause D.2.7 and inserting the following:

	Day	Afternoon or night¹	Other than day shift	Public holiday
	% of minimum hourly rate			
	125%	140%	155%	275%
	\$	\$	\$	\$
C14/L2	29.33	32.84	36.36	64.52
C13/L3	30.13	33.74	37.36	66.28
C12/L4	31.23	34.97	38.72	68.70
C11/L5	32.25	36.12	39.99	70.95
C10/L6	33.96	38.04	42.11	74.72
C9/L7	35.03	39.23	43.43	77.06
C8/L8	36.09	40.42	44.75	79.39
C7/L9	37.05	41.50	45.94	81.51
C6	38.93	43.60	48.27	85.64

61. By deleting the table appearing in clause D.2.8 and inserting the following:

	Continuous shiftworkers—weekend work¹			5 day roster—final shift of roster on Sat morning²	
	Day shift	Rotating afternoon/night shift	Non-rotating afternoon/night shift	Rotating afternoon/night shift	Non-rotating afternoon/night shift
	% of minimum hourly rate				
	175%	190%	205%	190%	205%
	\$	\$	\$	\$	\$
C14/L2	41.06	44.57	48.09	44.57	48.09
C13/L3	42.18	45.79	49.41	45.79	49.41
C12/L4	43.72	47.46	51.21	47.46	51.21
C11/L5	45.15	49.02	52.89	49.02	52.89
C10/L6	47.55	51.62	55.70	51.62	55.70
C9/L7	49.04	53.24	57.44	53.24	57.44
C8/L8	50.52	54.85	59.18	54.85	59.18
C7/L9	51.87	56.32	60.76	56.32	60.76
C6	54.50	59.17	63.84	59.17	63.84

62. By deleting the table appearing in clause D.3.1 and inserting the following:

	Ordinary hours	Monday to Friday – Overtime¹	Public holiday
	% of minimum hourly rate		
	100%	200%	250%
	\$	\$	\$
BT1	23.46	46.92	58.65
BT2	24.27	48.54	60.68
BT3	25.51	51.02	63.78
BT4	26.97	53.94	67.43
BT5	27.53	55.06	68.83
BT6	29.36	58.72	73.40
BT7	33.48	66.96	83.70

63. By deleting the table appearing in clause D.3.2 and inserting the following:

	Day	Afternoon or night	Continuous afternoon or night shift or no rotation to day shift¹	Public holiday
	% of minimum hourly rate			
	100%	115%	130%	250%
	\$	\$	\$	\$
BT1	23.46	26.98	30.50	58.65
BT2	24.27	27.91	31.55	60.68
BT3	25.51	29.34	33.16	63.78
BT4	26.97	31.02	35.06	67.43
BT5	27.53	31.66	35.79	68.83
BT6	29.36	33.76	38.17	73.40
BT7	33.48	38.50	43.52	83.70

64. By deleting the table appearing in clause D.3.3 and inserting the following:

	Monday to Sunday	Public holiday
	% of minimum hourly rate	
	200%	250%
	\$	\$
BT1	46.92	58.65

	Monday to Sunday	Public holiday
	% of minimum hourly rate	
	200%	250%
	\$	\$
BT2	48.54	60.68
BT3	51.02	63.78
BT4	53.94	67.43
BT5	55.06	68.83
BT6	58.72	73.40
BT7	66.96	83.70

65. By deleting the table appearing in clause D.3.4 and inserting the following:

	Ordinary hours	Monday to Friday – Overtime¹	Public holiday
	% of minimum hourly rate		
	125%	225%	275%
	\$	\$	\$
BT1	29.33	52.79	64.52
BT2	30.34	54.61	66.74
BT3	31.89	57.40	70.15
BT4	33.71	60.68	74.17
BT5	34.41	61.94	75.71
BT6	36.70	66.06	80.74
BT7	41.85	75.33	92.07

66. By deleting the table appearing in clause D.3.5 and inserting the following:

	Day	Afternoon or night	Other than day shift Continuous afternoon or night shift or no rotation to day shift¹	Public holiday
	% of minimum hourly rate			
	125%	140%	155%	275%
	\$	\$	\$	\$
BT1	29.33	32.84	36.36	64.52
BT2	30.34	33.98	37.62	66.74

	Day	Afternoon or night	Other than day shift Continuous afternoon or night shift or no rotation to day shift¹	Public holiday
	% of minimum hourly rate			
	125%	140%	155%	275%
	\$	\$	\$	\$
BT3	31.89	35.71	39.54	70.15
BT4	33.71	37.76	41.80	74.17
BT5	34.41	38.54	42.67	75.71
BT6	36.70	41.10	45.51	80.74
BT7	41.85	46.87	51.89	92.07

67. By deleting the amount “\$26.18” appearing in clause E.1.1 and inserting “\$27.17”.
68. By deleting the table appearing in clause E.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
Field sector				
Work in water and cleaning drains	18.2(a)	4.47	1.21	per hour
Milling, distillery, refinery and maintenance				
Applying obnoxious substances	20.2(a)(i)	3.49	0.95	per hour
Working with or in close proximity to asbestos allowance	20.2(b)(i)	3.3	0.90	per hour
Boiler cleaning—engine driver	20.2(d)(i)	8.2	2.23	per hour
Brick cutting	20.2(e)	2.55	0.69	per hour
Carting and/or handling cement	20.2(f)(i)	15.55	4.22	per day
Chimney stacks—cleaning and tarring or painting—first 4 hours	20.2(g)(i)	20.74	5.64	per first 4 hours or any portion thereof
Chimney stacks—cleaning and tarring or painting—per hour thereafter	20.2(g)(ii)	4.25	1.15	per hour
Chipping rollers with pneumatic chisels—per hour	20.2(h)	3.76	1.02	per hour

Allowance	Clause	% of standard rate	\$	Payable
Chipping rollers with pneumatic chisels—minimum per day	20.2(h)	19.13	5.20	minimum per day
Cleaner, greaser or oiler—stops or starts engine under supervision	20.2(i)	148.0	40.21	per week
Cleaning dirty machinery	20.2(j)	2.55	0.69	per hour
Cleaning dirty molasses tanks	20.2(k)	2.55	0.69	per hour
Cleaning under carrier	20.2(l)	2.55	0.69	per hour
Confined spaces	20.2(m)	3.49	0.95	per hour
Employee handling building blocks—over 5.5 kg to 9 kg	20.2(n)(i)	2.87	0.78	per hour
Employee handling building blocks—over 9 kg to 18 kg	20.2(n)(ii)	4.92	1.34	per hour
Employee handling building blocks—over 18 kg	20.2(n)(iii)	7.15	1.94	per hour
First aid allowance	20.2(o)	59.59	16.19	per week
Grinding shredder hammer—minimum of 4 hours	20.2(p)	2.26	0.61	per hour with 4 hour minimum
Handling molasses	20.2(q)	2.78	0.76	per hour
Height money—15.24 m to 22.86 m	20.2(r)(i)	1.66	0.45	per hour
Height money—more than 22.86 m	20.2(r)(ii)	2.55	0.69	per hour
High pressure cleaning machine	20.2(s)	2.55	0.69	per hour
Crushing season—juice superheaters	20.2(u)(i)	3.4	0.92	per hour
Insulation work—working in dust-laden atmosphere—insulating, deafening or pugging work	20.2(v)(i)	3.49	0.95	per hour
Insulation work—handling charcoal, pumice, slagwool, insulwool or other loose material	20.2(v)(ii)	3.29	0.89	per hour
Insulation work—using hot bitumen or fixing insulation materials with hot bitumen	20.2(v)(iii)	3.49	0.95	per hour
Lagging steam pipes	20.2(w)	2.55	0.69	per hour

Allowance	Clause	% of standard rate	\$	Payable
Operating jackhammers—per hour	20.2(x)	2.55	0.69	per hour
Operating jackhammers—minimum per day	20.2(x)	13.11	3.56	minimum per day
Pressure welding allowance	20.2(y)	126.94	34.49	per week
Re-bagging lime—general mill workers	20.2(z)(i)	2.78	0.76	per hour
Re-bagging lime—shovelling or handling bagged lime—all workers	20.2(z)(ii)	2.78	0.76	per hour
Repair work—tradespersons	20.2(aa)	3.51	0.95	per hour
Shot blast or sand blast	20.22(bb)	2.55	0.69	per hour
Spot welding mill rollers—in operation while crushing in progress	20.2(cc)(i)	19.87	5.40	per hour
Spot welding mill rollers—during crushing season while crushing not in progress	20.2(cc)(ii)	9.97	2.71	per hour
Spot welding mill rollers—automatic spot welding during crushing season while crushing in progress	20.2(cc)(iii)	10.13	2.75	per hour
Spot welding mill rollers—automatic spot welding during crushing season while crushing not in progress	20.2(cc)(iv)	5.07	1.38	per hour
Work in water and cleaning drains at a depth of 76.2cm or more	20.2(ee)	2.24	0.61	per hour
Bulk sugar terminal operations				
First aid allowance	22.2(a)	99.11	26.93	per week
Workplace co-ordinators allowance	22.2(b)	1.65	0.45	per hour

69. By deleting clause H.4 and inserting the following:

H.4 Minimum rates

H.4.1 Minimum weekly rates 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 H.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 Experience level of trainee	Column 2 Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
School leaver	398.70	439.00	522.20
Plus 1 year out of school	439.00	522.20	607.70
Plus 2 years out of school	522.20	607.70	707.20
Plus 3 years out of school	607.70	707.20	809.70
Plus 4 years out of school	707.20	809.70	
Plus 5 or more years out of school	809.70		

NOTE: See clause H.4.3 for other minimum wage provisions that affect clause H.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 H.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 Experience level of trainee	Column 2 Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
School leaver	398.70	439.00	508.90
Plus 1 year out of school	439.00	508.90	585.40
Plus 2 years out of school	508.90	585.40	686.60
Plus 3 years out of school	585.40	686.60	783.00
Plus 4 years out of school	686.60	783.00	
Plus 5 or more years out of school	783.00		

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

(c) **Wage Level C**

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 C by clause H.6.3 is the weekly rate specified in Column 2 of **Table 3—Wage level C 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 3—Wage level C minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship)

Column 1 Experience level of trainee	Column 2 Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
School leaver	398.70	439.00	508.90
Plus 1 year out of school	439.00	508.90	575.50
Plus 2 years out of school	508.90	575.50	642.90

Plus 3 years out of school	575.50	642.90	716.10
Plus 4 years out of school	642.90	716.10	
Plus 5 or more years out of school	716.10		

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

(d) 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 4—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 IV traineeship specified in column 1:

Table 4—Minimum weekly rate for full-time adult trainees (AQF Certificate Level IV traineeship)

Column 1	Column 2	Column 3
Wage level	First year of traineeship	Second and subsequent years of traineeship
	per week	per week
	\$	\$
A	840.40	872.30
B	812.80	843.70
C	743.40	771.50

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

H.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 H.6.1 is the hourly rate specified in column 2 of **Table 5—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 5—Wage level A minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)

Column 1 Experience level of trainee	Column 2 Highest year of schooling completed		
	Year 10 per hour	Year 11 per hour	Year 12 per hour
	\$	\$	\$
School leaver	13.11	14.44	17.17
Plus 1 year out of school	14.44	17.17	19.99
Plus 2 years out of school	17.17	19.99	23.26
Plus 3 years out of school	19.99	23.26	26.64
Plus 4 years out of school	23.26	26.64	
Plus 5 or more years out of school	26.64		

NOTE: See clause H.4.2(f) for calculating the actual minimum wage. See also clause H.4.3 for other minimum wage provisions that affect clause H.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 H.6.2 is the hourly rate specified in Column 2 of **Table 6—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 6—Wage level B minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)

Column 1 Experience level of trainee	Column 2 Highest year of schooling completed		
	Year 10 per hour	Year 11 per hour	Year 12 per hour
	\$	\$	\$
School leaver	13.11	14.44	16.75
Plus 1 year out of school	14.44	16.75	19.26

Column 1 Experience level of trainee	Column 2 Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
Plus 2 years out of school	16.75	19.26	22.59
Plus 3 years out of school	19.26	22.59	25.76
Plus 4 years out of school	22.59	25.76	
Plus 5 or more years out of school	25.76		

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

(c) **Wage Level C**

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 C by clause H.6.3 is the hourly rate specified in Column 2 of **Table 7—Wage level C 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 7—Wage level C minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)

Column 1 Experience level of trainee	Column 2 Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
School leaver	13.11	14.44	16.75
Plus 1 year out of school	14.44	16.75	18.92
Plus 2 years out of school	16.75	18.92	21.15
Plus 3 years out of school	18.92	21.15	23.55

Column 1 Experience level of trainee	Column 2 Highest year of schooling completed		
	Year 10 per hour	Year 11 per hour	Year 12 per hour
	\$	\$	\$
Plus 4 years out of school	21.15	23.55	
Plus 5 or more years out of school	23.55		

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

(d) 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 level A by clause H.6 is the hourly rate in column 1 or 2 of **Table 8—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 8—Minimum hourly rate for part-time trainees (school-based AQF Certificate Level I–III traineeship)

Column 1 Year 11 or lower per hour	Column 2 Year 12 per hour
\$	\$
13.11	14.44

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

(e) 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 an AQF Certificate Level IV traineeship is the hourly rate in column 2 or 3 of **Table 9—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 9—Minimum hourly rate for part-time adult trainees (AQF Certificate Level IV traineeship)

Column 1	Column 2	Column 3
Wage level	First year of traineeship	Second and subsequent years of traineeship
	per hour	per hour
	\$	\$
A	27.65	28.69
B	26.74	27.75
C	24.45	25.38

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

(f) 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 H.4.2(a) to H.4.2(e) 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 H.4.2(a) to H.4.2(e) 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 H.4.2(a) to H.4.2(e) minus **20%** applies to each ordinary hour worked by the trainee.

H.4.3 Other minimum wage provisions

- (a) Clause H.4.3 applies despite anything to the contrary in clause H.4.2 or H.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 H.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.

H.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 H.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 2024. In accordance with s 286(5) of the *Fair Work Act 2009* (Cth) 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 2024.

PRESIDENT