



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2023–24
(C2024/1)

PARLIAMENTARY DEPARTMENTS STAFF ENTERPRISE AWARD
2016
[MA000145]

Commonwealth employment

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 10.3 and inserting the following:

Classification level	Minimum annual pay rate \$	Minimum hourly pay rate \$
Classifications on a 36.75 hour week		
Australian Parliamentary Service Level 1 (including Cadet Parliamentary Service in practical training)	50,996	26.60
Australian Parliamentary Service Level 2	55,213	28.80
Australian Parliamentary Service Level 3	59,987	31.29
Australian Parliamentary Service Level 4	63,706	33.23
Australian Parliamentary Service Level 5	68,882	35.93
Australian Parliamentary Service Level 6	72,678	37.91

Classification level	Minimum annual pay rate \$	Minimum hourly pay rate \$
Australian Parliamentary Executive Level 1	82,379	42.97
Australian Parliamentary Executive Level 2	89,338	46.60
PARLIAMENTARY SECURITY ATTENDANTS		
Parliamentary Security Attendant (Entry Level)	54,389	28.37
Parliamentary Security Attendant (Operational)	55,213	28.80
Parliamentary Security Attendant (Supervisor)	59,987	31.29
Principal Parliamentary Security Attendant	63,706	33.23
HANSARD		
Editor Level 1	73,733	38.46
Editor Level 2	82,379	42.97
Principal Editor	96,297	50.23
Classifications on a 38 hour week		
MAINTENANCE EMPLOYEES		
Assistant Maintenance Officer	54,712	27.60
Maintenance Officer Grade 1/2	57,250	28.88
Maintenance Officer Grade 3	64,089	32.33
Works Organiser	70,115	35.37
Maintenance Project Officer	74,238	37.45
GARDENING EMPLOYEES		
Parliamentary Gardener Grade 1/2	54,375	27.43
Parliamentary Gardener Grade 3	61,274	30.91
Parliamentary Gardener Grade 4	63,534	32.05
Supervisory Gardener	69,560	35.09

2. By deleting the amount "\$14.25" appearing in clause 11.14 and inserting "\$14.78".
3. By deleting the amounts "24.36" and "48.74" appearing in clause 11.15(a) and inserting "25.27" and "50.56" respectively.
4. By deleting the amount "\$37.04" appearing in clause 11.16(a) and inserting "\$38.43".
5. By deleting the amount "\$30.10" appearing in clause 11.16(b) and inserting "\$31.22".

6. By deleting the table appearing in clause 11.17 and inserting the following:

Number of employees under Supervision or Direction	\$ per annum
One but not more than five	2775.19
Six but not more than ten	3519.76
More than ten	4690.10

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

	Ordinary hourly rate
	\$
Australian Parliamentary Service Level 1 (including Cadet Parliamentary Service in practical training)	26.60
Australian Parliamentary Service Level 2	28.80
Australian Parliamentary Service Level 3	31.29
Australian Parliamentary Service Level 4	33.23
Australian Parliamentary Service Level 5	35.93
Australian Parliamentary Service Level 6	37.91
Australian Parliamentary Executive Level 1	42.97
Australian Parliamentary Executive Level 2	46.60
Parliamentary Security Attendant (Entry Level)	28.37
Parliamentary Security Attendant (Operational)	28.80
Parliamentary Security Attendant (Supervisor)	31.29
Principal Parliamentary Security Attendant	33.23
Editor Level 1	38.46
Editor Level 2	42.97
Principal Editor	50.23
Assistant Maintenance Officer	27.60
Maintenance Officer Grade 1/2	28.88
Maintenance Officer Grade 3	32.33
Works Organiser	35.37
Maintenance Project Officer	37.45

	Ordinary hourly rate
	\$
Parliamentary Gardener Grade 1/2	27.43
Parliamentary Gardener Grade 3	30.91
Parliamentary Gardener Grade 4	32.05
Supervisory Gardener	35.09

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

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday or additional holiday – all day
	% of ordinary hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Australian Parliamentary Service Level 1 (including Cadet Parliamentary Service in practical training)	39.90	53.20	53.20	66.50
Australian Parliamentary Service Level 2	43.20	57.60	57.60	72.00
Australian Parliamentary Service Level 3	46.94	62.58	62.58	78.23
Australian Parliamentary Service Level 4	49.85	66.46	66.46	83.08
Australian Parliamentary Service Level 5	53.90	71.86	71.86	89.83
Australian Parliamentary Service Level 6	56.87	75.82	75.82	94.78
Australian Parliamentary Executive Level 1	64.46	85.94	85.94	107.43
Australian Parliamentary Executive Level 2	69.90	93.20	93.20	116.50
Parliamentary Security Attendant (Entry Level)	42.56	56.74	56.74	70.93
Parliamentary Security Attendant (Operational)	43.20	57.60	57.60	72.00
Parliamentary Security Attendant (Supervisor)	46.94	62.58	62.58	78.23

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday or additional holiday – all day
	% of ordinary hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Principal Parliamentary Security Attendant	49.85	66.46	66.46	83.08
Editor Level 1	57.69	76.92	76.92	96.15
Editor Level 2	64.46	85.94	85.94	107.43
Principal Editor	75.35	100.46	100.46	125.58
Assistant Maintenance Officer	41.40	55.20	55.20	69.00
Maintenance Officer Grade 1/2	43.32	57.76	57.76	72.20
Maintenance Officer Grade 3	48.50	64.66	64.66	80.83
Works Organiser	53.06	70.74	70.74	88.43
Maintenance Project Officer	56.18	74.90	74.90	93.63
Parliamentary Gardener Grade 1/2	41.15	54.86	54.86	68.58
Parliamentary Gardener Grade 3	46.37	61.82	61.82	77.28
Parliamentary Gardener Grade 4	48.08	64.10	64.10	80.13
Supervisory Gardener	52.64	70.18	70.18	87.73

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

	Ordinary hours	Night	Night – Maint.	Night - Gardening	Continuous Night	Saturday	Sunday	Public holiday or additional holiday
	% of ordinary hourly rate							
	100%	115%	120%	120%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$	\$	\$
Australian Parliamentary Service Level 1 (including Cadet Parliamentary Service in practical training)	26.60	30.59	N/A	N/A	34.58	39.90	53.20	66.50
Australian Parliamentary Service Level 2	28.80	33.12	N/A	N/A	37.44	43.20	57.60	72.00

	Ordinary hours	Night	Night – Maint.	Night - Gardening	Continuous Night	Saturday	Sunday	Public holiday or additional holiday
	% of ordinary hourly rate							
	100%	115%	120%	120%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$	\$	\$
Australian Parliamentary Service Level 3	31.29	35.98	N/A	N/A	40.68	46.94	62.58	78.23
Australian Parliamentary Service Level 4	33.23	38.21	N/A	N/A	43.20	49.85	66.46	83.08
Australian Parliamentary Service Level 5	35.93	41.32	N/A	N/A	46.71	53.90	71.86	89.83
Australian Parliamentary Service Level 6	37.91	43.60	N/A	N/A	49.28	56.87	75.82	94.78
Australian Parliamentary Executive Level 1	42.97	49.42	N/A	N/A	55.86	64.46	85.94	107.43
Australian Parliamentary Executive Level 2	46.60	53.59	N/A	N/A	60.58	69.90	93.20	116.50
Parliamentary Security Attendant (Entry Level)	28.37	32.63	N/A	N/A	36.88	42.56	56.74	70.93
Parliamentary Security Attendant (Operational)	28.80	33.12	N/A	N/A	37.44	43.20	57.60	72.00
Parliamentary Security Attendant (Supervisor)	31.29	35.98	N/A	N/A	40.68	46.94	62.58	78.23
Principal Parliamentary Security Attendant	33.23	38.21	N/A	N/A	43.20	49.85	66.46	83.08
Editor Level 1	38.46	44.23	N/A	N/A	50.00	57.69	76.92	96.15
Editor Level 2	42.97	49.42	N/A	N/A	55.86	64.46	85.94	107.43
Principal Editor	50.23	57.76	N/A	N/A	65.30	75.35	100.46	125.58
Assistant Maintenance Officer	27.60	31.74	33.12	N/A	35.88	41.40	55.20	69.00
Maintenance Officer Grade 1/2	28.88	33.21	34.66	N/A	37.54	43.32	57.76	72.20
Maintenance Officer Grade 3	32.33	37.18	38.80	N/A	42.03	48.50	64.66	80.83
Works Organiser	35.37	40.68	42.44	N/A	45.98	53.06	70.74	88.43
Maintenance Project Officer	37.45	43.07	44.94	N/A	48.69	56.18	74.90	93.63
Parliamentary Gardener Grade 1/2	27.43	31.54	N/A	32.92	35.66	41.15	54.86	68.58

	Ordinary hours	Night	Night – Maint.	Night - Gardening	Continuous Night	Saturday	Sunday	Public holiday or additional holiday
	% of ordinary hourly rate							
	100%	115%	120%	120%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$	\$	\$
Parliamentary Gardener Grade 3	30.91	35.55	N/A	37.09	40.18	46.37	61.82	77.28
Parliamentary Gardener Grade 4	32.05	36.86	N/A	38.46	41.67	48.08	64.10	80.13
Supervisory Gardener	35.09	40.35	N/A	42.11	45.62	52.64	70.18	87.73

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

	Monday to Friday – first 3 hours	Monday to Friday – after 3 hours	Saturday and Sunday – all day	Public holiday or additional holiday – all day
	% of Ordinary hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Australian Parliamentary Service Level 1 (including Cadet Parliamentary Service in practical training)	39.90	53.20	53.20	66.50
Australian Parliamentary Service Level 2	43.20	57.60	57.60	72.00
Australian Parliamentary Service Level 3	46.94	62.58	62.58	78.23
Australian Parliamentary Service Level 4	49.85	66.46	66.46	83.08
Australian Parliamentary Service Level 5	53.90	71.86	71.86	89.83
Australian Parliamentary Service Level 6	56.87	75.82	75.82	94.78
Australian Parliamentary Executive Level 1	64.46	85.94	85.94	107.43
Australian Parliamentary Executive Level 2	69.90	93.20	93.20	116.50
Parliamentary Security Attendant (Entry Level)	42.56	56.74	56.74	70.93

	Monday to Friday – first 3 hours	Monday to Friday – after 3 hours	Saturday and Sunday – all day	Public holiday or additional holiday – all day
	% of Ordinary hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Parliamentary Security Attendant (Operational)	43.20	57.60	57.60	72.00
Parliamentary Security Attendant (Supervisor)	46.94	62.58	62.58	78.23
Principal Parliamentary Security Attendant	49.85	66.46	66.46	83.08
Editor Level 1	57.69	76.92	76.92	96.15
Editor Level 2	64.46	85.94	85.94	107.43
Principal Editor	75.35	100.46	100.46	125.58
Assistant Maintenance Officer	41.40	55.20	55.20	69.00
Maintenance Officer Grade 1/2	43.32	57.76	57.76	72.20
Maintenance Officer Grade 3	48.50	64.66	64.66	80.83
Works Organiser	53.06	70.74	70.74	88.43
Maintenance Project Officer	56.18	74.90	74.90	93.63
Parliamentary Gardener Grade 1/2	41.15	54.86	54.86	68.58
Parliamentary Gardener Grade 3	46.37	61.82	61.82	77.28
Parliamentary Gardener Grade 4	48.08	64.10	64.10	80.13
Supervisory Gardener	52.64	70.18	70.18	87.73

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

	% of Ordinary hourly rate
	125%
	\$
Australian Parliamentary Service Level 1 (including Cadet Parliamentary Service in practical training)	33.25
Australian Parliamentary Service Level 2	36.00

	% of Ordinary hourly rate
	125%
	\$
Australian Parliamentary Service Level 3	39.11
Australian Parliamentary Service Level 4	41.54
Australian Parliamentary Service Level 5	44.91
Australian Parliamentary Service Level 6	47.39
Australian Parliamentary Executive Level 1	53.71
Australian Parliamentary Executive Level 2	58.25
Parliamentary Security Attendant (Entry Level)	35.46
Parliamentary Security Attendant (Operational)	36.00
Parliamentary Security Attendant (Supervisor)	39.11
Principal Parliamentary Security Attendant	41.54
Editor Level 1	48.08
Editor Level 2	53.71
Principal Editor	62.79
Assistant Maintenance Officer	34.50
Maintenance Officer Grade 1/2	36.10
Maintenance Officer Grade 3	40.41
Works Organiser	44.21
Maintenance Project Officer	46.81
Parliamentary Gardener Grade 1/2	34.29
Parliamentary Gardener Grade 3	38.64
Parliamentary Gardener Grade 4	40.06
Supervisory Gardener	43.86

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

	Monday to Friday – first 3 hours	Monday to Friday – after 3 hours	Saturday and Sunday – all day	Public holiday or additional holiday – all day
	% of Ordinary hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Australian Parliamentary Service Level 1 (including Cadet Parliamentary Service in practical training)	39.90	53.20	53.20	66.50
Australian Parliamentary Service Level 2	43.20	57.60	57.60	72.00
Australian Parliamentary Service Level 3	46.94	62.58	62.58	78.23
Australian Parliamentary Service Level 4	49.85	66.46	66.46	83.08
Australian Parliamentary Service Level 5	53.90	71.86	71.86	89.83
Australian Parliamentary Service Level 6	56.87	75.82	75.82	94.78
Australian Parliamentary Executive Level 1	64.46	85.94	85.94	107.43
Australian Parliamentary Executive Level 2	69.90	93.20	93.20	116.50
Parliamentary Security Attendant (Entry Level)	42.56	56.74	56.74	70.93
Parliamentary Security Attendant (Operational)	43.20	57.60	57.60	72.00
Parliamentary Security Attendant (Supervisor)	46.94	62.58	62.58	78.23
Principal Parliamentary Security Attendant	49.85	66.46	66.46	83.08
Editor Level 1	57.69	76.92	76.92	96.15
Editor Level 2	64.46	85.94	85.94	107.43
Principal Editor	75.35	100.46	100.46	125.58
Assistant Maintenance Officer	41.40	55.20	55.20	69.00

	Monday to Friday – first 3 hours	Monday to Friday – after 3 hours	Saturday and Sunday – all day	Public holiday or additional holiday – all day
	% of Ordinary hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Maintenance Officer Grade 1/2	43.32	57.76	57.76	72.20
Maintenance Officer Grade 3	48.50	64.66	64.66	80.83
Works Organiser	53.06	70.74	70.74	88.43
Maintenance Project Officer	56.18	74.90	74.90	93.63
Parliamentary Gardener Grade 1/2	41.15	54.86	54.86	68.58
Parliamentary Gardener Grade 3	46.37	61.82	61.82	77.28
Parliamentary Gardener Grade 4	48.08	64.10	64.10	80.13
Supervisory Gardener	52.64	70.18	70.18	87.73

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

	Ordinary hours	Night	Night – Maint.	Night - Gardening	Continuous night	Saturday	Sunday	Public holiday or additional holiday
	% of Ordinary hourly rate							
	125%	140%	145%	145%	155%	175%	225%	275%
	\$	\$	\$	\$	\$	\$	\$	\$
Australian Parliamentary Service Level 1 (including Cadet Parliamentary Service in practical training)	33.25	37.24	N/A	N/A	41.23	46.55	59.85	73.15
Australian Parliamentary Service Level 2	36.00	40.32	N/A	N/A	44.64	50.40	64.80	79.20

	Ordinary hours	Night	Night – Maint.	Night - Gardening	Continuous night	Saturday	Sunday	Public holiday or additional holiday
	% of Ordinary hourly rate							
	125%	140%	145%	145%	155%	175%	225%	275%
	\$	\$	\$	\$	\$	\$	\$	\$
Australian Parliamentary Service Level 3	39.11	43.81	N/A	N/A	48.50	54.76	70.40	86.05
Australian Parliamentary Service Level 4	41.54	46.52	N/A	N/A	51.51	58.15	74.77	91.38
Australian Parliamentary Service Level 5	44.91	50.30	N/A	N/A	55.69	62.88	80.84	98.81
Australian Parliamentary Service Level 6	47.39	53.07	N/A	N/A	58.76	66.34	85.30	104.25
Australian Parliamentary Executive Level 1	53.71	60.16	N/A	N/A	66.60	75.20	96.68	118.17
Australian Parliamentary Executive Level 2	58.25	65.24	N/A	N/A	72.23	81.55	104.85	128.15
Parliamentary Security Attendant (Entry Level)	35.46	39.72	N/A	N/A	43.97	49.65	63.83	78.02
Parliamentary Security Attendant (Operational)	36.00	40.32	N/A	N/A	44.64	50.40	64.80	79.20
Parliamentary Security Attendant (Supervisor)	39.11	43.81	N/A	N/A	48.50	54.76	70.40	86.05
Principal Parliamentary Security Attendant	41.54	46.52	N/A	N/A	51.51	58.15	74.77	91.38
Editor Level 1	48.08	53.84	N/A	N/A	59.61	67.31	86.54	105.77
Editor Level 2	53.71	60.16	N/A	N/A	66.60	75.20	96.68	118.17
Principal Editor	62.79	70.32	N/A	N/A	77.86	87.90	113.02	138.13
Assistant Maintenance Officer	34.50	38.64	40.02	N/A	42.78	48.30	62.10	75.90

	Ordinary hours	Night	Night – Maint.	Night - Gardening	Continuous night	Saturday	Sunday	Public holiday or additional holiday
	% of Ordinary hourly rate							
	125%	140%	145%	145%	155%	175%	225%	275%
	\$	\$	\$	\$	\$	\$	\$	\$
Maintenance Officer Grade 1/2	36.10	40.43	41.88	N/A	44.76	50.54	64.98	79.42
Maintenance Officer Grade 3	40.41	45.26	46.88	N/A	50.11	56.58	72.74	88.91
Works Organiser	44.21	49.52	51.29	N/A	54.82	61.90	79.58	97.27
Maintenance Project Officer	46.81	52.43	54.30	N/A	58.05	65.54	84.26	102.99
Parliamentary Gardener Grade 1/2	34.29	38.40	N/A	39.77	42.52	48.00	61.72	75.43
Parliamentary Gardener Grade 3	38.64	43.27	N/A	44.82	47.91	54.09	69.55	85.00
Parliamentary Gardener Grade 4	40.06	44.87	N/A	46.47	49.68	56.09	72.11	88.14
Supervisory Gardener	43.86	49.13	N/A	50.88	54.39	61.41	78.95	96.50

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

	Monday to Friday – first 3 hours	Monday to Friday – after 3 hours	Saturday and Sunday – all day	Public holiday or additional holiday – all day
	% of Ordinary hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Australian Parliamentary Service Level 1 (including Cadet Parliamentary Service in practical training)	39.90	53.20	53.20	66.50
Australian Parliamentary Service Level 2	43.20	57.60	57.60	72.00
Australian Parliamentary Service Level 3	46.94	62.58	62.58	78.23

	Monday to Friday – first 3 hours	Monday to Friday – after 3 hours	Saturday and Sunday – all day	Public holiday or additional holiday – all day
	% of Ordinary hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Australian Parliamentary Service Level 4	49.85	66.46	66.46	83.08
Australian Parliamentary Service Level 5	53.90	71.86	71.86	89.83
Australian Parliamentary Service Level 6	56.87	75.82	75.82	94.78
Australian Parliamentary Executive Level 1	64.46	85.94	85.94	107.43
Australian Parliamentary Executive Level 2	69.90	93.20	93.20	116.50
Parliamentary Security Attendant (Entry Level)	42.56	56.74	56.74	70.93
Parliamentary Security Attendant (Operational)	43.20	57.60	57.60	72.00
Parliamentary Security Attendant (Supervisor)	46.94	62.58	62.58	78.23
Principal Parliamentary Security Attendant	49.85	66.46	66.46	83.08
Editor Level 1	57.69	76.92	76.92	96.15
Editor Level 2	64.46	85.94	85.94	107.43
Principal Editor	75.35	100.46	100.46	125.58
Assistant Maintenance Officer	41.40	55.20	55.20	69.00
Maintenance Officer Grade 1/2	43.32	57.76	57.76	72.20
Maintenance Officer Grade 3	48.50	64.66	64.66	80.83
Works Organiser	53.06	70.74	70.74	88.43
Maintenance Project Officer	56.18	74.90	74.90	93.63
Parliamentary Gardener Grade 1/2	41.15	54.86	54.86	68.58

	Monday to Friday – first 3 hours	Monday to Friday – after 3 hours	Saturday and Sunday – all day	Public holiday or additional holiday – all day
	% of Ordinary hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Parliamentary Gardener Grade 3	46.37	61.82	61.82	77.28
Parliamentary Gardener Grade 4	48.08	64.10	64.10	80.13
Supervisory Gardener	52.64	70.18	70.18	87.73

15. By deleting clause B.1 and inserting the following:

B.1 Wage Related Allowances

The wage related allowances in this award are based on the Standard rate as defined in Schedule E as the minimum hourly rate for an Australian Parliamentary Service Level 2 in clause 10.3 = **\$28.80**.

Allowance	Clause	Payable	% of the standard rate	\$
First aid	11.14	weekly	51.32	14.78
Community language	11.15(a)	weekly		
Community language - Rate 1			87.76	25.27
Community language - Rate 2			175.56	50.56
Licence		weekly		
Licence - Plumbing trade	11.16(a)		133.43	38.43
Licence - Electrical trade	11.16(b)		108.42	31.22
Employees in charge - gardening or maintenance	11.17	per annum		
Employees in charge - gardening or maintenance - One but not more than five			9636.09	2775.19

Allowance	Clause	Payable	% of the standard rate	\$
Employees in charge - gardening or maintenance - Six but not more than ten			12221.38	3519.76
Employees in charge - gardening or maintenance - More than ten			16285.06	4690.10

16. By deleting clause D.5.1 and inserting the following:

D.5.1 Minimum wages for traineeships

(a) Wage Level A

Subject to clause D.5.2 and D.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time or part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level A by clause D.7 are:

	Highest year of schooling completed					
	Year 10		Year 11		Year 12	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$	\$	\$
School leaver	398.70	13.11	439.00	14.44	522.20	17.17
Plus 1 year out of school	439.00	14.44	522.20	17.17	607.70	19.99
Plus 2 years out of school	522.20	17.17	607.70	19.99	707.20	23.26
Plus 3 years out of school	607.70	19.99	707.20	23.26	809.70	26.64
Plus 4 years out of school	707.20	23.26	809.70	26.64		
Plus 5 or more years out of school	809.70	26.64				

(b) Wage Level B

Subject to clause D.5.2 and D.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time or part-time AQF Certificate Level I–III

traineeship whose training package and AQF certificate levels are allocated to Wage Level B by clause D.7 are:

	Highest year of schooling completed					
	Year 10		Year 11		Year 12	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$	\$	\$
School leaver	398.70	13.11	439.00	14.44	508.90	16.75
Plus 1 year out of school	439.00	14.44	508.90	16.75	585.40	19.26
Plus 2 years out of school	508.90	16.75	585.40	19.26	686.60	22.59
Plus 3 years out of school	585.40	19.26	686.60	22.59	783.00	25.76
Plus 4 years out of school	686.60	22.59	783.00	25.76		
Plus 5 or more years out of school	783.00	25.76				

(c) Wage Level C

Subject to clause D.5.2 and D.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time or part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level C by clause D.7 are:

	Highest year of schooling completed					
	Year 10		Year 11		Year 12	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$	\$	\$
School leaver	398.70	13.11	439.00	14.44	508.90	16.75
Plus 1 year out of school	439.00	14.44	508.90	16.75	575.50	18.92
Plus 2 years out of school	508.90	16.75	575.50	18.92	642.90	21.15
Plus 3 years out of school	575.50	18.92	642.90	21.15	716.10	23.55
Plus 4 years out of school	642.90	21.15	716.10	23.55		
Plus 5 or more years out of school	716.10	23.55				

(d) AQF Certificate Level IV traineeships

- (i) Subject to clause D.5.2 and D.5.3 of this schedule, the minimum wages for a trainee undertaking a traineeship are the minimum wages for the relevant Level III traineeship with the addition of 3.8% to those minimum wages.
- (ii) Subject to clause D.5.2 and D.5.3 of this schedule, the minimum wages for an adult trainee undertaking an AQF Certificate Level IV traineeship are as follows, provided that the relevant wage level is that for the relevant AQF Certificate Level III traineeship:

Wage level	First year of traineeship		Second and subsequent years of traineeship	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$
Wage Level A	840.40	27.65	872.30	28.69
Wage Level B	812.80	26.74	843.70	27.75
Wage Level C	743.40	24.45	771.50	25.38

(e) School-based traineeships

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

Year of schooling	
Year 11 or lower	Year 12
per hour	per hour
\$	\$
13.11	14.44

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