



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2023–24 (C2024/1)

AUSTRALIAN CAPITAL TERRITORY PUBLIC SECTOR ENTERPRISE AWARD 2016 [MA000146]

State and Territory government administration

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 12.17 and inserting the following:

Level of examination qualification	Rate of allowance \$ per week
<p><u>Basic Level</u>: A Certificate awarded by a Registered Training Organisation that is accredited to deliver First Aid training. This would normally be based on a minimum of 8 hours training and would include the following:</p> <ul style="list-style-type: none"> • Expired air (EAR) • Cardiopulmonary resuscitation (CPR)) • Life threatening emergencies and) • General minor first aid treatment) 	14.78

Level of examination qualification	Rate of allowance \$ per week
<u>Advanced Level</u> : Based on a minimum of 18 hours training, which builds on the base level training outlined above, and includes training in first aid management and procedures in a workplace environment.	18.40
<u>Occupational or Specialist Level</u> : Based on a minimum of 30 hours training, which builds on the advanced level training outlined above. The training required to meet this level will include the ability to competently render first aid in the workplace in the context of the A.C.T. Occupational Health and Safety legislation.	22.27

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

Standard	Level of competence	Rate of allowance \$ per week
CLA Rate 1	An employee who: is certified by the National Accreditation Authority for Translators and Interpreters (NAATI) as a Translator or Interpreter at level 1; or is assessed to be at the equivalent levels by an individual or body approved by the director-general.	25.29
CLA Rate 2	An employee who: is certified by the NAATI as a Translator or Interpreter at level 2; or is assessed to be at the equivalent levels by an individual or body approved by the director-general.	50.60

3. By deleting the amount “\$5.55” appearing in clause 12.19 and inserting “\$5.76”.
4. By deleting the amount “\$30.48” appearing in clause 12.20 and inserting “\$31.61”.
5. By deleting the amount “\$39.96” appearing in clause 12.21 and inserting “\$41.45”.
6. By deleting the amount “\$38.24” appearing in clause 12.24(a) and inserting “\$39.67”.
7. By deleting the amount “\$28.73” appearing in clause 12.25(a) and inserting “\$29.80”.
8. By deleting the amount “\$6.27” appearing in clause 12.27 and inserting “\$6.51”.

9. By deleting the amount "\$0.46" appearing in clause 12.28 and inserting "\$0.47".
10. By deleting the amount "\$20.49" appearing in clause 12.29 and inserting "\$21.25".
11. By deleting the amount "\$3.42" appearing in clause 12.30 and inserting "\$3.54".
12. By deleting the amount "\$6.41" appearing in clause 12.31 and inserting "\$6.65".
13. By deleting the amount "\$14.09" appearing in clause 12.32 and inserting "\$14.61".
14. By deleting the amount "\$9.21" appearing in clause 12.33 and inserting "\$9.56".
15. By deleting the amount "\$13.76" appearing in clause 16.11.3(b)(i) and inserting "\$14.28".
16. By deleting the amount "\$34.59" appearing in clause 16.11.3(b)(ii) and inserting "\$35.88".
17. By deleting the amount "\$27.52" appearing in clause 16.11.4(d)(i) and inserting "\$28.55".
18. By deleting the amount "\$69.20" appearing in clause 16.11.4(d)(ii) and inserting "\$71.78".
19. By deleting the table appearing in clause A.1.1 and inserting the following:

Classification	Ordinary hours	Ordinary rate	Minimum rate
	(hrs per wk)	(\$ per hr)	(\$ pa)
Aboriginal and Torres Strait Islander Trainee	36.75	26.31	50,440
Administrative Service Officer class 1	36.75	26.31	50,440
Administrative Service Officer class 2	36.75	28.50	54,638
Administrative Service Officer class 3	36.75	30.93	59,297
Administrative Service Officer class 4	36.75	32.86	62,997
Administrative Service Officer class 5	36.75	35.49	68,039
Administrative Service Officer class 6	36.75	37.47	71,835
Senior Officer grade C	36.75	42.48	81,439
Senior Officer grade B	36.75	46.05	88,284
Senior Officer grade A	36.75	52.94	101,493
Cadet (Auditor, etc.)	36.75	26.31	50,440
Cadet Full-time Study	-	15.50	-
Clinical Coder	36.75	32.46	62,230

Classification	Ordinary hours	Ordinary rate	Minimum rate
	(hrs per wk)	(\$ per hr)	(\$ pa)
Clinical Coder Trainee	36.75	30.93	59,297
Dental Assistant (unqualified)	36.75	24.58	47,123
Dental Assistant (qualified)	36.75	28.50	54,638
Dental Assistant	36.75	24.58	47,123
Principal Dental Assistant	36.75	31.00	59,431
Dental Receptionist	36.75	28.50	54,638
Graduate Administrative Assistant	36.75	28.09	53,852
Research Officer grade 1	36.75	29.02	55,635
Research Officer grade 2	36.75	32.86	62,997
Senior Research Officer grade 1	36.75	35.49	68,039
Senior Research Officer grade 2	36.75	37.47	71,835
Principal Research Officer	36.75	44.17	84,679
Information Communication Technology Trainee	36.75	26.31	50,440
Information Technology Officer Post Graduate	36.75	35.49	68,039
Information Technology Officer Trainee	36.75	26.31	50,440
Information Technology Officer class 1	36.75	32.12	61,578
Information Technology Officer class 2	36.75	37.47	71,835
Senior Information Technology Officer grade C	36.75	42.48	81,439
Senior Information Technology Officer grade B	36.75	46.05	88,284
Senior Information Technology Officer grade A	36.75	52.94	101,493
Trainee Technical Officer	36.75	27.60	52,913
Technical Officer level 1	36.75	29.13	55,846
Technical Officer level 2	36.75	30.67	58,798
Technical Officer level 3	36.75	33.74	64,684
Technical Officer level 4	36.75	37.47	71,835
Senior Officer (Technical) grade C	36.75	42.48	81,439
Senior Officer (Technical) grade B	36.75	46.05	88,284
Auditor – band 1	36.75	27.74	53,181

Classification	Ordinary hours	Ordinary rate	Minimum rate
	(hrs per wk)	(\$ per hr)	(\$ pa)
Senior Auditor – band 1	36.75	37.84	72,544
Audit Manager – band 2	36.75	43.80	83,970
Senior Audit Manager – band 2	36.75	46.11	88,399
Principal Audit Manager – band 2	36.75	55.18	105,787
Allied Health Assistant 1	36.75	21.27	40,777
Allied Health Assistant 2	36.75	27.24	52,222
Allied Health Assistant 3	36.75	31.62	60,619
Housing Manager	36.75	35.49	68,039
Housing Manager Trainee	36.75	32.86	62,997
Infrastructure Officer 1	36.75	36.85	70,646
Infrastructure Officer 2	36.75	37.53	71,950
Infrastructure Officer 3	36.75	42.59	81,650
Infrastructure Officer 4	36.75	46.45	89,050
Infrastructure Officer 5	36.75	55.00	105,442
Infrastructure Manager/Specialist 1	36.75	58.98	113,072
Infrastructure Manager/Specialist 2	36.75	63.17	121,105
Infrastructure Manager/Specialist 3	36.75	67.41	129,233
Office of Regulatory Services Inspector 4	36.75	32.86	62,997
Office of Regulatory Services Inspector 5	36.75	35.49	68,039
Office of Regulatory Services Inspector 6	36.75	37.47	71,835
Workcover Manager C	36.75	42.48	81,439
Para Legal grade 1	36.75	28.50	54,638
Para Legal grade 2	36.75	30.93	59,297
Para Legal grade 3	36.75	32.86	62,997
Para Legal grade 4	36.75	35.49	68,039
Para Legal grade 5	36.75	37.47	71,835
Tourism and Events Officer 1	36.75	26.31	50,440
Tourism and Events Officer 2	36.75	28.50	54,638
Tourism and Events Officer 3	36.75	30.93	59,297
Tourism and Events Officer 4	36.75	32.86	62,997
Tourism and Events Officer 5	36.75	35.49	68,039

Classification	Ordinary hours	Ordinary rate	Minimum rate
	(hrs per wk)	(\$ per hr)	(\$ pa)
Tourism and Events Officer 6	36.75	37.47	71,835
CTEC Manager C	36.75	42.48	81,439
CTEC Manager B	36.75	46.05	88,284
CTEC Manager A	36.75	52.94	101,493
Trust Officer level 1	36.75	32.57	62,441
Trust Officer level 2	36.75	37.12	71,164

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

Classification	Ordinary hours	Ordinary rate	Minimum rate
	(hrs per wk)	(\$ per hr)	(\$ pa)
Correctional Officer class 1	38	27.15	53,820
Correctional Officer class 2	38	30.96	61,373
Correctional Officer class 3	38	34.34	68,073
Correctional Officer class 4	38	36.23	71,820
Correctional Officer Trainee	38	20.16	39,964
Disability Support Officer level 1	38	27.08	53,682
Disability Support Officer level 2	38	30.69	60,838
Disability Support Officer level 3	38	35.76	70,888
City Ranger 1	38	27.59	54,693
City Ranger 2	38	29.92	59,311
City Ranger 3	38	31.76	62,959
City Ranger 4	38	34.34	68,073
Senior City Ranger	38	36.23	71,820
Park Ranger 1	38	29.92	59,311
Park Ranger 2	38	31.76	62,959
Senior Park Ranger 3	38	34.34	68,073
Sportsground Ranger	38	27.59	54,693
Sterilising Services Technical Officer level 1	38	29.13	57,745
Sterilising Services Technical Officer level 2	38	30.67	60,798
Youthworker 1	38	29.92	59,311

Classification	Ordinary hours	Ordinary rate	Minimum rate
	(hrs per wk)	(\$ per hr)	(\$ pa)
Youthworker 2	38	31.76	62,959

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

Classification	Ordinary hours	Ordinary rate	Minimum Rate
	(hrs per wk)	(\$ per hr)	(\$ pa)
Cadet Professional Officer Full-time Study	-	15.50	-
Professional Officer class 1	36.75	31.36	60,121
Professional Officer class 2	36.75	37.47	71,835
Senior Professional Officer grade C	36.75	42.48	81,439
Senior Professional Officer grade B	36.75	46.05	88,284
Senior Professional Officer grade A - Lower	36.75	52.94	101,493
Senior Professional Officer grade A - Upper (Engineering and Related Grades)	36.75	53.75	103,045
Cadet Professional Officer - Practical Training	36.75	26.31	50,440
Health Professional Officer level 1	36.75	32.21	61,751
Health Professional Officer level 2	36.75	34.36	65,872
Health Professional Officer level 3	36.75	40.97	78,545
Health Professional Officer level 4	36.75	42.48	81,439
Health Professional Officer level 5	36.75	46.05	88,284
Health Professional Officer level 6	36.75	52.94	101,493
Assistant Parliamentary Counsel 1	36.75	31.36	60,121
Assistant Parliamentary Counsel 2	36.75	52.14	99,959
Assistant Parliamentary Counsel 3	36.75	58.20	111,577
Government Solicitor 1	36.75	35.85	68,729
Government Solicitor 2	36.75	56.25	107,838
Government Solicitor 3	36.75	70.61	135,368
Government Solicitor 4	36.75	84.12	161,269
Graduate Legal Officer	36.75	33.82	64,837
Legal 1	36.75	31.36	60,121
Legal 2	36.75	52.14	99,959
Prosecutor grade 1	36.75	36.72	70,397

Classification	Ordinary hours	Ordinary rate	Minimum Rate
	(hrs per wk)	(\$ per hr)	(\$ pa)
Prosecutor grade 2	36.75	47.18	90,450
Prosecutor grade 3	36.75	59.92	114,874
Prosecutor grade 4	36.75	68.99	132,262
Prosecutor grade 5	36.75	80.90	155,095
Dentist 1	36.75	35.21	67,502
Dentist 2	36.75	52.55	100,745
Dentist 3	36.75	56.56	108,433
Dentist 4	36.75	60.40	115,794
Veterinary Officer level 1	36.75	31.94	61,233
Veterinary Officer level 2	36.75	39.01	74,787
Veterinary Officer level 3	36.75	49.19	94,303
Veterinary Officer level 4	36.75	52.22	100,112
Veterinary Officer level 5	36.75	55.57	106,535

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

Classification	Ordinary hours	Ordinary rate	Minimum rate
	(hrs per wk)	(\$ per hr)	(\$ pa)
Adviser Level 1 (lower)	36.75	32.49	62,287
Adviser Level 1 (upper)	36.75	35.04	67,176
Adviser Level 2	36.75	40.04	76,762
Senior Adviser level 1	36.75	45.45	87,133
Senior Adviser level 2	36.75	49.31	94,533
Chief Adviser	36.75	56.77	108,835

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

Classification	Ordinary hours	Ordinary rate	Minimum rate
	(hrs per wk)	(\$ per hr)	(\$ pa)
General Service Officer level 2	38	24.93	49,420
General Service Officer level 3	38	26.05	51,640
General Service Officer level 4	38	26.67	52,869

Classification	Ordinary hours	Ordinary rate	Minimum rate
	(hrs per wk)	(\$ per hr)	(\$ pa)
General Service Officer level 5	38	27.78	55,069
General Service Officer level 6	38	28.77	57,032
General Service Officer level 7	38	30.26	59,985
General Service Officer level 8	38	31.73	62,899
General Service Officer level 9	38	33.25	65,913
General Service Officer level 10	38	36.86	73,069
Health Service Officer level 2	38	24.93	49,420
Health Service Officer level 3	38	26.05	51,640
Health Service Officer level 4	38	26.67	52,869
Health Service Officer level 5	38	27.78	55,069
Health Service Officer level 6	38	28.77	57,032
Health Service Officer level 7	38	30.26	59,985
Health Service Officer level 8	38	31.73	62,899
Health Service Officer level 9	38	33.25	65,913
Health Service Officer level 10	38	36.86	73,069
Sterilising Services Health Service Officer	38	26.05	51,640
Ranger 1	38	28.19	55,882
Ranger 2	38	30.52	60,501
Ranger 3	38	32.40	64,228
Stores Supervisor	38	29.14	57,765
Senior Stores Supervisor level 1	38	30.52	60,501
Senior Stores Supervisor level 2	38	32.40	64,228
Senior Stores Supervisor level 3	38	34.88	69,144
Transport Officer grade 1	38	28.19	55,882
Transport Officer grade 2	38	30.52	60,501
Transport Officer grade 3	38	32.40	64,228
Transport Officer grade 4	38	34.88	69,144

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

Classification	Ordinary hours	Ordinary rate	Minimum rate
	(hrs per wk)	(\$ per hr)	(\$ pa)
Public Affairs Officer 1	38	32.47	64,366
Public Affairs Officer 2	38	37.26	73,862
Public Affairs Officer 3	38	42.83	84,903
Senior Public Affairs Officer 1	38	49.74	98,601
Senior Public Affairs Officer 2	38	51.96	103,002

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

Classification	Ordinary hours	Ordinary rate	Minimum rate
	(hrs per wk)	(\$ per hr)	(\$ pa)
School Assistant 2	31.25	28.65	46,705
School Assistant 3	31.25	31.05	50,618
School Assistant 4	31.25	37.23	60,693

26. By deleting the amount “\$26.78” appearing in clause B.1 and inserting “\$27.78”.

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

Column 1 Item number	Column 2 Employee type	Column 3 Description of disability	Column 4 Rate of allowance (\$)	Column 5 Period payable	Column 6 Percent of standard rate (%)
1	Building trades employees Electrical trades employees Food services employees Metal trades employees Plant operators	Cold places An employee required to work for more than one hour in places where the temperature is reduced by artificial means below 0 degrees Celsius. Special conditions Where the work continues for more than two hours an employee is entitled to a rest period of 20 minutes every two hours without loss of pay.	0.90	per hour	3.24%

Column 1 Item number	Column 2 Employee type	Column 3 Description of disability	Column 4 Rate of allowance (\$)	Column 5 Period payable	Column 6 Percent of standard rate (%)
2	Building trades employees Civil construction employees Electrical trades employees Metal trades employees	Confined spaces An employee required to work in a confined space, as defined. “confined space” means a compartment, space or place the dimensions of which necessitate an employee working in a stooped or otherwise cramped position, or without proper ventilation.	1.09	per hour	3.94%
3	Building trades employees Metal trades employees Plant operators Stores employees	Dirty work Where an employee and a supervisor agree that work is of an unusually dirty or offensive nature.	0.90	per hour	3.24%
4	Building trades employees Metal trades employees	Height Employees engaged in the construction, erection, repair and/or maintenance of any structure over 15 metres, while working at a height of 15 metres or more directly above the nearest horizontal plane.	0.56	per hour	2.01%
		For each additional 15 metres distance above the ground:	0.56	per hour	2.01%
5	Building trades employees Electrical trades employees Metal trades employees Plant operators	Hot places An employee required to work for more than one hour in the shade in places where the temperature is raised by artificial means to between 46 and 54 Celsius.	0.90	per hour	3.24%

Column 1 Item number	Column 2 Employee type	Column 3 Description of disability	Column 4 Rate of allowance (\$)	Column 5 Period payable	Column 6 Percent of standard rate (%)
6	Building trades employees Electrical trades employees Metal trades employees Plant operators	<p>Hot places An employee required to work for more than one hour in the shade in places where the temperature is raised by artificial means to between 46 and 54 Celsius.</p> <p><i>Special conditions</i> Where work continues for more than two hours in temperatures exceeding 54 Celsius, employees will be entitled to 20 minutes rest after every two hours work without deduction of pay. The temperature will be determined by the supervisor after consultation with the employees who claim the extra rate.</p>	1.09	per hour	3.94%
7	Building employees Civil construction employees Metal trades employees Stores employees	<p>Wet places An employee required to work in any place where clothing or boots become saturated by water, oil or another substance.</p> <p><i>Special conditions</i> (1) Any employee who becomes entitled to this extra rate will be paid such rate only for the part of the day or shift that they are required to work in wet clothing or boots. (2) This extra rate is not payable to an employee who is provided by the employer with suitable and effective protective clothing and/or footwear.</p>	0.90	per hour	3.24%

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

Column 1 Item number	Column 2 Employee type	Column 3 Description of disability	Column 4 Rate of allowance (\$)	Column 5 Period payable	Column 6 Percent of standard rate (%)
1	Gardening employees Rangers	Aquatic ponds An employee required to work in water in aquatic ponds.	3.75	per day	13.51%
2	Building trades employees Metal trades employees	Asbestos eradication Employees directly employed on asbestos eradication, where the wearing of protective equipment (i.e. combination overalls and breathing equipment or similar apparatus) is required.	3.00	per hour	10.81%
3	Building trades employees Electrical trades employees	Asbestos handling Employees required to use materials containing asbestos or to work in close proximity to employees using such materials, where the wearing of protective equipment (i.e. combination overalls and breathing equipment or similar apparatus) is required.	1.09	per hour	3.94%
4	Civil construction employees Plant operators	Barber-Greene operator Employees attached to a Barber-Greene machine spreading hot-mix.	2.73	per day	9.81%
5	Building trades employees	Bitumen and asphalt An employee handling hot bitumen or asphalt or dipping materials in creosote.	1.09	per hour	3.94%
6	Building trades employees	Brick cleaning An employee required to clean down bricks using	0.84	per hour	3.01%

Column 1 Item number	Column 2 Employee type	Column 3 Description of disability	Column 4 Rate of allowance (\$)	Column 5 Period payable	Column 6 Percent of standard rate (%)
		acids or other corrosive substances.			
7	Building trades employees	Brick cutting If on any site there is a brickcutting machine, only one bricklayer on that site will operate the cutting machine and will, whilst so engaged, be paid an allowance.	1.09	per hour	3.94%
8	Plant operators Metal trades employees	Cleaning economisers, etc. An employee required to work externally on economisers or boilers under fire (where temperature money is not paid), or on tractors or brickmaking machinery.	0.56	per hour	2.01%
		An employee required to work internally on economisers or boilers (where temperature money is not paid).	2.77	per hour	9.96%
9	Building trades employees	Construction/repairs to boilers, flues, etc An employee performing the duties of Bricklayer or Builder's Labourer, engaged on the construction or alteration or repairs to boilers, flues, furnaces, retorts, kilns, ovens, ladles and similar refractory work or on acid furnaces, acid stills, acid towers and all other acid resisting brickwork.	2.38	per hour	8.57%
10	Metal trades employees	Diesel engines – An employee performing repairs and renewals inside any crankcase. <i>Payment for work</i>	2.92	per day	10.5%

Column 1 Item number	Column 2 Employee type	Column 3 Description of disability	Column 4 Rate of allowance (\$)	Column 5 Period payable	Column 6 Percent of standard rate (%)
		<i>performed other than in the crankcase will only occur when the employer considers it is warranted.</i>			
11	Building trades employees	Dry polishing of tiles Employees engaged on dry polishing tiles where machines are used.	1.09	per hour	3.94%
12	Building employees Civil construction employees Electrical trades employees Metal trades employees	Epoxy-based materials – close proximity Employees required to work in close proximity to employees engaged on work under item 12 so as to be affected by the materials specified.	0.90	per hour	3.24%
13	Building trades employees Civil construction employees Electrical trades employees Metal trades employees Food services employees	Epoxy-based materials – use Employees who use epoxy-based materials and all materials which include or require the addition of a catalyst hardener and reactive additives or two-pack catalyst system.	1.09	per hour	3.94%
14	Building employees Civil construction employees Electrical trades employees Metal trades employees	Explosive powered tools An operator of explosive powered tools, holding the appropriate certification, who is required to use an explosive powered tool.	2.12	per day	7.64%
15	Building employees	Fumes An employee required to	1.09	per hour	3.94%

Column 1 Item number	Column 2 Employee type	Column 3 Description of disability	Column 4 Rate of allowance (\$)	Column 5 Period payable	Column 6 Percent of standard rate (%)
	Electrical trades employees Metal trades employees	work in a place where fumes of sulphur or other acid or other offensive fumes are present.			
16	Building trades employees	Heavy blocks Employees employed laying blocks (other than concrete blocks for plugging purposes) will be paid the following additional rates:			
		Where the blocks weigh over 5.5kg and under 9kg	0.90	per hour	3.24%
		Where the blocks weigh 9kg or over and up to 18kg	1.61	per hour	5.79%
		Where the blocks weigh over 18kg	2.27	per hour	8.18%
17	Building trades employees	Height work - painting trades: An employee working on any structure at a height of more than nine (9) metres where an adequate fixed support not less than 0.75 metres wide is not provided.	0.84	per hour	3.01%
18	Civil construction workers Plant operators Rangers	Insanitary / sewerage sludge An employee called upon to work in insanitary conditions or unload sewerage sludge.	3.30	per day	11.89%
19	Building employees Electrical trades employees Metal trades employees	Insulation An employee handling charcoal, pumice, granulated cork, silicate of cotton, insulwool, slag wool, limpet fibre, vermiculite, or other recognised insulating material of a like nature,	1.09	per hour	3.94%

Column 1 Item number	Column 2 Employee type	Column 3 Description of disability	Column 4 Rate of allowance (\$)	Column 5 Period payable	Column 6 Percent of standard rate (%)
		<p>associated with similar disabilities in its use.</p> <p><i>Special conditions</i> This extra rate will also apply to an employee working in the immediate vicinity who is affected by the use of such materials.</p>			
20	Building trades employees – plumbers	<p>Leadburning An employee performing trade level plumbing functions or apprentices to that trade engaged on lead burning.</p>	1.09	per hour	3.94%
21	Civil construction employees	<p>Live sewer work ‘Live sewer work’ means work carried out in situations where there is direct aerial connection with a sewer through which sewerage is flowing. Where aerial connection with such sewer is blocked by a disc, plug, water seal or other means the live sewer rate shall not apply. An employee in receipt of the live sewer rate shall not be entitled to the extra rate in item 15.</p>	0.79	per hour	2.86%
22	Building trades employees	<p>Plaster or composition An Employees using a plaster or composition spray.</p>	0.90	per hour	3.24%
23	Civil construction employees Gardening employees Rangers Metal trades employees	<p>Rain Employees who are required to work in rain.</p>	12.14	per day	43.7%

Column 1 Item number	Column 2 Employee type	Column 3 Description of disability	Column 4 Rate of allowance (\$)	Column 5 Period payable	Column 6 Percent of standard rate (%)
24	Building trades employees	Roof repairs Employees engaged on repairs to roofs.	1.09	per hour	3.94%
25	Building trades employees	Second hand timber Where, whilst working with second-hand timber, an employee's tools are damaged by nails, dumps or other foreign matter on the timber.	3.52	per day	12.66%
26	Electrical trades employees	Sewerage pit work An employee employed on work which involves entering a sewerage pit for the purpose of servicing, disconnecting and/or removal or replacement of electrical equipment.	9.97	per day	35.9%
27	Civil construction employees Metal trades employees	Sewerage tunnels Employees cleaning chokeage in pumps conveying sewerage or working in sewerage tunnels.	13.08	per day	47.1%
28	Building trades employees	Slushing An employee engaged in "Slushing".	0.90	per hour	3.24%
29	Gardening employees Rangers	Spray gangs Employees engaged in spray gangs on destruction of weeds and/or vermin.	5.43	per day	19.53%
	Plant operators	Employees using high pressure sprays for this purpose	6.88	per day	24.78%
30	Building trades employees – painters	Spraypainting An employee performing trade level painting functions engaged on all spray painting carried out in other than a properly constructed booth.	0.90	per hour	3.24%

Column 1 Item number	Column 2 Employee type	Column 3 Description of disability	Column 4 Rate of allowance (\$)	Column 5 Period payable	Column 6 Percent of standard rate (%)
31	Building trades employees Electrical trades employees Metal trades employees	Swing scaffold An employee required to work from any type of swing scaffold or any scaffold suspended by rope or cable, bosun's chair, or a suspended scaffold requiring the use of steel or iron hooks or angle irons.	6.50	per day for first four hours	23.39%
32	Building trades employees Electrical trades employees Metal trades employees	Swing scaffold Fifth and subsequent hours.	1.35	per hour for fifth and subsequent hours	4.86%
33	Building trades employees	Tile cutting An employee engaged at cutting tiles by electric saw.	1.09	per hour	3.94%
34	Metal trades employees	Trenches An employee required to work in trenches deeper than 1.8 metres and less than 0.9 metres in width.	1.54	per day	5.56%
35	Building trades employees Civil construction employees Metal trades employees Not payable to employees engaged on "pot and drive" work of 3.5 m or less.	Underground An employee required to work underground. <i>Where a shaft is to be sunk to a depth greater than 6 metres, the payment of the underground allowance will commence from the surface.</i>	3.88	per day	13.97%

Column 1 Item number	Column 2 Employee type	Column 3 Description of disability	Column 4 Rate of allowance (\$)	Column 5 Period payable	Column 6 Percent of standard rate (%)
36	Civil construction employees	Unsewered toilet Any employee, other than a lavatory attendant or street cleaner, called upon to attend at unsewered toilets.	2.12	per day	7.64%
37	Civil construction employees	Unusually obnoxious work Work involving offensive and/or obnoxious material.	5.75	per day	20.69%
38	Building services employees	Window cleaning An employee required to work on the outside of multi-storey buildings from scaffolds or similar devices.	5.75	per day	20.69%
39	Civil construction employees	Working aloft Employees who, in the performance of their work, are required to work aloft:			
		• when working at a height exceeding 12 metres, but not exceeding 24 metres above the ground or nearest horizontal plane	0.51	per hour	1.85%
		• when working at a height exceeding 24 metres, but not exceeding 60 metres above the ground or nearest horizontal plane	0.84	per hour	3.01%
		Daily minimum	1.46	per day	5.25%
		• when working at a height exceeding 60 metres from the ground or nearest horizontal plane	1.65	per hour	5.94%
		Daily minimum	3.67	per day	13.2%
40	Forestry employees Gardening employees	Working aloft - trees An employee who is required to climb trees to a height greater than 6 metres from the ground.	4.85	per day	17.45%

29. By deleting the table appearing in clause B.1.3 and inserting the following:

Allowance	Clause	Rate of allowance \$	% of standard rate	Frequency
First aid—basic level	12.17	14.78	53.2	Per week
First aid—advanced level	12.17	18.40	66.23	Per week
First aid—Occupational or Specialist Level	12.17	22.27	80.17	Per week
Community language—CLA Rate 1	12.18(a)	25.29	91.03	Per week
Community language—CLA Rate 2	12.18(a)	50.60	182.15	Per week
Pest inspection certificate	12.19	5.76	20.73	Per week
Electrical trades employee - licence allowance	12.20	31.61	113.8	Per week
Plumber's licence allowance	12.21	41.45	149.2	Per week
Construction Industry Allowance	12.24(a)	39.67	142.8	Per week
Plumbing tradespeople - disability allowance	12.25(a)	29.80	107.27	Per week
Compute quantities	12.27	6.51	23.42	Per day
Plant operator - sideline allowance	12.28	0.47	1.7	Per hour
Senior plant operator	12.29	21.25	76.5	Per week
Plant operator - Kerrick cleaner	12.30	3.54	12.76	Per day
Diamond driller	12.31	6.65	23.93	Per week
Pest Control Unit	12.32	14.61	52.6	Per week
Gardener in charge	12.33	9.56	34.4	Per week
On-call—per night	16.11.3(b)(i)	14.28	51.4	Per night
Close call—per night	16.11.4(d)(i)	28.55	102.76	Per night

30. 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

	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
	\$	\$	\$	\$	\$	\$
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

31. By deleting the amount “\$7145.72” appearing in clause F.1.2 and inserting “\$7412.55”.

32. By deleting the amount “\$1176.20” appearing in clause F.4.2 and inserting “\$1220.13”.

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