FairWork
Commission

DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2023–24
(C2024/1)

AIRSERVICES AUSTRALIA ENTERPRISE AWARD 2016
[MA000141]

Commonwealth employment

JUSTICE HATCHER, PRESIDENT
VICE PRESIDENT ASBURY
DEPUTY PRESIDENT HAMPTON
DEPUTY PRESIDENT O'NEILL   SYDNEY, 18 JUNE 2024
MS LABINE-ROMAIN
PROFESSOR BAIRD
MR CULLY

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 11.1 and inserting the following:

Classification	Per annum $
Air Traffic Controller—Academy Trainee	53,822
Air Traffic Controller—Field Trainee	65,759
Air Traffic Controller	78,190
Unit Tower Supervisor	87,188
Check & Standardisation Supervisor—Air Traffic Control	92,382
Systems Supervisor	92,382

2.   By deleting the table appearing in clause 11.2 and inserting the following:

Classification	Per annum $
Airways Data Team—Trainee	48,377
Airways Data Team—Officer	49,331
Airways Data Team—Supervisor	65,582

3.   By deleting the table appearing in clause 11.3 and inserting the following:

Classification	Per annum $
Simulator Support Specialist—Trainee	48,377
Simulator Support Specialist—Level 1	49,331
Simulator Support Specialist—Level 2	56,384
Simulator Support Specialist—Classroom Trainer	60,431
Simulator Support Specialist—Supervisor	65,582

4.   By deleting the table appearing in clause 11.4 and inserting the following:

Classification	Per annum $
Flight Data Coordinator—Trainee	48,377
Flight Data Coordinator—Officer	49,331
Flight Data Coordinator—Supervisor	65,582

5.   By deleting the table appearing in clause 11.5 and inserting the following:

Classification	Per annum $
Aviation Communications Specialist—Trainee	50,124
Aviation Communications Specialist—Journeyman	60,072
Aviation Communications Specialist	67,586
Check & Standardisation Supervisor—Upper Air Space High Frequency	70,848
High Frequency Shift Manager	75,056

6.   By deleting the table appearing in clause 11.6 and inserting the following:

Classification	Per annum $
Traffic Management Officer—Trainee	50,124
Traffic Management Officer—Journeyman	60,072

Classification	Per annum $
Traffic Management Officer	67,586
Check & Standardisation Supervisor—National Operations Centre	70,848
National Operations Supervisor	75,056

7.   By deleting the table appearing in clause 11.7 and inserting the following:

Classification	Per annum $
Recruit	50,853
Trainee Fire Fighter—Level 1	51,802
Trainee Fire Fighter—Level 2	54,329
Leading Fire Fighter	56,482
Sub-Station Officer	57,391
Station Officer	60,801
Fire Commander	72,575

8.   By deleting the table appearing in clause 11.8 and inserting the following:

Classification	Per annum $
Administrative Services—Level 1	49,666
Administrative Services—Level 2	53,815
Administrative Services—Level 3	58,533
Administrative Services—Level 4	62,312
Administrative Services—Level 5	67,458
Administrative Services—Level 6	73,646
Administrative Services—Level 7	84,826
Administrative Services—Level 8	98,667
Administrative Services—Level 9	103,171

9.   By deleting the table appearing in clause 11.9 and inserting the following:

Classification	Per annum $
Technology Professional—Level 1	59,745
Technology Professional—Level 2	71,425
Technology Professional—Level 3	88,115
Technology Professional—Level 4	103,020

10. By deleting the table appearing in clause 11.10 and inserting the following:

Classification	Per annum $
Technical Employee—Level 1	55,179
Technical Employee—Level 2	61,573
Technical Employee—Level 3	64,169
Technical Employee—Level 4	71,553
Technical Employee—Level 5	81,136
Technical Employee—Level 6	88,115
Technical Employee—Level 7	103,020

11. By deleting the amount "$2500.54" appearing in clause 12.7(a) and inserting "$2594.18".

12. By deleting the amount "$5082.18" appearing in clause 12.7(b) and inserting "$5272.50".

13. By deleting the table appearing in clause 12.8(a) and inserting the following:

Classification level	A - Kingsford Smith Airport	(a) - Moorabbin, Archerfield, Jandakot, Bankstown, Parafield	B - Melbourne, Brisbane, Perth, Adelaide, Cairns, Canberra
	$	$	$
UTS/C&SS	5272.50	3691.27	3691.27
ATC	4007.11	2425.99	2425.99
Field trainee	3375.42	1792.40	1792.40

14. By deleting the amount "$62,845" appearing in clause 12.13(a) and inserting "$65,202".

15. By deleting the amount "$17.46" appearing in clause 12.15(a) and inserting "$18.11".

16. By deleting the amount "$31.93" appearing in clause 12.19(a) and inserting "$33.12".

17. By deleting the amount "$36.50" appearing in clause 12.19(b) and inserting "$37.87".

18. By deleting the amount "$22.77" appearing in clause 12.19(c) and inserting "$23.62".

19. By deleting the amount "$27.35" appearing in clause 12.19(d) and inserting "$28.38".

20. By deleting the amount "$0.83" appearing in clause 12.20(b) and inserting "$0.86".

21. By deleting the amount "$0.63" appearing in clause 12.20(c) and inserting "$0.65".

22.   By deleting the amount "$0.83" appearing in clause 12.20(d) and inserting "$0.86".

23.   By deleting the amount "$0.43" appearing in clause 12.20(e) and inserting "$0.45".

24.   By deleting the amounts "$0.63" and "$0.83" appearing in clause 12.20(f)(i) and inserting "$0.65" and "$0.86" respectively.

25.   By deleting the amount "$0.63" appearing in clause 12.20(g) and inserting "$0.65".

26.   By deleting the amount "$1.68" appearing in clause 12.20(h) and inserting "$1.74".

27.   By deleting the amount "$0.70" appearing in clause 12.20(i) and inserting "$0.73".

28.   By deleting the table appearing in clause 12.21(a) and inserting the following:

Location	Amount per annum
	$
Category 1	2457.74
Category 2	5921.02
Category 3	7062.99

29.   By deleting the amount "$40,684" appearing in clause 13.1(a) and inserting "$42,210".

30.   By deleting the amount "$40,684" appearing in clause 14.1(b) and inserting "$42,210".

31.   By deleting the amount "$3.47" appearing in clause 17.9(b) and inserting "$3.60".

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

	Day
	ordinary rate—100%
	$
Air Traffic Controller	
Air Traffic Controller—Academy Trainee	28.66
Air Traffic Controller—Field Trainee	35.02
Air Traffic Controller	41.63
Unit Tower Supervisor	46.43
Check & Standardisation Supervisor—Air Traffic Control	49.19
Systems Supervisor	49.19
Airways Data Team	
Airways Data Team—Trainee	25.76
Airways Data Team—Officer	26.27

	Day
	ordinary rate—100%
	$
Airways Data Team—Supervisor	34.92
Simulator Support Specialist	
Simulator Support Specialist—Trainee	25.76
Simulator Support Specialist—Level 1	26.27
Simulator Support Specialist—Level 2	30.02
Simulator Support Specialist—Classroom Trainer	32.18
Simulator Support Specialist—Supervisor	34.92
Flight Data Coordinator	
Flight Data Coordinator—Trainee	25.76
Flight Data Coordinator—Officer	26.27
Flight Data Coordinator—Supervisor	34.92
Upper Air Space High Frequency	
Aviation Communications Specialist—Trainee	26.69
Aviation Communications Specialist—Journeyman	31.99
Aviation Communications Specialist	35.99
Check & Standardisation Supervisor—Upper Air Space High Frequency	37.73
High Frequency Shift Manager	39.97
National Operations Centre	
Traffic Management Officer—Trainee	26.69
Traffic Management Officer—Journeyman	31.99
Traffic Management Officer	35.99
Check & Standardisation Supervisor—National Operations Centre	37.73
National Operations Supervisor	39.97
Aviation Rescue Fire Fighter	
Recruit	25.65
Trainee Fire Fighter—Level 1	26.13
Trainee Fire Fighter—Level 2	27.41
Leading Fire Fighter	28.49
Sub-Station Officer	28.95
Station Officer	30.67
Fire Commander	36.61

	Day
	ordinary rate— 100%
	$
Administrative Services	
Administrative Services—Level 1	25.91
Administrative Services—Level 2	28.07
Administrative Services—Level 3	30.53
Administrative Services—Level 4	32.50
Administrative Services—Level 5	35.19
Administrative Services—Level 6	38.41
Administrative Services—Level 7	44.25
Administrative Services—Level 8	51.47
Administrative Services—Level 9	53.82
Technology Professional	
Technology Professional—Level 1	31.16
Technology Professional—Level 2	37.26
Technology Professional—Level 3	45.96
Technology Professional—Level 4	53.74
Technical Employee	
Technical Employee—Level 1	28.78
Technical Employee—Level 2	32.12
Technical Employee—Level 3	33.47
Technical Employee—Level 4	37.32
Technical Employee—Level 5	42.32
Technical Employee—Level 6	45.96
Technical Employee—Level 7	53.74

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

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public Holiday
	150%	200%	200%	250%
	$	$	$	$
Air Traffic Controller				
Air Traffic Controller—Academy Trainee	42.99	57.32	57.32	71.65
Air Traffic Controller—Field Trainee	52.53	70.04	70.04	87.55
Air Traffic Controller	62.45	83.26	83.26	104.08

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public Holiday
	150%	200%	200%	250%
	$	$	$	$
Unit Tower Supervisor	69.65	92.86	92.86	116.08
Check & Standardisation Supervisor—Air Traffic Control	73.79	98.38	98.38	122.98
Systems Supervisor	73.79	98.38	98.38	122.98
Airways Data Team				
Airways Data Team—Trainee	38.64	51.52	51.52	64.40
Airways Data Team—Officer	39.41	52.54	52.54	65.68
Airways Data Team—Supervisor	52.38	69.84	69.84	87.30
Simulator Support Specialist				
Simulator Support Specialist—Trainee	38.64	51.52	51.52	64.40
Simulator Support Specialist—Level 1	39.41	52.54	52.54	65.68
Simulator Support Specialist—Level 2	45.03	60.04	60.04	75.05
Simulator Support Specialist—Classroom Trainer	48.27	64.36	64.36	80.45
Simulator Support Specialist—Supervisor	52.38	69.84	69.84	87.30
Flight Data Coordinator				
Flight Data Coordinator—Trainee	38.64	51.52	51.52	64.40
Flight Data Coordinator—Officer	39.41	52.54	52.54	65.68
Flight Data Coordinator—Supervisor	52.38	69.84	69.84	87.30
Upper Air Space High Frequency				
Aviation Communications Specialist—Trainee	40.04	53.38	53.38	66.73
Aviation Communications Specialist—Journeyman	47.99	63.98	63.98	79.98
Aviation Communications Specialist	53.99	71.98	71.98	89.98
Check & Standardisation Supervisor—Upper Air Space High Frequency	56.60	75.46	75.46	94.33
High Frequency Shift Manager	59.96	79.94	79.94	99.93

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public Holiday
	150%	200%	200%	250%
	$	$	$	$
National Operations Centre				
Traffic Management Officer—Trainee	40.04	53.38	53.38	66.73
Traffic Management Officer—Journeyman	47.99	63.98	63.98	79.98
Traffic Management Officer	53.99	71.98	71.98	89.98
Check & Standardisation Supervisor—National Operations Centre	56.60	75.46	75.46	94.33
National Operations Supervisor	59.96	79.94	79.94	99.93
Aviation Rescue Fire Fighter				
Recruit	38.48	51.30	51.30	64.13
Trainee Fire Fighter—Level 1	39.20	52.26	52.26	65.33
Trainee Fire Fighter—Level 2	41.12	54.82	54.82	68.53
Leading Fire Fighter	42.74	56.98	56.98	71.23
Sub-Station Officer	43.43	57.90	57.90	72.38
Station Officer	46.01	61.34	61.34	76.68
Fire Commander	54.92	73.22	73.22	91.53
Administrative Services				
Administrative Services—Level 1	38.87	51.82	51.82	64.78
Administrative Services—Level 2	42.11	56.14	56.14	70.18
Administrative Services—Level 3	45.80	61.06	61.06	76.33
Administrative Services—Level 4	48.75	65.00	65.00	81.25
Administrative Services—Level 5	52.79	70.38	70.38	87.98
Administrative Services—Level 6	57.62	76.82	76.82	96.03
Administrative Services—Level 7	66.38	88.50	88.50	110.63
Administrative Services—Level 8	77.21	102.94	102.94	128.68
Administrative Services—Level 9	80.73	107.64	107.64	134.55
Technology Professional				
Technology Professional—Level 1	46.74	62.32	62.32	77.90
Technology Professional—Level 2	55.89	74.52	74.52	93.15
Technology Professional—Level 3	68.94	91.92	91.92	114.90
Technology Professional—Level 4	80.61	107.48	107.48	134.35
Technical Employee				
Technical Employee—Level 1	43.17	57.56	57.56	71.95
Technical Employee—Level 2	48.18	64.24	64.24	80.30

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public Holiday
	150%	200%	200%	250%
	$	$	$	$
Technical Employee—Level 3	50.21	66.94	66.94	83.68
Technical Employee—Level 4	55.98	74.64	74.64	93.30
Technical Employee—Level 5	63.48	84.64	84.64	105.80
Technical Employee—Level 6	68.94	91.92	91.92	114.90
Technical Employee—Level 7	80.61	107.48	107.48	134.35

34. By deleting the table appearing in clause B.4 and inserting the following:

	Night	Continuous night	Saturday	Sunday	Public holiday
	115%	130%	150%	200%	250%
	$	$	$	$	$
Air Traffic Controller					
Air Traffic Controller—Academy Trainee	32.96	37.26	42.99	57.32	71.65
Air Traffic Controller—Field Trainee	40.27	45.53	52.53	70.04	87.55
Air Traffic Controller	47.87	54.12	62.45	83.26	104.08
Unit Tower Supervisor	53.39	60.36	69.65	92.86	116.08
Check & Standardisation Supervisor—Air Traffic Control	56.57	63.95	73.79	98.38	122.98
Systems Supervisor	56.57	63.95	73.79	98.38	122.98
Airways Data Team					
Airways Data Team—Trainee	29.62	33.49	38.64	51.52	64.40
Airways Data Team—Officer	30.21	34.15	39.41	52.54	65.68
Airways Data Team—Supervisor	40.16	45.40	52.38	69.84	87.30
Simulator Support Specialist					
Simulator Support Specialist—Trainee	29.62	33.49	38.64	51.52	64.40
Simulator Support Specialist—Level 1	30.21	34.15	39.41	52.54	65.68
Simulator Support Specialist—Level 2	34.52	39.03	45.03	60.04	75.05
Simulator Support Specialist—Classroom Trainer	37.01	41.83	48.27	64.36	80.45
Simulator Support Specialist—Supervisor	40.16	45.40	52.38	69.84	87.30

	Night	Continuous night	Saturday	Sunday	Public holiday
	115%	130%	150%	200%	250%
	$	$	$	$	$
Flight Data Coordinator					
Flight Data Coordinator—Trainee	29.62	33.49	38.64	51.52	64.40
Flight Data Coordinator—Officer	30.21	34.15	39.41	52.54	65.68
Flight Data Coordinator—Supervisor	40.16	45.40	52.38	69.84	87.30
Upper Air Space High Frequency					
Aviation Communications Specialist—Trainee	30.69	34.70	40.04	53.38	66.73
Aviation Communications Specialist—Journeyman	36.79	41.59	47.99	63.98	79.98
Aviation Communications Specialist	41.39	46.79	53.99	71.98	89.98
Check & Standardisation Supervisor—Upper Air Space High Frequency	43.39	49.05	56.60	75.46	94.33
High Frequency Shift Manager	45.97	51.96	59.96	79.94	99.93
National Operations Centre					
Traffic Management Officer—Trainee	30.69	34.70	40.04	53.38	66.73
Traffic Management Officer—Journeyman	36.79	41.59	47.99	63.98	79.98
Traffic Management Officer	41.39	46.79	53.99	71.98	89.98
Check & Standardisation Supervisor—National Operations Centre	43.39	49.05	56.60	75.46	94.33
National Operations Supervisor	45.97	51.96	59.96	79.94	99.93
Aviation Rescue Fire Fighter					
Recruit	29.50	33.35	38.48	51.30	64.13
Trainee Fire Fighter—Level 1	30.05	33.97	39.20	52.26	65.33
Trainee Fire Fighter—Level 2	31.52	35.63	41.12	54.82	68.53
Leading Fire Fighter	32.76	37.04	42.74	56.98	71.23
Sub-Station Officer	33.29	37.64	43.43	57.90	72.38
Station Officer	35.27	39.87	46.01	61.34	76.68
Fire Commander	42.10	47.59	54.92	73.22	91.53
Administrative Services					
Administrative Services—Level 1	29.80	33.68	38.87	51.82	64.78
Administrative Services—Level 2	32.28	36.49	42.11	56.14	70.18
Administrative Services—Level 3	35.11	39.69	45.80	61.06	76.33
Administrative Services—Level 4	37.38	42.25	48.75	65.00	81.25
Administrative Services—Level 5	40.47	45.75	52.79	70.38	87.98

	Night	Continuous night	Saturday	Sunday	Public holiday
	115%	130%	150%	200%	250%
	$	$	$	$	$
Administrative Services—Level 6	44.17	49.93	57.62	76.82	96.03
Administrative Services—Level 7	50.89	57.53	66.38	88.50	110.63
Administrative Services—Level 8	59.19	66.91	77.21	102.94	128.68
Administrative Services—Level 9	61.89	69.97	80.73	107.64	134.55
Technology Professional					
Technology Professional—Level 1	35.83	40.51	46.74	62.32	77.90
Technology Professional—Level 2	42.85	48.44	55.89	74.52	93.15
Technology Professional—Level 3	52.85	59.75	68.94	91.92	114.90
Technology Professional—Level 4	61.80	69.86	80.61	107.48	134.35
Technical Employee					
Technical Employee—Level 1	33.10	37.41	43.17	57.56	71.95
Technical Employee—Level 2	36.94	41.76	48.18	64.24	80.30
Technical Employee—Level 3	38.49	43.51	50.21	66.94	83.68
Technical Employee—Level 4	42.92	48.52	55.98	74.64	93.30
Technical Employee—Level 5	48.67	55.02	63.48	84.64	105.80
Technical Employee—Level 6	52.85	59.75	68.94	91.92	114.90
Technical Employee—Level 7	61.80	69.86	80.61	107.48	134.35

35.   By deleting the table appearing in clause B.5 and inserting the following:

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public Holiday
	150%	200%	200%	250%
	$	$	$	$
Air Traffic Controller				
Air Traffic Controller—Academy Trainee	42.99	57.32	57.32	71.65
Air Traffic Controller—Field Trainee	52.53	70.04	70.04	87.55
Air Traffic Controller	62.45	83.26	83.26	104.08
Unit Tower Supervisor	69.65	92.86	92.86	116.08
Check & Standardisation Supervisor—Air Traffic Control	73.79	98.38	98.38	122.98
Systems Supervisor	73.79	98.38	98.38	122.98
Airways Data Team				
Airways Data Team—Trainee	38.64	51.52	51.52	64.40
Airways Data Team—Officer	39.41	52.54	52.54	65.68

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public Holiday
	150%	200%	200%	250%
	$	$	$	$
Airways Data Team—Supervisor	52.38	69.84	69.84	87.30
Simulator Support Specialist				
Simulator Support Specialist—Trainee	38.64	51.52	51.52	64.40
Simulator Support Specialist—Level 1	39.41	52.54	52.54	65.68
Simulator Support Specialist—Level 2	45.03	60.04	60.04	75.05
Simulator Support Specialist—Classroom Trainer	48.27	64.36	64.36	80.45
Simulator Support Specialist—Supervisor	52.38	69.84	69.84	87.30
Flight Data Coordinator				
Flight Data Coordinator—Trainee	38.64	51.52	51.52	64.40
Flight Data Coordinator—Officer	39.41	52.54	52.54	65.68
Flight Data Coordinator—Supervisor	52.38	69.84	69.84	87.30
Upper Air Space High Frequency				
Aviation Communications Specialist—Trainee	40.04	53.38	53.38	66.73
Aviation Communications Specialist—Journeyman	47.99	63.98	63.98	79.98
Aviation Communications Specialist	53.99	71.98	71.98	89.98
Check & Standardisation Supervisor—Upper Air Space High Frequency	56.60	75.46	75.46	94.33
High Frequency Shift Manager	59.96	79.94	79.94	99.93
National Operations Centre				
Traffic Management Officer—Trainee	40.04	53.38	53.38	66.73
Traffic Management Officer—Journeyman	47.99	63.98	63.98	79.98
Traffic Management Officer	53.99	71.98	71.98	89.98
Check & Standardisation Supervisor—National Operations Centre	56.60	75.46	75.46	94.33

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public Holiday
	150%	200%	200%	250%
	$	$	$	$
National Operations Supervisor	59.96	79.94	79.94	99.93
Aviation Rescue Fire Fighter				
Recruit	38.48	51.30	51.30	64.13
Trainee Fire Fighter—Level 1	39.20	52.26	52.26	65.33
Trainee Fire Fighter—Level 2	41.12	54.82	54.82	68.53
Leading Fire Fighter	42.74	56.98	56.98	71.23
Sub-Station Officer	43.43	57.90	57.90	72.38
Station Officer	46.01	61.34	61.34	76.68
Fire Commander	54.92	73.22	73.22	91.53
Administrative Services				
Administrative Services—Level 1	38.87	51.82	51.82	64.78
Administrative Services—Level 2	42.11	56.14	56.14	70.18
Administrative Services—Level 3	45.80	61.06	61.06	76.33
Administrative Services—Level 4	48.75	65.00	65.00	81.25
Administrative Services—Level 5	52.79	70.38	70.38	87.98
Administrative Services—Level 6	57.62	76.82	76.82	96.03
Administrative Services—Level 7	66.38	88.50	88.50	110.63
Administrative Services—Level 8	77.21	102.94	102.94	128.68
Administrative Services—Level 9	80.73	107.64	107.64	134.55
Technology Professional				
Technology Professional—Level 1	46.74	62.32	62.32	77.90
Technology Professional—Level 2	55.89	74.52	74.52	93.15
Technology Professional—Level 3	68.94	91.92	91.92	114.90
Technology Professional—Level 4	80.61	107.48	107.48	134.35
Technical Employee				
Technical Employee—Level 1	43.17	57.56	57.56	71.95
Technical Employee—Level 2	48.18	64.24	64.24	80.30
Technical Employee—Level 3	50.21	66.94	66.94	83.68
Technical Employee—Level 4	55.98	74.64	74.64	93.30
Technical Employee—Level 5	63.48	84.64	84.64	105.80
Technical Employee—Level 6	68.94	91.92	91.92	114.90
Technical Employee—Level 7	80.61	107.48	107.48	134.35

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

	Day
	ordinary rate – 125%
	$
Air Traffic Controller	
Air Traffic Controller—Academy Trainee	35.83
Air Traffic Controller—Field Trainee	43.78
Air Traffic Controller	52.04
Unit Tower Supervisor	58.04
Check & Standardisation Supervisor—Air Traffic Control	61.49
Systems Supervisor	61.49
Airways Data Team	
Airways Data Team—Trainee	32.20
Airways Data Team—Officer	32.84
Airways Data Team—Supervisor	43.65
Simulator Support Specialist	
Simulator Support Specialist—Trainee	32.20
Simulator Support Specialist—Level 1	32.84
Simulator Support Specialist—Level 2	37.53
Simulator Support Specialist—Classroom Trainer	40.23
Simulator Support Specialist—Supervisor	43.65
Flight Data Coordinator	
Flight Data Coordinator—Trainee	32.20
Flight Data Coordinator—Officer	32.84
Flight Data Coordinator—Supervisor	43.65
Upper Air Space High Frequency	
Aviation Communications Specialist—Trainee	33.36
Aviation Communications Specialist—Journeyman	39.99
Aviation Communications Specialist	44.99
Check & Standardisation Supervisor—Upper Air Space High Frequency	47.16
High Frequency Shift Manager	49.96
National Operations Centre	
Traffic Management Officer—Trainee	33.36
Traffic Management Officer—Journeyman	39.99
Traffic Management Officer	44.99

	Day
	ordinary rate – 125%
	$
Check & Standardisation Supervisor—National Operations Centre	47.16
National Operations Supervisor	49.96
Aviation Rescue Fire Fighter	
Recruit	32.06
Trainee Fire Fighter—Level 1	32.66
Trainee Fire Fighter—Level 2	34.26
Leading Fire Fighter	35.61
Sub-Station Officer	36.19
Station Officer	38.34
Fire Commander	45.76
Administrative Services	
Administrative Services—Level 1	32.39
Administrative Services—Level 2	35.09
Administrative Services—Level 3	38.16
Administrative Services—Level 4	40.63
Administrative Services—Level 5	43.99
Administrative Services—Level 6	48.01
Administrative Services—Level 7	55.31
Administrative Services—Level 8	64.34
Administrative Services—Level 9	67.28
Technology Professional	
Technology Professional—Level 1	38.95
Technology Professional—Level 2	46.58
Technology Professional—Level 3	57.45
Technology Professional—Level 4	67.18
Technical Employee	
Technical Employee—Level 1	35.98
Technical Employee—Level 2	40.15
Technical Employee—Level 3	41.84
Technical Employee—Level 4	46.65
Technical Employee—Level 5	52.90
Technical Employee—Level 6	57.45
Technical Employee—Level 7	67.18

37.   By deleting the table appearing in clause B.7 and inserting the following:

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	150%	200%	200%	250%
	$	$	$	$
Air Traffic Controller				
Air Traffic Controller—Academy Trainee	42.99	57.32	57.32	71.65
Air Traffic Controller—Field Trainee	52.53	70.04	70.04	87.55
Air Traffic Controller	62.45	83.26	83.26	104.08
Unit Tower Supervisor	69.65	92.86	92.86	116.08
Check & Standardisation Supervisor—Air Traffic Control	73.79	98.38	98.38	122.98
Systems Supervisor	73.79	98.38	98.38	122.98
Airways Data Team				
Airways Data Team—Trainee	38.64	51.52	51.52	64.40
Airways Data Team—Officer	39.41	52.54	52.54	65.68
Airways Data Team—Supervisor	52.38	69.84	69.84	87.30
Simulator Support Specialist				
Simulator Support Specialist—Trainee	38.64	51.52	51.52	64.40
Simulator Support Specialist—Level 1	39.41	52.54	52.54	65.68
Simulator Support Specialist—Level 2	45.03	60.04	60.04	75.05
Simulator Support Specialist—Classroom Trainer	48.27	64.36	64.36	80.45
Simulator Support Specialist—Supervisor	52.38	69.84	69.84	87.30
Flight Data Coordinator				
Flight Data Coordinator—Trainee	38.64	51.52	51.52	64.40
Flight Data Coordinator—Officer	39.41	52.54	52.54	65.68
Flight Data Coordinator—Supervisor	52.38	69.84	69.84	87.30
Upper Air Space High Frequency				
Aviation Communications Specialist—Trainee	40.04	53.38	53.38	66.73
Aviation Communications Specialist—Journeyman	47.99	63.98	63.98	79.98

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	150%	200%	200%	250%
	$	$	$	$
Aviation Communications Specialist	53.99	71.98	71.98	89.98
Check & Standardisation Supervisor—Upper Air Space High Frequency	56.60	75.46	75.46	94.33
High Frequency Shift Manager	59.96	79.94	79.94	99.93
National Operations Centre				
Traffic Management Officer—Trainee	40.04	53.38	53.38	66.73
Traffic Management Officer—Journeyman	47.99	63.98	63.98	79.98
Traffic Management Officer	53.99	71.98	71.98	89.98
Check & Standardisation Supervisor—National Operations Centre	56.60	75.46	75.46	94.33
National Operations Supervisor	59.96	79.94	79.94	99.93
Aviation Rescue Fire Fighter				
Recruit	38.48	51.30	51.30	64.13
Trainee Fire Fighter—Level 1	39.20	52.26	52.26	65.33
Trainee Fire Fighter—Level 2	41.12	54.82	54.82	68.53
Leading Fire Fighter	42.74	56.98	56.98	71.23
Sub-Station Officer	43.43	57.90	57.90	72.38
Station Officer	46.01	61.34	61.34	76.68
Fire Commander	54.92	73.22	73.22	91.53
Administrative Services				
Administrative Services—Level 1	38.87	51.82	51.82	64.78
Administrative Services—Level 2	42.11	56.14	56.14	70.18
Administrative Services—Level 3	45.80	61.06	61.06	76.33
Administrative Services—Level 4	48.75	65.00	65.00	81.25
Administrative Services—Level 5	52.79	70.38	70.38	87.98
Administrative Services—Level 6	57.62	76.82	76.82	96.03
Administrative Services—Level 7	66.38	88.50	88.50	110.63
Administrative Services—Level 8	77.21	102.94	102.94	128.68
Administrative Services—Level 9	80.73	107.64	107.64	134.55
Technology Professional				
Technology Professional—Level 1	46.74	62.32	62.32	77.90
Technology Professional—Level 2	55.89	74.52	74.52	93.15

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	150%	200%	200%	250%
	$	$	$	$
Technology Professional—Level 3	68.94	91.92	91.92	114.90
Technology Professional—Level 4	80.61	107.48	107.48	134.35
Technical Employee				
Technical Employee—Level 1	43.17	57.56	57.56	71.95
Technical Employee—Level 2	48.18	64.24	64.24	80.30
Technical Employee—Level 3	50.21	66.94	66.94	83.68
Technical Employee—Level 4	55.98	74.64	74.64	93.30
Technical Employee—Level 5	63.48	84.64	84.64	105.80
Technical Employee—Level 6	68.94	91.92	91.92	114.90
Technical Employee—Level 7	80.61	107.48	107.48	134.35

38. By deleting the table appearing in clause B.8 and inserting the following:

	Night	Continuous night	Saturday	Sunday	Public holiday
	140%	155%	175%	225%	275%
	$	$	$	$	$
Air Traffic Controller					
Air Traffic Controller—Academy Trainee	40.12	44.42	50.16	64.49	78.82
Air Traffic Controller—Field Trainee	49.03	54.28	61.29	78.80	96.31
Air Traffic Controller	58.28	64.53	72.85	93.67	114.48
Unit Tower Supervisor	65.00	71.97	81.25	104.47	127.68
Check & Standardisation Supervisor—Air Traffic Control	68.87	76.24	86.08	110.68	135.27
Systems Supervisor	68.87	76.24	86.08	110.68	135.27
Airways Data Team					
Airways Data Team—Trainee	36.06	39.93	45.08	57.96	70.84
Airways Data Team—Officer	36.78	40.72	45.97	59.11	72.24

	Night	**Continuous night**	**Saturday**	**Sunday**	**Public holiday**
	140%	**155%**	**175%**	**225%**	**275%**
	$	**$**	**$**	**$**	**$**
Airways Data Team—Supervisor	48.89	54.13	61.11	78.57	96.03
Simulator Support Specialist					
Simulator Support Specialist—Trainee	36.06	39.93	45.08	57.96	70.84
Simulator Support Specialist—Level 1	36.78	40.72	45.97	59.11	72.24
Simulator Support Specialist—Level 2	42.03	46.53	52.54	67.55	82.56
Simulator Support Specialist—Classroom Trainer	45.05	49.88	56.32	72.41	88.50
Simulator Support Specialist—Supervisor	48.89	54.13	61.11	78.57	96.03
Flight Data Coordinator					
Flight Data Coordinator—Trainee	36.06	39.93	45.08	57.96	70.84
Flight Data Coordinator—Officer	36.78	40.72	45.97	59.11	72.24
Flight Data Coordinator—Supervisor	48.89	54.13	61.11	78.57	96.03
Upper Air Space High Frequency					
Aviation Communications Specialist—Trainee	37.37	41.37	46.71	60.05	73.40
Aviation Communications Specialist—Journeyman	44.79	49.58	55.98	71.98	87.97
Aviation Communications Specialist	50.39	55.78	62.98	80.98	98.97
Check & Standardisation Supervisor—Upper Air Space High Frequency	52.82	58.48	66.03	84.89	103.76
High Frequency Shift Manager	55.96	61.95	69.95	89.93	109.92
National Operations Centre					
Traffic Management Officer—Trainee	37.37	41.37	46.71	60.05	73.40

	Night	Continuous night	Saturday	Sunday	Public holiday
	140%	**155%**	**175%**	**225%**	**275%**
	$	**$**	**$**	**$**	**$**
Traffic Management Officer—Journeyman	44.79	49.58	55.98	71.98	87.97
Traffic Management Officer	50.39	55.78	62.98	80.98	98.97
Check & Standardisation Supervisor—National Operations Centre	52.82	58.48	66.03	84.89	103.76
National Operations Supervisor	55.96	61.95	69.95	89.93	109.92
Aviation Rescue Fire Fighter					
Recruit	35.91	39.76	44.89	57.71	70.54
Trainee Fire Fighter—Level 1	36.58	40.50	45.73	58.79	71.86
Trainee Fire Fighter—Level 2	38.37	42.49	47.97	61.67	75.38
Leading Fire Fighter	39.89	44.16	49.86	64.10	78.35
Sub-Station Officer	40.53	44.87	50.66	65.14	79.61
Station Officer	42.94	47.54	53.67	69.01	84.34
Fire Commander	51.25	56.75	64.07	82.37	100.68
Administrative Services					
Administrative Services—Level 1	36.27	40.16	45.34	58.30	71.25
Administrative Services—Level 2	39.30	43.51	49.12	63.16	77.19
Administrative Services—Level 3	42.74	47.32	53.43	68.69	83.96
Administrative Services—Level 4	45.50	50.38	56.88	73.13	89.38
Administrative Services—Level 5	49.27	54.54	61.58	79.18	96.77
Administrative Services—Level 6	53.77	59.54	67.22	86.42	105.63

	Night	Continuous night	Saturday	Sunday	Public holiday
	140%	**155%**	**175%**	**225%**	**275%**
	$	**$**	**$**	**$**	**$**
Administrative Services—Level 7	61.95	68.59	77.44	99.56	121.69
Administrative Services—Level 8	72.06	79.78	90.07	115.81	141.54
Administrative Services—Level 9	75.35	83.42	94.19	121.10	148.01
Technology Professional					
Technology Professional—Level 1	43.62	48.30	54.53	70.11	85.69
Technology Professional—Level 2	52.16	57.75	65.21	83.84	102.47
Technology Professional—Level 3	64.34	71.24	80.43	103.41	126.39
Technology Professional—Level 4	75.24	83.30	94.05	120.92	147.79
Technical Employee					
Technical Employee—Level 1	40.29	44.61	50.37	64.76	79.15
Technical Employee—Level 2	44.97	49.79	56.21	72.27	88.33
Technical Employee—Level 3	46.86	51.88	58.57	75.31	92.04
Technical Employee—Level 4	52.25	57.85	65.31	83.97	102.63
Technical Employee—Level 5	59.25	65.60	74.06	95.22	116.38
Technical Employee—Level 6	64.34	71.24	80.43	103.41	126.39
Technical Employee—Level 7	75.24	83.30	94.05	120.92	147.79

39.   By deleting the table appearing in clause B.9 and inserting the following:

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	150%	200%	200%	250%
	$	$	$	$
Air Traffic Controller				
Air Traffic Controller—Academy Trainee	42.99	57.32	57.32	71.65
Air Traffic Controller—Field Trainee	52.53	70.04	70.04	87.55
Air Traffic Controller	62.45	83.26	83.26	104.08
Unit Tower Supervisor	69.65	92.86	92.86	116.08
Check & Standardisation Supervisor—Air Traffic Control	73.79	98.38	98.38	122.98
Systems Supervisor	73.79	98.38	98.38	122.98
Airways Data Team				
Airways Data Team—Trainee	38.64	51.52	51.52	64.40
Airways Data Team—Officer	39.41	52.54	52.54	65.68
Airways Data Team—Supervisor	52.38	69.84	69.84	87.30
Simulator Support Specialist				
Simulator Support Specialist—Trainee	38.64	51.52	51.52	64.40
Simulator Support Specialist—Level 1	39.41	52.54	52.54	65.68
Simulator Support Specialist—Level 2	45.03	60.04	60.04	75.05
Simulator Support Specialist—Classroom Trainer	48.27	64.36	64.36	80.45
Simulator Support Specialist—Supervisor	52.38	69.84	69.84	87.30
Flight Data Coordinator				
Flight Data Coordinator—Trainee	38.64	51.52	51.52	64.40
Flight Data Coordinator—Officer	39.41	52.54	52.54	65.68
Flight Data Coordinator—Supervisor	52.38	69.84	69.84	87.30
Upper Air Space High Frequency				
Aviation Communications Specialist—Trainee	40.04	53.38	53.38	66.73
Aviation Communications Specialist—Journeyman	47.99	63.98	63.98	79.98
Aviation Communications Specialist	53.99	71.98	71.98	89.98
Check & Standardisation Supervisor—Upper Air Space High Frequency	56.60	75.46	75.46	94.33
High Frequency Shift Manager	59.96	79.94	79.94	99.93
National Operations Centre				
Traffic Management Officer—Trainee	40.04	53.38	53.38	66.73
Traffic Management Officer—Journeyman	47.99	63.98	63.98	79.98

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	150%	200%	200%	250%
	$	$	$	$
Traffic Management Officer	53.99	71.98	71.98	89.98
Check & Standardisation Supervisor—National Operations Centre	56.60	75.46	75.46	94.33
National Operations Supervisor	59.96	79.94	79.94	99.93
Aviation Rescue Fire Fighter				
Recruit	38.48	51.30	51.30	64.13
Trainee Fire Fighter—Level 1	39.20	52.26	52.26	65.33
Trainee Fire Fighter—Level 2	41.12	54.82	54.82	68.53
Leading Fire Fighter	42.74	56.98	56.98	71.23
Sub-Station Officer	43.43	57.90	57.90	72.38
Station Officer	46.01	61.34	61.34	76.68
Fire Commander	54.92	73.22	73.22	91.53
Administrative Services				
Administrative Services—Level 1	38.87	51.82	51.82	64.78
Administrative Services—Level 2	42.11	56.14	56.14	70.18
Administrative Services—Level 3	45.80	61.06	61.06	76.33
Administrative Services—Level 4	48.75	65.00	65.00	81.25
Administrative Services—Level 5	52.79	70.38	70.38	87.98
Administrative Services—Level 6	57.62	76.82	76.82	96.03
Administrative Services—Level 7	66.38	88.50	88.50	110.63
Administrative Services—Level 8	77.21	102.94	102.94	128.68
Administrative Services—Level 9	80.73	107.64	107.64	134.55
Technology Professional				
Technology Professional—Level 1	46.74	62.32	62.32	77.90
Technology Professional—Level 2	55.89	74.52	74.52	93.15
Technology Professional—Level 3	68.94	91.92	91.92	114.90
Technology Professional—Level 4	80.61	107.48	107.48	134.35
Technical Employee				
Technical Employee—Level 1	43.17	57.56	57.56	71.95
Technical Employee—Level 2	48.18	64.24	64.24	80.30
Technical Employee—Level 3	50.21	66.94	66.94	83.68
Technical Employee—Level 4	55.98	74.64	74.64	93.30
Technical Employee—Level 5	63.48	84.64	84.64	105.80
Technical Employee—Level 6	68.94	91.92	91.92	114.90
Technical Employee—Level 7	80.61	107.48	107.48	134.35

40.   By deleting the amount "$1081.50" appearing in clause C.1 and inserting "$1122.00".

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

Allowance	Clause	Payable	Description	% of the standard rate	$
Airport category allowance	12.7(a)	annually	Category 7 or 8	231.21	2594.18
	12.7(b)		Category 9 or higher	469.92	5272.50
Complexity allowance	12.8(a)	annually	UTS/C&SS – Syd:	469.92	5272.50
			ATC – Syd:	357.14	4007.11
			Field trainee – Syd:	300.84	3375.42
			UTS/C&SS – (a):	328.99	3691.27
			ATC – (a):	216.22	2425.99
			Field trainee – (a):	159.75	1792.40
			UTS/C&SS – B:	328.99	3691.27
			ATC – B:	216.22	2425.99
			Field trainee – B:	159.75	1792.40
Surveillance Advisory Service (SAS) Allowance	12.9		5% of salary	n/a	-
Simultaneous Operations Allowance	12.10.		% of salary - See clause 12.10	n/a	-
First aid	12.15(a)	weekly		1.614	18.11
On the Job Training Instructor	12.16	annually	6.5% of salary	n/a	-
Optical Fibre and Filled Cable	12.19(a)	weekly	Directly supervising the laying, terminating, maintenance or removal of optical fibre cable	2.952	33.12
	12.19(b)		Directly supervising jointing work of optical fibre	3.375	37.87
	12.19(c)		Directly supervising the laying, terminating, maintenance or removal of filled cable	2.105	23.62
	12.19(d)		Directly supervising jointing work of filled cable	2.529	28.38

Allowance	Clause	Payable	Description	% of the standard rate	$
Special rates					
Confined spaces	12.20(b)	hourly		0.077	0.86
Dirty work	12.20(c)	hourly		0.058	0.65
Epoxy-based materials	12.20(d)	hourly		0.077	0.86
Height money	12.20(e)	hourly		0.04	0.45
Hot places	12.20(f)(i)	hourly	46–54 degrees Celsius	0.058	0.65
			Above 54 degrees Celsius	0.077	0.86
Wet places	12.20(g)	hourly		0.058	0.65
Explosive powered tools	12.20(h)	daily		0.155	1.74
Towers	12.20(i)	hourly		0.065	0.73
Representative allowance	12.21(a)	annually	Cat 1:	219.05	2457.74
			Cat 2:	527.72	5921.02
			Cat 3:	629.5	7062.99
Restriction duty	17.9(b)	hourly	Available to perform extra duty outside ordinary hours	0.321	3.60

42.   By deleting clause F.5.1 and inserting the following:

F.5.1   Minimum wages for traineeships

(a)   Wage Level A

Subject to clause F.5.2 and F.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 F.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

	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	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 F.5.2 and F.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 F.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 F.5.2 and F.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 F.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 F.5.2 and F.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 F.5.2 and F.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 F.5.2 and F.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

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