



# DETERMINATION

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

**Annual Wage Review 2023–24**  
(C2024/1)

**AUSTRALIAN GOVERNMENT INDUSTRY AWARD 2016**  
[MA000153]

Commonwealth employment

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

SYDNEY, 18 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 [[\[2024\] FWC FB 3500](#)], the above award is varied as follows:

- By deleting the table appearing in clause 12.3(a) and inserting the following:

<b>Classification Level</b>	<b>Minimum Annual Pay Rate (36.75 hours per week)</b>	<b>Minimum Hourly Pay Rate</b>
	<b>\$</b>	<b>\$</b>
AG level 1	50,996	26.60
AG level 2	55,213	28.80
AG level 3	59,987	31.29
AG level 4	63,706	33.23
AG level 5	68,882	35.93
AG level 6	72,678	37.91
AG level 7	82,379	42.97
AG level 8	89,338	46.60
TRAINEES		

<b>Classification Level</b>	<b>Minimum Annual Pay Rate (36.75 hours per week)</b>	<b>Minimum Hourly Pay Rate</b>
	<b>\$</b>	<b>\$</b>
Cadet (practical training)	50,996	26.60
Trainee (Technical)	53,488	27.90

2. By deleting the amounts “\$13.74”, “\$16.89” and “\$20.73” appearing in clause 13.5 and inserting “\$14.26”, “\$17.52” and “\$21.50” respectively.

3. By deleting the table appearing in clause F.5.4 and inserting the following:

<b>Classification Level</b>	<b>Minimum Annual Pay Rate (36.75 hours/week)</b>	<b>Minimum Hourly Pay Rate</b>
	<b>\$</b>	<b>\$</b>
AFTRS level 1	52,107	27.18
AFTRS level 2	56,555	29.50
AFTRS level 3	61,425	32.04
AFTRS level 4	65,412	34.12
AFTRS level 5	70,569	36.81
AFTRS level 6	74,845	39.04
AFTRS level 7	85,465	44.58
AFTRS level 8	90,412	47.16
Teaching/Training level B	80,213	41.84
Teaching/Training level C	96,144	50.15
Teaching/Training level D	110,637	57.71
Teaching/Training level E	134,582	70.20

4. By deleting the amounts “1228.19” and “2456.34” appearing in clause H.6.1 and inserting “1274.20” and “2548.36” respectively.

5. By deleting the amount “\$25,021.65” appearing in clause H.8.3 and inserting “\$25,959.06”.

6. By deleting the amount “\$25,021.65” appearing in clause H.10.1(a) and inserting “\$25,959.06”.

7. By deleting the table appearing in clause H.11.1(b) and inserting the following:

<b>Allowance</b>	<b>Clause</b>	<b>Payable</b>	<b>% of standard rate</b>	<b>\$</b>
Community language allowance – CLA rate 1	H.6.1	Yearly	4424.31	1274.20
Community language allowance – CLA rate 2	H.6.1	Yearly	8848.48	2548.36
District Allowance – Eligible dependant/eligible partner income	H.8.3	Yearly income less than	90135.64	25,959.06
District Allowance – Eligible dependant/eligible partner income	H.10.1(a)	Yearly income less than	90135.64	25,959.06

8. By deleting the amount “\$36.67” appearing in clause I.5.1 and inserting “\$38.04”.
9. By deleting the amount “\$9618.52” appearing in clause I.6.1(a) and inserting “\$9978.87”.
10. By deleting the amount “\$7430.54” appearing in clause I.6.1(b) and inserting “\$7708.92”.
11. By deleting the table appearing in clause I.17.4 and inserting the following:

<b>Classification Level</b>	<b>Pay point</b>	<b>Annual salary \$</b>	<b>Hourly rate (inclusive of leave loading) \$</b>
AMSA Level 7	1st point	116,159	60.59
	Minimum	114,222	59.58
AMSA Level 6	4th point	110,714	57.75
	3rd point	104,924	54.73
	2nd point	99,192	51.74
	1st point	93,422	48.73
AMSA Level 5	Minimum	85,906	44.81
	5th point	81,209	42.36
	4th point	79,273	41.35
	3rd point	77,337	40.34
	2nd point	75,381	39.32
	1st Point	73,388	38.28

<b>Classification Level</b>	<b>Pay point</b>	<b>Annual salary \$</b>	<b>Hourly rate (inclusive of leave loading) \$</b>
	Minimum	71,432	37.26
AMSA Level 4	4th point	70,320	36.68
	3rd point	68,671	35.82
	2nd point	67,042	34.97
	1st Point	63,879	33.32
	Minimum	61,137	31.89
AMSA Level 3	4th point	62,096	32.39
	3rd point	59,565	31.07
	2nd point	58,472	30.50
	1st Point	56,996	29.73
	Minimum	55,558	28.98
AMSA Level 2	3rd point	54,235	28.29
	2nd point	52,702	27.49
	1st Point	51,264	26.74
	Minimum	49,654	25.90
AMSA Level 1	3rd point	48,848	25.48
	2nd point	47,526	24.79
	1st Point	46,184	24.09
	Minimum	44,995	23.47

12. By deleting the table appearing in clause I.18.1(b) and inserting the following:

<b>Allowance</b>	<b>Clause</b>	<b>Payable</b>	<b>% of standard rate</b>	<b>\$</b>
Field allowance	I.5.1	Per day	132.08	38.04
International Labour Organization allowance – port office	I.6.1(a)	Annually	34648.85	9978.87
International Labour Organization allowance – Canberra office	I.6.1(b)	Annually	26767.07	7708.92

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

<b>Remuneration Band</b>	<b>Minimum Salary per annum</b> <b>\$</b>
Graduate trainee (Band 1)	47,227
1	50,331
2	62,834
3	80,365
4	107,586

14. By deleting the amount “\$1.85” appearing in clause K.3.1 and inserting “\$1.92”.
15. By deleting the amount “\$3.35” appearing in clause K.3.2 and inserting “\$3.48”.
16. By deleting the amount “\$4.91” appearing in clause K.3.3(a) and inserting “\$5.10”.
17. By deleting the amount “\$6.16” appearing in clause K.3.3(b) and inserting “\$6.39”.
18. By deleting the amount “\$9.64” appearing in clause K.3.4 and inserting “\$10.00”.
19. By deleting the amount “\$4.33” appearing in clause K.3.5 and inserting “\$4.49”.
20. By deleting the amount “\$29.32” appearing in clause K.3.6(a)(i) and inserting “\$30.42”.
21. By deleting the amount “\$35.35” appearing in clause K.3.6(a)(ii) and inserting “\$36.68”.
22. By deleting the amount “\$42.35” appearing in clause K.3.6(a)(iii) and inserting “\$43.93”.
23. By deleting the amount “\$1.69” appearing in clause K.3.8(a)(i) and inserting “\$1.75”.
24. By deleting the amount “\$2.22” appearing in clause K.3.8(a)(ii) and inserting “\$2.31”.
25. By deleting the table appearing in clause K.16.1(b) and inserting the following:

<b>Allowance</b>	<b>Clause</b>	<b>Payable</b>	<b>% of standard rate</b>	<b>\$</b>
Insanitary allowance	K.3.1	Per day	6.65	1.92
Aquatic ponds	K.3.2	Per day	12.08	3.48
Spray gangs	K.3.3(a)	Per day	17.7	5.10

<b>Allowance</b>	<b>Clause</b>	<b>Payable</b>	<b>% of standard rate</b>	<b>\$</b>
Spray gangs – high pressure spray equipment	K.3.3(b)	Per day	22.2	6.39
Work in rain	K.3.4	Per day	34.71	10.00
Heights (trees)	K.3.5	Per day	15.6	4.49
Leading hands (not more than 5 employees)	K.3.6(a)(i)	Per week	105.62	30.42
Leading hands (6-10 employees)	K.3.6(a)(ii)	Per week	127.35	36.68
Leading hands (more than 10 employees)	K.3.6(a)(iii)	Per week	152.55	43.93
Spray work (GSO 8)	K.3.8(a)(i)	Per day	6.09	1.75
Spray work (GSO 8 – high pressure equipment)	K.3.8(a)(ii)	Per day	8.01	2.31

- 26. By deleting the amount “\$9.37” appearing in clause L.4.4 and inserting “\$9.73”.
- 27. By deleting the amounts “\$15.34” and “\$11.50” appearing in clause L.4.5 and inserting “\$15.92” and “\$11.93” respectively.
- 28. By deleting the amount “\$1951.01” appearing in clause L.9.1 and inserting “\$2024.11”.
- 29. By deleting the table appearing in clause L.13 and inserting the following:

<b>Classification Level</b>	<b>Stream</b>	<b>Minimum Annual Pay Rate (36.75 hours per week)</b> <b>\$</b>	<b>Hourly rate</b> <b>\$</b>
Airworthiness Officer A	Air Safety Regulator	71,049	37.06
Airworthiness Officer B		81,133	42.32
Airworthiness Officer C		90,316	47.11
Airworthiness Officer D		96,546	50.36
Flying Operations Inspector Level 1	Flying Operations	101,186	52.78
Flying Operations Inspector Level 2		105,787	55.18
Level 3 - 29,000 to 50,000kg		121,431	63.34

<b>Classification Level</b>	<b>Stream</b>	<b>Minimum Annual Pay Rate (36.75 hours per week)</b> \$	<b>Hourly rate</b> \$
Level 3 - 50,000 to 70,000kg		129,176	67.38
Level 3 - 70,000 to 140,000kg		136,154	71.02
Level 3 - 140,000kg to 250,000kg		147,810	77.10
Level 3 - over 250,000kg		174,247	90.89
Manager Flying Operations	Manager	123,712	64.53

30. By deleting the amount “\$9751.54” appearing in clause L.14.4(b) and inserting “\$10,116.87”.

31. By deleting the table appearing in clause L.15.1(b) and inserting the following:

<b>Allowance</b>	<b>Clause</b>	<b>Payable</b>	<b>% of standard rate</b>	<b>\$</b>
Allowance for travel at difficult times	L.4.4	each continuous period	33.77	9.73
Flying disability allowance – aerial surveillance	L.4.5	hourly	55.27	15.92
Flying disability allowance – on the job training	L.4.5	hourly	41.41	11.93
Loss of license allowance for premium reimbursement	L.9.1	annually	7028.15	2024.11
Team Leader	L.14.4(b)	annually	35128.01	10,116.87

32. By deleting the table appearing in clause M.2.1 and inserting the following:

<b>Classification</b>	<b>Minimum salary</b> \$
Electorate Officer A	60,707
Electorate Officer B	63,069
Electorate Officer C	69,543

- 33. By deleting the amount “\$1.35” appearing in clause N.3.1 and inserting “\$1.40”.
- 34. By deleting the amount “\$0.96” appearing in clause N.3.2 and inserting “\$1.00”.
- 35. By deleting the amount “\$1.35” appearing in clause N.3.3 and inserting “\$1.40”.
- 36. By deleting the amount “\$0.96” appearing in clause N.3.4 and inserting “\$1.00”.
- 37. By deleting the amount “\$0.99” appearing in clause N.4.1 and inserting “\$1.03”.
- 38. By deleting the amount “\$0.78” appearing in clause N.4.2 and inserting “\$0.81”.
- 39. By deleting the amounts “\$5.77” and “\$1.18” appearing in clause N.5 and inserting “\$5.99” and “\$1.23” respectively.
- 40. By deleting the table appearing in clause N.10.1(b) and inserting the following:

<b>Allowance</b>	<b>Clause</b>	<b>Payable</b>	<b>% of standard rate</b>	<b>\$</b>
<b>Welding</b>				
Aluminium MIG	N.3.1	hourly	4.87	1.40
Aluminium TIG	N.3.2	hourly	3.47	1.00
Plasma arc process	N.3.3	hourly	4.87	1.40
Other welding	N.3.4	hourly	3.47	1.00
Epoxy-based materials—with catalyst hardener and reactive additives or two-page catalyst systems	N.4.1	hourly	3.56	1.03
Epoxy-based materials—in close proximity	N.4.2	hourly	2.81	0.81
<b>Scaffolding</b>				
For the first four hours or part thereof	N.5	first four hours	20.8	5.99
Per additional hour	N.5	hourly	4.26	1.23

- 41. By deleting the amount “\$1830.73” appearing in clause O.7.2 and inserting “\$1899.32”.



42. By deleting the table appearing in clause O.7.4(a) and inserting the following:

<b>Classification</b>	<b>Annual allowance</b> \$
Cadet Journalist	2080.26
Level 1 Journalist	2783.31
Level 2 Journalist	3748.46
Level 3 and 4 Journalist	4081.02

43. By deleting the amount “\$65,717.74” appearing in clause O.11.1(a) and inserting “\$68,179.78”.

44. By deleting the amount “\$65,717.74” appearing in clause O.12.7(a) and inserting “\$68,179.78”.

45. By deleting the table appearing in clause O.20.3(b) and inserting the following:

<b>Classification</b>	<b>\$</b>
Cadet Journalist	47,771
Broadcaster 1; Broadcaster Journalist Level 1	58,175
Broadcaster 2; Broadcaster Journalist Level 2	71,918
Broadcaster 3; Broadcaster Journalist Level 3	76,884
Journalist Level 1	58,175
Journalist Level 2	71,918
Journalist Level 3	76,884
Journalist Level 4	87,979
Operations Officer Level 1	49,264
Operations Officer Level 2	61,072
Operations Officer Level 3	66,980
Operations Officer Level 4	72,795
Operations Officer Level 5	74,978
Operations Officer Level 6	76,515
Information Technology Officer Level 1	56,570
Information Technology Officer Level 2	59,546
Information Technology Officer Level 3	65,575

<b>Classification</b>	<b>\$</b>
Information Technology Officer Level 4	72,795

46. By deleting the table appearing in clause O.21.1(b) and inserting the following:

<b>Allowance</b>	<b>Clause</b>	<b>Payable</b>	<b>% of standard rate</b>	<b>\$</b>
Language Allowance	O.7.2	Annually	6594.85	1899.32
Visual Display Terminal Allowances—Cadet Journalist	O.7.4(a)	Annually	7223.14	2080.26
Visual Display Terminal Allowances—Level 1 Journalist	O.7.4(a)	Annually	9664.26	2783.31
Visual Display Terminal Allowances—Level 2 Journalist	O.7.4(a)	Annually	13015.5	3748.46
Visual Display Terminal Allowances—Level 3 and 4 Journalist	O.7.4(a)	Annually	14170.21	4081.02
Level 4 Journalist—per annum amount for calculation of overtime	O.11.1(a)	Annual	236735.4	68,179.78
Level 4 Journalist—per annum amount for calculation of overtime	O.12.7(a)	Annual	236735.4	68,179.78

47. By deleting clause S.5 and inserting the following:

## **S.5 Minimum Wages**

### **S.5.1 Minimum wages for full-time traineeships**

#### **(a) Wage Level A**

Subject to clause S.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level A by Appendix S1 are:

	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per week</b>	<b>per week</b>	<b>per week</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	398.70	439.00	522.20
Plus 1 year out of school	439.00	522.20	607.70
Plus 2 years out of school	522.20	607.70	707.20
Plus 3 years out of school	607.70	707.20	809.70
Plus 4 years out of school	707.20	809.70	
Plus 5 or more years out of school	809.70		

**(b) Wage Level B**

Subject to clause S.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level B by Appendix S1 are:

	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per week</b>	<b>per week</b>	<b>per week</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	398.70	439.00	508.90
Plus 1 year out of school	439.00	508.90	585.40
Plus 2 years out of school	508.90	585.40	686.60
Plus 3 years out of school	585.40	686.60	783.00
Plus 4 years out of school	686.60	783.00	
Plus 5 or more years out of school	783.00		

**(c) Wage Level C**

Subject to clause S.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level C by Appendix S1 are:

	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per week</b>	<b>per week</b>	<b>per week</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	398.70	439.00	508.90
Plus 1 year out of school	439.00	508.90	575.50
Plus 2 years out of school	508.90	575.50	642.90
Plus 3 years out of school	575.50	642.90	716.10
Plus 4 years out of school	642.90	716.10	
Plus 5 or more years out of school	716.10		

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

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

<b>Wage level</b>	<b>First year of</b>	<b>Second and</b>
	<b>traineeship</b>	<b>subsequent years of</b>
	<b>per week</b>	<b>per week</b>
	<b>\$</b>	<b>\$</b>
Wage Level A	840.40	872.30
Wage Level B	812.80	843.70
Wage Level C	743.40	771.50

**S.5.2 Minimum wages for part-time traineeships**

**(a) Wage Level A**

Subject to clauses S.5.2(f) and S.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level A by Appendix S1 are:

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

**(b) Wage Level B**

Subject to clauses S.5.2(f) and S.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level B by Appendix S1 are:

	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per hour</b>	<b>per hour</b>	<b>per hour</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	13.11	14.44	16.75
Plus 1 year out of school	14.44	16.75	19.26
Plus 2 years out of school	16.75	19.26	22.59
Plus 3 years out of school	19.26	22.59	25.76
Plus 4 years out of school	22.59	25.76	
Plus 5 or more years out of school	25.76		

**(c) Wage Level C**

Subject to clauses S.5.2(f) and S.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level C by Appendix S1 are:

	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per hour</b>	<b>per hour</b>	<b>per hour</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	13.11	14.44	16.75
Plus 1 year out of school	14.44	16.75	18.92
Plus 2 years out of school	16.75	18.92	21.15
Plus 3 years out of school	18.92	21.15	23.55
Plus 4 years out of school	21.15	23.55	
Plus 5 or more years out of school	23.55		

**(d) School-based traineeships**

Subject to clauses S.5.2(f) and S.5.3 of this schedule, the minimum wages for a trainee undertaking a school-based AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Levels A, B or C by Appendix S1 are as follows when the trainee works ordinary hours:

<b>Year of schooling</b>	
<b>Year 11 or lower</b>	<b>Year 12</b>
<b>per hour</b>	<b>per hour</b>
<b>\$</b>	<b>\$</b>
13.11	14.44

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

- (i)** Subject to clauses S.5.2(f) and S.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level IV traineeship are the minimum wages for the relevant part-time AQF Certificate Level III traineeship with the addition of 3.8% to those minimum wages.
- (ii)** Subject to clauses S.5.2(f) and S.5.3 of this schedule, the minimum wages for an adult trainee undertaking a part-time 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
	per hour	per hour
	\$	\$
Wage Level A	27.65	28.69
Wage Level B	26.74	27.75
Wage Level C	24.45	25.38

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

- (i) Where the full-time ordinary hours of work are not 38 or an average of 38 per week, the appropriate hourly minimum wage is obtained by multiplying the relevant minimum wage in clauses S.5.2(a)–(e) of this schedule by 38 and then dividing the figure obtained by the full-time ordinary hours of work per week.
- (ii) Where the approved training for a part-time traineeship is provided fully off-the-job by a registered training organisation, for example at school or at TAFE, the relevant minimum wage in clauses S.5.2(a)–(e) of this schedule applies to each ordinary hour worked by the trainee.
- (iii) Where the approved training for a part-time traineeship is undertaken solely on-the-job or partly on-the-job and partly off-the-job, the relevant minimum wage in clauses S.5.2(a)–(e) of this schedule minus 20% applies to each ordinary hour worked by the trainee.

**S.5.3 Other minimum wage provisions**

- (a) An employee who was employed by an employer immediately prior to becoming a trainee with that employer must not suffer a reduction in their minimum wage per week or per hour by virtue of becoming a trainee. Casual loadings will be disregarded when determining whether the employee has suffered a reduction in their minimum wage.
- (b) If a qualification is converted from an AQF Certificate Level II to an AQF Certificate Level III traineeship, or from an AQF Certificate Level III to an AQF Certificate Level IV traineeship, then the trainee must be paid the next highest minimum wage provided in this schedule, where a higher minimum wage is provided for the new AQF certificate level.

**S.5.4 Default wage rate**

The minimum wage for a trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate level are not allocated to a wage level by Appendix S1 is the relevant minimum wage under this schedule for a

trainee undertaking an AQF Certificate to Level I–III traineeship whose training package and AQF certificate level are allocated to Wage Level B.

B. This determination comes into operation on 1 July 2024. In accordance with s 286(5) of the *Fair Work Act 2009* (Cth) this determination does not take effect in relation to a particular employee until the start of the employee’s first full pay period that starts on or after 1 July 2024.



PRESIDENT

Printed by authority of the Commonwealth Government Printer