FairWork
Commission

DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2019–20
(C2020/1)

AIRSERVICES AUSTRALIA ENTERPRISE AWARD 2016
[MA000141]

Commonwealth employment

JUSTICE ROSS, PRESIDENT
VICE PRESIDENT CATANZARITI
DEPUTY PRESIDENT ASBURY
COMMISSIONER HAMPTON
MR FERGUSON
PROFESSOR WOODEN
MS LABINE-ROMAIN   MELBOURNE, XX JUNE 2020

Annual Wage Review 2019–20.

A.   Further to the decision issued by the majority of the Expert Panel in the Annual Wage Review 2019–20 on 19 June 2020 [[2020] 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	45,755
Air Traffic Controller—Field Trainee	55,902
Air Traffic Controller	66,470
Unit Tower Supervisor	74,120
Check & Standardisation Supervisor—Air Traffic Control	78,535
Systems Supervisor	78,535

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

Classification	Per annum $
Airways Data Team—Trainee	40,981
Airways Data Team—Officer	41,830
Airways Data Team—Supervisor	55,752

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

Classification	Per annum $
Simulator Support Specialist—Trainee	40,981
Simulator Support Specialist—Level 1	41,830
Simulator Support Specialist—Level 2	47,933
Simulator Support Specialist—Classroom Trainer	51,374
Simulator Support Specialist—Supervisor	55,752

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

Classification	Per annum $
Flight Data Coordinator—Trainee	40,981
Flight Data Coordinator—Officer	41,830
Flight Data Coordinator—Supervisor	55,752

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

Classification	Per annum $
Aviation Communications Specialist—Trainee	42,535
Aviation Communications Specialist—Journeyman	51,068
Aviation Communications Specialist	57,456
Check & Standardisation Supervisor—Upper Air Space High Frequency	60,228
High Frequency Shift Manager	63,806

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

Classification	Per annum $
Traffic Management Officer—Trainee	42,535
Traffic Management Officer—Journeyman	51,068

Classification	Per annum $
Traffic Management Officer	57,456
Check & Standardisation Supervisor—National Operations Centre	60,228
National Operations Supervisor	63,806

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

Classification	Per annum $
Recruit	43,183
Trainee Fire Fighter—Level 1	44,027
Trainee Fire Fighter—Level 2	46,185
Leading Fire Fighter	48,016
Sub-Station Officer	48,789
Station Officer	51,688
Fire Commander	61,697

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

Classification	Per annum $
Administrative Services—Level 1	42,128
Administrative Services—Level 2	45,749
Administrative Services—Level 3	49,759
Administrative Services—Level 4	52,972
Administrative Services—Level 5	57,347
Administrative Services—Level 6	62,607
Administrative Services—Level 7	72,111
Administrative Services—Level 8	83,878
Administrative Services—Level 9	87,707

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

Classification	Per annum $
Technology Professional—Level 1	50,790
Technology Professional—Level 2	60,719
Technology Professional—Level 3	74,907
Technology Professional—Level 4	87,579

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

Classification	Per annum $
Technical Employee—Level 1	46,908
Technical Employee—Level 2	52,343
Technical Employee—Level 3	54,551
Technical Employee—Level 4	60,828
Technical Employee—Level 5	68,975
Technical Employee—Level 6	74,907
Technical Employee—Level 7	87,579

11.   By deleting the amount "$2167.36" appearing in clause 12.7(a) and inserting "$2205.28".

12.   By deleting the amount "$4405.03" appearing in clause 12.7(b) and inserting "$4482.10".

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	4482.10	3137.91	3137.91
ATC	3406.40	2062.31	2062.31
Field trainee	2869.41	1523.70	1523.70

14.   By deleting the amount "$54,476" appearing in clause 12.13(a) and inserting "$55,429".

15.   By deleting the amount "$15.13" appearing in clause 12.15(a) and inserting "$15.39".

16.   By deleting the amount "$27.67" appearing in clause 12.19(a) and inserting "$28.16".

17.   By deleting the amount "$31.64" appearing in clause 12.19(b) and inserting "$32.19".

18.   By deleting the amount "$19.73" appearing in clause 12.19(c) and inserting "$20.08".

19.   By deleting the amount "$23.71" appearing in clause 12.19(d) and inserting "$24.12".

20.   By deleting the amount "$0.72" appearing in clause 12.20(b) and inserting "$0.73".

21.   By deleting the amount "$0.54" appearing in clause 12.20(c) and inserting "$0.55".

22.   By deleting the amount "$0.72" appearing in clause 12.20(d) and inserting "$0.73".

23.   By deleting the amount "$0.37" appearing in clause 12.20(e) and inserting "$0.38".

24.   By deleting the amounts "$0.54" and "$0.72" appearing in clause 12.20(f)(i) and inserting "$0.55" and "$0.73" respectively.

25.   By deleting the amount "$0.54" appearing in clause 12.20(g) and inserting "$0.55".

26.   By deleting the amount "$1.45" appearing in clause 12.20(h) and inserting "$1.48".

27.   By deleting the amount "$0.61" appearing in clause 12.20(i) and inserting "$0.62".

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

Location	Amount per annum
	$
Category 1	2089.30
Category 2	5033.39
Category 3	6004.17

29.   By deleting the amount "$34,887" appearing in clause 13.1(a) and inserting "$35,498".

30.   By deleting the amount "$34,887" appearing in clause 14.1(b) and inserting "$35,498".

31.   By deleting the amount "$3.01" appearing in clause 17.9(b) and inserting "$3.06".

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	24.36
Air Traffic Controller—Field Trainee	29.77
Air Traffic Controller	35.39
Unit Tower Supervisor	39.47
Check & Standardisation Supervisor—Air Traffic Control	41.82
Systems Supervisor	41.82
Airways Data Team	

	Day
	ordinary rate—100%
	$
Airways Data Team—Trainee	21.82
Airways Data Team—Officer	22.27
Airways Data Team—Supervisor	29.69
Simulator Support Specialist	
Simulator Support Specialist—Trainee	21.82
Simulator Support Specialist—Level 1	22.27
Simulator Support Specialist—Level 2	25.52
Simulator Support Specialist—Classroom Trainer	27.36
Simulator Support Specialist—Supervisor	29.69
Flight Data Coordinator	
Flight Data Coordinator—Trainee	21.82
Flight Data Coordinator—Officer	22.27
Flight Data Coordinator—Supervisor	29.69
Upper Air Space High Frequency	
Aviation Communications Specialist—Trainee	22.65
Aviation Communications Specialist—Journeyman	27.19
Aviation Communications Specialist	30.59
Check & Standardisation Supervisor—Upper Air Space High Frequency	32.07
High Frequency Shift Manager	33.98
National Operations Centre	
Traffic Management Officer—Trainee	22.65
Traffic Management Officer—Journeyman	27.19
Traffic Management Officer	30.59
Check & Standardisation Supervisor—National Operations Centre	32.07
National Operations Supervisor	33.98
Aviation Rescue Fire Fighter	
Recruit	21.78
Trainee Fire Fighter—Level 1	22.21
Trainee Fire Fighter—Level 2	23.30
Leading Fire Fighter	24.22
Sub-Station Officer	24.61
Station Officer	26.07

	Day
	ordinary rate—100%
	$
Fire Commander	31.12
Administrative Services	
Administrative Services—Level 1	21.97
Administrative Services—Level 2	23.86
Administrative Services—Level 3	25.96
Administrative Services—Level 4	27.63
Administrative Services—Level 5	29.91
Administrative Services—Level 6	32.66
Administrative Services—Level 7	37.61
Administrative Services—Level 8	43.75
Administrative Services—Level 9	45.75
Technology Professional	
Technology Professional—Level 1	26.49
Technology Professional—Level 2	31.67
Technology Professional—Level 3	39.07
Technology Professional—Level 4	45.68
Technical Employee	
Technical Employee—Level 1	24.47
Technical Employee—Level 2	27.30
Technical Employee—Level 3	28.45
Technical Employee—Level 4	31.73
Technical Employee—Level 5	35.98
Technical Employee—Level 6	39.07
Technical Employee—Level 7	45.68

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	36.54	48.72	48.72	60.90

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public Holiday
	150%	200%	200%	250%
	$	$	$	$
Air Traffic Controller—Field Trainee	44.66	59.54	59.54	74.43
Air Traffic Controller	53.09	70.78	70.78	88.48
Unit Tower Supervisor	59.21	78.94	78.94	98.68
Check & Standardisation Supervisor—Air Traffic Control	62.73	83.64	83.64	104.55
Systems Supervisor	62.73	83.64	83.64	104.55
Airways Data Team				
Airways Data Team—Trainee	32.73	43.64	43.64	54.55
Airways Data Team—Officer	33.41	44.54	44.54	55.68
Airways Data Team—Supervisor	44.54	59.38	59.38	74.23
Simulator Support Specialist				
Simulator Support Specialist—Trainee	32.73	43.64	43.64	54.55
Simulator Support Specialist—Level 1	33.41	44.54	44.54	55.68
Simulator Support Specialist—Level 2	38.28	51.04	51.04	63.80
Simulator Support Specialist—Classroom Trainer	41.04	54.72	54.72	68.40
Simulator Support Specialist—Supervisor	44.54	59.38	59.38	74.23
Flight Data Coordinator				
Flight Data Coordinator—Trainee	32.73	43.64	43.64	54.55
Flight Data Coordinator—Officer	33.41	44.54	44.54	55.68

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public Holiday
	150%	200%	200%	250%
	$	$	$	$
Flight Data Coordinator—Supervisor	44.54	59.38	59.38	74.23
Upper Air Space High Frequency				
Aviation Communications Specialist—Trainee	33.98	45.30	45.30	56.63
Aviation Communications Specialist—Journeyman	40.79	54.38	54.38	67.98
Aviation Communications Specialist	45.89	61.18	61.18	76.48
Check & Standardisation Supervisor—Upper Air Space High Frequency	48.11	64.14	64.14	80.18
High Frequency Shift Manager	50.97	67.96	67.96	84.95
National Operations Centre				
Traffic Management Officer—Trainee	33.98	45.30	45.30	56.63
Traffic Management Officer—Journeyman	40.79	54.38	54.38	67.98
Traffic Management Officer	45.89	61.18	61.18	76.48
Check & Standardisation Supervisor—National Operations Centre	48.11	64.14	64.14	80.18
National Operations Supervisor	50.97	67.96	67.96	84.95
Aviation Rescue Fire Fighter				
Recruit	32.67	43.56	43.56	54.45
Trainee Fire Fighter—Level 1	33.32	44.42	44.42	55.53
Trainee Fire Fighter—Level 2	34.95	46.60	46.60	58.25
Leading Fire Fighter	36.33	48.44	48.44	60.55

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	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public Holiday
	150%	200%	200%	250%
	$	$	$	$
Sub-Station Officer	36.92	49.22	49.22	61.53
Station Officer	39.11	52.14	52.14	65.18
Fire Commander	46.68	62.24	62.24	77.80
Administrative Services				
Administrative Services—Level 1	32.96	43.94	43.94	54.93
Administrative Services—Level 2	35.79	47.72	47.72	59.65
Administrative Services—Level 3	38.94	51.92	51.92	64.90
Administrative Services—Level 4	41.45	55.26	55.26	69.08
Administrative Services—Level 5	44.87	59.82	59.82	74.78
Administrative Services—Level 6	48.99	65.32	65.32	81.65
Administrative Services—Level 7	56.42	75.22	75.22	94.03
Administrative Services—Level 8	65.63	87.50	87.50	109.38
Administrative Services—Level 9	68.63	91.50	91.50	114.38
Technology Professional				
Technology Professional—Level 1	39.74	52.98	52.98	66.23
Technology Professional—Level 2	47.51	63.34	63.34	79.18
Technology Professional—Level 3	58.61	78.14	78.14	97.68
Technology Professional—Level 4	68.52	91.36	91.36	114.20
Technical Employee				

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public Holiday
	150%	200%	200%	250%
	$	$	$	$
Technical Employee— Level 1	36.71	48.94	48.94	61.18
Technical Employee— Level 2	40.95	54.60	54.60	68.25
Technical Employee— Level 3	42.68	56.90	56.90	71.13
Technical Employee— Level 4	47.60	63.46	63.46	79.33
Technical Employee— Level 5	53.97	71.96	71.96	89.95
Technical Employee— Level 6	58.61	78.14	78.14	97.68
Technical Employee— Level 7	68.52	91.36	91.36	114.20

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	28.01	31.67	36.54	48.72	60.90
Air Traffic Controller— Field Trainee	34.24	38.70	44.66	59.54	74.43
Air Traffic Controller	40.70	46.01	53.09	70.78	88.48
Unit Tower Supervisor	45.39	51.31	59.21	78.94	98.68
Check & Standardisation Supervisor—Air Traffic Control	48.09	54.37	62.73	83.64	104.55
Systems Supervisor	48.09	54.37	62.73	83.64	104.55
Airways Data Team					

	Night	Continuous night	Saturday	Sunday	Public holiday
	115%	**130%**	**150%**	**200%**	**250%**
	$	$	$	$	$
Airways Data Team—Trainee	25.09	28.37	32.73	43.64	54.55
Airways Data Team—Officer	25.61	28.95	33.41	44.54	55.68
Airways Data Team—Supervisor	34.14	38.60	44.54	59.38	74.23
Simulator Support Specialist					
Simulator Support Specialist—Trainee	25.09	28.37	32.73	43.64	54.55
Simulator Support Specialist—Level 1	25.61	28.95	33.41	44.54	55.68
Simulator Support Specialist—Level 2	29.35	33.18	38.28	51.04	63.80
Simulator Support Specialist—Classroom Trainer	31.46	35.57	41.04	54.72	68.40
Simulator Support Specialist—Supervisor	34.14	38.60	44.54	59.38	74.23
Flight Data Coordinator					
Flight Data Coordinator—Trainee	25.09	28.37	32.73	43.64	54.55
Flight Data Coordinator—Officer	25.61	28.95	33.41	44.54	55.68
Flight Data Coordinator—Supervisor	34.14	38.60	44.54	59.38	74.23
Upper Air Space High Frequency					
Aviation Communications Specialist—Trainee	26.05	29.45	33.98	45.30	56.63
Aviation Communications Specialist—Journeyman	31.27	35.35	40.79	54.38	67.98
Aviation Communications Specialist	35.18	39.77	45.89	61.18	76.48
Check & Standardisation Supervisor—Upper Air Space High Frequency	36.88	41.69	48.11	64.14	80.18

	Night	Continuous night	Saturday	Sunday	Public holiday
	115%	**130%**	**150%**	**200%**	**250%**
	$	$	$	$	$
High Frequency Shift Manager	39.08	44.17	50.97	67.96	84.95
National Operations Centre					
Traffic Management Officer—Trainee	26.05	29.45	33.98	45.30	56.63
Traffic Management Officer—Journeyman	31.27	35.35	40.79	54.38	67.98
Traffic Management Officer	35.18	39.77	45.89	61.18	76.48
Check & Standardisation Supervisor—National Operations Centre	36.88	41.69	48.11	64.14	80.18
National Operations Supervisor	39.08	44.17	50.97	67.96	84.95
Aviation Rescue Fire Fighter					
Recruit	25.05	28.31	32.67	43.56	54.45
Trainee Fire Fighter—Level 1	25.54	28.87	33.32	44.42	55.53
Trainee Fire Fighter—Level 2	26.80	30.29	34.95	46.60	58.25
Leading Fire Fighter	27.85	31.49	36.33	48.44	60.55
Sub-Station Officer	28.30	31.99	36.92	49.22	61.53
Station Officer	29.98	33.89	39.11	52.14	65.18
Fire Commander	35.79	40.46	46.68	62.24	77.80
Administrative Services					
Administrative Services—Level 1	25.27	28.56	32.96	43.94	54.93
Administrative Services—Level 2	27.44	31.02	35.79	47.72	59.65
Administrative Services—Level 3	29.85	33.75	38.94	51.92	64.90

	Night	Continuous night	Saturday	Sunday	Public holiday
	115%	**130%**	**150%**	**200%**	**250%**
	$	**$**	**$**	**$**	**$**
Administrative Services—Level 4	31.77	35.92	41.45	55.26	69.08
Administrative Services—Level 5	34.40	38.88	44.87	59.82	74.78
Administrative Services—Level 6	37.56	42.46	48.99	65.32	81.65
Administrative Services—Level 7	43.25	48.89	56.42	75.22	94.03
Administrative Services—Level 8	50.31	56.88	65.63	87.50	109.38
Administrative Services—Level 9	52.61	59.48	68.63	91.50	114.38
Technology Professional					
Technology Professional—Level 1	30.46	34.44	39.74	52.98	66.23
Technology Professional—Level 2	36.42	41.17	47.51	63.34	79.18
Technology Professional—Level 3	44.93	50.79	58.61	78.14	97.68
Technology Professional—Level 4	52.53	59.38	68.52	91.36	114.20
Technical Employee					
Technical Employee—Level 1	28.14	31.81	36.71	48.94	61.18
Technical Employee—Level 2	31.40	35.49	40.95	54.60	68.25
Technical Employee—Level 3	32.72	36.99	42.68	56.90	71.13
Technical Employee—Level 4	36.49	41.25	47.60	63.46	79.33
Technical Employee—Level 5	41.38	46.77	53.97	71.96	89.95
Technical Employee—Level 6	44.93	50.79	58.61	78.14	97.68
Technical Employee—Level 7	52.53	59.38	68.52	91.36	114.20

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	36.54	48.72	48.72	60.90
Air Traffic Controller—Field Trainee	44.66	59.54	59.54	74.43
Air Traffic Controller	53.09	70.78	70.78	88.48
Unit Tower Supervisor	59.21	78.94	78.94	98.68
Check & Standardisation Supervisor—Air Traffic Control	62.73	83.64	83.64	104.55
Systems Supervisor	62.73	83.64	83.64	104.55
Airways Data Team				
Airways Data Team—Trainee	32.73	43.64	43.64	54.55
Airways Data Team—Officer	33.41	44.54	44.54	55.68
Airways Data Team—Supervisor	44.54	59.38	59.38	74.23
Simulator Support Specialist				
Simulator Support Specialist—Trainee	32.73	43.64	43.64	54.55
Simulator Support Specialist—Level 1	33.41	44.54	44.54	55.68
Simulator Support Specialist—Level 2	38.28	51.04	51.04	63.80
Simulator Support Specialist—Classroom Trainer	41.04	54.72	54.72	68.40
Simulator Support Specialist—Supervisor	44.54	59.38	59.38	74.23

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public Holiday
	150%	200%	200%	250%
	$	$	$	$
Flight Data Coordinator				
Flight Data Coordinator—Trainee	32.73	43.64	43.64	54.55
Flight Data Coordinator—Officer	33.41	44.54	44.54	55.68
Flight Data Coordinator—Supervisor	44.54	59.38	59.38	74.23
Upper Air Space High Frequency				
Aviation Communications Specialist—Trainee	33.98	45.30	45.30	56.63
Aviation Communications Specialist—Journeyman	40.79	54.38	54.38	67.98
Aviation Communications Specialist	45.89	61.18	61.18	76.48
Check & Standardisation Supervisor—Upper Air Space High Frequency	48.11	64.14	64.14	80.18
High Frequency Shift Manager	50.97	67.96	67.96	84.95
National Operations Centre				
Traffic Management Officer—Trainee	33.98	45.30	45.30	56.63
Traffic Management Officer—Journeyman	40.79	54.38	54.38	67.98
Traffic Management Officer	45.89	61.18	61.18	76.48
Check & Standardisation Supervisor—National Operations Centre	48.11	64.14	64.14	80.18
National Operations Supervisor	50.97	67.96	67.96	84.95
Aviation Rescue Fire Fighter				
Recruit	32.67	43.56	43.56	54.45

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public Holiday
	150%	200%	200%	250%
	$	$	$	$
Trainee Fire Fighter—Level 1	33.32	44.42	44.42	55.53
Trainee Fire Fighter—Level 2	34.95	46.60	46.60	58.25
Leading Fire Fighter	36.33	48.44	48.44	60.55
Sub-Station Officer	36.92	49.22	49.22	61.53
Station Officer	39.11	52.14	52.14	65.18
Fire Commander	46.68	62.24	62.24	77.80
Administrative Services				
Administrative Services—Level 1	32.96	43.94	43.94	54.93
Administrative Services—Level 2	35.79	47.72	47.72	59.65
Administrative Services—Level 3	38.94	51.92	51.92	64.90
Administrative Services—Level 4	41.45	55.26	55.26	69.08
Administrative Services—Level 5	44.87	59.82	59.82	74.78
Administrative Services—Level 6	48.99	65.32	65.32	81.65
Administrative Services—Level 7	56.42	75.22	75.22	94.03
Administrative Services—Level 8	65.63	87.50	87.50	109.38
Administrative Services—Level 9	68.63	91.50	91.50	114.38
Technology Professional				
Technology Professional—Level 1	39.74	52.98	52.98	66.23
Technology Professional—Level 2	47.51	63.34	63.34	79.18

	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	58.61	78.14	78.14	97.68
Technology Professional—Level 4	68.52	91.36	91.36	114.20
Technical Employee				
Technical Employee—Level 1	36.71	48.94	48.94	61.18
Technical Employee—Level 2	40.95	54.60	54.60	68.25
Technical Employee—Level 3	42.68	56.90	56.90	71.13
Technical Employee—Level 4	47.60	63.46	63.46	79.33
Technical Employee—Level 5	53.97	71.96	71.96	89.95
Technical Employee—Level 6	58.61	78.14	78.14	97.68
Technical Employee—Level 7	68.52	91.36	91.36	114.20

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	30.45
Air Traffic Controller—Field Trainee	37.21
Air Traffic Controller	44.24
Unit Tower Supervisor	49.34
Check & Standardisation Supervisor—Air Traffic Control	52.28
Systems Supervisor	52.28
Airways Data Team	
Airways Data Team—Trainee	27.28
Airways Data Team—Officer	27.84

	Day
	ordinary rate – 125%
	$
Airways Data Team—Supervisor	37.11
Simulator Support Specialist	
Simulator Support Specialist—Trainee	27.28
Simulator Support Specialist—Level 1	27.84
Simulator Support Specialist—Level 2	31.90
Simulator Support Specialist—Classroom Trainer	34.20
Simulator Support Specialist—Supervisor	37.11
Flight Data Coordinator	
Flight Data Coordinator—Trainee	27.28
Flight Data Coordinator—Officer	27.84
Flight Data Coordinator—Supervisor	37.11
Upper Air Space High Frequency	
Aviation Communications Specialist—Trainee	28.31
Aviation Communications Specialist—Journeyman	33.99
Aviation Communications Specialist	38.24
Check & Standardisation Supervisor—Upper Air Space High Frequency	40.09
High Frequency Shift Manager	42.48
National Operations Centre	
Traffic Management Officer—Trainee	28.31
Traffic Management Officer—Journeyman	33.99
Traffic Management Officer	38.24
Check & Standardisation Supervisor—National Operations Centre	40.09
National Operations Supervisor	42.48
Aviation Rescue Fire Fighter	
Recruit	27.23
Trainee Fire Fighter—Level 1	27.76
Trainee Fire Fighter—Level 2	29.13
Leading Fire Fighter	30.28
Sub-Station Officer	30.76
Station Officer	32.59
Fire Commander	38.90
Administrative Services	
Administrative Services—Level 1	27.46

	Day
	ordinary rate – 125%
	$
Administrative Services—Level 2	29.83
Administrative Services—Level 3	32.45
Administrative Services—Level 4	34.54
Administrative Services—Level 5	37.39
Administrative Services—Level 6	40.83
Administrative Services—Level 7	47.01
Administrative Services—Level 8	54.69
Administrative Services—Level 9	57.19
Technology Professional	
Technology Professional—Level 1	33.11
Technology Professional—Level 2	39.59
Technology Professional—Level 3	48.84
Technology Professional—Level 4	57.10
Technical Employee	
Technical Employee—Level 1	30.59
Technical Employee—Level 2	34.13
Technical Employee—Level 3	35.56
Technical Employee—Level 4	39.66
Technical Employee—Level 5	44.98
Technical Employee—Level 6	48.84
Technical Employee—Level 7	57.10

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	36.54	48.72	48.72	60.90
Air Traffic Controller—Field Trainee	44.66	59.54	59.54	74.43
Air Traffic Controller	53.09	70.78	70.78	88.48

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	150%	**200%**	**200%**	**250%**
	$	**$**	**$**	**$**
Unit Tower Supervisor	59.21	78.94	78.94	98.68
Check & Standardisation Supervisor—Air Traffic Control	62.73	83.64	83.64	104.55
Systems Supervisor	62.73	83.64	83.64	104.55
Airways Data Team				
Airways Data Team—Trainee	32.73	43.64	43.64	54.55
Airways Data Team—Officer	33.41	44.54	44.54	55.68
Airways Data Team—Supervisor	44.54	59.38	59.38	74.23
Simulator Support Specialist				
Simulator Support Specialist—Trainee	32.73	43.64	43.64	54.55
Simulator Support Specialist—Level 1	33.41	44.54	44.54	55.68
Simulator Support Specialist—Level 2	38.28	51.04	51.04	63.80
Simulator Support Specialist—Classroom Trainer	41.04	54.72	54.72	68.40
Simulator Support Specialist—Supervisor	44.54	59.38	59.38	74.23
Flight Data Coordinator				
Flight Data Coordinator—Trainee	32.73	43.64	43.64	54.55
Flight Data Coordinator—Officer	33.41	44.54	44.54	55.68
Flight Data Coordinator—Supervisor	44.54	59.38	59.38	74.23
Upper Air Space High Frequency				

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	150%	200%	200%	250%
	$	$	$	$
Aviation Communications Specialist—Trainee	33.98	45.30	45.30	56.63
Aviation Communications Specialist—Journeyman	40.79	54.38	54.38	67.98
Aviation Communications Specialist	45.89	61.18	61.18	76.48
Check & Standardisation Supervisor—Upper Air Space High Frequency	48.11	64.14	64.14	80.18
High Frequency Shift Manager	50.97	67.96	67.96	84.95
National Operations Centre				
Traffic Management Officer—Trainee	33.98	45.30	45.30	56.63
Traffic Management Officer—Journeyman	40.79	54.38	54.38	67.98
Traffic Management Officer	45.89	61.18	61.18	76.48
Check & Standardisation Supervisor—National Operations Centre	48.11	64.14	64.14	80.18
National Operations Supervisor	50.97	67.96	67.96	84.95
Aviation Rescue Fire Fighter				
Recruit	32.67	43.56	43.56	54.45
Trainee Fire Fighter—Level 1	33.32	44.42	44.42	55.53
Trainee Fire Fighter—Level 2	34.95	46.60	46.60	58.25
Leading Fire Fighter	36.33	48.44	48.44	60.55
Sub-Station Officer	36.92	49.22	49.22	61.53
Station Officer	39.11	52.14	52.14	65.18

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	150%	**200%**	**200%**	**250%**
	$	$	$	$
Fire Commander	46.68	62.24	62.24	77.80
Administrative Services				
Administrative Services—Level 1	32.96	43.94	43.94	54.93
Administrative Services—Level 2	35.79	47.72	47.72	59.65
Administrative Services—Level 3	38.94	51.92	51.92	64.90
Administrative Services—Level 4	41.45	55.26	55.26	69.08
Administrative Services—Level 5	44.87	59.82	59.82	74.78
Administrative Services—Level 6	48.99	65.32	65.32	81.65
Administrative Services—Level 7	56.42	75.22	75.22	94.03
Administrative Services—Level 8	65.63	87.50	87.50	109.38
Administrative Services—Level 9	68.63	91.50	91.50	114.38
Technology Professional				
Technology Professional—Level 1	39.74	52.98	52.98	66.23
Technology Professional—Level 2	47.51	63.34	63.34	79.18
Technology Professional—Level 3	58.61	78.14	78.14	97.68
Technology Professional—Level 4	68.52	91.36	91.36	114.20
Technical Employee				
Technical Employee—Level 1	36.71	48.94	48.94	61.18
Technical Employee—Level 2	40.95	54.60	54.60	68.25

	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	42.68	56.90	56.90	71.13
Technical Employee—Level 4	47.60	63.46	63.46	79.33
Technical Employee—Level 5	53.97	71.96	71.96	89.95
Technical Employee—Level 6	58.61	78.14	78.14	97.68
Technical Employee—Level 7	68.52	91.36	91.36	114.20

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	34.10	37.76	42.63	54.81	66.99
Air Traffic Controller—Field Trainee	41.68	46.14	52.10	66.98	81.87
Air Traffic Controller	49.55	54.85	61.93	79.63	97.32
Unit Tower Supervisor	55.26	61.18	69.07	88.81	108.54
Check & Standardisation Supervisor—Air Traffic Control	58.55	64.82	73.19	94.10	115.01
Systems Supervisor	58.55	64.82	73.19	94.10	115.01
Airways Data Team					
Airways Data Team—Trainee	30.55	33.82	38.19	49.10	60.01
Airways Data Team—Officer	31.18	34.52	38.97	50.11	61.24

	Night	Continuous night	Saturday	Sunday	Public holiday
	140%	**155%**	**175%**	**225%**	**275%**
	$	$	$	$	$
Airways Data Team—Supervisor	41.57	46.02	51.96	66.80	81.65
Simulator Support Specialist					
Simulator Support Specialist—Trainee	30.55	33.82	38.19	49.10	60.01
Simulator Support Specialist—Level 1	31.18	34.52	38.97	50.11	61.24
Simulator Support Specialist—Level 2	35.73	39.56	44.66	57.42	70.18
Simulator Support Specialist—Classroom Trainer	38.30	42.41	47.88	61.56	75.24
Simulator Support Specialist—Supervisor	41.57	46.02	51.96	66.80	81.65
Flight Data Coordinator					
Flight Data Coordinator—Trainee	30.55	33.82	38.19	49.10	60.01
Flight Data Coordinator—Officer	31.18	34.52	38.97	50.11	61.24
Flight Data Coordinator—Supervisor	41.57	46.02	51.96	66.80	81.65
Upper Air Space High Frequency					
Aviation Communications Specialist—Trainee	31.71	35.11	39.64	50.96	62.29
Aviation Communications Specialist—Journeyman	38.07	42.14	47.58	61.18	74.77
Aviation Communications Specialist	42.83	47.41	53.53	68.83	84.12
Check & Standardisation Supervisor—Upper Air Space High Frequency	44.90	49.71	56.12	72.16	88.19
High Frequency Shift Manager	47.57	52.67	59.47	76.46	93.45
National Operations Centre					

	Night	Continuous night	Saturday	Sunday	Public holiday
	140%	**155%**	**175%**	**225%**	**275%**
	$	$	$	$	$
Traffic Management Officer—Trainee	31.71	35.11	39.64	50.96	62.29
Traffic Management Officer—Journeyman	38.07	42.14	47.58	61.18	74.77
Traffic Management Officer	42.83	47.41	53.53	68.83	84.12
Check & Standardisation Supervisor—National Operations Centre	44.90	49.71	56.12	72.16	88.19
National Operations Supervisor	47.57	52.67	59.47	76.46	93.45
Aviation Rescue Fire Fighter					
Recruit	30.49	33.76	38.12	49.01	59.90
Trainee Fire Fighter—Level 1	31.09	34.43	38.87	49.97	61.08
Trainee Fire Fighter—Level 2	32.62	36.12	40.78	52.43	64.08
Leading Fire Fighter	33.91	37.54	42.39	54.50	66.61
Sub-Station Officer	34.45	38.15	43.07	55.37	67.68
Station Officer	36.50	40.41	45.62	58.66	71.69
Fire Commander	43.57	48.24	54.46	70.02	85.58
Administrative Services					
Administrative Services—Level 1	30.76	34.05	38.45	49.43	60.42
Administrative Services—Level 2	33.40	36.98	41.76	53.69	65.62
Administrative Services—Level 3	36.34	40.24	45.43	58.41	71.39
Administrative Services—Level 4	38.68	42.83	48.35	62.17	75.98
Administrative Services—Level 5	41.87	46.36	52.34	67.30	82.25

	Night	Continuous night	Saturday	Sunday	Public holiday
	140%	**155%**	**175%**	**225%**	**275%**
	$	$	$	$	$
Administrative Services—Level 6	45.72	50.62	57.16	73.49	89.82
Administrative Services—Level 7	52.65	58.30	65.82	84.62	103.43
Administrative Services—Level 8	61.25	67.81	76.56	98.44	120.31
Administrative Services—Level 9	64.05	70.91	80.06	102.94	125.81
Technology Professional					
Technology Professional—Level 1	37.09	41.06	46.36	59.60	72.85
Technology Professional—Level 2	44.34	49.09	55.42	71.26	87.09
Technology Professional—Level 3	54.70	60.56	68.37	87.91	107.44
Technology Professional—Level 4	63.95	70.80	79.94	102.78	125.62
Technical Employee					
Technical Employee—Level 1	34.26	37.93	42.82	55.06	67.29
Technical Employee—Level 2	38.22	42.32	47.78	61.43	75.08
Technical Employee—Level 3	39.83	44.10	49.79	64.01	78.24
Technical Employee—Level 4	44.42	49.18	55.53	71.39	87.26
Technical Employee—Level 5	50.37	55.77	62.97	80.96	98.95
Technical Employee—Level 6	54.70	60.56	68.37	87.91	107.44
Technical Employee—Level 7	63.95	70.80	79.94	102.78	125.62

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	36.54	48.72	48.72	60.90
Air Traffic Controller—Field Trainee	44.66	59.54	59.54	74.43
Air Traffic Controller	53.09	70.78	70.78	88.48
Unit Tower Supervisor	59.21	78.94	78.94	98.68
Check & Standardisation Supervisor—Air Traffic Control	62.73	83.64	83.64	104.55
Systems Supervisor	62.73	83.64	83.64	104.55
Airways Data Team				
Airways Data Team—Trainee	32.73	43.64	43.64	54.55
Airways Data Team—Officer	33.41	44.54	44.54	55.68
Airways Data Team—Supervisor	44.54	59.38	59.38	74.23
Simulator Support Specialist				
Simulator Support Specialist—Trainee	32.73	43.64	43.64	54.55
Simulator Support Specialist—Level 1	33.41	44.54	44.54	55.68
Simulator Support Specialist—Level 2	38.28	51.04	51.04	63.80
Simulator Support Specialist—Classroom Trainer	41.04	54.72	54.72	68.40
Simulator Support Specialist—Supervisor	44.54	59.38	59.38	74.23
Flight Data Coordinator				
Flight Data Coordinator—Trainee	32.73	43.64	43.64	54.55
Flight Data Coordinator—Officer	33.41	44.54	44.54	55.68
Flight Data Coordinator—Supervisor	44.54	59.38	59.38	74.23
Upper Air Space High Frequency				
Aviation Communications Specialist—Trainee	33.98	45.30	45.30	56.63
Aviation Communications	40.79	54.38	54.38	67.98

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	150%	200%	200%	250%
	$	$	$	$
Specialist—Journeyman				
Aviation Communications Specialist	45.89	61.18	61.18	76.48
Check & Standardisation Supervisor—Upper Air Space High Frequency	48.11	64.14	64.14	80.18
High Frequency Shift Manager	50.97	67.96	67.96	84.95
National Operations Centre				
Traffic Management Officer—Trainee	33.98	45.30	45.30	56.63
Traffic Management Officer—Journeyman	40.79	54.38	54.38	67.98
Traffic Management Officer	45.89	61.18	61.18	76.48
Check & Standardisation Supervisor—National Operations Centre	48.11	64.14	64.14	80.18
National Operations Supervisor	50.97	67.96	67.96	84.95
Aviation Rescue Fire Fighter				
Recruit	32.67	43.56	43.56	54.45
Trainee Fire Fighter—Level 1	33.32	44.42	44.42	55.53
Trainee Fire Fighter—Level 2	34.95	46.60	46.60	58.25
Leading Fire Fighter	36.33	48.44	48.44	60.55
Sub-Station Officer	36.92	49.22	49.22	61.53
Station Officer	39.11	52.14	52.14	65.18
Fire Commander	46.68	62.24	62.24	77.80
Administrative Services				
Administrative Services—Level 1	32.96	43.94	43.94	54.93
Administrative Services—Level 2	35.79	47.72	47.72	59.65
Administrative Services—Level 3	38.94	51.92	51.92	64.90
Administrative Services—Level 4	41.45	55.26	55.26	69.08
Administrative Services—Level 5	44.87	59.82	59.82	74.78
Administrative Services—Level 6	48.99	65.32	65.32	81.65
Administrative Services—Level 7	56.42	75.22	75.22	94.03
Administrative Services—Level 8	65.63	87.50	87.50	109.38
Administrative Services—Level 9	68.63	91.50	91.50	114.38
Technology Professional				
Technology Professional—Level 1	39.74	52.98	52.98	66.23

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	150%	200%	200%	250%
	$	$	$	$
Technology Professional—Level 2	47.51	63.34	63.34	79.18
Technology Professional—Level 3	58.61	78.14	78.14	97.68
Technology Professional—Level 4	68.52	91.36	91.36	114.20
Technical Employee				
Technical Employee—Level 1	36.71	48.94	48.94	61.18
Technical Employee—Level 2	40.95	54.60	54.60	68.25
Technical Employee—Level 3	42.68	56.90	56.90	71.13
Technical Employee—Level 4	47.60	63.46	63.46	79.33
Technical Employee—Level 5	53.97	71.96	71.96	89.95
Technical Employee—Level 6	58.61	78.14	78.14	97.68
Technical Employee—Level 7	68.52	91.36	91.36	114.20

40.   By deleting the amount "$937.40" appearing in clause C.1 and inserting "$953.80".

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	2205.28
	12.7(b)		Category 9 or higher	469.92	4482.10
Complexity allowance	12.8(a)	annually	UTS/C&SS – Syd:	469.92	4482.10
			ATC – Syd:	357.14	3406.40
			Field trainee – Syd:	300.84	2869.41
			UTS/C&SS – (a):	328.99	3137.91
			ATC – (a):	216.22	2062.31
			Field trainee – (a):	159.75	1523.70
			UTS/C&SS – B:	328.99	3137.91
			ATC – B:	216.22	2062.31
			Field trainee – B:	159.75	1523.70
Surveillance Advisory Service (SAS)	12.9		5% of salary	n/a	-

Allowance	Clause	Payable	Description	% of the standard rate	$
Allowance					
Simultaneous Operations Allowance	12.10		% of salary - See clause 12.10	n/a	-
First aid	12.15(a)	weekly		1.614	15.39
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	28.16
	12.19(b)		Directly supervising jointing work of optical fibre	3.375	32.19
	12.19(c)		Directly supervising the laying, terminating, maintenance or removal of filled cable	2.105	20.08
	12.19(d)		Directly supervising jointing work of filled cable	2.529	24.12
Special rates					
Confined spaces	12.20(b)	hourly		0.077	0.73
Dirty Work	12.20(c)	hourly		0.058	0.55
Epoxy-based materials	12.20(d)	hourly		0.077	0.73
Height money	12.20(e)	hourly		0.04	0.38
Hot places	12.20(f)(i)	hourly	46-54 degrees Celsius	0.058	0.55
			Above 54 degrees Celsius	0.077	0.73
Wet place	12.20(g)	hourly		0.058	0.55
Explosive powered tools	12.20(h)	daily		0.155	1.48
Towers	12.20(i)	hourly		0.065	0.62
Representative allowance	12.21(a)	annually	Cat 1:	219.05	2089.30

Allowance	Clause	Payable	Description	% of the standard rate	$
			Cat 2:	527.72	5033.39
			Cat 3:	629.5	6004.17

41.   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	338.60	11.14	372.90	12.28	444.20	14.62
Plus 1 year out of school	372.90	12.28	444.20	14.62	517.00	17.02
Plus 2 years out of school	444.20	14.62	517.00	17.02	601.60	19.79
Plus 3 years out of school	517.00	17.02	601.60	19.79	688.80	22.65
Plus 4 years out of school	601.60	19.79	688.80	22.65		
Plus 5 or more years out of school	688.80	22.65				

(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	338.60	11.14	372.90	12.28	432.20	14.23
Plus 1 year out of school	372.90	12.28	432.20	14.23	497.20	16.36

	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 2 years out of school	432.20	14.23	497.20	16.36	583.10	19.20
Plus 3 years out of school	497.20	16.36	583.10	19.20	665.10	21.90
Plus 4 years out of school	583.10	19.20	665.10	21.90		
Plus 5 or more years out of school	665.10	21.90				

(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	338.60	11.14	372.90	12.28	432.20	14.23
Plus 1 year out of school	372.90	12.28	432.20	14.23	486.60	16.01
Plus 2 years out of school	432.20	14.23	486.60	16.01	543.70	17.88
Plus 3 years out of school	486.60	16.01	543.70	17.88	605.60	19.92
Plus 4 years out of school	543.70	17.88	605.60	19.92		
Plus 5 or more years out of school	605.60	19.92				

(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	715.50	23.52	743.20	24.45
Wage Level B	690.30	22.68	716.70	23.56
Wage Level C	628.20	20.67	651.90	21.45

(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**
$	$
11.14	12.28

B.   This determination comes into operation on 1 February 2021. In accordance with s.286(5) of the *Fair Work Act 2009* 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 February 2021.

PRESIDENT