



# DRAFT DETERMINATION

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

**Annual Wage Review 2019–20**  
(C2020/1)

**AUSTRALIAN CAPITAL TERRITORY PUBLIC SECTOR  
ENTERPRISE AWARD 2016**  
[MA000146]

State and Territory government administration

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 12.17 and inserting the following:

<b>Level of examination qualification</b>	<b>Rate of allowance \$ per week</b>
<p><u>Basic Level</u>: A Certificate awarded by a Registered Training Organisation that is accredited to deliver First Aid training. This would normally be based on a minimum of 8 hours training and would include the following:</p> <ul style="list-style-type: none"> <li>• Expired air (EAR)</li> <li>• Cardiopulmonary resuscitation (CPR) )</li> <li>• Life threatening emergencies and)</li> <li>• General minor first aid treatment)</li> </ul>	12.57

<b>Level of examination qualification</b>	<b>Rate of allowance \$ per week</b>
<u>Advanced Level</u> : Based on a minimum of 18 hours training, which builds on the base level training outlined above, and includes training in first aid management and procedures in a workplace environment.	15.64
<u>Occupational or Specialist Level</u> : Based on a minimum of 30 hours training, which builds on the advanced level training outlined above. The training required to meet this level will include the ability to competently render first aid in the workplace in the context of the A.C.T. Occupational Health and Safety legislation.	18.94

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

<b>Standard</b>	<b>Level of competence</b>	<b>Rate of allowance \$ per week</b>
CLA Rate 1	An employee who: is certified by the National Accreditation Authority for Translators and Interpreters (NAATI) as a Translator or Interpreter at level 1; or is assessed to be at the equivalent levels by an individual or body approved by the director-general.	21.50
CLA Rate 2	An employee who: is certified by the NAATI as a Translator or Interpreter at level 2; or is assessed to be at the equivalent levels by an individual or body approved by the director-general.	43.01

3. By deleting the amount "\$4.82" appearing in clause 12.19 and inserting "\$4.90".
4. By deleting the amount "\$26.41" appearing in clause 12.20 and inserting "\$26.87".
5. By deleting the amount "\$34.63" appearing in clause 12.21 and inserting "\$35.24".
6. By deleting the amount "\$33.15" appearing in clause 12.24(a) and inserting "\$33.73".
7. By deleting the amount "\$24.90" appearing in clause 12.25(a) and inserting "\$25.34".
8. By deleting the amount "\$5.43" appearing in clause 12.27 and inserting "\$5.53".
9. By deleting the amount "\$0.39" appearing in clause 12.28 and inserting "\$0.40".
10. By deleting the amount "\$17.76" appearing in clause 12.29 and inserting "\$18.07".
11. By deleting the amount "\$2.96" appearing in clause 12.30 and inserting "\$3.01".
12. By deleting the amount "\$5.55" appearing in clause 12.31 and inserting "\$5.65".
13. By deleting the amount "\$12.21" appearing in clause 12.32 and inserting "\$12.42".
14. By deleting the amount "\$7.99" appearing in clause 12.33 and inserting "\$8.13".
15. By deleting the amount "\$11.93" appearing in clause 16.11.3(b)(i) and inserting "\$12.14".
16. By deleting the amount "\$29.98" appearing in clause 16.11.3(b)(ii) and inserting "\$30.50".
17. By deleting the amount "\$23.85" appearing in clause 16.11.4(d)(i) and inserting "\$24.27".
18. By deleting the amount "\$59.97" appearing in clause 16.11.4(d)(ii) and inserting "\$61.02".
19. By deleting the table appearing in clause A.1.1 and inserting the following:

<b>Classification</b>	<b>Ordinary hours</b>	<b>Ordinary rate</b>	<b>Minimum rate</b>
	<b>(hrs per wk)</b>	<b>(\$ per hr)</b>	<b>(\$ pa)</b>
Aboriginal and Torres Strait Islander Trainee	36.75	22.37	42,886
Administrative Service Officer class 1	36.75	22.37	42,886
Administrative Service Officer class 2	36.75	24.23	46,452
Administrative Service Officer class 3	36.75	26.29	50,401
Administrative Service Officer class 4	36.75	27.93	53,545

<b>Classification</b>	<b>Ordinary hours</b>	<b>Ordinary rate</b>	<b>Minimum rate</b>
	<b>(hrs per wk)</b>	<b>(\$ per hr)</b>	<b>(\$ pa)</b>
Administrative Service Officer class 5	36.75	30.18	57,859
Administrative Service Officer class 6	36.75	31.86	61,080
Senior Officer grade C	36.75	36.11	69,227
Senior Officer grade B	36.75	39.15	75,055
Senior Officer grade A	36.75	45.01	86,290
Cadet (Auditor, etc.)	36.75	22.37	42,886
Cadet Full-time Study	-	12.76	-
Clinical Coder	36.75	27.60	52,913
Clinical Coder Trainee	36.75	26.29	50,401
Dental Assistant (unqualified)	36.75	20.83	39,934
Dental Assistant (qualified)	36.75	24.23	46,452
Dental Assistant	36.75	20.83	39,934
Principal Dental Assistant	36.75	26.36	50,535
Dental Receptionist	36.75	24.23	46,452
Graduate Administrative Assistant	36.75	23.87	45,762
Research Officer grade 1	36.75	24.67	47,295
Research Officer grade 2	36.75	27.93	53,545
Senior Research Officer grade 1	36.75	30.18	57,859
Senior Research Officer grade 2	36.75	31.86	61,080
Principal Research Officer	36.75	37.55	71,988
Information Communication Technology Trainee	36.75	22.37	42,886
Information Technology Officer Post Graduate	36.75	30.18	57,859
Information Technology Officer Trainee	36.75	22.37	42,886
Information Technology Officer class 1	36.75	27.31	52,357
Information Technology Officer class 2	36.75	31.86	61,080
Senior Information Technology Officer grade C	36.75	36.11	69,227
Senior Information Technology Officer grade B	36.75	39.15	75,055
Senior Information Technology Officer grade A	36.75	45.01	86,290

<b>Classification</b>	<b>Ordinary hours</b>	<b>Ordinary rate</b>	<b>Minimum rate</b>
	<b>(hrs per wk)</b>	<b>(\$ per hr)</b>	<b>(\$ pa)</b>
Trainee Technical Officer	36.75	23.45	44,957
Technical Officer level 1	36.75	24.76	47,468
Technical Officer level 2	36.75	26.07	49,979
Technical Officer level 3	36.75	28.68	54,983
Technical Officer level 4	36.75	31.86	61,080
Senior Officer (Technical) grade C	36.75	36.11	69,227
Senior Officer (Technical) grade B	36.75	39.15	75,055
Auditor – band 1	36.75	23.59	45,225
Senior Auditor – band 1	36.75	32.17	61,674
Audit Manager – band 2	36.75	37.23	71,375
Senior Audit Manager – band 2	36.75	39.19	75,132
Principal Audit Manager – band 2	36.75	46.92	89,952
Allied Health Assistant 1	36.75	17.89	34,297
Allied Health Assistant 2	36.75	23.16	44,401
Allied Health Assistant 3	36.75	26.88	51,532
Housing Manager	36.75	30.18	57,859
Housing Manager Trainee	36.75	27.93	53,545
Infrastructure Officer 1	36.75	31.33	60,064
Infrastructure Officer 2	36.75	31.90	61,156
Infrastructure Officer 3	36.75	36.20	69,400
Infrastructure Officer 4	36.75	39.49	75,707
Infrastructure Officer 5	36.75	46.76	89,645
Infrastructure Manager/Specialist 1	36.75	50.15	96,144
Infrastructure Manager/Specialist 2	36.75	53.71	102,969
Infrastructure Manager/Specialist 3	36.75	57.31	109,870
Office of Regulatory Services Inspector 4	36.75	27.93	53,545
Office of Regulatory Services Inspector 5	36.75	30.18	57,859
Office of Regulatory Services Inspector 6	36.75	31.86	61,080
Workcover Manager C	36.75	36.11	69,227
Para Legal grade 1	36.75	24.23	46,452
Para Legal grade 2	36.75	26.29	50,401

<b>Classification</b>	<b>Ordinary hours</b>	<b>Ordinary rate</b>	<b>Minimum rate</b>
	<b>(hrs per wk)</b>	<b>(\$ per hr)</b>	<b>(\$ pa)</b>
Para Legal grade 3	36.75	27.93	53,545
Para Legal grade 4	36.75	30.18	57,859
Para Legal grade 5	36.75	31.86	61,080
Tourism and Events Officer 1	36.75	22.37	42,886
Tourism and Events Officer 2	36.75	24.23	46,452
Tourism and Events Officer 3	36.75	26.29	50,401
Tourism and Events Officer 4	36.75	27.93	53,545
Tourism and Events Officer 5	36.75	30.18	57,859
Tourism and Events Officer 6	36.75	31.86	61,080
CTEC Manager C	36.75	36.11	69,227
CTEC Manager B	36.75	39.15	75,055
CTEC Manager A	36.75	45.01	86,290
Trust Officer level 1	36.75	27.68	53,066
Trust Officer level 2	36.75	31.55	60,485

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

<b>Classification</b>	<b>Ordinary hours</b>	<b>Ordinary rate</b>	<b>Minimum rate</b>
	<b>(hrs per wk)</b>	<b>(\$ per hr)</b>	<b>(\$ pa)</b>
Correctional Officer class 1	38	23.08	45,752
Correctional Officer class 2	38	26.32	52,175
Correctional Officer class 3	38	29.19	57,864
Correctional Officer class 4	38	30.80	61,056
Correctional Officer Trainee	38	16.90	33,501
Disability Support Officer level 1	38	23.01	45,613
Disability Support Officer level 2	38	26.09	51,719
Disability Support Officer level 3	38	30.41	60,283
City Ranger 1	38	23.44	46,466
City Ranger 2	38	25.43	50,411
City Ranger 3	38	27.00	53,523
City Ranger 4	38	29.19	57,864

<b>Classification</b>	<b>Ordinary hours</b>	<b>Ordinary rate</b>	<b>Minimum rate</b>
	<b>(hrs per wk)</b>	<b>(\$ per hr)</b>	<b>(\$ pa)</b>
Senior City Ranger	38	30.80	61,056
Park Ranger 1	38	25.43	50,411
Park Ranger 2	38	27.00	53,523
Senior Park Ranger 3	38	29.19	57,864
Sportsground Ranger	38	23.44	46,466
Sterilising Services Technical Officer level 1	38	24.76	49,083
Sterilising Services Technical Officer level 2	38	26.07	51,679
Youthworker 1	38	25.43	50,411
Youthworker 2	38	27.00	53,523

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

<b>Classification</b>	<b>Ordinary hours</b>	<b>Ordinary rate</b>	<b>Minimum Rate</b>
	<b>(hrs per wk)</b>	<b>(\$ per hr)</b>	<b>(\$ pa)</b>
Cadet Professional Officer Full-time Study	-	12.76	-
Professional Officer class 1	36.75	26.66	51,111
Professional Officer class 2	36.75	31.86	61,080
Senior Professional Officer grade C	36.75	36.11	69,227
Senior Professional Officer grade B	36.75	39.15	75,055
Senior Professional Officer grade A - Lower	36.75	45.01	86,290
Senior Professional Officer grade A - Upper (Engineering and Related Grades)	36.75	45.70	87,613
Cadet Professional Officer - Practical Training	36.75	22.37	42,886
Health Professional Officer level 1	36.75	27.39	52,510
Health Professional Officer level 2	36.75	29.21	55,999
Health Professional Officer level 3	36.75	34.83	66,773
Health Professional Officer level 4	36.75	36.11	69,227
Health Professional Officer level 5	36.75	39.15	75,055
Health Professional Officer level 6	36.75	45.01	86,290
Assistant Parliamentary Counsel 1	36.75	26.66	51,111
Assistant Parliamentary Counsel 2	36.75	44.33	84,986
Assistant Parliamentary Counsel 3	36.75	49.48	94,859

<b>Classification</b>	<b>Ordinary hours</b>	<b>Ordinary rate</b>	<b>Minimum Rate</b>
	<b>(hrs per wk)</b>	<b>(\$ per hr)</b>	<b>(\$ pa)</b>
Government Solicitor 1	36.75	30.47	58,415
Government Solicitor 2	36.75	47.82	91,677
Government Solicitor 3	36.75	60.03	115,085
Government Solicitor 4	36.75	71.51	137,094
Graduate Legal Officer	36.75	28.75	55,117
Legal 1	36.75	26.66	51,111
Legal 2	36.75	44.33	84,986
Prosecutor grade 1	36.75	31.22	59,853
Prosecutor grade 2	36.75	40.11	76,896
Prosecutor grade 3	36.75	50.94	97,658
Prosecutor grade 4	36.75	58.64	112,420
Prosecutor grade 5	36.75	68.78	131,860
Dentist 1	36.75	29.93	57,380
Dentist 2	36.75	44.67	85,638
Dentist 3	36.75	48.09	92,195
Dentist 4	36.75	51.35	98,444
Veterinary Officer level 1	36.75	27.16	52,069
Veterinary Officer level 2	36.75	33.17	63,591
Veterinary Officer level 3	36.75	41.81	80,155
Veterinary Officer level 4	36.75	44.39	85,101
Veterinary Officer level 5	36.75	47.24	90,565

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

<b>Classification</b>	<b>Ordinary hours</b>	<b>Ordinary rate</b>	<b>Minimum rate</b>
	<b>(hrs per wk)</b>	<b>(\$ per hr)</b>	<b>(\$ pa)</b>
Adviser Level 1 (lower)	36.75	27.63	52,970
Adviser Level 1 (upper)	36.75	29.79	57,111
Adviser Level 2	36.75	34.04	65,259
Senior Adviser level 1	36.75	38.64	74,078
Senior Adviser level 2	36.75	41.92	80,366



<b>Classification</b>	<b>Ordinary hours</b>	<b>Ordinary rate</b>	<b>Minimum rate</b>
	<b>(hrs per wk)</b>	<b>(\$ per hr)</b>	<b>(\$ pa)</b>
Chief Adviser	36.75	48.25	92,501

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

<b>Classification</b>	<b>Ordinary hours</b>	<b>Ordinary rate</b>	<b>Minimum rate</b>
	<b>(hrs per wk)</b>	<b>(\$ per hr)</b>	<b>(\$ pa)</b>
General Service Officer level 2	38	21.14	41,907
General Service Officer level 3	38	22.14	43,889
General Service Officer level 4	38	22.67	44,939
General Service Officer level 5	38	23.62	46,823
General Service Officer level 6	38	24.46	48,488
General Service Officer level 7	38	25.73	51,005
General Service Officer level 8	38	26.98	53,483
General Service Officer level 9	38	28.27	56,041
General Service Officer level 10	38	31.34	62,126
Health Service Officer level 2	38	21.14	41,907
Health Service Officer level 3	38	22.14	43,889
Health Service Officer level 4	38	22.67	44,939
Health Service Officer level 5	38	23.62	46,823
Health Service Officer level 6	38	24.46	48,488
Health Service Officer level 7	38	25.73	51,005
Health Service Officer level 8	38	26.98	53,483
Health Service Officer level 9	38	28.27	56,041
Health Service Officer level 10	38	31.34	62,126
Sterilising Services Health Service Officer	38	22.14	43,889
Ranger 1	38	23.96	47,497
Ranger 2	38	25.95	51,442
Ranger 3	38	27.54	54,593
Stores Supervisor	38	24.77	49,102
Senior Stores Supervisor level 1	38	25.95	51,442
Senior Stores Supervisor level 2	38	27.54	54,593

<b>Classification</b>	<b>Ordinary hours</b>	<b>Ordinary rate</b>	<b>Minimum rate</b>
	<b>(hrs per wk)</b>	<b>(\$ per hr)</b>	<b>(\$ pa)</b>
Senior Stores Supervisor level 3	38	29.65	58,776
Transport Officer grade 1	38	23.96	47,497
Transport Officer grade 2	38	25.95	51,442
Transport Officer grade 3	38	27.54	54,593
Transport Officer grade 4	38	29.65	58,776

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

<b>Classification</b>	<b>Ordinary hours</b>	<b>Ordinary rate</b>	<b>Minimum rate</b>
	<b>(hrs per wk)</b>	<b>(\$ per hr)</b>	<b>(\$ pa)</b>
Public Affairs Officer 1	38	27.61	54,732
Public Affairs Officer 2	38	31.68	62,800
Public Affairs Officer 3	38	36.41	72,177
Senior Public Affairs Officer 1	38	42.28	83,813
Senior Public Affairs Officer 2	38	44.18	87,579

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

<b>Classification</b>	<b>Ordinary hours</b>	<b>Ordinary rate</b>	<b>Minimum rate</b>
	<b>(hrs per wk)</b>	<b>(\$ per hr)</b>	<b>(\$ pa)</b>
School Assistant 2	31.25	24.35	39,696
School Assistant 3	31.25	26.40	43,038
School Assistant 4	31.25	31.65	51,596

26. By deleting the amount “\$23.21” appearing in clause B.1 and inserting “\$23.62”.

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

<b>Column 1 Item number</b>	<b>Column 2 Employee type</b>	<b>Column 3 Description of disability</b>	<b>Column 4 Rate of allowance (\$)</b>	<b>Column 5 Period payable</b>	<b>Column 6 Percent of standard rate (%)</b>
1	Building trades employees	<b>Cold places</b> An employee required to work for more than one	0.77	per hour	3.24%

Column 1 Item number	Column 2 Employee type	Column 3 Description of disability	Column 4 Rate of allowance (\$)	Column 5 Period payable	Column 6 Percent of standard rate (%)
	Electrical trades employees Food services employees Metal trades employees Plant operators	hour in places where the temperature is reduced by artificial means below 0 degrees Celsius. <b>Special conditions</b> Where the work continues for more than two hours an employee is entitled to a rest period of 20 minutes every two hours without loss of pay.			
2	Building trades employees Civil construction employees Electrical trades employees Metal trades employees	<b>Confined spaces</b> An employee required to work in a confined space, as defined. “confined space” means a compartment, space or place the dimensions of which necessitate an employee working in a stooped or otherwise cramped position, or without proper ventilation.	0.93	per hour	3.94%
3	Building trades employees Metal trades employees Plant operators Stores employees	<b>Dirty work</b> Where an employee and a supervisor agree that work is of an unusually dirty or offensive nature.	0.77	per hour	3.24%
4	Building trades employees Metal trades employees	<b>Height</b> Employees engaged in the construction, erection, repair and/or maintenance of any structure over 15 metres, while working at a height of 15 metres or more directly above the nearest horizontal plane.	0.47	per hour	2.01%
		<b>Height</b> For each additional 15 metres distance above the	0.47	per hour	2.01%

Column 1 Item number	Column 2 Employee type	Column 3 Description of disability	Column 4 Rate of allowance (\$)	Column 5 Period payable	Column 6 Percent of standard rate (%)
		ground:			
5	Building trades employees Electrical trades employees Metal trades employees Plant operators	<b>Hot places</b> An employee required to work for more than one hour in the shade in places where the temperature is raised by artificial means to between 46 and 54 Celsius.	0.77	per hour	3.24%
6	Building trades employees Electrical trades employees Metal trades employees Plant operators	<b>Hot places</b> An employee required to work for more than one hour in the shade in places where the temperature is raised by artificial means to between 46 and 54 Celsius.  <b>Special conditions</b> Where work continues for more than two hours in temperatures exceeding 54 Celsius, employees will be entitled to 20 minutes rest after every two hours work without deduction of pay. The temperature will be determined by the supervisor after consultation with the employees who claim the extra rate.	0.93	per hour	3.94%
7	Building employees Civil construction employees Metal trades employees Stores employees	<b>Wet places</b> An employee required to work in any place where clothing or boots become saturated by water, oil or another substance. <b>Special conditions</b> (1) Any employee who becomes entitled to this extra rate will be paid	0.77	per hour	3.24%

<b>Column 1 Item number</b>	<b>Column 2 Employee type</b>	<b>Column 3 Description of disability</b>	<b>Column 4 Rate of allowance (\$)</b>	<b>Column 5 Period payable</b>	<b>Column 6 Percent of standard rate (%)</b>
		such rate only for the part of the day or shift that they are required to work in wet clothing or boots. (2) This extra rate is not payable to an employee who is provided by the employer with suitable and effective protective clothing and/or footwear.			

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

<b>Column 1 Item number</b>	<b>Column 2 Employee type</b>	<b>Column 3 Description of disability</b>	<b>Column 4 Rate of allowance (\$)</b>	<b>Column 5 Period payable</b>	<b>Column 6 Percent of standard rate (%)</b>
<b>1</b>	Gardening employees Rangers	<b>Aquatic ponds</b> An employee required to work in water in aquatic ponds.	3.19	per day	13.51%
<b>2</b>	Building trades employees Metal trades employees	<b>Asbestos eradication</b> Employees directly employed on asbestos eradication, where the wearing of protective equipment (i.e. combination overalls and breathing equipment or similar apparatus) is required.	2.55	per hour	10.81%
<b>3</b>	Building trades employees Electrical trades employees	<b>Asbestos handling</b> Employees required to use materials containing asbestos or to work in close proximity to employees using such materials, where the wearing of protective equipment (i.e. combination overalls and breathing equipment or similar apparatus) is required.	0.93	per hour	3.94%

<b>Column 1 Item number</b>	<b>Column 2 Employee type</b>	<b>Column 3 Description of disability</b>	<b>Column 4 Rate of allowance (\$)</b>	<b>Column 5 Period payable</b>	<b>Column 6 Percent of standard rate (%)</b>
<b>4</b>	Civil construction employees Plant operators	<b>Barber-Greene operator</b> Employees attached to a Barber-Greene machine spreading hot-mix.	2.32	per day	9.81%
<b>5</b>	Building trades employees	<b>Bitumen and asphalt</b> An employee handling hot bitumen or asphalt or dipping materials in creosote.	0.93	per hour	3.94%
<b>6</b>	Building trades employees	<b>Brick cleaning</b> An employee required to clean down bricks using acids or other corrosive substances.	0.71	per hour	3.01%
<b>7</b>	Building trades employees	<b>Brick cutting</b> If on any site there is a brickcutting machine, only one bricklayer on that site will operate the cutting machine and will, whilst so engaged, be paid an allowance.	0.93	per hour	3.94%
<b>8</b>	Plant operators Metal trades employees	<b>Cleaning economisers, etc.</b> An employee required to work externally on economisers or boilers under fire (where temperature money is not paid), or on tractors or brickmaking machinery.	0.47	per hour	2.01%
		An employee required to work internally on economisers or boilers (where temperature money is not paid).	2.35	per hour	9.96%
<b>9</b>	Building trades employees	<b>Construction/repairs to boilers, flues, etc</b> An employee performing the duties of Bricklayer or Builder's Labourer,	2.02	per hour	8.57%

Column 1 Item number	Column 2 Employee type	Column 3 Description of disability	Column 4 Rate of allowance (\$)	Column 5 Period payable	Column 6 Percent of standard rate (%)
		engaged on the construction or alteration or repairs to boilers, flues, furnaces, retorts, kilns, ovens, ladles and similar refractory work or on acid furnaces, acid stills, acid towers and all other acid resisting brickwork.			
10	Metal trades employees	<b>Diesel engines –</b> An employee performing repairs and renewals inside any crankcase. <i>Payment for work performed other than in the crankcase will only occur when the employer considers it is warranted.</i>	2.48	per day	10.5%
11	Building trades employees	<b>Dry polishing of tiles</b> Employees engaged on dry polishing tiles where machines are used.	0.93	per hour	3.94%
12	Building employees Civil construction employees Electrical trades employees Metal trades employees	<b>Epoxy-based materials – close proximity</b> Employees required to work in close proximity to employees engaged on work under item 12 so as to be affected by the materials specified.	0.77	per hour	3.24%
13	Building trades employees Civil construction employees Electrical trades employees Metal trades employees Food services	<b>Epoxy-based materials – use</b> Employees who use epoxy-based materials and all materials which include or require the addition of a catalyst hardener and reactive additives or two-pack catalyst system.	0.93	per hour	3.94%

<b>Column 1 Item number</b>	<b>Column 2 Employee type</b>	<b>Column 3 Description of disability</b>	<b>Column 4 Rate of allowance (\$)</b>	<b>Column 5 Period payable</b>	<b>Column 6 Percent of standard rate (%)</b>
	employees				
<b>14</b>	Building employees Civil construction employees Electrical trades employees Metal trades employees	<b>Explosive powered tools</b> An operator of explosive powered tools, holding the appropriate certification, who is required to use an explosive powered tool.	1.80	per day	7.64%
<b>15</b>	Building employees Electrical trades employees Metal trades employees	<b>Fumes</b> An employee required to work in a place where fumes of sulphur or other acid or other offensive fumes are present.	0.93	per hour	3.94%
<b>16</b>	Building trades employees	<b>Heavy blocks</b> Employees employed laying blocks (other than concrete blocks for plugging purposes) will be paid the following additional rates:			
		Where the blocks weigh over 5.5kg and under 9kg	0.77	per hour	3.24%
		Where the blocks weigh 9kg or over and up to 18kg	1.37	per hour	5.79%
		Where the blocks weigh over 18kg	1.93	per hour	8.18%
<b>17</b>	Building trades employees	<b>Height work - painting trades:</b> An employee working on any structure at a height of more than nine (9) metres where an adequate fixed support not less than 0.75 metres wide is not provided.	0.71	per hour	3.01%
<b>18</b>	Civil construction	<b>Insanitary / sewerage sludge</b>	2.81	per day	11.89%



<b>Column 1 Item number</b>	<b>Column 2 Employee type</b>	<b>Column 3 Description of disability</b>	<b>Column 4 Rate of allowance (\$)</b>	<b>Column 5 Period payable</b>	<b>Column 6 Percent of standard rate (%)</b>
	workers Plant operators Rangers	An employee called upon to work in insanitary conditions or unload sewerage sludge.			
<b>19</b>	Building employees Electrical trades employees Metal trades employees	<p><b>Insulation</b> An employee handling charcoal, pumice, granulated cork, silicate of cotton, insulwool, slag wool, limpet fibre, vermiculite, or other recognised insulating material of a like nature, associated with similar disabilities in its use.</p> <p><b>Special conditions</b> This extra rate will also apply to an employee working in the immediate vicinity who is affected by the use of such materials.</p>	0.93	per hour	3.94%
<b>20</b>	Building trades employees – plumbers	<p><b>Leadburning</b> An employee performing trade level plumbing functions or apprentices to that trade engaged on lead burning.</p>	0.93	per hour	3.94%
<b>21</b>	Civil construction employees	<p><b>Live sewer work</b> ‘Live sewer work’ means work carried out in situations where there is direct aerial connection with a sewer through which sewerage is flowing. Where aerial connection with such sewer is blocked by a disc, plug, water seal or other means the live sewer rate shall not apply. An employee in receipt of the live sewer rate shall not be entitled to the extra rate in item 15.</p>	0.68	per hour	2.86%

<b>Column 1 Item number</b>	<b>Column 2 Employee type</b>	<b>Column 3 Description of disability</b>	<b>Column 4 Rate of allowance (\$)</b>	<b>Column 5 Period payable</b>	<b>Column 6 Percent of standard rate (%)</b>
<b>22</b>	Building trades employees	<b>Plaster or composition</b> An Employees using a plaster or composition spray.	0.77	per hour	3.24%
<b>23</b>	Civil construction employees Gardening employees Rangers Metal trades employees	<b>Rain</b> Employees who are required to work in rain.	10.32	per day	43.7%
<b>24</b>	Building trades employees	<b>Roof repairs</b> Employees engaged on repairs to roofs.	0.93	per hour	3.94%
<b>25</b>	Building trades employees	<b>Second hand timber</b> Where, whilst working with second-hand timber, an employee's tools are damaged by nails, dumps or other foreign matter on the timber.	2.99	per day	12.66%
<b>26</b>	Electrical trades employees	<b>Sewerage pit work</b> An employee employed on work which involves entering a sewerage pit for the purpose of servicing, disconnecting and/or removal or replacement of electrical equipment.	8.48	per day	35.9%
<b>27</b>	Civil construction employees Metal trades employees	<b>Sewerage tunnels</b> Employees cleaning chokeage in pumps conveying sewerage or working in sewerage tunnels.	11.13	per day	47.1%
<b>28</b>	Building trades employees	<b>Slushing</b> An employee engaged in "Slushing".	0.77	per hour	3.24%
<b>29</b>	Gardening employees Rangers	<b>Spray gangs</b> Employees engaged in spray gangs on destruction	4.61	per day	19.53%

<b>Column 1 Item number</b>	<b>Column 2 Employee type</b>	<b>Column 3 Description of disability</b>	<b>Column 4 Rate of allowance (\$)</b>	<b>Column 5 Period payable</b>	<b>Column 6 Percent of standard rate (%)</b>
		of weeds and/or vermin.			
	Plant operators	Employees using high pressure sprays for this purpose	5.85	per day	24.78%
<b>30</b>	Building trades employees – painters	<b>Spraypainting</b> An employee performing trade level painting functions engaged on all spray painting carried out in other than a properly constructed booth.	0.77	per hour	3.24%
<b>31</b>	Building trades employees Electrical trades employees Metal trades employees	<b>Swing scaffold</b> An employee required to work from any type of swing scaffold or any scaffold suspended by rope or cable, bosun's chair, or a suspended scaffold requiring the use of steel or iron hooks or angle irons.	5.52	per day for first four hours	23.39%
<b>32</b>	Building trades employees Electrical trades employees Metal trades employees	<b>Swing scaffold</b> Fifth and subsequent hours.	1.15	per hour for fifth and subsequent hours	4.86%
<b>33</b>	Building trades employees	<b>Tile cutting</b> An employee engaged at cutting tiles by electric saw.	0.93	per hour	3.94%
<b>34</b>	Metal trades employees	<b>Trenches</b> An employee required to work in trenches deeper than 1.8 metres and less than 0.9 metres in width.	1.31	per day	5.56%
<b>35</b>	Building trades employees Civil	<b>Underground</b> An employee required to work underground. <i>Where a shaft is to be sunk</i>	3.30	per day	13.97%

<b>Column 1 Item number</b>	<b>Column 2 Employee type</b>	<b>Column 3 Description of disability</b>	<b>Column 4 Rate of allowance (\$)</b>	<b>Column 5 Period payable</b>	<b>Column 6 Percent of standard rate (%)</b>
	construction employees Metal trades employees Not payable to employees engaged on “pot and drive” work of 3.5 m or less.	<i>to a depth greater than 6 metres, the payment of the underground allowance will commence from the surface.</i>			
<b>36</b>	Civil construction employees	<b>Unsewered toilet</b> Any employee, other than a lavatory attendant or street cleaner, called upon to attend at unsewered toilets.	1.80	per day	7.64%
<b>37</b>	Civil construction employees	<b>Unusually obnoxious work</b> Work involving offensive and/or obnoxious material.	4.89	per day	20.69%
<b>38</b>	Building services employees	<b>Window cleaning</b> An employee required to work on the outside of multi-storey buildings from scaffolds or similar devices.	4.89	per day	20.69%
<b>39</b>	Civil construction employees	<b>Working aloft</b> Employees who, in the performance of their work, are required to work aloft:			
		• when working at a height exceeding 12 metres, but not exceeding 24 metres above the ground or nearest horizontal plane	0.44	per hour	1.85%
		• when working at a height exceeding 24 metres, but not exceeding 60 metres above the ground or nearest horizontal plane	0.71	per hour	3.01%
		Daily minimum	1.24	per day	5.25%

Column 1 Item number	Column 2 Employee type	Column 3 Description of disability	Column 4 Rate of allowance (\$)	Column 5 Period payable	Column 6 Percent of standard rate (%)
		• when working at a height exceeding 60 metres from the ground or nearest horizontal plane	1.40	per hour	5.94%
		Daily minimum	3.12	per day	13.2%
<b>40</b>	Forestry employees Gardening employees	<b>Working aloft - trees</b> An employee who is required to climb trees to a height greater than 6 metres from the ground.	4.12	per day	17.45%

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

#### **D.5.1 Minimum wages for traineeships**

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

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

	Highest year of schooling completed					
	Year 10		Year 11		Year 12	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$	\$	\$
School leaver	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 D.5.2 and D.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time or part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level B by clause D.7 are:

	<b>Highest year of schooling completed</b>					
	<b>Year 10</b>		<b>Year 11</b>		<b>Year 12</b>	
	<b>Full-time weekly</b>	<b>Part-time hourly</b>	<b>Full-time weekly</b>	<b>Part-time hourly</b>	<b>Full-time weekly</b>	<b>Part-time hourly</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
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
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 D.5.2 and D.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time or part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level C by clause D.7 are:

	<b>Highest year of schooling completed</b>					
	<b>Year 10</b>		<b>Year 11</b>		<b>Year 12</b>	
	<b>Full-time weekly</b>	<b>Part-time hourly</b>	<b>Full-time weekly</b>	<b>Part-time hourly</b>	<b>Full-time weekly</b>	<b>Part-time hourly</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
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 D.5.2 and D.5.3 of this schedule, the minimum wages for a trainee undertaking a traineeship are the minimum wages for the relevant Level III traineeship with the addition of 3.8% to those minimum wages.
- (ii) Subject to clause D.5.2 and D.5.3 of this schedule, the minimum wages for an adult trainee undertaking an AQF Certificate Level IV traineeship are as follows, provided that the relevant wage level is that for the relevant AQF Certificate Level III traineeship:

Wage level	First year of traineeship		Second and subsequent years of traineeship	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$
Wage Level A	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 D.5.2 and D.5.3 of this schedule, the minimum hourly wages for a trainee undertaking a school-based Wage Levels A or B traineeship are as follows when the trainee works ordinary hours:

Year of schooling	
Year 11 or lower	Year 12
per hour	per hour
\$	\$
11.14	12.28

30. By deleting the amount "\$1019.40" appearing in clause F.4.2 and inserting "\$1037.24".

B. This determination comes into operation on 1 July 2020. 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 July 2020.

PRESIDENT