



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2021–22
(C2022/1)

AUSTRALIAN GOVERNMENT INDUSTRY AWARD 2016
[MA000153]

Commonwealth employment

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

MELBOURNE, XX JUNE 2022

Annual Wage Review 2021–22.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2021–22 on 15 June 2022 [[2022] FWCFB 3500], the above award is varied as follows:

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

Classification Level	MINIMUM ANNUAL PAY RATE (36.75 HOURS PER WEEK) \$	Minimum Hourly Pay Rate \$
AG level 1	46,490	24.25
AG level 2	50,325	26.25
AG level 3	54,676	28.52
AG level 4	58,070	30.29
AG level 5	62,786	32.75
AG level 6	66,237	34.55
AG level 7	75,094	39.17
AG level 8	81,439	42.48

Classification Level	MINIMUM ANNUAL PAY RATE (36.75 HOURS PER WEEK) \$	Minimum Hourly Pay Rate \$
TRAINEES		
Cadet (practical training)	46,490	24.25
Trainee (Technical)	48,752	25.43

2. By deleting the amounts “\$12.43”, “\$15.27” and “\$18.74” appearing in clause 13.5 and inserting “\$13.00”, “\$15.97” and “\$19.60” respectively.

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

Classification Level	Minimum Annual Pay Rate (36.75 hours/week) \$	Minimum Hourly Pay Rate \$
AFTRS level 1	47,506	24.78
AFTRS level 2	51,532	26.88
AFTRS level 3	55,980	29.20
AFTRS level 4	59,623	31.10
AFTRS level 5	64,320	33.55
AFTRS level 6	68,211	35.58
AFTRS level 7	77,893	40.63
AFTRS level 8	82,417	42.99
Teaching/Training level B	73,119	38.14
Teaching/Training level C	87,632	45.71
Teaching/Training level D	100,841	52.60
Teaching/Training level E	122,658	63.98

4. By deleting the amounts “1110.50” and “2220.97” appearing in clause H.6.1 and inserting “1161.38” and “2322.73” respectively.

5. By deleting the amount “\$22,624.05” appearing in clause H.8.3 and inserting “\$23,660.61”.

6. By deleting the amount “\$22,624.05” appearing in clause H.10.1(a) and inserting “\$23,660.61”.

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

Allowance	Clause	Payable	% of standard rate	\$
Community language allowance – CLA rate 1	H.6.1	Yearly	4424.31	1161.38
Community language allowance – CLA rate 2	H.6.1	Yearly	8848.48	2322.73
District Allowance – Eligible dependant/eligible partner income	H.8.3	Yearly income less than	90135.64	23,660.61
District Allowance – Eligible dependant/eligible partner income	H.10.1(a)	Yearly income less than	90135.64	23,660.61

8. By deleting the amount “\$33.15” appearing in clause I.5.1 and inserting “\$34.67”.

9. By deleting the amount “\$8696.86” appearing in clause I.6.1(a) and inserting “\$9095.32”.

10. By deleting the amount “\$6718.53” appearing in clause I.6.1(b) and inserting “\$7026.36”.

11. By deleting the table appearing in clause I.17.4 and inserting the following:

Classification Level	Pay point	Annual salary \$	Hourly rate (inclusive of leave loading) \$
AMSA Level 7	1st point	105,864	55.22
	Minimum	104,119	54.31
AMSA Level 6	4th point	100,898	52.63
	3rd point	95,626	49.88
	2nd point	90,412	47.16
	1st point	85,159	44.42
AMSA Level 5	Minimum	78,295	40.84
	5th point	74,020	38.61
	4th point	72,256	37.69
	3rd point	70,493	36.77
	2nd point	68,710	35.84
	1st Point	66,888	34.89
	Minimum	65,106	33.96

Classification Level	Pay point	Annual salary \$	Hourly rate (inclusive of leave loading) \$
AMSA Level 4	4th point	64,089	33.43
	3rd point	62,594	32.65
	2nd point	61,118	31.88
	1st Point	58,223	30.37
	Minimum	55,731	29.07
AMSA Level 3	4th point	56,594	29.52
	3rd point	54,293	28.32
	2nd point	53,296	27.80
	1st Point	51,954	27.10
	Minimum	50,631	26.41
AMSA Level 2	3rd point	49,443	25.79
	2nd point	48,043	25.06
	1st Point	46,720	24.37
	Minimum	45,244	23.60
AMSA Level 1	3rd point	44,516	23.22
	2nd point	43,308	22.59
	1st Point	42,100	21.96
	Minimum	41,007	21.39

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

Allowance	Clause	Payable	% of standard rate	\$
Field allowance	I.5.1	Per day	132.08	34.67
International Labour Organization allowance – port office	I.6.1(a)	Annually	34648.85	9095.32
International Labour Organization allowance – Canberra office	I.6.1(b)	Annually	26767.07	7026.36

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

Remuneration Band	Minimum Salary per annum \$
Graduate trainee (Band 1)	43,045
1	45,874
2	57,270
3	73,248
4	98,059

14. By deleting the amount “\$1.67” appearing in clause K.3.1 and inserting “\$1.75”.
15. By deleting the amount “\$3.03” appearing in clause K.3.2 and inserting “\$3.17”.
16. By deleting the amount “\$4.44” appearing in clause K.3.3(a) and inserting “\$4.65”.
17. By deleting the amount “\$5.57” appearing in clause K.3.3(b) and inserting “\$5.83”.
18. By deleting the amount “\$8.71” appearing in clause K.3.4 and inserting “\$9.11”.
19. By deleting the amount “\$3.92” appearing in clause K.3.5 and inserting “\$4.10”.
20. By deleting the amount “\$26.51” appearing in clause K.3.6(a)(i) and inserting “\$27.73”.
21. By deleting the amount “\$31.96” appearing in clause K.3.6(a)(ii) and inserting “\$33.43”.
22. By deleting the amount “\$38.29” appearing in clause K.3.6(a)(iii) and inserting “\$40.04”.
23. By deleting the amount “\$1.53” appearing in clause K.3.8(a)(i) and inserting “\$1.60”.
24. By deleting the amount “\$2.01” appearing in clause K.3.8(a)(ii) and inserting “\$2.10”.
25. By deleting the table appearing in clause K.16.1(b) and inserting the following:

Allowance	Clause	Payable	% of standard rate	\$
Insanitary allowance	K.3.1	Per day	6.65	1.75
Aquatic ponds	K.3.2	Per day	12.08	3.17
Spray gangs	K.3.3(a)	Per day	17.7	4.65
Spray gangs – high pressure spray equipment	K.3.3(b)	Per day	22.2	5.83
Work in rain	K.3.4	Per day	34.71	9.11

Allowance	Clause	Payable	% of standard rate	\$
Heights (trees)	K.3.5	Per day	15.6	4.10
Leading hands (not more than 5 employees)	K.3.6(a)(i)	Per week	105.62	27.73
Leading hands (6-10 employees)	K.3.6(a)(ii)	Per week	127.35	33.43
Leading hands (more than 10 employees)	K.3.6(a)(iii)	Per week	152.55	40.04
Spray work (GSO 8)	K.3.8(a)(i)	Per day	6.09	1.60
Spray work (GSO 8 – high pressure equipment)	K.3.8(a)(ii)	Per day	8.01	2.10

26. By deleting the amount “\$8.48” appearing in clause L.4.4 and inserting “\$8.86”.
27. By deleting the amounts “\$13.87” and “\$10.39” appearing in clause L.4.5 and inserting “\$14.51” and “\$10.87” respectively.
28. By deleting the amount “\$1764.07” appearing in clause L.9.1 and inserting “\$1844.89”.
29. By deleting the table appearing in clause L.13 and inserting the following:

Classification Level	Stream	Minimum Annual Pay Rate (36.75 hours per week) \$	Hourly rate \$
Airworthiness Officer A	Air Safety Regulator	64,760	33.78
Airworthiness Officer B		73,944	38.57
Airworthiness Officer C		82,321	42.94
Airworthiness Officer D		87,996	45.90
Flying Operations Inspector Level 1	Flying Operations	92,214	48.10
Flying Operations Inspector Level 2		96,431	50.30
Level 3 - 29,000 to 50,000kg		110,676	57.73
Level 3 - 50,000 to 70,000kg		117,731	61.41
Level 3 - 70,000 to 140,000kg		124,096	64.73
Level 3 - 140,000kg to 250,000kg		134,716	70.27
Level 3 - over 250,000kg		158,815	82.84
Manager Flying Operations	Manager	112,765	58.82

30. By deleting the amount “\$8817.13” appearing in clause L.14.4(b) and inserting “\$9221.10”.

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

Allowance	Clause	Payable	% of standard rate	\$
Allowance for travel at difficult times	L.4.4	each continuous period	33.77	8.86
Flying disability allowance – aerial surveillance	L.4.5	hourly	55.27	14.51
Flying disability allowance – on the job training	L.4.5	hourly	41.41	10.87
Loss of license allowance for premium reimbursement	L.9.1	annually	7028.15	1844.89
Team Leader	L.14.4(b)	annually	35128.01	9221.10

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

Classification	Minimum salary
	\$
Electorate Officer A	55,331
Electorate Officer B	57,484
Electorate Officer C	63,384

33. By deleting the amount “\$1.22” appearing in clause N.3.1 and inserting “\$1.28”.

34. By deleting the amount “\$0.87” appearing in clause N.3.2 and inserting “\$0.91”.

35. By deleting the amount “\$1.22” appearing in clause N.3.3 and inserting “\$1.28”.

36. By deleting the amount “\$0.87” appearing in clause N.3.4 and inserting “\$0.91”.

37. By deleting the amount “\$0.89” appearing in clause N.4.1 and inserting “\$0.93”.

38. By deleting the amount “\$0.71” appearing in clause N.4.2 and inserting “\$0.74”.

39. By deleting the amounts “\$5.22” and “\$1.07” appearing in clause N.5 and inserting “\$5.46” and “\$1.12” respectively.

40. By deleting the table appearing in clause N.10.1(b) and inserting the following:

Allowance	Clause	Payable	% of standard rate	\$
Welding				
Aluminium MIG	N.3.1	hourly	4.87	1.28
Aluminium TIG	N.3.2	hourly	3.47	0.91
Plasma arc process	N.3.3	hourly	4.87	1.28
Other welding	N.3.4	hourly	3.47	0.91
Epoxy-based materials—with catalyst hardener and reactive additives or two-page catalyst systems	N.4.1	hourly	3.56	0.93
Epoxy-based materials—in close proximity	N.4.2	hourly	2.81	0.74
Scaffolding				
For the first four hours or part thereof	N.5	first four hours	20.8	5.46
Per additional hour	N.5	hourly	4.26	1.12

41. By deleting the amount “\$1655.31” appearing in clause O.7.2 and inserting “\$1731.15”.

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

Classification	Annual allowance \$
Cadet Journalist	1896.07
Level 1 Journalist	2536.87
Level 2 Journalist	3416.57
Level 3 and 4 Journalist	3719.68

43. By deleting the amount “\$59,420.58” appearing in clause O.11.1(a) and inserting “\$62,143.03”.

44. By deleting the amount “\$59,420.58” appearing in clause O.12.7(a) and inserting “\$62,143.03”.

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

Classification	\$
Cadet Journalist	43,540
Broadcaster 1; Broadcaster Journalist Level 1	53,023

Classification	\$
Broadcaster 2; Broadcaster Journalist Level 2	65,550
Broadcaster 3; Broadcaster Journalist Level 3	70,076
Journalist Level 1	53,023
Journalist Level 2	65,550
Journalist Level 3	70,076
Journalist Level 4	80,188
Operations Officer Level 1	44,901
Operations Officer Level 2	55,664
Operations Officer Level 3	61,049
Operations Officer Level 4	66,349
Operations Officer Level 5	68,339
Operations Officer Level 6	69,739
Information Technology Officer Level 1	51,560
Information Technology Officer Level 2	54,273
Information Technology Officer Level 3	59,768
Information Technology Officer Level 4	66,349

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

Allowance	Clause	Payable	% of standard rate	\$
Language Allowance	O.7.2	Annually	6594.85	1731.15
Visual Display Terminal Allowances—Cadet Journalist	O.7.4(a)	Annually	7223.14	1896.07
Visual Display Terminal Allowances—Level 1 Journalist	O.7.4(a)	Annually	9664.26	2536.87
Visual Display Terminal Allowances—Level 2 Journalist	O.7.4(a)	Annually	13015.5	3416.57
Visual Display Terminal Allowances—Level 3 and 4 Journalist	O.7.4(a)	Annually	14170.21	3719.68
Level 4 Journalist—per annum amount for calculation of overtime	O.11.1(a)	Annual	236735.4	62,143.03
Level 4 Journalist—per annum amount for calculation of overtime	O.12.7(a)	Annual	236735.4	62,143.03

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:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
School leaver	363.40	400.10	475.90
Plus 1 year out of school	400.10	475.90	553.90
Plus 2 years out of school	475.90	553.90	644.50
Plus 3 years out of school	553.90	644.50	738.00
Plus 4 years out of school	644.50	738.00	
Plus 5 or more years out of school	738.00		

(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:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
School leaver	363.40	400.10	463.80
Plus 1 year out of school	400.10	463.80	533.50
Plus 2 years out of school	463.80	533.50	625.80
Plus 3 years out of school	533.50	625.80	713.70
Plus 4 years out of school	625.80	713.70	
Plus 5 or more years out of school	713.70		

(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:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
School leaver	363.40	400.10	463.80
Plus 1 year out of school	400.10	463.80	524.50
Plus 2 years out of school	463.80	524.50	586.00
Plus 3 years out of school	524.50	586.00	652.70
Plus 4 years out of school	586.00	652.70	
Plus 5 or more years out of school	652.70		

(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:

Wage level	First year of	Second and
	traineeship	subsequent years of
	per week	per week
	\$	\$
Wage Level A	766.00	795.10
Wage Level B	740.80	769.00
Wage Level C	677.50	703.20

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:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
School leaver	11.95	13.16	15.65
Plus 1 year out of school	13.16	15.65	18.22
Plus 2 years out of school	15.65	18.22	21.20
Plus 3 years out of school	18.22	21.20	24.28
Plus 4 years out of school	21.20	24.28	
Plus 5 or more years out of school	24.28		

(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:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
School leaver	11.95	13.16	15.26
Plus 1 year out of school	13.16	15.26	17.55
Plus 2 years out of school	15.26	17.55	20.59
Plus 3 years out of school	17.55	20.59	23.48
Plus 4 years out of school	20.59	23.48	
Plus 5 or more years out of school	23.48		

(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:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
School leaver	11.95	13.16	15.26
Plus 1 year out of school	13.16	15.26	17.25
Plus 2 years out of school	15.26	17.25	19.28
Plus 3 years out of school	17.25	19.28	21.47
Plus 4 years out of school	19.28	21.47	
Plus 5 or more years out of school	21.47		

(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:

Year of schooling	
Year 11 or lower	Year 12
per hour	per hour
\$	\$
11.95	13.16

(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	25.20	26.15
Wage Level B	24.37	25.30
Wage Level C	22.29	23.13

(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 2022. 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 2022.

PRESIDENT