



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2022–23
(C2023/1)

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

State and Territory government administration

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

SYDNEY, XX JUNE 2023

Annual Wage Review 2022–23.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2022–23 on 2 June 2023 [[2023] FWCFB 3500], the above award is varied as follows:

1. By deleting the table appearing in clause 12.17 and inserting the following:

Level of examination qualification	Rate of allowance \$ per week
<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"> • Expired air (EAR) • Cardiopulmonary resuscitation (CPR)) • Life threatening emergencies and) • General minor first aid treatment) 	14.25

<p><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.</p>	<p>17.74</p>
<p><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.</p>	<p>21.47</p>

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

Standard	Level of competence	Rate of allowance \$ per week
<p>CLA Rate 1</p>	<p>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.</p>	<p>24.38</p>
<p>CLA Rate 2</p>	<p>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.</p>	<p>48.78</p>

3. By deleting the amount “\$5.25” appearing in clause 12.19 and inserting “\$5.55”.
4. By deleting the amount “\$28.81” appearing in clause 12.20. and inserting “\$30.48”.

5. By deleting the amount “\$37.78” appearing in clause 12.21 and inserting “\$39.96”.
6. By deleting the amount “\$36.16” appearing in clause 12.24(a) and inserting “\$38.24”.
7. By deleting the amount “\$27.16” appearing in clause 12.25(a) and inserting “\$28.73”.
8. By deleting the amount “\$5.93” appearing in clause 12.27 and inserting “\$6.27”.
9. By deleting the amount “\$0.43” appearing in clause 12.28 and inserting “\$0.46”.
10. By deleting the amount “\$19.37” appearing in clause 12.29 and inserting “\$20.49”.
11. By deleting the amount “\$3.23” appearing in clause 12.30. and inserting “\$3.42”.
12. By deleting the amount “\$6.06” appearing in clause 12.31 and inserting “\$6.41”.
13. By deleting the amount “\$13.32” appearing in clause 12.32 and inserting “\$14.09”.
14. By deleting the amount “\$8.71” appearing in clause 12.33 and inserting “\$9.21”.
15. By deleting the amount “\$13.01” appearing in clause 16.11.3(b)(i) and inserting “\$13.76”.
16. By deleting the amount “\$32.70” appearing in clause 16.11.3(b)(ii) and inserting “\$34.59”.
17. By deleting the amount “\$26.02” appearing in clause 16.11.4(d)(i) and inserting “\$27.52”.
18. By deleting the amount “\$65.43” appearing in clause 16.11.4(d)(ii) and inserting “\$69.20”.
19. By deleting the table appearing in clause A.1.1 and inserting the following:

Classification	Ordinary hours	Ordinary rate	Minimum rate
	(hrs per wk)	(\$ per hr)	(\$ pa)
Aboriginal and Torres Strait Islander Trainee	36.75	25.36	48,618
Administrative Service Officer class 1	36.75	25.36	48,618
Administrative Service Officer class 2	36.75	27.47	52,663
Administrative Service Officer class 3	36.75	29.81	57,149
Administrative Service Officer class 4	36.75	31.67	60,715
Administrative Service Officer class 5	36.75	34.21	65,585
Administrative Service Officer class 6	36.75	36.12	69,247
Senior Officer grade C	36.75	40.94	78,487

Classification	Ordinary hours	Ordinary rate	Minimum rate
	(hrs per wk)	(\$ per hr)	(\$ pa)
Senior Officer grade B	36.75	44.39	85,101
Senior Officer grade A	36.75	51.03	97,831
Cadet (Auditor, etc.)	36.75	25.36	48,618
Cadet Full-time Study	-	14.94	-
Clinical Coder	36.75	31.29	59,987
Clinical Coder Trainee	36.75	29.81	57,149
Dental Assistant (unqualified)	36.75	23.69	45,417
Dental Assistant (qualified)	36.75	27.47	52,663
Dental Assistant	36.75	23.69	45,417
Principal Dental Assistant	36.75	29.88	57,284
Dental Receptionist	36.75	27.47	52,663
Graduate Administrative Assistant	36.75	27.07	51,897
Research Officer grade 1	36.75	27.97	53,622
Research Officer grade 2	36.75	31.67	60,715
Senior Research Officer grade 1	36.75	34.21	65,585
Senior Research Officer grade 2	36.75	36.12	69,247
Principal Research Officer	36.75	42.57	81,612
Information Communication Technology Trainee	36.75	25.36	48,618
Information Technology Officer Post Graduate	36.75	34.21	65,585
Information Technology Officer Trainee	36.75	25.36	48,618
Information Technology Officer class 1	36.75	30.96	59,354
Information Technology Officer class 2	36.75	36.12	69,247
Senior Information Technology Officer grade C	36.75	40.94	78,487
Senior Information Technology Officer grade B	36.75	44.39	85,101
Senior Information Technology Officer grade A	36.75	51.03	97,831
Trainee Technical Officer	36.75	26.60	50,996
Technical Officer level 1	36.75	28.08	53,833
Technical Officer level 2	36.75	29.56	56,670

Classification	Ordinary hours	Ordinary rate	Minimum rate
	(hrs per wk)	(\$ per hr)	(\$ pa)
Technical Officer level 3	36.75	32.52	62,345
Technical Officer level 4	36.75	36.12	69,247
Senior Officer (Technical) grade C	36.75	40.94	78,487
Senior Officer (Technical) grade B	36.75	44.39	85,101
Auditor – band 1	36.75	26.74	51,264
Senior Auditor – band 1	36.75	36.47	69,918
Audit Manager – band 2	36.75	42.22	80,941
Senior Audit Manager – band 2	36.75	44.44	85,197
Principal Audit Manager – band 2	36.75	53.19	101,972
Allied Health Assistant 1	36.75	20.50	39,301
Allied Health Assistant 2	36.75	26.26	50,344
Allied Health Assistant 3	36.75	30.48	58,434
Housing Manager	36.75	34.21	65,585
Housing Manager Trainee	36.75	31.67	60,715
Infrastructure Officer 1	36.75	35.52	68,096
Infrastructure Officer 2	36.75	36.17	69,342
Infrastructure Officer 3	36.75	41.05	78,698
Infrastructure Officer 4	36.75	44.77	85,830
Infrastructure Officer 5	36.75	53.01	101,627
Infrastructure Manager/Specialist 1	36.75	56.85	108,989
Infrastructure Manager/Specialist 2	36.75	60.89	116,734
Infrastructure Manager/Specialist 3	36.75	64.97	124,556
Office of Regulatory Services Inspector 4	36.75	31.67	60,715
Office of Regulatory Services Inspector 5	36.75	34.21	65,585
Office of Regulatory Services Inspector 6	36.75	36.12	69,247
Workcover Manager C	36.75	40.94	78,487
Para Legal grade 1	36.75	27.47	52,663
Para Legal grade 2	36.75	29.81	57,149
Para Legal grade 3	36.75	31.67	60,715
Para Legal grade 4	36.75	34.21	65,585
Para Legal grade 5	36.75	36.12	69,247

Classification	Ordinary hours	Ordinary rate	Minimum rate
	(hrs per wk)	(\$ per hr)	(\$ pa)
Tourism and Events Officer 1	36.75	25.36	48,618
Tourism and Events Officer 2	36.75	27.47	52,663
Tourism and Events Officer 3	36.75	29.81	57,149
Tourism and Events Officer 4	36.75	31.67	60,715
Tourism and Events Officer 5	36.75	34.21	65,585
Tourism and Events Officer 6	36.75	36.12	69,247
CTEC Manager C	36.75	40.94	78,487
CTEC Manager B	36.75	44.39	85,101
CTEC Manager A	36.75	51.03	97,831
Trust Officer level 1	36.75	31.39	60,179
Trust Officer level 2	36.75	35.78	68,595

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

Classification	Ordinary hours	Ordinary rate	Minimum rate
	(hrs per wk)	(\$ per hr)	(\$ pa)
Correctional Officer class 1	38	26.17	51,878
Correctional Officer class 2	38	29.84	59,153
Correctional Officer class 3	38	33.10	65,615
Correctional Officer class 4	38	34.92	69,223
Correctional Officer Trainee	38	19.43	38,517
Disability Support Officer level 1	38	26.10	51,739
Disability Support Officer level 2	38	29.58	58,637
Disability Support Officer level 3	38	34.47	68,331
City Ranger 1	38	26.59	52,710
City Ranger 2	38	28.84	57,170
City Ranger 3	38	30.61	60,679
City Ranger 4	38	33.10	65,615
Senior City Ranger	38	34.92	69,223
Park Ranger 1	38	28.84	57,170
Park Ranger 2	38	30.61	60,679

Classification	Ordinary hours	Ordinary rate	Minimum rate
	(hrs per wk)	(\$ per hr)	(\$ pa)
Senior Park Ranger 3	38	33.10	65,615
Sportsground Ranger	38	26.59	52,710
Sterilising Services Technical Officer level 1	38	28.08	55,664
Sterilising Services Technical Officer level 2	38	29.56	58,598
Youthworker 1	38	28.84	57,170
Youthworker 2	38	30.61	60,679

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

Classification	Ordinary hours	Ordinary rate	Minimum Rate
	(hrs per wk)	(\$ per hr)	(\$ pa)
Cadet Professional Officer Full-time Study	-	14.94	-
Professional Officer class 1	36.75	30.23	57,955
Professional Officer class 2	36.75	36.12	69,247
Senior Professional Officer grade C	36.75	40.94	78,487
Senior Professional Officer grade B	36.75	44.39	85,101
Senior Professional Officer grade A - Lower	36.75	51.03	97,831
Senior Professional Officer grade A - Upper (Engineering and Related Grades)	36.75	51.81	99,326
Cadet Professional Officer - Practical Training	36.75	25.36	48,618
Health Professional Officer level 1	36.75	31.05	59,527
Health Professional Officer level 2	36.75	33.12	63,495
Health Professional Officer level 3	36.75	39.49	75,707
Health Professional Officer level 4	36.75	40.94	78,487
Health Professional Officer level 5	36.75	44.39	85,101
Health Professional Officer level 6	36.75	51.03	97,831
Assistant Parliamentary Counsel 1	36.75	30.23	57,955
Assistant Parliamentary Counsel 2	36.75	50.26	96,355
Assistant Parliamentary Counsel 3	36.75	56.10	107,551
Government Solicitor 1	36.75	34.55	66,237
Government Solicitor 2	36.75	54.22	103,947
Government Solicitor 3	36.75	68.06	130,480

Classification	Ordinary hours	Ordinary rate	Minimum Rate
	(hrs per wk)	(\$ per hr)	(\$ pa)
Government Solicitor 4	36.75	81.08	155,440
Graduate Legal Officer	36.75	32.60	62,498
Legal 1	36.75	30.23	57,955
Legal 2	36.75	50.26	96,355
Prosecutor grade 1	36.75	35.39	67,847
Prosecutor grade 2	36.75	45.47	87,172
Prosecutor grade 3	36.75	57.75	110,714
Prosecutor grade 4	36.75	66.50	127,489
Prosecutor grade 5	36.75	77.98	149,497
Dentist 1	36.75	33.94	65,067
Dentist 2	36.75	50.65	97,102
Dentist 3	36.75	54.52	104,522
Dentist 4	36.75	58.22	111,615
Veterinary Officer level 1	36.75	30.79	59,028
Veterinary Officer level 2	36.75	37.60	72,084
Veterinary Officer level 3	36.75	47.41	90,891
Veterinary Officer level 4	36.75	50.33	96,489
Veterinary Officer level 5	36.75	53.56	102,681

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

Classification	Ordinary hours	Ordinary rate	Minimum rate
	(hrs per wk)	(\$ per hr)	(\$ pa)
Adviser Level 1 (lower)	36.75	31.32	60,044
Adviser Level 1 (upper)	36.75	33.77	64,741
Adviser Level 2	36.75	38.59	73,982
Senior Adviser level 1	36.75	43.81	83,989
Senior Adviser level 2	36.75	47.53	91,121
Chief Adviser	36.75	54.72	104,905

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

Classification	Ordinary hours	Ordinary rate	Minimum rate
	(hrs per wk)	(\$ per hr)	(\$ pa)
General Service Officer level 2	38	24.03	47,635
General Service Officer level 3	38	25.11	49,776
General Service Officer level 4	38	25.71	50,966
General Service Officer level 5	38	26.78	53,087
General Service Officer level 6	38	27.73	54,970
General Service Officer level 7	38	29.17	57,825
General Service Officer level 8	38	30.58	60,620
General Service Officer level 9	38	32.05	63,534
General Service Officer level 10	38	35.53	70,432
Health Service Officer level 2	38	24.03	47,635
Health Service Officer level 3	38	25.11	49,776
Health Service Officer level 4	38	25.71	50,966
Health Service Officer level 5	38	26.78	53,087
Health Service Officer level 6	38	27.73	54,970
Health Service Officer level 7	38	29.17	57,825
Health Service Officer level 8	38	30.58	60,620
Health Service Officer level 9	38	32.05	63,534
Health Service Officer level 10	38	35.53	70,432
Sterilising Services Health Service Officer	38	25.11	49,776
Ranger 1	38	27.17	53,860
Ranger 2	38	29.42	58,320
Ranger 3	38	31.23	61,908
Stores Supervisor	38	28.09	55,684
Senior Stores Supervisor level 1	38	29.42	58,320
Senior Stores Supervisor level 2	38	31.23	61,908
Senior Stores Supervisor level 3	38	33.62	66,646
Transport Officer grade 1	38	27.17	53,860
Transport Officer grade 2	38	29.42	58,320
Transport Officer grade 3	38	31.23	61,908
Transport Officer grade 4	38	33.62	66,646

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

Classification	Ordinary hours	Ordinary rate	Minimum rate
	(hrs per wk)	(\$ per hr)	(\$ pa)
Public Affairs Officer 1	38	31.30	62,047
Public Affairs Officer 2	38	35.91	71,186
Public Affairs Officer 3	38	41.28	81,831
Senior Public Affairs Officer 1	38	47.94	95,033
Senior Public Affairs Officer 2	38	50.08	99,275

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

Classification	Ordinary hours	Ordinary rate	Minimum rate
	(hrs per wk)	(\$ per hr)	(\$ pa)
School Assistant 2	31.25	27.61	45,010
School Assistant 3	31.25	29.93	48,792
School Assistant 4	31.25	35.88	58,492

26. By deleting the amount “\$25.32” appearing in clause B.1 and inserting “\$26.78”.

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

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 (%)
1	Building trades employees Electrical trades employees Food services employees Metal trades employees Plant operators	Cold places An employee required to work for more than one hour in places where the temperature is reduced by artificial means below 0 degrees Celsius. Special conditions 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.	0.87	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 (%)
2	Building trades employees Civil construction employees Electrical trades employees Metal trades employees	Confined spaces 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.	1.06	per hour	3.94%
3	Building trades employees Metal trades employees Plant operators Stores employees	Dirty work Where an employee and a supervisor agree that work is of an unusually dirty or offensive nature.	0.87	per hour	3.24%
4	Building trades employees Metal trades employees	Height 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.	0.54	per hour	2.01%
		For each additional 15 metres distance above the ground:	0.54	per hour	2.01%
5	Building trades employees Electrical trades employees Metal trades employees Plant operators	Hot places 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.	0.87	per hour	3.24%
6	Building	Hot places	1.06	per hour	3.94%

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 (%)
	trades employees Electrical trades employees Metal trades employees Plant operators	<p>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.</p> <p><i>Special conditions</i> 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.</p>			
7	Building employees Civil construction employees Metal trades employees Stores employees	<p>Wet places An employee required to work in any place where clothing or boots become saturated by water, oil or another substance.</p> <p><i>Special conditions</i> (1) Any employee who becomes entitled to this extra rate will be paid 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.</p>	0.87	per hour	3.24%

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

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 (%)
1	Gardening employees Rangers	Aquatic ponds An employee required to work in water in aquatic ponds.	3.62	per day	13.51%
2	Building trades employees Metal trades employees	Asbestos eradication Employees directly employed on asbestos eradication, where the wearing of protective equipment (i.e. combination overalls and breathing equipment or similar apparatus) is required.	2.89	per hour	10.81%
3	Building trades employees Electrical trades employees	Asbestos handling 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.	1.06	per hour	3.94%
4	Civil construction employees Plant operators	Barber-Greene operator Employees attached to a Barber-Greene machine spreading hot-mix.	2.63	per day	9.81%
5	Building trades employees	Bitumen and asphalt An employee handling hot bitumen or asphalt or dipping materials in creosote.	1.06	per hour	3.94%
6	Building trades employees	Brick cleaning An employee required to clean down bricks using acids or other corrosive	0.81	per hour	3.01%

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 (%)
		substances.			
7	Building trades employees	Brick cutting 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.	1.06	per hour	3.94%
8	Plant operators Metal trades employees	Cleaning economisers, etc. An employee required to work externally on economisers or boilers under fire (where temperature money is not paid), or on tractors or brickmaking machinery.	0.54	per hour	2.01%
		An employee required to work internally on economisers or boilers (where temperature money is not paid).	2.67	per hour	9.96%
9	Building trades employees	Construction/repairs to boilers, flues, etc An employee performing the duties of Bricklayer or Builder's Labourer, 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.	2.30	per hour	8.57%
10	Metal trades employees	Diesel engines – An employee performing repairs and renewals inside any crankcase. <i>Payment for work performed other than in</i>	2.81	per day	10.5%

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 (%)
		<i>the crankcase will only occur when the employer considers it is warranted.</i>			
11	Building trades employees	Dry polishing of tiles Employees engaged on dry polishing tiles where machines are used.	1.06	per hour	3.94%
12	Building employees Civil construction employees Electrical trades employees Metal trades employees	Epoxy-based materials – close proximity Employees required to work in close proximity to employees engaged on work under item 12 so as to be affected by the materials specified.	0.87	per hour	3.24%
13	Building trades employees Civil construction employees Electrical trades employees Metal trades employees Food services employees	Epoxy-based materials – use 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.	1.06	per hour	3.94%
14	Building employees Civil construction employees Electrical trades employees Metal trades employees	Explosive powered tools An operator of explosive powered tools, holding the appropriate certification, who is required to use an explosive powered tool.	2.05	per day	7.64%
15	Building employees Electrical	Fumes An employee required to work in a place where	1.06	per hour	3.94%

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 (%)
	trades employees Metal trades employees	fumes of sulphur or other acid or other offensive fumes are present.			
16	Building trades employees	Heavy blocks 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	0.87	per hour	3.24%
		Where the blocks weigh 9kg or over and up to 18kg	1.55	per hour	5.79%
		Where the blocks weigh over 18kg	2.19	per hour	8.18%
17	Building trades employees	Height work - painting trades: 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.	0.81	per hour	3.01%
18	Civil construction workers Plant operators Rangers	Insanitary / sewerage sludge An employee called upon to work in insanitary conditions or unload sewerage sludge.	3.18	per day	11.89%
19	Building employees Electrical trades employees Metal trades employees	Insulation 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	1.06	per hour	3.94%

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 (%)
		<p>disabilities in its use.</p> <p><i>Special conditions</i> This extra rate will also apply to an employee working in the immediate vicinity who is affected by the use of such materials.</p>			
20	Building trades employees – plumbers	<p>Leadburning An employee performing trade level plumbing functions or apprentices to that trade engaged on lead burning.</p>	1.06	per hour	3.94%
21	Civil construction employees	<p>Live sewer work ‘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>	0.77	per hour	2.86%
22	Building trades employees	<p>Plaster or composition An Employees using a plaster or composition spray.</p>	0.87	per hour	3.24%
23	Civil construction employees Gardening employees Rangers Metal trades employees	<p>Rain Employees who are required to work in rain.</p>	11.70	per day	43.7%
24	Building	Roof repairs	1.06	per hour	3.94%

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 (%)
	trades employees	Employees engaged on repairs to roofs.			
25	Building trades employees	Second hand timber Where, whilst working with second-hand timber, an employee's tools are damaged by nails, dumps or other foreign matter on the timber.	3.39	per day	12.66%
26	Electrical trades employees	Sewerage pit work 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.	9.61	per day	35.9%
27	Civil construction employees Metal trades employees	Sewerage tunnels Employees cleaning chokeage in pumps conveying sewerage or working in sewerage tunnels.	12.61	per day	47.1%
28	Building trades employees	Slushing An employee engaged in "Slushing".	0.87	per hour	3.24%
29	Gardening employees Rangers	Spray gangs Employees engaged in spray gangs on destruction of weeds and/or vermin.	5.23	per day	19.53%
	Plant operators	Employees using high pressure sprays for this purpose	6.64	per day	24.78%
30	Building trades employees – painters	Spraypainting An employee performing trade level painting functions engaged on all spray painting carried out in other than a properly constructed booth.	0.87	per hour	3.24%
31	Building trades	Swing scaffold An employee required to	6.26	per day for first four	23.39%

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 (%)
	employees Electrical trades employees Metal trades employees	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.		hours	
32	Building trades employees Electrical trades employees Metal trades employees	Swing scaffold Fifth and subsequent hours.	1.30	per hour for fifth and subsequent hours	4.86%
33	Building trades employees	Tile cutting An employee engaged at cutting tiles by electric saw.	1.06	per hour	3.94%
34	Metal trades employees	Trenches An employee required to work in trenches deeper than 1.8 metres and less than 0.9 metres in width.	1.49	per day	5.56%
35	Building trades employees Civil construction employees Metal trades employees Not payable to employees engaged on "pot and drive" work of 3.5 m or less.	Underground An employee required to work underground. <i>Where a shaft is to be sunk to a depth greater than 6 metres, the payment of the underground allowance will commence from the surface.</i>	3.74	per day	13.97%
36	Civil construction employees	Unsewered toilet Any employee, other than a lavatory attendant or	2.05	per day	7.64%

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 (%)
		street cleaner, called upon to attend at unsewered toilets.			
37	Civil construction employees	Unusually obnoxious work Work involving offensive and/or obnoxious material.	5.54	per day	20.69%
38	Building services employees	Window cleaning An employee required to work on the outside of multi-storey buildings from scaffolds or similar devices.	5.54	per day	20.69%
39	Civil construction employees	Working aloft 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	0.50	per hour	1.85%
		• when working at a height exceeding 24 metres, but not exceeding 60 metres above the ground or nearest horizontal plane	0.81	per hour	3.01%
		Daily minimum	1.41	per day	5.25%
		• when working at a height exceeding 60 metres from the ground or nearest horizontal plane	1.59	per hour	5.94%
		Daily minimum	3.53	per day	13.2%
40	Forestry employees Gardening employees	Working aloft - trees An employee who is required to climb trees to a height greater than 6 metres from the ground.	4.67	per day	17.45%

29. By deleting the table appearing in clause B.1.3 and inserting the following:

Allowance	Clause	Rate of allowance \$	% of standard rate	Frequency
First aid—basic level	12.17	14.25	53.2	Per week
First aid—advanced level	12.17	17.74	66.23	Per week
First aid—Occupational or Specialist Level	12.17	21.47	80.17	Per week
Community language—CLA Rate 1	12.18(a)	24.38	91.03	Per week
Community language—CLA Rate 2	12.18(a)	48.78	182.15	Per week
Pest inspection certificate	12.19	5.55	20.73	Per week
Electrical trades employee - licence allowance	12.20	30.48	113.8	Per week
Plumber's licence allowance	12.21	39.96	149.2	Per week
Construction Industry Allowance	12.24(a)	38.24	142.8	Per week
Plumbing tradespeople - disability allowance	12.25(a)	28.73	107.27	Per week
Compute quantities	12.27	6.27	23.42	Per day
Plant operator - sideline allowance	12.28	0.46	1.7	Per hour
Senior plant operator	12.29	20.49	76.5	Per week
Plant operator - Kerrick cleaner	12.30	3.42	12.76	Per day
Diamond driller	12.31	6.41	23.93	Per week
Pest Control Unit	12.32	14.09	52.6	Per week
Gardener in charge	12.33	9.21	34.4	Per week
On-call—per night	16.11.3(b)(i)	13.76	51.4	Per night
Close call—per night	16.11.4(d)(i)	27.52	102.76	Per night

30. 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	384.30	12.64	423.10	13.92	503.30	16.55
Plus 1 year out of school	423.10	13.92	503.30	16.55	585.70	19.27
Plus 2 years out of school	503.30	16.55	585.70	19.27	681.60	22.42
Plus 3 years out of school	585.70	19.27	681.60	22.42	780.40	25.68
Plus 4 years out of school	681.60	22.42	780.40	25.68		
Plus 5 or more years out of school	780.40	25.68				

(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:

	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	384.30	12.64	423.10	13.92	490.50	16.14
Plus 1 year out of school	423.10	13.92	490.50	16.14	564.20	18.56
Plus 2 years out of school	490.50	16.14	564.20	18.56	661.80	21.77
Plus 3 years out of school	564.20	18.56	661.80	21.77	754.70	24.83
Plus 4 years out of school	661.80	21.77	754.70	24.83		
Plus 5 or more years out of school	754.70	24.83				

(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:

	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	384.30	12.64	423.10	13.92	490.50	16.14
Plus 1 year out of school	423.10	13.92	490.50	16.14	554.70	18.24
Plus 2 years out of school	490.50	16.14	554.70	18.24	619.70	20.39
Plus 3 years out of school	554.70	18.24	619.70	20.39	690.20	22.70
Plus 4 years out of school	619.70	20.39	690.20	22.70		
Plus 5 or more years out of school	690.20	22.70				

(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	810.00	26.65	840.80	27.65
Wage Level B	783.40	25.77	813.20	26.75
Wage Level C	716.50	23.57	743.60	24.46

(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
\$	\$
12.64	13.92

31. By deleting the amount “\$6756.15” appearing in clause F.1.2 and inserting “\$7145.72”.

32. By deleting the amount “\$1112.08” appearing in clause F.4.2 and inserting “\$1176.20”.

B. This determination comes into operation on 1 July 2023. 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 2023.

PRESIDENT