



# DETERMINATION

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

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

**JOINERY AND BUILDING TRADES AWARD 2020**  
[MA000029]

Building, metal and civil construction industries

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

SYDNEY, 18 JUNE 2024

*Annual Wage Review 2023–24.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2023–24 on 3 June 2024 [[\[2024\] FWCFB 3500](#)], the above award is varied as follows:

1. By deleting the table appearing in clause 19.1 and inserting the following:

| <b>Employee classification</b> | <b>Minimum weekly rate</b> | <b>Minimum hourly rate</b> |
|--------------------------------|----------------------------|----------------------------|
|                                | <b>\$</b>                  | <b>\$</b>                  |
| Level 1                        | 891.50                     | 23.46                      |
| Level 2                        | 915.90                     | 24.10                      |
| Level 3                        | 949.20                     | 24.98                      |
| Level 4                        | 980.40                     | 25.80                      |
| Level 5                        | 1032.30                    | 27.17                      |
| Level 6                        | 1064.70                    | 28.02                      |
| Level 7                        | 1097.10                    | 28.87                      |

2. By deleting the table appearing in clause 21.3(a) and inserting the following:

| <b>In charge of</b>  | <b>\$ per week</b> |
|----------------------|--------------------|
| 1 employee           | 24.78              |
| 2–5 employees        | 54.39              |
| 6–10 employees       | 69.64              |
| 11 or more employees | 92.62              |

3. By deleting the amount “\$37.28” appearing in clause 21.3(b)(i) and inserting “\$38.69”.
4. By deleting the amount “\$0.99” appearing in clause 21.3(b)(ii) and inserting “\$1.03”.
5. By deleting the amount “\$19.79” appearing in clause 21.3(c) and inserting “\$20.54”.
6. By deleting the amount “\$1.05” appearing in clause 21.5(a) and inserting “\$1.09”.
7. By deleting the amount “\$0.76” appearing in clause 21.5(b) and inserting “\$0.79”.
8. By deleting the amount “\$0.84” appearing in clause 21.5(c)(i) and inserting “\$0.87”.
9. By deleting the amount “\$6.10” appearing in clause 21.5(d)(i) and inserting “\$6.33”.
10. By deleting the amount “\$1.05” appearing in clause 21.5(e) and inserting “\$1.09”.
11. By deleting the amount “\$0.84” appearing in clause 21.5(f) and inserting “\$0.87”.
12. By deleting the amount “\$1.99” appearing in clause 21.5(g) and inserting “\$2.06”.
13. By deleting the amount “\$8.98” appearing in clause 21.5(h) and inserting “\$9.32”.
14. By deleting the table appearing in clause 21.5(i) and inserting the following:

| <b>Weight</b>                                     | <b>\$ per hour</b> |
|---|--------------------|
| Where the blocks weigh over 5.5kg and under 9kg   | 0.87               |
| Where the blocks weigh 9kg or over and up to 18kg | 1.58               |
| Where the blocks weigh over 18kg                  | 2.23               |

15. By deleting the amount “\$1.05” appearing in clause 21.5(j) and inserting “\$1.09”.
16. By deleting the table appearing in clause 21.5(k)(i) and inserting the following:

| <b>Temperature</b>    | <b>\$ per hour or part thereof extra</b> |
|-----------------------|--|
| Between 46°C and 54°C | 0.87                                     |
| In excess of 54°C     | 1.09                                     |

17. By deleting the amount “\$1.05” appearing in clause 21.5(l) and inserting “\$1.09”.
18. By deleting the amount “\$0.84” appearing in clause 21.5(m)(i) and inserting “\$0.87”.
19. By deleting the amount “\$0.99” appearing in clause 21.5(m)(ii) and inserting “\$1.03”.
20. By deleting the amount “\$0.84” appearing in clause 21.5(n)(i) and inserting “\$0.87”.
21. By deleting the amount “\$0.84” appearing in clause 21.5(n)(ii) and inserting “\$0.87”.
22. By deleting the amount “\$1.05” appearing in clause 21.5(o) and inserting “\$1.09”.
23. By deleting the amount “\$3.30” appearing in clause 21.5(p) and inserting “\$3.42”.
24. By deleting the amount “\$0.84” appearing in clause 21.5(q) and inserting “\$0.87”.
25. By deleting the amounts “\$6.07” and “\$1.26” appearing in clause 21.5(r)(i) and inserting “\$6.30” and “\$1.30” respectively.
26. By deleting the amounts “\$1.05” and “\$0.84” appearing in clause 21.5(s)(i) and inserting “\$1.09” and “\$0.87” respectively.
27. By deleting the amount “\$7.67” appearing in clause 21.5(t) and inserting “\$7.96”.
28. By deleting the table appearing in clause B.2.1 and inserting the following:

|         | <b>Ordinary hours</b>                        | <b>Public holiday</b> |
|---------|--|-----------------------|
|         | <b>% of ordinary hourly rate<sup>1</sup></b> |                       |
|         | <b>100%</b>                                  | <b>250%</b>           |
|         | <b>\$</b>                                    | <b>\$</b>             |
| Level 1 | 23.46  | 58.65                 |
| Level 2 | 24.10  | 60.25                 |
| Level 3 | 24.98  | 62.45                 |
| Level 4 | 25.80  | 64.50                 |
| Level 5 | 27.17  | 67.93                 |
| Level 6 | 28.02  | 70.05                 |
| Level 7 | 28.87  | 72.18                 |

29. By deleting the table appearing in clause B.2.2 and inserting the following:

|         | <b>Monday to Saturday – first 2 hours</b>    | <b>Monday to Saturday – after 2 hours or after 12 noon on a Saturday</b> | <b>Sunday</b> | <b>Public holiday</b> |
|---------|--|--|---------------|-----------------------|
|         | <b>% of ordinary hourly rate<sup>1</sup></b> |  |               |                       |
|         | <b>150%</b>                                  | <b>200%</b>  | <b>200%</b>   | <b>250%</b>           |
|         | <b>\$</b>                                    | <b>\$</b>  | <b>\$</b>     | <b>\$</b>             |
| Level 1 | 35.19  | 46.92  | 46.92         | 58.65                 |
| Level 2 | 36.15  | 48.20  | 48.20         | 60.25                 |
| Level 3 | 37.47  | 49.96  | 49.96         | 62.45                 |
| Level 4 | 38.70  | 51.60  | 51.60         | 64.50                 |
| Level 5 | 40.76  | 54.34  | 54.34         | 67.93                 |
| Level 6 | 42.03  | 56.04  | 56.04         | 70.05                 |
| Level 7 | 43.31  | 57.74  | 57.74         | 72.18                 |

30. By deleting the table appearing in clause B.2.3 and inserting the following:

|         | <b>Continuous shiftwork<sup>1</sup></b>      |   |                                       | <b>Non-continuous shiftwork<sup>2</sup></b> |                      | <b>All shiftwork</b>  |
|---------|--|---|---------------------------------------|---|----------------------|-----------------------|
|         | <b>Day</b>                                   | <b>Early morning or early afternoon<sup>3</sup></b> | <b>Afternoon or night<sup>3</sup></b> | <b>First 2 hours</b>                        | <b>After 2 hours</b> | <b>Public holiday</b> |
|         | <b>% of ordinary hourly rate<sup>4</sup></b> |   |                                       |   |                      |                       |
|         | <b>100%</b>                                  | <b>125%</b>   | <b>150%</b>                           | <b>150%</b>                                 | <b>200%</b>          | <b>250%</b>           |
|         | <b>\$</b>                                    | <b>\$</b>   | <b>\$</b>                             | <b>\$</b>                                   | <b>\$</b>            | <b>\$</b>             |
| Level 1 | 23.46  | 29.33   | 35.19                                 | 35.19                                       | 46.92                | 58.65                 |
| Level 2 | 24.10  | 30.13   | 36.15                                 | 36.15                                       | 48.20                | 60.25                 |
| Level 3 | 24.98  | 31.23   | 37.47                                 | 37.47                                       | 49.96                | 62.45                 |
| Level 4 | 25.80  | 32.25   | 38.70                                 | 38.70                                       | 51.60                | 64.50                 |
| Level 5 | 27.17  | 33.96   | 40.76                                 | 40.76                                       | 54.34                | 67.93                 |
| Level 6 | 28.02  | 35.03   | 42.03                                 | 42.03                                       | 56.04                | 70.05                 |
| Level 7 | 28.87  | 36.09   | 43.31                                 | 43.31                                       | 57.74                | 72.18                 |

31. By deleting the table appearing in clause B.2.4 and inserting the following:

|         | <b>Monday to Saturday<sup>1</sup></b>        | <b>Sunday</b> | <b>Public holiday</b> |
|---------|--|---------------|-----------------------|
|         | <b>% of ordinary hourly rate<sup>2</sup></b> |               |                       |
|         | <b>200%</b>                                  | <b>200%</b>   | <b>250%</b>           |
|         | <b>\$</b>                                    | <b>\$</b>     | <b>\$</b>             |
| Level 1 | 46.92  | 46.92         | 58.65                 |
| Level 2 | 48.20  | 48.20         | 60.25                 |
| Level 3 | 49.96  | 49.96         | 62.45                 |
| Level 4 | 51.60  | 51.60         | 64.50                 |
| Level 5 | 54.34  | 54.34         | 67.93                 |
| Level 6 | 56.04  | 56.04         | 70.05                 |
| Level 7 | 57.74  | 57.74         | 72.18                 |

32. By deleting the table appearing in clause B.2.5 and inserting the following:

|         | <b>Ordinary hours</b>                        | <b>Public holiday</b> |
|---------|--|-----------------------|
|         | <b>% of ordinary hourly rate<sup>1</sup></b> |                       |
|         | <b>125%</b>                                  | <b>275%</b>           |
|         | <b>\$</b>                                    | <b>\$</b>             |
| Level 1 | 29.33  | 64.52                 |
| Level 2 | 30.13  | 66.28                 |
| Level 3 | 31.23  | 68.70                 |
| Level 4 | 32.25  | 70.95                 |
| Level 5 | 33.96  | 74.72                 |
| Level 6 | 35.03  | 77.06                 |
| Level 7 | 36.09  | 79.39                 |

33. By deleting the table appearing in clause B.2.6 and inserting the following:

|         | <b>Continuous shiftwork<sup>1</sup></b>      |   |                                       | <b>Non-continuous shiftwork<sup>2</sup></b> |                      | <b>All shiftwork</b>  |
|---------|--|---|---------------------------------------|---|----------------------|-----------------------|
|         | <b>Day</b>                                   | <b>Early morning or early afternoon<sup>3</sup></b> | <b>Afternoon or night<sup>3</sup></b> | <b>First 2 hours</b>                        | <b>After 2 hours</b> | <b>Public holiday</b> |
|         | <b>% of ordinary hourly rate<sup>4</sup></b> |   |                                       |   |                      |                       |
|         | <b>125%</b>                                  | <b>150%</b>   | <b>175%</b>                           | <b>175%</b>                                 | <b>225%</b>          | <b>275%</b>           |
|         | <b>\$</b>                                    | <b>\$</b>   | <b>\$</b>                             | <b>\$</b>                                   | <b>\$</b>            | <b>\$</b>             |
| Level 1 | 29.33  | 35.19   | 41.06                                 | 41.06                                       | 52.79                | 64.52                 |
| Level 2 | 30.13  | 36.15   | 42.18                                 | 42.18                                       | 54.23                | 66.28                 |
| Level 3 | 31.23  | 37.47   | 43.72                                 | 43.72                                       | 56.21                | 68.70                 |
| Level 4 | 32.25  | 38.70   | 45.15                                 | 45.15                                       | 58.05                | 70.95                 |
| Level 5 | 33.96  | 40.76   | 47.55                                 | 47.55                                       | 61.13                | 74.72                 |
| Level 6 | 35.03  | 42.03   | 49.04                                 | 49.04                                       | 63.05                | 77.06                 |
| Level 7 | 36.09  | 43.31   | 50.52                                 | 50.52                                       | 64.96                | 79.39                 |

34. By deleting the table appearing in clause B.3.1 and inserting the following:

|                       | <b>Ordinary hours</b>                        | <b>Public holiday</b> |
|-----------------------|--|-----------------------|
|                       | <b>% of ordinary hourly rate<sup>1</sup></b> |                       |
|                       | <b>100%</b>                                  | <b>250%</b>           |
|                       | <b>\$</b>                                    | <b>\$</b>             |
| Level 1               | 24.48  | 61.20                 |
| Level 2               | 25.12  | 62.80                 |
| Level 3               | 26.00  | 65.00                 |
| Level 4               | 26.82  | 67.05                 |
| Level 5—<br>glaziers  | 28.20  | 70.50                 |
| Level 5—all<br>others | 28.19  | 70.48                 |
| Level 6               | 29.04  | 72.60                 |
| Level 7               | 29.89  | 74.73                 |

35. By deleting the table appearing in clause B.3.2 and inserting the following:

|                       | <b>Monday to<br/>Saturday – first<br/>2 hours</b> | <b>Monday to<br/>Saturday – after 2<br/>hours or after 12<br/>noon on Saturday</b> | <b>Sunday</b> | <b>Public holiday</b> |
|-----------------------|---|--|---------------|-----------------------|
|                       | <b>% of ordinary hourly rate<sup>1</sup></b>      |  |               |                       |
|                       | <b>150%</b>                                       | <b>200%</b>  | <b>200%</b>   | <b>250%</b>           |
|                       | <b>\$</b>   | <b>\$</b>  | <b>\$</b>     | <b>\$</b>             |
| Level 1               | 36.72   | 48.96  | 48.96         | 61.20                 |
| Level 2               | 37.68   | 50.24  | 50.24         | 62.80                 |
| Level 3               | 39.00   | 52.00  | 52.00         | 65.00                 |
| Level 4               | 40.23   | 53.64  | 53.64         | 67.05                 |
| Level 5—<br>glaziers  | 42.30   | 56.40  | 56.40         | 70.50                 |
| Level 5—all<br>others | 42.29   | 56.38  | 56.38         | 70.48                 |
| Level 6               | 43.56   | 58.08  | 58.08         | 72.60                 |
| Level 7               | 44.84   | 59.78  | 59.78         | 74.73                 |

36. By deleting the table appearing in clause B.3.3 and inserting the following:

|                        | <b>Continuous shiftwork<sup>1</sup></b>      |   |   | <b>Non-continuous<br/>shiftwork<sup>2</sup></b> |                          |  | <b>All<br/>shiftwork</b>  |
|------------------------|--|---|---|---|--------------------------|--|---------------------------|
|                        | <b>Day</b>                                   | <b>Early<br/>morning or<br/>early<br/>afternoon<sup>3</sup></b> | <b>Afternoon<br/>or night<br/>shift<sup>3</sup></b> | <b>First 2<br/>hours</b>                        | <b>After 2<br/>hours</b> | <b>Stonemasons<br/>working on<br/>2nd shift<br/>(3:00pm –<br/>11:00pm)<sup>4</sup></b> | <b>Public<br/>holiday</b> |
|                        | <b>% of ordinary hourly rate<sup>5</sup></b> |   |   |   |                          |  |                           |
|                        | <b>100%</b>                                  | <b>125%</b>   | <b>150%</b>   | <b>150%</b>                                     | <b>200%</b>              | <b>150%</b>  | <b>250%</b>               |
|                        | <b>\$</b>                                    | <b>\$</b>   | <b>\$</b>   | <b>\$</b>                                       | <b>\$</b>                | <b>\$</b>  | <b>\$</b>                 |
| Level 1                | 24.48  | 30.60   | 36.72   | 36.72   | 48.96                    | 36.72  | 61.20                     |
| Level 2                | 25.12  | 31.40   | 37.68   | 37.68   | 50.24                    | 37.68  | 62.80                     |
| Level 3                | 26.00  | 32.50   | 39.00   | 39.00   | 52.00                    | 39.00  | 65.00                     |
| Level 4                | 26.82  | 33.53   | 40.23   | 40.23   | 53.64                    | 40.23  | 67.05                     |
| Level 5—<br>glaziers   | 28.20  | 35.25   | 42.30   | 42.30   | 56.40                    | 42.30  | 70.50                     |
| Level 5—<br>all others | 28.19  | 35.24   | 42.29   | 42.29   | 56.38                    | 42.29  | 70.48                     |

|         | Continuous shiftwork <sup>1</sup>      |   |                                       | Non-continuous shiftwork <sup>2</sup> |               |  | All shiftwork  |
|---------|--|---|---------------------------------------|---------------------------------------|---------------|--|----------------|
|         | Day                                    | Early morning or early afternoon <sup>3</sup> | Afternoon or night shift <sup>3</sup> | First 2 hours                         | After 2 hours | Stonemasons working on 2nd shift (3:00pm – 11:00pm) <sup>4</sup> | Public holiday |
|         | % of ordinary hourly rate <sup>5</sup> |   |                                       |                                       |               |  |                |
|         | 100%                                   | 125%  | 150%                                  | 150%                                  | 200%          | 150%   | 250%           |
|         | \$                                     | \$  | \$                                    | \$                                    | \$            | \$   | \$             |
| Level 6 | 29.04                                  | 36.30   | 43.56                                 | 43.56                                 | 58.08         | 43.56  | 72.60          |
| Level 7 | 29.89                                  | 37.36   | 44.84                                 | 44.84                                 | 59.78         | 44.84  | 74.73          |

37. By deleting the table appearing in clause B.3.4 and inserting the following:

|                     | Monday to Friday <sup>1</sup>          | Saturday – first 2 hours | Saturday – after 2 hours or after 12 noon on Saturday | Stonemasons – work between 11:00pm— 7:00am | Sunday | Public holiday |
|---------------------|--|--------------------------|---|--|--------|----------------|
|                     | % of ordinary hourly rate <sup>2</sup> |                          |   |  |        |                |
|                     | 200%                                   | 150%                     | 200%  | 200%                                       | 200%   | 250%           |
|                     | \$                                     | \$                       | \$  | \$   | \$     | \$             |
| Level 1             | 48.96                                  | 36.72                    | 48.96   | 48.96                                      | 48.96  | 61.20          |
| Level 2             | 50.24                                  | 37.68                    | 50.24   | 50.24                                      | 50.24  | 62.80          |
| Level 3             | 52.00                                  | 39.00                    | 52.00   | 52.00                                      | 52.00  | 65.00          |
| Level 4             | 53.64                                  | 40.23                    | 53.64   | 53.64                                      | 53.64  | 67.05          |
| Level 5—glaziers    | 56.40                                  | 42.30                    | 56.40   | 56.40                                      | 56.40  | 70.50          |
| Level 5— all others | 56.38                                  | 42.29                    | 56.38   | 56.38                                      | 56.38  | 70.48          |
| Level 6             | 58.08                                  | 43.56                    | 58.08   | 58.08                                      | 58.08  | 72.60          |
| Level 7             | 59.78                                  | 44.84                    | 59.78   | 59.78                                      | 59.78  | 74.73          |

38. By deleting the table appearing in clause B.3.5 and inserting the following:

|         | Ordinary hours                         | Public holiday |
|---------|--|----------------|
|         | % of ordinary hourly rate <sup>1</sup> |                |
|         | 125%                                   | 275%           |
|         | \$                                     | \$             |
| Level 1 | 30.60                                  | 67.32          |



|                        | <b>Ordinary hours</b>                        | <b>Public holiday</b> |
|------------------------|--|-----------------------|
|                        | <b>% of ordinary hourly rate<sup>1</sup></b> |                       |
|                        | <b>125%</b>                                  | <b>275%</b>           |
|                        | <b>\$</b>                                    | <b>\$</b>             |
| Level 2                | 31.40  | 69.08                 |
| Level 3                | 32.50  | 71.50                 |
| Level 4                | 33.53  | 73.76                 |
| Level 5—<br>glaziers   | 35.25  | 77.55                 |
| Level 5—<br>all others | 35.24  | 77.52                 |
| Level 6                | 36.30  | 79.86                 |
| Level 7                | 37.36  | 82.20                 |

39. By deleting the table appearing in clause B.3.6 and inserting the following:

|                        | <b>Continuous shiftwork <sup>1</sup></b>      |  |  | <b>Non-continuous shiftwork <sup>2</sup></b> |                      | <b>Stonemasons working on 2nd shift (3:00pm – 11:00pm) <sup>4</sup></b> | <b>All shiftwork</b>  |
|------------------------|---|--|--|--|----------------------|---|-----------------------|
|                        | <b>Day</b>                                    | <b>Early morning or early afternoon <sup>3</sup></b> | <b>Afternoon or night shift <sup>3</sup></b> | <b>First 2 hours</b>                         | <b>After 2 hours</b> |   | <b>Public holiday</b> |
|                        | <b>% of ordinary hourly rate <sup>5</sup></b> |  |  |  |                      |   |                       |
|                        | <b>125%</b>                                   | <b>150%</b>  | <b>175%</b>                                  | <b>175%</b>                                  | <b>225%</b>          | <b>175%</b>   | <b>275%</b>           |
|                        | <b>\$</b>                                     | <b>\$</b>  | <b>\$</b>                                    | <b>\$</b>                                    | <b>\$</b>            | <b>\$</b>   | <b>\$</b>             |
| Level 1                | 30.60   | 36.72  | 42.84  | 42.84  | 55.08                | 42.84   | 67.32                 |
| Level 2                | 31.40   | 37.68  | 43.96  | 43.96  | 56.52                | 43.96   | 69.08                 |
| Level 3                | 32.50   | 39.00  | 45.50  | 45.50  | 58.50                | 45.50   | 71.50                 |
| Level 4                | 33.53   | 40.23  | 46.94  | 46.94  | 60.35                | 46.94   | 73.76                 |
| Level 5—<br>glaziers   | 35.25   | 42.30  | 49.35  | 49.35  | 63.45                | 49.35   | 77.55                 |
| Level 5—<br>all others | 35.24   | 42.29  | 49.33  | 49.33  | 63.43                | 49.33   | 77.52                 |
| Level 6                | 36.30   | 43.56  | 50.82  | 50.82  | 65.34                | 50.82   | 79.86                 |
| Level 7                | 37.36   | 44.84  | 52.31  | 52.31  | 67.25                | 52.31   | 82.20                 |

40. By deleting the table appearing in clause B.4.1 and inserting the following:

|                                 | <b>Ordinary hours</b>                          | <b>Public holiday</b> |
|---------------------------------|--|-----------------------|
|                                 | <b>% of apprentice hourly rate<sup>1</sup></b> |                       |
|                                 | <b>100%</b>                                    | <b>250%</b>           |
|                                 | <b>\$</b>                                      | <b>\$</b>             |
| <b>Did not complete year 12</b> |  |                       |
| Stage 1                         | 13.58  | 33.95                 |
| Stage 2                         | 16.30  | 40.75                 |
| Stage 3                         | 20.37  | 50.93                 |
| Stage 4                         | 24.45  | 61.13                 |
| <b>Completed year 12</b>        |  |                       |
| Stage 1                         | 14.94  | 37.35                 |
| Stage 2                         | 17.66  | 44.15                 |
| Stage 3                         | 20.37  | 50.93                 |
| Stage 4                         | 24.45  | 61.13                 |

41. By deleting the table appearing in clause B.4.2 and inserting the following:

|                                 | <b>Monday to Saturday – first 2 hours</b>      | <b>Monday to Saturday – after 2 hours or after 12 noon on Saturday</b> | <b>Sunday</b> | <b>Public holiday</b> |
|---------------------------------|--|--|---------------|-----------------------|
|                                 | <b>% of apprentice hourly rate<sup>1</sup></b> |  |               |                       |
|                                 | <b>150%</b>                                    | <b>200%</b>  | <b>200%</b>   | <b>250%</b>           |
|                                 | <b>\$</b>                                      | <b>\$</b>  | <b>\$</b>     | <b>\$</b>             |
| <b>Did not complete year 12</b> |  |  |               |                       |
| Stage 1                         | 20.37  | 27.16  | 27.16         | 33.95                 |
| Stage 2                         | 24.45  | 32.60  | 32.60         | 40.75                 |
| Stage 3                         | 30.56  | 40.74  | 40.74         | 50.93                 |
| Stage 4                         | 36.68  | 48.90  | 48.90         | 61.13                 |
| <b>Completed year 12</b>        |  |  |               |                       |
| Stage 1                         | 22.41  | 29.88  | 29.88         | 37.35                 |
| Stage 2                         | 26.49  | 35.32  | 35.32         | 44.15                 |
| Stage 3                         | 30.56  | 40.74  | 40.74         | 50.93                 |
| Stage 4                         | 36.68  | 48.90  | 48.90         | 61.13                 |

42. By deleting the table appearing in clause B.4.3 and inserting the following:

|         | <b>Ordinary hours</b>                          | <b>Public holiday</b> |
|---------|--|-----------------------|
|         | <b>% of apprentice hourly rate<sup>1</sup></b> |                       |
|         | <b>100%</b>                                    | <b>250%</b>           |
|         | <b>\$</b>                                      | <b>\$</b>             |
| Stage 1 | 14.94  | 37.35                 |
| Stage 2 | 20.37  | 50.93                 |
| Stage 3 | 24.45  | 61.13                 |

43. By deleting the table appearing in clause B.4.4 and inserting the following:

|         | <b>Monday to Saturday – first 2 hours</b>      | <b>Monday to Saturday – after 2 hours or after 12 noon on Saturday</b> | <b>Sunday</b> | <b>Public holiday</b> |
|---------|--|--|---------------|-----------------------|
|         | <b>% of apprentice hourly rate<sup>1</sup></b> |  |               |                       |
|         | <b>150%</b>                                    | <b>200%</b>  | <b>200%</b>   | <b>250%</b>           |
|         | <b>\$</b>                                      | <b>\$</b>  | <b>\$</b>     | <b>\$</b>             |
| Stage 1 | 22.41  | 29.88  | 29.88         | 37.35                 |
| Stage 2 | 30.56  | 40.74  | 40.74         | 50.93                 |
| Stage 3 | 36.68  | 48.90  | 48.90         | 61.13                 |

44. By deleting the table appearing in clause B.4.5 and inserting the following:

|          | <b>Ordinary hours</b>                          | <b>Public holiday</b> |
|----------|--|-----------------------|
|          | <b>% of apprentice hourly rate<sup>1</sup></b> |                       |
|          | <b>100%</b>                                    | <b>250%</b>           |
|          | <b>\$</b>                                      | <b>\$</b>             |
| 1st year | 12.22  | 30.55                 |
| 2nd year | 14.94  | 37.35                 |
| 3rd year | 20.37  | 50.93                 |
| 4th year | 24.45  | 61.13                 |

45. By deleting the table appearing in clause B.4.6 and inserting the following:

|          | <b>Monday to Saturday – first 2 hours</b>      | <b>Monday to Saturday – after 2 hours or after 12 noon on Saturday</b> | <b>Sunday</b> | <b>Public holiday</b> |
|----------|--|--|---------------|-----------------------|
|          | <b>% of apprentice hourly rate<sup>1</sup></b> |  |               |                       |
|          | <b>150%</b>                                    | <b>200%</b>  | <b>200%</b>   | <b>250%</b>           |
|          | <b>\$</b>                                      | <b>\$</b>  | <b>\$</b>     | <b>\$</b>             |
| 1st year | 18.33  | 24.44  | 24.44         | 30.55                 |
| 2nd year | 22.41  | 29.88  | 29.88         | 37.35                 |
| 3rd year | 30.56  | 40.74  | 40.74         | 50.93                 |
| 4th year | 36.68  | 48.90  | 48.90         | 61.13                 |

46. By deleting the table appearing in clause B.4.7 and inserting the following:

|          | <b>Ordinary hours</b>                          | <b>Public holiday</b> |
|----------|--|-----------------------|
|          | <b>% of apprentice hourly rate<sup>1</sup></b> |                       |
|          | <b>100%</b>                                    | <b>250%</b>           |
|          | <b>\$</b>                                      | <b>\$</b>             |
| 1st year | 13.58  | 33.95                 |
| 2nd year | 20.37  | 50.93                 |
| 3rd year | 24.45  | 61.13                 |

47. By deleting the table appearing in clause B.4.8 and inserting the following:

|          | <b>Monday to Saturday – first 2 hours</b>      | <b>Monday to Saturday – after 2 hours or after 12 noon on Saturday</b> | <b>Sunday</b> | <b>Public holiday</b> |
|----------|--|--|---------------|-----------------------|
|          | <b>% of apprentice hourly rate<sup>1</sup></b> |  |               |                       |
|          | <b>150%</b>                                    | <b>200%</b>  | <b>200%</b>   | <b>250%</b>           |
|          | <b>\$</b>                                      | <b>\$</b>  | <b>\$</b>     | <b>\$</b>             |
| 1st year | 20.37  | 27.16  | 27.16         | 33.95                 |
| 2nd year | 30.56  | 40.74  | 40.74         | 50.93                 |
| 3rd year | 36.68  | 48.90  | 48.90         | 61.13                 |

48. By deleting the table appearing in clause B.4.9 and inserting the following:

|         | <b>Ordinary hours</b>                          | <b>Public holiday</b> |
|---------|--|-----------------------|
|         | <b>% of apprentice hourly rate<sup>1</sup></b> |                       |
|         | <b>100%</b>                                    | <b>250%</b>           |
|         | <b>\$</b>                                      | <b>\$</b>             |
| Stage 1 | 22.01  | 55.03                 |
| Stage 2 | 23.09  | 57.73                 |
| Stage 3 | 23.91  | 59.78                 |
| Stage 4 | 25.54  | 63.85                 |

49. By deleting the table appearing in clause B.4.10 and inserting the following:

|         | <b>Monday to Saturday – first 2 hours</b>      | <b>Monday to Saturday – after 2 hours or after 12 noon on Saturday</b> | <b>Sunday</b> | <b>Public holiday</b> |
|---------|--|--|---------------|-----------------------|
|         | <b>% of apprentice hourly rate<sup>1</sup></b> |  |               |                       |
|         | <b>150%</b>                                    | <b>200%</b>  | <b>200%</b>   | <b>250%</b>           |
|         | <b>\$</b>                                      | <b>\$</b>  | <b>\$</b>     | <b>\$</b>             |
| Stage 1 | 33.02  | 44.02  | 44.02         | 55.03                 |
| Stage 2 | 34.64  | 46.18  | 46.18         | 57.73                 |
| Stage 3 | 35.87  | 47.82  | 47.82         | 59.78                 |
| Stage 4 | 38.31  | 51.08  | 51.08         | 63.85                 |

50. By deleting the table appearing in clause B.4.11 and inserting the following:

|         | <b>Ordinary hours</b>                          | <b>Public holiday</b> |
|---------|--|-----------------------|
|         | <b>% of apprentice hourly rate<sup>1</sup></b> |                       |
|         | <b>100%</b>                                    | <b>250%</b>           |
|         | <b>\$</b>                                      | <b>\$</b>             |
| Stage 1 | 22.55  | 56.38                 |
| Stage 2 | 23.91  | 59.78                 |
| Stage 3 | 25.54  | 63.85                 |

51. By deleting the table appearing in clause B.4.12 and inserting the following:

|         | <b>Monday to Saturday – first 2 hours</b>      | <b>Monday to Saturday – after 2 hours or after 12 noon on Saturday</b> | <b>Sunday</b> | <b>Public holiday</b> |
|---------|--|--|---------------|-----------------------|
|         | <b>% of apprentice hourly rate<sup>1</sup></b> |  |               |                       |
|         | <b>150%</b>                                    | <b>200%</b>  | <b>200%</b>   | <b>250%</b>           |
|         | <b>\$</b>                                      | <b>\$</b>  | <b>\$</b>     | <b>\$</b>             |
| Stage 1 | 33.83  | 45.10  | 45.10         | 56.38                 |
| Stage 2 | 35.87  | 47.82  | 47.82         | 59.78                 |
| Stage 3 | 38.31  | 51.08  | 51.08         | 63.85                 |

52. By deleting the table appearing in clause B.5.1 and inserting the following:

|                                 | <b>Ordinary hours</b>                          | <b>Public holiday</b> |
|---------------------------------|--|-----------------------|
|                                 | <b>% of apprentice hourly rate<sup>1</sup></b> |                       |
|                                 | <b>100%</b>                                    | <b>250%</b>           |
|                                 | <b>\$</b>                                      | <b>\$</b>             |
| <b>Did not complete year 12</b> |  |                       |
| Stage 1 – apprentice glazier    | 14.61  | 36.53                 |
| Stage 1 – all others            | 14.60  | 36.50                 |
| Stage 2 – apprentice glazier    | 17.33  | 43.33                 |
| Stage 2 – all others            | 17.32  | 43.30                 |
| Stage 3 – apprentice glazier    | 21.40  | 53.50                 |
| Stage 3 – all others            | 21.39  | 53.48                 |
| Stage 4 – apprentice glazier    | 25.48  | 63.70                 |
| Stage 4 – all others            | 25.47  | 63.68                 |
| <b>Completed year 12</b>        |  |                       |
| Stage 1 – apprentice glazier    | 15.97  | 39.93                 |
| Stage 1 – all others            | 15.96  | 39.90                 |
| Stage 2 – apprentice glazier    | 18.69  | 46.73                 |
| Stage 2 – all others            | 18.68  | 46.70                 |
| Stage 3 – apprentice glazier    | 21.40  | 53.50                 |
| Stage 3 – all others            | 21.39  | 53.48                 |
| Stage 4 – apprentice glazier    | 25.48  | 63.70                 |
| Stage 4 – all others            | 25.47  | 63.68                 |

53. By deleting the table appearing in clause B.5.2 and inserting the following:

|                                 | <b>Monday to Saturday – first 2 hours</b>      | <b>Monday to Saturday – after 2 hours or after 12 noon on Saturday</b> | <b>Sunday</b> | <b>Public holiday</b> |
|---------------------------------|--|--|---------------|-----------------------|
|                                 | <b>% of apprentice hourly rate<sup>1</sup></b> |  |               |                       |
|                                 | <b>150%</b>                                    | <b>200%</b>  | <b>200%</b>   | <b>250%</b>           |
|                                 | <b>\$</b>                                      | <b>\$</b>  | <b>\$</b>     | <b>\$</b>             |
| <b>Did not complete year 12</b> |  |  |               |                       |
| Stage 1 – apprentice glazier    | 21.92  | 29.22  | 29.22         | 36.53                 |
| Stage 1 – all others            | 21.90  | 29.20  | 29.20         | 36.50                 |
| Stage 2 – apprentice glazier    | 26.00  | 34.66  | 34.66         | 43.33                 |
| Stage 2 – all others            | 25.98  | 34.64  | 34.64         | 43.30                 |
| Stage 3 – apprentice glazier    | 32.10  | 42.80  | 42.80         | 53.50                 |
| Stage 3 – all others            | 32.09  | 42.78  | 42.78         | 53.48                 |
| Stage 4 – apprentice glazier    | 38.22  | 50.96  | 50.96         | 63.70                 |
| Stage 4 – all others            | 38.21  | 50.94  | 50.94         | 63.68                 |
| <b>Completed year 12</b>        |  |  |               |                       |
| Stage 1 – apprentice glazier    | 23.96  | 31.94  | 31.94         | 39.93                 |
| Stage 1 – all others            | 23.94  | 31.92  | 31.92         | 39.90                 |
| Stage 2 – apprentice glazier    | 28.04  | 37.38  | 37.38         | 46.73                 |
| Stage 2 – all others            | 28.02  | 37.36  | 37.36         | 46.70                 |
| Stage 3 – apprentice glazier    | 32.10  | 42.80  | 42.80         | 53.50                 |
| Stage 3 – all others            | 32.09  | 42.78  | 42.78         | 53.48                 |
| Stage 4 – apprentice glazier    | 38.22  | 50.96  | 50.96         | 63.70                 |
| Stage 4 – all others            | 38.21  | 50.94  | 50.94         | 63.68                 |

54. By deleting the table appearing in clause B.5.3 and inserting the following:

|                              | <b>Ordinary hours</b>                          | <b>Public holiday</b> |
|------------------------------|--|-----------------------|
|                              | <b>% of apprentice hourly rate<sup>1</sup></b> |                       |
|                              | <b>100%</b>                                    | <b>250%</b>           |
|                              | <b>\$</b>                                      | <b>\$</b>             |
| Stage 1 – apprentice glazier | 15.97  | 39.93                 |
| Stage 1 – all others         | 15.96  | 39.90                 |
| Stage 2 – apprentice glazier | 21.40  | 53.50                 |

|                              | <b>Ordinary hours</b>                          | <b>Public holiday</b> |
|------------------------------|--|-----------------------|
|                              | <b>% of apprentice hourly rate<sup>1</sup></b> |                       |
|                              | <b>100%</b>                                    | <b>250%</b>           |
|                              | <b>\$</b>                                      | <b>\$</b>             |
| Stage 2 – all others         | 21.39  | 53.48                 |
| Stage 3 – apprentice glazier | 25.48  | 63.70                 |
| Stage 3 – all others         | 25.47  | 63.68                 |

55. By deleting the table appearing in clause B.5.4 and inserting the following:

|                              | <b>Monday to Saturday – first 2 hours</b>      | <b>Monday to Saturday – after 2 hours or after 12 noon on Saturday</b> | <b>Sunday</b> | <b>Public holiday</b> |
|------------------------------|--|--|---------------|-----------------------|
|                              | <b>% of apprentice hourly rate<sup>1</sup></b> |  |               |                       |
|                              | <b>150%</b>                                    | <b>200%</b>  | <b>200%</b>   | <b>250%</b>           |
|                              | <b>\$</b>                                      | <b>\$</b>  | <b>\$</b>     | <b>\$</b>             |
| Stage 1 – apprentice glazier | 23.96  | 31.94  | 31.94         | 39.93                 |
| Stage 1 – all others         | 23.94  | 31.92  | 31.92         | 39.90                 |
| Stage 2 – apprentice glazier | 32.10  | 42.80  | 42.80         | 53.50                 |
| Stage 2 – all others         | 32.09  | 42.78  | 42.78         | 53.48                 |
| Stage 3 – apprentice glazier | 38.22  | 50.96  | 50.96         | 63.70                 |
| Stage 3 – all others         | 38.21  | 50.94  | 50.94         | 63.68                 |

56. By deleting the table appearing in clause B.5.5 and inserting the following:

|                               | <b>Ordinary hours</b>                          | <b>Public holiday</b> |
|-------------------------------|--|-----------------------|
|                               | <b>% of apprentice hourly rate<sup>1</sup></b> |                       |
|                               | <b>100%</b>                                    | <b>250%</b>           |
|                               | <b>\$</b>                                      | <b>\$</b>             |
| 1st year – apprentice glazier | 13.25  | 33.13                 |
| 1st year – all others         | 13.24  | 33.10                 |
| 2nd year – apprentice glazier | 15.97  | 39.93                 |
| 2nd year – all others         | 15.96  | 39.90                 |
| 3rd year – apprentice glazier | 21.40  | 53.50                 |



|                               | <b>Ordinary hours</b>                          | <b>Public holiday</b> |
|-------------------------------|--|-----------------------|
|                               | <b>% of apprentice hourly rate<sup>1</sup></b> |                       |
|                               | <b>100%</b>                                    | <b>250%</b>           |
|                               | <b>\$</b>                                      | <b>\$</b>             |
| 3rd year – all others         | 21.39  | 53.48                 |
| 4th year – apprentice glazier | 25.48  | 63.70                 |
| 4th year – all others         | 25.47  | 63.68                 |

57. By deleting the table appearing in clause B.5.6 and inserting the following:

|                               | <b>Monday to Saturday – first 2 hours</b>      | <b>Monday to Saturday – after 2 hours or after 12 noon on Saturday</b> | <b>Sunday</b> | <b>Public holiday</b> |
|-------------------------------|--|--|---------------|-----------------------|
|                               | <b>% of apprentice hourly rate<sup>1</sup></b> |  |               |                       |
|                               | <b>150%</b>                                    | <b>200%</b>  | <b>200%</b>   | <b>250%</b>           |
|                               | <b>\$</b>                                      | <b>\$</b>  | <b>\$</b>     | <b>\$</b>             |
| 1st year – apprentice glazier | 19.88  | 26.50  | 26.50         | 33.13                 |
| 1st year – all others         | 19.86  | 26.48  | 26.48         | 33.10                 |
| 2nd year – apprentice glazier | 23.96  | 31.94  | 31.94         | 39.93                 |
| 2nd year – all others         | 23.94  | 31.92  | 31.92         | 39.90                 |
| 3rd year – apprentice glazier | 32.10  | 42.80  | 42.80         | 53.50                 |
| 3rd year – all others         | 32.09  | 42.78  | 42.78         | 53.48                 |
| 4th year – apprentice glazier | 38.22  | 50.96  | 50.96         | 63.70                 |
| 4th year – all others         | 38.21  | 50.94  | 50.94         | 63.68                 |

58. By deleting the table appearing in clause B.5.7 and inserting the following:

|                               | <b>Ordinary hours</b>                          | <b>Public holiday</b> |
|-------------------------------|--|-----------------------|
|                               | <b>% of apprentice hourly rate<sup>1</sup></b> |                       |
|                               | <b>100%</b>                                    | <b>250%</b>           |
|                               | <b>\$</b>                                      | <b>\$</b>             |
| 1st year – apprentice glazier | 14.61  | 36.53                 |
| 1st year – all others         | 14.60  | 36.50                 |
| 2nd year – apprentice glazier | 21.40  | 53.50                 |

|                               | <b>Ordinary hours</b>                          | <b>Public holiday</b> |
|-------------------------------|--|-----------------------|
|                               | <b>% of apprentice hourly rate<sup>1</sup></b> |                       |
|                               | <b>100%</b>                                    | <b>250%</b>           |
|                               | <b>\$</b>                                      | <b>\$</b>             |
| 2nd year – all others         | 21.39  | 53.48                 |
| 3rd year – apprentice glazier | 25.48  | 63.70                 |
| 3rd year – all others         | 25.47  | 63.68                 |

59. By deleting the table appearing in clause B.5.8 and inserting the following:

|                               | <b>Monday to Saturday – first 2 hours</b>      | <b>Monday to Saturday – after 2 hours or after 12 noon on Saturday</b> | <b>Sunday</b> | <b>Public holiday</b> |
|-------------------------------|--|--|---------------|-----------------------|
|                               | <b>% of apprentice hourly rate<sup>1</sup></b> |  |               |                       |
|                               | <b>150%</b>                                    | <b>200%</b>  | <b>200%</b>   | <b>250%</b>           |
|                               | <b>\$</b>                                      | <b>\$</b>  | <b>\$</b>     | <b>\$</b>             |
| 1st year – apprentice glazier | 21.92  | 29.22  | 29.22         | 36.53                 |
| 1st year – all others         | 21.90  | 29.20  | 29.20         | 36.50                 |
| 2nd year – apprentice glazier | 32.10  | 42.80  | 42.80         | 53.50                 |
| 2nd year – all others         | 32.09  | 42.78  | 42.78         | 53.48                 |
| 3rd year – apprentice glazier | 38.22  | 50.96  | 50.96         | 63.70                 |
| 3rd year – all others         | 38.21  | 50.94  | 50.94         | 63.68                 |

60. By deleting the table appearing in clause B.5.9 and inserting the following:

|                              | <b>Ordinary hours</b>                          | <b>Public holiday</b> |
|------------------------------|--|-----------------------|
|                              | <b>% of apprentice hourly rate<sup>1</sup></b> |                       |
|                              | <b>100%</b>                                    | <b>250%</b>           |
|                              | <b>\$</b>                                      | <b>\$</b>             |
| Stage 1 – apprentice glazier | 23.04  | 57.60                 |
| Stage 1 – all others         | 23.03  | 57.58                 |
| Stage 2 – apprentice glazier | 24.12  | 60.30                 |
| Stage 2 – all others         | 24.11  | 60.28                 |
| Stage 3 – apprentice glazier | 24.94  | 62.35                 |

|                              | <b>Ordinary hours</b>                          | <b>Public holiday</b> |
|------------------------------|--|-----------------------|
|                              | <b>% of apprentice hourly rate<sup>1</sup></b> |                       |
|                              | <b>100%</b>                                    | <b>250%</b>           |
|                              | <b>\$</b>                                      | <b>\$</b>             |
| Stage 3 – all others         | 24.93  | 62.33                 |
| Stage 4 – apprentice glazier | 26.57  | 66.43                 |
| Stage 4 – all others         | 26.56  | 66.40                 |

61. By deleting the table appearing in clause B.5.10 and inserting the following:

|                              | <b>Monday to Saturday – first 2 hours</b>      | <b>Monday to Saturday – after 2 hours or after 12 noon on Saturday</b> | <b>Sunday</b> | <b>Public holiday</b> |
|------------------------------|--|--|---------------|-----------------------|
|                              | <b>% of apprentice hourly rate<sup>1</sup></b> |  |               |                       |
|                              | <b>150%</b>                                    | <b>200%</b>  | <b>200%</b>   | <b>250%</b>           |
|                              | <b>\$</b>                                      | <b>\$</b>  | <b>\$</b>     | <b>\$</b>             |
| Stage 1 – apprentice glazier | 34.56  | 46.08  | 46.08         | 57.60                 |
| Stage 1 – all others         | 34.55  | 46.06  | 46.06         | 57.58                 |
| Stage 2 – apprentice glazier | 36.18  | 48.24  | 48.24         | 60.30                 |
| Stage 2 – all others         | 36.17  | 48.22  | 48.22         | 60.28                 |
| Stage 3 – apprentice glazier | 37.41  | 49.88  | 49.88         | 62.35                 |
| Stage 3 – all others         | 37.40  | 49.86  | 49.86         | 62.33                 |
| Stage 4 – apprentice glazier | 39.86  | 53.14  | 53.14         | 66.43                 |
| Stage 4 – all others         | 39.84  | 53.12  | 53.12         | 66.40                 |

62. By deleting the table appearing in clause B.5.11 and inserting the following:

|                              | <b>Ordinary hours</b>                          | <b>Public holiday</b> |
|------------------------------|--|-----------------------|
|                              | <b>% of apprentice hourly rate<sup>1</sup></b> |                       |
|                              | <b>100%</b>                                    | <b>250%</b>           |
|                              | <b>\$</b>                                      | <b>\$</b>             |
| Stage 1 – apprentice glazier | 23.58  | 58.95                 |
| Stage 1 – all others         | 23.57  | 58.93                 |
| Stage 2 – apprentice glazier | 24.94  | 62.35                 |

|                              | <b>Ordinary hours</b>                          | <b>Public holiday</b> |
|------------------------------|--|-----------------------|
|                              | <b>% of apprentice hourly rate<sup>1</sup></b> |                       |
|                              | <b>100%</b>                                    | <b>250%</b>           |
|                              | <b>\$</b>                                      | <b>\$</b>             |
| Stage 2 – all others         | 24.93  | 62.33                 |
| Stage 3 – apprentice glazier | 26.57  | 66.43                 |
| Stage 3 – all others         | 26.56  | 66.40                 |

63. By deleting the table appearing in clause B.5.12 and inserting the following:

|                              | <b>Monday to Saturday – first 2 hours</b>      | <b>Monday to Saturday – after 2 hours or after 12 noon on Saturday</b> | <b>Sunday</b> | <b>Public holiday</b> |
|------------------------------|--|--|---------------|-----------------------|
|                              | <b>% of apprentice hourly rate<sup>1</sup></b> |  |               |                       |
|                              | <b>150%</b>                                    | <b>200%</b>  | <b>200%</b>   | <b>250%</b>           |
|                              | <b>\$</b>                                      | <b>\$</b>  | <b>\$</b>     | <b>\$</b>             |
| Stage 1 – apprentice glazier | 35.37  | 47.16  | 47.16         | 58.95                 |
| Stage 1 – all others         | 35.36  | 47.14  | 47.14         | 58.93                 |
| Stage 2 – apprentice glazier | 37.41  | 49.88  | 49.88         | 62.35                 |
| Stage 2 – all others         | 37.40  | 49.86  | 49.86         | 62.33                 |
| Stage 3 – apprentice glazier | 39.86  | 53.14  | 53.14         | 66.43                 |
| Stage 3 – all others         | 39.84  | 53.12  | 53.12         | 66.40                 |

64. By deleting the amount “\$26.18” appearing in clause C.1.1 and inserting “\$27.17”.

65. By deleting the table appearing in clause C.1.1 and inserting the following:

| <b>Allowance</b>   | <b>Clause</b> | <b>% of standard rate</b> | <b>\$</b> | <b>Payable</b> |
|--|---------------|---------------------------|-----------|----------------|
| Leading hands—in charge of 1 employee <sup>1</sup>           | 21.3(a)       | 91.2                      | 24.78     | per week       |
| Leading hands—in charge of 2–5 employees <sup>1</sup>        | 21.3(a)       | 200.2                     | 54.39     | per week       |
| Leading hands—in charge of 6–10 employees <sup>1</sup>       | 21.3(a)       | 256.3                     | 69.64     | per week       |
| Leading hands—in charge of 11 or more employees <sup>1</sup> | 21.3(a)       | 340.9                     | 92.62     | per week       |

| <b>Allowance</b>  | <b>Clause</b> | <b>% of standard rate</b> | <b>\$</b> | <b>Payable</b>           |
|---|---------------|---------------------------|-----------|--------------------------|
| Industry allowance—employee engaged on joinery work, shopfitting, stonemasonry or outside work <sup>1</sup> | 21.3(b)(i)    | 142.4                     | 38.69     | per week                 |
| Industry allowance—glazier/apprentice glazier, engaged other than on factory glazing <sup>1</sup>           | 21.3(b)(ii)   | 3.8                       | 1.03      | per hour                 |
| First aid allowance   | 21.3(c)       | 75.6                      | 20.54     | per week                 |
| Asbestos allowance  | 21.5(a)       | 4.0                       | 1.09      | per hour                 |
| Bagging allowance   | 21.5(b)       | 2.9                       | 0.79      | per hour                 |
| Cold work allowance   | 21.5(c)(i)    | 3.2                       | 0.87      | per hour or part thereof |
| Computing quantities allowance  | 21.5(d)(i)    | 23.3                      | 6.33      | per day or part thereof  |
| Confined space allowance  | 21.5(e)       | 4.0                       | 1.09      | per hour or part thereof |
| Dirty work allowance  | 21.5(f)       | 3.2                       | 0.87      | per hour                 |
| Explosive powered tools allowance   | 21.5(g)       | 7.6                       | 2.06      | per day                  |
| Grindstone allowance  | 21.5(h)       | 34.3                      | 9.32      | per week                 |
| Heavy blocks allowance—blocks over 5.5kg and under 9kg  | 21.5(i)       | 3.2                       | 0.87      | per hour                 |
| Heavy blocks allowance—blocks 9kg or over and up to 18kg  | 21.5(i)       | 5.8                       | 1.58      | per hour                 |
| Heavy blocks allowance—blocks over 18kg   | 21.5(i)       | 8.2                       | 2.23      | per hour                 |
| Hot bitumen allowance   | 21.5(j)       | 4.0                       | 1.09      | per hour                 |
| Hot places allowance—between 46°C and 54°C  | 21.5(k)(i)    | 3.2                       | 0.87      | per hour or part thereof |
| Hot places allowance—in excess of 54°C  | 21.5(k)(i)    | 4.0                       | 1.09      | per hour or part thereof |
| Insulation allowance  | 21.5(l)       | 4.0                       | 1.09      | per hour or part thereof |
| Wet work allowance—water continually dripping or wet underfoot  | 21.5(m)(i)    | 3.2                       | 0.87      | per hour                 |
| Wet work allowance—stonemasonry work in a cemetery  | 21.5(m)(ii)   | 3.8                       | 1.03      | per hour                 |
| Tower allowance—exceeds 15m in height   | 21.5(n)(i)    | 3.2                       | 0.87      | per hour                 |

| <b>Allowance</b>  | <b>Clause</b> | <b>% of standard rate</b> | <b>\$</b> | <b>Payable</b>                        |
|---|---------------|---------------------------|-----------|---------------------------------------|
| Tower allowance—each additional 15m in height                             | 21.5(n)(ii)   | 3.2                       | 0.87      | a further per hour                    |
| Roof repairs allowance  | 21.5(o)       | 4.0                       | 1.09      | per hour                              |
| Second hand timber allowance  | 21.5(p)       | 12.6                      | 3.42      | per day                               |
| Spray application allowance   | 21.5(q)       | 3.2                       | 0.87      | per hour                              |
| Swing scaffold allowance—for the first 4 hours                            | 21.5(r)(i)    | 23.2                      | 6.30      | for the first 4 hours or part thereof |
| Swing scaffold allowance—for each hour thereafter                         | 21.5(r)(i)    | 4.8                       | 1.30      | per hour                              |
| Toxic substances allowance—working with toxic substances                  | 21.5(s)(i)    | 4.0                       | 1.09      | per hour                              |
| Toxic substances allowance—working in close proximity to toxic substances | 21.5(s)(i)    | 3.2                       | 0.87      | per hour                              |
| Collection of monies allowance  | 21.5(t)       | 29.3                      | 7.96      | per week                              |

66. By deleting clause E.4 and inserting the following:

#### **E.4 Minimum rates**

##### **E.4.1 Minimum weekly rates for full-time traineeships**

###### **(a) Wage level A**

The minimum rate for a full-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level A by clause E.6.1 is the weekly rate specified in Column 2 of **Table 1—Wage level A minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship)** according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in Column 1.

**Table 1—Wage level A minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship)**

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

NOTE: See clause E.4.3 for other minimum wage provisions that affect clause E.4.1(a).

**(b) Wage level B**

The minimum rate for a full-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level B by clause E.6.2 or by clause E.4.4 is the weekly rate specified in Column 2 of **Table 2—Wage level B minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship)** according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in Column 1.

**Table 2—Wage level B minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship)**

| <b>Column 1</b><br>Experience level of trainee | <b>Column 2</b><br>Highest year of schooling completed |                 |                 |
|--|--|-----------------|-----------------|
|  | <b>Year 10</b>   | <b>Year 11</b>  | <b>Year 12</b>  |
|  | <b>per week</b>  | <b>Per week</b> | <b>per week</b> |
|  | <b>\$</b>  | <b>\$</b>       | <b>\$</b>       |
| School leaver                                  | 398.70   | 439.00          | 508.90          |
| Plus 1 year out of school                      | 439.00   | 508.90          | 585.40          |
| Plus 2 years out of school                     | 508.90   | 585.40          | 686.60          |
| Plus 3 years out of school                     | 585.40   | 686.60          | 783.00          |

| Column 1<br>Experience level of trainee | Column 2<br>Highest year of schooling completed |          |          |
|---|---|----------|----------|
|   | Year 10   | Year 11  | Year 12  |
|   | per week  | Per week | per week |
|   | \$  | \$       | \$       |
| Plus 4 years out of school              | 686.60  | 783.00   |          |
| Plus 5 or more years out of school      | 783.00  |          |          |

NOTE: See clause E.4.3 for other minimum wage provisions that affect clause E.4.1(b).

(c) **Wage level C**

The minimum rate for a full-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level C by clause E.6.3 is the weekly rate specified in Column 2 of **Table 3—Wage level C minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship)** according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in Column 1.

**Table 3—Wage level C minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship)**

| Column 1<br>Experience level of trainee | Column 2<br>Highest year of schooling completed |          |          |
|---|---|----------|----------|
|   | Year 10   | Year 11  | Year 12  |
|   | per week  | per week | per week |
|   | \$  | \$       | \$       |
| School leaver                           | 398.70  | 439.00   | 508.90   |
| Plus 1 year out of school               | 439.00  | 508.90   | 575.50   |
| Plus 2 years out of school              | 508.90  | 575.50   | 642.90   |
| Plus 3 years out of school              | 575.50  | 642.90   | 716.10   |
| Plus 4 years out of school              | 642.90  | 716.10   |          |
| Plus 5 or more years out of school      | 716.10  |          |          |

NOTE: See clause E.4.3 for other minimum wage provisions that affect clause E.4.1(c).



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

- (i) The minimum rate for a full-time trainee undertaking an AQF Certificate Level IV traineeship is the minimum rate for the relevant full-time AQF Certificate Level III traineeship increased by 3.8%.
- (ii) The minimum rate for a full-time adult trainee undertaking an AQF Certificate Level IV traineeship is the weekly rate specified in Column 2 or 3 of **Table 4—Minimum weekly rate for full-time adult trainees (AQF Certificate Level IV traineeship)** according to the year of the traineeship specified in those columns and the relevant wage level for the relevant AQF Certificate Level III traineeship specified in Column 1.

**Table 4—Minimum weekly rate for full-time adult trainees (AQF Certificate Level IV traineeship)**

| <b>Column 1<br/>Wage level</b> | <b>Column 2<br/>First year of<br/>traineeship</b> | <b>Column 3<br/>Second and<br/>subsequent years<br/>of traineeship</b> |
|--------------------------------|---|--|
|                                | <b>per week</b>                                   | <b>per week</b>  |
|                                | <b>\$</b>   | <b>\$</b>  |
| A                              | 840.40  | 872.30   |
| B                              | 812.80  | 843.70   |
| C                              | 743.40  | 771.50   |

NOTE: See clause E.4.3 for other minimum wage provisions that affect clause E.4.1(d).

**E.4.2 Minimum hourly rates for part-time traineeships****(a) Wage level A**

The minimum hourly rate for a part-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level A by clause E.6.1 is the hourly rate specified in Column 2 of **Table 5—Wage level A minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)** according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in Column 1.

**Table 5—Wage level A minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)**

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

NOTE: See clause E.4.2(f) for calculating the actual minimum wage. See also clause E.4.3 for other minimum wage provisions that affect clause E.4.2(a).

**(b) Wage level B**

The minimum hourly rate for a part-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level B by clause E.6.2 or by clause E.4.4 is the hourly rate specified in Column 2 of **Table 6—Wage level B minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)** according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in Column 1.

**Table 6—Wage level B minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)**

| <b>Column 1</b><br>Experience level of trainee | <b>Column 2</b><br>Highest year of schooling completed |                 |                 |
|--|--|-----------------|-----------------|
|  | <b>Year 10</b>   | <b>Year 11</b>  | <b>Year 12</b>  |
|  | <b>per hour</b>  | <b>per hour</b> | <b>per hour</b> |
|  | <b>\$</b>  | <b>\$</b>       | <b>\$</b>       |
| School leaver                                  | 13.11  | 14.44           | 16.75           |
| Plus 1 year out of school                      | 14.44  | 16.75           | 19.26           |
| Plus 2 years out of school                     | 16.75  | 19.26           | 22.59           |
| Plus 3 years out of school                     | 19.26  | 22.59           | 25.76           |

| <b>Column 1</b><br><b>Experience level of trainee</b> | <b>Column 2</b><br><b>Highest year of schooling completed</b> |                 |                 |
|---|---|-----------------|-----------------|
|   | <b>Year 10</b>  | <b>Year 11</b>  | <b>Year 12</b>  |
|   | <b>per hour</b>   | <b>per hour</b> | <b>per hour</b> |
|   | <b>\$</b>   | <b>\$</b>       | <b>\$</b>       |
| Plus 4 years out of school                            | 22.59   | 25.76           |                 |
| Plus 5 or more years out of school                    | 25.76   |                 |                 |

NOTE: See clause E.4.2(f) for calculating the actual minimum wage. See also clause E.4.3 for other minimum wage provisions that affect clause E.4.2(b).

(c) **Wage level C**

The minimum hourly rate for a part-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level C by clause E.6.3 is the hourly rate specified in Column 2 of **Table 7—Wage level C minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)** according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in Column 1.

**Table 7—Wage level C minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)**

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

NOTE: See clause E.4.2(f) for calculating the actual minimum wage. See also clause E.4.3 for other minimum wage provisions that affect clause E.4.2(c).

**(d) School-based traineeships**

The minimum hourly rate for a part-time trainee who works ordinary hours and is undertaking a school-based AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage levels A or B by clause E.6 or by clause E.4.4 is the hourly rate in Column 1 or 2 of **Table 8—Minimum hourly rate for part-time trainees (school-based AQF Certificate Level I–III traineeship)** according to the year of schooling of the trainee.

**Table 8—Minimum hourly rate for part-time trainees (school-based AQF Certificate Level I–III traineeship)**

| <b>Column 1</b>         | <b>Column 2</b> |
|-------------------------|-----------------|
| <b>Year 11 or lower</b> | <b>Year 12</b>  |
| <b>per hour</b>         | <b>per hour</b> |
| <b>\$</b>               | <b>\$</b>       |
| 13.11                   | 14.44           |

NOTE: See clause E.4.2(f) for calculating the actual minimum wage. See also clause E.4.3 for other minimum wage provisions that affect clause E.4.2(d).

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

- (i) The minimum hourly rate for a part-time trainee undertaking an AQF Certificate Level IV traineeship is the minimum hourly rate for the relevant part-time AQF Certificate Level III traineeship increased by 3.8%.
- (ii) The minimum hourly rate for a part-time adult trainee undertaking an AQF Certificate Level IV traineeship is the hourly rate in Column 2 or 3 of **Table 9—Minimum hourly rate for part-time adult trainees (AQF Certificate Level IV traineeship)** according to the year of the traineeship specified in those columns and the relevant wage level for the relevant AQF Certificate Level III traineeship specified in Column 1.

**Table 9—Minimum hourly rate for part-time adult trainees (AQF Certificate Level IV traineeship)**

| <b>Column 1</b>   | <b>Column 2</b>                  | <b>Column 3</b>                                   |
|-------------------|----------------------------------|---|
| <b>Wage level</b> | <b>First year of traineeship</b> | <b>Second and subsequent years of traineeship</b> |
|                   | <b>per hour</b>                  | <b>per hour</b>                                   |
|                   | <b>\$</b>                        | <b>\$</b>   |
| A                 | 27.65                            | 28.69   |

| <b>Column 1</b><br><b>Wage level</b> | <b>Column 2</b><br><b>First year of</b><br><b>traineeship</b> | <b>Column 3</b><br><b>Second and</b><br><b>subsequent years</b><br><b>of traineeship</b> |
|--------------------------------------|---|--|
|                                      | <b>per hour</b>   | <b>per hour</b>  |
|                                      | <b>\$</b>   | <b>\$</b>  |
| B                                    | 26.74   | 27.75  |
| C                                    | 24.45   | 25.38  |

NOTE: See clause E.4.2(f) for calculating the actual minimum wage. See also clause E.4.3 for other minimum wage provisions that affect clause E.4.2(e).

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

- (i)** If fewer than 38 (or an average of 38) ordinary hours of work per week is considered full-time at the workplace by the employer, the appropriate minimum hourly rate for a part-time trainee is obtained by multiplying the relevant minimum hourly rate in clauses E.4.2(a) to (e) by 38 and then dividing the figure obtained by the full-time ordinary hours of work per week.
- (ii)** If the approved training for a part-time traineeship is provided wholly off-the-job by a registered training organisation, for example at school or at TAFE, the relevant minimum hourly rate in clauses E.4.2(a) to (e) applies to each ordinary hour worked by the trainee.
- (iii)** If 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 hourly rate in clauses E.4.2(a) to (e) minus 20% applies to each ordinary hour worked by the trainee.

**E.4.3 Other minimum wage provisions**

- (a)** Clause E.4.3 applies despite anything to the contrary in clause E.4.2 or E.4.4.
- (b)** An employee who was employed by an employer immediately before becoming a trainee with that employer must not suffer a reduction in their minimum rate of pay because of becoming a trainee.
- (c)** For the purpose of determining whether a trainee has suffered a reduction as mentioned in clause E.4.3(b), casual loadings are to be disregarded.
- (d)** 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, if a higher minimum wage is provided for the new AQF certificate level.

#### **E.4.4 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 clause E.6 is the relevant minimum wage under this schedule for a trainee undertaking an AQF Certificate to Level I–III traineeship whose training package and AQF certificate level are allocated to wage level B.

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



PRESIDENT

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