



DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2023–24
(C2024/1)

VICTORIAN PUBLIC SERVICE AWARD 2016
[MA000135]

State and Territory government administration

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 8.2 and inserting the following:

| VPS Structure | Value range | Salary (\$ Min) | Salary (\$ Max) |
|---------------|-------------|--------------------|--------------------|
| Grade 1 | 1.1 | 48,302 | 54,352 |
| Grade 2 | 2.1 | 55,906 | 62,545 |
| | 2.2 | 63,555 | 69,624 |
| Grade 3 | 3.1 | 71,020 | 78,022 |
| | 3.2 | 79,421 | 85,022 |
| Grade 4 | 4.1 | 86,579 | 97,468 |
| Grade 5 | 5.1 | 99,025 | 108,825 |
| | 5.2 | 108,826 | 118,627 |
| Grade 6 | 6.1 | 120,181 | 139,547 |
| | 6.2 | 139,550 | 158,913 |

| VPS Structure | Value range | Salary (\$ Min) | Salary (\$ Max) |
|-----------------------------|--------------------|------------------------|------------------------|
| Senior Technical Specialist | 7.1 | 161,212 | 179,880 |
| | 7.2 | 179,881 | 198,544 |
| | 7.3 | 198,545 | 217,210 |

2. By deleting the table appearing in clause 8.3(b) and inserting the following:

| Legal Officer structure | Value range | Salary Minimum \$ |
|---------------------------------|--------------------|------------------------------------|
| Articled Clerk | | 60,803 |
| Solicitor 1 | 1.1 | 67,019 |
| Solicitor 2 | 2.1 | Base of VPS Grade 3 Value Range 1 |
| | 2.2 | Base of VPS Grade 3 Value Range 2 |
| Solicitor 3 | 3 | Base of VPS Grade 4 |
| Senior Solicitor | SS.1 | Base of VPS Grade 5, Value Range 1 |
| | SS.2 | Base of VPS Grade 5, Value Range 2 |
| Principal Solicitor | PS.1 | Base of VPS Grade 6, Value Range 1 |
| | PS.2 | Base of VPS Grade 6, Value Range 2 |
| VPS Senior Technical Specialist | STS | VPS Senior Technical Specialist |

3. By deleting the table appearing in clause 8.6 and inserting the following:

| COG structure | Salary (\$ Min) | Salary (\$ Max) |
|--|------------------------------------|-----------------------------------|
| COG 1 Trainee | 55,186 | |
| COG 2A Prison Officer | Base of VPS Grade 2, Value Range 1 | 70,054 |
| COG 2B Prison Officer | Base of VPS Grade 3, Value Range 1 | 81,253 |
| COG 3 Senior Prison Officer/Industry Officer | 82,653 | 88,822 |
| COG 4 Operations Manager/Industry Supervisor | 90,638 | Top of VPS Grade 5, Value Range 1 |
| COG 5 General Manager | Base of VPS Grade 5, Value Range 2 | Top of VPS Grade 6, Value Range 1 |
| COG 6 Senior General Manager | Base of VPS Grade 6, Value Range 2 | Top of VPS Grade 6, Value Range 2 |

4. By deleting the tables appearing in clause 8.7 and inserting the following tables:

Table 6—Child Protection Practitioner (CPP) stream

| CPP Structure | Value range | Salary (\$ Min) | Salary (\$ Max) |
|----------------------|--------------------|------------------------------------|-----------------------------------|
| CPP Grade 2 | 2.1 | 56,417 | Top of VPS Grade 2, Value Range 2 |
| CPP Grade 3 | 3.1 | Base of VPS Grade 3, Value Range 1 | Top of VPS Grade 3, Value Range 2 |
| CPP Grade 4 | 4.1 | Base of VPS Grade 4, Value Range 1 | Top of VPS Grade 4, Value Range 1 |
| CPP Grade 5 | 5.1 | Base of VPS Grade 5, Value Range 1 | Top of VPS Grade 5, Value Range 1 |
| | 5.2 | Base of VPS Grade 5, Value Range 2 | Top of VPS Grade 5, Value Range 2 |
| CPP Grade 6 | 6.1 | Base of VPS Grade 6, Value Range 1 | Top of VPS Grade 6, Value Range 1 |
| | 6.2 | Base of VPS Grade 6, Value Range 2 | Top of VPS Grade 6, Value Range 2 |

Table 7—Children, Youth and Families (CYF) stream

| CYF Structure | Value range | Salary (\$ Min) | Salary (\$ Max) |
|----------------------|--------------------|------------------------------------|-----------------------------------|
| CYF Grade 1 | 1.1 | 54,117 | 65,102 |
| CYF Grade 2 | 2.1 | 65,270 | 80,143 |
| CYF Grade 3 | 3.1 | 82,429 | 92,718 |
| CYF Grade 4 | 4.1 | 93,835 | 103,534 |
| CYF Grade 5 | 5.1 | 103,537 | Top of VPS Grade 5, Value Range 1 |
| | 5.2 | Base of VPS Grade 5, Value Range 2 | Top of VPS Grade 5, Value Range 2 |
| CYF Grade 6 | 6.1 | Base of VPS Grade 6, Value Range 1 | Top of VPS Grade 6, Value Range 1 |
| | 6.2 | Base of VPS Grade 6, Value Range 2 | Top of VPS Grade 6, Value Range 2 |

5. By deleting the table appearing in clause 8.8 and inserting the following:

| YJW Structure | Value range | Salary (\$ Min) | Salary (\$ Max) |
|----------------------|--------------------|------------------------|------------------------|
| YJW Grade 1 | 1.1 | 56,152 | 69,297 |
| YJW Grade 2 | 2.1 | 70,679 | 80,374 |

| YJW Structure | Value range | Salary (\$ Min) | Salary (\$ Max) |
|----------------------|--------------------|------------------------|------------------------|
| YJW Grade 3 | 3.1 | 81,748 | 90,417 |
| YJW Grade 4 | 4.1 | 91,433 | 102,928 |
| YJW Grade 5 | 5.1 | 103,082 | 107,763 |
| | 5.2 | 108,036 | 117,718 |
| YJW Grade 6 | 6.1 | 119,259 | 122,841 |
| | 6.2 | 138,396 | 157,531 |

6. By deleting the table appearing in clause 8.9 and inserting the following:

| HSO and HCSO Structure | Value range | Salary (\$ Min) | Salary (\$ Max) |
|---------------------------------------|--------------------|--------------------------------------|--------------------------------------|
| HSO 1 | 1.1 | Base of VPS Grade 2 Value Range 1 | |
| HSO 2 | 2.1 | Base of VPS Grade 2 Value Range 2 | |
| | 2.2 | Base of VPS Grade 3 Value Range 1 | |
| HSO 3 | 3.1 | Base of VPS Grade 3 Value Range 2 | |
| HCSO unqualified | | Base of VPS Grade 2 Value Range 1 | |
| HSCO qualified Level 1 (Cert. III) | | 57,038 | Top of VPS Grade 2, Value Range 1 |
| HSCO qualified Level 2 (Cert. IV) | | Base of VPS Grade 2 Value Range 2 | Top of VPS Grade 2, Value Range 2 |

7. By deleting the table appearing in clause 8.10. and inserting the following:

| Sheriff's Officer structure | Salary (\$ Min) | Salary (\$ Max) |
|------------------------------------|---------------------------------------|--------------------------------------|
| Sheriff's Officer Trainee | Base of VPS Grade 2, Value Range 1 | |
| Sheriff's Officer | Base of VPS Grade 2, Value Range 2 | Top of VPS Grade 2, Value Range 2 |
| Senior Sheriff's Officer | Base of VPS Grade 3, Value Range 1 | 81,253 |
| Assistant District Supervisor | 82,653 | Top of VPS Grade 3, Value Range 2 |
| District Supervisor | Base of VPS Grade 4 | |
| Divisional Operations Manager | Base of VPS Grade 5, Value Range 1 | |

| Sheriff's Officer structure | Salary (\$ Min) | Salary (\$ Max) |
|------------------------------------|------------------------------------|------------------------|
| Regional Operations Manager | Base of VPS Grade 6, Value Range 1 | |
| Deputy Sheriff | Base of VPS Grade 6, Value Range 2 | |

8. By deleting the table appearing in clause 8.11 and inserting the following:

| Community Corrections Officer structure | Salary (\$ Min) | Salary (\$ Max) |
|--|------------------------------------|-------------------------------|
| Trainee Community Corrections Officer | Base of VPS Grade 2, Value Range 1 | |
| Community Corrections Officer | Base of VPS Grade 2, Value Range 2 | Top of Grade 2, Value Range 2 |
| Leading Community Corrections Officer | Base of VPS Grade 3, Value Range 1 | 81,253 |
| Senior Community Corrections Officer | 82,653 | 88,822 |
| Officer in Charge | 90,638 | 97,900 |
| Location Manager | Base of VPS Grade 5 | |
| General Manager | Base of VPS Grade 6 | |

9. By deleting the table appearing in clause 8.13 and inserting the following:

| Forensic Officer structure | Salary (\$ Min) | Salary (\$ Max) |
|-----------------------------------|------------------------|------------------------|
| Forensic Officer Level 1 | 61,369 | 66,178 |
| Forensic Officer Level 2 | 70,464 | 77,166 |
| Forensic Officer Level 3 | 86,849 | 95,255 |
| Forensic Officer Level 4 | 97,385 | 106,887 |
| Forensic Officer Level 5 | 113,769 | 122,558 |
| Forensic Officer Level 6 | 132,497 | 142,816 |
| Forensic Officer Level 7 | 152,394 | 164,337 |

10. By deleting the table appearing in clause 8.14 and inserting the following:

| Nursing Employee structure | Salary \$ |
|-----------------------------------|------------------|
| Enrolled Nurse: | |
| Pay Point 1 | 54,825 |
| Pay Point 2 | 55,593 |
| Pay Point 3 | 56,354 |

| Nursing Employee structure | | Salary \$ |
|-----------------------------------|-----------------------|------------------|
| Pay Point 4 | | 57,116 |
| Pay Point 5 | | 57,724 |
| Registered Nurse: | | |
| Grade 3B | Year 1 | 76,812 |
| | Year 2 and thereafter | 78,160 |
| Grade 4A | Year 1 | 79,883 |
| | Year 2 and thereafter | 81,610 |
| Grade 4B | Year 1 | 83,160 |
| | Year 2 and thereafter | 84,889 |
| Grade 5B | | 88,975 |
| Grade 6 | | 98,069 |

11. By deleting the tables appearing in clause 8.15 and inserting the following tables:

Table 15—Disability Development and Support Officer (DDSO) structure

| DDSO Structure | | Salary \$ |
|---|--------|------------------|
| DDSO 1 - Unqualified | Year 1 | 52,932 |
| | Year 2 | 54,113 |
| | Year 3 | 55,842 |
| | Year 4 | 57,067 |
| DDSO 1Q - Qualified (Cert IV) | Year 1 | 58,290 |
| | Year 2 | 59,518 |
| | Year 3 | 61,303 |
| | Year 4 | 61,916 |
| DDSO 2 - Cert IV | Year 1 | 62,529 |
| | Year 2 | 63,323 |
| | Year 3 | 64,556 |
| DDSO 2A - Adv. Diploma (Cert VI) | Year 1 | 61,978 |
| | Year 2 | 64,059 |
| | Year 3 | 66,734 |
| | Year 4 | 69,093 |
| | Year 5 | 71,611 |
| | Year 6 | 74,129 |
| | Year 7 | 76,652 |
| | Year 8 | 79,172 |
| DDSO 3 - Cert IV | Year 1 | 67,066 |
| | Year 2 | 68,349 |

| DDSO Structure | | Salary \$ |
|---|--------|----------------------|
| | Year 3 | 69,665 |
| | Year 4 | 70,963 |
| | Year 5 | 72,260 |
| | Year 6 | 73,354 |
| DDSO 3A - Adv. Diploma (Cert VI) | Year 1 | 78,962 |
| | Year 2 | 79,865 |
| | Year 3 | 81,535 |
| | Year 4 | 83,167 |
| | Year 5 | 85,068 |
| DDSO 4 | Year 1 | 89,870 |
| | Year 2 | 91,766 |
| | Year 3 | 93,650 |
| | Year 4 | 95,537 |
| DDSO 5 | | 104,296 |
| DDSO 6 | | 111,640 |
| DDSO 7 | | 118,986 |
| DDSO 8 | | 127,378 |
| DDSO 9 | | 139,967 |

Table 16—Trades and Support Services Structure

| Trades and Support Services Structure | | Salary \$ |
|--|--------|----------------------|
| Facility Service Officer (FSO) | | |
| FSO-1 | Year 1 | 52,770 |
| | Year 2 | 53,387 |
| | Year 3 | 53,999 |
| | Year 4 | 55,288 |
| FSO-2 | Year 1 | 54,925 |
| | Year 2 | 55,842 |
| | Year 3 | 56,764 |
| | Year 4 | 58,053 |
| FSO-3 | Year 1 | 58,097 |
| | Year 2 | 59,427 |
| | Year 3 | 60,671 |
| | Year 4 | 61,640 |
| FSO-4 | Year 1 | 62,089 |
| | Year 2 | 63,392 |
| | Year 3 | 65,134 |

| Trades and Support Services Structure | | Salary \$ |
|--|--------|------------------|
| | Year 4 | 66,422 |
| FSO-5 | Year 1 | 67,951 |
| | Year 2 | 69,241 |
| Trades | | |
| Level 1 - Trades Assistant (TA 1) | Year 1 | 54,925 |
| | Year 2 | 55,842 |
| | Year 3 | 56,764 |
| | Year 4 | 58,053 |
| Level 2 - Tradesperson (TA 2) | Year 1 | 59,834 |
| | Year 2 | 61,169 |
| | Year 3 | 62,910 |
| | Year 4 | 63,762 |
| Level 3 - Trades Coordinator | | |
| Level 3 G1 (TA 3) | Year 1 | 67,181 |
| | Year 2 | 69,226 |
| | Year 3 | 70,519 |
| Level 3 G2 (TA 4) | | 76,397 |
| Level 4 - Trades Coordinator (formerly Maintenance Manager) | | 90,730 |
| Level 4 - Trades Coordinator (formerly Senior Maintenance Manager) | | 92,263 |

12. By deleting the table appearing in clause 8.16 and inserting the following:

| Band | Salary Point | Salary \$ |
|----------------------|---------------------|------------------|
| Ongoing Staff | | |
| Band 1 | 1 | 50,929 |
| | 2 | 52,861 |
| | 3 | 53,543 |
| | 4 | 54,563 |
| | 5 | 55,582 |
| Band 2 | 1 | 56,602 |
| | 2 | 57,622 |
| | 3 | 58,642 |
| | 4 | 59,659 |
| Band 3 | 1 | 61,359 |
| | 2 | 62,056 |

| Band | Salary Point | Salary \$ |
|------------------------------|---------------------|------------------|
| | 3 | 63,164 |
| | 4 | 63,832 |
| Band 4 | 1 | 64,934 |
| | 2 | 66,040 |
| | 3 | 67,146 |
| | 4 | 68,252 |
| Project fire fighters | | |
| Band 1 | 1 | 49,541 |
| | 2 | 51,379 |
| | 3 | 52,004 |
| | 4 | 52,991 |
| | 5 | 53,975 |
| Band 2 | 1 | 54,961 |
| | 2 | 55,948 |
| | 3 | 56,933 |
| | 4 | 57,919 |
| Band 3 | 1 | 59,562 |
| | 2 | 60,632 |
| | 3 | 61,296 |
| | 4 | 62,363 |
| Band 4 | 1 | 62,994 |
| | 2 | 64,064 |
| | 3 | 65,131 |
| | 4 | 66,198 |

13. By deleting the table appearing in clause 8.17(b) and inserting the following:

| Qualification | Salary minimum \$ |
|---------------------------------------|--------------------------|
| Certificate III (Trade qualification) | 56,742 |
| Relevant degree or Diploma | 60,786 |
| Certificate IV | 62,404 |
| Mandatory 3 year degree | 64,997 |
| Mandatory 4 year degree | 67,019 |

14. By deleting the table appearing in clause 12.1(a) and inserting the following:

| Allowance | Payable | % of standard rate (\$55,906) | \$ |
|---------------------|-------------------|--------------------------------------|-----------|
| First aid | Per fortnight | 0.0445 | 24.88 |
| Sleepover allowance | Per night | 0.1712 | 95.71 |
| Stand-by | Per night | 0.053 | 29.63 |
| Stand-by | Per day and night | 0.105 | 58.70 |

15. By deleting the amount “\$97,079” appearing in clause 17.3(a) and inserting “\$100,720”.
16. By deleting the amount “\$70,244” appearing in clause 17.5(a) and inserting “\$72,879”.
17. By deleting the amount “\$36.45” appearing in clause 19.3 and inserting “\$37.82”.
18. By deleting the amount “\$91,917” appearing in clause 20.5(b) and inserting “\$95,364”.
19. By deleting clause P.5 and inserting the following:

P.5 Minimum Wages

P.5.1 Minimum wages for full-time traineeships

(a) Wage Level A

Subject to clause P.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level A by Appendix P1 are:

| | Highest year of schooling completed | | |
|------------------------------------|--|-----------------|-----------------|
| | Year 10 | Year 11 | Year 12 |
| | per week | per week | per week |
| | \$ | \$ | \$ |
| 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 | | |

(b) Wage Level B

Subject to clause P.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level I–III traineeship whose training

package and AQF certificate levels are allocated to Wage Level B by Appendix P1 are:

| | 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 | 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 |
| Plus 4 years out of school | 686.60 | 783.00 | |
| Plus 5 or more years out of school | 783.00 | | |

(c) Wage Level C

Subject to clause P.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level C by Appendix P1 are:

| | 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 | | |

(d) AQF Certificate Level IV traineeships

- (i)** Subject to clause P.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level IV traineeship are the minimum wages for the relevant full-time AQF Certificate Level III traineeship with the addition of 3.8% to those minimum wages.
- (ii)** Subject to clause P.5.3 of this schedule, the minimum wages for an adult trainee undertaking a full-time AQF Certificate Level IV traineeship are

as follows, provided that the relevant wage level is that for the relevant AQF Certificate Level III traineeship:

| Wage level | First year of traineeship | Second and subsequent years of traineeship |
|--------------|---------------------------|--|
| | per week | per week |
| | \$ | \$ |
| Wage level A | 840.40 | 872.30 |
| Wage level B | 812.80 | 843.70 |
| Wage level C | 743.40 | 771.50 |

P.5.2 Minimum wages for part-time traineeships

(a) Wage Level A

Subject to clauses P.5.2(f) and P.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level A by Appendix P1 are:

| | Highest year of schooling completed | | |
|------------------------------------|-------------------------------------|----------|----------|
| | Year 10 | Year 11 | Year 12 |
| | per hour | per hour | per hour |
| | \$ | \$ | \$ |
| 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 | | |

(b) Wage Level B

Subject to clauses P.5.2(f) and P.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level B by Appendix P1 are:

| | Highest year of schooling completed | | |
|---------------------------|-------------------------------------|----------|----------|
| | Year 10 | Year 11 | Year 12 |
| | per hour | per hour | per hour |
| | \$ | \$ | \$ |
| School leaver | 13.11 | 14.44 | 16.75 |
| Plus 1 year out of school | 14.44 | 16.75 | 19.26 |

| | Highest year of schooling completed | | |
|------------------------------------|--|-----------------|-----------------|
| | Year 10 | Year 11 | Year 12 |
| | per hour | per hour | per hour |
| | \$ | \$ | \$ |
| Plus 2 years out of school | 16.75 | 19.26 | 22.59 |
| Plus 3 years out of school | 19.26 | 22.59 | 25.76 |
| Plus 4 years out of school | 22.59 | 25.76 | |
| Plus 5 or more years out of school | 25.76 | | |

(c) Wage Level C

Subject to clauses P.5.2(f) and P.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level C by Appendix P1 are:

| | Highest year of schooling completed | | |
|------------------------------------|--|-----------------|-----------------|
| | Year 10 | Year 11 | Year 12 |
| | per hour | per hour | per hour |
| | \$ | \$ | \$ |
| 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 | | |

(d) School-based traineeships

Subject to clauses P.5.2(f) and P.5.3 of this schedule, the minimum wages for a trainee undertaking a school-based AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Levels A, B or C by Appendix P1 are as follows when the trainee works ordinary hours:

| Year of schooling | |
|--------------------------|-----------------|
| Year 11 or lower | Year 12 |
| per hour | per hour |
| \$ | \$ |
| 13.11 | 14.44 |

(e) AQF Certificate Level IV traineeships

(i) Subject to clauses P.5.2(f) and P.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level IV traineeship

are the minimum wages for the relevant part-time AQF Certificate Level III traineeship with the addition of 3.8% to those minimum wages.

- (ii) Subject to clauses P.5.2(f) and P.5.3 of this schedule, the minimum wages for an adult trainee undertaking a part-time AQF Certificate Level IV traineeship are as follows, provided that the relevant wage level is that for the relevant AQF Certificate Level III traineeship:

| Wage level | First year of traineeship | Second and subsequent years of traineeship |
|-------------------|--------------------------------------|---|
| | per hour | per hour |
| | \$ | \$ |
| Wage level A | 27.65 | 28.69 |
| Wage level B | 26.74 | 27.75 |
| Wage level C | 24.45 | 25.38 |

(f) Calculating the actual minimum wage

- (i) Where the full-time ordinary hours of work are not 38 or an average of 38 per week, the appropriate hourly minimum wage is obtained by multiplying the relevant minimum wage in clauses P.5.2(a)–(e) of this schedule by 38 and then dividing the figure obtained by the full-time ordinary hours of work per week.
- (ii) Where the approved training for a part-time traineeship is provided fully off-the-job by a registered training organisation, for example at school or at TAFE, the relevant minimum wage in clauses P.5.2(a)–(e) of this schedule applies to each ordinary hour worked by the trainee.
- (iii) Where the approved training for a part-time traineeship is undertaken solely on-the-job or partly on-the-job and partly off-the-job, the relevant minimum wage in clauses P.5.2(a)–(e) of this schedule minus 20% applies to each ordinary hour worked by the trainee.

P.5.3 Other minimum wage provisions

- (a) An employee who was employed by an employer immediately prior to becoming a trainee with that employer must not suffer a reduction in their minimum wage per week or per hour by virtue of becoming a trainee. Casual loadings will be disregarded when determining whether the employee has suffered a reduction in their minimum wage.
- (b) If a qualification is converted from an AQF Certificate Level II to an AQF Certificate Level III traineeship, or from an AQF Certificate Level III to an AQF Certificate Level IV traineeship, then the trainee must be paid the next highest minimum wage provided in this schedule, where a higher minimum wage is provided for the new AQF certificate level.

P.5.4 Default wage rate

The minimum wage for a trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate level are not allocated to a wage level by Appendix P1 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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