



# STATEMENT

*Fair Work Act 2009*

s.160—Variation of a modern award to remove ambiguity or uncertainty or correct error

## **Variation on the Commission’s own motion – method of adjusting wage-related allowances**

(AM2023/3)

ACTING PRESIDENT HATCHER  
VICE PRESIDENT CATANZARITI  
COMMISSIONER SPENCER

MELBOURNE, 13 FEBRUARY 2023

*Section 160 of the Fair Work Act 2009 (Cth) – proposed variation on Commission’s own motion to remove error or uncertainty – Australian Capital Territory Public Sector Enterprise Award 2016 – State reference public sector and enterprise awards – provisional views – method of adjusting wage-related allowances.*

[1] On 14 October 2022, the Commission issued a statement<sup>1</sup> setting out a draft timetable for the Annual Wage Review 2022-23 (October Statement) which foreshadowed the issuing of a further statement to deal with issues concerning an allowance in the *Australian Capital Territory Public Sector Enterprise Award 2016* (ACTPSE Award)<sup>2</sup> in addition to certain other wage-related allowances in some modern enterprise and State reference public sector awards.<sup>3</sup> The issues to which the October Statement referred concerned an error or uncertainty in the method of adjusting the various wage-related allowances.

[2] Since the issuing of the October Statement, a further potential error has been identified in the standard approach to describing the adjustment of wage-related allowances across modern awards more broadly. As the issues identified concern an ambiguity, error or uncertainty in modern awards, this matter has been commenced on the Commission’s own initiative to deal with each issue pursuant to s 160 of the *Fair Work Act 2009* (Cth) (FW Act).

[3] This statement will first outline the requirements of modern awards in relation to the adjustment of wage-related allowances, then set out each of the issues, along with proposals to address them, in turn.

### *Method of adjusting wage-related allowances*

[4] The requirement for a standardised method of adjustment of wage-related allowances in modern awards was initially outlined in the award modernisation request made on 16 June 2008 by the then Minister for Employment and Workplace Relations, which stated:

“27. The Commission is to ensure that all modern awards include an appropriate method or formula for automatically adjusting relevant allowances when minimum wage rates are adjusted.”<sup>4</sup>

[5] In response, the former Australian Industrial Relations Commission established a standard clause to deal with the adjustment of allowances. In a Decision of 19 December 2008, concerning the making of priority modern awards, the Full Bench stated:

“[74] The consolidated request requires the Commission to include an appropriate method or formula for automatically adjusting relevant allowances when minimum wages are adjusted. The exposure drafts included provisions which expressed allowances as a percentage of a standard rate. This would ensure that where the standard rate was altered allowances were adjusted accordingly. The draft provision applied to all allowances, including those that are expense-related. . .

. . .

[76] The method of adjusting wage-related allowances will be the one in the exposure drafts based on the concept of a fixed percentage of a standard rate. This method renders updating of wage-related allowances unnecessary.”<sup>5</sup>

[6] Section 149 of the FW Act provides for the automatic variation of allowances to coincide with a variation in modern award wages as follows:

#### **149 Automatic variation of allowances**

If a modern award includes allowances that the FWC considers are of a kind that should be varied when wage rates in the award are varied, the award must include terms providing for the automatic variation of those allowances when wage rates in the award are varied.

#### *Allowance in the ACTPSE Award*

[7] The following allowance in the ACTPSE Award has been identified as containing an error:

#### **F.1.2 Overtime allowance**

In place of the provision at subclause 16.7—Payment for overtime, a Correctional Officer grade 4 will be paid an allowance at the rate of 5,492 per annum in lieu of payment for overtime duty; such allowance to be adjusted in accordance with increases to wages based on a percentage of the standard rate as specified.

[8] This allowance has not been adjusted since the award commenced operation on 6 June 2016. The standard rate is defined in Schedule E of the award as follows:

**standard rate** means the minimum hourly pay rate for a General Service Officer level 5 in Table 3 of Schedule A

[9] An error arises in the overtime allowance of the ACTPSE Award specified in clause F.1.2 in that it does not expressly provide for an automatic variation of the allowance because it does not provide that the allowance is a specified percentage of the standard rate. A further error arises because this has meant that there has been no adjustment to the allowance in consequence of the Annual Wage Review (AWR) in previous years. An ambiguity or uncertainty also arises as to how the allowance is to be adjusted where a flat dollar increase is applied to the standard rate in an AWR rather than a percentage increase although, on one view, clause F.1.2 might be read as requiring any such increase to be converted to a percentage of the standard rate and then applied to the allowance.

[10] If the allowance had been adjusted in accordance with increases to minimum wages based on the percentage movements in the standard rate for each AWR since the award commenced, the allowance would have increased to \$6,756.15 in the Annual Wage Review—2021–22.<sup>6</sup>

[11] It is our *provisional view* that, in order to remove the error, ambiguity and uncertainty regarding the adjustment of the allowance in future years, a fixed percentage of 26683.06% of the standard rate should be inserted into the award by amending clause F.1.2 to provide as follows:

#### **F.1.2 Overtime allowance**

In place of the provision at subclause 16.7—Payment for overtime, a Correctional Officer grade 4 will be paid an allowance at the rate of **\$6756.15** per annum in lieu of payment for overtime duty. The amount of this allowance is **26683.06%** of the standard rate and will automatically adjust to reflect this percentage when the standard rate is varied.

#### *Other wage-related allowances in enterprise and State reference public sector awards*

[12] A similar issue has been identified in relation to a number of other wage-related allowances contained in the ACTPSE Award. In these other cases, although the allowances have been adjusted by the same percentage increase applied to minimum wages at each AWR, the awards do not provide that the allowances are a specified percentage of the standard rate. As such, a potential error, ambiguity or uncertainty arises when award minimum wages are to be adjusted by a flat dollar amount and not a percentage.

[13] The same issue has been identified in the following enterprise and State reference public sector awards:

- *Aboriginal Legal Rights Movement Award 2016;*
- *Australian Broadcasting Corporation Enterprise Award 2016;*
- *Airservices Australia Enterprise Award 2016;*
- *Health Professionals, Medical Scientists and Support Services (Victoria) State Reference Public Sector Award 2018;*

- *Nurses and Midwives (Victoria) State Reference Public Sector Award 2015;*
- *Reserve Bank of Australia Award 2016;* and
- *Metropolitan Newspapers (South Australia and Tasmania) Printing Award 2015.*

[14] Each of the awards identified above do not provide fixed percentages of the standard rate as the method for the automatic adjustment of wage-related allowances. The application of a flat dollar increase to wage rates is therefore attended by uncertainty and potential error.

[15] Attachment A identifies the wage-related allowances at issue in both the ACTPSE Award and other enterprise and State reference public sector awards and sets out proposed amendments to remove the error or uncertainty. Each of the proposals inserts a fixed percentage to ensure an automatic adjustment of each allowance occurs when award minimum wages are adjusted. It is our *provisional view* that each of the awards identified should be varied in accordance with the proposals set out in Attachment A.

*Standard wording providing how wage-related allowances are adjusted*

[16] A broader concern has been identified in relation to the wording of a standard provision in modern awards which provides how wage-related allowances are adjusted. Most modern awards take a standard approach to wage-related allowances which can be summarised as follows:

- Wage-related allowances are specified as dollar amounts in the body of the award which are updated in each AWR.
- In a schedule of wage-related allowances these dollar amounts are said to be “*based on the standard rate*” and are specified as a percentage of the standard rate which is updated in each AWR.
- The schedule of wage-related allowances contains a standard provision which describes the adjustment of the allowance as follows:

**Adjustment of wage-related allowances**

Wage-related allowances are adjusted in accordance with increases to wages and are based on a percentage of the standard rate as specified.

[17] The description of wage-related allowances as “*based on a percentage of the standard rate*” may be said to be in error or give rise to ambiguity or uncertainty by obscuring the intention of the AIRC Full Bench and s 149 of the Act requiring modern awards to provide for the “*automatic variation*” of wage-related allowances whenever wage rates are varied. The standard approach to wage-related allowances can be understood as including the dollar amount of an allowance in the award as a matter of convenience to the reader, while the actual adjustment of the amount of the allowance (being a given percentage of the standard rate) occurs automatically when the standard rate is updated in accordance with an AWR.

[18] Commission staff have identified awards which contain the standard wording, or very similar wording, as to the method of adjusting wage-related allowances as is set out above. It is our *provisional view* that each of these awards be varied as follows in order to remedy the concern raised:

#### **Automatic adjustment of wage-related allowances**

The amount of each wage-related allowance is the percentage of the standard rate specified for the allowance and will automatically adjust to reflect this percentage when the standard rate is varied.

[19] Other awards have been identified as containing wage-related allowances but no provision setting out how they are to be adjusted. It is our *provisional view* that the revised standard wording set out above be inserted into each of these awards.<sup>7</sup>

#### **Next steps**

[20] As stated, this matter has been created on the Commission's own initiative under s 160(2)(a) of the Act. A new award variation webpage will be created to publish all documents related to this matter.

[21] A schedule of draft determinations to give effect to the provisional views expressed at paragraphs [11], [15], [18] and [19] will be published alongside this statement. Interested parties are invited to file submissions in response to the draft determinations by **4:00 pm (AEDT) on Tuesday, 28 February 2023**.



ACTING PRESIDENT

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**Attachment A—Proposed variation to wage-related allowances where the method of adjustment may be ambiguous**

Award title	Award ID	Proposed variation
ABORIGINAL LEGAL RIGHTS MOVEMENT AWARD 2016	<a href="#">MA000139</a>	<p><b>16.2 First aid allowance</b></p> <p>An employee who has been trained to render first aid and who is the current holder of an appropriate first aid qualification will be paid an allowance, as follows:</p> <p>(a) Certificate: <b>HLTAID003 Provide First Aid is held—\$8.99</b> per week. <b>This allowance is 1.002% of the standard rate and will automatically adjust to reflect the specified percentage when the standard rate is varied.</b></p> <p>(b) Certificate: <b>HLTAID003 Provide First Aid</b> in remote situations is held—<b>\$11.31</b> per week. <b>This allowance is 1.26% of the standard rate and will automatically adjust to reflect the specified percentage when the standard rate is varied.</b></p> <p>(c) Certificate: <b>HLTSS00027 Occupational First Aid Skill Set</b> is held—<b>\$13.78</b> per week. <b>This allowance is 1.536% of the standard rate and will automatically adjust to reflect the specified percentage when the standard rate is varied.</b></p>
Aboriginal Legal Rights Movement Award 2016	<a href="#">MA000139</a>	<p><b>16.8 Field Officer administration loading</b></p> <p>Where a Field Officer in a regional office occupies a position having responsibilities for the direction and supervision of other staff as well as the administration of a regional office including limited financial delegations and other administrative functions an allowance of <b>\$3097</b> per annum is payable on a pro rata basis. <b>This allowance is 345.10% of the standard rate and will automatically adjust to reflect the specified percentage when the standard rate is varied.</b></p>

Award title	Award ID	Proposed variation						
Aboriginal Legal Rights Movement Award 2016	<a href="#">MA000139</a>	<p><b>19.4 Field Officers hours of duty and callout</b></p> <p>...</p> <p>(e) A Field Officer in a regional office who is required to work callout duty in addition to ordinary hours of work for more than fourteen days in each period of twenty-eight days is entitled to an allowance of <b>\$3077</b> per annum. <b>This allowance is 342.90% of the standard rate and will automatically adjust to reflect the specified percentage when the standard rate is varied.</b></p>						
Australian Broadcasting Corporation Enterprise Award 2016	<a href="#">MA000147</a>	<p><b>3. Definitions and interpretation</b></p> <p><i>To be inserted in alphabetical order</i></p> <p>3.1 In this award, unless the contrary intention appears:</p> <table border="1" data-bbox="826 767 1924 898"> <thead> <tr> <th data-bbox="826 767 1070 815">Term</th> <th data-bbox="1070 767 1720 815">Definition</th> <th data-bbox="1720 767 1924 815">Application</th> </tr> </thead> <tbody> <tr> <td data-bbox="826 815 1070 898">Standard rate</td> <td data-bbox="1070 815 1720 898">means the weekly rate for a Cast actor in clause 59.1</td> <td data-bbox="1720 815 1924 898">Actors stream</td> </tr> </tbody> </table>	Term	Definition	Application	Standard rate	means the weekly rate for a Cast actor in clause 59.1	Actors stream
Term	Definition	Application						
Standard rate	means the weekly rate for a Cast actor in clause 59.1	Actors stream						
Australian Broadcasting Corporation Enterprise Award 2016	<a href="#">MA000147</a>	<p><b>63.2 Auditions and interviews</b></p> <p>...</p> <p>(b) A performer called by the ABC for an audition is entitled to a minimum rate of pay of \$25.10 per hour or part thereof, with a minimum payment of one hour. The artist will be deemed to have commenced the audition at the time of the artist’s call or the artist’s arrival time, whichever is the later. <b>This payment is 2.298% of the standard rate and will automatically adjust to reflect the specified percentage when the standard rate is varied.</b></p>						

Award title	Award ID	Proposed variation																		
Australian Broadcasting Corporation Enterprise Award 2016	<a href="#">MA000147</a>	<p><b>70. Payment while travelling</b> ...</p> <p><b>70.2</b> Where the artist is required to travel within Australia on a day that he or she is not required to work, the artist must be paid:</p> <p>(a) a fee of \$57.07 where travel time is less than four hours. <b>This fee is 5.224% of the standard rate and will automatically adjust to reflect the specified percentage when the standard rate is varied;</b></p> <p>(b) the artist’s daily BNF where travel time exceeds four hours.</p> <p>(c) For the purpose of this subclause travelling time must be calculated from the time the artist is required to report to (or is returned to) the transport terminal in his or her home town to the time the artist arrives at (or leaves from) his or her place of accommodation.</p>																		
Airservices Australia Enterprise Award 2016	<a href="#">MA000141</a>	<p><i>Inserting a row at the end of the table appearing in clause C.1 as follows:</i></p> <table border="1" data-bbox="712 922 1989 1177"> <thead> <tr> <th data-bbox="712 922 965 1007">Allowance</th> <th data-bbox="965 922 1115 1007">Clause</th> <th data-bbox="1115 922 1285 1007">Payable</th> <th data-bbox="1285 922 1608 1007">Description</th> <th data-bbox="1608 922 1832 1007">% of the standard rate</th> <th data-bbox="1832 922 1989 1007">\$</th> </tr> </thead> <tbody> <tr> <td data-bbox="712 1007 965 1054"></td> <td data-bbox="965 1007 1115 1054"></td> <td data-bbox="1115 1007 1285 1054"></td> <td data-bbox="1285 1007 1608 1054"></td> <td data-bbox="1608 1007 1832 1054"></td> <td data-bbox="1832 1007 1989 1054"></td> </tr> <tr> <td data-bbox="712 1054 965 1177">Restriction duty</td> <td data-bbox="965 1054 1115 1177">17.9(b)</td> <td data-bbox="1115 1054 1285 1177">hourly</td> <td data-bbox="1285 1054 1608 1177">Available to perform extra duty outside ordinary hours</td> <td data-bbox="1608 1054 1832 1177">0.321</td> <td data-bbox="1832 1054 1989 1177">3.28</td> </tr> </tbody> </table>	Allowance	Clause	Payable	Description	% of the standard rate	\$							Restriction duty	17.9(b)	hourly	Available to perform extra duty outside ordinary hours	0.321	3.28
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Australian Capital Territory Public Sector Enterprise Award 2016	<a href="#">MA000146</a>	<p data-bbox="710 280 1648 316"><i>Renumbering the current B.1.3 as B.1.4 and inserting a new clause B.1.3</i></p> <p data-bbox="710 357 1386 392"><b>B.1.3 Table 3—Other Wage Related Allowances</b></p> <table border="1" data-bbox="810 392 1964 1279"> <thead> <tr> <th data-bbox="822 400 1205 512">Allowance</th> <th data-bbox="1205 400 1361 512">Clause</th> <th data-bbox="1361 400 1547 512">Rate of allowance \$</th> <th data-bbox="1547 400 1774 512">% of standard rate</th> <th data-bbox="1774 400 1964 512">Frequency</th> </tr> </thead> <tbody> <tr> <td data-bbox="822 512 1205 560">First aid—basic level</td> <td data-bbox="1205 512 1361 560">12.17</td> <td data-bbox="1361 512 1547 560">13.47</td> <td data-bbox="1547 512 1774 560">53.2</td> <td data-bbox="1774 512 1964 560">Per week</td> </tr> <tr> <td data-bbox="822 560 1205 608">First aid—advanced level</td> <td data-bbox="1205 560 1361 608">12.17</td> <td data-bbox="1361 560 1547 608">16.77</td> <td data-bbox="1547 560 1774 608">66.23</td> <td data-bbox="1774 560 1964 608">Per week</td> </tr> <tr> <td data-bbox="822 608 1205 687">First aid—Occupational or Specialist Level</td> <td data-bbox="1205 608 1361 687">12.17</td> <td data-bbox="1361 608 1547 687">20.30</td> <td data-bbox="1547 608 1774 687">80.17</td> <td data-bbox="1774 608 1964 687">Per week</td> </tr> <tr> <td data-bbox="822 687 1205 767">Community language— CLA Rate 1</td> <td data-bbox="1205 687 1361 767">12.18(a)</td> <td data-bbox="1361 687 1547 767">23.05</td> <td data-bbox="1547 687 1774 767">91.03</td> <td data-bbox="1774 687 1964 767">Per week</td> </tr> <tr> <td data-bbox="822 767 1205 847">Community language— CLA Rate 2</td> <td data-bbox="1205 767 1361 847">12.18(a)</td> <td data-bbox="1361 767 1547 847">46.12</td> <td data-bbox="1547 767 1774 847">182.15</td> <td data-bbox="1774 767 1964 847">Per week</td> </tr> <tr> <td data-bbox="822 847 1205 895">Pest inspection certificate</td> <td data-bbox="1205 847 1361 895">12.19</td> <td data-bbox="1361 847 1547 895">5.25</td> <td data-bbox="1547 847 1774 895">20.73</td> <td data-bbox="1774 847 1964 895">Per week</td> </tr> <tr> <td data-bbox="822 895 1205 975">Electrical trades employee – licence allowance</td> <td data-bbox="1205 895 1361 975">12.20</td> <td data-bbox="1361 895 1547 975">28.81</td> <td data-bbox="1547 895 1774 975">113.80</td> <td data-bbox="1774 895 1964 975">Per week</td> </tr> <tr> <td data-bbox="822 975 1205 1054">Plumber’s licence allowance</td> <td data-bbox="1205 975 1361 1054">12.21</td> <td data-bbox="1361 975 1547 1054">37.78</td> <td data-bbox="1547 975 1774 1054">149.20</td> <td data-bbox="1774 975 1964 1054">Per week</td> </tr> <tr> <td data-bbox="822 1054 1205 1134">Construction Industry Allowance</td> <td data-bbox="1205 1054 1361 1134">12.24(a)</td> <td data-bbox="1361 1054 1547 1134">36.16</td> <td data-bbox="1547 1054 1774 1134">142.80</td> <td data-bbox="1774 1054 1964 1134">Per week</td> </tr> <tr> <td data-bbox="822 1134 1205 1214">Plumbing tradespeople – disability allowance</td> <td data-bbox="1205 1134 1361 1214">12.25(a)</td> <td data-bbox="1361 1134 1547 1214">27.16</td> <td data-bbox="1547 1134 1774 1214">107.27</td> <td data-bbox="1774 1134 1964 1214">Per week</td> </tr> <tr> <td data-bbox="822 1214 1205 1279">Compute quantities</td> <td data-bbox="1205 1214 1361 1279">12.27</td> <td data-bbox="1361 1214 1547 1279">5.93</td> <td data-bbox="1547 1214 1774 1279">23.42</td> <td data-bbox="1774 1214 1964 1279">Per day</td> </tr> </tbody> </table>	Allowance	Clause	Rate of allowance \$	% of standard rate	Frequency	First aid—basic level	12.17	13.47	53.2	Per week	First aid—advanced level	12.17	16.77	66.23	Per week	First aid—Occupational or Specialist Level	12.17	20.30	80.17	Per week	Community language— CLA Rate 1	12.18(a)	23.05	91.03	Per week	Community language— CLA Rate 2	12.18(a)	46.12	182.15	Per week	Pest inspection certificate	12.19	5.25	20.73	Per week	Electrical trades employee – licence allowance	12.20	28.81	113.80	Per week	Plumber’s licence allowance	12.21	37.78	149.20	Per week	Construction Industry Allowance	12.24(a)	36.16	142.80	Per week	Plumbing tradespeople – disability allowance	12.25(a)	27.16	107.27	Per week	Compute quantities	12.27	5.93	23.42	Per day
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Award title	Award ID	Proposed variation					
			Plant operator - sideling allowance	12.28	0.43	1.7	Per hour
			Senior plant operator	12.29	19.37	76.5	Per week
			Plant operator - Kerrick cleaner	12.30	3.23	12.76	Per day
			Diamond driller	12.31	6.06	23.93	Per week
			Pest Control Unit	12.32	13.32	52.6	Per week
			Gardener in charge	12.33	8.71	34.4	Per week
			On-call—per night	16.11.3	13.01	51.40	Per night
			On-call—when on call for day and a night	16.11.3	32.70	129.15	Per occasion
			Close call—per night	16.11.4	26.02	102.76	Per night
			Close call— when on close call for day and a night	16.11.4	65.43	258.40	Per occasion
Australian Capital Territory Public Sector Enterprise Award 2016	<a href="#">MA000146</a>	<p><b>F.1.2 Overtime allowance</b></p> <p>In place of the provision at subclause 16.7—Payment for overtime, a Correctional Officer grade 4 will be paid an allowance at the rate of 5,492 <del>5,492</del> <b>\$6756.15</b> per annum in lieu of payment for overtime duty; <del>such allowance to be adjusted in accordance with increases to wages based on a percentage of the standard rate as specified. This allowance is 26683.04% of the standard rate and will automatically adjust to reflect the specified percentage when the standard rate is varied.</del></p>					
Australian Capital Territory Public Sector Enterprise Award 2016	<a href="#">MA000146</a>	<p><b>F.4.2 Special education allowance</b></p> <p>A School Assistant employed in a Special School, or employed to assist a teacher or teachers with an individual special education student or students, or in a designated special</p>					

Award title	Award ID	Proposed variation
		<p>education class, <del>shall be is</del> paid an allowance of <b>\$1112.08</b> per annum.; <del>such an allowance to adjusted in accordance with increases to wages based on a percentage of the standard rate as specified.</del> <b>This allowance is 4392.10% of the standard rate and will automatically adjust to reflect the specified percentage when the standard rate is varied.</b></p>
<p>Health Professionals, Medical Scientists and Support Services (Victoria) State Reference Public Sector Award 2018</p>	<p><a href="#">MA000157</a></p>	<p><b>12.2 Minimum weekly wages for HASA Employees (Schedule A)</b></p> <p><b>(a) Food Services, General Services &amp; Technical, Clinical and Personal Care</b></p> <p><b>(i)</b> For the purpose of determining the ordinary time rate of pay for employees classified in clause 12.2(a), the following amounts shall be added to the prescribed rates:</p> <ul style="list-style-type: none"> <li>• After one year’s experience: <b>\$5.77</b>—<b>this allowance is 0.612% of the standard rate and will automatically adjust to reflect the specified percentage when the standard rate is varied.</b></li> <li>• After two years’ experience: <b>\$11.92</b>—<b>this allowance is 1.265% of the standard rate and will automatically adjust to reflect the specified percentage when the standard rate is varied.</b></li> </ul> <p><b>(ii)</b> For the purpose of determining the ordinary time rate of pay for employees classified in this clause and who have successfully completed an apprenticeship in any state or territory of Australia or have been issued with a Tradespersons Certificate under the <i>Industrial Training Act 1975</i> (Vic), the following amounts shall be added to the prescribed rates:</p> <ul style="list-style-type: none"> <li>• After one year’s experience: <b>\$8.37</b>—<b>this allowane is 0.888% of the standard rate and will automatically adjust to reflect the specified percentage when the standard rate is varied.</b></li> </ul>

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		<ul style="list-style-type: none"> <li>• After two years' experience: <b>\$15.17</b>—this allowance is 1.61% of the standard rate and will automatically adjust to reflect the specified percentage when the standard rate is varied.</li> </ul> <p><b>(b) Dental Technicians</b></p> <p><b>(i) Experience payment</b></p> <p>All dental technicians <del>shall be</del> are entitled to experience pay <del>of</del> as follows:</p> <ul style="list-style-type: none"> <li>• <b>\$9.73</b> per week during the second year of experience as a dental technician—this allowance is 1.033% of the standard rate and will automatically adjust to reflect the specified percentage when the standard rate is varied; and</li> <li>• <b>\$23.33</b> per week during the third and subsequent years of experience as a licensed dental technician—this allowance is 2.476% of the standard rate and will automatically adjust to reflect the specified percentage when the standard rate is varied.</li> </ul>
Health Professionals, Medical Scientists and Support Services (Victoria) State Reference Public Sector Award 2018	<a href="#">MA000157</a>	<p><b>12.2 Minimum weekly wages for HASA Employees (Schedule A)</b></p> <p>...</p> <p><b>(d) Dental Nurses</b></p> <p>...</p> <p><b>(i) Experience payments</b></p> <ul style="list-style-type: none"> <li>• With the exception of employees classified as dental nurse level I and dental nurse level II, all dental nurses shall be entitled to experience pay of <b>\$5.94</b> per week during the second year of experience as a dental nurse—this allowance is 0.63% of the standard rate and will automatically adjust to reflect the specified percentage when the standard rate is varied; and</li> </ul>

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		<ul style="list-style-type: none"> <li>\$12.32 per week during the third and subsequent years of experience as a dental nurse—this allowance is 1.308% of the standard rate and will automatically adjust to reflect the specified percentage when the standard rate is varied.</li> </ul>																											
Health Professionals, Medical Scientists and Support Services (Victoria) State Reference Public Sector Award 2018	<a href="#">MA000157</a>	<p><b>13.8 Qualified interpreters – HASA Employees only</b>                      ...                      (b) <b>Interpreter/Translator Grade 1 (NAATI Accreditation level 2)</b></p> <table border="1" data-bbox="810 549 1585 711"> <thead> <tr> <th></th> <th>Per week \$</th> <th>% of standard rate</th> </tr> </thead> <tbody> <tr> <td>In their second year</td> <td>8.84</td> <td>0.938</td> </tr> <tr> <td>In their third year</td> <td>30.69</td> <td>3.257</td> </tr> <tr> <td>In their fourth year</td> <td>52.90</td> <td>5.615</td> </tr> </tbody> </table> <p>(c) <b>Interpreter/Translator Grade 2 (NAATI Accreditation Level 3)</b></p> <table border="1" data-bbox="810 766 1585 970"> <thead> <tr> <th></th> <th>Per week \$</th> <th>% of standard rate</th> </tr> </thead> <tbody> <tr> <td>In their first year</td> <td>86.90</td> <td>9.223</td> </tr> <tr> <td>In their second year</td> <td>110.84</td> <td>11.764</td> </tr> <tr> <td>In their third year</td> <td>135.02</td> <td>14.33</td> </tr> <tr> <td>In their fourth year</td> <td>160.24</td> <td>17.007</td> </tr> </tbody> </table>		Per week \$	% of standard rate	In their second year	8.84	0.938	In their third year	30.69	3.257	In their fourth year	52.90	5.615		Per week \$	% of standard rate	In their first year	86.90	9.223	In their second year	110.84	11.764	In their third year	135.02	14.33	In their fourth year	160.24	17.007
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Metropolitan Newspapers (South Australia and Tasmania) Printing Award 2015	<a href="#">MA000130</a>	<p><b>21.7 Motor</b>                      ...                      (c) A motor driver subject to the provisions of clause 21.7(b) <del>shall</del> will be reimbursed by their employer the reasonable cost of hotel accommodation and meals, unless the employer arranges and meets the cost-of <del>such</del> these expenses, and <del>shall</del> will be paid in addition to all other payments due to them under this award an amount of \$1.26 for each stop made for rest as prescribed by clause 21.7(b). This allowance is 0.134% of the standard rate and will automatically adjust to reflect the specified percentage when the standard rate is varied.</p>																											

<p>Nurses and Midwives (Victoria) State Reference Public Sector Award 2015</p>	<p><a href="#">MA000125</a></p>	<p><b>14.8 Qualified interpreters (EN only)</b></p> <p>(a) In addition to any amount payable under the salary and allowance clauses of this award, any person employed as an interpreter (qualified) and who is accredited by the National Accreditation Authority for Translators and Interpreters (NAATI) <del>shall</del><b>will</b> receive the following additional payment per week:</p> <p>(i) Interpreter/Translator Grade 1 (NAATI Accreditation Level 2)</p> <table border="0"> <thead> <tr> <th></th> <th style="text-align: right;"><b>\$ per week</b></th> <th style="text-align: right;"><b>% of standard rate</b></th> </tr> </thead> <tbody> <tr> <td>In their second year</td> <td style="text-align: right;">10.44</td> <td style="text-align: right;">1.09</td> </tr> <tr> <td>In their third year</td> <td style="text-align: right;">36.42</td> <td style="text-align: right;">3.802</td> </tr> <tr> <td>In their fourth year</td> <td style="text-align: right;">66.76</td> <td style="text-align: right;">6.969</td> </tr> </tbody> </table> <p>(ii) Interpreter/Translator Grade 2 (NAATI Accreditation Level 3)</p> <table border="0"> <thead> <tr> <th></th> <th style="text-align: right;"><b>\$ per week</b></th> <th style="text-align: right;"><b>% of standard rate</b></th> </tr> </thead> <tbody> <tr> <td>In their first year</td> <td style="text-align: right;">101.56</td> <td style="text-align: right;">10.602</td> </tr> <tr> <td>In their second year</td> <td style="text-align: right;">131.33</td> <td style="text-align: right;">13.71</td> </tr> <tr> <td>In their third year</td> <td style="text-align: right;">159.91</td> <td style="text-align: right;">16.694</td> </tr> <tr> <td>In their fourth year</td> <td style="text-align: right;">188.35</td> <td style="text-align: right;">19.663</td> </tr> </tbody> </table> <p>• <b>(b) Occasional interpreting</b></p> <p>An employee not employed as a full interpreter who is required to perform interpreting duties <del>shall</del><b>will</b> receive an additional:</p> <ul style="list-style-type: none"> <li>• <b>\$1.00</b> on each occasion—<del>this allowance 0.104% of the standard rate and will automatically adjust to reflect the specified percentage when the standard rate is varied,</del> with;</li> <li>• a maximum payment of <b>\$12.50</b> per week—<del>this allowance is 1.305% of the standard rate and will automatically adjust to reflect the specified percentage when the standard rate is varied.</del></li> </ul>		<b>\$ per week</b>	<b>% of standard rate</b>	In their second year	10.44	1.09	In their third year	36.42	3.802	In their fourth year	66.76	6.969		<b>\$ per week</b>	<b>% of standard rate</b>	In their first year	101.56	10.602	In their second year	131.33	13.71	In their third year	159.91	16.694	In their fourth year	188.35	19.663
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Award title	Award ID	Proposed variation									
		(c) <del>The amounts in 14.8(a) and (b) will be adjusted in accordance with the percentage movements in the weekly wage rates in Schedule A.</del>									
Reserve Bank of Australia Award 2016	<a href="#">MA000140</a>	<p><b>2 Definitions</b></p> <p><b>standard rate</b> means the minimum rate paid per annum for a level 2 employee in clause 13.3.</p> <p><b>14.3 On-call allowance</b></p> <p>(a) An Employee who has been instructed prior to ceasing duty that attendance for extra duty may be required some time before the Employee’s next ordinary time of commencing duty, is deemed to be on-call and is entitled to receive an allowance as follows:</p> <table border="1" data-bbox="869 703 1980 903"> <thead> <tr> <th></th> <th>\$ per day (or part thereof)</th> <th>% of standard rate</th> </tr> </thead> <tbody> <tr> <td>On normal working day</td> <td>21.41</td> <td>0.04301</td> </tr> <tr> <td>On Saturdays, Sundays and Public Holidays</td> <td>43.20</td> <td>0.08679</td> </tr> </tbody> </table> <p>(b) The rates of payment are adjusted in line with percentage salary movements in this award.</p>		\$ per day (or part thereof)	% of standard rate	On normal working day	21.41	0.04301	On Saturdays, Sundays and Public Holidays	43.20	0.08679
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<sup>1</sup> [\[2022\] FWC 2756](#)

<sup>2</sup> MA000146

<sup>3</sup> [\[2022\] FWC 2756](#) at [4]

<sup>4</sup> Consolidated Minister’s request, 9 November 2009

<sup>5</sup> [\[2008\] AIRCFB 1000](#) at [74]-[76]

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<sup>6</sup> Percentage increase applied in 2015-26: 2.4%, 2016-17: 3.3%, 2017-18: 3.5%, 2018-19: 3%, 2019-20: 1.75%, 2020-21: 2.5% and in 2021-22: 4.6%.

<sup>7</sup> Except for the Aged Care Award 2010, Children's Services Award 2010 and Social, Community, Home Care and Disability Services Industry Award 2010. Instead, the revised standard wording will be inserted in the Allowances Sheets.