

PAY SCALE SUMMARY

derived from the

National Training Wage Award 2000 [AP790899 – Fed]

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This pay scale summary was developed by the Workplace Authority and is derived from the above award as it was on 26 March 2006 as adjusted by the Australian Fair Pay Commission. This summary incorporates increases determined by the Australian Fair Pay Commission with effect commencing from the employee's first pay period on or after the 1 October 2008.

Enquiries about the application of the Australian Fair Pay Commission's decision should be referred to the Workplace Infoline on **1300 363 264**.



Australian Government
Workplace Authority

Coverage

This pay scale summary applies to persons:

- who are undertaking a Traineeship (as defined); and
- who are employed by an employer covered by this pay scale summary or employed by a member of an employer organisation covered by this pay scale summary; and
- whose employment is, or otherwise would be, covered by a pay scale summary which also binds the employer or an organisation of which the employer is a member.

This pay scale summary only applies to AQF IV traineeships when the AQF III traineeship in the training package is listed in Schedule C of the pre-reform award.

This pay scale summary has a number of exclusions, including:

- the apprenticeship system or any training programme which applies to the same occupation and achieves essentially the same training outcome as an existing apprenticeship in an award as at 25 June 1997 or in a pay scale summary that bind the employer; and
- any certificate IV training qualification that is an extension of the competencies acquired under a certificate III qualification which is excluded from this pay scale summary due to the operation of this provision.

Employers are covered by this pay scale summary through individual citation, by being a member of one of the listed employer organisations or through transmission of business.

This pay scale summary applies in all Australian states. In addition, this pay scale summary has common rule application in the Australian Capital Territory and the Northern Territory, which

means that all employers that fall within the industry description are bound by its terms (subject to exclusions).

For detail of the coverage provisions see the 26 March 2006 version of the award.

Full-time Trainees

These rates are derived from a 38 hour week. Where the ordinary full time weekly hours prescribed in the industrial instrument which covers the trainee are not 38, the appropriate hourly rate is obtained by multiplying the rate in the following tables by 38 and then dividing by the ordinary full time weekly hours that are prescribed in the industrial instrument which covers the trainee.

Wage/Skill Level A

Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Wage/Skill Level A.

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
School leaver	\$5.05 (50%)*	\$6.31 (33%)	
	\$5.90 (33%)	\$7.08 (25%)	
	\$6.45	\$7.08	\$8.51
Plus 1 year out of school	\$7.08	\$8.51	\$9.88
Plus 2 years	\$8.51	\$9.88	\$11.51
Plus 3 years	\$9.88	\$11.51	\$13.18
Plus 4 years	\$11.51	\$13.18	
Plus 5 or more years	\$13.18		

Wage/Skill Level B

Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Wage/Skill Level B.

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
School leaver	\$5.05 (50%)*	\$6.31 (33%)	
	\$5.90 (33%)	\$7.08 (25%)	
	\$6.45	\$7.08	\$8.26
Plus 1 year out of school	\$7.08	\$8.26	\$9.48
Plus 2 years	\$8.26	\$9.48	\$11.15
Plus 3 years	\$9.48	\$11.15	\$12.71
Plus 4 years	\$11.15	\$12.71	
Plus 5 or more years	\$12.71		

Wage/Skill Level C

Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Wage/Skill Level C.

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
School leaver	\$5.05 (50%)*	\$6.31 (33%)	
	\$5.90 (33%)	\$7.08 (25%)	
	\$6.45	\$7.08	\$8.20
Plus 1 year out of school	\$7.08	\$8.20	\$9.20
Plus 2 years	\$8.20	\$9.20	\$10.30
Plus 3 years	\$9.20	\$10.30	\$11.52
Plus 4 years	\$10.30	\$11.52	
Plus 5 or more years	\$11.52		

- * Figures in brackets indicate the average proportion of time spent in approved training to which the associated basic periodic rate of pay is applicable. Where not specifically indicated the average proportion of time spent in structured training which has been taken into account in setting the rate is 20 per cent.

School based traineeships

	Year of schooling	
	Year 11	Year 12
School based traineeships in Wage/Skill Levels A, B and C	\$6.45	\$7.08

Wage Rates for Certificate IV Traineeships

A trainee who is undertaking an AQF IV traineeship shall receive the relevant wage rate for AQF III trainees at Wage Levels A, B or C as applicable with the addition of 3.8 per cent of that wage rate.

An adult trainee who is undertaking a traineeship for an AQF IV qualification shall receive the following basic periodic rates of pay as applicable based on the allocation of AQF III qualifications:

	First Year of Traineeship	Second Year of Traineeship
Wage/Skill Level A	\$13.68	\$14.20
Wage/Skill Level B	\$13.19	\$13.69
Wage/Skill Level C	\$11.96	\$12.41

Part-time Traineeships

Wages

The tables set out below are the basic periodic rates of pay where the training is either fully off-the-job or where 20 per cent of time is spent in approved training. These rates are derived from a 38 hour week. Where the ordinary full time weekly hours prescribed in the industrial instrument which covers the trainee are not 38, the appropriate hourly rate is obtained by multiplying the rate in the following tables by 38 and then dividing by the ordinary full time weekly hours that are prescribed in the industrial instrument which covers the trainee.

Table 1: Trainees who have left school (\$ per hour)

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
Wage/Skill Level A			
School Leaver	\$8.06	\$8.85	\$10.64
Plus 1 year out of school	\$8.85	\$10.64	\$12.35
Plus 2 years	\$10.64	\$12.35	\$14.39
Plus 3 years	\$12.35	\$14.39	\$16.48
Plus 4 years	\$14.39	\$16.48	
Plus 5 or more years	\$16.48		
Wage/Skill Level B			
School Leaver	\$8.06	\$8.85	\$10.33
Plus 1 year out of school	\$8.85	\$10.33	\$11.85
Plus 2 years	\$10.33	\$11.85	\$13.94
Plus 3 years	\$11.85	\$13.94	\$15.89
Plus 4 years	\$13.94	\$15.89	
Plus 5 or more years	\$15.89		
Wage/Skill Level C			
School Leaver	\$8.06	\$8.85	\$10.25
Plus 1 year out of school	\$8.85	\$10.25	\$11.50
Plus 2 years	\$10.25	\$11.50	\$12.88
Plus 3 years	\$11.50	\$12.88	\$14.40
Plus 4 years	\$12.88	\$14.40	
Plus 5 or more years	\$14.40		

Table 2: School based traineeships (\$ per hour)

	Year of Schooling	
	Year 11	Year 12
Wage/Skill Levels A, B and C	\$8.06	\$8.85
20% Loading*	\$9.67	\$10.62

* The 20 per cent loading basic periodic rates of pay for Years 11 and 12 are 20 per cent higher than the Year 11 and 12 rates for Wage/Skill Levels A, B and C. These rates apply where the trainee has agreed to be paid an additional 20 per cent loading on all ordinary hours in lieu of annual leave, sick leave, personal leave and public holidays. Where a trainee is called to work on a public holiday the provisions of the relevant award still apply.

Table 3: Basic periodic rates of pay for part-time Certificate IV traineeships (\$ per hour):

Trainees undertaking a part time AQF IV traineeship shall receive the relevant hourly rate for AQF III trainees at Wage Levels A, B or C as applicable under Table 1 or 2 with the addition of 3.8 per cent of that wage rate.

An adult trainee who is undertaking a part time traineeship for an AQF IV qualification shall receive the following basic periodic rates of pay as applicable based on the allocation of AQF III qualifications:

	First Year of Traineeship	Second Year of Traineeship
Wage/Skill Level A	\$17.11	\$17.76
Wage/Skill Level B	\$16.49	\$17.12
Wage/Skill Level C	\$14.95	\$15.52

Other information – Trainees

These rates only apply to AQF IV Traineeships when the AQF III Traineeship in the Training Package is listed in the pay scale summary. Further, the rates do not apply to any certificate IV training qualification that is an extension of the competencies acquired under a certificate III qualification, which is excluded due to the operation of this provision.

Trainees shall be permitted to be absent from work without loss of continuity of employment and/or wages to attend the approved training.

Where a person was employed by an employer immediately prior to becoming an adult trainee with that employer, such person shall not suffer a reduction in the rate of pay by virtue of becoming a trainee.

Part-time traineeships

The hours for which payment shall be made to part-time trainees are determined as follows:

- Where the approved training for a traineeship (including a school based traineeship) is provided off-the-job by a registered training organisation, for example at school or at TAFE, these rates shall apply only to the total hours worked by the part time trainee on-the-job;
- Where the approved training is undertaken solely on-the-job, and the average proportion of time to be spent in approved training is 20% (i.e. the same as for the equivalent full time traineeship), then the total hours on-the-job shall be multiplied by the applicable hourly rate, and then 20 per cent shall be deducted;
- Where the approved training is partly on-the-job and partly off-the-job, and the average proportion of time to be spent in approved training is 20% (i.e. the same as for the equivalent full time traineeship), then the total of all hours spent in work and training shall be multiplied by the applicable hourly rate, and then 20 per cent shall be deducted.

For Traineeships not covered by the rates above, the formula for calculation of wage rates shall apply as set out in the pay scale summary (see clause 14.4 of the pre-reform award).

Pay Scale Summary – Background

This summary sets out basic classification wages, and associated provisions, derived from the 26 March 2006 version of the award. Other conditions of employment (including allowances, penalties and loadings) may be contained in an award, workplace agreement, contract of employment, or Notional Agreement Preserving State Awards.

Demonstrated compliance with the details published in this pay scale summary by an employer bound to observe the provisions of the equivalent preserved Australian Pay and Classification Scale (pay scale) will be deemed by the Workplace Ombudsman as satisfying the employer's obligations under the pay scale, provided that the employee is correctly classified and paid for each hour worked in accordance with the pay scale. The keeping of time and wages records and the issuing of payslips is required by law and will be needed to demonstrate to the Workplace Ombudsman compliance with the pay scale.

This pay scale summary provides information about the effect of Australian Fair Pay Commission decisions. Any questions concerning this summary, or the entitlements of employees under the pay scale or the related award should be directed to the Workplace Infoline on 1300 363 264.

Transitional Arrangements

Despite the coverage provisions of the pay scale, an employee or employer may not be covered by the pay scale while the employee or employer is covered by one of the following:

- a pre-reform federal certified agreement
- a pre-reform federal Australian Workplace Agreement
- an individual or collective preserved State agreement
- a transitional award (for employers in the federal system not covered by the 26 March 2006 workplace reforms, these will apply for up to 5 years from 27 March 2006).

If you require assistance with any provisions of this pay scale summary please call the Workplace Infoline on 1300 363 264.

Disclaimer

By agreeing to use this summary of information, the user agrees:

- that the Commonwealth of Australia does not give any guarantee, undertaking or warranty whatsoever in relation to the summary, including in relation to the accuracy, completeness or currency of the summary; and
- to indemnify and hold harmless the Commonwealth from and against any loss or liability suffered by a user or a third party, arising out of the provision of the information, howsoever caused, including due to the negligence of the Commonwealth.