



Minimum Conditions of Employment - Apprenticeship and Traineeship Summary

*Effective from the commencement of the first pay period on or after **1 October 2009**.*

Important!

Before applying these wage rates, please ensure that the employee is not covered by an award or agreement. Phone **Wageline on 1300 655 266** for more information.

Wage rates for apprentices

The following rates of pay are applicable to award-free apprentices registered with the Department of Education and Training:

Four year term

Year of apprenticeship	Total rate per week
First year	\$278.67
Second year	\$364.93
Third year	\$497.63
Fourth year	\$583.88

Three and a half year term

Year of apprenticeship	Total rate per week
First six months	\$278.67
Next year	\$364.93
Next year	\$497.63
Final year	\$583.88

Three year term

Year of apprenticeship	Total rate per week
First year	\$364.93
Second year	\$497.63
Third year	\$583.88

Wage rate for adult apprentices

An award-free apprentice who has reached 21 years of age is entitled to a minimum of **\$497.60** per week.

Wage rates for full time trainees

The following rates of pay are applicable to award-free full time trainees registered with the Department of Education and Training:

Industry / Skill Level A

	Year 10	Year 11	Year 12
School Leaver	\$195.00	\$233.00	\$287.00
Plus 1 year out of school	\$233.00	\$287.00	\$332.00
Plus 2 years	\$287.00	\$332.00	\$388.00
Plus 3 years	\$332.00	\$388.00	\$444.00
Plus 4 years	\$388.00	\$444.00	
Plus 5 years or more	\$444.00		

Industry / Skill Level B

	Year 10	Year 11	Year 12
School Leaver	\$195.00	\$233.00	\$278.00
Plus 1 year out of school	\$233.00	\$278.00	\$317.00
Plus 2 years	\$278.00	\$317.00	\$373.00
Plus 3 years	\$317.00	\$373.00	\$426.00
Plus 4 years	\$373.00	\$426.00	
Plus 5 years or more	\$426.00		

Industry / Skill Level C

	Year 10	Year 11	Year 12
School Leaver	\$195.00	\$233.00	\$269.00
Plus 1 year out of school	\$233.00	\$269.00	\$302.00
Plus 2 years	\$269.00	\$302.00	\$340.00
Plus 3 years	\$302.00	\$340.00	\$381.00
Plus 4 years	\$340.00	\$381.00	
Plus 5 years or more	\$381.00		

Australian Qualification Framework (AQF)

Employees undertaking an AQF4 traineeship shall receive the relevant minimum weekly wage rate for AQF3 trainees at Industry / Skill Levels A, B, and C as applicable, with the addition of **3.8 per cent** of that wage rate.

Part time and school based trainees

The following rates of pay are applicable to award-free part time and school based trainees who are registered with the Department of Education and Training:

Industry / Skill Level A

	Year 10	Year 11	Year 12
School Leaver	\$6.41	\$7.66	\$9.44
Plus 1 year out of school	\$7.66	\$9.44	\$10.92
Plus 2 years	\$9.44	\$10.92	\$12.76
Plus 3 years	\$10.92	\$12.76	\$14.61
Plus 4 years	\$12.76	\$14.61	
Plus 5 years or more	\$14.61		

Industry / Skill Level B

	Year 10	Year 11	Year 12
School Leaver	\$6.41	\$7.66	\$9.14
Plus 1 year out of school	\$7.66	\$9.14	\$10.43
Plus 2 years	\$9.14	\$10.43	\$12.27
Plus 3 years	\$10.43	\$12.27	\$14.01
Plus 4 years	\$12.27	\$14.01	
Plus 5 years or more	\$14.01		

Industry / Skill Level C

	Year 10	Year 11	Year 12
School Leaver	\$6.41	\$7.66	\$8.85
Plus 1 year out of school	\$7.66	\$8.85	\$9.93
Plus 2 years	\$8.85	\$9.93	\$11.18
Plus 3 years	\$9.93	\$11.18	\$12.53
Plus 4 years	\$11.18	\$12.53	
Plus 5 years or more	\$12.53		

Adult Trainees

An award-free trainee who has reached 21 years of age is entitled to the following weekly rates of pay:

Industry/Skill Level	Weekly wage rate
A	\$444.00
B	\$426.00
C	\$381.00

Industry / skill level A

Traineeship Title	Certificate Level
Administration/Business Services	
Business	II, III & IV
Business Administration	III & IV
Business Equipment Servicing	II
Human Resources	IV
Legal Administration	III & IV
Local Government	II & III
Local Government Administration	IV
Marketing	IV
Medical Administration	III
Recordkeeping	III & IV
Beauty	
Beauty Services	III
Beauty Therapy	IV
Civil Construction	
Bituminous Surfacing	II & III
Bridge Construction and Maintenance	III
Civil and Structural Engineering Draftsperson	Diploma
Civil Construction Designer	Diploma
Civil Construction for Entry Level Indigenous Workers	I
Civil Construction Manager	Diploma
Civil Construction Senior Designer	Advanced Diploma
Civil Construction Senior Manager	Advanced Diploma
Civil Construction Supervisor	IV
Foundation Work	III
Pipelaying	III
Plant Operations	III
Railway Construction and Maintenance	III
Road Construction and Maintenance	III
Trenchless Technology	III
Tunnel Construction	III
Community Services and Health	
Aboriginal and Islander Education Worker	III & IV
Aboriginal Child Care Work	III
Aboriginal Environmental Health	II & III
Aged Care Worker	III & IV
Allied Health Assistance	III & IV
Before and After School Care Supervisor	Diploma
Bi-Lingual/Bi-Cultural Community Services Work	II & III

Career Development Officer	III & IV
Child Care Worker	Diploma
Children's Services	III
Client/Patient Support Services	III
Community Care Work	III
Community Services Contact Work	II
Community Services Support Work	II
Community Services Work	II, III & IV
Dental Assisting	III & IV
Disability Work	III & IV
Enrolled Nursing - Aboriginal	Diploma
Health Service Assistance	III
Health Support Services	II & III
Optical Dispensing	IV
Out of School Hours Care Work	IV
Protective Care Worker	IV
Social Housing Work	III & IV
Sterilisation Services	III
Youth Work	III & IV
Correctional Services	
Correctional Practice	III & IV
Correctional Practice (Custodial)	III & IV
Financial Services	
Financial Services	III & IV
Financial Services (Accounting)	IV
Financial Services (Accounts Clerical)	III
Financial Services (Financial Practice Support)	IV
Floristry	
<i>Floristry</i>	III & IV
Food Processing	
Food Processing	III
Food Processing (Sales)	II & III
Food Processing (Wine)	III
Pharmaceutical Manufacturing	III
Furnishing	
Soft Furnishing	III
Gas Industry	
Gas Industry Advanced Technician	Advanced Diploma
Gas Industry Operations	II, III & IV
Gas Industry Technician	Diploma
Gas Operations	III & IV
General Construction	
Building Maintenance	II
Concreting	III
Dogging	III
Estimating (Housing)	IV
General Construction	II
General Construction (Demolition)	III

Marble and Granite Edge Mason	II
Metal Roofing (Housing)	II
Rigging	III
Scaffolding	III
Site Management	IV
Steel fixing	III
Hospitality	
Croupier	II & III
Hospitality – Accommodation Services	III
Hospitality – Food and Beverage	III
Hospitality – Operations	III
Hospitality – Supervision	IV
Information Technology	
Industrial Technology (Websites)	IV
Information Technology	II & III
Information Technology (Multimedia)	IV
Information Technology (Networking)	IV
Information Technology (Support)	IV
Information Technology (Systems Analysis and Design)	IV
Information Technology (Websites)	IV
Laboratory Operations	
Laboratory Skills	III
Laboratory Technician	Diploma
Laboratory Techniques	IV
Senior Laboratory Technician	Advanced Diploma
Metal and Engineering	
Draftsperson	V
Engineering – Higher Engineering Trade	IV
Engineering Technician	III
Production Systems (Foundry)	III
Production Systems (General Engineering)	III
Production Systems (Surface Finishing)	III
Museum and Library/Information Services	
Library and Information Services	II, III & IV
Museum Practice	II & III
Plastics, Rubber and Cablemaking/Process Manufacturing	
Manufacturing Equipment Operation	III
Manufacturing Team Leader	IV
Plastics	III
Plastics – Blow Moulding	III

Plastics – Extrusion	III
Plastics – Fabrication	III
Plastics – Film	III
Plastics – Injection Moulding	III
Plastics – Polystyrene	III
Plastics – Rotational Moulding	III
Plastics – Thermoforming	III
Polymer Technology	IV
Process Manufactured Mineral Products	III & IV
Process Manufacturing	III
Process Manufacturing (Rubber - Injection Moulding)	III
Process Plant Advanced Technician	Diploma
Process Plant Operations	III
Process Plant Operations (Maintenance Engineering)	III
Process Plant Technology	IV
Process Support	III
Rubber	III
Rubber – Belt Splicing	III
Rubber – Rubber Lining	III
Property Services	
Property Management	IV
Spatial Services Technician	Diploma
Surveyor	Diploma
Public Services/Public Safety	
Firefighting Operations	III
Government	II & III & IV
Government – Fraud Controller	IV
Government – Investigator	IV
Policing	Diploma
Union Recruitment and Organising	IV
Retail	
Community Pharmacy	III
Retail	III
Telecommunications	
Customer Contact	III & IV
Data and Voice Communications	II & III
Telecommunications	II & III
Telecommunications (Access Network)	II
Telecommunications (Cabling)	II
Telecommunications (Cabling and Customer Premises Equipment)	III
Telecommunications Engineering	IV
Textile Clothing and Footwear	
Clothing Production	III & IV

Dry Cleaning Operations	III
Early Stage Wool Processing	III
Footwear Repair	III
Laundry Operations	III
Leather Production	III
Textile Fabrication	III
Textile Production	III
Tourism	
International Retail Travel Sales	III
Tourism (Attractions and Theme Parks)	II
Tourism (Guiding)	II, III & IV
Tourism (Sales/Office Operations)	II
Tourism (Visitor Information Services)	III
Transport and Distribution	
Aviation Ground Operations and Service	III
Cash in Transit	III
Integrated Rating	III
Logistics Operations	III
Rail Infrastructure	III
Road Transport	III & IV
Stevedoring	III
Transport and Distribution (Aviation Flight Operations)	III
Transport and Distribution (Marine Engine Driving)	III
Transport and Distribution (Maritime Operations)	III
Transport and Distribution (Maritime Operations – Coxswain)	II
Transport and Distribution (Mobile Cranes)	III
Transport and Distribution (Rail Operations)	III & IV
Warehousing and Storage	III & IV
Water Industry	
Water Operations	III & IV
Wholesale Training Package	
Wholesale	III

Industry / skill level B

Traineeship Title	Certificate Level
Aeroskills Industry	
Aeroskills (Aircraft Mechanical)	II
Aeroskills Engineer – Avionics	Diploma
Aeroskills Engineer – Mechanical	Diploma

Animal Care and Management	
Animal Control and Regulation	IV
Animal Studies	II
Animal Technology	III
Captive Animals	III
Companion Animal Services	III & IV
Veterinary Nursing	IV
Asset Maintenance	
Asset Maintenance (Cleaning Operations)	II & III
Asset Maintenance (Fire Protection Equipment)	II & III
Asset Maintenance (Waste Management)	II & III
Fire Alarms Servicing	II
Pest Management Technician	III
Asset Security	
Hazardous Areas	IV
Security Assembly and Setup	II
Technical Security	II & III
Automotive Industry/Retail Service and Repair	
Automotive (Administration)	II & III
Automotive (Administration – Rental Vehicles)	III
Automotive (Aftermarket Warehousing Distribution Operations)	II & III
Automotive (Mechanical)	II
Automotive (Sales)	II & III
Automotive (Vehicle Body)	II
Automotive Electrical Technology	II
Automotive Retail Service and Repair (Tyre Fitting)	III
Bicycles	II
Marine	II
Mechanical Driveline	II
Mechanical Engine Overhaul	II
Mechanical Hydraulics	II
Mechanical Machine Assembly	II
Mechanical Transmissions	II
Outdoor Power Equipment	II
Recreational Vehicle Production Assistant	II
Recreational Vehicle Production Team Leader	III
Vehicle Servicing	II
Beauty	
Make-Up Services	II
Nail Technology	II
Retail Cosmetic Services	II
Caravan Industry	
Caravan Park Operations	II & III

Civil Construction	
Civil Construction	II & III
Electricity Supply Industry Generation Sector	
ESI Distribution (Powerline)	III
ESI Generation (Electrical/Electronic)	IV
ESI Generation (Fabrication)	III
ESI Generation (Mechanical)	III & IV
ESI Generation (Operations)	III & IV
ESI Generation (Operations Manager)	Diploma
ESI Generation (Systems Operations)	IV
ESI – Power Systems Manager	Diploma & Advanced Diploma
Lineworker (Transmission)	III
Remote Area Essential Service	II
Electrotechnology	
Appliance Servicing – Refrigerants	II
Computer Assembly and Repair	II
Computer Systems	IV
Computer Systems Engineer	Diploma & Advanced Diploma
Electrical/Electronic Service Technician	Diploma
Electrical Engineer	Diploma & Advanced Diploma
Electronic Assembly	II
Electronics	II
Electronics and Communications Engineering	Diploma & Advanced Diploma
Electrotechnology Systems Electrician	IV
Refrigeration and Air Conditioning Systems	IV
Entertainment/Film TV Radio and Multimedia	
Antennae Equipment	II
Broadcasting (Radio)	III & IV
Broadcasting (Remote Area Operations)	III
Broadcasting (Television)	III & IV
Costume for Performance	IV
Entertainment (Front of House)	II
Live Production Theatre and Events	II
Live Production Theatre and Events (Technical Operations) Audio	III & IV

Live Production Theatre and Events (Technical Operations) Lighting	III & IV
Live Production Theatre and Events (Technical Operations) Vision Systems	III & IV
Multimedia	II, III & IV
Screen	II, III & IV
Venues and Events (Customer Service)	III
Video and Audio Systems	IV
Extractive Industries/Metalliferous	
Driller	III
Drillers Assistant	II
Drilling (Mining Exploration)	II, III & IV
Engineering Assistant	Advanced Diploma
Extractive Industries Manager	Diploma
Extractive Industries Operator	II & III
Extractive Industries Senior Manager	Advanced Diploma
Field/Exploration Operations	II
Metalliferous Mining Operations (Open Cut)	II, III & IV
Metalliferous Mining Operations (Processing)	II, III & IV
Metalliferous Mining Operations (Underground)	II & III & IV
Metallurgical Technician	Diploma
Metallurgical Technician (Advanced)	Advanced Diploma
Mine Process Supervisor	Diploma
Mining for Entry Level Indigenous Workers	II
Open Cut and Underground Mine Engineering	Diploma
Surveying (Mining and Engineering)	IV
Floristry	
Floristry	II
Food Processing Industry	
Food Processing	II
Food Processing (Wine)	II
Forest and Forest Products Industry	
Forester (Operations)	IV
Forest Growing and Management	II & III
Harvesting and Haulage	II & III
Production Technician (Timber)	IV
Sawmilling and Processing	II & III
Timber Manufactured Products	II & III
Timber Merchandising	II & III
Wool Panel Products	II & III
Furnishing	
Furnishing (Flooring)	II

Furnishing (Polishing)	II
Furnishing (Upholstery)	II
Furniture Making	II
Glass and Glazing	II
Soft Furnishing	II
Gas Industry	
Gas Operations	II
Hospitality Industry	
Hospitality – (Asian Cookery)	II
Hospitality – (Catering Operations)	II
Hospitality – (Commercial Cookery)	II
Hospitality – (Operations)	II
Hospitality – (Patisserie)	II
Laboratory Operations	
Sampling and Measurement	II
Meat	
Meat Processing (Abattoirs)	II
Meat Processing (Boning)	III
Meat Processing (Food Services)	II & III
Meat Processing (General)	III
Meat Processing (Leadership)	IV
Meat Processing (Quality Assurance)	IV
Meat Processing (Rendering)	III
Meat Processing (Slaughtering)	III
Meat Processing (Smallgoods) General	II & III
Meat Processing (Smallgoods) Manufacture	II & III
Metal and Engineering	
Aluminium Windows and Frames Manufacturing	II
Engineering – Production	II
Winding and Assembly	II
Outdoor Recreation/Community Recreation	
Community Recreation	II & III
Outdoor Recreation	III & IV
Plastics, Rubber and Cablemaking/Process Manufacturing	
Plastics	II
Plastics – Blow Moulding	II
Plastics – Composites	II
Plastics – Extrusion	II
Plastics – Fabrication	II
Plastics – Film	II
Plastics – Injection Moulding	II
Plastics – Polystyrene	II
Plastics – Rotational Moulding	II
Plastics – Thermoforming	II
Process Manufactured Mineral Products	II

Process Manufacturing	II
Process Manufacturing (Cablemaking)	II
Process Manufacturing (Rubber – Injection Moulding)	II
Process Plant Operations	II
Process Support	II
Rubber	II
Rubber – Belt Splicing	II
Rubber – Rubber Lining	II
Plumbing and Services	
Drainage	II
Printing and Graphic Arts	
Desktop Publishing	II
Graphic Arts Services	II
Printing and Graphic Arts (Multimedia)	III
Printing and Graphic Arts (Printing)	IV
Print Production Support	II
Screen Printing	II
Small Offset Printing	II
Retail	
Community Pharmacy	II
Retail	II
Salon Assistant	II
Sport Industry	
Fitness	III & IV
Sport (Career Orientated Participation)	II & III
Sport and Recreation	II, III & IV
Textile, Clothing and Footwear	
Dry Cleaning Operations	II
Footwear Repair	II
Laundry Operations	II
Textile Production (Complex or Multiple Processes)	II
Transport and Distribution	
Aviation Ground Operations and Service	II
Logistics	II
Rail Infrastructure	II
Rail Operations	II
Road Transport	II
Stevedoring	II
Transport and Distribution (Aviation Flight Operations)	II
Transport and Distribution (Marine Engine Driving)	II
Transport and Distribution (Maritime Operations)	II
Warehousing and Storage	II
Water Industry	
Water Operations	II

Wholesale	
Wholesale	II
Other	
Aluminium Windows and Frames	II
Conservation and Land Management	II, III & IV
Glass Processor	II
Paving	II
Picture Framing	III

Industry / skill level C

Traineeship Title	Certificate Level
Agriculture/Rural	
Advanced Wool Handler	III
Agriculture	II, III & IV
Agriculture (Beef Cattle Production)	III & IV
Agriculture (Dairy)	III
Agriculture (Goat Production)	III
Agriculture (Grain Production)	III
Agriculture (Horse Breeding)	III
Agriculture (Pig Production)	III
Agriculture (Rural Merchandising)	III
Agriculture (Sheep and Wool)	III
Agri-food	I
Horticulture (Production)	II, III & IV
Irrigation	II, III & IV
Shearing	II, III & IV
Wool Classing	IV
Wool Clip Preparation	III
Wool Handling	II
Horticulture	
Horticulture	II, III & IV
Horticulture (Arboriculture)	II, III & IV
Horticulture (Floriculture)	II, III & IV
Horticulture (Landscape)	II & IV
Horticulture (Parks and Gardens)	II & IV
Horticulture (Retail Nursery)	II & IV
Horticulture (Turf)	II & IV
Horticulture (Wholesale Nursery)	II & IV
Rural Operations	II & III

Music	
Music	III & IV
Music Industry (Business)	III
Music Industry (Foundation)	II
Music Industry (Technical Production)	III & IV

Racing Industry	
Racing – Advanced Stablehand	III
Racing – Harness Driver	III
Racing – Jockey	IV
Racing – Stablehand	II
Racing – Trackrider	III
Seafood Industry	
Seafood (Aquaculture)	II, III & IV
Seafood (Fisheries Compliance)	III
Seafood (Fishing Operations)	II & III
Seafood (Processing)	II & III
Seafood (Sales and Distribution)	II & III

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