

**Schedule C—National Training Wage**

[Varied by PR98811E, substituted by PR991521, ppc 01Jan10, varied by PR1007911, PR1009003, PR122384, PR1336692, PR1447371]

**C.1 Title**

This is the *National Training Wage Schedule*.

**C.2 Definitions**

In this schedule:

**adult trainee** is a trainee who would qualify for the highest minimum wage in Wage Level A, B or C if covered by that wage level

**approved training** means the training specified in the training contract

**Australian Qualifications Framework (AQF)** is a national framework for qualifications in post-compulsory education and training

**out of school** refers only to periods out of school beyond Year 10 as at the first of January in each year and is deemed to:

- (a) include any period of schooling beyond Year 10 which was not part of or did not contribute to a completed year of schooling;
- (b) include any period during which a trainee repeats in whole or part a year of schooling beyond Year 10; and
- (c) not include any period during a calendar year in which a year of schooling is completed

**relevant State or Territory training authority** means the bodies in the relevant State or Territory which exercise approval powers in relation to traineeships and register training contracts under the relevant State or Territory vocational education and training legislation

**relevant State or Territory vocational education and training legislation** means the following or any successor legislation:

- Australian Capital Territory: *Training and Tertiary Education Act 2003*;
- New South Wales: *Apprenticeship and Traineeship Act 2001*;
- Northern Territory: *Northern Territory Employment and Training Act 1991*;
- Queensland: *Vocational Education, Training and Employment Act 2000*;
- South Australia: *Training and Skills Development Act 2008*;
- Tasmania: *Vocational Education and Training Act 1994*;
- Victoria: *Education and Training Reform Act 2006*; or
- Western Australia: *Vocational Education and Training Act 1996*

**trainee** is an employee undertaking a traineeship under a training contract

**traineeship** means a system of training which has been approved by the relevant State or Territory training authority, which meets the requirements of a training package developed by the relevant Industry Skills Council and endorsed by the National Quality Council, and which leads to an AQF certificate level qualification

**training contract** means an agreement for a traineeship made between an employer and an employee which is registered with the relevant State or Territory training authority

**training package** means the competency standards and associated assessment guidelines for an AQF certificate level qualification which have been endorsed for an industry or enterprise by the National Quality Council and placed on the National Training Information Service with the approval of the Commonwealth, State and Territory Ministers responsible for vocational education and training; and includes any relevant replacement training package

**year 10** includes any year before Year 10

**C.3 Coverage**

**C.3.1** Subject to clauses C.3.2 to C.3.6 of this schedule, this schedule applies in respect of an employee covered by this award who is undertaking a traineeship whose training package and AQF certificate level is allocated to a wage level by Appendix C1 to this schedule or by clause C.5.4 of this schedule.

**C.3.2** This schedule only applies to AQF Certificate Level IV traineeships for which a relevant AQF Certificate Level III traineeship is listed in Appendix C1 to this schedule.

**C.3.3** This schedule does not apply to the apprenticeship system or to any training program 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.

**C.3.4** This schedule does not apply to qualifications not identified in training packages or to qualifications in training packages which are not identified as appropriate for a traineeship.

**C.3.5** Where the terms and conditions of this schedule conflict with other terms and conditions of this award dealing with traineeships, the other terms and conditions of this award prevail.

**C.3.6** At the conclusion of the traineeship, this schedule ceases to apply to the employee.

**C.4 Types of Traineeship**

The following types of traineeship are available under this schedule:

- C.4.1** a full-time traineeship based on 38 ordinary hours per week, with 20% of ordinary hours being approved training; and
- C.4.2** a part-time traineeship based on less than 38 ordinary hours per week, with 20% of ordinary hours being approved training solely on-the-job or partly on-the-job and partly off-the-job, or where training is fully off-the-job

**C.5 Minimum Wages**

[C.5 substituted by PR597911, PR599063, PR512894, PR536627, ppe 01Jun13]

**C.5.1 Minimum wages for full-time traineeships**

**(a) Wage Level A**

Subject to clause C.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 C1 are:

	Highest year of schooling completed		
	Year 10 per week \$	Year 11 per week \$	Year 12 per week \$
School leaver	279.50	307.90	366.80
Plus 1 year out of school	307.90	366.80	426.80
Plus 2 years out of school	366.80	426.80	496.70
Plus 3 years out of school	426.80	496.70	568.70
Plus 4 years out of school	496.70	568.70	
Plus 5 or more years out of school	568.70		

**(b) Wage Level B**

Subject to clause C.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 C1 are:

	Highest year of schooling completed		
	Year 10 per week \$	Year 11 Per week \$	Year 12 per week \$
School leaver	279.50	307.90	356.90
Plus 1 year out of school	307.90	356.90	410.50
Plus 2 years out of school	356.90	410.50	481.40
Plus 3 years out of school	410.50	481.40	549.10
Plus 4 years out of school	481.40	549.10	
Plus 5 or more years out of school	549.10		

**(c) Wage Level C**

Subject to clause C.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 C1 are:

**Highest year of schooling completed**

	Highest year of schooling completed		
	Year 10 per week \$	Year 11 per week \$	Year 12 per week \$
School leaver	279.50	307.90	356.90
Plus 1 year out of school	307.90	356.90	401.70
Plus 2 years out of school	356.90	401.70	448.70
Plus 3 years out of school	401.70	448.70	500.00
Plus 4 years out of school	448.70	500.00	
Plus 5 or more years out of school	500.00		

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

**(i)** Subject to clause C.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 C.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	590.60	613.50
Wage Level B	569.80	591.70
Wage Level C	518.50	538.20

**C.5.2 Minimum wages for part-time traineeships**

**(a) Wage Level A**

Subject to clauses C.5.2(f) and C.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 C1 are:

**Highest year of schooling completed**

	Year 10	Year 11	Year 12
School leaver	9.19	10.14	12.07
Plus 1 year out of school	10.14	12.07	14.05
Plus 2 years out of school	12.07	14.05	16.34
Plus 3 years out of school	14.05	16.34	18.70
Plus 4 years out of school	16.34	18.70	
Plus 5 or more years out of school	18.70		

**(b) Wage Level B**

Subject to clauses C.5.2(f) and C.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 C1 are:

**Highest year of schooling completed**

	Year 10	Year 11	Year 12
School leaver	9.19	10.14	11.75
Plus 1 year out of school	10.14	11.75	13.50
Plus 2 years out of school	11.75	13.50	15.84
Plus 3 years out of school	13.50	15.84	18.07
Plus 4 years out of school	15.84	18.07	
Plus 5 or more years out of school	18.07		

**(c) Wage Level C**

Subject to clauses C.5.2(f) and C.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 C1 are:

**Highest year of schooling completed**

	Year 10	Year 11	Year 12
School leaver	9.19	10.14	11.75
Plus 1 year out of school	10.14	11.75	13.21
Plus 2 years out of school	11.75	13.21	14.76
Plus 3 years out of school	13.21	14.76	16.45

**Highest year of schooling completed**

	Year 10	Year 11	Year 12
Plus 4 years out of school	14.76	16.45	
Plus 5 or more years out of school	16.45		

**(d) School-based traineeships**

Subject to clauses C.5.2(f) and C.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 C1 are as follows when the trainee works ordinary hours:

**Year of schooling**

Year 11 or lower	Year 12
per hour	per hour
\$	\$
9.19	10.14

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

(i) Subject to clauses C.5.2(f) and C.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 C.5.2(f) and C.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
Wage Level A	19.43	20.18
Wage Level B	18.73	19.46
Wage Level C	17.06	17.71

**(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 C.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 C.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 C.5.2(a)-(e) of this schedule minus 20% applies to each ordinary hour worked by the trainee.

**C.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.

**C.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 C1 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.

**C.6 Employment conditions**

**C.6.1** A trainee undertaking a school-based traineeship may, with the agreement of the trainee, be paid an additional loading of 25% on all ordinary hours worked instead of paid annual leave, paid personal/carer's leave and paid absence on public holidays, provided that where the trainee works on a public holiday then the public holiday provisions of this award apply.

**C.6.2** A trainee is entitled to be released from work without loss of continuity of employment and to payment of the appropriate wages to attend any training and assessment specified in, or associated with, the training contract.

**C.6.3** Time spent by a trainee, other than a trainee undertaking a school-based traineeship, in attending any training and assessment specified in, or associated with, the training contract is to be regarded as time worked for the employer for the purposes of calculating the trainee's wages and determining the trainee's employment conditions.

[Note inserted by PR315787 page 01Jan14]

Note: The time to be included for the purpose of calculating the wages for part-time trainees whose approved training is fully off-the-job is determined by clause C.5.2(F)(i) and not by this clause.

**C.6.4** Subject to clause C.3.5 of this schedule, all other terms and conditions of this award apply to a trainee unless specifically varied by this schedule.

**Appendix C1: Allocation of Traineeships to Wage Levels**

The wage levels applying to training packages and their AQF certificate levels are:

**C1.1 Wage Level A**

Training package	AQF certificate level	Training package	AQF certificate level
Beauty	I	Beauty	I
Beauty	II	Beauty	II
Beauty	III	Beauty	III
Business Services	I	Business Services	I
Business Services	II	Business Services	II
Business Services	III	Business Services	III
Chemical, Hydrocarbons and Refining	I	Chemical, Hydrocarbons and Refining	I
Chemical, Hydrocarbons and Refining	II	Chemical, Hydrocarbons and Refining	II
Chemical, Hydrocarbons and Refining	III	Chemical, Hydrocarbons and Refining	III
Civil Construction	III	Civil Construction	III
Coal Training Package	II	Coal Training Package	II
Coal Training Package	III	Coal Training Package	III
Community Services	II	Community Services	II
Community Services	III	Community Services	III
Construction, Plumbing and Services Integrated Framework	I	Construction, Plumbing and Services Integrated Framework	I
Construction, Plumbing and Services Integrated Framework	II	Construction, Plumbing and Services Integrated Framework	II
Construction, Plumbing and Services Integrated Framework	III	Construction, Plumbing and Services Integrated Framework	III
Correctional Services	II	Correctional Services	II
Correctional Services	III	Correctional Services	III
Drilling	II	Drilling	II
Drilling	III	Drilling	III
Electricity Supply Industry—Generation Sector	II	Electricity Supply Industry—Generation Sector	II
Electricity Supply Industry—Transmission, Distribution and Rail Sector	II	Electricity Supply Industry—Transmission, Distribution and Rail Sector	II
Electricity Supply Industry—Transmission, Distribution and Rail Sector	III	Electricity Supply Industry—Transmission, Distribution and Rail Sector	III
Electrotechnology	I	Electrotechnology	I
Electrotechnology	II	Electrotechnology	II
Electrotechnology	III	Electrotechnology	III
Electrotechnology	IV	Electrotechnology	IV
Financial Services	I	Financial Services	I
Financial Services	II	Financial Services	II
Financial Services	III	Financial Services	III
Floristry	III	Floristry	III
Floristry	IV	Floristry	IV
Food Processing Industry	III	Food Processing Industry	III
Food Processing Industry	IV	Food Processing Industry	IV
Gas Industry	III	Gas Industry	III
Information and Communications Technology	I	Information and Communications Technology	I
Information and Communications Technology	II	Information and Communications Technology	II
Information and Communications Technology	III	Information and Communications Technology	III
Laboratory Operations	I	Laboratory Operations	I
Laboratory Operations	II	Laboratory Operations	II
Laboratory Operations	III	Laboratory Operations	III
Local Government (other than Operational Works Cert I and II)	I	Local Government (other than Operational Works Cert I and II)	I
Local Government (other than Operational Works Cert I and II)	II	Local Government (other than Operational Works Cert I and II)	II
Local Government (other than Operational Works Cert I and II)	III	Local Government (other than Operational Works Cert I and II)	III
Manufactured Mineral Products	III	Manufactured Mineral Products	III
Manufacturing	I	Manufacturing	I
Manufacturing	II	Manufacturing	II
Manufacturing	III	Manufacturing	III
Manufacturing	IV	Manufacturing	IV
Maritime	I	Maritime	I
Maritime	II	Maritime	II
Maritime	III	Maritime	III
Metal and Engineering (Technical)	I	Metal and Engineering (Technical)	I
Metal and Engineering (Technical)	II	Metal and Engineering (Technical)	II
Metal and Engineering (Technical)	III	Metal and Engineering (Technical)	III
Metaliferous Mining	II	Metaliferous Mining	II
Metaliferous Mining	III	Metaliferous Mining	III
Museum, Library and Library/Information Services	II	Museum, Library and Library/Information Services	II
Museum, Library and Library/Information Services	III	Museum, Library and Library/Information Services	III
Plastics, Rubber and Cablemaking	III	Plastics, Rubber and Cablemaking	III
Public Safety	III	Public Safety	III
Public Safety	IV	Public Safety	IV
Public Sector	II	Public Sector	II
Public Sector	III	Public Sector	III
Pulp and Paper Manufacturing Industries	III	Pulp and Paper Manufacturing Industries	III
Retail Services (including wholesale and Community pharmacy)	III	Retail Services (including wholesale and Community pharmacy)	III
Retail Services (including wholesale and Community pharmacy)	IV	Retail Services (including wholesale and Community pharmacy)	IV
Telecommunications	II	Telecommunications	II
Telecommunications	III	Telecommunications	III
Textiles, Clothing and Footwear	III	Textiles, Clothing and Footwear	III
Tourism, Hospitality and Events	I	Tourism, Hospitality and Events	I
Tourism, Hospitality and Events	II	Tourism, Hospitality and Events	II
Tourism, Hospitality and Events	III	Tourism, Hospitality and Events	III
Training and Assessment	III	Training and Assessment	III
Transport and Distribution	III	Transport and Distribution	III
Water Industry (Utilities)	III	Water Industry (Utilities)	III

<b>C1.2 Wage Level B</b>		<b>Training package</b>	<b>AQF certificate level</b>	<b>Training package</b>	<b>AQF certificate level</b>
		Animal Care and Management	I II III	Manufactured Mineral Products	I II
		Asset Maintenance	I II III	Metal and Engineering (Production)	II III
		Australian Meat Industry	I II III	Outdoor Recreation Industry	I II III
		Automotive Industry Manufacturing	I II III	Plastics, Rubber and Cablemaking	II
		Automotive Industry Retail, Service and Repair	I II III	Printing and Graphic Arts	II III
		Beauty	II	Property Services	I II III
		Caravan Industry	II III	Public Safety	I II III
		Civil Construction	I	Pulp and Paper Manufacturing Industries	I II
		Community Recreation Industry	III	Retail Services	I II III
		Entertainment	I II III	Screen and Media	I II III
		Extractive Industries	II III	Sport Industry	II III
		Fitness Industry	III	Sugar Milling	I II III
		Floristry	II	Textiles, Clothing and Footwear	I II
		Food Processing Industry	I II	Transport and Logistics	I II
		Forest and Forest Products Industry	I II III	Visual Arts, Craft and Design	I II III
		Furnishing	I II III	Water Industry	I II
		Gas Industry	I II		
		Health	II III		
		Local Government (Operational Works)	I II		

<b>C1.2 Wage Level B</b>			
<b>Training package</b>	<b>AQF certificate level</b>	<b>Training package</b>	<b>AQF certificate level</b>
Animal Care and Management	I II III	Manufactured Mineral Products	I II III
Asset Maintenance	I II III	Metal and Engineering (Production)	I II III
Australian Meat Industry	I II III	Outdoor Recreation Industry	I II III
Automotive Industry Manufacturing	I II	Plastics, Rubber and Cablemaking	I II III
Automotive Industry Retail, Service and Repair	I II III	Printing and Graphic Arts	I II III
Beauty	I II III	Property Services	I II III
Caravan Industry	I II III	Public Safety	I II III
Civil Construction	I II III	Pulp and Paper Manufacturing Industries	I II
Community Recreation Industry	I II III	Retail Services	I II III
Entertainment	I II III	Screen and Media	I II III
Extractive Industries	I II III	Sport Industry	I II III
Fitness Industry	I II III	Sugar Milling	I II III
Floristry	I II	Textiles, Clothing and Footwear	I II
Food Processing Industry	I II	Transport and Logistics	I II
Forest and Forest Products Industry	I II III	Visual Arts, Craft and Design	I II III
Furnishing	I II III	Water Industry	I II
Gas Industry	I II III		
Health	I II III		
Local Government (Operational Works)	I II		

**C1.3 Wage Level C**

Training package	AQF certificate level
Agri-Food	I
Amenity Horticulture	I II III
Conservation and Land Management	I II III
Funeral Services	I II III
Music	I II III
Racing Industry	I II III
Rural Production	I II III
Seafood Industry	I II III

**Schedule D—Supported Wage System**

[Varied by [PROS113](#), [PRO215](#), [PRO216](#), [PRO270](#), [PRO306](#), [PRO309](#), [PRO312](#)]

**D.1** This schedule defines the conditions which will apply to employees who because of the effects of a disability are eligible for a supported wage under the terms of this award.

**D.2** In this schedule:

**approved assessor** means a person accredited by the management unit established by the Commonwealth under the supported wage system to perform assessments of an individual's productive capacity within the supported wage system

**assessment instrument** means the tool provided for under the supported wage system that records the assessment of the productive capacity of the person to be employed under the supported wage system

**disability support pension** means the Commonwealth pension scheme to provide income security for persons with a disability as provided under the *Social Security Act 1991*, as amended from time to time, or any successor to that scheme

**relevant minimum wage** means the minimum wage prescribed in this award for the class of work for which an employee is engaged

**supported wage system** means the Commonwealth Government system to promote employment for people who cannot work at full award wages because of a disability, as documented in the Supported Wage System Handbook. The Handbook is available from the following website: [www.jobaccess.gov.au](http://www.jobaccess.gov.au)

**SWS wage assessment agreement** means the document in the form required by the Department of Education, Employment and Workplace Relations that records the employee's productive capacity and agreed wage rate

**D.3 Eligibility criteria**

**D.3.1** Employees covered by this schedule will be those who are unable to perform the range of duties to the competence level required within the class of work for which the employee is engaged under this award, because of the effects of a disability on their productive capacity and who meet the impairment criteria for receipt of a disability support pension

**D.3.2** This schedule does not apply to any existing employee who has a claim against the employer which is subject to the provisions of workers compensation legislation or any provision of this award relating to the rehabilitation of employees who are injured in the course of their employment