



CIRCULAR TO DEPARTMENTS AND AUTHORITIES NO. 4 OF 2016

PAY RATES FOR PUBLIC SECTOR TRAINEES

This Circular replaces Circular to Departments and Authorities No. 5 of 2015 – Wage Rates for Public Sector Trainees.

This Circular provides 2016 trainee pay rates, which apply to public sector awards and/or industrial agreements referencing the outdated *National Training Wage Award 2000*.

This Circular provides:

- Schedule A – hourly pay rates to account for different hours arrangements as prescribed in public sector industrial instruments; and
- Schedule B – a revised format for Industry/Skill Level classifications.

The increased wage rates take effect from commencement of the first pay period on or after 1 July 2016.

The *Vocational Education and Training Act 1996* (WA) requires that time spent in training and assessment is to be taken for all purposes as time spent working for the employer.

Please contact your agency's Labour Relations Adviser should you require further information.

KRISTIN BERGER
A/EXECUTIVE DIRECTOR
LABOUR RELATIONS AND INDUSTRY DEVELOPMENT

29 June 2016

SCHEDULE A

JUNIOR TRAINEE PAY RATES AND SKILL LEVELS AS AT 1 JULY 2016

The hourly rates of pay in this Schedule apply to both full time and part time junior trainees.

WAGE LEVEL A – PER HOUR

Wage level	Highest year of schooling completed		
	Year 10	Year 11	Year 12
School leaver	\$8.06	\$8.88	\$10.58
Plus 1 year out of school	\$8.88	\$10.58	\$12.31
Plus 2 years	\$10.58	\$12.31	\$14.31
Plus 3 years	\$12.31	\$14.31	\$16.39
Plus 4 years	\$14.31	\$16.39	
Plus 5 years or more	\$16.39		

WAGE LEVEL B - PER HOUR

Wage level	Highest year of schooling completed		
	Year 10	Year 11	Year 12
School leaver	\$8.06	\$8.88	\$10.30
Plus 1 year out of school	\$8.88	\$10.30	\$11.84
Plus 2 years	\$10.30	\$11.84	\$13.88
Plus 3 years	\$11.84	\$13.88	\$15.83
Plus 4 years	\$13.87	\$15.83	
Plus 5 years or more	\$15.83		

WAGE LEVEL C - PER HOUR

Wage level	Highest year of schooling completed		
	Year 10	Year 11	Year 12
School leaver	\$8.06	\$8.88	\$10.30
Plus 1 year out of school	\$8.88	\$10.30	\$11.58
Plus 2 years	\$10.30	\$11.58	\$12.93
Plus 3 years	\$11.58	\$12.93	\$14.42
Plus 4 years	\$12.93	\$14.42	
Plus 5 years or more	\$14.42		

SCHOOL BASED TRAINEE

	Year of schooling	
	Year 11 or lower	Year 12
Hourly rate of pay	\$9.94	\$10.96

AUSTRALIAN QUALIFICATIONS FRAMEWORK (AQF)

Junior trainees undertaking an AQF Certificate IV Traineeship shall be paid an additional **3.8 per cent** loading on the hourly rate for the applicable wage level.

FULL TIME ADULT TRAINEES (WEEKLY)

A full time adult trainee aged 21 or more years of age is entitled to **\$692.90** per week as per the *Minimum Conditions of Employment Act 1993 (WA)*.

INDUSTRY/SKILL LEVEL LIST

A revised format for determining traineeship Industry/Skill Levels, developed by the Department of Training and Workforce Development was published by the Western Australian Industrial Relations Commission in the 2015 State Wage Case General Order. Changes are as follows:

- The format no longer includes individual traineeship names.
- Each traineeship undertaken is allocated with an Industry/Skill Level based on the Training Package to which it belongs and the applicable Australian Qualification (AQF) certificate level.
- The Industry/Skill Level is then used, in combination with the trainee's age and years out of school, to determine the appropriate minimum wage for award free trainees.
- In some cases, traineeships belonging to the same training package are classified at different Industry/Skill Levels due to differing AQF certificate levels. These traineeships are classified at either Level A or B, depending on whether the AQF certificate level is II, III or IV.

The relevant details for determining a trainee's skill level and appropriate pay rate (i.e. industry code, training package, AQF certificate level) can be found in the employee's Training Contract.

INDUSTRY/SKILL LEVEL LIST

*CODE	TRAINING PACKAGE	AQF CERTIFICATE LEVEL	SKILL LEVEL		
			A	B	C
AVI	Aviation	II, III	■		
BSB	Business Services	II, III, IV, Diploma	■		
CHC	Community Services	II, III, IV, Diploma	■		
CPC	Construction, Plumbing and Services Integrated Framework	II, III, IV, Diploma	■		
CSC	Correctional Services	II, III, IV	■		
CUL	Library, Information and Cultural Services	II, III	■		
FNS	Financial Services	II, III, IV	■		
ICA	Information and Communications Technology	II, III, IV	■		
ICT	Integrated Telecommunications	II, III	■		
MAR	Maritime	II, III	■		
MEA	Aeroskills	II, Diploma	■		
MEM	Metal and Engineering (Technical)	II, III, IV, Diploma, Advanced Diploma	■		
MSA	Manufacturing	II, III, IV, Diploma, Advanced Diploma	■		
MSL	Laboratory Operations	II, III, IV, Diploma, Advanced Diploma	■		
MSS	Sustainability	III, IV, Diploma	■		
PMA	Chemical, Hydrocarbons and Refining	II, III, IV, Diploma	■		
PSP	Public Sector	II, III, IV, Diploma, Advanced Diploma	■		
SIT	Tourism, Travel and Hospitality	II, III, IV, Diploma	■		
UEE	Electrotechnology	II, III, IV, Diploma, Advanced Diploma	■		
UEP	Electricity Supply Industry- Generation Sector	II, III, IV, Diploma	■		
UET	Transmission, Distribution and Rail Sector	II, III, IV, Diploma, Advanced Diploma	■		
ACM	Animal Care and Management	II, III, IV		■	
AUM	Automotive Industry Manufacturing	II, III		■	
AUR	Automotive Industry Retail, Service and Repair	II, III, Diploma		■	
CPP	Property Services	II, III, IV, Diploma		■	
CUA	Live Performance and Entertainment	II, III		■	
CUF	Screen and Media	II, III, IV		■	
CUV	Visual Arts, Craft and Design	II, III		■	
FPI	Forest and Forest Products Industry	II, III, IV, Diploma		■	
HLT	Health	II, III, IV, Diploma		■	
ICP	Printing and Graphic Arts	II, III		■	
MEM	Metal and Engineering (Production)	II, III, IV, Diploma, Advanced Diploma		■	
MSF	Furnishing	II, III, IV		■	
MTM	Australian Meat Industry	II, III, IV, Diploma		■	
SIH	Hair	II		■	
SIS	Sport, Fitness and Recreation Industry	II, III, IV		■	
SUG	Sugar Milling	II, III		■	
FDF	Food Processing Industry	III, IV	■		
		II		■	
FPP	Pulp and Paper Manufacturing Industries	III	■		
		II		■	
LGA	Local Government (other than Operational Works Certificate II)	II, III	■		
		II		■	
LMT	Textiles, Clothing and Footwear	III, IV	■		
		II		■	
NWP	Water Industry	III, IV	■		
		II		■	

*CODE	TRAINING PACKAGE	AQF CERTIFICATE LEVEL	SKILL LEVEL		
			A	B	C
PMB	Plastics, Rubber and Cablemaking	III, IV	■		
		II		■	
PMC	Manufactured Mineral Products	III, IV	■		
		II		■	
PUA	Public Safety	III, Diploma	■		
		II		■	
RII	Resources and Infrastructure	II, III, IV, Diploma, Advanced Diploma	■		
		I		■	
SFL	Floristry	III, IV	■		
		II		■	
SIB	Beauty	III, IV	■		
		II		■	
SIR	Retail Services (including wholesale and Community Pharmacy)	III, IV	■		
		II		■	
TLI	Transport and Logistics	III, IV	■		
		II		■	
UEG	Gas Industry	IV, Diploma, Advanced Diploma	■		
		II		■	
AHC	Agriculture, Horticulture and Conservation and Land Management	II, III, IV			■
CUS	Music	II, III, IV			■
RGR	Racing Industry	II, III, IV			■
SFI	Seafood Industry	II, III, IV			■
SIF	Funeral Services	III, IV			■

* The training package code is the first three letters of the traineeship qualification as recorded in the Traineeship Contract (e.g. **SIB**30110 Certificate III in Beauty Services).