



Labour Relations

5 January 2018

CIRCULAR TO DEPARTMENTS AND AUTHORITIES NO.1 OF 2018

**PAY RATES FOR PUBLIC SECTOR TRAINEES**

This Circular replaces Circular to Departments and Authorities No. 4 of 2016 – Pay Rates for Public Sector Trainees.

It provides rates of pay for trainees covered by public sector industrial instruments referring to the redundant *National Training Wage Award 2000*.

The rates of pay contained in this Circular are to be retrospectively applied from the commencement of the first pay period on or after 1 July 2017.

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 Labour Relations Adviser should you require further information.

A handwritten signature in black ink, appearing to read 'Alex Lyon'.

Alex Lyon  
**A/EXECUTIVE DIRECTOR**

**SCHEDULE A**

**JUNIOR TRAINEE PAY RATES AND SKILL LEVELS AS AT 1 JULY 2017**

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

**WAGE LEVEL A**

Wage level	Highest year of schooling completed		
	Year 10	Year 11	Year 12
School leaver	8.33	9.17	10.93
Plus 1 year out of school	9.17	10.93	12.72
Plus 2 years	10.93	12.72	14.78
Plus 3 years	12.72	14.78	16.93
Plus 4 years	14.78	16.93	
Plus 5 years or more	16.93		

**WAGE LEVEL B**

Wage level	Highest year of schooling completed		
	Year 10	Year 11	Year 12
School leaver	8.33	9.17	10.64
Plus 1 year out of school	9.17	10.64	12.23
Plus 2 years	10.64	12.23	14.34
Plus 3 years	12.23	14.34	16.35
Plus 4 years	14.34	16.35	
Plus 5 years or more	16.35		

**WAGE LEVEL C**

Wage level	Highest year of schooling completed		
	Year 10	Year 11	Year 12
School leaver	8.33	9.17	10.64
Plus 1 year out of school	9.17	10.64	11.96
Plus 2 years	10.64	11.96	13.36
Plus 3 years	11.96	13.36	14.90
Plus 4 years	13.36	14.90	
Plus 5 years or more	14.90		

**PART TIME SCHOOL-BASED TRAINEE**

	Year of schooling	
	Year 11 and below	Year 12
Hourly rate of pay	\$10.27	\$11.32

## **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 **\$708.90** per week as per the *Minimum Conditions of Employment Act 1993 (WA)*.

SCHEDULE B

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	II, III, IV, Diploma	■		
CSC	Correctional Services	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, IV	■		
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		■	
CUA	Creative Arts and Culture	II, III, IV		■	
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	Hairdressing	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).