

*The original Order was first published in the QGIG dated 11 July, 2003, Vol. 173, No.11, pages 878 - 927.  
This copy now contains all amendments since that date.*

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

*Industrial Relations Act 1999 - s. 137 - application for order*

**Training Recognition Council AND Queensland Chamber of Commerce and Industry Limited, Industrial Organisation of Employers AND Australian Workers' Union of Employees, Queensland AND Queensland Council of Unions and Others (No. B585 of 2003)**

**ORDER - APPRENTICES' AND TRAINEES' WAGES AND CONDITIONS  
(EXCLUDING CERTAIN QUEENSLAND GOVERNMENT ENTITIES) 2003**

DEPUTY PRESIDENT BLOOMFIELD  
COMMISSIONERS BROWN AND THOMPSON

2 June 2003

REPEAL AND NEW ORDER

THIS matter coming on for hearing before the Commission at Brisbane on 8 May and 2 June 2003, this Commission orders that the Order - Apprentices' and Trainees' Wages and Conditions (Excluding Certain Queensland Government Entities) as amended be repealed and replaced with a new Order as follows as from 30 June 2003:

**ORDER - APPRENTICES' AND TRAINEES' WAGES AND CONDITIONS  
(EXCLUDING CERTAIN QUEENSLAND GOVERNMENT ENTITIES) 2003**

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Subject Matter Clause No.

**PART 1 - APPLICATION AND OPERATION**

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### 1.1 Title

This Order is known as the Order - Apprentices' and Trainees' Wages and Conditions (Excluding Certain Queensland Government Entities) 2003.

### 1.2 Arrangement

1.2.1 This Order comprises of a generic body (Parts 1 to 5) which specifies generic conditions for apprentices and trainees. The body of this Order is then followed by a series of industry schedules which are based on broad industry groupings.

1.2.2 The wage progression arrangements and any specific conditions for each industry are specified in the relevant industry schedule. The industry schedules must be read and applied in conjunction with the generic conditions contained in the body of the Order, in particular Part 4 - Wages and Related Matters.

1.2.3 Schedule 1 contains generic wage progression arrangements that have been developed as a guide to assist the parties establish a common framework for wages. Industries or industry sectors may choose to adopt the arrangements in Schedule 1 or develop alternative arrangements.

### 1.3 Objectives

1.3.1 The objectives of this Order are to:

- (a) establish a framework of wages and conditions for persons undertaking an apprenticeship or traineeship, including those apprenticeships and traineeships that are in accordance with qualifications contained in

training packages;

- (b) simplify the process of establishing industrial arrangements when new callings are approved by the Training Recognition Council;
- (c) consolidate and replace over time a range of existing Orders previously approved by the Commission;
- (d) establish arrangements where the entitlements of apprentices and trainees, including the supply of tools (where appropriate), are linked to achievement of competencies, or the demonstration of approved levels of progression towards the achievement of competencies, specified in the relevant apprenticeship or traineeship;
- (e) complement proposed changes to federal awards currently providing coverage for apprentices in the automotive, meat and printing industries; and
- (f) complement the transfer of the administration of apprenticeships in the automotive, meat and printing industries from the Australian Industrial Registry to the Training Recognition Council.

#### **1.4 Commencement date**

This Order shall operate from the 30 June 2003.

#### **1.5 Coverage**

This Order shall apply to:

- apprentices and trainees who commenced employment as an apprentice or trainee with the employee's employer on or after 1 January 2000, whose wages and conditions of employment are specified in this Order; and
- employers, including group training organisations, of apprentices and trainees to whom this Order applies.

#### **1.6 Exemptions from coverage**

This Order shall not apply to:

- apprentices and trainees (including those in part-time and school-based apprenticeships and traineeships) who commenced employment as an apprentice or trainee with their employer before 1 January 2000 and whose entitlements are provided for by orders, decisions or Industrial instruments (including the Training Wage Award - State 2003) of the Commission that were approved before 1 January 2000 whilst they remain current;
- apprentices and trainees whose wages and conditions of employment are covered by the Order for Apprentices' and Trainees' Wages and Conditions (Queensland Government Departments and Certain Government Entities); and
- apprentices and trainees whose employment arrangements are subject to other Industrial instruments which are said to prevail as specified in the relevant schedule of this Order. (The list of instruments nominated is not exhaustive with reference made for "signposting" purposes only.)

#### **1.7 Relationship with other Industrial instruments**

- 1.7.1 Where there is an inconsistency between this Order and a state award, this Order shall prevail over the award to the extent of any inconsistency;
- 1.7.2 Where there is an inconsistency between this Order and a federal award, a federal or state certified agreement, or an Australian workplace agreement (AWA) the award, certified agreement or Australian workplace agreement shall prevail over this Order to the extent of any inconsistency;
- 1.7.3 A Queensland workplace agreement (QWA), during its period of operation, operates to the exclusion of this Order.

#### **1.8 Definitions**

- 1.8.1 "Act" means the *Industrial Relations Act 1999*, as amended from time to time.

- 1.8.2 "Adult" means any person who is 21 years of age or over at the time of commencing an apprenticeship or traineeship.
- 1.8.3 "Apprentice" means the same as specified in the *Training and Employment Act 2000*, as amended from time to time.
- 1.8.4 "Apprenticeship" means the same as specified in the *Training and Employment Act 2000*, as amended from time to time
- 1.8.5 "Areas of employment not covered by an Industrial instrument" means engagement in work, tasks or associated functions which are not subject to the terms of any Industrial instrument excluding this Order.
- 1.8.6 "Australian Qualifications Framework" (AQF) means the national system of recognition for the issue of vocational qualifications.
- 1.8.7 "Authorised representative" means a person authorised in accordance with the rules of the relevant industrial organisation.
- 1.8.8 "Commission" means the Queensland Industrial Relations Commission.
- 1.8.9 "Competencies" means the units of competence specified in either the relevant industry national competency standards endorsed by the Australian National Training Authority or a course accredited by a state training authority.
- 1.8.10 "Competency weighting points" means the weighting points assigned to individual competencies as specified in the relevant training packages, industry competency standards or training package or relevant competency standards implementation guides approved by the relevant industry training advisory body.
- 1.8.11 "Course" means the same as specified in the *Training and Employment Act 2000*, as amended from time to time.
- 1.8.12 "Employer" means the same as specified in the Act.
- 1.8.13 "Industrial instrument" for the purposes of this Order, means an award, certified agreement, QWA, industrial agreement or EFA as defined in the Act.
- 1.8.14 "Industry training advisory body (ITAB)" means the same as specified in the *Training and Employment Act 2000*, as amended from time to time.
- 1.8.15 "Part-time apprentice or trainee" means an apprentice or trainee who undertakes an apprenticeship or traineeship on a part-time basis by working less than the ordinary weekly hours as prescribed by the Industrial instrument applicable to the workplace, or the Act, and by undertaking a course at the same or lesser training time than a full-time apprentice or trainee.
- 1.8.16 "Qualification" means the same as specified in the *Training and Employment Act 2000*, as amended from time to time.
- 1.8.17 "Recognition of prior learning" means the process whereby competencies already attained by an individual (for example, through formal and informal training, work or life experiences) can be assessed and recognised as fulfilling certain components or competencies of the qualification.
- 1.8.18 "Relevant adult rate" means the rate of pay for an adult classification specified in the classification structure in the relevant Industrial instrument that most closely aligns with the competencies or skills specified in the training plan to be attained by the trainee at the completion of the traineeship. If there is no such classification, it shall mean the relevant adult rate in the classification structure in the relevant Industrial instrument that is used for the purpose of calculating junior rates of pay. Provided that the relevant adult rate shall be no more than the 100% rate expressed in the relevant Industrial instrument.
- 1.8.19 "Relevant Industrial instrument" means the Industrial instrument applicable to employees engaged in a relevant calling or classification in the workplace where the apprentice or trainee is employed, including the workplace of the host employer of an apprentice or trainee employed by a group training organisation.
- 1.8.20 "School-based apprenticeship or traineeship" means a contract of training and paid employment where a school student's timetable or curriculum reflects a combination of work, training and school study, which together lead to the award of a senior certificate or its equivalent, and progress towards, or the attainment of, a vocational qualification.
- 1.8.21 "Supervising registered training organisation" means the same as specified in the *Training and Employment Act*

2000, as amended from time to time.

- 1.8.22 "Supervised training" means the same as specified in Section 392 of the Act.
- 1.8.23 "Tradesperson's rate" for employees, other than those employed by a group training organisation, means the trade rate applicable at the workplace where the apprentice is employed.
- 1.8.24 "Tradesperson's rate" for employees employed by a group training organisation, means the trade rate applicable at the workplace of the host employer where the apprentice is working.
- 1.8.25 "Trainee" means the same as specified in the *Training and Employment Act 2000*, as amended from time to time.
- 1.8.26 "Traineeship" means the same as specified in the *Training and Employment Act 2000*, as amended from time to time.
- 1.8.27 "Training contract" means the same as specified in the *Training and Employment Act 2000*, as amended from time to time and shall also include any indentures for apprentices previously employed in Federal Apprenticeships previously administered by the Australian Industrial Registrar.
- 1.8.28 "Training package" means a series of industry based and nationally recognised qualifications, competency standards and assessment guidelines that are endorsed by the Australian National Training Authority. Training packages may also be supported by non-endorsed components such as learning strategies, assessment resources and professional development materials.
- 1.8.29 "Training plan" means the same as specified in the *Training and Employment Act 2000*, as amended from time to time.
- 1.8.30 "Training Recognition Council" means the same as specified in the *Training and Employment Act 2000*, as amended from time to time.
- 1.8.31 "Training record" means the same as specified in Division 3 of the *Training and Employment Regulation 2000*, as amended from time to time.

## **1.9 Commitment of parties**

- 1.9.1 The parties to this Order agree to review this Order no later than 3 years after the date of operation of this Order.
- 1.9.2 The Training Recognition Council or any industrial party may seek to amend this Order from time to time by making an application to the Commission for an amendment.
- 1.9.3 Industries and industry sectors may develop alternative wage progression arrangements and make application to the Commission to list them in the schedules of this Order.

## **1.10 Transitional arrangements**

- 1.10.1 The terms and conditions of the repealed Order (B1185 of 1999 as amended) shall apply to the period from 1 January 2000 to the date of operation of this Order. The terms and conditions of this Order shall apply from the date of operation of this Order.
- 1.10.2 The entitlements of apprentices and trainees who commenced employment with their employer on or after 1 January 2000, who are converting from a previous fully or partly completed training contract, shall be in accordance with the terms and conditions of this Order. In addition, they shall receive on entry no less than the entitlements specified in clause 4.2 of this Order.
- 1.10.3 The entitlements of apprentices and trainees who commenced employment with their employer before 1 January 2000, shall continue to be in accordance with the relevant orders, decisions or Industrial instruments of the Commission whilst they remain current.
- 1.10.4 This Order replaces the existing orders of the Commission specified in Appendix 1 from the dates specified.
- 1.10.5 The powers, responsibilities and functions of the Australian Industrial Registrar as previously specified in the relevant federal award are transferred from the Australian Industrial Registrar to the Training Recognition Council for the purposes of administration of the indentures and the issuing of the Certificate of Completion.

## **PART 2 - TRAINING CONDITIONS**

### **2.1 Training conditions**

- 2.1.1 The training conditions of apprentices and trainees shall be as prescribed under the *Training and Employment Act 2000*, the *Training and Employment Regulation 2000*, and approved guidelines, policies and procedures as amended from time to time.
- 2.1.2 The apprentice or trainee shall be permitted by the employer to undertake supervised training in the qualification in accordance with the provisions of the *Training and Employment Act 2000*, as amended from time to time
- 2.1.3 During the probationary period, the employer shall ensure that a training plan for each apprentice or trainee is negotiated and signed in accordance with the provisions of the *Training and Employment Act 2000* as amended from time to time and that the supervising registered training organisation identifies in the training plan the competencies already possessed by the apprentice or trainee or recognition of prior learning relative to the qualification to be undertaken.
- 2.1.4 Employers shall ensure apprentices and trainees, including those employed on shiftwork, are supervised to the extent required under the *Training and Employment Act 2000*, and approved guidelines and policies as amended from time to time.
- 2.1.5 It is the responsibility of the relevant supervising registered training organisation to conduct ongoing assessment of the apprentice or trainee in conjunction with the employer, and in accordance with the timeframes specified in the training plan. This ongoing assessment is to ensure that the apprentice or trainee is making adequate progress towards the achievement of competencies. All competencies achieved shall be recorded in the training record on a regular basis in accordance with the *Training and Employment Regulation 2000*.

## **PART 3 - EMPLOYMENT CONDITIONS**

### **3.1 General**

- 3.1.1 Employment conditions for apprentices and trainees employed in areas of employment covered by an Industrial instrument shall be as provided in the Industrial instrument except where amended by the terms of this Order or the Act, or the *Training and Employment Act 2000*, as amended from time to time.
- 3.1.2 Apprentices and trainees shall be paid for time spent undertaking supervised training in accordance with the provisions of the Act.
- 3.1.3 The conditions contained in this Order are minimum conditions. Where superior conditions exist in an Industrial instrument, those conditions shall prevail.

### **3.2 Part-time apprentices or trainees**

- 3.2.1 An apprentice or trainee may be engaged on part-time arrangements in accordance with the policy and decisions of the Training Recognition Council and be remunerated on a part-time basis in accordance with the provisions of this Order and the relevant Industrial instrument.
- 3.2.2 In accordance with the policy of the Training Recognition Council, the ordinary hours of work, including training in the workplace and supervised training, for a part-time apprentice or trainee shall average not less than 15 hours per week over each 4 week period throughout the duration of the training contract.

### **3.3 School-based apprentices or trainees**

- 3.3.1 In accordance with the policy of the Training Recognition Council school-based apprenticeship or traineeship arrangements must meet all of the following criteria:
- (a) Enrolment in a registered government or accredited non-government school;
  - (b) Attendance at school, work and training;
  - (c) A training contract which links to an industrial award or agreement and is signed by the employer and the student in training;
  - (d) Completion of an Education, Training and Employment Schedule, negotiated by the supervising registered training organisation, that must be signed by the Principal of the school where the student is enrolled. The Education, Training and Employment Schedule must demonstrate that the student is participating in work and/or training as part of their school timetable or curriculum;
  - (e) Progress towards the attainment of senior certificate or equivalent and/or a vocational qualification;
  - (f) Wages paid for the time spent in productive work in the workplace; and
  - (g) A minimum of 48 days of paid work in any 12 month period from the date of commencement of the school-based apprenticeship or traineeship, unless otherwise approved by the Training Recognition Council.
- 3.3.2 The minimum hours provided for in clause 3.2.2 shall not apply to school-based apprentices and trainees.

3.3.3 When a student ceases to be enrolled in a school offering secondary courses and the student has not completed the apprenticeship or traineeship, they shall continue as an apprentice or trainee in accordance with the training contract and the relevant Industrial instrument on either a full-time or part-time basis. They shall also be paid and receive all entitlements in accordance with legislation, orders or the Industrial instrument.

#### **3.4 Alternative employment arrangements**

An apprentice or trainee may be engaged on alternative employment arrangements to those specified in clauses 3.1, 3.2 and 3.3 provided the Training Recognition Council has approved these employment arrangements for training purposes. These provisions shall be designed to cater for seasonal and a variety of other employment arrangements that may occur in various industries. Such alternative employment arrangements shall be in accordance with relevant legislation, orders or Industrial instruments and may be included in the industry schedules of this Order.

### **PART 4 - WAGES AND RELATED MATTERS**

#### **4.1 General**

4.1.1 Wage progression arrangements shall be determined by the relevant industry schedule applicable to the apprenticeship or traineeship undertaken. Rates shall be calculated in multiples of ten cents with any result of five cents or more being taken to the next highest ten cent multiple, unless otherwise specified within this Order.

4.1.2 The wage rates contained in this Order are minimum rates and may be supplemented by enterprise bargaining, over award payments or other similar initiatives. Where superior wage rates exist in an Industrial instrument then those wage rates shall prevail.

4.1.3 If the relevant schedule does not provide a rate of pay for an apprentice or trainee, the employer may employ that person as an apprentice or trainee, but shall pay them in accordance with the full rate of pay for the classification of employment in the relevant Industrial instrument, that would have applied if the person was not employed as an apprentice or trainee.

4.1.4 Future wage increases associated with the Industrial instrument shall be deemed to have effect on this Order, with the exception of those parts of the schedules that provide for phasing-in of specified adult rates.

4.1.5 Allowances shall be paid in accordance with the provisions of the Act, this Order and the relevant Industrial instrument.

4.1.6 In addition to the rates of pay prescribed by this Order, eligible apprentices and trainees, including part-time and school-based apprentices and trainees, shall be entitled to occupational superannuation benefits in accordance with the Act and/or the relevant Commonwealth superannuation legislation.

#### **4.2 Entry wage level**

4.2.1 Apprentices and trainees shall be entitled to the wage level appropriate to the competencies possessed by them at the time of entry. Apprentices and trainees who commence with no industry competencies shall enter at wage level 1. Clause 4.2.1 may be amended by clauses 4.8, 4.9, 4.10, 4.11, or any alternative provision to those clauses specified in an industry schedule of this Order.

4.2.2 Apprentices or trainees who enter an apprenticeship or traineeship by way of conversion from a previous training contract, whether fully or partly completed, shall receive the wage level previously attained, regardless of whether it was attained by the attainment of competencies or the expiry of a period of time. In determining the appropriate wage level previously attained, aggregated periods of time served under a training contract or a federal indenture for the same apprenticeship or traineeship calling, and credits for pre-vocational, pre-apprenticeship and full-time institutional courses shall be taken into account.

4.2.3 Employers who object to the entry wage rate provided for in accordance with this clause may progress the matter through clause 5.1 (Grievance and dispute resolution procedures).

#### **4.3 Wage progressions**

##### *4.3.1 General*

Progression through the wage levels shall be based upon the attainment of competencies or minimum training requirements or other arrangements such as the expiry of a period of time, that are specified in the relevant schedule.

##### *4.3.2 Failure to make reasonable progress in the attainment of competencies*

- (a) This clause does not apply where the reason for the failure of the apprentice or trainee to make reasonable progress in the attainment of competencies is due to the:
- (i) failure of either the employer or supervising registered training organisation to arrange the apprentice or trainee's training to be delivered by the supervising registered training organisation, within a period of time that would allow the apprentice or trainee to attain the competencies within the period specified in the schedules; or
  - (ii) failure of the employer to release the apprentice or trainee for the training to be delivered by the supervising registered training organisation; or
  - (iii) failure of the employer to provide adequate training and/or adequate supervision by qualified staff.
- (b) Where the employer considers that a competency will not be achieved within the period specified in the schedules, they shall notify the Training Recognition Council in writing within 14 days, in accordance with the provisions of Section 82 of the *Training and Employment Act 2000*, as amended from time to time. The matter shall be processed in accordance with the approved procedures of the Training Recognition Council.
- (c) Once the notification specified in clause 4.3.2(b) has been submitted, the apprentice or trainee shall not progress automatically to the next Wage Level through the completion of the period specified in the schedule. They shall remain on their existing rate of pay until the matter is resolved in accordance with this clause.
- (d) As a result of the processing of this matter in accordance with the approved procedures of the Training Recognition Council, the parties to the training contract, after consultation with the supervising registered training organisation, may agree that the period specified in the schedule needs to be extended to a new date that will allow the apprentice or trainee to attain the competencies required. In such cases, the period specified may be extended by written agreement of the parties to the training contract. The employer shall retain a copy of the written agreement and shall make it available for inspection.
- (e) If an employer fails to notify the Training Recognition Council in accordance with clause 4.3.2(b), or if the period specified in the schedule is not extended in accordance with clause 4.3.2(d), the apprentice or trainee shall progress to the next wage level at the completion of the period specified in the schedule.
- (f) Subsequent wage progressions shall be in accordance with the provisions of the relevant schedule.

#### 4.3.3 Dispute resolution

Any dispute between the parties to the training contract regarding the provisions of clause 4.3, may be dealt with in accordance with the grievance and dispute resolution procedures of this Order. The Commission may as a result, extend the period specified in the schedule, to a new date that will allow the apprentice or trainee to attain the competencies required.

### 4.4 Completion of apprenticeship or traineeship

4.4.1 Apprentices or trainees shall only complete their apprenticeship or traineeship in accordance with the provisions of the *Training and Employment Act 2000*, as amended from time to time.

4.4.2 An apprentice or trainee shall only be entitled to receive a higher rate of pay than the final wage level specified in this Order for the qualification they are registered in, when they have completed their apprenticeship or traineeship in accordance with clause 4.4.1.

Example: The wage progression arrangements for traineeships in an industry are in accordance with the following table and the trainee is registered in an AQF Level 2 traineeship. The trainee shall commence on wage level 1, progress to wage level 2 when they have attained the AQF 1 competencies, however, the trainee will remain on wage level 2 until the traineeship is completed in accordance with clause 4.4.1.

Wage Level	Minimum Training Requirements on Entry	% of Relevant Adult Rate
1	On commencement	40
2	On attainment of AQF 1 competencies	55
3	On attainment of AQF 2 competencies	75
4	On attainment of AQF 3 competencies	90
5	On attainment of AQF 4 competencies	100

4.4.3 The classification of an employee on completion of an apprenticeship or traineeship shall be determined by the Industrial instrument they are employed under at the time.



#### 4.5 Part-time apprentices or trainees

4.5.1 Wages for part-time apprentices and trainees shall be based on the wage progression arrangements for apprentices and trainees listed in the applicable schedule of this Order, calculated on a *pro rata* basis.

4.5.2 Where the relevant schedule of this Order specifies that the minimum training requirements of an apprenticeship or traineeship shall be based on the achievement of competencies or a period of time after commencing a wage level, the period of time specified refers to full-time apprentices and trainees. For part-time apprentices or trainees, the minimum period of time specified for wage progression arrangements shall be double that specified for full-time apprentices and trainees, unless otherwise provided in the relevant schedule.

4.5.3 When the employment of a part-time apprentice or trainee is converted to full-time, the date the next wage level is due (excluding if the apprentice or trainee attains the necessary competencies earlier) shall be calculated by applying the following formula:

Step 1 Calculate the total calendar period (in days) of part-time employment after commencing the wage level applicable to the date of the conversion to full-time;

Step 2 Divide the result by 2 and round the result to the next full day;

Step 3 Subtract the result from 365 days;

Step 4 Add the result to the date of conversion to full time to ascertain the date the next wage level is due.

Example: A person was employed as a school based trainee on Wage Level 1 from 1 March to 30 November in the same year and was converted to full time on 1 December that year.

1. Total calendar period from 1 March to 30 November = 275 days
2.  $275 \text{ days} \div 2 = 137.5$  (rounded off = 138 days)
3.  $365 - 138 = 227$  days
4. 1 December + 227 days = 26 May (or earlier if trainee attains the necessary competencies earlier)

#### 4.6 School-based apprentices or trainees

4.6.1 School-based apprentices and trainees shall be entitled to the wages as prescribed in the applicable schedule of this Order for all time worked including time spent undertaking on the job training:

School-based apprentices and trainees are not casual employees, however, school-based apprentice or trainee shall not be entitled to wages for the following:

- (a) time spent at school and/or institution or undertaking off the job training;
- (b) annual leave;
- (c) sick leave; and
- (d) public holidays, where the apprentice or trainee is not required to work on such days.

4.6.2 *Calculation of base hourly rate:*

- (a) General (all apprentices and trainees)

The base hourly wage rate for school-based apprentices and trainees shall be based on the wage progression arrangements listed in the applicable schedule of this Order, calculated on a *pro rata* hourly basis.

- (b) Specific provisions where Training Wage Award - State 2003 rates of pay apply

Where the relevant schedule of this Order specifies that the wages for a trainee shall be in accordance with the provisions of the Training Wage Award - State 2003, the base hourly rate of pay for school-based trainees shall be as follows, regardless of the Wage Level for the traineeship.

	Students enrolled in Year 10 and 11	Students enrolled in Year 12
<b>Base Hourly Rate</b>	<b>\$6.00</b>	<b>\$7.20</b>

A student is deemed to be in Year 10, Year 11, Year 12 from 1 January of each year.

Future adjustments to the base hourly rates specified in this clause shall be based on the following provisions of the Training Wage Award - State 2003, as amended. Wages for Year 10 and 11 students are calculated on the rate applicable to a trainee less than 1 year out of Year 10. Wages for Year 12 students are calculated on the rate

applicable to a trainee less than 1 year out of Year 11.

Step 1: Divide weekly wage by 30.4.

Step 2: Round calculation to nearest 10 cents.

Example:

Base hourly rate for student enrolled in Year 10 or 11	
\$183.00/30.4	= \$6.0197
Rounding	= \$6.00

Base hourly rate for a student rate enrolled in Year 12	
\$219.00/30.4	= \$7.2039
Rounding	= \$7.20

Note:

The figure for the base hourly rate includes all amendments up to, and including 1 September, 2002.

The divisor of 30.4 is used in recognition that the full-time wage under the Training Wage Award - State 2003 has a notional discount of 20% for training i.e. 7.6 hours. This is factored out because school-based trainees are not paid for off the job training.

#### 4.6.3 *Loaded hourly rate:*

(a) Unless alternative arrangements are specified in an industry schedule of this Order, all school-based apprentices and trainees shall receive a loading of 20% in addition to the base hourly rate for full-time and part-time apprentices and trainees. Such loading shall compensate for:

- (i) annual leave;
- (ii) sick leave; and
- (iii) public holidays, where the apprentice or trainee is not required to work on such days.

(b) Unless alternative arrangements are specified in an industry schedule of this Order, the loaded hourly rate shall be used as the ordinary time rate for the calculation of overtime, penalties and all other purposes of the applicable Industrial instrument.

#### 4.6.4 *Wage progressions:*

Where the relevant schedule of this Order specifies that the minimum training requirements of an apprenticeship or traineeship shall be based on the achievement of competencies or a period of time after commencing a wage level, the period of time specified shall refer to full-time apprentices and trainees. For school-based apprentices or trainees, the minimum period of time specified for wage progression arrangements shall be double that specified for full-time apprentices and trainees, unless otherwise provided in the relevant schedule.

4.6.5 When the employment of a school-based apprentice or trainee is converted to full-time, the date the next wage level is due (excluding if the apprentice or trainee attains the necessary competencies earlier) shall be calculated by applying the following formula:

- Step 1 Calculate the total calendar period (in days) of school-based employment after commencing the wage level applicable to the date of the conversion to full-time;
- Step 2 Divide the result by 2 and round the result to the next full day;
- Step 3 Subtract the result from 365 days;
- Step 4 Add the result to the date of conversion to full time to ascertain the date the next wage level is due.

Example: A person was employed as a school based trainee on Wage Level 1 from 1 March to 30 November in the same year and was converted to full time on 1 December that year.

- 1. Total calendar period from 1 March to 30 November = 275 days
- 2. 275 days ÷ 2 = 137.5 (rounded off = 138 days)
- 3. 365 - 138 = 227 days
- 4. 1 December + 227 days = 26 May (or earlier if trainee attains the necessary competencies earlier)

## 4.7 **Areas of employment not covered by an Industrial instrument**

4.7.1 Wages and employment conditions for apprentices and trainees who are employed in areas of employment not covered by an Industrial instrument, shall be subject to the minimum conditions prescribed by any relevant

legislation.

4.7.2 In the absence of any relevant legislative provisions, wages for apprentices and trainees shall be calculated by one of the following means:

- (a) Where the relevant schedule of this Order specifies minimum training requirements of an apprenticeship or traineeship based on the achievement of competencies or a period of time after commencing a wage level, the percentages specified in the relevant schedule of this Order shall be applied to the following:
  - (i) for trainees - an amount equivalent to the Queensland Minimum Wage as amended from time to time; or
  - (ii) for apprentices - an amount equivalent to rate for the C10 Classification specified in the *Engineering Award - State* as amended from time to time.
- (b) Where the relevant schedule of this Order specifies that the wages for a traineeship shall be in accordance with the provisions of the Training Wage Award - State 2003, the wages for trainees shall be in accordance with those provisions.

4.7.3 In the absence of any relevant legislation, all other employment conditions for apprentices and trainees shall be determined by agreement in writing between the employer and apprentice or trainee at the point of engagement.

4.7.4 This clause shall not prevent the parties from developing alternative arrangements for apprentices and trainees employed in areas of employment not covered by an Industrial instrument and specifying those arrangements in the relevant schedule of this Order.

#### **4.8 Existing employees**

4.8.1 Except for clause 4.8.4, "existing employee" means a person who has been employed by an employer in a previous position, other than as a casual employee (as defined in Section 60 of the *Training and Employment Act 2000*, as amended from time to time) immediately prior to employing them as an apprentice or trainee with that employer.

4.8.2 Existing employees may participate in apprenticeships and traineeships. An existing employee shall be required to serve a probationary period in accordance with the *Training and Employment Act 2000*, as amended from time to time, however, they shall be entitled to reinstatement in their previous position in circumstances provided by Section 60 of the *Training and Employment Act 2000*, as amended from time to time.

4.8.3 When existing employees commence an apprenticeship or traineeship, the employer shall endeavour to minimise any adverse affects on other employees. Additionally, such other employees shall not be displaced from or disadvantaged in their employment by the engagement of new apprentices or trainees.

4.8.4 Unless alternative arrangements are specified in an industry schedule of this Order, existing employees who have been employed by an employer in a calling, or classification, relevant to the apprenticeship or traineeship for at least three months on a full-time basis or six months on a regular and ongoing part-time or casual basis immediately prior to becoming an apprentice or trainee with that employer shall not suffer a reduction in their ordinary hourly rate of pay by virtue of becoming an apprentice or trainee:

Provided that existing employees who were casually engaged prior to becoming employed as a full-time or part-time apprentice or trainee shall not be entitled to retain their casual loading.

4.8.5 An existing employee shall maintain continuity of employment despite having entered into an apprenticeship or traineeship.

4.8.6 Existing employees whose apprenticeship or traineeship is completed and subsequently remain in their employer's employ, shall revert to employment at least equal in status to the classification held prior to the commencement of their apprenticeship or traineeship.

#### **4.9 Adult apprentices and trainees**

Various industry schedules of this Order provide minimum rates of pay for adult apprentices and trainees. Leave is reserved for industrial organisations to review the provisions for minimum rates of pay for adult apprentices and trainees.

#### **4.10 Pre-employment, pre-trade, pre-apprenticeship, pre-vocational and other full-time institutional training**

4.10.1 Clause 4.10 does not apply to traineeships where the industry schedule specifies the rates of pay for the

traineeship shall be in accordance with the Training Wage Award - State 2003.

4.10.2 Unless alternative arrangements are specified in an industry schedule of this Order, persons who commence an apprenticeship or traineeship after completing a pre-employment, pre-trade, pre-apprenticeship, pre-vocational and other full-time institutional training course which is appropriate to the apprenticeship or traineeship commenced, shall commence at wage level 1 and three months after commencing their apprenticeship or traineeship, progress to wage level 2, provided that the granting of such recognition is consistent with the policy of the Training Recognition Council.

4.10.3 Wage progression arrangements beyond wage level 2 shall be in accordance with the relevant schedule.

4.10.4 Any employer who objects to the application of these provisions or the application of alternative provisions specified in a relevant industry schedule to an apprentice or trainee they employ or intend to employ, may progress the matter through the grievance and dispute resolution procedures of this Order.

#### **4.11 Apprentices and trainees with a disability**

4.11.1 This clause shall only apply to persons who meet the eligibility criteria specified in the Supported Wage Award - State 2002.

4.11.2 Apprentices and trainees with a disability shall be remunerated in accordance with the provisions and principles of the Supported Wage Award - State 2002. The applicable percentage determined in accordance with the Supported Wage Award - State 2002 shall be applied to the wage rates provided in the relevant schedule of this Order:

Provided that no apprentice or trainee shall receive less than the minimum amount payable as prescribed in the Supported Wage Award - State 2002 as amended from time to time.

4.11.3 Where the relevant schedule of this Order specifies that the minimum training requirements of an apprenticeship or traineeship shall be based on the achievement of competencies or a period of time after commencing a wage level, the period of time specified shall not apply to apprentices or trainees with a disability. They shall only progress on the attainment of the competencies.

4.11.4 Employers shall ensure that apprentices and trainees with a disability are regularly assessed regarding the achievement of competencies.

#### **4.12 Payment for supervised training**

4.12.1 In accordance with the provisions of the Act, time spent by an apprentice or trainee in undertaking supervised training, up to the maximum number of hours specified in the approval, is taken to be time worked for the employer and ordinary hours when calculating wages and employment conditions for the apprentice or trainee.

4.12.2 In accordance with the provisions of the Act, the employer shall include details of time spent and payment for course time in the time and wages records.

4.12.3 Where an apprentice's or trainee's rostered day off, or days off, coincide with attendance at supervised training the rostered day off shall not be a rostered day off for the apprentice or trainee and shall be substituted by one of the following methods:

- (a) the equivalent of the time spent at supervised training may be added to apprentice or trainee's annual leave;
- (b) payment for the equivalent of the time spent at supervised training may be made to the apprentice or trainee on the next succeeding pay day;
- (c) the apprentice or trainee may be allowed the equivalent of the time spent at supervised training in lieu of such rostered day off. Unless otherwise agreed between the employer and the apprentice or trainee, such time in lieu shall be taken within 28 days of the rostered day off falling due.

#### **4.13 Supply of tools**

4.13.1 Apprentices (including part-time and school-based apprentices) shall be provided with tools of trade in accordance with the relevant orders and decisions of the Commission.

### **PART 5 - DISPUTE RESOLUTION AND INDUSTRIAL RELATIONS MATTERS**

#### **5.1 Grievance and dispute resolution procedures**

5.1.1 Any dispute or grievance arising from the application of this Order shall initially be addressed through the dispute resolution procedures of the relevant Industrial instrument.

5.1.2 If any dispute is not able to be resolved in accordance with of clause 5.1.1, it may be referred to the Commission for resolution. In order to resolve any dispute, the Commission may seek the assistance of the Training Recognition Council, the relevant supervising registered training organisation, industry training advisory body or other appropriate training authority or body.

## 5.2 Industrial relations

5.2.1 The employer shall make available for inspection, time and wages records of apprentices/trainees in accordance with the relevant legislation.

5.2.2 The employer shall make available time during any induction process for authorised representatives to address apprentices/trainees.

5.2.3 Upon requests, the employer may allow authorised representatives to address apprentices/trainees during working time on matters associated with terms and conditions of employment, provided that such discussions do not unreasonably disrupt the work process.

5.2.4 Where apprentices/trainees consent, the employer may administer payroll deductions of union fees.

## SCHEDULE 1 - GENERIC WAGE ARRANGEMENTS FOR APPRENTICES AND TRAINEES

### 1. General

1.1 The wage progression arrangements in this Schedule represent generic apprenticeship and traineeship options and are presented as a guide to assist the parties establish a common framework for wages. Industries or industry sectors may choose to adopt these arrangements or develop alternative arrangements. The arrangements applicable to a specific industry shall be specified in the relevant industry schedule.

1.2 The following provisions must be read and applied in conjunction with the provisions of Part 4 of this Order - Wages and Related Matters.

### 2. Apprentices

Wage Level	Minimum Training Requirements on Entry	% of Tradesperson's Rate Specified in the Industrial instrument
1	Prior to the attainment of the minimum training requirements specified for Wage Level 2	40
2	On attainment of 25 % of the total competencies specified in the training plan for the relevant AQF Certificate III qualification or twelve months after commencing the apprenticeship whichever is the earlier	55
3	On attainment of 50 % of the total competencies specified in the training plan for the relevant AQF Certificate III qualification or twelve months after commencing Wage Level 2 whichever is the earlier	75
4	On attainment of 75 % of the total competencies specified in the training plan for the relevant AQF Certificate III qualification or twelve months after commencing Wage Level 3 whichever is the earlier	90
5	On attainment of 100% of the total competencies specified in the training plan for the relevant AQF Certificate III qualification or twelve months after commencing Wage Level 4 whichever is the earlier	100
6	On attainment of 100% of the total competencies specified in the training plan for the relevant AQF Certificate IV qualification or twelve months after commencing Wage Level 5 whichever is the earlier	105
7	On attainment of 100% of the total competencies specified in the training plan for the relevant AQF Diploma qualification or twelve months after commencing Wage Level 6 whichever is the earlier	110

### 3. Trainees

Wage Level	Trainee Registered for AQF Level 1 or 2 Qualifications	Trainee Registered for AQF Level 3 Qualification	Trainee Registered for AQF Level 4 Qualification	Trainee Registered for AQF Level 5 Qualification	Trainee Registered for AQF Level 6 Qualification	% Of Relevant Adult Rate*
1	On entry	Prior to the attainment of the minimum training requirements specified for Wage Level 2	Prior to the attainment of the minimum training requirements specified for Wage Level 2	Prior to the attainment of the minimum training requirements specified for Wage Level 2	Prior to the attainment of the minimum training requirements specified for Wage Level 2	55
2		On attainment or completion of: (a) AQF 1 & 2 competencies; or (b) 1/2 of the total competencies for the relevant AQF 3 qualification; or (c) 1/2 of the nominal duration of the traineeship, whichever is the earlier.	On attainment or completion of: (a) AQF 1 & 2 competencies; or (b) 1/3 of the total competencies for the relevant AQF 4 qualification; or (c) 1/3 of the nominal duration of the traineeship, whichever is the earlier.	On attainment or completion of: (a) AQF 1 & 2 competencies; or (b) 1/4 of the total competencies for the relevant AQF 5 qualification; or (c) 1/4 of the nominal duration of the traineeship, whichever is the earlier.	On attainment or completion of: (a) AQF 1 & 2 competencies; or (b) 1/5 of the total competencies for the relevant AQF 6 qualification; or (c) 1/5 of the nominal duration of the traineeship, whichever is the earlier.	75
3			On attainment or completion of: (a) AQF 3 competencies, (b) 2/3 of the total competencies for the relevant AQF 4 qualification; or (c) 2/3 of the nominal duration of the traineeship, whichever is the earlier.	On attainment or completion of: (a) AQF 3 competencies, (b) 1/2 of the total competencies for the relevant AQF 5 qualification; or (c) 1/2 of the nominal duration of the traineeship, whichever is the earlier.	On attainment or completion of: (a) AQF 3 competencies, (b) 2/5 of the total competencies for the relevant AQF 6 qualification; or (c) 2/5 of the nominal duration of the traineeship, whichever is the earlier.	100
4				On attainment or completion of: (a) AQF 4 competencies, (b) 3/4 of the total competencies for the relevant AQF 5 qualification;	On attainment or completion of: (a) AQF 4 competencies, (b) 3/5 of the total competencies	105

Wage Level	Trainee Registered for AQF Level 1 or 2 Qualifications	Trainee Registered for AQF Level 3 Qualification	Trainee Registered for AQF Level 4 Qualification	Trainee Registered for AQF Level 5 Qualification	Trainee Registered for AQF Level 6 Qualification	% Of Relevant Adult Rate*
				or (c) 3/4 of the nominal duration of the traineeship, whichever is the earlier.	ies for the relevant AQF 6 qualification; or (c) 3/5 of the nominal duration of the traineeship, whichever is the earlier.	
5					On attainment or completion of: (a) AQF 5 competencies, (b) 4/5 of the total competencies for the relevant AQF 6 qualification; or (c) 4/5 of the nominal duration of the traineeship, whichever is the earlier.	110

\*NOTE: The relevant adult rate shall be no more than the 100% rate expressed in the relevant Industrial instrument.

## SCHEDULE 2 - ARTS INDUSTRY

### 1. General

The following is a list of the primary occupational areas of the Arts Industry:

- Film, music, theatre and video production;
- Arts, radio and television services;
- Motion pictures exhibition;
- Museums, performing arts venues and photographic studios; and
- Creative arts.

### 2. Trainees

#### 2.1. Training Packages

##### 2.1.1 *Entertainments;*

*Film and Television, Radio and Multi Media Training Package;  
Museum and Library and Information Services Training Package; and  
Music Training Package.*

Trainees registered in approved traineeships based on qualifications contained in the above training packages shall be entitled to the relevant wage progression arrangements specified in clause 3 of Schedule 1.

### 2.1.2 Arts Administration Traineeships

Trainees registered in the above traineeship shall be entitled to the relevant wage progression arrangements specified in clause 2.1.1 of Schedule 5 for the *Business Services Training Package*.

### 2.1.3 Visual Arts, Craft and Design Training Package

- (a) Wages and conditions for trainees who are subject to an award or industrial instrument which has specific provisions for trainees under the Vocational Education, Training and Employment Act 2000 shall be as provided in that Industrial instrument.
- (b) The wage progression arrangements for other trainees shall be in accordance with clause 3 of Schedule 1 of this Order.

## 2.2 Other Traineeships

Trainees specified below shall receive wages in accordance with the Training Wage Award - State 2003, as amended from time to time and set out in the following table, and conditions specified in this Order and the Industrial instrument.

Traineeship Stream	Wage Level
Arts Administration (non-training package)	A
Multimedia (non-training package)	B
Photofinishing Technician (AQF 2) (non-training package)	B

## 3. Specific conditions

The following specific conditions shall apply to apprentices and trainees to whom clause 3 applies in addition to the conditions prescribed in this Order. Where the specific conditions are inconsistent with conditions prescribed elsewhere in this Order, the specific conditions contained herein shall prevail.

### 3.1 New adult trainees - Visual Arts, Craft and Design Training Package

- (a) Where an adult person enters into a training contract, such person shall receive no less than an amount equivalent to the Queensland Minimum Wage as amended from time to time:  
  
Provided that part-time adult trainees shall not be paid less than the pro rata of an amount equivalent to the Queensland Minimum Wage.
- (b) Provided further these provisions shall not apply to trainees who become an adult during the term of the traineeship.

## SCHEDULE 3 - AUTOMOTIVE INDUSTRY

### 1. General

The following is a list of the primary occupational areas of the Automotive Industry:

- Repair, servicing, assembly, sales and cleaning of motor vehicles, heavy commercial vehicles, motor cycles, bicycles, farm machinery, light marine engines, small engines and ancillary equipment;
- Automotive electrical work;
- Engine reconditioning;
- Smash repairs, vehicle painting, motor trimming and body building;
- Assembly, repair, service and sales of bicycles;
- Sale and fitting of motor vehicle parts and accessories, including tyres, tubes, belts and batteries;
- Motor vehicle hire;
- Service station operations; and
- Towing operations.

### 2. Apprenticeships

#### 2.1 Training Packages

- 2.1.1 *Automotive Retail Service and Repair Training Package; and  
Automotive Industry Manufacturing Training Package - (Bus, Truck and Trailer Stream)*



- (a) Apprentices who commenced or re-commenced on or after 18 October 2004.

The wage progression arrangements for apprentices who commenced an apprenticeship based on qualifications contained in the above training packages on or after 18 October shall be as follows:

Wage Level	Minimum Training Requirements On Entry	% of Tradesperson's Rate or equivalent
1	On entry into the apprenticeship	40
2	On attainment of 25 % of the total competency value for the competencies specified in the training plan <i>or</i> twelve months after commencing the apprenticeship whichever is the earlier	55
3	On attainment of 50 % of the total competency value for the competencies specified in the training plan <i>or</i> twelve months after commencing wage Level 2 whichever is the earlier	75
4	On attainment of 75 % of the total competency value for the competencies specified in the training plan <i>or</i> twelve months after commencing wage Level 3 whichever is the earlier	90
Exit (AQF III)	On completion of the apprenticeship	100

(i) Definitions and Notes

- A. All apprentices must have an agreed training plan in accordance with the *Vocational Education Training and Employment Act 2000* including competencies already achieved or achieved through Recognition of Prior Learning.
- B. The 'competency value' for each competency unit means the approved nominal hours approved by the State Training Authority for that competency unit.
- C. The 'total competency value' is the sum of the approved nominal hours for all competency units specified in the apprentice's individual training plan that are necessary for the attainment of the qualification, including any competencies achieved before the commencement of the apprenticeship.
- D. If the training plan is amended after the commencement of the apprenticeship, the apprentice will suffer no disadvantage in relation to their rate of pay.
- E. The competency value for a specific competency unit shall only be awarded to the apprentice when the apprentice has been assessed as competent by the supervising registered training organisation in conjunction with the employer.

- (b) Apprentices who commenced or re-commenced before 18 October 2004.

The wage progression arrangements for apprentices who commenced or re-commenced an apprenticeship based on qualifications contained in the above training packages before 18 October 2004 shall be in accordance with the provisions of clause 2 of Schedule 1 of this Order.

2.2 Other Apprenticeships

2.2.1 *The wage progressions specified in clause 2.2.2 of this Schedule shall apply to the following apprenticeships and related qualifications:*

Apprenticeship Callings	Qualifications
Engineering Tradesperson (Electrical)	Cert III in Engineering (Electrical - Automotive Mechanics) (CN100)
Engineering Tradesperson (Mechanical)	Cert III in Automotive Engineering (Motor Mechanics) (Light Vehicles) (CN0351) Certificate III in Engineering (Mechanical -Engine Reconditioning) (CN100) Cert III in Engineering (Mechanical -Heavy Commercial Vehicle) (CN100) Cert III in Engineering (Mechanical -Light Marine Engines) (CN100) Cert III in Engineering (Mechanical -Motor Cycle and Similar Machines) (CN100) Cert III in Engineering (Mechanical -Small Engines and Ancillary Equipment) (CN100)

Engineering Tradesperson (Vehicle Building)	Cert III in Automotive Engineering (Autobody Refinishing) (CN0351) Cert III in Automotive Engineering (Autobody Repairs) (CN0351) Cert III in Automotive Engineering (Body Building) (CN0351) Cert III in Automotive Engineering (Trimming) (CN0351)
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### 2.2.2 Wage Progressions

Wage Level	Minimum Training Requirements On Entry		% of C10
	CN0351 Based Apprenticeships	CN100 Based Apprenticeships	
1	On entry into the apprenticeship	On entry into the apprenticeship	40
2	On attainment of 25 % of the total competencies or modules specified in the training plan <i>or</i> twelve months after commencing the apprenticeship whichever is the earlier	On attainment of 25 % of the total modules assessed on & off the job <i>or</i> twelve months after commencing the apprenticeship whichever is the earlier	55
3	On attainment of 50 % of the total competencies or modules specified in the training plan <i>or</i> twelve months after commencing wage Level 2 whichever is the earlier	On attainment of 50 % of the total modules assessed on & off the job <i>or</i> twelve months after commencing wage Level 2 whichever is the earlier	75
4	On attainment of 75 % of the total competencies or modules specified in the training plan <i>or</i> twelve months after commencing wage Level 3 whichever is the earlier	On attainment of 75 % of the total modules assessed on & off the job <i>or</i> twelve months after commencing wage Level 3 whichever is the earlier	90
Exit (AQF III)	On completion of the apprenticeship	On completion of the apprenticeship	100

### 2.2.3 Automotive Parts Interpreter (Specialist) and Parts Interpreter

- (a) This clause shall apply to the above named apprenticeships regardless if the qualification is from a training package or not.
- (b) Apprentices employed under the provisions of the Vehicle Industry - Repair, Services and Retail - Award 1983 (Federal) shall be entitled to wages and conditions in accordance with that Award.
- (c) Apprentices employed under the provisions of other Industrial instruments shall be entitled to wages in accordance with clause 2.1.1 of this Schedule. If an apprentice is employed under the provisions of an Industrial instrument which does not contain a tradesperson classification for automotive parts interpreting, the wage progression arrangements specified in clause 2.1.1 of this Schedule shall be based upon the C10 Classification specified in the Engineering Award - State 2002 as amended from time to time. All other conditions shall be in accordance with this Order and the Industrial instrument.

## 3 Traineeships

### 3.1 Training Packages

#### 3.1.1 Automotive Retail Service and Repair Training Package; and

##### *Automotive Industry Manufacturing Training Package - (Bus, Truck and Trailer Stream)*

- (a) Unless otherwise specified in this clause, trainees registered in traineeships based on AQF Certificate I and II qualifications contained in the above training packages shall be entitled to 40% of the equivalent trade rate as specified in the applicable Industrial instrument or, if there is no equivalent trade rate within the applicable Industrial instrument or, if there is no applicable Industrial instrument, 40% of the rate for the C10 classification as specified in the Engineering Award - State 2002.
- (b) Trainees undertaking traineeships listed in Annexure A below shall be entitled to:

Wage Level	Minimum Training Requirements on Entry	% of the equivalent trade rate as specified in the applicable Industrial instrument or, if there is no equivalent trade rate within the applicable Industrial instrument or, if there is no applicable Industrial instrument, 40% of

		<b>the rate for the C10 classification as specified in the Engineering Award - State</b>
1	Prior to the attainment of minimum training requirements specified for wage level 2	40%
2	On attainment of 70% of the total competencies specified in the training plan for the relevant AQF Certificate II qualification or twelve months after commencing the traineeship, whichever is the earlier.	55%

#### Annexure A

<b>Traineeship Name</b>	<b>Qualification Title</b>
Automotive Administration Officer	Certificate II in Automotive (Administration Clerical)
Automotive Service Receptionist	Certificate II in Automotive (Administration Service Reception)
Cylinder Head Reconditioner	Certificate II in Automotive (Mechanical Cylinder Head Reconditioning)
Bicycle Service Person	Certificate II in Bicycles (Services)
Marine Service Person	Certificate II in Marine (Services)
Bus, Truck and Trailer Manufacturing Level II	Certificate II in Automotive Manufacturing (Bus/Truck/Trailer)".

(c) Trainees undertaking traineeships listed in Annexure B below shall be entitled to:

<b>Wage Level</b>	<b>Minimum Training Requirements on Entry</b>	<b>% of the equivalent trade rate as specified in the applicable Industrial instrument or, if there is no equivalent trade rate within the applicable Industrial instrument or, if there is no applicable Industrial instrument, 40% of the rate for the C10 classification as specified in the Engineering Award - State</b>
1	Prior to the attainment of minimum training requirements specified for wage level 2	40%
2	On attainment of 40% of the total competencies specified in the training plan for the relevant AQF Certificate III qualification or twelve months after commencing the traineeship, whichever is the earlier.	55%
3	On attainment of 80% of the total competencies specified in the training plan for the relevant AQF certificate III qualification or twelve months after commencing wage level 2, whichever is the earlier.	75%

#### Annexure B

<b>Traineeship Name</b>	<b>Qualification Title</b>
Vehicle Salesperson (Level III)	Certificate III in Automotive (Sales - Vehicle)
Marine Salesperson (Level III)	Certificate III in Marine (Sales)
Bicycle Salesperson (Level III)	Certificate III in Bicycles (Sales)
Outdoor Power Equipment Salesperson	Certificate III in Outdoor Power Equipment (Sales)

### 3.2 Other Traineeships

#### 3.2.1 *Vehicle Dismantling*

Trainees registered in the Vehicle Dismantling traineeship shall be entitled to 40 % of the rate for the classification C10 in the Engineering Award - State 2002 or 40% of the equivalent tradesperson rate as specified in the Industrial instrument applicable to the enterprise or, if there is no equivalent trade rate within the applicable Industrial instrument

or, if there is no applicable Industrial instrument, 40% of the rate for the C10 classification as specified in the Engineering Award - State 2002. On exit of the traineeship, persons shall be entitled to the relevant rate as specified in the Industrial instrument.

### 3.2.2 *Vehicle Detailing*

Trainees registered in the Vehicle Detailing traineeship shall be entitled to wages provided in the Training Wage Award - State 2003 and the National Training Wage Award (Skill Level B) as amended from time to time and conditions specified in this Order and the Industrial instrument.

## 4 **Specific Conditions**

The following specific conditions shall apply to apprentices and trainees to whom this Schedule applies in addition to the conditions prescribed in this Order. Where the specific conditions are inconsistent with conditions prescribed elsewhere in this Order, the specific conditions contained herein shall prevail.

### 4.1 Adult Apprentices and Trainees

#### 4.1.1 *Existing Adult Employees (as defined in clause 4.8.4 of this Order)*

Where an adult person (excluding a casual employee) was employed by the employer in an industry classification that was not relevant to the apprenticeship calling or traineeship immediately prior to becoming an adult apprentice or trainee with that employer they shall be paid in accordance with the provisions for new adult employees as detailed in clause 4.1.2.

Where an adult person (excluding a casual employee) was employed by the employer in a relevant industry classification as compared to the apprenticeship calling/traineeship immediately prior to becoming an adult apprentice/trainee with that employer and commenced the apprenticeship/traineeship on or after 10/5/99, such person shall not suffer a reduction in their hourly rate of pay by virtue of becoming an apprentice/trainee:

#### 4.1.2 *New Adult Employees*

When an adult person becomes an apprentice or trainee, and they were not employed by the employer immediately prior to becoming an apprentice or trainee, their minimum rate of pay shall be in accordance with the following tables.

However, if such apprentices/trainees were in receipt of a higher rate of pay in the period between 1/9/97 and 9/5/99, they shall be entitled to retain that higher rate.

#### (a) New Adult Apprentices

<b>Wage Level</b>	<b>Total Weekly Rate Payable</b>
1	75% of C10
2	80% of C10
3	84% of C10
4	90 % of C10

#### (b) New Adult Trainees

<b>Wage Level</b>	<b>Total Weekly Rate Payable</b>
All wage levels	75% of C10

### 4.2 Junior Employees

Existing junior employees shall not be subject to the provisions of clause 4.8.4 of this Order. Leave is reserved for industrial organisations to review the provisions of this clause.

### 4.3 Pre-apprenticeship and Pre-vocational Credits

Apprentices and trainees who have undertaken an automotive mechanical/electrical pre-apprenticeship or pre-vocational course which is appropriate to the apprenticeship or traineeship commenced, shall commence at Wage Level 1 and after 6 months progress to Wage Level 2:

## **SCHEDULE 4 - BUILDING AND CONSTRUCTION AND CIVIL CONSTRUCTION INDUSTRIES**

### 1. **General**

The following is a list of the sectors of the Building and Construction and Civil Construction Industries:

- General Construction (clause 2);
- Off-Site Construction (clause 3);
- Plumbing and Services (clause 4);
- Civil Construction (clause 5);

**2. General Construction**

2.1 Apprenticeships

2.1.1 *General Construction Training Package*

(a) Apprentices registered in apprenticeships based on qualifications from the General Construction Training Package in the following:

- Bricklaying,
- Carpentry,
- Painting and Decorating,
- Plastering (Fibrous),
- Plastering (Solid), and
- Tiling (Floor and Wall)

shall receive wages in accordance with the wage progression arrangements as provided in clause 2 of Schedule 1 of this Order.

(b) Roof Tiling

The wage progression arrangements for apprentices undertaking the Roof Tiling qualification from the General Construction Training Package shall be as per the following table:

Wage Level	Minimum Training Requirements on Entry	% of Tradesperson's Rate in the relevant Industrial instrument
1	Prior to the attainment of the competencies specified for progression to Wage Level 2	45
2	On attainment of 25% of the total competencies for the Roof Tiling qualification; or twelve months after commencing the apprenticeship whichever is the earlier	60
3	On attainment of 50% of the total competencies for the Roof Tiling qualification; or twelve months after commencing Wage Level 2 whichever is the earlier	75
4	On attainment of 75% of the total competencies for the Roof Tiling qualification; or twelve months after commencing Wage Level 3 whichever is the earlier	90

(c) Waterproofing

The wage progression arrangements for apprentices undertaking the Waterproofing qualification from the General Construction Training Package shall be as per the following table:

Wage Level	Minimum Training Requirements on Entry	% of Tradesperson's Rate specified in the relevant industrial instrument
1	Prior to the attainment of the minimum training requirements specified for Wage Level 2	68

2	On attainment of one third of the competencies required for the Certificate III qualification, or twelve months after commencing the apprenticeship, whichever is the earlier	78
3	On attainment of two thirds of the competencies required for the Certificate III qualification, or twelve months after commencing wage level 2, whichever is the earlier	90

Notes:

- (i) If there is no industrial instrument relevant to the employment of an apprentice Waterproofer, the *Building Construction Industry Award - State 2003* shall be the relevant industrial agreement.
- (ii) If the relevant industrial instrument does not contain a classification for Waterproofing tradespersons, the rate for a tradesperson Plasterer in the relevant industrial instrument shall be the tradesperson's rate for the purposes of calculating Waterproofing apprenticeship rates of pay.

### 2.1.2 Non-Training Package Apprenticeships

- (a) Apprentices employed in non-training package apprenticeships in the General Construction Sector of the Building and Construction Industry shall continue to receive wages and conditions in accordance with the B2185 of 1997 (157 QGIG 160) Order of the Commission as amended from time to time.

## 2.2 Traineeships

### 2.2.1 General Construction Training Package

Trainees registered in traineeships based on AQF3 qualifications from the above training package in the following:

- Concreting,
- Demolition,
- Dogging,
- Rigging,
- Scaffolding and
- Steel Fixing

shall receive wages in accordance with the following Table.

Wage Level	Minimum Training Requirements on Entry	% of Tradesperson's Rate specified in the relevant Industrial instrument
1	Prior to the attainment of the minimum training requirements specified for Wage Level 2	68
2	On attainment of one third of the competencies required for the Certificate III qualification, or eight months after commencing the traineeship, whichever is the earlier	78
3	On attainment of two thirds of the competencies required for the Certificate III qualification, or eight months after commencing wage level 2, whichever is the earlier	90

### 2.2.2 Non-Training Package Trainees

- (a) Construction Materials Soil Testing

Trainees registered in the above traineeship shall be entitled to the wage progression arrangement provided in this Schedule for Certificate Level III traineeships based on qualifications contained in the Civil Construction Training Package in clause 5.2.1(b) of this Schedule.

- (b) Concrete Worker and Steel Fixing Trainees (AQF Level 2)

Trainees employed in the above non-training package traineeships shall continue to receive wages and conditions in accordance with the B2185 of 1997 (157 QGIG 160) Order of the Commission as amended from time to time.

- (c) Essential Services (Aboriginal and Torres Strait Islander) - Certificate II in Housing Repairs and Maintenance for Aboriginal and Torres Strait Islander Communities.

Wage arrangements for trainees in the above non-training package traineeship shall be in accordance with the provisions of the Training Wage Award - State, Wage Level B, the relevant Industrial instrument and the provisions of this Order. This traineeship shall only be available to residents of Aboriginal and Torres Strait Islander Communities.

### 3. Off-Site Construction

#### 3.1 Apprenticeships

##### 3.1.1 *Off-Site Construction Training Package*

- (a) Apprentices registered in the apprenticeships based on qualifications from the above Training Package in the following:

- Construction (Pre-Fabrication),
- Joinery,
- Machining,
- Neon Manufacturing,
- Shopfitting,
- Sign Manufacturing,
- Signwriting,
- Stair Building and
- Stonemasonry

shall receive wages in accordance with the wage progression arrangements as provided in clause 2 of Schedule 1 of this Order.

### 4. Plumbing and Services

#### 4.1 Apprenticeships

##### 4.1.1 *Plumbing and Services Training Package*

- (a) Sprinkler Pipe Fitting Apprenticeships

The wages and conditions for Sprinkler Pipe Fitting apprentices prescribed by the Award of the Australian Industrial Relations Commission known as The Sprinkler Pipe Fitters' Award 1998 as amended, shall apply to the employment of Sprinkler Pipe Fitting apprentices whose employers are not covered by an Industrial instrument.

- (b) All Other Apprenticeships

The wages for all other apprenticeships based on qualifications contained in the above training package shall be in accordance with the following table and conditions shall be in accordance with this Order and the Industrial instrument:

<b>Wage Level</b>	<b>Minimum Training Requirements on Entry</b>	<b>% of Tradesperson's Rate specified in the relevant Industrial instrument</b>
1	On entry into the apprenticeship	40
2	After 12 months continuous service from commencing the apprenticeship	55
3	After 12 months continuous service from commencing wage level 2	75
4	After 12 months continuous service from commencing wage level 3	90

##### 4.1.2 *Non-Training Package Apprenticeships*

Apprentice Plumbers in non-training package apprenticeships shall continue to receive wages in accordance with the Decision of the Commission dated 8 October, 1973 (B167 of 1973, 84 QGIG 483) and conditions in accordance with the relevant Industrial instrument (as defined) and relevant legislation.

## 5. Civil Construction

### 5.1 Apprenticeships

#### 5.1.1 Civil Construction Training Package

Wage progression arrangements for apprentices registered in Certificate III in Civil Construction - Plant shall be as follows:

Wage Level	Minimum Training Requirements on Entry	% of CW 5 rate or equivalent specified in the relevant Industrial instrument
1	Prior to the attainment of the minimum training requirements specified for Wage Level 2	68
2	On attainment of one third of the competencies required for the Certificate Level III in Construction, or Twelve months after commencing Wage Level 1 whichever is the earlier	78
3	On attainment of two thirds of the competencies required for the Certificate Level III in Construction, or Twelve months after commencing Wage Level 2 whichever is the earlier	90

### 5.2 Traineeships

#### 5.2.1 Civil Construction Training Package

(a) Trainees registered in traineeships based on AQF 2 qualifications from the above training package in the following:

- Bituminous Surfacing and,
- Civil Construction Labouring

shall receive wages in accordance with the following Table.

Wage Level	Minimum Training Requirements on Entry	% of CW 5 rate or equivalent specified in the relevant Industrial instrument
1	Prior to the attainment of the minimum training requirements specified for Wage Level 2	68
2	On attainment of 11 of the competencies required for the Certificate Level II in Construction, or twelve months after commencing Wage Level 1 whichever is the earlier	78

NOTE:

Upon successful completion of the Certificate Level II in Construction, the trainees shall exit at the CW 3 (92.4%) rate of the Award. However, should a person who has successfully completed Certificate Level II in Construction enter into a training contract to undertake a Certificate Level III in Construction, apprenticeship or traineeship, they shall commence at Wage Level 3, i.e. 90% of the CW 5 rate of the Award, for the remaining period of the training period of the training program as per the following table.

(b) Trainees registered in traineeships based on AQF 3 qualifications from the above training package in the following:



- Bituminous Surfacing
- Bridge Construction and Maintenance,
- Foundation Works,
- Pipelaying,
- Railway Construction,
- Road Construction and Maintenance,
- Road Marking,
- Trenchless Technology and
- Tunnel Construction

shall receive wages in accordance with the following Table.

Wage Level	Minimum Training Requirements on Entry	% of CW 5 rate or equivalent specified in the relevant Industrial instrument
1	Prior to the attainment of the minimum training requirements specified for Wage Level 2	68
2	On attainment of one third of the competencies required for the Certificate Level III in Construction, or twelve months after commencing Wage Level 1 whichever is the earlier	78
3	On attainment of two thirds of the competencies required for the Certificate Level III in Construction, or twelve months after commencing Wage Level 2 whichever is the earlier	90

5.3 All references in clause 5 to the CW 5 rate means the CW 5 rate as specified in the *Civil Construction, Operations and Maintenance General Award - State 2003*.

## 6. Specific Conditions

In addition to the provisions prescribed by this Order the following specific conditions, where relevant, shall apply to all apprentices and trainees to whom this Schedule applies. Where the specific conditions are inconsistent with the conditions prescribed elsewhere in this Order, the specific conditions shall prevail.

### 6.1 Supply of Tools to Apprentices

The provision of tools of trade for eligible apprentices will be in accordance with the Order of the Commission - Supply of Tools to Apprentices, (159 QGIG 60) as amended from time to time.

This will not prevent an employer supplying a part-time and/or school-based apprentice with a "starter kit" containing basic tools which will allow the apprentice to carry out elementary tasks as required. The "starter kit" will remain the property of the employer but may be used to supplement the yearly supply of tools available the apprentice when they become due.

### 6.2 Certain Allowances Specified in the *Building Construction Industry Award - State 2003*

The following provisions shall apply to apprentices who are employed under the *Building Construction Industry Award - State 2003*.

#### 6.2.1 *Fares and Travel Allowances:*

##### (a) Apprentices Roof Tilers:

Wage Level 1	80% of tradesperson's allowance
Wage Level 2	85% of tradesperson's allowance
Wage Level 3	90% of tradesperson's allowance
Wage Level 4	95% of tradesperson's allowance

##### (b) Other Apprentices:

Wage Level 1	75% of tradesperson's allowance
Wage Level 2	85% of tradesperson's allowance

Wage Level 3	90% of tradesperson's allowance
Wage Level 4	95% of tradesperson's allowance

(c) The foregoing allowances shall be calculated to the nearest 5 cents. 2 cents or less shall be disregarded.

#### 6.2.2 *Industry Allowance*

Apprentices shall be entitled to the full industry allowance prescribed by the Award.

#### 6.3 New Adult apprentices and Trainees in the *Civil Construction Training Package* and the *General Construction Training Package*

Where an adult person enters into an apprenticeship or traineeship from the above training packages, they shall receive no less than an amount equivalent to the Queensland Minimum Wage as amended from time to time:

Provided that part-time adult apprentices and trainees shall not be paid less than the *pro rata* of an amount equivalent to the Queensland Minimum Wage:

Provided further these provisions shall not apply to apprentices and trainees who become an adult during the term of the apprenticeship or traineeship.

#### 6.4 Plumbing and Services - Pre-apprenticeship, Pre-employment, or Pre-vocation Training Programs.

Graduates of an approved training program detailed above who commence an apprenticeship relevant to the qualification shall start the apprenticeship at the first year wage rate (40%). After a period of six months the apprentice shall progress to the second year wage rate (55%). These arrangements shall only apply to apprentices commencing the apprenticeship within 14 months of completing the approved training program.

### **SCHEDULE 5 - BUSINESS, EDUCATION AND PROPERTY SERVICES INDUSTRIES**

#### **1. General**

The following is a list of the primary occupational areas of the Business and Property Services Industry:

- Financial services, such as banking, finance, insurance and superannuation;
- Business services such as hiring/leasing, architectural, surveying, consultant engineering, technical services, commercial art and display, legal, accounting, advertising, market research, employer/employee associations, interest groups, freight forwarding, parking, services to air transport and customs agency;
- Life, health and general insurance, including superannuation;
- Asset and property services such as cleaning, pest management, security, real estate, waste management, portable fire equipment service operations and private households employing staff;
- Administrative/clerical operations across all industries;
- Small business management for all industries; and
- Training and education.

#### **2. Trainees**

##### 2.1 Training Packages

##### 2.1.1 *Administration Training Package;* *Financial Services Training Package; and* *Business Services Training Package*

(a) Trainees registered in AQF 2 and 3 traineeships shall be entitled to wages provided in the Training Wage Award - State 2003 (Wage Level A) as amended from time to time.

(b) Trainees registered in AQF 4 traineeships shall on entry be entitled to the wages provided in the Training Wage Award - State 2003 (Wage Level A) as amended from time to time and on attainment or completion of:

- AQF 3 competencies, or
- 2/3 of the AQF 4 competencies, or
- 2/3 of the nominal duration of the traineeship,

whichever is the earlier, trainees shall be entitled to either:

- 75% of the relevant adult rate as defined; or

- the wages provided in the Training Wage Award - State 2003 (Wage Level A) as amended from time to time, plus 3.8%,

whichever is the higher.

(c) Trainees conditions shall be as specified in this Order and the Industrial instrument.

#### 2.1.2 Property Development and Management Training Package

- (a) Wages and conditions for trainees to whom the Property Sales Award Queensland - State 2003 and the Property Management Award Queensland - State 2003 applies, shall be as provided in those Awards.
- (b) Trainees to whom the above awards do not apply, shall receive wages in accordance with the Training Wage Award - State 2003 (Wage Level A) and conditions in accordance with this Order.

#### 2.1.3 Asset Maintenance Training Package

- (a) Cleaning Traineeships
- (i) Wages and Conditions for cleaning trainees who are subject to an Industrial instrument which has specific provisions for cleaning trainees shall be as provided in that Industrial instrument.
- (ii) Cleaning trainees employed by Local Government employers shall be entitled to wages calculated at 80% of the Relevant Adult Rate and conditions in accordance with this Order.
- (b) Pest Management Traineeships

Wage Level	Minimum Training Requirements	% of Relevant Adult Rate
1	Prior to the attainment of the Minimum Training Requirements for Wage Level 2.	80%
2	On attainment of: (a) all of the competencies specified for the relevant AQF Certificate II qualification <b>or</b> (b) 6 of the competencies specified for the relevant AQF Certificate III qualification <b>or</b> (c) 12 months after commencing Wage Level 1, whichever is the earlier.	80%
3	On attainment of: (a) the competencies specified for the relevant AQF Certificate III qualification <b>or</b> (b)... 12 months after commencing Wage Level 2, whichever is the earlier.	100%

#### NOTES:

- (i) The above table applies to Certificate II, III and IV traineeships,  
(ii) The term "relevant adult rate" means:

Wage Level	Award	Classification Level
1	<i>Pest Control Industry Award - State 2003</i>	Pest Controller Grade 1
	<i>Australian Environmental Pest Managers Association Ltd Award - State 2005</i>	Level 2
2	<i>Pest Control Industry Award - State 2003</i>	Qualified Pest Controller
	<i>Australian Environmental Pest Managers Association Ltd Award - State 2005</i>	Level 3
3	<i>Pest Control Industry Award - State 2003</i>	Qualified Pest Controller
	<i>Australian Environmental Pest Managers Association Ltd Award - State 2005</i>	Level 3

(c) Other Traineeships

Trainees registered in other traineeships based on qualifications contained in the Asset Maintenance Training Package, shall be entitled to the relevant wage progression arrangements specified in clause 3 of Schedule 1.

#### 2.1.4 *Asset Security Training Package*

Wages and conditions for security guard trainees who are subject to an Industrial instrument which has specific provisions for security guard trainees shall be as provided in that Industrial instrument.

#### 2.2 Other Traineeships

##### 2.2.1 *Education Support and School Support Traineeships*

Wage progression arrangements for Education Support and School Support traineeships shall be in accordance with clause 3 of Schedule 1 of this Order.

##### 2.2.2 *Real Estate Traineeships*

Trainees in the Property Services - Real Estate Operators Traineeship shall be engaged in accordance with the provisions of the Property Sales Award Queensland - State 2003. Trainees engaged in the Real Estate Agency Support (non training package traineeship) shall be engaged in accordance with the Training Wage Award - State - 2003 (Wage Level A).

##### 2.2.3 *Training Wage Award - State*

Without limiting the application of this schedule, trainees specified below shall receive wages in accordance with the Training Wage Award - State 2003, as amended from time to time and set out in the following table, and conditions specified in this Order and the Industrial instrument.

<b>Traineeship Stream</b>	<b>Wage Level</b>
Aboriginal and Torres Strait Islander Education	A
Arts Administration	A
Community Housing (Administration)	A
Education (Information Technology Support)	A
Education (Integration Aide)	A
Education (Language and Literacy Assistant)	A
Education (Library Assistant)	A
Education (Office Support)	A
Small Business	B
Waste Management (not from Asset Maintenance Training Package)	B

### **3. Specific Conditions**

The following specific conditions shall apply to apprentices and trainees to whom this Schedule applies in addition to the conditions prescribed in this Order. Where the specific conditions are inconsistent with conditions prescribed elsewhere in this Order, the specific conditions contained herein shall prevail.

#### 3.1 Term Time Employees - Education Trainees

The provisions of this Order that relate to part-time employment shall apply to education trainees employed on a Term Time basis in accordance with the provisions of the School Officer's Award - Non Government Schools - 2003.

#### 3.2 Adult Trainees - Asset Maintenance Training Package - Pest Management Traineeships

3.2.1 When an adult (as defined) enters into a training contract, such person shall receive no less than an amount equivalent to the Queensland Minimum Wage as amended from time to time.

Provided that part-time adult trainees shall not be paid less than the *pro rata* of an amount equivalent to the Queensland Minimum Wage.

3.2.2 Provided further these provisions shall not apply to a trainee who becomes an adult during the term of their traineeship.

## **SCHEDULE 6 - COMMUNITY SERVICES AND HEALTH INDUSTRIES**

### **1. General**

The following is a list of the primary occupational areas of the Community Services and Health Industries:

- Preschool and special education and child care services;
- Corrective centres;
- Hospitals, including psychiatric hospitals and nursing homes;
- General and specialist medical services;
- Health and personal services such as dental, optometry and optical dispensing, ambulance, physiotherapy, and chiropractic;
- Laboratory Services in the community services and health industry.
- Residential and non-residential care services, including accommodation for the aged; and

## 2. Apprenticeships and Traineeships

### 2.1 Training Packages

#### 2.1.1 *Community Services Training Package (Other than Child Care Apprentices and Trainees)*

Trainees registered in traineeships based on AQF 3 qualifications in the above training package in the following:

- Aged Care;
- Community Services Work;
- Disability Work;
- Social Housing; and
- Youth Work

shall receive wages in accordance with the Training Wage Award - State 2003, (Wage Level A), as amended from time to time and conditions specified in this Order and the Industrial instrument.

#### 2.1.2 *Child Care Industry Apprentices and Trainees*

Wages and conditions for apprentices and trainees in the child care industry shall be as provided in the Child Care Industry Award - State 2003.

#### 2.1.3 *Health Industry Training Package*

The wage progression arrangements for the traineeships based on qualifications contained in the above training package shall be in accordance with clause 3 of Schedule 1 of this Order.

### 2.2 Other Traineeships

2.2.1 Trainees specified below shall receive wages in accordance with the Training Wage Award - State 2003, as amended from time to time and set out in the following table, and conditions specified in this Order and the Industrial instrument.

<b>Traineeship</b>	<b>Wage Level</b>
Indigenous Primary Health Care Worker	A
Basic Laboratory Practices	B
Dental Assistant	B
Health Care Support	C

#### 2.2.2 *Health Industry Traineeships (Other than those specified in clause 2.1.3)*

The wage progression arrangements for the traineeships of Pathology Assistant, Operating Theatre Assistant and Pathology Specimen Collection shall be in accordance with clause 3 of Schedule 1 of this Order.

## 3. Specific Conditions

The following specific conditions shall apply to trainees to whom this Schedule applies in addition to the conditions prescribed in this Order. Where the specific conditions are inconsistent with conditions prescribed elsewhere in this Order, the specific conditions contained herein shall prevail.

### 3.1 Employment Conditions - Part-time Trainees

The minimum and maximum part-time hours of work shall be specified in a letter of appointment and shall not be inconsistent with the Industrial instrument.

### 3.2 Wages and Related Matters - General

Trainees who successfully complete the traineeship and continue to be employed by the employer shall receive the appropriate junior or adult rate of pay under the Industrial instrument or remain on the level prescribed within this Order whichever is the higher.

### 3.3 New Adult Employees - Aged Care Trainees

Where an adult person becomes a trainee, and they were not employed by the employer immediately prior to becoming a trainee, they shall receive no less than \$340.00\* per week as a full-time trainee or if engaged as a part-time trainee they will be paid on a *pro rata* basis commensurate with the number of hours worked, or the rate prescribed for the relevant level of the traineeship, whichever is the greater. Such rate shall be amended in accordance with State Wage Case/General Rulings as declared from time to time by the Commission.

\*This figure includes all amendments up to, and including 1 September, 2002.

## **SCHEDULE 7 - FITNESS, SPORT AND RECREATION INDUSTRIES**

### **1. General**

The following is a list of the primary occupational areas of the Fitness, Sport and Recreation Industries:

- Fitness - services and facilities;
- Sports - administration, coaching, officiating, camps, services to sports, sports grounds and facilities, sporting equipment;
- Outdoor recreation - outdoor activities, camps, planning and management of natural recreation resources and services that rely on them;
- Community recreation and government activities - community recreation, adaptive recreation, facilities and services including community centres, playgroups and sporting recreation and social clubs; and
- Racing and gaming activities - including horse and dog racing, lotteries and gambling.

### **2. Apprenticeships**

#### 2.1 Jockey Apprentices

Jockey apprentices shall receive entitlements in accordance with Queensland Racing's Apprentice Wage Scale for Apprentice Jockeys.

### **3. Trainees**

#### 3.1 Training Packages

##### 3.1.1 Racing Industry Training Package

- (a) Trainees registered in AQF 2 traineeships shall receive wages in accordance with the Training Wage Award - State 2003, (Wage Level C), as amended from time to time and conditions specified in this Order and the Industrial instrument.
- (b) Trainees registered in AQF 3 traineeships shall receive wages in accordance with the Training Wage Award - State 2003, (Wage Level B), as amended from time to time and conditions specified in this Order and the Industrial instrument

##### 3.1.2 *National Community Recreation Industry Training Package*

*National Fitness Training Package;*

*National Outdoor Recreation Training Package; and*

*National Sport Industry Training Package*

The wage progression arrangements for traineeships based on qualifications contained in the above training packages shall be in accordance with clause 3 of Schedule 1 of this Order.

#### 3.2 Other Traineeships

Trainees registered in non training package traineeships specified below shall receive wages in accordance with the Training Wage Award - State 2003, as amended from time to time and set out in the following table, and conditions specified in this Order and the Industrial instrument.

<b>Traineeship Stream</b>	<b>Wage Level</b>
Sport and Recreation Certificate II in Sport and Recreation (Administration)	A

<b>Traineeship Stream</b>	<b>Wage Level</b>
Sport and Recreation (Certificate III - all streams)	A
Sport and Recreation Certificate II in Sport and Recreation (Aquatics)	B
Sport and Recreation Certificate II in Sport and Recreation (Community Recreation)	B
Sport and Recreation Certificate II in Sport and Recreation (Fitness Instruction)	B
Sport and Recreation Certificate II in Sport and Recreation (Sports Training and Conditioning)	B

## **SCHEDULE 8 - FOOD INDUSTRY**

### **1. General**

The following is a list of the primary occupational areas of the Food Industry:

- Food processing, including meat, poultry, bacon, ham and smallgoods, milk and cream and fruit and vegetable processing;
- Ice cream, dairy product and oil and fat manufacturing;
- Flour mill, cereal food and baking mix manufacturing;
- Food manufacturing including bread, cake, pastry and biscuit manufacturing;
- Sugar and confectionery manufacturing;
- Soft drink, cordial, syrup, beer and malt, wine and spirit manufacturing;
- Tobacco product manufacturing;
- Medicinal and pharmaceutical; and
- Prepared animal and bird feed.

### **2. Apprenticeships (other than the Meat Industry)**

#### **2.1 Training Packages**

##### *2.1.1 Food Processing Training Package*

The wage progression arrangements for Bread Baking and Pastry Cook apprenticeships based on qualifications contained in the *Food Processing Training Package* shall be as follows:

<b>Wage Level</b>	<b>Minimum Training Requirements on Entry</b>	<b>% of Trade Rate of Relevant Award</b>
1	On entry into the apprenticeship	40
2	On completion of an aggregated period of twelve months after commencing Wage level 1	55
3	On completion of an aggregated period of twelve months after commencing Wage level 2	75
4	On completion of an aggregated period of twelve months after commencing Wage level 3	90
5	On completion of the apprenticeship	100

NOTE: Leave is reserved for the industrial parties to review competency based wage progression arrangements and other matters.

#### **2.2 Other Apprenticeships**

Apprentice Bread Bakers and Pastrycooks in existing apprenticeships shall continue to receive wages and conditions in accordance with the Decision of the Commission dated 8 October, 1973 (B167 of 1973, 84 QGIG 483).

### **3. Traineeships (other than the Meat Industry)**

#### **3.1.1. Training Packages**

##### *3.1.1 Food Processing Training Package and Laboratory Operations Training Package*

Wage progression arrangements for Food Processing trainees based on qualifications (all streams) contained in the above training package shall be as follows:

<b>Trainee Registered For AQF Level 1 Or 2 Qualifications</b>	<b>Trainee Registered For AQF Level 3 Qualification</b>	<b>Trainee Registered For AQF Level 4 Qualification</b>	<b>Trainee Registered For AQF Level 5 Qualification</b>	<b>Wage Level</b>	<b>% Of Relevant Adult Rate *</b>
On entry	Prior to the attainment of the	Prior to the attainment of the	Prior to the attainment of the	1	55

Trainee Registered For AQF Level 1 Or 2 Qualifications	Trainee Registered For AQF Level 3 Qualification	Trainee Registered For AQF Level 4 Qualification	Trainee Registered For AQF Level 5 Qualification	Wage Level	% Of Relevant Adult Rate *
	minimum training requirements specified for Wage Level 2	minimum training requirements specified for Wage Level 2	minimum training requirements specified for Wage Level 2		
	On attainment or completion of: (a) AQF 1 & 2 competencies; or (b) 1/2 of the AQF 3 competencies; or (c) 1/2 of the nominal duration of the traineeship, whichever is the earlier.	On attainment or completion of: (a) AQF 1 & 2 competencies; or (b) 1/3 of the AQF 4 competencies; or (c) 1/3 of the nominal duration of the traineeship, whichever is the earlier.	On attainment or completion of: (a) AQF 1 & 2 competencies; or (b) 1/4 of the AQF 5 competencies; or (c) 1/4 of the nominal duration of the traineeship, whichever is the earlier.	2	83
		On attainment or completion of: (a) AQF 3 competencies, or (b) 2/3 of the AQF 4 competencies; or (c) 2/3 of the nominal duration of the traineeship, whichever is the earlier.	On attainment or completion of: (a) AQF 3 competencies, or (b) 1/2 of the AQF 5 competencies; or (c) 1/2 of the nominal duration of the traineeship, whichever is the earlier.	3	100
			On attainment or completion of: (a) AQF 4 competencies, or (b) 3/4 of the AQF 5 competencies; or (c) 3/4 of the nominal duration of the traineeship, whichever is the earlier.	4	105

\*NOTE: The relevant adult rate shall be no more than the 100% rate expressed in the relevant Industrial instrument.

### 3.1.2 Sugar Milling Training Package

Wage progression arrangements for trainees based on qualifications contained in the above training package shall be as follows:

Wage Level	Minimum Training Requirements on Entry	% of Level 6 of Sugar Industry Award - State or equivalent classification
1	On entry	40
2	On attainment of 320 competency points or 1 year after commencing Wage Level 1, whichever is the earlier	65
3	On attainment of 640 competency points or 1 year after commencing Wage Level 2, whichever is the earlier	90



Note: These provisions are not intended to prejudice any person applying to the Commission for industrial relations arrangements to support the employment of trainees on a seasonal arrangement.

### 3.2 Other Trainees

#### 3.2.1 *Sugar Milling (Non Training Package)*

Wage progression arrangements for Sugar Milling trainees shall be as follows:

AQF Level	% of Level 6 (of Sugar Industry Award - State, as amended from time to time) on entry	Competency based Modules Assessed at Exit (to include any associated on-the-job competencies)
I	40	8 modules or 320 nominal hours whichever is the greater
II	65	16 modules or 640 nominal hours whichever is the greater
III	90	24 modules or 960 nominal hours whichever is the greater

### 4. **Meat Industry Apprentices and Trainees**

#### 4.1 Training Packages

##### 4.1.1 *Australian Meat Industry Training Package*

Wage progression arrangements for Meat Processing and Smallgoods Manufacturing traineeships contained in the above training package shall be entitled to the relevant wage progression arrangements specified in clause 3 of Schedule 1.

##### 4.1.2 *Meat Retailing and Meat Salesperson/Packer*

Wage progression arrangements for Meat Retailing and Meat Salesperson/Packer apprenticeships and traineeships shall be entitled to the relevant wage progression arrangements as follows:-

Wage Level	Minimum Training Requirements on Entry	% of Relevant Adult Rate* Specified in the Industrial Instrument
1	On commencement; and (a) Prior to attainment of AQF 1; or (b) For the first six months of the training period, whichever is the earlier.	40
2	(a) On attainment of AQF 1; or (b) Six months after commencing Wage Level 1, whichever is the earlier.	55
3	(a) On attainment of AQF 2; or (b) Twelve months after commencing Wage Level 2, whichever is the earlier.	75
4	(a) On attainment of competencies MTMR307A, MTMSR301A, MTMSR302A AND MTMR301A or (b) Twelve months after commencing Wage Level 3, whichever is the earlier.	90
5	On completion of the apprenticeship or traineeship	100

\*NOTE: Provided that the relevant adult rate shall be no more than the 100% rate expressed in the relevant Industrial instrument.

#### 4.2 Other Meat Processing and Smallgoods Traineeships

4.2.1 Wages and conditions for Meat Processing (Smallgoods) trainees employed by the Darling Downs Bacon Co-operative Association Limited to whom the Smallgoods Industry Traineeships Industrial Agreement applies, shall be as provided in that Industrial Agreement.

4.2.2 Wages and conditions for trainees to whom the Queensland Abattoir Corporation - Meat Processing Traineeship Industrial Agreement applies shall be as provided in that Industrial Agreement.

4.2.3 Wages and conditions for trainees to whom the National Training Wage Award applies shall be as provided in

that Award.

#### 4.3 Apprentices - Meat Retailing Sector (Other than training packages)

Wage progression arrangements for Meat Retailing apprentices shall be as follows:

<b>Wage Level</b>	<b>Minimum Training Requirements on Entry</b>	<b>% of Relevant Adult Rate* Specified in the Industrial Instrument</b>
1	On commencement; and (a) Prior to attainment of AQF 1; or (b) For the first six months of the training period, whichever is the earlier.	40
2	(a) On attainment of AQF 1; or (b) Six months after commencing Wage Level 1, whichever is the earlier.	55
3	(a) On attainment of AQF 2; or (b) Twelve months after commencing Wage Level 2, whichever is the earlier.	75
4	(a) On attainment of all Generic Core Food Modules and Modules 301,304,305, and 306; or (b) twelve months after commencing Wage Level 3., whichever is the earlier.	90
Exit	On completion of the apprenticeship	100

\*NOTE: Provided that the relevant adult rate shall be no more than the 100% rate expressed in the relevant Industrial instrument.

#### 4.3.2 *Butchering, Slaughtering and Smallgoods Manufacturing - Existing Apprentices and Trainees*

- (a) Butchering apprentices in existing 4-year state-based apprenticeships shall continue to receive wages in accordance with the Decision of the Commission dated 8 October, 1973, 84 QGIG 483;
- (b) 4-year butchering apprentices in existing Federal shall continue to receive wages in accordance with federal Meat Industry (Retail and Wholesale) Award, the Queensland Coles/Woolworths Supermarket Meat Employees' Award, or the Woolworths Queensland Supermarket Certified Agreement 1998 as appropriate;
- (c) 4-year butchering/slaughtering apprentices and butchering/smallgoods manufacturing in existing Federal apprenticeships shall continue to receive wages in accordance with Federal Meat Industry (Retail and Wholesale) Award;
- (d) 4-year slaughtering apprentices in existing Federal apprenticeships in the processing sector shall continue to receive wages in accordance with Federal Meat Industry (Processing) Award;
- (e) 4-year smallgoods apprentices in existing Federal apprenticeships in smallgoods manufacturing shall continue to receive wages in accordance with Federal Meat Industry (Smallgoods) Award;
- (f) Trainees in existing traineeships shall continue to receive wages in accordance with the National Training Wage Award, the Training Wage Award - State 2003, or the Woolworths Queensland Supermarket Certified Agreement 1998 as appropriate.

#### 4.3.3 *Apprentices and Trainees Employed by Woolworths Queensland Pty Ltd*

Apprentices and trainees to whom the Woolworths Queensland Supermarket Certified Agreement, 1998 applies shall receive wages and conditions as provided for in that Certified Agreement.

## 5. **Specific Conditions**

The following specific conditions shall apply to apprentices and trainees to whom this Schedule applies in addition to the conditions prescribed in this Order. Where the specific conditions are inconsistent with conditions prescribed elsewhere in this Order, the specific conditions contained herein shall prevail.

### 5.1 Meat Industry

#### 5.1.1 *Training Conditions*

- (a) Unless specified otherwise in a relevant federal Industrial instrument, the ratio of apprentices and trainees to tradespersons or qualified persons shall be in accordance with the approved Guidelines made under the provisions of the *Training and Employment Act 2000*, as amended from time to time.

#### 5.1.2 *Employment Conditions*

- (a) Trainees employed in the processing sector may be engaged as regular daily hire.
- (b) The modified stand-down provisions for meat processing traineeships approved by the Training Recognition Council shall apply.
- (c) A trainee who fails to complete the traineeship or who cannot for any reason be placed in full-time employment with the employer on successful completion of the traineeship, shall not be entitled to any severance payments payable pursuant to termination, change and redundancy provisions or provisions thereto. This clause shall not apply to existing employees.
- (d) Trainees employed in the processing sector with little or no experience in meat processing shall not be expected to perform in accordance with the speed of the chain and shall not be counted when calculating incentive payments. Once a trainee has been assessed as being competent to perform a specific task, the trainee may perform that task on, and as part of a production team, and shall be remunerated accordingly. Incentives shall be paid only for work performed in the production process.

### 5.1.3 *Transitional Arrangements*

- (a) Indentures for apprentices previously employed in Federal Apprenticeships shall, for the purposes of administration be deemed to be Training Agreements in accordance with the provisions of the *Training and Employment Act 2000*.
- (b) The powers, responsibilities and functions of the Australian Industrial Registrar, Deputy Industrial Registrar and Board of Reference as previously specified in the relevant Federal Award shall be transferred from the Registrar to the Training Recognition Council for the purposes of administration of the indentures and the issuing of the Certificate of Completion.

## 5.2 Sugar Milling Industry

Current employee traineeships will be selected on a non-prejudicial basis depending on the applicant's aptitude, the mill's need for the skills, benefit to the mill, and the employee's career development. The process shall occur at the place of employment and be based on due consideration of the total mill employment and training needs.

## **SCHEDULE 9 - FOREST AND FOREST PRODUCTS INDUSTRIES**

### **1. General**

The following is a list of the primary occupational areas of the Forest and Forest Products Industries:

- Forest growing and management;
- Sawmilling and wood processing;
- Manufacture of timber fabricated products;
- Timber grading and merchandising;
- Manufacture of wood panel products;
- Forest harvesting; and
- Pulp and paper production.

### **2. Apprentices**

#### 2.1 Training Packages

##### 2.1.1 *Forest and Forest Products Industry Training Package*

Apprentices registered in apprenticeships based on qualifications contained in the above training package shall receive wages in accordance with the following table:

<b>Wage Level</b>	<b>Minimum Training Requirements</b>	<b>% of the Relevant Tradesperson's Rate Specified in the Industrial instrument</b>
1	Prior to the attainment of the minimum training requirements specified for Wage Level 2.	50
2	(a) When the apprentice has attained the core competencies for the apprenticeship that the apprentice is registered in plus competency units to the value of 10 points;	60

Wage Level	Minimum Training Requirements	% of the Relevant Tradesperson's Rate Specified in the Industrial instrument
	Or (b) When the apprentice has completed 9 months after commencing Wage Level 1, Whichever is the earlier to occur.	
3	(a) When the apprentice has attained the core competencies for the apprenticeship that the apprentice is registered in plus competency units to the value of 22 points; Or (b) When the apprentice has completed 9 months after commencing Wage Level 2, Whichever is the earlier to occur.	75
4	(a) When the apprentice has attained the core competencies for the apprenticeship that the apprentice is registered in plus competency units to the value of 30 points; Or (b) When the apprentice has completed 9 months after commencing Wage Level 3, Whichever is the earlier to occur.	90

NOTE:

The relevant tradesperson rate shall be:

- For Saw Doctor apprenticeships, the 105% rate; and
- For all other apprenticeships, the 100% rate.

## 2.2 Other Apprenticeships

Apprentices registered in existing apprenticeships shall continue to receive wages in accordance with the Decision of the Commission dated 8 October 1973.

## 3. **Trainees (Management Stream)**

### 3.1 Training Packages

#### 3.1.1 *Forest and Forest Products Industry Training Package*

Management Stream trainees undertaking the AQF Level 5 (Management Stream) qualification contained in the above training package and shall receive wages in accordance with the following table:

Wage Level	Minimum Training Requirements	% of the 100% Wage Rate in the Industrial instrument
1	Prior to the attainment of the Minimum Training Requirements for Wage Level 2.	50
2	(a) When the trainee has attained the core competencies; Or (b) When the trainee has completed 6 months after commencing Level 1, Whichever is the earlier to occur.	65
3	(a) When the trainee has attained the core competencies plus competency units to the value of 15 points; Or (b) When the trainee has completed 6 months after the commencing Wage Level 2, Whichever is the earlier to occur.	82
4	(a) When the trainee has attained the core competencies plus competency units to the value of 30 points; Or (b) When the trainee has completed 6 months after commencing Wage Level 3, Whichever is the earlier to occur.	92.4
5	(a) When the trainee has attained the core competencies plus	100

Wage Level	Minimum Training Requirements	% of the 100% Wage Rate in the Industrial instrument
	competency units to the value of 45 points; Or (b) When the trainee has completed 6 months after commencing Wage Level 4, Whichever is the earlier to occur.	
6	(a) When the trainee has attained the core competencies plus competency units to the value of 60 points; Or (b) When the trainee has completed 6 months after commencing Wage Level 5, Whichever is the earlier to occur.	105

### 3.2 Other Management Trainees

Trainees registered in existing Forest Industry Management traineeships shall be entitled to wages and the conditions specified for Cadets in the Forest Resources Industry Award - State 2003.

## 4. Trainees (Other than Management Stream)

### 4.1 Training Packages

#### 4.1.1 *Pulp and Paper Training Package*

Trainees registered in traineeships based on qualifications contained in the above training package shall receive wages in accordance with clause 3 of Schedule 1.

#### 4.1.2 *Forest and Forest Products Industry Training Package*

Subject to the following, trainees registered in traineeships based on qualifications contained in the above training package or the Diploma in Forest Industries - Technical (30223QLD) shall receive wages in accordance with the following table.

- (a) AQF Level 5 trainees undertaking a Technical Stream qualification shall receive wages in accordance with this clause.
- (b) AQF Level 5 trainees undertaking a Management Stream qualification shall receive wages in accordance with clause 3 of this Schedule.

Wage Level	Minimum Training Requirements	% of the 100% Wage Rate in the Industrial instrument
1	Prior to the attainment of the Minimum Training Requirements for Wage Level 2.	50
2	(a) When the trainee has attained the core competencies for the traineeship that the trainee is registered in plus competency units to the value of 10 points; Or (b) When the trainee has completed 6 months after commencing Wage Level 1, Whichever is the earlier to occur.	65
3	(a) When the trainee has attained the core competencies for the traineeship that the trainee is registered in plus competency units to the value of 22 points; Or (b) When the trainee has completed 6 months after the commencing Wage Level 2, Whichever is the earlier to occur.	85
4	(a) When the trainee has attained the core competencies for the traineeship that the trainee is registered in plus competency units to the value of 39 points; Or (b) When the trainee has completed 12 months after commencing Wage Level 3,	100

Wage Level	Minimum Training Requirements	% of the 100% Wage Rate in the Industrial instrument
	Whichever is the earlier to occur.	
5	(a) When the trainee has attained the core competencies for the traineeship that the trainee is registered in plus competency units to the value of 50 points; Or (b) When the trainee has completed 6 months after commencing Wage Level 4, Whichever is the earlier to occur.	105

#### 4.2 Other Trainees

Trainees registered in existing traineeships that are based on the provisions of the Training Wage Award - State 2003 shall be entitled wages in accordance with that Award and the conditions in this Order and the relevant Industrial instrument.

### 5. Specific Conditions

The following specific conditions shall apply to apprentices and trainees to whom this Schedule applies in addition to the conditions prescribed in this Order. Where the specific conditions are inconsistent with conditions prescribed elsewhere in this Order, the specific conditions contained herein shall prevail.

#### 5.1 Adult Apprentices and Trainees

##### 5.1.1 *New Adult Employees*

- (a) Where an adult person enters into a training contract such person shall receive no less than an amount equivalent to the Queensland Minimum Wage (QMW) as amended from time to time:

Provided that part-time adult apprentices and trainees shall not be paid less than the *pro rata* of an amount equivalent to the QMW.

- (b) Provided further these provisions shall not apply to apprentices or trainees who become an adult during the term of the apprenticeship or traineeship.

### SCHEDULE 10 - FURNISHING INDUSTRY

#### 1. General

The following is a list of the primary occupational areas of the Furnishing Industry:

- Manufacture and installation of furniture and flat panel products, crafts, cane and wicker products, picture and mirror frames, wine and beer barrels;
- Manufacture and installation of upholstered goods, curtains, blinds and awnings, beds and mattresses as well as interior decorating services;
- Installation and/or finishing and/or sanding of timber, cork, vinyl and textile products, on any sub-floor;
- Preparation and installation of glass and associated glass products such as steel frames and components; and
- Manufacture, repair and tuning of pianos and other musical instruments.

#### 2. Apprentices

##### 2.1 Training Packages

##### 2.1.1 *Furnishing Industry Training Package*

The wage progression arrangements for apprenticeships based on qualifications contained in the above training packages shall be in accordance with clause 2 of Schedule 1, up to Wage Level 4.

##### 2.2 Other Apprenticeships

2.2.1 Apprentices registered in existing apprenticeships who commence on or after 1 January 2000 shall be entitled to wage progression arrangements in accordance with clause 2 of Schedule 1, up to Wage Level 4.

2.2.2 Apprentices registered in existing apprenticeships (including Interior Decorating) who commenced before 1

January 2000 shall be entitled to wages and conditions in accordance with the Decision of the Commission dated 8 October, 1973 (B167 of 1973, 84 QGIG 483).

2.2.3 Rates of pay for apprentices in the calling of Interior Decorator who commence on or after 1 January 2000, shall be based on the rates applicable to the apprenticeship calling of Cabinetmaking. All other conditions shall be as provided in this Order, based on the provisions of the Furniture and Allied Trades Award - State 2003.

### 3. Trainees

#### 3.1 Training Packages

##### 3.1.1 *Furnishing Industry Training Package*

Trainees registered in AQF 1 and 2 traineeships based on qualifications contained in the above training package shall be entitled to wages provided in the Training Wage Award - State 2003 (Wage Level B) as amended from time to time and conditions specified in this Order and the Industrial instrument.

Trainees registered in AQF 3 traineeships based on qualifications contained in the above training package shall on entry be entitled to the wages provided in the Training Wage Award - State 2003 (Wage Level B) as amended from time to time. On attainment or completion of:

- AQF 1&2 competencies, or
- 1/2 of the AQF 3 competencies, or
- 1/2 of the nominal duration of the traineeship,

whichever is the earlier, trainees shall be entitled to either:

- 75% of the relevant adult rate as defined; or
- the wages provided in the Training Wage Award - State 2003 (Wage Level A) as amended from time to time,

whichever is the higher.

Conditions shall be as specified in this Order and the Industrial instrument.

#### 3.2 Other Traineeships

Without limiting the application of this schedule, trainees specified below shall receive wages in accordance with the Training Wage Award - State 2003, as amended from time to time and set out in the following table, and conditions specified in this Order and the Industrial instrument.

<b>Traineeship Stream</b>	<b>Wage Level</b>
Blinds and Awnings	B
Furnishing (Product Knowledge)	B
Furniture Production	B
Soft Furnishing	B
Upholstery Sewing Machinist	B

### 4. Specific Conditions

The following specific conditions shall apply to apprentices and trainees to whom this Schedule applies in addition to the conditions prescribed in this Order. Where the specific conditions are inconsistent with conditions prescribed elsewhere in this Order, the specific conditions contained herein shall prevail.

#### 4.1 Pre-apprenticeship and Pre-vocational Credits.

Apprentices and trainees who have undertaken a pre-apprenticeship or pre-vocational course which directly articulates to the qualification for the apprenticeship commenced shall commence at Wage Level 1 and after 6 months progress to Wage Level 2.

## SCHEDULE 11 - HAIRDRESSING INDUSTRY

### 1. General

The following is a list of the primary occupational areas of the Hairdressing Industry.

- Ladies' Hairdressing; and

- Gents' Hairdressing.

## **2. Apprentices and Trainees**

Wages and conditions for apprentices and trainees shall be in accordance with the Hairdressers' Industry Award - State 2003.

## **SCHEDULE 12 - INFORMATION, TELECOMMUNICATIONS AND PRINTING INDUSTRIES**

### **1. General**

The following is a list of the primary occupational areas of the Information and Printing Industries Industry:

- Ink and stationery manufacture;
- Printing and related services;
- Postal services;
- Commercial art and display services;
- Telecommunications (including Call Centres);
- Information technology; and
- Manufacture of paper bag and sacks and paper products.

### **2. Apprenticeships**

#### **2.1 Training Packages**

##### *2.1.1 Printing and Graphic Arts Training Package*

The wage progression arrangements for apprenticeships based on qualifications contained in the above training package shall be in accordance with the decision of the Commission dated 8 October 1973 (B167 of 1973, 84 QGIG 483). For the purposes of wage calculation the apprenticeship calling of Graphic Pre-press shall equate to the calling of Composing.

#### **2.2 Other Apprenticeships**

Apprentices registered in existing apprenticeships shall continue to receive wages and conditions in accordance with the Decision of the Commission dated 8 October 1973 (B167 of 1973, 84 QGIG 483).

### **3. Traineeships**

#### **3.1 Training Packages**

##### *3.1.1 Information Technology Training Package; and Telecommunications Training Package.*

Trainees registered in approved AQF 2 and 3 traineeships shall be entitled to wages provided in the Training Wage Award - State 2003 (Wage Level A) as amended from time to time and conditions specified in this Order and the Industrial instrument.

Trainees registered in approved AQF 4 traineeships shall on entry be entitled to the wages provided in the Training Wage Award - State 2003 (Wage Level A) as amended from time to time and on attainment or completion of:

- AQF 3 competencies, or
- 2/3 of the AQF 4 competencies, or
- 2/3 of the nominal duration of the traineeship,

whichever is the earlier, trainees shall be entitled to either:

- 75% of the relevant adult rate as defined; or
- the wages provided in the Training Wage Award - State 2003 (Wage Level A) as amended from time to time, plus 3.8%,

whichever is the higher.

Conditions shall be as specified in this Order and the Industrial instrument.

##### *3.1.2 Printing and Graphic Arts Training Package*



- (a) The wage progression arrangements for traineeships based on AQF Level 2 qualifications contained in the above training package shall receive wages in accordance with the Training Wage Award - State 2003 (Wage Level B) as amended from time to time.
- (b) The wage progression arrangements for traineeships based on AQF Level 3 qualifications contained in the above training package shall receive wages in accordance with the Training Wage Award - State 2003 (Wage Level A) as amended from time to time.

#### 4. Specific Conditions

The following specific conditions shall apply to apprentices and trainees to whom this Schedule applies in addition to the conditions prescribed in this Order. Where the specific conditions are inconsistent with conditions prescribed elsewhere in this Order, the specific conditions contained herein shall prevail.

##### 4.1 Transitional Arrangements - Printing Industry

4.1.1 Indentures for apprentices previously employed in Federal Apprenticeships shall, for the purposes of administration be deemed to be training contracts in accordance with the provisions of the *Training and Employment Act 2000*.

4.1.2 The powers, responsibilities and functions of the Australian Industrial Registrar, Deputy Industrial Registrar and Board of Reference as previously specified in the relevant Federal Award shall be transferred from the Registrar to the Training Recognition Council for the purposes of administration of the indentures and the issuing of the Certificate of Completion.

4.1.3 The Training Recognition Council may choose to delegate some of the functions outlined in paragraph 4.1.2 to industry sub-committees. Wherever possible industry sub-committees shall include representatives of the Printing Industries Association of Australia and the Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union.

##### 4.2 Graduates of Full Time Institutional Courses- Printing Industry

Persons who enter into an apprenticeship specified in the following table, after obtaining one of the related qualifications for that apprenticeship, shall be entitled to the wage progressions outlined in the following table. Subsequent wage progressions shall be in accordance with the provisions of clause 2.1.2.

<b>Apprenticeships</b>	<b>Related Qualifications</b>	<b>Wage Progressions</b>
<ul style="list-style-type: none"> <li>• Printing Machining</li> </ul>	<ul style="list-style-type: none"> <li>• Certificate II in Printing and Graphic Arts (General) plus the competencies:               <ul style="list-style-type: none"> <li>– ICPSU24bA,</li> <li>– ICPPR31bA,</li> <li>– ICPPR32cA.</li> </ul> </li> <li>• Certificate III and/or IV Printing and Graphic Arts (General)</li> <li>• Diploma of Printing and Graphic Arts (General)</li> </ul>	Apprentices shall commence at the first year rate of pay and after 6 months shall progress to the second year rate of pay.
<ul style="list-style-type: none"> <li>• Binding and Finishing</li> </ul>	<ul style="list-style-type: none"> <li>• Certificate II in Printing and Graphic Arts (General) plus the competencies:               <ul style="list-style-type: none"> <li>– ICPCF65dA,</li> <li>– ICPCF21bA,</li> <li>– ICPCF41bA,</li> <li>– ICPCF43bA.</li> </ul> </li> <li>• Certificate III and/or IV Printing and Graphic Arts (General)</li> <li>• Diploma of Printing and Graphic Arts (General)</li> </ul>	Apprentices shall commence at the first year rate of pay and after 6 months shall progress to the second year rate of pay.

Apprenticeships	Related Qualifications	Wage Progressions
<ul style="list-style-type: none"> <li>Screen Printing - Stencil Preparation</li> </ul>	<ul style="list-style-type: none"> <li>Certificate II in Printing and Graphic Arts (General) plus the competencies: <ul style="list-style-type: none"> <li>– ICPS11bA,</li> <li>– ICPS71bA.</li> </ul> </li> <li>Certificate III and/or IV Printing and Graphic Arts (General)</li> <li>Diploma of Printing and Graphic Arts (General)</li> </ul>	Apprentices shall commence at the first year rate of pay and after 6 months shall progress to the second year rate of pay.
<ul style="list-style-type: none"> <li>Graphic Pre-Press</li> </ul>	<ul style="list-style-type: none"> <li>Certificate II in Printing and Graphic Arts (General) plus the competencies: <ul style="list-style-type: none"> <li>– ICPPP21bA,</li> <li>– ICPPP22bA,</li> <li>– ICPPP23bA,</li> <li>– ICPPP32cA,</li> <li>– ICPPP33cA.</li> </ul> </li> <li>Certificate III in Printing and Graphic Arts (General)</li> </ul>	Apprentices shall commence at the first year rate of pay and after 6 months shall progress to the second year rate of pay.
	<ul style="list-style-type: none"> <li>Certificate IV in Printing and Graphic Arts (General)</li> </ul>	Apprentices shall commence at the first year rate of pay and after 3 months shall progress to the second year rate of pay.
	<ul style="list-style-type: none"> <li>Diploma of Printing and Graphic Arts (General)</li> </ul>	Apprentices shall commence at the second year rate of pay.

## SCHEDULE 13 - LIGHT MANUFACTURING INDUSTRY

### 1. General

The following is a list of the primary occupational areas of the Light Manufacturing Industry:

- Canvas goods and sail manufacture;
- Textile manufacturing (synthetic and natural fibres);
- Cotton ginning;
- Wool scouring and processing;
- Clothing manufacture (including hosiery and millinery);
- Footwear manufacture and repair;
- Floor covering manufacture;
- Leather and leather substitute products manufacture;
- Leather, hides and skins processing;
- Rope and rope products manufacture;
- Laundry and dry cleaning operations; and
- Fashion design.

### 2. Apprentices

#### 2.1 Training Packages

##### 2.1.1 Textile, Clothing and Footwear Training Package

##### (a) Clothing Production Stream

The wage progression arrangements for apprenticeships in the clothing production qualification stream in the Textile, Clothing and Footwear Training Package shall be as follows:

Wage Level	Minimum Training Required (On Entry)	% of Tradesperson's Rate specified in the Relevant Industrial instrument
1	Prior to the attainment of the minimum training requirements specified for Wage Level 2.	50
2	On the attainment of 10% of the total competencies specified in the training plan for the relevant AQF Certificate III qualification or 6 months after the commencing the apprenticeship which ever is the	55

	earlier.	
3	On the attainment of 25% of the total competencies specified in the training plan for the relevant AQF Certificate III qualification or 6 months after commencing Wage Level 2 which ever is the earlier.	60
4	On the attainment of 40% of the total competencies specified in the training plan for the relevant AQF Certificate III qualification or 6 months after coming Wage Level 3 which ever is the earlier.	65
5	On the attainment of 50% of the total competencies specified in the training plan for the relevant AQF Certificate III qualification or 6 months after commencing Wage Level 4 which ever is the earlier.	70
6	On the attainment of 60% of the total competencies specified in the training plan for the relevant AQF Certificate III qualifications or 6 months after commencing Wage Level 5 which ever is the earlier.	75
7	On the attainment of 75% of the total competencies specified in the training plan for the relevant AQF Certificate III qualification or 6 months after commencing Wage Level 6 which ever is the earlier.	80
8	On the attainment of 85% of the total competencies specified in the training plan for the relevant AQF Certificate III qualification or 6 months after commencing Wage Level 7 which ever is the earlier.	85

On completion of the apprenticeship, the tradesperson rate of pay shall apply.

(b) Textile Fabrication and Leather Goods Production Streams

The wage progression arrangements for apprenticeships in textile fabrication and leather goods production qualification streams in the Textile, Clothing and Footwear Training Package shall be as follows:

Wage Level	Minimum Training Requirements (On Entry)	% of Tradesperson's Rate specified in the Relevant Industrial instrument
1	Prior to the attainment of the minimum training requirements specified for Wage Level 2.	50
2	On the attainment of 25% of the total competencies specified in the training plan for the relevant AQF Certificate III qualification or 12 months after commencing the apprenticeship which ever is the earlier.	70
3	On the attainment of 50% of the total competencies specified in the training plan for the relevant AQF Certificate III qualification or 12 months after commencing Wage Level 2 which ever is the earlier.	80
4	On the attainment of 75% of the total competencies specified in the training plan for the relevant AQF Certificate III qualification or 12 months after coming Wage Level 3 which ever is the earlier.	90

On completion of the apprenticeship, classification 4 rate of pay shall apply.

(c) Other Streams

The wage progression arrangements for apprenticeships based on qualifications in the Textile, Clothing and Footwear Training Package, other than clothing production, textile fabrication and leather goods production qualification streams, shall be in accordance with clause 2 of Schedule 1 of this Order.

**3. Trainees**

3.1 Training Packages:

3.1.1 *Textile, Clothing and Footwear Training Package*

Wage progression arrangements for traineeships based on qualifications in the above National Training Package shall be in accordance with clause 3 of Schedule 1 of this Order.

**SCHEDULE 14 - LOCAL GOVERNMENT INDUSTRY**

**1. General**

The following is a list of the primary occupational areas of the Local Government Industry:

- Local Government Aboriginal Community Administration
- Local Government Aboriginal Community Justice
- Local Government Aboriginal Community Police
- Local Government Administration and Governance
- Local Government Community Services
- Local Government Construction including roads, bridges, and non-buildings
- Local Government Emergency Services
- Local Government Environmental Management
- Local Government Fire Services
- Local Government Island (Torres Strait) Community Administration
- Local Government Island (Torres Strait) Community Justice
- Local Government Island (Torres Strait) Community Police
- Local Government Land Management
- Local Government Library and Museums
- Local Government Parks and Gardens
- Local Government Services to Forestry, Crematoria, and Cemeteries
- Local Government Stormwater Drains
- Local Government Tourism
- Local Government Waste Management
- Local Government Waste Water Management
- Local Government Water Supply and Management

It is recognised that many apprenticeships and traineeships within other industries have application in Local Government. The arrangements specified in the relevant industry schedules of this Order shall apply to Local Government employers, unless otherwise provided in this Schedule. The relevant industry schedules for specific apprenticeships and traineeships are listed in this schedule for reference purposes. This provision shall not exclude Local Government employers from employing apprentices and trainees in apprenticeships and traineeships, which are listed in other Schedules of this Order, but are not listed in this Schedule.

## 2. Apprentices

Apprentices shall be entitled to wages and conditions in accordance with this Order and the relevant industry schedule as follows:

<b>Apprenticeship Calling</b>	<b>Industry Schedule</b>
Automotive	Schedule 3
Breadbaking	Schedule 8
Bricklaying	Schedule 4
Cabinetmaking	Schedule 10
Carpentry (all streams)	Schedule 4
Child Care	Schedule 6
Civil Construction Training Package	Schedule 4
Engineering (all streams)	Schedule 15
General Construction Training Package	Schedule 4
Greenkeeping	Schedule 18
Hospitality (all streams)	Schedule 20
Meat Processing (Meat Retailing)	Schedule 8
Off-Site Construction Training Package	Schedule 4
Painting and Decorating	Schedule 4
Plumbing and Draining	Schedule 4
Plumbing and Services Training Package	Schedule 4
Signwriting (All streams)	Schedule 4
Tiling	Schedule 4

## 3. Trainees

### 3.1 Training Wage Award - State

Subject to clause 5.1.1 (Adult Trainees), trainees registered in traineeships specified in the following table shall receive wages in accordance with the Training Wage Award - State 2003, as amended from time to time and set out in the following table, and conditions specified in this Order and the Industrial instrument.

<b>Traineeship Stream</b>	<b>Wage Level</b>
Conservation Worker Level 3	A

Conservation Worker Level 2	B
Essential Services (ATSI) (Environmental Health) or (Waste and/or Water Management)	B
Funeral Services Training Package (Certificate II)	B
Funeral Services Training Package (Certificate III)	A
Local Government Administration Traineeship Levels 2 & 3	A
Local Government Environmental Health and Regulation Traineeship Levels 2 & 3	A
Local Government (Operational Works) Level 3	A
Local Government (Operational Works) Level 2	B
Local Government Municipal Worker	B

### 3.2 Other Trainees

Trainees registered in traineeships specified in the following table, shall be entitled to wages and conditions in accordance with this Order and the relevant industry schedule specified in the following table:

<b>Traineeship Stream</b>	<b>Industry Schedule</b>
Aboriginal and Torres Strait Islander Education	Schedule 5
Administration (All Streams)	Schedule 5
Aged Care	Schedule 6
Agriculture	Schedule 18
Animal Care and Management Training Package	Schedule 18
Arts Industry (All traineeships)	Schedule 2
Asset Maintenance Training Package traineeships (All Streams)	Schedule 5
Australian Land Conservation and Restoration	Schedule 18
Automotive Serviceperson	Schedule 3
Basic Laboratory Practices	Schedule 6
Caravan Industry	Schedule 20
Child Care	Schedule 6
Civil Construction Training Package	Schedule 4
Communication (All Streams)	Schedule 12
Community Housing (Administration)	Schedule 5
Disability Support Worker	Schedule 6
Education (All Streams)	Schedule 5
Engineering (All Streams)	Schedule 15
Essential Services (ATSI) (Aluminium and Glass Fabrication)	Schedule 15
Essential Services (ATSI) (Housing Repairs and Maintenance)	Schedule 4
Essential Services (ATSI) (Outboard Motor and Dinghy Repairs)	Schedule 15
Financial Services Operations	Schedule 5
Forest Harvesting	Schedule 9
Furniture Production	Schedule 10
General Construction Training Package	Schedule 4
Health Care Support	Schedule 6
Horticulture	Schedule 18
Hospitality (All Streams)	Schedule 20
Information Technology (All Streams)	Schedule 12
Meat Processing	Schedule 8
Meat Retailing	Schedule 8
Multi Media	Schedule 12
Nursery	Schedule 18
Office Administration	Schedule 5
Off-Site Construction Training Package	Schedule 4
Plumbing and Services Training Package	Schedule 4
Retail Operations (All Streams)	Schedule 23
Rural Skills	Schedule 18
Small Business	Schedule 5
Sport and Recreation (All Streams)	Schedule 7
Telecommunications (including Call Centres)	Schedule 12
Transport and Distribution (All Streams)	Schedule 21
Veterinary Assistant	Schedule 18
Warehousing	Schedule 21
Waste Management (Asset Maintenance Training Package and non training package)	Schedule 5
Water Industry	Schedule 22
Youth Worker	Schedule 6

#### **4. Federal Award Apprentices and Trainees**

Apprentices and trainees subject to the Queensland Local Government Officers' Award 1998 and the Municipal Officers' (Aboriginal and Islander Community Councils) Interim Award 1988 shall continue to have their wages and conditions regulated by these awards.

#### **5. Specific Conditions**

##### **5.1 Local Government Training Package and Local Government (Operational Works) Trainees**

###### **5.1.1 *Adult Trainees***

An adult trainee under the Local Government (Operational Works) traineeship shall receive no less than an amount equivalent to the Queensland Minimum Wage as amended from time to time. Part time adult trainees shall not be paid less than the *pro rata* of an amount equivalent to the Queensland Minimum Wage.

##### **5.2 Other apprentices and trainees**

Leave is reserved for industrial organisations to review the provisions of this schedule.

### **SCHEDULE 15 - MANUFACTURING, ENGINEERING AND RELATED INDUSTRIES**

#### **1. General**

1.1 The following is a list of the primary occupational areas of the Manufacturing, Engineering and Related Industries:

- Iron and steel casting and forging;
- Steel pipe and tube making;
- Alumina production;
- Copper, silver, lead and zinc smelting;
- Aluminium smelting, rolling and drawing;
- Non-ferrous metal manufacture, including rolling, drawing and casting;
- Structural steel fabricating;
- Manufacture of metal containers, sheet metal products, fabricated metal products, hand tools and general hardware, spring and wires, nuts, bolts, screws and rivets;
- Manufacture of electronic equipment, household appliances, batteries and sheet metal furniture;
- Electrical light, sign and equipment manufacture;
- Electrical/electronic equipment assembly and maintenance;
- Boat and ship building;
- Aircraft maintenance;
- Manufacture of railway equipment, aircraft, transport equipment, mining and construction machinery, agricultural machinery, machine tool and parts, pump and compressor, commercial space heating and cooling, industrial machinery and equipment;
- Manufacture of prefabricated building materials, both metal and non-metal;
- Manufacture of photographic and optical goods, professional and scientific equipment, and computer and business machinery;
- Manufacture of jewellery, silverware, toys and sporting goods; and
- Farriery

##### **1.2 Coverage of Schedule**

1.2.1 This Schedule applies to apprentices and trainees registered in apprenticeships and traineeships listed in this Schedule (subject to any exclusions specified) who are employed under or whose agreements are based on the following Industrial instruments.

- Engineering Award - State
- Queensland Rail Award - State
- Jewellers and Watchmakers' Award - State
- Marine Vessels Builder and Repairer Award - State
- Appendix 3 of the Sugar Industry Award - State

1.2.2 The Metal and Engineering Training Package has been specifically designed to cater for the training requirements of employers and employees covered by the Industrial instruments specified in clause 1.2.1. It is expected that these employers and their apprentices and trainees will utilise the training arrangements in the

Metal and Engineering Training Package.

- 1.2.3 Subject to clause 1.2.4, apprentices who registered in Engineering Tradesperson (Electrical) or Engineering Tradesperson (Electronic) apprenticeships and are undertaking a qualification different from that nominated in clause 2.1.1 or 2.1.2(a), shall be subject to the arrangements within Schedule 22 - Utilities and Services Industry.
- 1.2.4 Apprentices who registered in Engineering Tradesperson (Electrical) or Engineering Tradesperson (Mechanical) apprenticeships in the Automotive Industry as specified in Schedule 3 - Automotive Industry, shall be subject to the arrangements specified in that Schedule
- 1.2.5 This Schedule shall also apply to apprentices and trainees employed in the Aircraft Industry, regardless of whether or not they are employed under the provisions of an Industrial instrument.

**1. Apprenticeships**

2.1 Metal and Engineering Industry Apprenticeships

2.1.1 *Metal and Engineering Training Package*

Subject to clauses 1.2.3 and 1.2.4 of this Schedule the wage progressions in clause 2.1.3 of this Schedule apply to apprentices registered in apprenticeships based on the qualifications contained in the above training package.

2.1.2 *Other Apprenticeships*

- (a) Subject to clauses 1.2.3 and 1.2.4 of this Schedule, the wage progressions in clause 2.1.3 of this Schedule apply to apprentices registered in following existing apprenticeships who are undertaking the specified related qualifications.

<b>Apprenticeships</b>	<b>Related Qualifications</b>
Boat Building	Certificate III in Engineering (Boat Building) (CNMAN003)
Engineering Tradesperson (Electrical)	Certificate III in Engineering (Electrical) (CNMAN003)
Engineering Tradesperson (Electronic)	Certificate III in Engineering (Electronic) (CNMAN003)
Engineering Tradesperson (Fabrication)	Certificate III in Engineering (Fabrication) (CNMAN003)
Engineering Tradesperson (Mechanical)	Certificate III in Engineering (Mechanical) (CNMAN003)
Jewellery	Certificate III in Engineering (Jewellery) (CNMAN003)
Watchmaking and Clockmaking	Certificate III in Engineering (Watchmaking) (CNMAN003)
Higher Engineering Tradesperson	Certificate IV in Engineering (Trade) (CNMAN001)

- (c) Apprentices who commenced before the date of operation of this Order shall be entitled to receive wages and conditions in accordance with the Decision of the Commission dated 8 October 1973 (B167 of 1973, 84 QGIG 483) or the Order of the Commission dated 27 April 1999 (B432 of 1999, 161 QGIG 20), whichever is applicable.
- (d) Apprentices who are registered in an apprenticeship specified in clause 2.1.2(a) of this Schedule but are undertaking a related qualification different to that specified in clause 2.1.2(a) of this Schedule or are employed under an award different to those specified in clause 1.2.1 of this Schedule and all apprentice Farriers, shall be entitled to wages and conditions in accordance with the Decision of the Commission dated 8 October 1973 (B167 of 1973, 84 QGIG 483).

2.1.3 *Wage Progression Arrangements - Apprenticeships referred to in 2.1.1 and 2.1.2(a):*

Apprenticeships under this Schedule are competency based. The actual time taken to complete an apprenticeship or to progress to each wage level will vary depending upon factors such as the intensity of training and the variety of work experience.

<b>Wage Level</b>	<b>% of C10 or Trade Equivalent on Entry</b>	<b>% of C10 or Trade Equivalent on Entry (Year 11 Complete)</b>	<b>% of C10 or Trade Equivalent on Entry (Year 12 Graduate) (See Note (i))</b>	<b>Competency Weighting Points Assessed at Exit (See Note (ii))</b>	<b>Classification Outcome or Equivalent at Exit</b>	<b>AQF Outcome at Exit</b>
1	40	47.4	47.4 ( <i>operative from date of order until 31 August 2006</i> ) 50.7 ( <i>operative</i> )	24	N/A	N/A

			<i>from 1 September 2006)</i>			
2	55	55	58.8	48	N/A	N/A
3	75	75	75	72	N/A	N/A
4	90	90	90	96	C10	AQFIII
5	100	100	100	132 points consisting of 24 Band A and a minimum of 12 Band B	C7	AQF IV

Notes:

- (i) Apprentices shall be entitled to this wage progression if they hold a Senior Certificate (or equivalent qualification from TAFE or interstate education authority).
- (ii) Apprentices shall be entitled to progress to the next Wage Level of attainment of the Competency Weighting Points specified or 12 months for full-time apprentices and 24 months for part-time or school-based apprentices, after commencing on the respective Wage Level, whichever is the earlier.
- (iii) The Higher Engineering Tradesperson apprenticeship exits at an AQF IV outcome whereas all other apprenticeships exit at an AQF III outcome.

#### 2.1.4 Tradesperson Licence and Wages

A number of Engineering Tradesperson (Electrical) apprenticeships have licensing outcomes. Relevant licenses and/or permits must be sought and obtained prior to payment and engagement as a tradesperson, if applicable. Queensland Electrical Workers' and Contractors' Licenses are obtained from the Electrical Safety Office. The registered training organisation will require validation of satisfactory completion of underpinning knowledge and evidence of on-the-job demonstrated achievement of competencies and/or experience and job exposure for issue of the qualification.

## 2.2 Aircraft Industry Apprenticeships

### 2.2.1 Aeroskills Training Package

Wage arrangements for apprentices registered in apprenticeships based on the qualifications contained in the above training package shall be in accordance with clause 2 of Schedule 1 of this Order.

### 2.2.2 Other Apprenticeships

Wage arrangements for Aircraft Industry apprenticeships specified below shall be in accordance with the Decision of the Commission dated 8 October 1973.

<b>Apprenticeships</b>	<b>Related Qualifications</b>
Aircraft Maintenance Engineer (Avionics)	Certificate in Engineering Aircraft Avionics - Maintenance (CN0288)
Aircraft Maintenance Engineer (Mechanical)	Certificate in Engineering Aircraft Mechanical - Maintenance (CN0290)
Aircraft Mechanic - Structures	Certificate in Engineering Aircraft Structures - Maintenance (CN0292)
Aircraft Mechanics	Certificate in Engineering Aircraft Mechanical - Maintenance (CN0290)

2.2.3 The wage arrangements specified in clauses 2.2.1 and 2.2.2 shall be based on:

- (a) the relevant tradesperson rate specified in the Industrial instrument applicable to the employer, or
- (b) the C10 rate specified in the Engineering Award - State 2002, where no Industrial instrument applies to the employer.

## 3. Traineeships

### 3.1.1. Metal and Engineering Industry Trainees

3.1.1 Trainees registered in Metal and Engineering Industry traineeships, including those registered in traineeships based on the qualifications contained in the Metal and Engineering Training Package, shall be entitled to the wage progression arrangements specified in clause 3.1.3 of this Schedule, which is relevant to the traineeship they are registered in.



3.1.2 Trainees registered in traineeships with multiple Wage Levels shall be entitled to progress to the next Wage Level on attainment of the Competency Weighting Points specified, or 12 months for full-time trainees and 24 months for part-time or school-based trainees, after commencing on the respective Wage Level, whichever is the earlier.

3.1.3 *Wage Progression Arrangements - Metal and Engineering Industry Trainees*

(a) Engineering (Foundation)

Wage Level	% of C10 or Trade Equivalent on Entry	Competency Weighting Points Assessed at Exit	Classification Outcome or Equivalent at Exit	AQF Outcome at Exit
1	40	16	C13	AQF I

(b) Advanced Engineering and Engineering Production Traineeships

Wage Level	% of C10 or Trade Equivalent on Entry	Competency Weighting Points Assessed at Exit (See clause 3(a)(ii))	Classification Outcome or Equivalent at Exit	AQF Outcome at Exit
1	40	32	C12	AQF II
2	65	64	C11	AQF II
3	90	96	C10	AQF III

(c) Engineering Technician Level I

Wage Level	% of C10 or Trade Equivalent on Entry	Competency Weighting Points Assessed at Exit	Classification Outcome or Equivalent at Exit	AQF Outcome at Exit
1	59	AQF 3 + 12 points or Year 12 +40 points	C9	AQF III

(d) Engineering Technician Level V

A trainee who has completed either an Engineering Technician Level I traineeship or an apprenticeship program in a related field prior to entering into an Engineering Technician Level V traineeship shall be paid as follows:

Wage Level	% of C10 or Trade Equivalent on Entry	Competency Weighting Points Assessed at Exit (See clause 3(a)(ii))	Classification Outcome or Equivalent at Exit	AQF Outcome at Exit
1	67	30	N/A	N/A
2	75	60 (Exit)	C5	Diploma

A trainee who has not completed either an Engineering Technician Level I traineeship or an apprenticeship program prior to entering into an Engineering Technician Level V traineeship shall be paid as follows:

Wage Level	% of C10 or Trade Equivalent on Entry	Competency Weighting Points Assessed at Exit (See clause 3(a)(ii))	Classification Outcome or Equivalent at Exit	AQF Outcome at Exit
1	50	12	N/A	N/A
2	67	30	N/A	N/A
3	75	60 (Exit)	C5	Diploma

3.2 Aircraft Industry Trainees

Trainees registered in traineeships based on Certificate I and II qualifications contained in the Aeroskills Training Package shall be entitled to 40% of the equivalent tradesperson rate as specified in the Industrial instrument applicable to the enterprise or 40 % of the classification C10 in the Engineering Award - State 2002, if there is no applicable

Industrial instrument.

### 3.3 Other Trainees

The following trainees shall receive 40% of the classification C10 in the Engineering Award - State 2002 or 40% of the equivalent tradesperson rate as specified in the Industrial instrument applicable to the enterprise.

- Essential Services (ATSI) (Aluminium and Glass Fabrication)
- Essential Services (ATSI) (Outboard Motor and Dinghy Repairs)

## 4. **Specific Conditions**

The following specific conditions shall apply to apprentices and trainees to whom this Schedule applies in addition to the conditions prescribed in this Order. Where the specific conditions are inconsistent with conditions prescribed elsewhere in this Order, the specific conditions contained herein shall prevail.

### 4.1 Adult Apprentices and Trainees

#### 4.1.1 *Existing Adult Employees (as defined in clause 4.8.4 of this Order)*

Where an adult person (excluding a casual employee) was employed by the employer in an industry classification that was not relevant to the apprenticeship calling/traineeship immediately prior to becoming an adult apprentice/trainee with that employer they shall be paid in accordance with the provisions for new adult employees as detailed clause 4.1.2 of this Schedule.

Where an adult person (excluding a casual employee) was employed by the employer in a relevant industry classification as compared to the apprenticeship calling/traineeship immediately prior to becoming an adult apprentice/trainee with that employer, such person shall not suffer a reduction in their hourly rate of pay by virtue of becoming an apprentice/trainee.

The rate of pay applicable for all off job and on job training for such adult apprentice/trainee shall be the hourly rate of pay they received for the classification of work in which they were previously engaged or the rate prescribed for the relevant level of the apprenticeship calling/traineeship whichever is greater.

#### 4.1.2 *New Adult Employees*

Where an adult person becomes an apprentice/trainee, and they were not employed by the employer immediately prior to becoming an apprentice/trainee, the minimum rate of pay shall be as follows:

##### (a) New Adult Apprentices:

WAGE LEVEL	TOTAL WEEKLY RATE PAYABLE
1	75% of C10
2	80% of C10
3	84% of C10
4 (AQF III)	90% of C10
5 (AQF IV)	C10

##### (b) New Adult Trainees:

TOTAL WEEKLY RATE PAYABLE
75% of C10

### 4.2 Pre-apprenticeship, Pre-vocational and Full-Time Institutional Course Credits

#### 4.2.1 *Metal and Engineering Industry*

Apprentices who have undertaken pre-apprenticeship and pre-vocational courses shall be granted the following credits towards wage progression arrangements:

Course Code	Course Name	Related Apprenticeships and Current Exemptions
15286	Course in Engineering (Pre-apprenticeship)	Engineering Tradesperson, credit for all competencies attained up to a maximum of up to 16 competency points. Apprentices shall commence at Wage Level 1 in accordance with clause 2.1.3 of this schedule and progress to Wage Level 2 on attainment of 38 Competency Weighting Points, or 7 months for full-time

		apprentices and 14 months for part-time or school-based apprentices, after commencing on Wage Level 1, whichever is the first to occur.
15287	Course in Manufacture (Pre-vocational)	Engineering Tradesperson, credit for all competencies attained up to a maximum of up to 22 competency points. Apprentices shall commence at Wage Level 1 in accordance with clause 2.1.3 of this schedule and progress to Wage Level 2 on attainment of 38 Competency Weighting Points, or 5 months for full-time apprentices and 10 months for part-time or school-based apprentices, after commencing on Wage Level 1, whichever is the first to occur.
39094QLD	Course in Engineering Skills	Engineering Tradesperson, credit for all competencies attained up to a maximum of up to 30 competency points. Apprentices shall commence at Wage Level 1 in accordance with clause 2.1.3 of this schedule and progress to Wage Level 2 on attainment of 38 Competency Weighting Points, or 3 months for full-time apprentices and 6 months for part-time or school-based apprentices, after commencing on Wage Level 1, whichever is the first to occur.

#### 4.2.2 Aircraft Industry

Apprentices who have completed a pre-apprenticeship, pre-vocational course which is appropriate to the apprenticeship commenced, or all of the off the job requirements of the Certificate IV in Aeroskills through a full-time institutional course, shall commence apprenticeships at wage level 1 and 3 months after commencing their apprenticeship, shall progress to wage level 2. Progression thereafter will be in accordance with the relative competencies successfully achieved.

#### 4.2.3 Grievance and Dispute Procedures

Any employer who objects to the application of these provisions to an apprentice they employ, may progress the matter through clause 5.1 (Dispute Resolution Procedures).

#### 4.3 Junior Employees

Existing junior employees shall not be subject to the provisions of clause 4.8.4 of this Order. Leave is reserved for industrial organisations to review the provisions of this clause.

#### 4.4 School-Based and Part-Time Apprentices Enrolled in Electrical, Electronic and Refrigeration Qualifications - Conversion to Full-Time

4.4.1 The provisions of clause 4.4 shall only apply to a school-based or part-time apprentice who is enrolled in electrical, electronic or refrigeration qualifications in the Metals and Engineering Training Package and converts to a full-time apprenticeship on or after 24 October 2005.

4.4.2 When the employment of a school-based or part-time apprentice is converted to full-time, the period of service credited for the purposes of full-time wage progressions under clause 2.1.3(i) of this Schedule shall be the total of the actual time served whilst working for the employer and whilst undertaking supervised training as a school-based or part-time apprentice.

### SCHEDULE 16 - MINING INDUSTRY

#### 1. General

The following is a list of the primary occupational areas of the Mining Industry:

- Mining of coal, metals and non-metals, including sand and gravel and construction material;
- Oil and mineral exploration;
- Drilling;
- Alumina production;
- Aluminium, copper, silver, lead and zinc smelting; and non-ferrous metal manufacture.

#### 2. Traineeships

##### 2.1 Training Packages

##### 2.1.1 Black Coal Training Package

Wages progression arrangements for trainees registered in traineeships based on the qualifications contained in the above training package shall be in accordance with site specific Industrial instruments.

2.1.2 *Drilling Training Package;*  
*Extractive Industries Training Package;* and  
*Metalliferous Mining Training Package.*

Wages progression arrangements for trainees registered in traineeships based on the qualifications contained in the above training packages shall be in accordance with the following table.

Wage Level	Trainee Registered For AQF Level 1 Or 2 Qualifications	Trainee Registered For AQF Level 3 Qualification	Trainee Registered For AQF Level 4 Qualification	Trainee Registered For AQF Level 5 Qualification	Trainee Registered For AQF Level 6 Qualification	% of Relevant Adult Rate*
1	On entry	Prior to the attainment of the minimum training requirements specified for Wage Level 2	Prior to the attainment of the minimum training requirements specified for Wage Level 2	Prior to the attainment of the minimum training requirements specified for Wage Level 2	Prior to the attainment of the minimum training requirements specified for Wage Level 2	68
2		On attainment or completion of: (a) AQF 1 & 2 competencies; or (b) 1/3 of the AQF 3 competency; or (c) 1/3 of the nominal duration of the traineeship, whichever is the earlier.	On attainment or completion of: (a) AQF 1 & 2 competencies; or (b) 1/4 of the AQF 4 competency; or (c) 1/4 of the nominal duration of the traineeship, whichever is the earlier.	On attainment or completion of: (a) AQF 1 & 2 competencies; or (b) 1/5 of the AQF 5 competency; or (c) 1/5 of the nominal duration of the traineeship, whichever is the earlier.	On attainment or completion of: (a) AQF 1 & 2 competencies; or (b) 1/6 of the AQF 6 competency; or (c) 1/6 of the nominal duration of the traineeship, whichever is the earlier.	78
3		On attainment or completion of: (a) 2/3 of the AQF 3 competency; or (b) 2/3 of the nominal duration of the traineeship, whichever is the earlier.	On attainment or completion of: (a) 1/2 of the AQF 4 competency; or (b) 1/2 of the nominal duration of the traineeship, whichever is the earlier.	On attainment or completion of: (a) 2/5 of the AQF 5 competency; or (b) 2/5 of the nominal duration of the traineeship, whichever is the earlier.	On attainment or completion of: (a) 2/6 of the AQF 6 competency; or (b) 2/6 of the nominal duration of the traineeship, whichever is the earlier.	90%
4			On attainment or completion of: (a) AQF 3 competency; (b) 3/4 of the AQF 4 competency; or (c) 3/4 of the nominal duration of the traineeship, whichever is the	On attainment or completion of: (a) AQF 3 competency; (b) 3/5 of the AQF 5 competency; or (c) 3/5 of the nominal duration of the traineeship, whichever is the	On attainment or completion of: (a) AQF 3 competency; (b) 3/6 of the AQF 6 competency; or (c) 3/6 of the nominal duration of the traineeship, whichever is the	100

Wage Level	Trainee Registered For AQF Level 1 Or 2 Qualifications	Trainee Registered For AQF Level 3 Qualification	Trainee Registered For AQF Level 4 Qualification	Trainee Registered For AQF Level 5 Qualification	Trainee Registered For AQF Level 6 Qualification	% of Relevant Adult Rate*
5			earlier.	earlier. On attainment or completion of: (a) AQF 4 competencies, (b) 4/5 of the AQF 5 competencies; or (c) 4/5 of the nominal duration of the traineeship, whichever is the earlier.	earlier. On attainment or completion of: (a) AQF 4 competencies, (b) 4/6 of the AQF 6 competencies; or (c) 4/5 of the nominal duration of the traineeship, whichever is the earlier.	105
6					On attainment or completion of: (a) AQF 5 competencies, (b) 5/6 of the AQF 6 competencies; or (c) 5/6 of the nominal duration of the traineeship, whichever is the earlier.	110

\* NOTE: Provided that the relevant adult rate shall be no more than the 100% rate expressed in the relevant Industrial instrument.

## SCHEDULE 17 - PROCESS MANUFACTURING INDUSTRY

### 1. General

The following is a list of the primary occupational areas of the Process Manufacturing Industry:

- Oil and gas extraction;
- Petroleum refining and production;
- Manufacture of:
  - organic and inorganic chemicals,
  - industrial gas,
  - synthetic resin,
  - iron and steel,
  - explosives,
  - paint,
  - pesticide,
  - soap and detergent,
  - cosmetic and toiletries,
  - cement and lime,
  - electric wire and cables,
  - coal products,
  - ceramic products,
  - rubber products,
  - plastic products (NB. There is a wide range of processes and products applicable. The manufacture of boat

- hulls and boat components may be included, but not the manufacture of boats),
- glass and glass products,
- cement, lime plaster and concrete products,
- non-metallic mineral products.

## **2. Apprenticeships**

### **2.1 Training Packages**

#### *2.1.1 Plastics, Rubber and Cable Making Training Package*

The wage progression arrangements for apprenticeships based on qualifications contained in the above training package shall be as provided in the Rubber and Plastic Industry Award - State 2003.

#### *2.1.2 Chemical, Hydrocarbons and Oil Refining Training Package; and Manufactured Mineral Products Training Package*

The wage progression arrangements for apprenticeships based on qualifications contained in the above training packages shall be in accordance with clause 2 of Schedule 1 of this Order.

### **2.2 Other Apprenticeships**

The wage progression arrangements for existing Composite Laminator, Extrusion Technician and Injection Moulding Technician apprenticeships shall be as provided in the Rubber and Plastic Industry Award - State 2003.

## **3. Traineeships**

### **3.1 Training Packages**

#### *3.1.1 Plastics, Rubber and Cable Making Training Package*

The wage progression arrangements for traineeships based on qualifications contained in the above training package shall be as provided in the Rubber and Plastic Industry Award - State 2003.

#### *3.1.2 Chemical, Hydrocarbons and Oil Refining Training Package; and Manufactured Mineral Products Training Package*

The wage progression arrangements for traineeships based on qualifications contained in the above training packages shall be in accordance with clause 3 of Schedule 1 of this Order.

#### *3.1.3 Laboratory Operations Training Package*

The provisions in this clause shall apply to trainees engaged in laboratory testing in the Process Manufacturing Industry.

The wage progression arrangements for traineeships based on qualifications contained in the above training package shall be in accordance with clause 3 of Schedule 1 of this Order.

### **3.2 Polymer Processing Traineeships**

Wages and conditions for trainees registered in existing Polymer Processing traineeships shall be as provided in the Rubber and Plastic Industry Award - State 2003.

### **3.3 Adult Trainees - Laboratory Operations Training Package**

3.3.1 When an adult (as defined) enters into a training contract, such person shall receive no less than an amount equivalent to the Queensland Minimum Wage as amended from time to time.

3.3.2 Part-time adult trainees shall not be paid less than the pro rata of an amount equivalent to the Queensland Minimum Wage.

3.3.3 These provisions shall not apply to a trainee who becomes an adult during the term of their traineeship.

## **SCHEDULE 18 - RURAL INDUSTRY**

### **General**

The following is a list of the primary occupational areas of the Rural Industry:

*Amenity Horticulture Sector (Clause 2)*

- Arboriculture;
- Floriculture and seed growing;
- Greenkeeping, sporting grounds;
- Landscaping (soft);
- Plant nurseries;
- Turf farms, parks and gardens.

*Other Rural Industry Sectors (Clause 3)*

- Agriculture services, including shearing, veterinary services and veterinary nursing;
- Conservation and Land Management;
- Crop and plant growing, including grain, sugar cane and cotton;
- Fruit and vegetable growing;
- Hunting and trapping; and
- Livestock farming, including sheep, cattle (both beef and dairy), pig, poultry, horse and deer.

**2. Amenity Horticulture Sector**

2.1 Training Package Apprentices and Trainees

2.1.1 *Amenity Horticulture Training Package*  
*Horticulture Training Package*

(a) Turf Management Trainees and Greenkeeping Apprentices

Apprentices and Trainees registered in apprenticeships and traineeships based on Turf Management and Greenkeeping qualifications contained in the above training packages shall be entitled to the following wage arrangements.

<b>Wage Level</b>	<b>Minimum Training Requirements on Entry</b>	<b>% of Relevant Adult Rate Specified in the industrial instrument</b>
<b>1</b>	Prior to the attainment of the competencies for the relevant AQF 1 qualification.	40
<b>2</b>	On the attainment of the total competencies for the relevant AQF 1 qualification or 6 months after commencing the apprenticeship or traineeship, whichever is the earlier.	55
<b>3</b>	On the attainment of the total competencies for the relevant AQF 2 qualification or 6 months after commencing Wage Level 2, whichever is the earlier.	75
<b>4</b>	On the attainment of 50% of the total competencies for the relevant AQF 3 qualification or 12 months after commencing Wage Level 3, whichever is the earlier.	90
<b>5</b>	On the attainment of 100% of the total competencies for the relevant AQF 3 qualification or 12 months after commencing Wage Level 4, whichever is the earlier.	100
<b>6</b>	On the attainment of 100% of the total competencies for the relevant AQF 4 qualification or 12 months after commencing Wage Level 5, whichever is the earlier.	105
<b>7</b>	On the attainment of 100% of the total competencies for the relevant AQF 5 qualification.	110

(b) Apprentices and Trainees (other than Turf Management and Greenkeeping)

Wage progression arrangements for apprentices and trainees registered in apprenticeships and traineeships based on qualifications contained in the above training packages (other than Turf Management and Greenkeeping) shall be in accordance with clause 3 of Schedule 1. For the purpose of clause 2.1.1(b), any reference to "trainee" in clause 3 of Schedule 1 shall be taken as a reference to "apprentice or trainee".

(c) Relevant Adult Rate

When an apprentice or trainee is employed under one of the following awards, the award classification to be used for the relevant adult rate for the purposes of clauses 2.1.1(a) and (b) shall be as follows:

AQF Level	Greenkeeping Industry Award - State 2002	Nursery Award - State 2003
2	Greenkeeping Employee - Level 3	Wage Level 2
3 and above	Greenkeeping Employee - Level 4	Wage Level 3

## 2.2 Non Training Package Apprentices and Trainees

2.2.1 Trainees registered in existing (non training package) Horticulture traineeships shall receive wages and conditions in accordance with the Amenity Horticulture and Floristry Traineeships - Rates of Pay Order of the Commission (B1011 of 1997, 155 QGIG 1191)

## 3. **Other Rural Industry Sectors**

### 3.1 Training Package Trainees

3.1.1 *Agriculture Training Package*  
*Animal Care and Management Training Package*  
*Conservation and Land Management Training Package*  
*Rural Production Training Package*

(a) Wage progression arrangements for trainees in the above training packages shall be in accordance with clause 3 of Schedule 1 of this Order.

(b) Shearing Industry Traineeships

(i) Shearing Industry trainees shall be classed ordinary employees under the *Shearing Industry Award - State 2003* and receive wages and entitlements under that award that they would normally be entitled to as if they were not a trainee.

(ii) Whilst undertaking supervised training, trainees shall be entitled to the rate for the classification of 'Learner Shearer' contained in clause 4.12.6 of the Award. Clause 4.12.6 provides that learner shearers are entitled to no less than the classification of Shed hand with less than 65 days' experience, contained in clause 5.1.3, in accordance with s. 392 of the Act.

### 3.1.2 *Veterinary Nursing Traineeships*

Wages and conditions for all veterinary nursing traineeships (including assistant veterinary nursing traineeships) shall be as provided in the Veterinary Practice Employees Award - State 2003.

## 4. **Specific Conditions**

The following specific conditions shall apply to apprentices and trainees to whom this Schedule applies in addition to the conditions prescribed in this Order. Where the specific conditions are inconsistent with conditions prescribed elsewhere in this Order, the specific conditions contained herein shall prevail.

### 4.1 Institutional Based Courses

Where a person has completed an institutional based qualification (other than a Training and Employment Recognition Council approved pre-apprenticeship, pre-vocational and other full-time institutional training course) which involves minimal on-the-job exposure prior to entering an apprenticeship or traineeship, the commencement rate shall be as follows:

Qualification Completed	% of the Relevant Adult Rate* Specified in the Industrial instrument
AQF 1	40
AQF 2	55
AQF 3	75
AQF 4	100

Progression thereafter shall be based on the achievement of competencies as per the relevant table in this Schedule.

\*NOTE: Provided that the relevant adult rate shall be no more than the 100% rate expressed in the relevant Industrial instrument.



## **SCHEDULE 19 - SEAFOOD INDUSTRY**

### **1. General**

The following is a list of the primary occupational areas of the Seafood Industry:

- Catching of all types of fish and seafood products;
- Aquaculture;
- Fishing charter operations and maintenance;
- Seafood processing; and
- Seafood wholesaling and retailing.

### **2. Trainees**

#### **2.1 Training Packages**

##### **2.1.1 *Seafood Industry Training Package***

###### **(a) Seafood Retail and Wholesale Sectors**

Trainees employed in the Retail and Wholesale sectors of the Seafood Industry shall be entitled to the wages and conditions provided in clause 2.1 of Schedule 23 for trainees registered in traineeships based on the Retail Training Package or the Wholesale Training Package, whichever is relevant.

###### **(b) Seafood Processing Sector**

Wage progressions for trainees shall be as provided in clause 3 of Schedule 1 of this Order.

###### **(c) Seafood Catching, Fishing Charter Operations and Aquaculture Sectors**

Wage progressions for trainees shall be in accordance with clause 3 of Schedule 1 of this Order.

Where there is written agreement between the employer and the trainee, there may be a system of payment based on a percentage of the catch, where the percentage of the catch may be offset against the wage rate specified in this Order:

Provided that where the trainee is paid under these arrangements, they shall be paid at least the amount they would be entitled to in the paragraph above.

#### **2.2 Other Traineeships**

Trainees registered in the Deckhand (non-training package) traineeship shall receive wages in accordance with clause 2.2 of Schedule 21 - Transport and Distribution Industry.

## **SCHEDULE 20 - TOURISM AND HOSPITALITY INDUSTRY**

### **1. General**

The following is a list of the primary occupational areas of the Tourism and Hospitality Industry:

- Licensed clubs, hotels, licensed and unlicensed cafes and restaurants;
- Accommodation;
- Travel agency services, including retail travel, wholesale travel and tour operations;
- Tourism attractions and theme parks;
- Tourism visitor information services;
- Tourism guiding, including Aboriginal and Torres Strait Island cultural guiding;
- Tourism meetings, incentives, conferences and exhibition events; and
- Caravan park operations.

### **2. Apprentices**

#### **2.1 Training Packages**

##### **2.1.1 *Apprentices commencing on or after 1 January 2000.***

Except as provided in clause 2.1.3, wages for apprentices commencing on or after 1 January 2000, who are registered in apprenticeships based on qualifications contained in the Hospitality Training Package shall be as provided in clause 2 of

Schedule 1 of this Order.

2.1.2 *Apprentices commencing before 1 January 2000.*

Wages for apprentices commencing before 1 January 2000 and who commenced on or after 1 January 1998, who are registered in apprenticeships based on qualifications contained in the Hospitality Training Package shall receive entitlements in accordance with the Order of the Commission dated 27 March 1998 (B514 of 1998, 157 QGIG, 263); or

2.1.3 *Cooking Apprentices commencing on or after 1 January 2004.*

Cooking apprentices, commencing on or after 1 January 2004, shall receive wages, in accordance with the number of competencies achieved as specified in the following table:

<b>Wage Level</b>	<b>Minimum Training Required (On Entry)</b>	<b>% of Tradespersons Rate Specified in the Relevant Industrial instrument</b>
1	Prior to the attainment of the minimum training requirements specified for Wage Level 2.	40
2	On attainment of 16 of the total competencies specified in the training plan for the relevant AQF Certificate III qualification <b>or</b> Twelve months after commencing the apprenticeship whichever is the earlier.	55
3	On attainment of 23 of the total competencies specified in the training plan for the relevant AQF Certificate III qualification <b>or</b> Twelve months after commencing Wage Level 2 whichever is the earlier.	75
4	On attainment of 30 of the total competencies specified in the training plan for the relevant AQF Certificate III qualification <b>or</b> Twelve months after coming Wage Level 3 whichever is the earlier.	90
5	On attainment of 31 of the total competencies specified in the training plan for the relevant AQF Certificate III qualification <b>or</b> Twelve months after commencing Wage Level 4 whichever is the earlier.	100
6	On attainment of 100% of the total competencies specified in the training plan for the relevant AQF Certificate IV qualification <b>or</b> Twelve months after commencing Wage Level 5 whichever is the earlier.	105
7	On the attainment of 100% of the total competencies specified in the training plan for the relevant AQF Diploma qualification <b>or</b> Twelve months after commencing Wage Level 6 whichever is the earlier.	110

**3. Trainees**

3.1. Training Packages

3.1.1 *Hospitality Training Package;  
Tourism Training Package; and  
Caravan Industry Training Package*

Wages for trainees registered in traineeships based on qualifications contained in the above training packages shall be as follows:

- (a) Trainees registered in AQF 1 and 2 traineeships shall be entitled to wages provided in the Training Wage Award - State 2003 (Wage Level B) as amended from time to time and conditions specified in this Order and the Industrial instrument.
- (b) Trainees registered in traineeships beyond AQF 2 shall on entry be entitled to the wages provided in the Training Wage Award - State 2003 (Wage Level B) as amended from time to time. On attainment of the requirements specified for Wage Level 2 of clause 3 of Schedule 1 of this Order for the AQF Level relevant to their traineeship, trainees shall be entitled to either:

- the wage progression arrangements provided in clause 3 of Schedule 1 for Wage Level 2 and subsequently the remaining Wage Levels of their traineeship; or
- the wages provided in the Training Wage Award - State 2003 (Wage Level A) as amended from time to time (AQF 3 trainees); or
- the wages provided in the Training Wage Award - State 2003 (Wage Level A) as amended from time to time plus 3.8% (AQF 4 or above trainees);

whichever is the higher.

Conditions shall be as specified in this Order and the Industrial instrument.

### 3.2 Other Traineeships

Without limiting the application of this schedule, trainees specified below shall receive wages in accordance with the Training Wage Award - State 2003, as amended from time to time and set out in the following table, and conditions specified in this Order and the Industrial instrument.

<b>Traineeship Stream</b>	<b>Wage Level</b>
Marine Tourism Level II	A
Hospitality (Accommodation Services)	B
Marine Tourism Level I	B

## 4. **Specific Conditions**

The following specific conditions shall apply to apprentices and trainees to whom this Schedule applies in addition to the conditions prescribed in this Order. Where the specific conditions are inconsistent with conditions prescribed elsewhere in this Order, the specific conditions contained herein shall prevail.

### 4.1 Pre-apprenticeship, Pre-vocational and Other Full-Time Institutional Training Credits

Persons who successfully complete a pre-apprenticeship, pre-vocational or other full-time institutional training course, which is appropriate to the apprenticeship commenced, shall commence at Level 1 pay rate and remain at that pay rate for a maximum period of 3 months before advancing to Level 2.

## **SCHEDULE 21 - TRANSPORT AND DISTRIBUTION INDUSTRIES**

### 1. **General**

The following is a list of the primary occupational areas of the Transport and Distribution Industries:

- Road transport, including bus, taxi and courier services;
- Rail transport;
- Air transport, domestic and international, both scheduled and unscheduled;
- Water transport, including port and terminal operations, stevedoring and services to water transport; and
- Storage, including grain storage.

### 2. **Trainees**

#### 2.1 Training Packages

##### 2.1.1 *Maritime Training Package; and Transport and Distribution Training Package*

- Trainees registered in AQF 2 traineeships shall be entitled to wages provided in the Training Wage Award - State 2003 (Wage Level B) as amended from time to time.
- Trainees registered in AQF 3 traineeships shall be entitled to wages provided in the Training Wage Award - State 2003 (Wage Level A) as amended from time to time.
- Trainees registered in AQF 4 traineeships shall on entry be entitled to the wages provided in the Training Wage Award - State 2003 (Wage Level A) as amended from time to time and on attainment or completion of:
  - AQF 3 competencies, or
  - 2/3 of the AQF 4 competencies, or
  - 2/3 of the nominal duration of the traineeship,

whichever is the earlier, trainees shall be entitled to either:

- 100% of the relevant adult rate as defined; or
- the wages provided in the Training Wage Award - State 2003 (Wage Level A) as amended from time to time plus 3.8%,

whichever is the higher.

(d) Trainees conditions shall be as specified in this Order and the Industrial instrument.

### 2.1.2 *Graincorp Operations Ltd*

Wage progressions for trainees engaged in bulk grain handling activities at establishments operated by *Graincorp Operations Ltd*, regardless of whether they are employed by *Graincorp Operations Ltd* or a group training organisation and regardless of whether they are undertaking a qualification from the *Transport and Distribution Training Package* or not, shall be as follows:

Stages	Competencies Required for Certificates I to IV	% of Grade 2.1 of Grainco Award - Queensland 2003
1	On entry into the traineeship	80%
2	Once a trainee has attained AQF 1 competencies	85%
3	Once a trainee has attained AQF 2 competencies	90%
4	Once a trainee has attained AQF 3 competencies	100%
5	On exit upon certification of trainee being attained at the total competencies required for the Certificate Level IV.	105%

### 2.1.3 *Trainees employed in the Whitsunday Charter Boat Industry*

Wages and conditions for all trainees employed under the Whitsunday Charter Boat Industry Interim Award - State 2005 shall be as provided by that Award.

### 2.2 Other Traineeships

Without limiting the application of this schedule, trainees specified below shall receive wages in accordance with the Training Wage Award - State 2003, as amended from time to time and set out in the following table, and conditions specified in this Order and the Industrial instrument.

Traineeship Stream	Wage Level
Deckhand	B

## SCHEDULE 22 - UTILITIES AND SERVICES INDUSTRIES

### 1. General

The following is a list of the primary occupational areas of the Utilities and Services Industries:

- Electrotechnology Industry (Assembly, installation, service, maintenance and repair of electrical and electronic equipment and wiring systems) (clause 2);
- Lifts Industry (clause 3);
- Electricity Supply Industry - Transmission and Distribution (clause 4);
- Electricity Supply Industry - Generation (clause 5);
- Gas Industry (clause 6); and
- Water Industry (clause 7)

NOTES:

- (a) In some instances wages and conditions for apprentices and trainees in this industry may be prescribed in Schedule 15 (Manufacturing, Engineering and Related Services). It is therefore advisable to check that Schedule.
- (b) Wages and conditions for trainees in the Telecommunications Industry are prescribed in Schedule 12 (Information and Printing Industries).

### 2. Electrotechnology Industry

## 2.1 Apprenticeships - Electrotechnology Industry Training Package and other specified qualifications

The wage progression arrangements for apprenticeships based on the following qualifications, including those contained in the above training package and any additional qualification/s which may be added to the training package from time to time shall be in accordance with the provisions in clause 2.1.1.

Qualifications	Qualification Codes	Callings	Superseded Callings
Certificate III in Electrotechnology Systems Electrician #1	UTE 31199	Electrotechnology (ET) Systems Electrician	Engineering Tradesperson (Electrical)
Certificate III in Electrotechnology Assembly and Servicing	UTE 30199	Electrotechnology (ET) Assembly and Servicing Tradesperson	Engineering Tradesperson (Electrical)
Certificate III in Electrotechnology Building Services	UTE 30299	Electrotechnology (ET) Building Services Tradesperson	Engineering Tradesperson (Electronics)
Certificate III in Electrotechnology Business Administration	UTE 30399	Electrotechnology (ET) Business Administrator	N/A
Certificate III in Electrotechnology Communications	UTE 30499	Electrotechnology (ET) Communications Tradesperson	Engineering Tradesperson (Electronics)
Certificate III in Electrotechnology Computer Systems	UTE 30599	Electrotechnology (ET) Computer Systems Tradesperson	Engineering Tradesperson (Electronics)
Certificate III in Electrotechnology Data Communications	UTE 30699	Electrotechnology (ET) Data Communications Tradesperson	Engineering Tradesperson (Electronics)
Certificate III in Electrotechnology Entertainment and Servicing	UTE 30799	Electrotechnology (ET) Entertainment and Servicing Tradesperson	Engineering Tradesperson (Electronics)
Certificate III in Electrotechnology Instrumentation	UTE 30899	Electrotechnology (ET) Instrumentation Tradesperson	Engineering Tradesperson (Electrical)
Certificate III in Electrotechnology Refrigeration and Air Conditioning	UTE 30999	Electrotechnology (ET) Refrigeration and Air Conditioning Tradesperson	Engineering Tradesperson (Electrical)
Certificate III in Electrotechnology Scanning	UTE 31099	Electrotechnology (ET) Scanning Tradesperson	N/A
Certificate III in Electrotechnology Systems Electrician # 2	UTE 31199	Electrotechnology Systems Electrician (Process - Fluid Management)	Engineering Tradesperson (Electrical)
Certificate III in Electrotechnology Maintenance (Systems and Instrumentation) .#3	39036 QLD	Electrotechnology (ET) Systems and Instrumentation Tradesperson	Engineering Tradesperson (Electrical)

- #1 exit I outcome
- #2 exit II outcome
- #3 exit III outcome

### 2.1.1 Wage Progression

Wage Level	Minimum Training Requirements	% of Tradesperson Rate in the Relevant Industrial instrument	Classification on Exit
1	On entry into the apprenticeship	40	N/A
2	After 12 months continuous service from commencing the apprenticeship	55	N/A
3	After 12 months continuous service from commencing wage level 2	75	N/A
4	After 12 months continuous service from commencing wage level 3	90	N/A
Exit I (AQF III)	Trade Outcome: After 12 months continuous service from	100	C10/Grade 5 ECIA or its

	commencement of wage level 4 and on the certification of attainment of demonstrated completion of the relevant apprenticeship. See clause 2.1.2 for further information.		equivalent
Exit II (AQF III)	Advanced Trade Outcome: After 12 months continuous service from commencement of wage level 4 and on the certification of attainment of demonstrated completion of the relevant apprenticeship. See clause 2.1.2 for further information.	105	C9/Grade 6 ECIA or its equivalent
5	On entry to Level 5 Apprenticeship	100	N/A
Exit III AQF III/IV #1	Dual Trade Outcome: After 12 months continuous service from commencing wage level 5 and on the certification of attainment of demonstrated completion of the relevant apprenticeship. See clause 2.1.2 for further information.	115	C7/Grade 7 ECIA or its equivalent.

#1 The AQF IV Dual Trade outcome is not recognised as a C7 wage outcome under the Manufacturing, Engineering and Related Services Training Package.

NOTE: Apprentices paid under the Electrical Contracting Industry Award or its successor shall receive the following proportion of the additional payment (\$53.50) applicable to an Electrical Worker Grade 5:

- First Year/level 32% = \$17.12/week
- Second Year/level 44% = \$23.54/week
- Third Year/level 60% = \$32.10/week
- Fourth Year/ level 71% = \$37.99/week

### 2.1.2 *Tradesperson License and Wages*

A number of apprenticeships/traineeships within the Electrotechnology Training Packages have licensing outcomes. Relevant licenses and/or permits must be sought and obtained prior to engagement and payment as a tradesperson, if applicable. Queensland Electrical Workers' and Contractors' Licenses are obtained from the Electrical Safety Office. The registered training organisation will require validation of satisfactory completion of underpinning knowledge and evidence of on-the-job demonstrated achievement of competencies and/or experience and job exposure for issue of the qualification.

## 2.2 Other Apprenticeships

### 2.2.1 *Engineering Tradesperson (Electrical)* *Engineering Tradesperson (Electronic).*

Apprentices registered in the above apprenticeships who are undertaking a relevant qualification different to those nominated in clause 2.1.1 or 2.1.2(a) of Schedule 15 and in clause 2.2.1 of Schedule 3 for those apprenticeships, shall be subject to the arrangements within this schedule.

These apprentices shall continue to receive wages in accordance with the Decision of the Queensland Industrial Relations Commission dated 8 October 1973 (B167 of 1973, 84 QGIG 483)

## 2.3 Traineeships -Electrotechnology Industry Training Package

Trainees registered in traineeships based on AQF II qualifications listed in the above training package, including those listed below, shall receive wages progression arrangements in accordance with clause 2.3.1

<b>Qualifications</b>	<b>Qualification Code</b>	<b>Calling</b>
Certificate II in Electrotechnology Business Support	UTE 20199	Business Support Service Person
Certificate II in Electrotechnology Data Communications	UTE 20299	Data Communications Service Person
Certificate II in Electrotechnology Powerline (Vegetation-Control)	UTE 20399	Vegetation Controller
Certificate II in Electrotechnology Remote Area Essential Services Operations	UTE 20499	Essential Services - Service Person

<b>Qualifications</b>	<b>Qualification Code</b>	<b>Calling</b>
Certificate II in Electrotechnology Service	UTE 20599	Service Person
Certificate II in Electrotechnology Technical Support	UTE 20699	Technical Support Service Person

### 2.3.1 Wage Progression

Trainees registered in traineeships based on AQF II qualifications contained in the Electrotechnology Industry Training Package shall be entitled to 40 % of the rate for the following classification, whichever is relevant to the trainee:

- (a) C10 in the Engineering Award - State;
- (b) Grade 5 of the Electrical Contracting Industry Award; or
- (c) the equivalent classification in the Industrial instrument which is relevant to the trainee.

### 2.4 Specific Conditions Electrotechnology Industry

The following specific conditions apply only to persons employed in apprenticeships and traineeships detailed in clauses 2.1 and 2.3 in addition to the conditions prescribed in this Order. Where the specific conditions are inconsistent with conditions prescribed elsewhere in this Order, the specific conditions contained herein shall prevail:

Provided that any adult person who commenced an apprenticeship or traineeship prior to 21 December 2000 (the implementation date of the Electrotechnology Industry Training Package) is excluded from the provisions provided in clause 2.4, notwithstanding the fact that they may have been transferred to the qualification contained in the training package.

#### 2.4.1 Existing Adult Employees in Non-relevant Classification

Where an adult person (excluding a casual employee) was employed by the employer in an industry classification that was not relevant to the apprenticeship calling or traineeship immediately prior to becoming an adult apprentice or trainee with that employer they shall be paid in accordance with the provisions for new adult employees as detailed in clause 2.4.3.

#### 2.4.2 Existing Adult Employees in Relevant Classification

Where an adult person (excluding a casual employee) was employed by the employer in an industry classification relevant to the apprenticeship calling or traineeship for a period of at least 6 months immediately prior to becoming an adult apprentice/trainee with that employer, such employees shall be paid their previous wage level or the apprenticeship/traineeship wage, which ever is the greater.

#### 2.4.3 New Adult Employees

Where an adult person becomes an apprentice or trainee, and they were not employed by the employer immediately prior to becoming an apprentice or trainee, the minimum rate of pay shall be as specified in the relevant following tables.

- (a) New Adult Apprentices

New adult apprentices shall be paid in accordance with the following table:

<b>Wage Level</b>	<b>Minimum Training Requirements</b>	<b>% of Tradesperson Rate in the Relevant Industrial instrument</b>	<b>Classification on Exit</b>
1	On entry into the apprenticeship	75	N/A
2	After 12 months continuous service from commencing the apprenticeship	80	N/A
3	After 12 months continuous service from commencing wage level 2	84	N/A
4	After 12 months continuous service from commencing wage level 3	90	N/A
Exit I (AQF III)	Trade Outcome: After 12 months continuous service from commencement of wage level 4 and on the certification of attainment of demonstrated completion of the relevant apprenticeship.	100	C10/Grade 5 ECIA or its equivalent

Wage Level	Minimum Training Requirements	% of Tradesperson Rate in the Relevant Industrial instrument	Classification on Exit
	See clause 2.1.2 for further information.		
Exit II (AQF III)	Advanced Trade Outcome: After 12 months continuous service from commencement of wage level 4 and on the certification of attainment of demonstrated completion of the relevant apprenticeship. See clause 2.1.2 for further information.	105	C9/Grade 6 ECIA or its equivalent
5	On entry to Level 5 Apprenticeship	100	N/A
Exit III AQF III/IV #1	Dual Trade Outcome: After 12 months continuous service from commencing wage level 5 and on the certification of attainment of demonstrated completion of the relevant apprenticeship. See clause 2.1.2 for further information.	115	C7/Grade 7 ECIA its equivalent.

#1 The AQF IV Dual Trade outcome is not recognised as a C7 wage outcome under the Manufacturing, Engineering and Related Services Training Package.

NOTE: Apprentices paid under the Electrical Contracting Industry Award - State 2003 or its successor shall not receive any proportion of the additional payment applicable to an Electrical Worker Grade 5 except those on wage level 4 or 5.

(b) New Adult Trainees

MINIMUM WEEKLY PAYMENT
70% of C10*

\* or % of Grade 5 Base Rate within the Electrical Contracting Industry Award - State (ECIA-S) or other relevant industrial instrument. (Equivalent to C10 Classification)

NOTE: Trainees paid under the Electrical Contracting Industry Award - State 2003 or its successor shall not receive any of the additional payment.

#### 2.4.4 Existing Junior Employees

Existing junior employees (i.e. under the age of 21 years) shall not be subject to the provisions of Existing Employees clause 4.8.4 of this Order. However, nothing shall hinder the rights of an employer and an employee to negotiate higher wage rates. Leave is reserved for industrial organisations to review the provisions of this clause.

#### 2.4.5 Pre-apprenticeship and Pre-vocational Credits for the Engineering Tradesperson

Apprentices and trainees who commenced their apprenticeship or traineeship under the Electrotechnology Training Package who have undertaken pre-apprenticeship or pre-vocational course which is appropriate to the apprenticeship commenced, shall commence apprenticeships at Wage Level 1 and access the competency based system as determined appropriate by the Supervising Registered Training Organisation. No time credit shall be provided.

#### 2.4.6 Wage Progression, Articulation, and Credit Transfer to a related classification for Electrotechnology Industry Traineeships - Certificate I/ Certificate II

Persons who complete one of the traineeships provided for in clause 2.3 and subsequently enters into an apprenticeship in the related apprenticeship calling and qualification shall enter into that apprenticeship at minimum Wage Level 1. An employee who holds a Certificate I qualification shall enter into an apprenticeship at wage level 1.

An employee may request a Recognition of Prior Learning (RPL) or Recognition of Current Competencies (RCC) to be undertaken by a Supervising Registered Training Organisation for advanced standing in their progression toward their demonstrated achievement of the level 1 total competencies within an apprenticeship.

#### 2.4.7 School Based and Part-Time Apprentices - Conversion to Full-Time

(a) The provisions of this clause shall only apply to a person who commences or re-commences a school based or part-time apprenticeship on or after 1 January 2004.



- (b) When the employment of a school based or part-time apprentice is converted to full-time, the period of service credited for the purposes of the wage progressions under clause 2.1.1 of this schedule shall be the total of the actual time served whilst working for the employer and whilst undertaking supervised training.

## 2.5 Recording of Demonstrated Achievement of Competencies

The Electrotechnology Industry supports the use of profiling as the method of recording on-the-job competencies and/or experience and job exposure. The use of electronic profiling as defined by the Queensland Utilities Industry Training Advisory Board may be used to replace the mandatory training record required for some qualifications. Further information can be obtained by contacting the Queensland Utilities Industry Training Advisory Board.

## 3. **Lifts Industry**

### 3.1 Apprenticeships Lifts Industry Training Package

The wage progression arrangements for the apprenticeship calling Engineering Tradesperson (Electrical - Lift Mechanic) - Certificate III in Lifts Systems - Electrical shall be as provided in clause 2 of Schedule 1 of this Order.

For the purposes of wage calculations, the tradesperson's rate shall be the C10 Classification specified in the Engineering Award - State 2002 or its equivalent in the relevant Industrial instrument as amended from time to time.

## 4. **Electricity Supply Industry - Transmission and Distribution**

### 4.1 Apprenticeships - Electricity Supply Industry - Transmission and Distribution Training Package

Apprentices registered in the following apprenticeship callings contained in the Electricity Supply Industry - Transmission and Distribution Training Package shall be paid in accordance with Table 1, as set out below.

- Cable Jointing Tradesperson - Certificate III in ESI Cable Jointing (Powerline)
- Powerline (Electricity Supply/Distribution) Tradesperson - Certificate III in ESI Distribution (Power Line)
- Powerline (Electricity Supply/ Transmission) Tradesperson - Certificate III in ESI Transmission (Power Line)

**Table 1**

Wage Level	Minimum Training Requirements on Entry	% of Tradesperson's Rate Specified in the Industrial instrument
1	On entry into the apprenticeship	40
2	On attainment of 25%, progression towards the achievement of the total competencies and the satisfactory completion of the relevant underpinning knowledge and on-job requirements, specified in the training plan, or, subject to clause 4.3.2 of the General Order, twelve months after commencing the apprenticeship whichever is the earlier.	55
3	On attainment of 50%, progression towards the achievement of the total competencies and the satisfactory completion of the relevant underpinning knowledge an on-job requirements, specified in the training plan, or, subject to clause 4.3.2of the General Order, twelve months after attaining Level 2.	75
4	On attainment of 75%, progression towards the achievement of the total competencies and the satisfactory completion of the relevant underpinning knowledge an on-job requirements, specified in the training plan, or, subject to clause 4.3.2 of the General Order, twelve months after attaining Level 3.	90
5	On completion of the apprenticeship	100

For the purposes of this Table, the relevant Award, for calculation purposes, in the Electricity Supply Industry shall be the Electricity Generation Transmission and Supply Award - State 2002. The tradesperson's rate is Salary Point 4.0. Provided further that if a training plan nominates that the apprentice is to obtain a trade outcome in line work and underground paper insulated cables, the salary pay point is 4.2.

### 4.2 Traineeships - Electricity Supply Industry - Transmission and Distribution Training Package

Trainees registered in the following traineeships contained in National Utilities Training Package - Transmission and Distribution shall be paid in accordance with Table 2, as set out below.

- ESI Distribution (Powerline) Serviceperson - Certificate II in ESI Distribution (Power Line)
- ESI Transmission (Powerline) Serviceperson - Certificate II in ESI Distribution (Power Line)

**Table 2**

Wage Level	Trainee Registered for AQF Level II Qualification (Nominal 1 Year's Duration)	Trainee Registered for AQF Level III Qualification (Nominal 2 Year's Duration)	% of Relevant Adult Rate
1	On entry	Prior to the attainment of the minimum training requirements specified for Wage Level 2	55
2		On attainment or completion of a) AQF I and II competencies; or b) ½ of the total competencies for the relevant AQF III qualification, or c) ½ of the nominal duration of the traineeship, whichever is the earlier	75
3	On completion	On completion	100

For the purposes of this Table, the Relevant Adult Rate in the Electricity Industry shall be for AQF Level II qualification - Salary Point 2.0, and for AQF Level III qualification - Salary Point 4.0. This conforms with the National Training Board Australian Standards Framework entry Salary Point, as provided for in the classification structure, as set out in the Electricity Generation Transmission & Supply Award - State. These Salary Points shall also apply when an employee completes the Traineeship.

#### 4.3 Apprenticeships (non-training package)

##### 4.3.1 *Engineering Tradesperson (Electrical) and Engineering Tradesperson (Electronic)*

Apprentices registered in the above apprenticeships who are undertaking a relevant qualification different to those nominated in clause 2.1.1 of Schedule 15 for those apprenticeships, or who are employed under Industrial instruments different to those specified in clause 1.2 of Schedule 15, shall be subject to the arrangements within this Schedule.

These apprentices shall continue to receive wages in accordance with the Decision of the Commission dated 8 October 1973 (B167 of 1973, 84 QGIG, 483).

##### 4.3.2 *Electricity Supply Tradesperson - Certificate III Qualification Structure - (EST)*

The wages and conditions for apprentices employed in this apprenticeship calling shall be in accordance with the provisions of the Electricity Generation Transmission and Supply Award - State 2002 and this Order, as follows:

Stage	Rate (Percentage of Salary Point 4.2)
1	40
2	55
3	75
On completion	Salary Point 4.2

Progression will be based on the successful completion of the training plan.

#### 4.4 Traineeships (non-training package)

##### 4.4.1 *Electricity Supply Paraprofessional (Technical) - (Trade-based)*

Wages and conditions for Trainees employed in the above Traineeship shall be in accordance with the provision of the Electricity Generation Transmission and Supply Award - State 2002, as follows.

Stage	Rate (Percentage of Salary Point 7.0)
1	40
2	55
3	75
4	Salary Point 4.0
5	Salary Point 5.2
6	Salary Point 6.0
On Completion	Salary Point 7.0

4.4.2 *Electricity Supply Paraprofessional (Administrative),  
Electricity Supply Paraprofessional, Engineering Associate (Power),  
Electricity Supply Paraprofessional (non trade-based)*

Wages and conditions for Trainees employed in the above Traineeship shall be in accordance with the provision of the Electricity Generation Transmission and Supply Award - State 2002, as follows.

Stage	Rate (Percentage of Salary Point 5.2)
1	40
2	55
3	75
4	90
On completion	Salary Point 5.2

4.5 Specific Conditions - Electricity Supply Industry - Transmission and Distribution Training Package

The following specific conditions shall apply to apprentices and trainees to whom clause 4 of this Schedule applies, in addition to, or in place of the conditions provided in this Order. Where specific conditions are inconsistent with conditions provided elsewhere in this Order, the specific conditions contained herein shall prevail. However, in the event of an alternative practice applying, which is provided for in a current enterprise bargaining agreement, then such practice shall prevail.

4.5.1 *Existing Employees*

Where an adult person (excluding a casual employee) was employed by the employer before commencing the apprenticeship or traineeship, then the remuneration of the employee will be in accordance with the classification the employee held immediately prior to commencing the apprenticeship or traineeship.

This level of remuneration shall not exceed the base salary that would apply to the employee on the completion of their apprenticeship or traineeship. Where the general apprentice or trainee pay rate, provided for in Table 1 or 2, whichever is relevant, exceeds the salary which applied to the employee immediately prior to commencing as an apprentice or trainee, then the appropriate apprentice or trainee rate shall apply.

4.5.2 *New Adult Apprentices or Trainees*

Where an adult employee enters into a training contract, such person shall receive no less than an amount equivalent to the Queensland Minimum Wage, as amended from time to time. When the rate of pay, applicable to an apprentice or trainee, equals or exceeds the Queensland Minimum Wage, then the adult apprentice or trainee will then be paid in accordance with Table 1 or 2 as appropriate.

4.5.3 *Other Training Packages*

Apprentices and trainees employed in the Electricity Supply Industry - Transmission and Distribution Sector in apprenticeships or traineeships which have wages and conditions provided for in other Schedules of this Order, or other clauses of this Schedule, will be entitled to the wages and conditions of employment provided for in clause 4 of this Schedule for apprentices and trainees employed in the Electricity Supply Industry - Transmission and Distribution Sector based on the relevant rate specified in the Electricity Generation Transmission and Supply Award - State 2002.

Schedule 1 of this Order will have no application in the Electricity Supply Industry - Transmission and Distribution Sector, save and except for that specifically provided for in clause 4 of this Schedule. Salary progression arrangements beyond those provided for in this Schedule, will be pursuant to the relevant Industrial instrument.

**5. Electricity Supply Industry - Generation Sector**

5.1 Electricity Supply Industry - Generation Training Package

The wage progression arrangements for apprenticeships and traineeships based on qualifications contained in the above training package are still to be resolved by the parties.

5.2 Other Apprenticeships and Traineeships

Wages and conditions for apprentices and trainees employed in the Electricity Supply Industry - Generation Sector who are registered in apprenticeships or traineeships based on qualifications, other than those contained in the Electricity Supply Industry - Generation Training Package shall be as prescribed in the relevant Schedule of this Order, other Order or Industrial instrument.

## 6. Gas Industry

The wage progression arrangements for apprenticeships and traineeships based on qualifications contained in the Gas Industry Training Package training package are still to be resolved by the parties.

## 7. Water Industry

### 7.1 Traineeships - Water Industry Training Package

Trainees registered in traineeships based on Certificate II or III qualifications from the above training package shall be entitled to the relevant wage progression arrangements specified in clause 3 of Schedule 1 of this Order. For the purpose of these traineeships the "Relevant Adult Rate" shall be based on the 100% rate as specified in the relevant Industrial instrument.

## **SCHEDULE 23 - WHOLESALE AND RETAIL SALES, PHARMACEUTICAL AND OTHER PERSONAL SERVICES INDUSTRIES**

### 1. General

The following is a list of the primary occupational areas of the Wholesale and Retail Sales, Pharmaceutical and other Personal Services Industries:

- Retail and wholesale sales and leasing, including trailer and caravan dealing;
- Services to agriculture and the arts;
- Health and personal services, including beauty therapy, pharmaceutical and body piercing;
- Funeral directors and crematoria; and
- Laundries and dry cleaners and photographic studios

### 2. Trainees

#### 2.1 Training Packages

##### 2.1.1 *Retail Training Package*

- (a) Wages and conditions for Retail Operations trainees to whom the Retail Industry Interim Award - State 2003 applies, shall be as provided in that Award.
- (b) Retail Operations trainees to whom the Retail Industry Interim Award - State 2003 does not apply shall receive wages in accordance with the Training Wage Award - State 2003 as amended from time to time (Certificate II - Wage Level B and Certificate III - Wage Level A) and conditions in accordance with this Order and the relevant Industrial instrument.

##### 2.1.2 *National Beauty Training Package*

- (a) Wages and conditions for Retail Cosmetic Assistant trainees to whom the Retail Industry Interim Award - State 2003 applies, shall be as provided in that Award.
- (b) Wages and conditions for Retail Cosmetic Assistant trainees to whom the Pharmacy Assistants Interim Award - State 2003 applies, shall be as provided in that Award.
- (c) Retail Cosmetic Assistant trainees to whom the Retail Industry Interim Award - State 2003 or the Pharmacy Assistants Interim Award - State 2003 does not apply, shall receive wages in accordance with the Training Wage Award - State 2003 as amended from time to time (Certificate II - Wage Level B and Certificate III - Wage Level A) and conditions in accordance with this Order and the relevant Industrial instrument.

##### 2.1.3 *Wholesale Training Package*

Wholesale Operations trainees shall receive wages in accordance with the Training Wage Award - State 2003 (Certificate II - Skill Level B and Certificate III - Skill Level A) and conditions in accordance with this Order.

##### 2.1.4 *Floristry Training Package*

Wage progression arrangements for floristry trainees shall be in accordance with the following table.

Wage Level	Minimum Training Requirements on Entry	% of Relevant Adult Rate*
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1	On commencement and prior to the attainment of the minimum training requirements for AQF 2.	55
2	On attainment of the minimum training requirements for AQF 2 or on the completion of 12 months of the traineeship.	65
3	On attainment of 50% of the competencies for AQF 3 or 12 months after entering Wage Level 3.	75
4	On completion of the AQF III traineeship.	100

\*NOTE: Provided that the relevant adult rate shall be no more than the 100% rate expressed in the relevant Industrial instrument.

#### 2.1.5 Funeral Services Training Package

(a) Cemetery and Crematorium Employees" Award - State - 2005

Wages for trainees who are subject to the above award shall be as provided in that award.

(b) Funeral Services Award - State 2002

Wages for trainees who are subject to the above Award shall be in accordance with the following table. Conditions shall be in accordance with this Order and the relevant industrial instrument.

Traineeship Duration	Wage Rate	Traineeship Qualification Outcome
1 year	80% of Grade 3	AQF 2
2 years	80% of Grade 4	AQF 3
4 years	80% of Grade 5 (for year 3) 90% of Grade 5 (for year 4)	AQF 4

#### 2.2. Other Trainees

##### 2.2.1 Community Pharmacy Trainees

Wages and conditions for Community Pharmacy Trainees, regardless of qualification, shall be as provided in the Pharmacy Assistants Interim Award - State 2003.

##### 2.2.2 Retail Skills - Woolworth's

Wages and conditions for Retail Skills - Woolworth's trainees shall be as provided in the Woolworth's Queensland Supermarket Certified Agreement 2001.

##### 2.2.3 Traineeships Specified in the Training Wage Award - State

Trainees employed in traineeships specified below, shall receive wages in accordance with the Training Wage Award - State 2003, as amended from time to time and set out in the following table, and conditions specified in this Order and the Industrial instrument.

Traineeship Stream	Wage Level
Baker's Delight - Store Management	A
Food Retailing (McDonalds)	B

### 3. Apprentices

#### 3.1 Training Packages

##### 3.1.1 Funeral Services Training Package

Wages and conditions for apprentices who are registered in apprenticeships based on qualifications contained in the above training package shall be the same as provided for trainees.

### 4. Specific Conditions

The following specific conditions shall apply to apprentices and trainees to whom this Schedule applies in addition to the conditions prescribed in this Order. Where the specific conditions are inconsistent with the conditions prescribed elsewhere in this Order, the specific conditions contained herein shall prevail.

#### 4.1 Adult Apprentices and Trainees - Funeral Services Training Package

When an adult (as defined) enters into a training contract, such person shall receive no less than an amount equivalent to the Queensland Minimum Wage as amended from time to time:

Provided that part-time adult trainees shall not be paid less than the *pro rata* of an amount equivalent to the Queensland Minimum Wage

Provided further these provisions shall not apply to an apprentice or trainee who becomes an adult during the term of their traineeship.

#### **APPENDIX 1 - TIMETABLE FOR RESCISSION OF EXISTING ORDERS**

This Order shall replace the Orders of the Commission specified below on the dates specified. The Orders specified shall be rescinded on the dates specified.

<b>Order Title</b>	<b>Reference</b>	<b>Date to be Rescinded</b>
Amenity Horticulture and Floristry Traineeships	B1011 of 1997 (155 QGIG 1191)	<i>1 July 2004</i>
Apprentices' and Trainees Conditions - Engineering, Automotive, Sugar Milling and Related Industries	B432 of 1999 (161 QGIG 20)	<i>1 December 2007</i>
Apprentices' and Trainees' Conditions in the Tourism and Hospitality Industry	B514 of 1998 (157 QGIG 263)	<i>31 December 2007</i>
Apprentices' Rates of Pay (Hairdressing) (as amended)	B873 of 1996 (152 QGIG 1601) B1960 of 1996 (154 QGIG 223)	<i>1 April 2007</i>
Apprentices' and Trainees' Conditions - Civil Construction	B693 of 1999 B696 of 1999	<i>1 December 2003</i>
Meat Industry Order for Apprentices and Trainees Wages and Conditions	B1184 of 1999 (162 QGIG 51)	<i>31 November 2003</i>

Dated 2 June 2003.

By the Commission,  
[L.S.] E. EWALD,  
Industrial Registrar.

Operative Date: 30 June 2003.  
Repeal and new Order - Order - Apprentices' and Trainees'  
Wages and Conditions (Excluding Certain Queensland  
Government Entities)

Released: 1 July 2003