Queensland Hotels Association

QUEENSLAND
2017 Apprentices Wage Rates Guide

Effective from first full pay period commencing on or after 1 July 2017
TABLE OF CONTENTS

SCENARIO 1
UNINCORPORATED EMPLOYERS SUBJECT TO A DIVISION 2B STATE AWARD ON 1 JANUARY 2010 AND EMPLOYED APPRENTICES PRIOR TO 1/1/2011 4

SCENARIO 2
INCORPORATED EMPLOYERS SUBJECT TO A NAPSA AS AT 26 MARCH 2006 AND EMPLOYED APPRENTICES PRIOR TO 1/1/2010 5

SCENARIO 3
INCORPORATED EMPLOYERS CREATED AFTER 27 MARCH 2006 AND EMPLOYED APPRENTICES PRIOR TO 1/1/2010 6

SCENARIO 4
EMPLOYERS SUBJECT TO A FORMAL WORKPLACE AGREEMENT 7

SCENARIO 5
INCORPORATED AND UNINCORPORATED EMPLOYERS WHERE SCENARIOS 1 AND 4 DO NOT APPLY 11

Disclaimer:

Whilst due care has been taken in preparing this information, no responsibility is accepted by the Queensland Hotels Association (“QHA”) for the accuracy of the information. The QHA does not accept legal liability and is expressly disclaimed for any damage that may arise from any person acting on the information contained therein arising from or connected to the accuracy, reliability or completeness of the information.
APPRENTICES WAGE RATES GUIDE

This Guide contains apprentice wage information for BOTH incorporated and unincorporated employers. Due to the Queensland Government’s referral of industrial relations powers to the Commonwealth from 1 January 2010 and the introduction of modern awards at the same time, differing wages may apply to apprentices depending on the type of employing entity in place.

On 7 February 2017, a Full Bench of the Fair Work Commission ("Commission") validated a decision of the Commission that has implications for Queensland employers who have employed Apprentices and Trainees since 1 January 2014.

The decision dealt with the continued application of:

- NAPSAAs (including the APCS of NAPSAAs); and the
- Queensland Industrial Relations Commission (’QIRC’) Order for Apprentice and Trainee conditions of employment (including the Order relating to the Tool Allowance).

These instruments have remained applicable to many employers, despite the introduction of modern awards, such as the Hospitality Industry (General) Award 2010 and Restaurant Industry Award 2010.

The Fair Work Commission has made an interpretation that means that many employers have applied incorrect Apprentice and Trainee rates since January 2014.

Please note that this apprentice wages information document only includes cooking apprentice rates of pay under the Hospitality Industry (General) Award 2010 and the Restaurant Industry Award 2010.

WAGE RATES AND ALLOWANCES EFFECTIVE FROM THE FIRST FULL PAY PERIOD COMMENCING ON OR AFTER 1 JULY 2017
SCENARIO 1:
UNINCORPORATED EMPLOYERS SUBJECT TO A DIVISION 2B STATE AWARD ON 1 JANUARY 2010 AND EMPLOYED APPRENTICES PRIOR TO 1/1/11

This Scenario applies where the unincorporated entity:

- Existed prior to 1 January 2010; and
- Employed employees; and
- Employed at least one apprentice immediately prior to 1 January 2011; and
- Was bound by a Queensland Industrial Relations Commission (State) Award prior to 1 January 2010.

NOTE: As a result of the State referral of powers, unincorporated employers subject to the Queensland industrial relations system were moved, automatically, to the Commonwealth industrial relations system and State awards became, on 1 January 2010, Division 2B State Awards.

Employers in this scenario would have been paying apprentice rates at the relevant percentage (as per the Order) of the following Division 2B State Award tradesperson rates (as the parent award):

- **Division 2B: Hotels, Resorts and Certain Other Licensed Premises – State (Excluding South East Queensland) Award 2003**;
- **Division 2B: Hotels, Resorts and Accommodation Industry Award - South-Eastern Division 2002**; or
- **Division 2B: Hospitality Industry – Restaurant, Catering and Allied Establishment Award – South-Eastern Division 2002**.

The apprentice rates below will apply to existing and new apprentices from the first full pay period on or after 1 July 2017.

Please note that all other conditions in the Order and Tools Order continue to apply to existing and new apprentices. This is due to the modern hospitality award, the *Hospitality Industry (General) Award 2010*, and the modern restaurant award, the *Restaurant Industry Award 2010* not applying to apprentices employed by this type of employing entity, despite a trade qualified chef’s conditions being subject to it.

For Apprentice rates of pay applicable in this scenario from the first full pay period on or after 1 July 2017 please contact the QHA ER Department.
SCENARIO 2
INCORPORATED EMPLOYERS SUBJECT TO A NAPSA AS AT 27 MARCH 2006 AND EMPLOYED APPRENTICES PRIOR TO 1 JANUARY 2010

This Scenario applies where the incorporated entity:

- Existed prior to 27 March 2006; and
- Employed employees; and
- Employed at least one apprentice prior to 1 January 2010; and
- Was bound by a Queensland Industrial Relations Commission (state) Award as at 26 March 2006.

Due to the Full Bench of the Fair Work Commission decision referred to on page 3, the rates of pay for employers paying an Apprentice in accordance with Tables 4, 5 and 6 are reflected at Tables 14-17 in Scenario 5.

Refer below for the relevant Table to cross-refer to:

Table 4

**TABLE 4 APPLIED** to employing entities that prior to 1 January 2010 were subject to the NAPSA: Hotels, Resorts and Certain Other Licensed Premises – State (Excluding South East Queensland) Award 2003.

**Corresponding Table in Scenario 5:** Table 14 (non-Adult Apprentices) and 15 (Adult Apprentices)

Table 5

**TABLE 5 APPLIED** to employing entities that prior to 1 January 2010 were subject to the NAPSA: Hotels, Resorts and Accommodation Industry Award - South-Eastern Division 2002.

**Corresponding Table in Scenario 5:** Table 14 (non-Adult Apprentices) and 15 (Adult Apprentices)

Table 6

**TABLE 6 APPLIED** to employing entities that prior to 1 January 2010 were subject to the NAPSA: Hospitality Industry – Restaurant, Catering and Allied Establishment Award – South-Eastern Division 2002.

**Corresponding Table in Scenario 5:** Table 16 (non-Adult Apprentices) and 17 (Adult Apprentices)
SCENARIO 3
INCORPORATED EMPLOYERS CREATED AFTER 27 MARCH 2006 AND EMPLOYED APPRENTICES PRIOR TO 1 JANUARY 2010

This Scenario applies where the incorporated entity:

- Was created after 27 March 2006; and
- Was subject to the relevant NAPSA or Award derived Australian Pay and Classification Scale (“APCS”) only; and
- Employed at least one apprentice prior to 1 January 2010.

Due to the Full Bench of the Fair Work Commission decision referred to on page 3, the rates of pay for employers paying an Apprentice in accordance with Tables 7, 8 and 9 are reflected at Tables 14-17 in Scenario 5.

Refer below for the relevant Table to cross-refer to:

Table 7

TABLE 7 APPLIED to employing entities that prior to 1 January 2010 were subject to the A.P.C.S of the NAPSA: Hotels, Resorts and Certain Other Licensed Premises – State (Excluding South East Queensland) Award 2003.

Corresponding Table in Scenario 5: Table 14 (non-Adult Apprentices) and 15 (Adult Apprentices)

Table 8

TABLE 8 APPLIED to employing entities that prior to 1 January 2010 were subject to the A.P.C.S of the NAPSA: Hotels, Resorts and Accommodation Industry Award - South-Eastern Division 2002.

Corresponding Table in Scenario 5: Table 14 (non-Adult Apprentices) and 15 (Adult Apprentices)

Table 9

TABLE 9 APPLIED to employing entities that prior to 1 January 2010 were subject to the A.P.C.S of the NAPSA: Hospitality Industry – Restaurant, Catering and Allied Establishment Award – South-Eastern Division 2002.

Corresponding Table in Scenario 5: Table 16 (non-Adult Apprentices) and 17 (Adult Apprentices)
SCENARIO 4
EMPLOYERS SUBJECT TO A FORMAL WORKPLACE AGREEMENT

This Scenario applies where the employing entity, either incorporated or unincorporated:

- Has a workplace Agreement, as approved by the Queensland or Australian Industrial Relations Commission, OEA, Workplace Authority, Fair Work Commission or other industrial authority in place at the time the Agreement was made; and
- The workplace Agreement provides for apprentice terms and conditions of employment.

Such an Agreement may have been created by the employer, or have been applied due to transfer of business rules when purchasing a business. Employers in this scenario must ensure that the base rates provided in the Agreement are equal to or greater than the base rates in the corresponding relevant modern award, and where they are lower in the Agreement, the base rates must be increased to match the modern award base rates.

The rates of pay within tables 10 and 12 reflect the apprentice base rates of pay under the Hospitality Industry (General) Award 2010 (HIGA) and Restaurant Industry Award 2010 (RIA) from the first full pay period on or after 1 July 2017.

The rates of pay within tables 11 and 13 reflect the HIGA and RIA adult apprentice (21 years of age or older) rates of pay for adult apprentices that commenced their apprenticeship on or after 1 January 2014.

By undertaking this exercise and ensuring the base rates are the legal minimum, apprentice rates may be increased in line with the apprentice wage calculation method in the Agreement.

**Note for Adult Apprentices Employed Prior to 1 January 2014 and Who Commenced Their Apprenticeship on or After 1 January 2014**

It is noted that from 1 January 2014 an employee that has been employed under the HIGA immediately prior to entering into a training arrangement as an adult apprentice (21 years of age or older) with the same employer, must continue to receive the same minimum wage for their classification that applied to the adult apprentice immediately prior to entering into the training agreement. This will only apply where the employee has been employed for:

- At least six months as a full-time employee, or
- Twelve months as a part-time employee, or on a regular and systematic basis as a casual.

For example, a 22 year old casual F&B Grade 2 employee that has been engaged for 12 months on a regular and systematic basis has sought to complete a cooking apprenticeship with the same employer from 1 January 2014. The employee, as an adult apprentice, must receive at least the minimum permanent rate of pay for the job classification she held prior to becoming an apprentice. This means she will be paid the permanent F&B Grade 2 rate of pay for the duration of her apprenticeship or until such time the rate of pay for her apprenticeship year level is more than the permanent F&B Grade 2 rate of pay.
Therefore, employers within this scenario whose apprentice meets the above explanation must continue to receive the same minimum wage for their classification that applied to the adult apprentice immediately prior to entering into the training agreement.

Table 10

TABLE 10 provides for the apprentice rates of pay under the Hospitality Industry (General) Award 2010. Weekend penalty rates will be as per the Agreement.

<table>
<thead>
<tr>
<th>Year</th>
<th>Permanent Hourly Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st Year (55%)</td>
<td>$11.71</td>
</tr>
<tr>
<td>2nd Year (65%)</td>
<td>$13.84</td>
</tr>
<tr>
<td>3rd Year (80%)</td>
<td>$17.03</td>
</tr>
<tr>
<td>4th Year (95%)</td>
<td>$20.23</td>
</tr>
</tbody>
</table>

Table 11

TABLE 11 provides for adult apprentice rates of pay under the Hospitality Industry (General) Award 2010 and applies where:

- The apprentice is an adult (21 years of age or older); and
- They commenced their apprenticeship on or after 1 January 2014; and
- Was not previously employed under the Hospitality Industry (General) Award 2010 immediately prior to entering into the training arrangement as an adult apprentice for at least six months as a full-time employee, or twelve months as a part-time employee, or twelve months on a regular and systematic basis as a casual employee.

Weekend penalty rates will be as per the Agreement.

<table>
<thead>
<tr>
<th>Year</th>
<th>Permanent Hourly Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st Year</td>
<td>$17.03</td>
</tr>
<tr>
<td>2nd Year</td>
<td>$18.29</td>
</tr>
<tr>
<td>3rd Year</td>
<td>$18.29</td>
</tr>
<tr>
<td>4th Year</td>
<td>$20.23</td>
</tr>
</tbody>
</table>

Note: Table 11 reflects the apprentice arrangements within clause 20.4(e)(i) and (ii) of the HIGA which commenced on 1 January 2014. The arrangements provided in these clauses only apply to adult apprentices (21 years of age or older) that commenced their apprenticeship on or after 1 January 2014.
Clause 20.4(e)(i) provides that the minimum rate for an adult apprentice that commences their apprenticeship on or after 1 January 2014 and is in their first year of their apprenticeship, must receive 80% of the minimum wage for Level 4 or the rate prescribed in clause 20.4(a) or 20.4(b) for the relevant year of their apprenticeship, whichever is greater. It has been determined that 80% of the minimum wage for a level 4 is more than the minimum rate prescribed in clause 20.4(a) for a first year apprentice (ie 55% of the minimum wage for a Level 4). Therefore 80% of the minimum wage for a level 4 has been reflected in table 11 above for a first year adult apprentice.

Clause 20.4(e)(ii) provides that the minimum rate for an adult apprentice who commences their apprenticeship on or after 1 January 2014 and is in their second and subsequent years of their apprenticeship must receive the rate for the lowest adult classification in clause 20.1, or the rate prescribed by clause 20.4(a) or 20.4(b) for the relevant year of their apprenticeship, whichever is greater. It has been determined that the adult introductory level rate of pay in clause 20.1 is more than the minimum rate prescribed in clause 20.4(a) for a second year apprentice (ie 65% of the minimum wage for a Level 4) and third year apprentice (ie 80% of the minimum wage for a Level 4). Therefore the adult introductory level rate of pay has been reflected in the table 11 above for a second and third year adult apprentice. Furthermore, it has been determined that the minimum rate prescribed for a fourth year apprentice (95% of the minimum wage for a Level 4) is more than the adult introductory rates prescribed in clause 20.1. Therefore the fourth year apprentice rate of pay has been reflected in the table 11 above for a fourth year adult apprentice.

Table 12

TABLE 12 provides for the apprentice rates of pay under the Restaurant Industry Award 2010. Weekend penalty rates will be as per the Agreement.

<table>
<thead>
<tr>
<th>Year</th>
<th>Permanent Hourly Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st Year (55%)</td>
<td>$11.71</td>
</tr>
<tr>
<td>2nd Year (65%)</td>
<td>$13.84</td>
</tr>
<tr>
<td>3rd Year (80%)</td>
<td>$17.03</td>
</tr>
<tr>
<td>4th Year (95%)</td>
<td>$20.23</td>
</tr>
</tbody>
</table>

Table 13

TABLE 13 provides for adult apprentice rates of pay under the Restaurant Industry Award 2010 and applies where:

- The apprentice is an adult (21 years of age or older); and
- They commenced their apprenticeship on or after 1 January 2014; and
Was not previously employed under the Restaurant Industry Award 2010 immediately prior to entering into the training arrangement as an adult apprentice for at least six months as a full-time employee, or twelve months as a part-time employee, or twelve months on a regular and systematic basis as a casual employee.

Weekend penalty rates will be as per the Agreement.

<table>
<thead>
<tr>
<th>Year</th>
<th>Permanent Hourly Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st Year</td>
<td>$17.03</td>
</tr>
<tr>
<td>2nd Year</td>
<td>$18.29</td>
</tr>
<tr>
<td>3rd Year</td>
<td>$18.29</td>
</tr>
<tr>
<td>4th Year</td>
<td>$20.23</td>
</tr>
</tbody>
</table>

Note: Table 13 reflects the apprentice arrangements within clause 20.2(d) of the RIA which commenced on 1 January 2014. The arrangements provided in these clauses only apply to adult apprentices (21 years of age or older) that commenced their apprenticeship on or after 1 January 2014.

Clause 20.2(d)(i) provides that the minimum rate for an adult apprentice that commences their apprenticeship on or after 1 January 2014 and is in their first year of their apprenticeship, must receive 80% of the minimum wage for a Cook Grade 3 (Level 4) or the rate prescribed in clause 20.2(a) for the relevant year of their apprenticeship, whichever is greater. It has been determined that 80% of the minimum wage for a Cook Grade 3 (Level 4) is more than the minimum rate prescribed in clause 20.4(a) for a first year apprentice (ie 55% of the minimum wage for a Level 4). Therefore 80% of the minimum wage for a level 4 has been reflected in table 13 above for a first year adult apprentice.

Clause 20.2(d)(ii) provides that the minimum rate for an adult apprentice who commences their apprenticeship on or after 1 January 2014 and is in their second and subsequent years of their apprenticeship must receive the rate for the lowest adult classification in clause 20.1, or the rate prescribed by clause 20.2(a) for the relevant year of their apprenticeship, whichever is greater. It has been determined that the adult introductory level rate of pay in clause 20.1 is more than the minimum rate prescribed in clause 20.2(a) for a second year apprentice (ie 65% of the minimum wage for a Level 4) and third year apprentice (ie 80% of the minimum wage for a Level 4). Therefore the adult introductory level rate of pay has been reflected in table 13 above for a second and third year adult apprentice. Furthermore, it has been determined that the minimum rate prescribed for a fourth year apprentice (95% of the minimum wage for a Level 4) is more than the adult introductory rates prescribed in clause 20.1. Therefore the fourth year apprentice rate of pay has been reflected in the table 13 above for a fourth year adult apprentice.
SCENARIO 5
INCORPORATED AND UNINCORPORATED EMPLOYERS
WHERE SCENARIOS 1 AND 4 DO NOT APPLY

This Scenario applies to employing entities, either incorporated or unincorporated, where scenarios 1 and 4 do not apply.

Employers in this wage scenario derive apprentice terms and conditions of employment from the relevant applicable modern award that is the Hospitality Industry (General) Award 2010 (HIGA) or the Restaurant Industry Award 2010 (RIA).

Apprentice Rates (under 21 when commencing apprenticeship)
The rates of pay within tables 14 and 16 reflect the apprentice rates of pay under the HIGA and RIA from the first full pay period on or after 1 July 2017.

Adult Apprentice Rates (21 or older when commencing apprenticeship)
The rates of pay within tables 15 and 17 reflect the HIGA and RIA adult apprentice (21 years of age or older) rates of pay for adult apprentices that commenced their apprenticeship on or after 1 January 2014.

Protection of certain wage rates
It is noted that from 1 January 2014 an employee that has been employed under the HIGA or RIA immediately prior to entering into a training arrangement as an adult apprentice (21 years of age or older) with the same employer, must continue to receive the same minimum wage for their classification that applied to the adult apprentice immediately prior to entering into the training agreement. This will only apply where the employee has been employed for:

- At least six months as a full-time employee, or
- Twelve months as a part-time employee, or on a regular and systematic basis as a casual.

For example, a 22 year old casual F&B Grade 2 employee that has been engaged for 12 months on a regular and systematic basis has sought to complete a cooking apprenticeship with the same employer from 1 January 2014. The employee, as an adult apprentice, must receive at least the minimum permanent rate of pay for the job classification she held prior to becoming an apprentice. This means she will be paid the permanent F&B Grade 2 rate of pay for the duration of her apprenticeship or until such time the rate of pay for her apprenticeship year level is more than the permanent F&B Grade 2 rate of pay.

Table 14

<table>
<thead>
<tr>
<th>Year</th>
<th>Permanent Hourly Rate Mon-Fri</th>
<th>Permanent Saturday 25% Loading</th>
<th>Permanent Sunday 70% Loading</th>
<th>Permanent Public Holiday 125% Loading</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st Year (55%)</td>
<td>$11.71</td>
<td>$14.64</td>
<td>$19.91</td>
<td>$26.35</td>
</tr>
<tr>
<td>2nd Year (65%)</td>
<td>$13.84</td>
<td>$17.30</td>
<td>$23.53</td>
<td>$31.14</td>
</tr>
</tbody>
</table>
Table 15

TABLE 15 provides for adult apprentice rates of pay under the Hospitality Industry (General) Award 2010 and applies where:

- The apprentice is an adult (21 years of age or older); and
- They commenced their apprenticeship on or after 1 January 2014; and
- The apprentice was not previously employed under the Hospitality Industry (General) Award 2010 immediately prior to entering into the training arrangement as an adult apprentice for at least six months as a full-time employee, or twelve months as a part-time employee, or twelve months on a regular and systematic basis as a casual employee.

<table>
<thead>
<tr>
<th>Year</th>
<th>Permanent Hourly Rate Mon-Fri</th>
<th>Permanent Saturday 25% Loading</th>
<th>Permanent Sunday 70% Loading</th>
<th>Permanent Public Holiday 125% Loading</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st Year</td>
<td>$17.03</td>
<td>$21.29</td>
<td>$28.95</td>
<td>$38.32</td>
</tr>
<tr>
<td>2nd Year</td>
<td>$18.29</td>
<td>$22.86</td>
<td>$31.09</td>
<td>$41.15</td>
</tr>
<tr>
<td>3rd Year</td>
<td>$18.29</td>
<td>$22.86</td>
<td>$31.09</td>
<td>$41.15</td>
</tr>
<tr>
<td>4th Year</td>
<td>$20.23</td>
<td>$25.29</td>
<td>$34.39</td>
<td>$45.52</td>
</tr>
</tbody>
</table>

Note: Table 15 reflects the apprentice arrangements within clause 20.4(e)(i) and (ii) of the HIGA which commenced on 1 January 2014. The arrangements provided in these clauses only apply to adult apprentices (21 years of age or older) that commenced their apprenticeship on or after 1 January 2014.

Clause 20.4(e)(i) provides that the minimum rate for an adult apprentice that commences their apprenticeship on or after 1 January 2014 and is in their first year of their apprenticeship, must receive 80% of the minimum wage for Level 4 or the rate prescribed in clause 20.4(a) or 20.4(b) for the relevant year of their apprenticeship, whichever is greater. It has been determined that 80% of the minimum wage for a level 4 is more than the minimum rate prescribed in clause 20.4(a) for a first year apprentice (ie 55% of the minimum wage for a Level 4). Therefore 80% of the minimum wage for a level 4 has been reflected in table 15 above for a first year adult apprentice.

Clause 20.4(e)(ii) provides that the minimum rate for an adult apprentice who commences their apprenticeship on or after 1 January 2014 and is in their second and subsequent years of their apprenticeship must receive the rate for the lowest adult classification in clause 20.1, or the rate prescribed by clause 20.4(a) or 20.4(b) for the relevant year of their apprenticeship, whichever is greater. It has been determined that the adult introductory level rate of pay in clause 20.1 is more than the minimum rate prescribed in clause 20.4(a) for a second year apprentice (ie 65% of the minimum wage for a Level 4) and third year apprentice (ie 80% of the minimum wage for a Level 4). Therefore the adult introductory level rate of pay has been reflected in the table 15 above for a second and third year adult apprentice.
Furthermore, it has been determined that the minimum rate prescribed for a fourth year apprentice (95% of the minimum wage for a Level 4) is more than the adult introductory rates prescribed in clause 20.1. Therefore the fourth year apprentice rate of pay has been reflected in the table 15 above for a fourth year adult apprentice.

Table 16

**TABLE 16** provides for the apprentice rates of pay under the *Restaurant Industry Award 2010*.

<table>
<thead>
<tr>
<th>Year</th>
<th>Permanent Hourly Rate Mon-Fri</th>
<th>Permanent Saturday 25% Loading</th>
<th>Permanent Sunday 50% Loading</th>
<th>Permanent Public Holiday 125% Loading</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st Year (55%)</td>
<td>$11.71</td>
<td>$14.64</td>
<td>$17.57</td>
<td>$26.35</td>
</tr>
<tr>
<td>2nd Year (65%)</td>
<td>$13.84</td>
<td>$17.30</td>
<td>$20.76</td>
<td>$31.14</td>
</tr>
<tr>
<td>3rd Year (80%)</td>
<td>$17.03</td>
<td>$21.29</td>
<td>$25.55</td>
<td>$38.32</td>
</tr>
<tr>
<td>4th Year (95%)</td>
<td>$20.23</td>
<td>$25.29</td>
<td>$30.35</td>
<td>$45.52</td>
</tr>
</tbody>
</table>

Table 17

**TABLE 17** provides for adult apprentice rates of pay under the *Restaurant Industry Award 2010* and applies where:

- The apprentice is an adult (21 years of age or older); and
- They commenced their apprenticeship on or after 1 January 2014; and
- The apprentice was not previously employed under the *Restaurant Industry Award 2010* immediately prior to entering into the training arrangement as an adult apprentice for at least six months as a full-time employee, or twelve months as a part-time employee, or twelve months on a regular and systematic basis as a casual employee.

<table>
<thead>
<tr>
<th>Year</th>
<th>Permanent Hourly Rate Mon-Fri</th>
<th>Permanent Saturday 25% Loading</th>
<th>Permanent Sunday 50% Loading</th>
<th>Permanent Public Holiday 125% Loading</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st Year</td>
<td>$17.03</td>
<td>$21.29</td>
<td>$25.55</td>
<td>$38.32</td>
</tr>
<tr>
<td>2nd Year</td>
<td>$18.29</td>
<td>$22.86</td>
<td>$27.44</td>
<td>$41.15</td>
</tr>
<tr>
<td>3rd Year</td>
<td>$18.29</td>
<td>$22.86</td>
<td>$27.44</td>
<td>$41.15</td>
</tr>
<tr>
<td>4th Year</td>
<td>$20.23</td>
<td>$25.29</td>
<td>$30.35</td>
<td>$45.52</td>
</tr>
</tbody>
</table>

Note: Table 17 reflects the apprentice arrangements within clause 20.2(d) of the RIA which commenced on 1 January 2014.

The arrangements provided in these clauses only apply to adult apprentices (21 years of age or older) that commended their apprenticeship on or after 1 January 2014.
Clause 20.2(d)(i) provides that the minimum rate for an adult apprentice that commences their apprenticeship on or after 1 January 2014 and is in their first year of their apprenticeship, must receive 80% of the minimum wage for a Cook Grade 3 (Level 4) or the rate prescribed in clause 20.2(a) for the relevant year of their apprenticeship, whichever is greater. It has been determined that 80% of the minimum wage for a Cook Grade 3 (Level 4) is more than the minimum rate prescribed in clause 20.4(a) for a first year apprentice (ie 55% of the minimum wage for a Level 4). Therefore 80% of the minimum wage for a level 4 has been reflected in table 17 above for a first year adult apprentice.

Clause 20.2(d)(ii) provides that the minimum rate for an adult apprentice who commences their apprenticeship on or after 1 January 2014 and is in their second and subsequent years of their apprenticeship must receive the rate for the lowest adult classification in clause 20.1, or the rate prescribed by clause 20.2(a) for the relevant year of their apprenticeship, whichever is greater. It has been determined that the adult introductory level rate of pay in clause 20.1 is more than the minimum rate prescribed in clause 20.2(a) for a second year apprentice (ie 65% of the minimum wage for a Level 4) and third year apprentice (ie 80% of the minimum wage for a Level 4). Therefore the adult introductory level rate of pay has been reflected in table 13 above for a second and third year adult apprentice. Furthermore, it has been determined that the minimum rate prescribed for a fourth year apprentice (95% of the minimum wage for a Level 4) is more than the adult introductory rates prescribed in clause 20.1.

Therefore the fourth year apprentice rate of pay has been reflected in the table 13 above for a fourth year adult apprentice.