



2020 Apprentices Wage Rates Guide

**Effective from first full pay period commencing on or after
1 February 2021**

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USING THIS GUIDE TO DETERMINE AN EMPLOYEE’S AWARD RATE

Following referral of the Queensland Government’s industrial relations powers to the Commonwealth and the introduction of modern awards from 1 January 2010, certain employing entity types remained subject to pre-existing arrangements regulating the monetary entitlements of apprenticed employees. This resulted in substantial difference in the minimum rates payable to apprentices completing the same qualification, in the same industry, but for different employers.

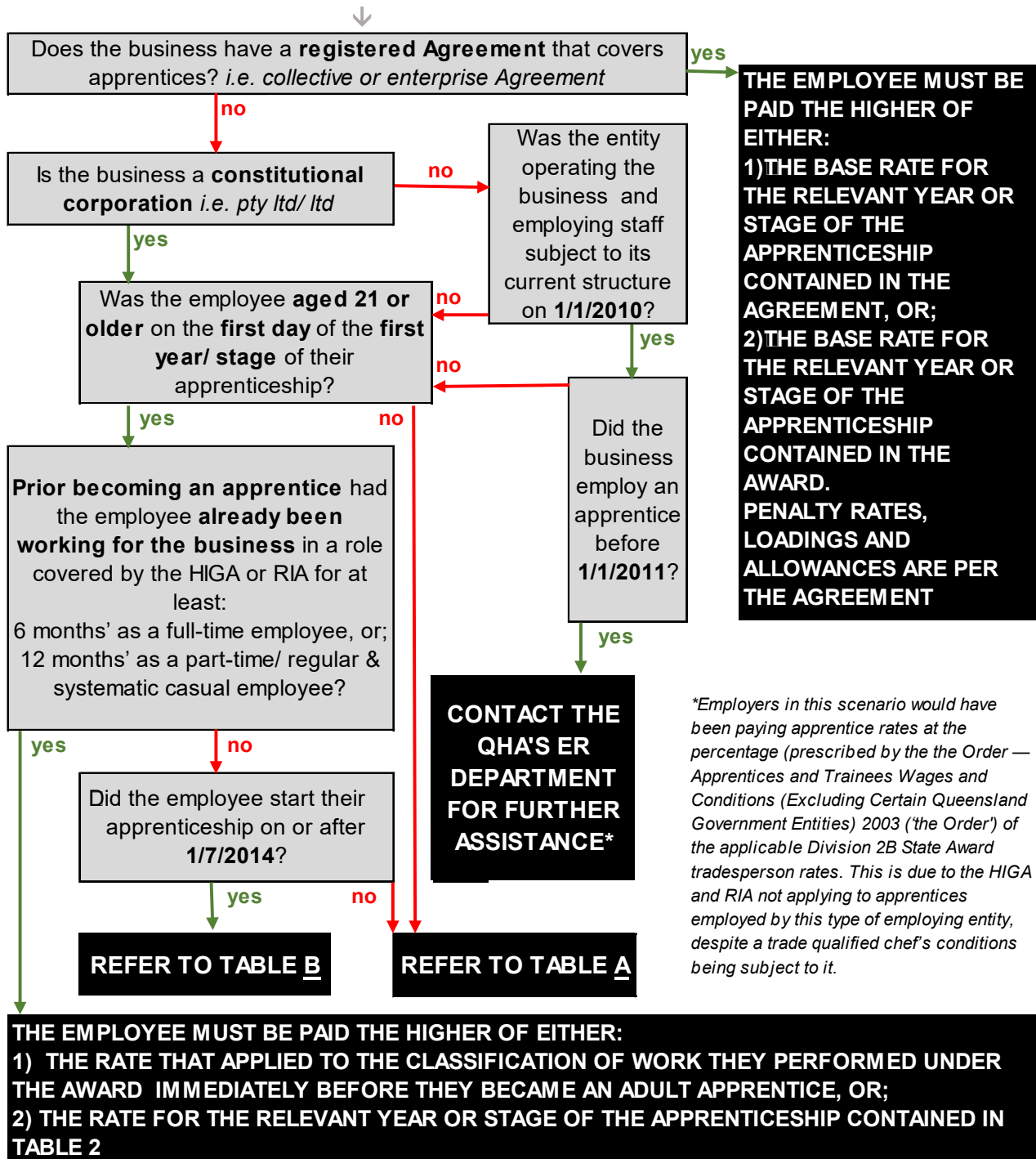
While a 2017 decision of a Full Bench of the Fair Work Commission served, in practice, to reduce these disparities, the 2014 inclusion of adult apprentice rates in a number of modern awards means that factors including the employer’s business structure and duration of operation, as well as the date of apprenticeship commencement and employee’s age remain key to determining their minimum rate of pay. The flowchart overleaf has been developed to assist members in doing so.

IMPORTANT INFORMATION ABOUT THIS GUIDE

- *These are the minimum wage rates applicable to apprentices employed under the Hospitality Industry (General) Award 2020 (‘HIGA’) and the Restaurant Industry Award 2020 (‘RIA’).*
- *Not all provisions of the HIGA or RIA are addressed in this Guide. For the details of all terms and conditions beyond those contained in this Guide, refer to a copy of either the HIGA or RIA.*
- *This Guide does not include the rates for an employee who is undertaking an apprenticeship in waiting.*
- *Wage rates for registered trainees covered by the HIGA are contained in a separate Guide.*
- *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.*

PART 1: WAGE DETERMINATION FLOWCHART

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NOTE: Competency-Based Wage Progression

Competency-based wage progression (expressed in terms of 'stages' rather than 'years') can apply provided:

- The apprentice was engaged by their employer after 23 January, 2020, and;
- State or Territory legislation allows for competency-based progression, and;
- The training contract does not specify that the apprenticeship is time (rather than competency) based.

PART 2: WAGE RATES

NOTE: Allowances
 Apprentices may be entitled to be paid certain allowances in addition to the hourly rates specified herein; these are not addressed by this Guide. Employers should refer to the allowances section of either the HIGA or RIA to determine which allowances are payable to their apprentice(s).

TABLE A	MON - FRI	WEEKENDS & PUBLIC HOLIDAYS			OVERTIME	
	HOURLY*	SAT	SUN	PUBLIC HOLIDAY	First 2 HRS Mon-Fri ONLY	Mon-Fri THEREAFTER or ANYTIME on WEEKEND or RDO
	100%	125%	150%	225%	150%	200%
Year/ Stage 1 (55%)	\$12.70	\$15.88	\$19.05	\$28.58	\$19.05	\$25.40
Year/ Stage 2 (65%)	\$15.01	\$18.76	\$22.52	\$33.77	\$22.52	\$30.02
Year/ Stage 3 (80%)	\$18.48	\$23.10	\$27.72	\$41.58	\$27.72	\$36.96
Year/ Stage 4 (95%)	\$21.94	\$27.43	\$32.91	\$49.37	\$32.91	\$43.88

***Late night/Early Morning Penalties**

Employees covered by the **HIGA** will be entitled to the following additional penalties for work performed at the following times:

ALL EMPLOYEES			
Monday - Friday 7pm - midnight	\$2.31	per hour or part hour worked in the penalty period	representing 10% of the standard hourly rate
Monday - Friday midnight - 7am	\$3.46		representing 15% of the standard hourly rate

Employees covered by the **RIA** will be entitled to the following additional penalties for work performed at the following times:

ALL EMPLOYEES			
Monday - Friday 10pm - midnight	\$2.31	per hour or part hour worked in the penalty period	representing 10% of the standard hourly rate
Monday - Friday midnight - 6am	\$3.46		representing 15% of the standard hourly rate

School-Based Apprentices

- Conditions for school-based apprentices are contained in Schedule D of both the HIGA and RIA.
- The relevant hourly rates for apprentices provided for in this guide will apply to school-based apprentices, however they progress through the relevant wage scale either:
 - At the rate of 12 months' progression for each 2 years of employment as a school-based apprentice, or;
 - Upon demonstrating the competencies required to progress to the next stage (if competency-based progression applies; see the note at the bottom of page 3 of this Guide).
- A school-based apprentice must be paid an additional 25% of the hours worked 'on the job' (i.e. on-site at the Hotel) to compensate for the time spent in off-the-job training.
e.g. Leo is a school-based cooking apprentice who works 10 hours per week in the kitchen at the Best Hotel. Leo must be paid 12.5 hours in total each week.

PART 2: WAGE RATES

NOTE: Allowances

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TABLE B	MON - FRI	WEEKENDS & PUBLIC HOLIDAYS			OVERTIME	
	HOURLY*	SAT	SUN	PUBLIC HOLIDAY	First 2 HRS Mon-Fri ONLY	Mon-Fri THEREAFTER or ANYTIME on WEEKEND or RDO
	100%	125%	150%	225%	150%	200%
Year/ Stage 1	\$18.48	\$23.10	\$27.72	\$41.58	\$27.72	\$36.96
Year/ Stage 2	\$19.84	\$24.80	\$29.76	\$44.64	\$29.76	\$39.68
Year/ Stage 3	\$19.84	\$24.80	\$29.76	\$44.64	\$29.76	\$39.68
Year/ Stage 4	\$21.94	\$27.43	\$32.91	\$49.37	\$32.91	\$43.88

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Employees covered by the **HIGA** will be entitled to the following additional penalties for work performed at the following times:

ALL EMPLOYEES			
Monday - Friday 7pm - midnight	\$2.31	per hour or part hour worked in the penalty period	representing 10% of the standard hourly rate
Monday - Friday midnight - 7am	\$3.46		representing 15% of the standard hourly rate

Employees covered by the **RIA** will be entitled to the following additional penalties for work performed at the following times:

ALL EMPLOYEES			
Monday - Friday 10pm - midnight	\$2.31	per hour or part hour worked in the penalty period	representing 10% of the standard hourly rate
Monday - Friday midnight - 6am	\$3.46		representing 15% of the standard hourly rate

Calculation of Adult Apprentice Rates of Pay

- Clause 19.5(a) of the HIGA and clause 18.5(a) of the RIA provide that the minimum rate payable to a first year or stage adult apprentice who commences their apprenticeship on or after 1 January 2014 is the greater of either:
 - 80% of the standard weekly rate (defined as the weekly rate for a Level 4 classification), or;
 - The rate payable to a junior apprentice undertaking the first year or stage of their apprenticeship.
 It has been determined that 80% of the standard weekly rate is greater than the minimum rate prescribed for a first year or stage junior apprentice.
- Clause 19.5(b) of the HIGA and clause 18.5(b) of the RIA provide that the minimum rate payable to a second or subsequent year or stage adult apprentice who commences their apprenticeship on or after 1 January, 2014 is the greater of either:
 - The lowest adult rate contained in the HIGA or RIA, or;
 - The rate payable to a junior apprentice undertaking the same year or stage of their apprenticeship.
 It has been determined that the rate payable to an adult employee classified at the introductory level of either the HIGA or the RIA is greater than the rate payable to a junior apprentice in either the second or third year or stage of their apprenticeship. Conversely, the minimum rate prescribed for a fourth year or stage junior apprentice is greater than the rate payable to an adult employee classified at the introductory level of either the HIGA or the RIA.