



Queensland Hotels Association

QUEENSLAND
2020 Trainee Wage Rates Guide

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

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TRAINEE WAGE RATES GUIDE

This Guide contains trainee 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 for incorporated and Division 2B State Reference Transitional Award respondents (from 1 February 2011 for unincorporated Division 2B State Award respondents), differing wages may apply to trainees 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:

- NAPSAs (including the APCS of NAPSAs); 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 2020* and *Restaurant Industry Award 2020*.

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 trainees wages information document only includes trainee rates of pay under the *Hospitality Industry (General) Award 2020*.

WAGE RATES EFFECTIVE FROM THE FIRST FULL PAY

PERIOD COMMENCING ON OR AFTER 1 FEBRUARY 2021

SCENARIO 1: UNINCORPORATED EMPLOYERS SUBJECT TO A DIVISION 2B STATE AWARD ON 1 JANUARY 2010 AND EMPLOYED TRAINEES 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 trainee 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 employing entities 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 trainee rates as per the Order and derive the terms and conditions of employment from the following Division 2B State Award (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.*

Please note that all other conditions in the Order continue to apply to existing and new trainees. This is due to the modern hospitality award, the *Hospitality Industry (General) Award 2020* not applying to trainees employed by this type of employing entity.

For trainee rates of pay applicable in this scenario from the first full pay period on or after 1 February 2021, please contact the QHA ER Department.

SCENARIO 2

INCORPORATED EMPLOYERS SUBJECT TO A NAPSA AS AT 27 MARCH 2006 AND EMPLOYED TRAINEES 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 trainee 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 of this Wage Rates Guide, the rates of pay for employers paying a Trainee in accordance with this Scenario are reflected in Scenario 5.

SCENARIO 3

INCORPORATED EMPLOYERS CREATED AFTER 27 MARCH 2006 AND EMPLOYED TRAINEES 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 trainee prior to 1 January 2010.
-

Due to the Full Bench of the Fair Work Commission decision referred to on page 3 of this Wage Rates Guide, the rates of pay for employers paying an Apprentice in accordance with this Scenario are reflected in Scenario 5.

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 trainee 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 tables below reflect the Monday to Friday trainee base rates of pay under the *Hospitality Industry (General) Award 2020* (HIGA) from the first full pay period on or after 1 February 2021.

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

FULL-TIME TRAINEES

Cert I, II or III			
Highest year of schooling completed			
	Year 10 per hour	Year 11 per hour	Year 12 per hour
School Leaver	\$8.91	\$9.81	\$11.69
Plus 1 year out of school	\$9.81	\$11.69	\$13.61
Plus 2 years out of school	\$11.69	\$13.61	\$15.83
Plus 3 years out of school	\$13.61	\$15.83	\$18.13
Plus 4 years out of school	\$15.83	\$18.13	
Plus 5 years out of school	\$18.13		

Cert IV			
Highest year of schooling completed			
	Year 10 per hour	Year 11 per hour	Year 12 per hour
School Leaver	\$9.25	\$10.19	\$12.13
Plus 1 year out of school	\$10.19	\$12.13	\$14.12
Plus 2 years out of school	\$12.13	\$14.12	\$16.43
Plus 3 years out of school	\$14.12	\$16.43	\$18.82
Plus 4 years out of school	\$16.43	\$18.82	
Plus 5 years out of school	\$18.82		

Adult Trainee (21 years or older)		
	1st Year of Traineeship	2nd Year of Traineeship
Full-Time	\$18.83	\$19.56

PART-TIME TRAINEES

Cert I, II or III			
Highest year of schooling completed			
	Year 10 per hour	Year 11 per hour	Year 12 per hour
School Leaver	\$11.14	\$12.28	\$14.62
Plus 1 year out of school	\$12.28	\$14.62	\$17.02
Plus 2 years out of school	\$14.62	\$17.02	\$19.79
Plus 3 years out of school	\$17.02	\$19.79	\$22.65
Plus 4 years out of school	\$19.79	\$22.65	
Plus 5 years out of school	\$22.65		

Cert IV			
Highest year of schooling completed			
	Year 10 per hour	Year 11 per hour	Year 12 per hour
School Leaver	\$11.56	\$12.75	\$15.18
Plus 1 year out of school	\$12.75	\$15.18	\$17.67
Plus 2 years out of school	\$15.18	\$17.67	\$20.54
Plus 3 years out of school	\$17.67	\$20.54	\$23.51
Plus 4 years out of school	\$20.54	\$23.51	
Plus 5 years out of school	\$23.51		

Adult Trainee (21 years or older)		
	1st Year of Traineeship	2nd Year of Traineeship
Part-Time	\$23.52	\$24.45

School-Based Trainees		
	Year 10/11	Year 12
Part-Time	\$11.14	\$12.28
Plus 25% loading *	\$13.93	\$15.35

*25% loading in lieu of annual leave, paid personal/carer's leave and paid absence on public holidays absence on public holidays

SCENARIO 5 INCORPORATED AND UNINCORPORATED EMPLOYERS WHERE SCENARIOS 1, 2, 3 AND 4 DO NOT APPLY

This Scenario applies to employing entities, either incorporated or unincorporated, where scenarios 1, 2, 3 and 4 do not apply.

Employers in this wage scenario are covered by the *Hospitality Industry (General) Award 2020* (HIGA) however the specific terms of conditions of employment for Trainees covered by the HIGA are found in Schedule E of the *Miscellaneous Award 2020*.

The rates of pay within the tables below reflect the Monday to Friday trainee rates of pay under the HIGA from the first full pay period on or after 1 February 2021.

FULL-TIME TRAINEES

Cert I, II or III			
Highest year of schooling completed			
	Year 10 per hour	Year 11 per hour	Year 12 per hour
School Leaver	\$8.91	\$9.81	\$11.69
Plus 1 year out of school	\$9.81	\$11.69	\$13.61
Plus 2 years out of school	\$11.69	\$13.61	\$15.83
Plus 3 years out of school	\$13.61	\$15.83	\$18.13
Plus 4 years out of school	\$15.83	\$18.13	
Plus 5 years out of school	\$18.13		

Cert IV			
Highest year of schooling completed			
	Year 10 per hour	Year 11 per hour	Year 12 per hour
School Leaver	\$9.25	\$10.19	\$12.13
Plus 1 year out of school	\$10.19	\$12.13	\$14.12
Plus 2 years out of school	\$12.13	\$14.12	\$16.43
Plus 3 years out of school	\$14.12	\$16.43	\$18.82
Plus 4 years out of school	\$16.43	\$18.82	
Plus 5 years out of school	\$18.82		

Adult Trainee (21 years or older)		
	1st Year of Traineeship	2nd Year of Traineeship
Full-Time	\$18.83	\$19.56

PART-TIME TRAINEES

Cert I, II or III			
Highest year of schooling completed			
	Year 10 per hour	Year 11 per hour	Year 12 per hour
School Leaver	\$11.14	\$12.28	\$14.62
Plus 1 year out of school	\$12.28	\$14.62	\$17.02
Plus 2 years out of school	\$14.62	\$17.02	\$19.79
Plus 3 years out of school	\$17.02	\$19.79	\$22.65
Plus 4 years out of school	\$19.79	\$22.65	
Plus 5 years out of school	\$22.65		

Cert IV			
Highest year of schooling completed			
	Year 10 per hour	Year 11 per hour	Year 12 per hour
School Leaver	\$11.56	\$12.75	\$15.18
Plus 1 year out of school	\$12.75	\$15.18	\$17.67
Plus 2 years out of school	\$15.18	\$17.67	\$20.54
Plus 3 years out of school	\$17.67	\$20.54	\$23.51
Plus 4 years out of school	\$20.54	\$23.51	
Plus 5 years out of school	\$23.51		

Adult Trainee (21 years or older)		
	1st Year of Traineeship	2nd Year of Traineeship
Part-Time	\$23.52	\$24.45

School-Based Trainees		
	Year 10/11	Year 12
Part-Time	\$11.14	\$12.28
Plus 25% loading *	\$13.93	\$15.35

*25% loading in lieu of annual leave, paid personal/carer's leave and paid absence on public holidays absence on public holidays

PENALTY RATES

Employers in this scenario will be required to pay trainees the below penalty rates pursuant to the HIGA for work performed on the following days:

Permanent Saturday loading	25%
Permanent Sunday loading	50%
Permanent public holiday loading	125%