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**Sent:** Friday, 15 November 2019 2:45 PM

**To:** BRIGHT, Zoe <[Zoe.BRIGHT@fwc.gov.au](mailto:Zoe.BRIGHT@fwc.gov.au)>

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**Subject:** RE: National Training Wage Schedule in the Joinery and Building Trades Award 2010 and the Mobile Crane Hiring Award 2010

Dear Ms Bright,

I regret to inform you that it has not been possible for all of the parties to agree on a report to present to the Full Bench. The attached report is only agreed to by the CFMMEU and AIG. It is not agreed to by the HIA and MBA.

The HIA can speak for itself, but it is understood by the CFMMEU that the HIA requires the matter in regard to the Joinery and Building Trades Award 2010 to be fully argued and decided on by the Full Bench (both in terms of the threshold issue identified in the report and any tailoring of a schedule, if that be the position adopted by the Full Bench). The CFMMEU does not believe that the HIA has an interest in the Mobile Crane Hiring Award 2010.

Despite repeated requests the MBA have failed to provide any meaningful response in regard to either award.

In light of the above the CFMMEU believes it will be necessary to have a full hearing of the matter in regard to the Joinery and Building Trades Award 2010 and possibly the Mobile Crane Hiring Award 2010 (subject to whatever the MBA may eventually say).

The CFMMEU therefore suggests that, in regard to the Joinery and Building Trades Award 2010, directions be issued for the filing of further submissions and any evidence that the parties wish to rely on in support of a tailored schedule by 4pm on 28<sup>th</sup> February 2020 with any submissions and evidence opposing a tailored schedule to be filed by 4pm on 27<sup>th</sup> March 2020.

Regards,

**Stuart Maxwell**

Senior National Industrial Officer

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# CFMEU

**CONSTRUCTION**

**IN THE FAIR WORK COMMISSION**

**Matter Number:** AM2016/17

*Fair Work Act 2009*

s.156 - 4 yearly review of modern awards

**4 yearly review of modern awards – National Training Wage Schedule  
(AM2016/17)**

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**REPORT TO THE FULL BENCH**

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14<sup>th</sup> November 2019

<b>Construction, Forestry, Maritime, Mining and Energy Union (Construction and General Division)</b>  ABN 46 243 168 565	<b>Contact Person:</b>  Stuart Maxwell, Senior National Industrial Officer	<b>Address for Service:</b>  Level 1, 1 miller Lane, Pymont NSW 2009	<b>T:</b>  <b>F:</b>  <b>E:</b>	(02) 8524 5800  (02) 8524 5801  <a href="mailto:hearings@fed.cfmeu.asn.au">hearings@fed.cfmeu.asn.au</a> <a href="mailto:smaxwell@cfmeu.org">smaxwell@cfmeu.org</a>
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## Introduction

1. The Fair Work Commission (the **Commission**) is currently undertaking a 4 yearly review of modern awards (the **Review**) in accordance with the transitional provisions of Schedule 1, Part 5 – Amendments made by the Fair Work Amendment (Repeal of 4 Yearly Reviews and Other Measures) Act 2018, of the *Fair Work Act 2009* (the **FW Act**).
2. One of the common issues being dealt with as part of the Review is the way in which the National Training Wage Schedule (NTW Schedule) is dealt with in modern awards (AM2016/17). This issue has not yet been determined in regard to the *Joinery and Building Trades Award 2010* and the *Mobile Crane Hiring Award 2010*.
3. A Conference before Justice Ross was held on 23rd August 2019, at which the President made the following request:

*“PN14*

*Without prejudice to the employer position of opposing a separate clause for the moment, I wanted to raise whether you could give consideration to a discussion between the three organisations, a joint report as it were, that if the schedule is to be retained this is what you agree about and this is what's in dispute.*

*PN15*

*Partly because of the history of this matter and the multiple - there have been - well, Mr Maxwell has been sort of a constant, but other people have come in and out and submissions have been filed at different times, and I just want to make sure that we are focused on the right issues, that's all, and that everyone has a fair opportunity to say what they want to say about it.*

*PN16*

*So what I was going to suggest is a process that I would leave to the three organisations to seek to reach an agreed report will, as I say, set out what's between you and what's not contested, in relation to the issues that are between you, then also agree about how you want us to resolve those.*

*PN17*

*That is, do you want an opportunity to file submissions and reply, et cetera, to address those issues in dispute? Would you seek an oral hearing as well? Rather than have us determine something that may not suit you because my difficulty is I don't know the depth*

*of the concern and the extent of the change that's being sought. Until we know that, I can't usefully add anything about process and I think that's sort of best done in consultation between the three of you.*

PN18

*Look, that was it, really. If that proves too difficult we'll put out the usual set of directions, we'll have an oral hearing and everyone can say what they want to say, but I'm conscious that each of you are involved in a number of hearings in other matters and I don't really want to add to the list, if I can avoid it.*

.....

*JUSTICE ROSS: Yes. Look, having said that, there is some utility in having a more tailored thing because, you know, you feel for someone who is flicking through, the casual reader of the award, and sees a million traineeships and wonders, "Well, what possible relevance has cooking got to do with it?". So there may be a capacity for some middle ground, and I think we'll test that out in the conversations that you'll have. All right, thank you for that."*

4. The parties agreed to the request of the President and the CFMMEU (Construction & General Division) (CFMMEU C&G) undertook to provide a report to the Full Bench on the outcome of the discussions between the parties.
5. The CFMMEU C&G has been unable to reach agreement with the HIA and MBA on the content of this report, therefore it only reflects the agreed position between the CFMMEU C&G and the Ai Group.

#### **CFMMEU C&G Proposed Schedules**

6. On the 27<sup>th</sup> September 2019 the CFMMEU C&G circulated to the interested parties draft schedules for the *Joinery and Building Trades Award 2010* (see Appendix A) and the *Mobile Crane Hiring Award 2010* (see Appendix B). These draft schedules (based on that inserted in the Miscellaneous Award) included tracked changes identifying the parts of the schedules proposed to be removed (by strikethrough) and the reasons supporting the deletion (as comments). There were no proposed additions to the Schedules.

7. The CFMMEU C&G suggested that once the parties had considered what was being proposed, and provided any feedback that they wish to make, that the parties then either meet in person or by teleconference to discuss the next step.

**Response from the Ai Group**

8. On 1<sup>st</sup> November 2019 the Ai Group replied to the CFMMEU C&G stating that:

*“Ai Group’s preferred position is that there not be an industry-specific NTW schedule in the relevant awards. That said, we are not strongly opposed to the idea of industry specific NTW schedules provided that the content is agreed. As you are aware, Ai Group recently reached agreement with the AMWU on industry specific NTW schedules for a number of awards, including the Manufacturing Award. The agreed approach was to adopt the same alignment between particular qualifications and wage levels as those in the Miscellaneous Award, and to simply delete qualifications that are not relevant to the employers and employees covered by each award. Is a similar approach acceptable to the CFMMEU?”*

9. The CFMMEU C&G responded to the Ai Group that it was agreeable to that approach and also the deletion of wage levels that were not relevant.
10. If the Commission were to decide to adopt a tailored schedule for the awards then from the above response it would appear that the CFMMEU C&G and Ai Group would be able to reach a consent position.

**How the Matter Should Proceed**

11. The CFMMEU C&G and Ai Group suggest that the threshold issue, of whether or not the awards have a tailored schedule, be determined first.
12. Once this matter is determined, if the Commission is supportive of tailored schedules then the CFMMEU C&G and Ai Group, at least, should be able to quickly agree on appropriate tailored schedules for each of the awards, or if the Commission is not supportive then the standard clause referring to the Miscellaneous Award can be inserted.

**Appendix A – Draft Tailored NTW Schedule for the Joinery and Building Trades Award  
2010**

## Schedule E—National Training Wage

[Varied  
by [PR998004](#), [PR509135](#), [PR522966](#); [PR536769](#), [PR545787](#), [PR551692](#), [PR566784](#), [PR579893](#), [PR592206](#); substituted by [PR596349](#) ppc 15Aug17, varied by [PR606430](#), [PR707522](#)]

### E.1 Definitions

#### E.1.1 In this schedule:

**adult trainee** means a trainee who would qualify for the highest minimum wage in wage level A or B or C if covered by that wage level.

**approved training**, in relation to a trainee, means the training specified in the training contract of the trainee.

**Australian Qualifications Framework (AQF)** means the national framework for qualifications in post-compulsory education and training.

**relevant Ministers** means the Commonwealth, State and Territory Ministers responsible for vocational education and training.

**relevant State or Territory training authority** means a body in the relevant State or Territory that has power to approve traineeships, and to register training contracts, under the relevant State or Territory vocational education and training legislation.

**relevant State or Territory vocational education and training legislation** means the following or any successor legislation:

*Apprenticeship and Traineeship Act 2001 (NSW);*

*Education and Training Reform Act 2006 (Vic);*

*Training and Skills Development Act 2008 (SA);*

*Training and Skills Development Act 2016 (NT);*

*Training and Tertiary Education Act 2003 (ACT);*

*Training and Workforce Development Act 2013 (Tas);*

*Vocational Education and Training Act 1996 (WA);*

*Further Education and Training Act 2014 (Qld).*

**trainee** means an employee undertaking a traineeship under a training contract.

**traineeship** means a system of training that:

(a) has been approved by the relevant State or Territory training authority; and

(b) meets the requirements of a training package developed by the relevant Skills Service Organisation and endorsed by the Australian Industry and Skills Committee; and

(c) leads to an AQF certificate level qualification.

**training contract** means an agreement for a traineeship made between an employer and an employee that is registered by the relevant State or Territory training authority.

**training package** means the competency standards and associated assessment guidelines for an AQF certificate level qualification that have been endorsed for an industry or enterprise by the Australian Industry and Skills Committee and placed on the National Training Information Service with the approval of the relevant Ministers, and includes any relevant replacement training package.

**wage level A or B or C**, see clause [E.4](#).

**Year 10** includes any year before Year 10.

**E.1.2** A reference in this schedule to **out of school** refers only to periods out of school beyond Year 10 as at 1 January in each year and is taken to:

(a) include any period of schooling beyond Year 10 that was not part of, or did not contribute to, a completed year of schooling; and

(b) include any period during which a trainee repeats, in whole or part, a year of schooling beyond Year 10; and

(c) not include any period during a calendar year after the completion during that year of a year of schooling.

## **E.2 Coverage**

**E.2.1** Subject to clauses [E.2.2](#) to [E.2.5](#), this schedule applies to an employee covered by this award who is undertaking a traineeship and whose training package and AQF certificate level are allocated to a wage level by clause [E.6](#) or by clause [E.4.4](#).

**E.2.2** This schedule only applies to AQF Certificate Level IV traineeships for which a relevant AQF Certificate Level III traineeship is listed in clause [E.6](#).

**E.2.3** This schedule does not apply to:

(a) the apprenticeship system; or

(b) qualifications not identified in training packages; or

(c) qualifications in training packages that are not identified as appropriate for a traineeship.

**E.2.4** If this schedule is inconsistent with other provisions of this award relating to traineeships, the other provisions prevail.

**E.2.5** This schedule ceases to apply to an employee at the end of the traineeship.

## **E.3 Types of traineeship**

The following types of traineeship are available:

**E.3.1** A full-time traineeship based on 38 ordinary hours per week, with 20% of those hours being approved training;

**E.3.2** A part-time traineeship based on fewer than 38 ordinary hours per week, with 20% of those hours being approved training provided:

- (a) wholly on the job; or
- (b) partly on the job and partly off the job; or
- (c) wholly off the job.

**E.4 Minimum rates**

[E.4 varied by [PR606430](#), [PR707522](#) ppc 01Jul19]

**E.4.1 Minimum weekly rates for full-time traineeships**

**(a) Wage level A**

The minimum rate for a full-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level A by clause [E.6.1](#) is the weekly rate specified in Column 2 of [Table 1—Wage level A minimum weekly rate for full-time trainees \(AQF Certificate Level I–III traineeship\)](#) according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in Column 1.

**Table 1—Wage level A minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship)**

Column 1 Experience level of trainee	Column 2 Highest year of schooling completed		
	Year 10 per week	Year 11 per week	Year 12 per week
School leaver	\$332.80	\$366.50	\$436.60
Plus 1 year out of school	\$366.50	\$436.60	\$508.10
Plus 2 years out of school	\$436.60	\$508.10	\$591.30
Plus 3 years out of school	\$508.10	\$591.30	\$677.00
Plus 4 years out of school	\$591.30	\$677.00	
Plus 5 or more years out of school	\$677.00		

NOTE: See clause [E.4.3](#) for other minimum wage provisions that affect this paragraph.

**(b) Wage level B**

The minimum rate for a full-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level B by clause [E.6.2](#) or by clause [E.4.4](#) is the weekly rate specified in Column 2 of [Table 2—Wage level B minimum weekly rate for full-time trainees \(AQF Certificate Level I–III traineeship\)](#) according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in Column 1.

**Table 2—Wage level B minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship)**

Column 1 Experience level of trainee	Column 2 Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
School leaver	\$332.80	\$366.50	\$424.80
Plus 1 year out of school	\$366.50	\$424.80	\$488.60
Plus 2 years out of school	\$424.80	\$488.60	\$573.10
Plus 3 years out of school	\$488.60	\$573.10	\$653.70
Plus 4 years out of school	\$573.10	\$653.70	
Plus 5 or more years out of school	\$653.70		

NOTE: See clause [E.4.3](#) for other minimum wage provisions that affect this paragraph.

**(c) Wage level C**

The minimum rate for a full-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level C by clause [E.6.1](#) is the weekly rate specified in Column 2 of [Table 3—Wage level C minimum weekly rate for full-time trainees \(AQF Certificate Level I–III traineeship\)](#) according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in Column 1.

**Commented [SM1]:** There are no relevant training packages under this level

**Table 3—Wage level C minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship)**

Column 1 Experience level of trainee	Column 2 Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
-	\$332.80	\$366.50	\$424.80
-	\$366.50	\$424.80	\$478.20
School leaver	\$332.80	\$366.50	\$424.80
Plus 1 year out of school	\$366.50	\$424.80	\$478.20
Plus 2 years out of school	\$424.80	\$478.20	\$534.30
Plus 3 years out of school	\$478.20	\$534.30	\$595.20
Plus 4 years out of school	\$534.30	\$595.20	-
Plus 5 or more years out of school	\$595.20	-	-

NOTE: See clause [E.4.3](#) for other minimum wage provisions that affect this paragraph.

**(d) AQF Certificate Level IV traineeships**

(i) The minimum rate for a full-time trainee undertaking an AQF Certificate Level IV traineeship is the minimum rate for the relevant full-time AQF Certificate Level III traineeship increased by 3.8%.

(ii) The minimum rate for a full-time adult trainee undertaking an AQF Certificate Level IV traineeship is the weekly rate specified in Column 2 or 3 of [Table 4—Minimum weekly rate for full-time adult trainees \(AQF Certificate Level IV traineeship\)](#), according to the year of the traineeship specified in those columns and the relevant wage level for the relevant AQF Certificate Level III traineeship specified in Column 1.

**Table 4—Minimum weekly rate for full-time adult trainees (AQF Certificate Level IV traineeship)**

Column 1 Wage level	Column 2 First year of traineeship	Column 3 Second and subsequent years of traineeship
	per week	per week
A	\$703.20	\$730.40
B	\$678.40	\$704.40
C	\$617.40	\$640.70

**Commented [SM2]:** Wage level c is not relevant for this award

NOTE: See clause [E.4.3](#) for other minimum wage provisions that affect this paragraph.

**E.4.2 Minimum hourly rates for part-time traineeships**

**(a) Wage level A**

The minimum hourly rate for a part-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level A by clause [E.6.1](#) is the hourly rate specified in Column 2 of [Table 5—Wage level A minimum hourly rate for part-time trainees \(AQF Certificate Level I–III traineeship\)](#) according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in Column 1.

**Table 5—Wage level A minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)**

Column 1 Experience level of trainee	Column 2 Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
School leaver	\$10.95	\$12.07	\$14.37

Plus 1 year out of school	\$12.07	\$14.37	\$16.73
Plus 2 years out of school	\$14.37	\$16.73	\$19.45
Plus 3 years out of school	\$16.73	\$19.45	\$22.26
Plus 4 years out of school	\$19.45	\$22.26	
Plus 5 or more years out of school	\$22.26		

NOTE: See paragraph (f) for calculating the actual minimum wage. See also clause E.4.3 for other minimum wage provisions that affect this paragraph.

**(b) Wage level B**

The minimum hourly rate for a part-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level B by clause E.6.2 or by clause E.4.4 is the hourly rate specified in Column 2 of **Table 6—Wage level B minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)** according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in Column 1.

**Table 6—Wage level B minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)**

Column 1 Experience level of trainee	Column 2 Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
School leaver	\$10.95	\$12.07	\$13.99
Plus 1 year out of school	\$12.07	\$13.99	\$16.08
Plus 2 years out of school	\$13.99	\$16.08	\$18.87
Plus 3 years out of school	\$16.08	\$18.87	\$21.52
Plus 4 years out of school	\$18.87	\$21.52	
Plus 5 or more years out of school	\$21.52		

NOTE: See paragraph (f) for calculating the actual minimum wage. See also clause E.4.3 for other minimum wage provisions that affect this paragraph.

**(c) Wage level C**

The minimum hourly rate for a part-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level C by clause E.6.3 is the hourly rate specified in Column 2 of **Table 7—Wage level C minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)** according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in Column 1.

**Commented [SM3]:** Wage level C is not relevant for this award

**Table 7—Wage level C minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)**

<b>Column 1</b> Experience level of trainee	<b>Column 2</b> Highest year of schooling completed		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
-	<b>per hour</b>	<b>per hour</b>	<b>per hour</b>
School leaver	\$10.95	\$12.07	\$13.99
Plus 1 year out of school	\$12.07	\$13.99	\$15.73
Plus 2 years out of school	\$13.99	\$15.73	\$17.57
Plus 3 years out of school	\$15.73	\$17.57	\$19.58
Plus 4 years out of school	\$17.57	\$19.58	-
Plus 5 or more years out of school	\$19.58	-	-

NOTE: See paragraph (f) for calculating the actual minimum wage. See also clause E.4.3 for other minimum wage provisions that affect this paragraph.

**(d) School-based traineeships**

The minimum hourly rate for a part-time trainee who works ordinary hours and is undertaking a school-based AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage levels A, B or C by clause E.6 or by clause E.4.4 is the hourly rate in Column 1 or 2 of [Table 8—Minimum hourly rate for part-time trainees \(school-based AQF Certificate Level I–III traineeship\)](#) according to the year of schooling of the trainee.

**Table 8—Minimum hourly rate for part-time trainees (school-based AQF Certificate Level I–III traineeship)**

<b>Column 1</b> Year 11 or lower	<b>Column 2</b> Year 12
<b>per hour</b>	<b>per hour</b>
\$10.95	\$12.07

NOTE: See paragraph (f) for calculating the actual minimum wage. See also clause E.4.3 for other minimum wage provisions that affect this paragraph.

**(e) AQF Certificate Level IV traineeships**

(i) The minimum hourly rate for a part-time trainee undertaking an AQF Certificate Level IV traineeship is the minimum hourly rate for the relevant part-time AQF Certificate Level III traineeship increased by 3.8%.

(ii) The minimum hourly rate for a part-time adult trainee undertaking an AQF Certificate Level IV traineeship is the hourly rate in Column 2 or 3 of [Table 9—Minimum hourly rate for part-time adult trainees \(AQF Certificate Level IV traineeship\)](#)

(iii) , according to the year of the traineeship specified in those columns and the relevant wage level for the relevant AQF Certificate Level III traineeship specified in Column 1.

**Table 9—Minimum hourly rate for part-time adult trainees (AQF Certificate Level IV traineeship)**

<b>Column 1 Wage level</b>	<b>Column 2 First year of traineeship</b>	<b>Column 3 Second and subsequent years of traineeship</b>
	<b>per hour</b>	<b>per hour</b>
A	\$23.12	\$24.03
B	\$22.29	\$23.15
C	\$20.31	\$21.08

NOTE: See paragraph (f) for calculating the actual minimum wage. See also clause [E.4.3](#) for other minimum wage provisions that affect this paragraph.

**(f) Calculating the actual minimum wage**

(i) If fewer than 38 (or an average of 38) ordinary hours of work per week is considered full-time at the workplace by the employer, the appropriate minimum hourly rate for a part-time trainee is obtained by multiplying the relevant minimum hourly rate in clauses [E.4.2\(a\)](#) to [\(e\)](#) by 38 and then dividing the figure obtained by the full-time ordinary hours of work per week.

(ii) If the approved training for a part-time traineeship is provided wholly off-the-job by a registered training organisation, for example at school or at TAFE, the relevant minimum hourly rate in clauses [E.4.2\(a\)](#) to [\(e\)](#) applies to each ordinary hour worked by the trainee.

(iii) If the approved training for a part-time traineeship is undertaken solely on-the-job or partly on-the-job and partly off-the-job, the relevant minimum hourly rate in clauses [E.4.2\(a\)](#) to [\(e\)](#) minus 20% applies to each ordinary hour worked by the trainee.

**E.4.3 Other minimum wage provisions**

(a) Clause [E.4.3](#) applies despite anything to the contrary in clause [E.4.4](#) or [E.3.2](#).

(b) An employee who was employed by an employer immediately before becoming a trainee with that employer must not suffer a reduction in their minimum rate of pay because of becoming a trainee.

(c) For the purpose of determining whether a trainee has suffered a reduction as mentioned in paragraph (b), casual loadings are to be disregarded.

(d) If a qualification is converted from an AQF Certificate Level II to an AQF Certificate Level III traineeship, or from an AQF Certificate Level III to an AQF Certificate Level IV traineeship, then the trainee must be paid the next highest minimum wage provided in this schedule, if a higher minimum wage is provided for the new AQF certificate level.

**E.4.4 Default wage rate**

The minimum wage for a trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate level are not allocated to a wage level by clause [E.6](#) is the relevant minimum wage under this schedule for a trainee undertaking an AQF Certificate to Level I–III traineeship whose training package and AQF certificate level are allocated to wage level B.

## E.5 Employment conditions

**E.5.1** A trainee undertaking a school-based traineeship may agree to be paid an additional loading of 25% on all ordinary hours worked instead of being paid annual leave, paid personal/carer’s leave, paid compassionate leave and paid absence on public holidays. However, if the trainee works on a public holiday, the public holiday provisions of this award apply.

**E.5.2** A trainee is entitled to be released from work without loss of pay and without loss of continuity of employment to attend any training and assessment specified in, or associated with, the training contract.

**E.5.3** Time spent by a trainee, other than a trainee undertaking a school-based traineeship, in attending any training and assessment specified in, or associated with, the training contract is to be regarded as time worked for the employer for the purposes of calculating the trainee’s wages and determining the trainee’s employment conditions.

**E.5.4** The time to be included for the purpose of calculating the wages for part time trainees whose approved training is wholly off-the-job is determined by clauses [E.4.2\(f\)\(ii\)](#) and [\(iii\)](#) and not by clause [E.5.3](#).

**E.5.5** Subject to clause [E.2.4](#), this award applies to a trainee in the same way that it applies to an employee who is not a trainee except as otherwise expressly provided by this schedule.

## E.6 Allocation of traineeships to wage levels

The wage levels applying to training packages and their AQF certificate levels are:

### E.6.1 Wage level **A**

Training package	AQF certificate level
<del>Aeroskills</del>	<del>II</del>
<del>Aviation</del>	<del>I, II, III</del>
<del>Beauty</del>	<del>III</del>
<del>Business Services</del>	<del>I, II, III</del>
<del>Chemical, Hydrocarbons and Refining</del>	<del>I, II, III</del>
<del>Civil Construction</del>	<del>III</del>
<del>Coal Training Package</del>	<del>II, III</del>
<del>Community Services</del>	<del>II, III</del>
Construction, Plumbing and Services Integrated Framework	I, II, III
<del>Correctional Services</del>	<del>II, III</del>
<del>Drilling</del>	<del>II, III</del>

**Commented [SM4]:** Only 3 of the training packages listed have any possible relevance

Electricity Supply Industry—Generation Sector	II, III (III in Western Australia only)
Electricity Supply Industry—Transmission, Distribution and Rail Sector	II
Electrotechnology	I, II, III (III in Western Australia only)
Financial Services	I, II, III
Floristry	III
Food Processing Industry	III
Gas Industry	III
Information and Communications Technology	I, II, III
Laboratory Operations	II, III
Local Government (other than Operational Works Cert I and II)	I, II, III
Manufactured Mineral Products	III
Manufacturing	I, II, III
Maritime	I, II, III
Metal and Engineering (Technical)	II, III
Metalliferous Mining	II, III
Museum, Library and Library/Information Services	II, III
Plastics, Rubber and Cablemaking	III
Public Safety	III
Public Sector	II, III
Pulp and Paper Manufacturing Industries	III
Retail Services (including wholesale and Community pharmacy)	III
Telecommunications	II, III
Textiles, Clothing and Footwear	III
Tourism, Hospitality and Events	I, II, III
Training and Assessment	III

**Commented [SM5]:** The Certificate III no longer exists, the lowest qualification is a certificate IV

Transport and Logistics III

Water Industry (Utilities) III

**E.6.2 Wage level B**

**Commented [SM6]:** Only 3 of the training packages listed have any possible relevance

<b>Training package</b>	<b>AQF certificate level</b>
Animal Care and Management	I, II, III
Asset Maintenance	I, II, III
Australian Meat Industry	I, II, III
Automotive Industry Manufacturing	II, III
Automotive Industry Retail, Service and Repair	I, II, III
Beauty	II
Caravan Industry	II, III
Civil Construction	I
Community Recreation Industry	III
Entertainment	I, II, III
Extractive Industries	II, III
Fitness Industry	III
Floristry	II
Food Processing Industry	I, II
Forest and Forest Products Industry	I, II, III
Furnishing	I, II, III
Gas Industry	I, II
Golf Clubs and Facilities	II, III
Health	II, III
Local Government (Operational Works)	I, II
Manufactured Mineral Products	I, II
Metal and Engineering (Production)	II, III
Outdoor Recreation Industry	I, II, III
Plastics, Rubber and Cablemaking	II
Printing and Graphic Arts	II, III

Property Services	I, II, III
Public Safety	I, II
Pulp and Paper Manufacturing Industries	I, II
Retail Services	I, II
Screen and Media	I, II, III
Sport Industry	II, III
Sugar Milling	I, II, III
Textiles, Clothing and Footwear	I, II
Transport and Logistics	I, II
Visual Arts, Craft and Design	I, II, III
Water Industry	I, II

**E.6.3 Wage level C**

<b>Training package</b>	<b>AQF certificate level</b>
Agriculture, Horticulture and Conservation and Land Management	I, II, III
Funeral Services	I, II, III
Musie	I, II, III
Racing Industry	I, II, III
Rural Production	I, II, III
Seafood Industry	I, II, III

**Commented [SM7]:** None of these training packages are relevant to the Joinery Award

Appendix B - Draft Tailored NTW Schedule for the Mobile Crane Hiring Award 2010

## Schedule E—National Training Wage

[Varied  
by [PR998004](#), [PR509135](#), [PR522966](#); [PR536769](#), [PR545787](#), [PR551692](#), [PR566784](#), [PR579893](#), [PR592206](#); substituted by [PR596349](#) ppc 15Aug17, varied by [PR606430](#), [PR707522](#)]

### E.1 Definitions

#### E.1.1 In this schedule:

**adult trainee** means a trainee who would qualify for the highest minimum wage in wage level A or B or C if covered by that wage level.

**approved training**, in relation to a trainee, means the training specified in the training contract of the trainee.

**Australian Qualifications Framework (AQF)** means the national framework for qualifications in post-compulsory education and training.

**relevant Ministers** means the Commonwealth, State and Territory Ministers responsible for vocational education and training.

**relevant State or Territory training authority** means a body in the relevant State or Territory that has power to approve traineeships, and to register training contracts, under the relevant State or Territory vocational education and training legislation.

**relevant State or Territory vocational education and training legislation** means the following or any successor legislation:

*Apprenticeship and Traineeship Act 2001* (NSW);

*Education and Training Reform Act 2006* (Vic);

*Training and Skills Development Act 2008* (SA);

*Training and Skills Development Act 2016* (NT);

*Training and Tertiary Education Act 2003* (ACT);

*Training and Workforce Development Act 2013* (Tas);

*Vocational Education and Training Act 1996* (WA);

*Further Education and Training Act 2014* (Qld).

**trainee** means an employee undertaking a traineeship under a training contract.

**traineeship** means a system of training that:

(a) has been approved by the relevant State or Territory training authority; and

**Commented [SM8]:** Wage level C is not relevant as the training packages under this level have no application under this award

(b) meets the requirements of a training package developed by the relevant Skills Service Organisation and endorsed by the Australian Industry and Skills Committee; and

(c) leads to an AQF certificate level qualification.

**training contract** means an agreement for a traineeship made between an employer and an employee that is registered by the relevant State or Territory training authority.

**training package** means the competency standards and associated assessment guidelines for an AQF certificate level qualification that have been endorsed for an industry or enterprise by the Australian Industry and Skills Committee and placed on the National Training Information Service with the approval of the relevant Ministers, and includes any relevant replacement training package.

**wage level A or B or C**, see clause [E.4](#).

**Year 10** includes any year before Year 10.

**E.1.2** A reference in this schedule to **out of school** refers only to periods out of school beyond Year 10 as at 1 January in each year and is taken to:

(a) include any period of schooling beyond Year 10 that was not part of, or did not contribute to, a completed year of schooling; and

(b) include any period during which a trainee repeats, in whole or part, a year of schooling beyond Year 10; and

(c) not include any period during a calendar year after the completion during that year of a year of schooling.

## **E.2 Coverage**

**E.2.1** Subject to clauses [E.2.2](#) to [E.2.5](#), this schedule applies to an employee covered by this award who is undertaking a traineeship and whose training package and AQF certificate level are allocated to a wage level by clause [E.6](#) or by clause [E.4.4](#).

**E.2.2** This schedule only applies to AQF Certificate Level IV traineeships for which a relevant AQF Certificate Level III traineeship is listed in clause [E.6](#).

**E.2.3** This schedule does not apply to:

(a) the apprenticeship system; or

(b) qualifications not identified in training packages; or

(c) qualifications in training packages that are not identified as appropriate for a traineeship.

**E.2.4** If this schedule is inconsistent with other provisions of this award relating to traineeships, the other provisions prevail.

**E.2.5** This schedule ceases to apply to an employee at the end of the traineeship.

## **E.3 Types of traineeship**

The following types of traineeship are available:

**E.3.1** A full-time traineeship based on 38 ordinary hours per week, with 20% of those hours being approved training;

**E.3.2** A part-time traineeship based on fewer than 38 ordinary hours per week, with 20% of those hours being approved training provided:

- (a) wholly on the job; or
- (b) partly on the job and partly off the job; or
- (c) wholly off the job.

**E.4 Minimum rates**

[E.4 varied by [PR606430](#), [PR707522](#) ppc 01Jul19]

**E.4.1 Minimum weekly rates for full-time traineeships**

**(a) Wage level A**

The minimum rate for a full-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level A by clause [E.6.1](#) is the weekly rate specified in Column 2 of [Table 1—Wage level A minimum weekly rate for full-time trainees \(AQF Certificate Level I–III traineeship\)](#) according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in Column 1.

**Table 1—Wage level A minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship)**

Column 1 Experience level of trainee	Column 2 Highest year of schooling completed		
	Year 10 per week	Year 11 per week	Year 12 per week
School leaver	\$332.80	\$366.50	\$436.60
Plus 1 year out of school	\$366.50	\$436.60	\$508.10
Plus 2 years out of school	\$436.60	\$508.10	\$591.30
Plus 3 years out of school	\$508.10	\$591.30	\$677.00
Plus 4 years out of school	\$591.30	\$677.00	
Plus 5 or more years out of school	\$677.00		

NOTE: See clause [E.4.3](#) for other minimum wage provisions that affect this paragraph.

**(b) Wage level B**

The minimum rate for a full-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level B by clause [E.6.2](#) or by clause [E.4.4](#) is the weekly rate specified in Column 2 of [Table 2—Wage level B minimum weekly rate for full-time trainees \(AQF Certificate Level I–III traineeship\)](#) according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in Column 1.

**Commented [SM9]:** The only qualifications under this level from the relevant training packages are the Cert I and cert II from transport and logistics. Given the classification structure under the award only the Cert II has any possible connection.

**Table 2—Wage level B minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship)**

Column 1 Experience level of trainee	Column 2 Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
School leaver	\$332.80	\$366.50	\$424.80
Plus 1 year out of school	\$366.50	\$424.80	\$488.60
Plus 2 years out of school	\$424.80	\$488.60	\$573.10
Plus 3 years out of school	\$488.60	\$573.10	\$653.70
Plus 4 years out of school	\$573.10	\$653.70	
Plus 5 or more years out of school	\$653.70		

NOTE: See clause [E.4.3](#) for other minimum wage provisions that affect this paragraph.

**(c) Wage level C**

The minimum rate for a full-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level C by clause [E.6.1](#) is the weekly rate specified in Column 2 of [Table 3—Wage level C minimum weekly rate for full-time trainees \(AQF Certificate Level I–III traineeship\)](#) according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in Column 1.

**Commented [SM10]:** Wage level C is not relevant as the training packages under this level have no application under this award

**Table 3—Wage level C minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship)**

Column 1 Experience level of trainee	Column 2 Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
-	\$332.80	\$366.50	\$424.80
-	\$366.50	\$424.80	\$478.20
School leaver	\$332.80	\$366.50	\$424.80
Plus 1 year out of school	\$366.50	\$424.80	\$478.20
Plus 2 years out of school	\$424.80	\$478.20	\$534.30
Plus 3 years out of school	\$478.20	\$534.30	\$595.20
Plus 4 years out of school	\$534.30	\$595.20	-
Plus 5 or more years out of school	\$595.20	-	-

NOTE: See clause [E.4.3](#) for other minimum wage provisions that affect this paragraph.

**(d) AQF Certificate Level IV traineeships**

(i) The minimum rate for a full-time trainee undertaking an AQF Certificate Level IV traineeship is the minimum rate for the relevant full-time AQF Certificate Level III traineeship increased by 3.8%.

(ii) The minimum rate for a full-time adult trainee undertaking an AQF Certificate Level IV traineeship is the weekly rate specified in Column 2 or 3 of [Table 4—Minimum weekly rate for full-time adult trainees \(AQF Certificate Level IV traineeship\)](#), according to the year of the traineeship specified in those columns and the relevant wage level for the relevant AQF Certificate Level III traineeship specified in Column 1.

**Table 4—Minimum weekly rate for full-time adult trainees (AQF Certificate Level IV traineeship)**

Column 1 Wage level	Column 2 First year of traineeship	Column 3 Second and subsequent years of traineeship
	per week	per week
A	\$703.20	\$730.40
B	\$678.40	\$704.40
<del>C</del>	<del>\$617.40</del>	<del>\$640.70</del>

**Commented [SM11]:** Wage level C is not relevant as the training packages under this level have no application under this award

NOTE: See clause [E.4.3](#) for other minimum wage provisions that affect this paragraph.

**E.4.2 Minimum hourly rates for part-time traineeships**

**(a) Wage level A**

The minimum hourly rate for a part-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level A by clause [E.6.1](#) is the hourly rate specified in Column 2 of [Table 5—Wage level A minimum hourly rate for part-time trainees \(AQF Certificate Level I–III traineeship\)](#) according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in Column 1.

**Table 5—Wage level A minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)**

Column 1 Experience level of trainee	Column 2 Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
School leaver	\$10.95	\$12.07	\$14.37

Plus 1 year out of school	\$12.07	\$14.37	\$16.73
Plus 2 years out of school	\$14.37	\$16.73	\$19.45
Plus 3 years out of school	\$16.73	\$19.45	\$22.26
Plus 4 years out of school	\$19.45	\$22.26	
Plus 5 or more years out of school	\$22.26		

NOTE: See paragraph (f) for calculating the actual minimum wage. See also clause E.4.3 for other minimum wage provisions that affect this paragraph.

**(b) Wage level B**

The minimum hourly rate for a part-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level B by clause E.6.2 or by clause E.4.4 is the hourly rate specified in Column 2 of **Table 6—Wage level B minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)** according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in Column 1.

**Table 6—Wage level B minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)**

Column 1 Experience level of trainee	Column 2 Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
School leaver	\$10.95	\$12.07	\$13.99
Plus 1 year out of school	\$12.07	\$13.99	\$16.08
Plus 2 years out of school	\$13.99	\$16.08	\$18.87
Plus 3 years out of school	\$16.08	\$18.87	\$21.52
Plus 4 years out of school	\$18.87	\$21.52	
Plus 5 or more years out of school	\$21.52		

NOTE: See paragraph (f) for calculating the actual minimum wage. See also clause E.4.3 for other minimum wage provisions that affect this paragraph.

**(c) Wage level C**

The minimum hourly rate for a part-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level C by clause E.6.3 is the hourly rate specified in Column 2 of **Table 7—Wage level C minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)** according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in Column 1.

**Commented [SM12]:** See comment above.

**Table 7—Wage level C minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)**

Column 1 Experience level of trainee	Column 2 Highest year of schooling completed		
	Year 10	Year 11	Year 12
-	per hour	per hour	per hour
School leaver	\$10.95	\$12.07	\$13.99
Plus 1 year out of school	\$12.07	\$13.99	\$15.73
Plus 2 years out of school	\$13.99	\$15.73	\$17.57
Plus 3 years out of school	\$15.73	\$17.57	\$19.58
Plus 4 years out of school	\$17.57	\$19.58	-
Plus 5 or more years out of school	\$19.58	-	-

NOTE: See paragraph (f) for calculating the actual minimum wage. See also clause E.4.3 for other minimum wage provisions that affect this paragraph.

**(d) School-based traineeships**

The minimum hourly rate for a part-time trainee who works ordinary hours and is undertaking a school-based AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage levels A, B or C by clause E.6 or by clause E.4.4 is the hourly rate in Column 1 or 2 of [Table 8—Minimum hourly rate for part-time trainees \(school-based AQF Certificate Level I–III traineeship\)](#) according to the year of schooling of the trainee.

**Commented [SM13]:** It is questionable whether this is relevant given the age requirements to drive a heavy rigid vehicle (at least 19) or be a licensed dogger (over 18) or crane driver (18 years)

**Table 8—Minimum hourly rate for part-time trainees (school-based AQF Certificate Level I–III traineeship)**

Column 1 Year 11 or lower	Column 2 Year 12
per hour	per hour
\$10.95	\$12.07

NOTE: See paragraph (f) for calculating the actual minimum wage. See also clause E.4.3 for other minimum wage provisions that affect this paragraph.

**(e) AQF Certificate Level IV traineeships**

(i) The minimum hourly rate for a part-time trainee undertaking an AQF Certificate Level IV traineeship is the minimum hourly rate for the relevant part-time AQF Certificate Level III traineeship increased by 3.8%.

(ii) The minimum hourly rate for a part-time adult trainee undertaking an AQF Certificate Level IV traineeship is the hourly rate in Column 2 or 3 of [Table 9—Minimum hourly rate for part-time adult trainees \(AQF Certificate Level IV traineeship\)](#)

(iii) , according to the year of the traineeship specified in those columns and the relevant wage level for the relevant AQF Certificate Level III traineeship specified in Column 1.

**Table 9—Minimum hourly rate for part-time adult trainees (AQF Certificate Level IV traineeship)**

<b>Column 1 Wage level</b>	<b>Column 2 First year of traineeship</b>	<b>Column 3 Second and subsequent years of traineeship</b>
	<b>per hour</b>	<b>per hour</b>
A	\$23.12	\$24.03
B	\$22.29	\$23.15
C	<del>\$20.31</del>	<del>\$21.08</del>

NOTE: See paragraph (f) for calculating the actual minimum wage. See also clause [E.4.3](#) for other minimum wage provisions that affect this paragraph.

**(f) Calculating the actual minimum wage**

(i) If fewer than 38 (or an average of 38) ordinary hours of work per week is considered full-time at the workplace by the employer, the appropriate minimum hourly rate for a part-time trainee is obtained by multiplying the relevant minimum hourly rate in clauses [E.4.2\(a\)](#) to [\(e\)](#) by 38 and then dividing the figure obtained by the full-time ordinary hours of work per week.

(ii) If the approved training for a part-time traineeship is provided wholly off-the-job by a registered training organisation, for example at school or at TAFE, the relevant minimum hourly rate in clauses [E.4.2\(a\)](#) to [\(e\)](#) applies to each ordinary hour worked by the trainee.

(iii) If the approved training for a part-time traineeship is undertaken solely on-the-job or partly on-the-job and partly off-the-job, the relevant minimum hourly rate in clauses [E.4.2\(a\)](#) to [\(e\)](#) minus 20% applies to each ordinary hour worked by the trainee.

**E.4.3 Other minimum wage provisions**

(a) Clause [E.4.3](#) applies despite anything to the contrary in clause [E.4.4](#) or [E.3.2](#).

(b) An employee who was employed by an employer immediately before becoming a trainee with that employer must not suffer a reduction in their minimum rate of pay because of becoming a trainee.

(c) For the purpose of determining whether a trainee has suffered a reduction as mentioned in paragraph (b), casual loadings are to be disregarded.

(d) If a qualification is converted from an AQF Certificate Level II to an AQF Certificate Level III traineeship, or from an AQF Certificate Level III to an AQF Certificate Level IV traineeship, then the trainee must be paid the next highest minimum wage provided in this schedule, if a higher minimum wage is provided for the new AQF certificate level.

**E.4.4 Default wage rate**

The minimum wage for a trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate level are not allocated to a wage level by clause [E.6](#) is the relevant minimum wage under this schedule for a trainee undertaking an AQF Certificate to Level I–III traineeship whose training package and AQF certificate level are allocated to wage level B.

## E.5 Employment conditions

**E.5.1** A trainee undertaking a school-based traineeship may agree to be paid an additional loading of 25% on all ordinary hours worked instead of being paid annual leave, paid personal/carer’s leave, paid compassionate leave and paid absence on public holidays. However, if the trainee works on a public holiday, the public holiday provisions of this award apply.

**E.5.2** A trainee is entitled to be released from work without loss of pay and without loss of continuity of employment to attend any training and assessment specified in, or associated with, the training contract.

**E.5.3** Time spent by a trainee, other than a trainee undertaking a school-based traineeship, in attending any training and assessment specified in, or associated with, the training contract is to be regarded as time worked for the employer for the purposes of calculating the trainee’s wages and determining the trainee’s employment conditions.

**E.5.4** The time to be included for the purpose of calculating the wages for part time trainees whose approved training is wholly off-the-job is determined by clauses [E.4.2\(f\)\(ii\)](#) and [\(iii\)](#) and not by clause [E.5.3](#).

**E.5.5** Subject to clause [E.2.4](#), this award applies to a trainee in the same way that it applies to an employee who is not a trainee except as otherwise expressly provided by this schedule.

## E.6 Allocation of traineeships to wage levels

The wage levels applying to training packages and their AQF certificate levels are:

### E.6.1 Wage level A

Training package	AQF certificate level
<del>Aeroskills</del>	<del>II</del>
<del>Aviation</del>	<del>I, II, III</del>
<del>Beauty</del>	<del>III</del>
<del>Business Services</del>	<del>I, II, III</del>
<del>Chemical, Hydrocarbons and Refining</del>	<del>I, II, III</del>
<del>Civil Construction</del>	<del>III</del>
<del>Coal Training Package</del>	<del>II, III</del>
<del>Community Services</del>	<del>II, III</del>
Construction, Plumbing and Services Integrated Framework	I, II, III
<del>Correctional Services</del>	<del>II, III</del>
<del>Drilling</del>	<del>II, III</del>

**Commented [SM14]:** There are only 2 training packages that contain qualifications relevant to the classifications within this award.

Electricity Supply Industry—Generation Sector	II, III (III in Western Australia only)
Electricity Supply Industry—Transmission, Distribution and Rail Sector	II
Electrotechnology	I, II, III (III in Western Australia only)
Financial Services	I, II, III
Floristry	III
Food Processing Industry	III
Gas Industry	III
Information and Communications Technology	I, II, III
Laboratory Operations	II, III
Local Government (other than Operational Works Cert I and II)	I, II, III
Manufactured Mineral Products	III
Manufacturing	I, II, III
Maritime	I, II, III
Metal and Engineering (Technical)	II, III
Metalliferous Mining	II, III
Museum, Library and Library/Information Services	II, III
Plastics, Rubber and Cablemaking	III
Public Safety	III
Public Sector	II, III
Pulp and Paper Manufacturing Industries	III
Retail Services (including wholesale and Community pharmacy)	III
Telecommunications	II, III
Textiles, Clothing and Footwear	III
Tourism, Hospitality and Events	I, II, III
Training and Assessment	III

**Commented [SM15]:** The Certificate III no longer exists, the lowest qualification is a certificate IV

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Transport and Logistics	III
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Water Industry (Utilities)	III
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#### E.6.2 Wage level B

<b>Training package</b>	<b>AQF certificate level</b>
Animal Care and Management	I, II, III
Asset Maintenance	I, II, III
Australian Meat Industry	I, II, III
Automotive Industry Manufacturing	II, III
Automotive Industry Retail, Service and Repair	I, II, III
Beauty	II
Caravan Industry	II, III
Civil Construction	I
Community Recreation Industry	III
Entertainment	I, II, III
Extractive Industries	II, III
Fitness Industry	III
Floristry	II
Food Processing Industry	I, II
Forest and Forest Products Industry	I, II, III
Furnishing	I, II, III
Gas Industry	I, II
Golf Clubs and Facilities	II, III
Health	II, III
Local Government (Operational Works)	I, II
Manufactured Mineral Products	I, II
Metal and Engineering (Production)	II, III
Outdoor Recreation Industry	I, II, III
Plastics, Rubber and Cablemaking	II
Printing and Graphic Arts	II, III

Property Services	I, II, III
Public Safety	I, II
Pulp and Paper Manufacturing Industries	I, II
Retail Services	I, II
Screen and Media	I, II, III
Sport Industry	II, III
Sugar Milling	I, II, III
Textiles, Clothing and Footwear	I, II
Transport and Logistics	I, II
Visual Arts, Craft and Design	I, II, III
Water Industry	I, II

#### E.6.3 Wage level C

<b>Training package</b>	<b>AQF certificate level</b>
Agriculture, Horticulture and Conservation and Land Management	I, II, III
Funeral Services	I, II, III
Musie	I, II, III
Racing Industry	I, II, III
Rural Production	I, II, III
Seafood Industry	I, II, III