



HospitalityNT

Restaurant Industry Award 2010

APPRENTICES Cooking Apprenticeship

WAGE RATES AS AT 1 JULY 2018 (prepared 25/06/18)

DISCLAIMER: While all due care has been taken in preparing this information, AHA (NT) does not accept any liability, nor is it responsible for any loss as a result of relying on this information.

TABLE 1

TABLE 1 applies to apprentices who commenced their apprenticeship on or after 1 January 2010.
RATES OF PAY EFFECTIVE FROM THE FIRST FULL PAY PERIOD ON OR AFTER 1 JULY 2018

Year (Percentage of Adult Rate)	FULL TIME & PART TIME EMPLOYEES					Overtime Rates Monday-Friday:		Overtime Rates Between midnight Friday and midnight Saturday		Overtime Rates Between midnight Saturday and midnight Sunday	Overtime Rates on RDO
	Weekly Rate	Hourly Rate Monday- Friday	Saturday (125%)	Sunday (150%)	Public Holidays (225%)	For the first 2 hours 150%	Time Thereafter 200%	For the first 2 hours 175%	Time Thereafter 200%	200%	200%
1 (55%)	\$460.57	\$12.12	\$15.15	\$18.18	\$27.27	\$18.18	\$24.24	\$21.21	\$24.24	\$24.24	\$24.24
2 (65%)	\$544.31	\$14.32	\$17.90	\$21.48	\$32.22	\$21.48	\$28.64	\$25.06	\$28.64	\$28.64	\$28.64
3 (80%)	\$669.92	\$17.63	\$22.04	\$26.45	\$39.67	\$26.45	\$35.26	\$30.85	\$35.26	\$35.26	\$35.26
4 (95%)	\$795.53	\$20.94	\$26.18	\$31.41	\$47.12	\$31.41	\$41.88	\$36.65	\$41.88	\$41.88	\$41.88

TABLE 2

**TABLE 2 applies to adult apprentices (21 years of age or older) who
commenced their apprenticeship on or after 1 January 2014.
RATES OF PAY EFFECTIVE FROM THE FIRST FULL PAY PERIOD ON OR AFTER 1 JULY 2018**

Year	FULL TIME & PART TIME EMPLOYEES					Overtime Rates Monday-Friday:		Overtime Rates Between midnight Friday and midnight Saturday		Overtime Rates Between midnight Saturday and midnight Sunday	Overtime Rates on RDO
	Weekly Rate	Hourly Rate Monday-Friday	Saturday (125%)	Sunday (150%)	Public Holidays (225%)	For the first 2 hours 150%	Time Thereafter 200%	For the first 2 hours 175%	Time Thereafter 200%	200%	200%
1	\$669.20	\$17.63	\$22.04	\$26.45	\$39.67	\$26.45	\$35.26	\$30.85	\$35.26	\$35.26	\$35.26
2	\$719.20	\$18.93	\$23.66	\$28.40	\$42.59	\$28.40	\$37.86	\$33.13	\$37.86	\$37.86	\$37.86
3	\$719.20	\$18.93	\$23.66	\$28.40	\$42.59	\$28.40	\$37.86	\$33.13	\$37.86	\$37.86	\$37.86
4	\$795.53	\$20.94	\$26.18	\$31.41	\$47.12	\$31.41	\$41.88	\$36.65	\$41.88	\$41.88	\$41.88

NOTE FOR TABLE 2: the wages in the table above reflect the apprentice arrangements within clause 20.2(d)(i) and (ii) of the Restaurant Industry Award 2010 (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 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 level 4 is more than the minimum rate prescribed in clause 20.2(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 2 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 the table 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 above for a fourth year adult apprentice.

It is noted that from 1 January 2014 an employee that has been employed under the 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.

PENALTIES, LOADINGS AND ALLOWANCES

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| (1) | District Allowance (no longer payable) | |
| (2) | Split Shift Allowance for Full-Time and Part-Time Employees Only (Clause 24.2): | \$4.19 for each separate work period of two hours or more. |
| (3) | Meal Allowance for Full-Time and Part-Time Employees Only (Clause 24.1): | \$12.97 per meal. |
| (4) | Tool Allowance (Clause 24.3(a)): | \$1.73 per day or part thereof up to a maximum of \$8.49 per week. |
| (5) | Late/Early Work Penalties- all employees are entitled to late/early work penalties between 10pm and 6am (Clause 34.2): | |

10:00pm to midnight

Payment is **\$2.20 per hour or part of an hour.**

Midnight to 6:00am

Payment is **\$3.31 per hour or part of any hour.**

***Important note: From 1 July 2017, the early morning penalty is applicable to work performed between midnight and 6:00am (Monday to Friday). Prior to 1 July 2017, the early morning penalty was applicable to work performed between the hours of midnight and 7:00 am.**

The above list is not exhaustive and reference should be made to the RIA for other penalties, loadings and allowances. Reference should also be made to the RIA for further information regarding when the above mentioned penalties, loadings and allowances apply.