



Hospitality Industry (General) Award 2010

APPRENTICES Cooking Apprenticeship

WAGE RATES AS AT 1 JULY 2017 (prepared 27/06/17)

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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 2017**

Year (Percentage of Adult Rate)	Weekly Rate	Hourly Rate Monday- Friday	Saturday (125%)	Sunday (170%)*	Public Holidays (225%)**	Overtime Rates Monday-Friday:		Overtime Rates Between midnight Friday and midnight Sunday	Overtime Rates on RDO
						For the First 2 hours 150%	Time Thereafter 200%	200%	200%
1 (55%)	\$445.01	\$11.71	\$14.64	\$19.91	\$26.35	\$17.57	\$23.42	\$23.42	\$23.42
2 (65%)	\$525.92	\$13.84	\$17.30	\$23.53	\$31.14	\$20.76	\$27.68	\$27.68	\$27.68
3 (80%)	\$647.28	\$17.03	\$21.29	\$28.95	\$38.32	\$25.55	\$34.06	\$34.06	\$34.06
4 (95%)	\$768.65	\$20.23	\$25.29	\$34.39	\$45.52	\$30.35	\$40.46	\$40.46	\$40.46

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 2017**

Year	Weekly Rate	Hourly Rate Monday- Friday	Saturday (125%)	Sunday (170%)*	Public Holidays (225%)**	Overtime Rates Monday-Friday:		Overtime Rates Between midnight Friday and midnight Sunday	Overtime Rates on RDO
						For the First 2 hours 150%	Time Thereafter 200%	200%	200%
1	\$647.28	\$17.03	\$21.29	\$28.95	\$38.32	\$25.55	\$34.06	\$34.06	\$34.06
2	\$694.90	\$18.29	\$22.86	\$31.09	\$41.15	\$27.44	\$36.58	\$36.58	\$36.58
3	\$694.90	\$18.29	\$22.86	\$31.09	\$41.15	\$27.44	\$36.58	\$36.58	\$36.58
4	\$768.65	\$20.23	\$25.29	\$34.39	\$45.52	\$30.35	\$40.46	\$40.46	\$40.46

NOTE FOR TABLE 2: the wages in the table above reflect the apprentice arrangements within clause 20.4(e)(i) and (ii) for 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 2 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 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 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.

PENALTIES, LOADINGS AND ALLOWANCES

- (1) **District Allowance (no longer payable)**
- (2) **Broken Periods of Work Allowance for Full-Time and Part-Time Staff Only (clause 21.3(a)):**
Time between periods of work is 2 hours and up to 3 hours - \$2.67 per day.
Time between periods of work is more than 3 hours - \$4.05 per day.
- (3) **Meal Allowance (clause 21.1(a)):** \$12.71 per meal
- (4) **Tool Allowance (clause 21.2(a)):** \$1.55 per hour up to maximum of \$7.60 per week
- (5) **Board and lodging (adults). Junior rates are contained at clause 39 of the Award:**
Single room (incl 3 meals) - \$202.28 per week Single room only (no meals) - \$192.17 per week
Shared room (incl 3 meals) - \$197.22 per week Shared room only (no meals) - \$187.11 per week
Meals only - \$8.09 per meal
- (6) **First aid allowance (clause 21.2(b)):** Full-time employee - \$9.71 per week.
Part-time and casual employees - \$1.94 per day, up to a maximum of \$9.71 per week.
- (7) **Late/Early Work Penalties - All employees are entitled to late/early work penalties between the hours 7pm to 7am Monday to Friday at the following rates (clause 32.3):**
Between 7pm & midnight:
Payment is **\$2.13 per hour or any part of an hour.**
Between midnight & 7am:
Payment is **\$3.19 per hour or any part of an hour.**

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

IMPORTANT NOTES:

* The Fair Work Commission Full Bench decision of 5 June 2017 determined that Sunday penalty rates will reduce for full-time and part-time employees in the following transitional arrangement:
- From 1/7/17, the rate reduces from 175% to 170%;
- From 1/7/18, the rate reduces from 170% to 160%;
- From 1/7/19, the rate reduces from 160% to 150%.

** In the original 'penalty rates decision' of 23 February 2017 the Fair Work Commission Full Bench determined the public holiday penalty rate reductions would take effect on 1 July 2017:
- The casual public holiday penalty rate has reduced from 275% to 250%; and
- The full-time and part-time public holiday penalty rate has reduced from 250% to 225%.