



# Registered and Licensed Clubs Award 2010

## APPRENTICES Cooking Apprentices

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

*DISCLAIMER: While all due care has been taken in preparing this information, QHA 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 2017**

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 (150%)	Sunday (175%)	Public Holidays (250%)	For the first 2 hours 150%	Time Thereafter 200%	For the first 2 hours 175%	Time Thereafter 200%	200%	200%
1 (55%)	#	\$445.01	\$11.71	\$17.57	\$20.49	\$29.28	\$17.57	\$23.42	\$20.49	\$23.42	\$23.42	\$23.42
2 (65%)	#	\$525.92	\$13.84	\$20.76	\$24.22	\$34.60	\$20.76	\$27.68	\$24.22	\$27.68	\$27.68	\$27.68
3 (80%)	#	\$647.28	\$17.03	\$25.55	\$29.80	\$42.58	\$25.55	\$34.06	\$29.80	\$34.06	\$34.06	\$34.06
4 (95%)	#	\$768.65	\$20.23	\$30.35	\$35.40	\$50.58	\$30.35	\$40.46	\$35.40	\$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	#	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 (150%)	Sunday (175%)	Public Holidays (250%)	For the first 2 hours	Time Thereafter	For the first 2 hours	Time Thereafter	200%	200%
							150%	200%	175%	200%		
1	#	\$647.28	\$17.03	\$25.55	\$29.80	\$42.58	\$25.55	\$34.06	\$29.80	\$34.06	\$34.06	\$34.06
2	#	\$694.90	\$18.29	\$27.44	\$32.01	\$45.73	\$27.44	\$36.58	\$32.01	\$36.58	\$36.58	\$36.58
3	#	\$694.90	\$18.29	\$27.44	\$32.01	\$45.73	\$27.44	\$36.58	\$32.01	\$36.58	\$36.58	\$36.58
4	#	\$768.65	\$20.23	\$30.35	\$35.40	\$50.58	\$30.35	\$40.46	\$35.40	\$40.46	\$40.46	\$40.46

NOTE FOR TABLE 2: the wages in the table above reflect the apprentice arrangements within clause 17.4(e)(i) and (ii) for adult apprentices (21 years of age or older) that commenced their apprenticeship on or after 1 January 2014.

Clause 17.4(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 17.4 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 17.4 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 17.4(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 17.2-Club employees, or the rate prescribed by clause 17.4 for the relevant year of their apprenticeship, whichever is greater. It has been determined that the adult introductory level rate of pay in clause 17.2 is more than the minimum rate prescribed in clause 17.4 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 17.2. Therefore the fourth year apprentice rate of pay has been reflected in table 2 above for a fourth year adult apprentice.

It is noted that from 1 January 2014 an employee that has been employed under the RLCA 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	<b>Broken Periods of Work Allowance for Full-Time and Part-Time Employees Only (clause 18.3):</b>	<b>\$3.24 per day</b> for such broken work periods worked (does not include meal breaks).
2	<b>Meal Allowance for Full-Time and Part-Time Employees Only (clause 18.1(a)(i)):</b>	<b>\$12.71 per meal.</b>
3	<b>Tool Allowance (clause 18.1(b)(i)):</b>	<b>\$1.55 per day</b> or part thereof up to maximum of \$7.60 per week.
4	<b>First aid allowance (clause 18.2):</b>	<b>\$9.71 per week.</b>
5	<b>Late/Early Work Penalties</b> - All employees are entitled to late/early work penalties between the hours 7pm to 7am Monday to Friday at the following rates (clause 29.4):	
		<b>Between 7pm &amp; midnight:</b>
		Payment is <b>\$2.13 per hour or any part of an hour.</b>
		<b>Between midnight &amp; 7am:</b>
		Payment is <b>\$3.19 per hour or any part of an hour.</b>

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