



National Training Wage Summary

Wage Summary

EFFECTIVE 1 JULY 2018

The Fair Work Commission released its minimum wage decision on 1 June 2018. The decision, **effective from the first full pay period on or after 1 July 2018** sees the modern award rates increased by **3.5%**.

This increase flows on to junior employees, employees to whom training arrangements apply and employees with a disability.

Who does the wage summary apply to?

The attached wage summary applies to employers in the private sector throughout Australia who are covered by a modern award, and their employees who are undertaking a traineeship whose training package and Australian Qualifications Framework (AQF) level is allocated a wage level by the National Training Wage provisions in various modern awards.

The National Training Wage applies only to trainees engaged in study for the qualifications listed; it does not apply to any other employees.

The qualifications to which the National Training Wage applies are split across several levels as follows:

WAGE LEVEL A	
<i>Training package</i>	<i>Certificate level</i>
Beauty	III
Business Services	I II III
Financial Services	I II III
Floristry	III
Food Processing Industry	III
Information and Communications Technology	I II III
Manufacturing	I II III
Plastics, Rubber and Cablemaking	III
Retail Services (including wholesale and Community Pharmacy)	III
Textiles, Clothing and Footwear	III



WAGE LEVEL B	
Training package	Certificate level
Australian Meat Industry	I II III
Automotive Industry Retail, Service and Repair	I II III
Beauty	II
Floristry	II
Food Processing Industry	I II
Plastics, Rubber and Cablemaking	II
Retail Services	I II
Textiles, Clothing and Footwear	I II

The above lists are not complete; for ease of use they have been limited for this summary to those training packages most commonly encountered in our member businesses.

The National Training Wage also applies to trainees undertaking a Certificate IV in any training package listed in Wage Level A or B. **For the purposes of this summary, only the minimum wage for trainees undertaking a Certificate IV under a Wage Level A qualification is provided.**

Please note that businesses operating under workplace agreements (such as AWAs, ITEAs, certified agreements, or enterprise agreements) are also not bound by this wage summary. Instead, refer to the applicable workplace agreement and if required, call 1800 RETAIL (738 245) for assistance.

Fair Work Ombudsman's Guidelines

The NRA has calculated the figures in this wage summary by rounding to 2 decimal places throughout the calculation process. Where there are discrepancies in rounding from any other pay guide issued by any other agency or entity, we are advised by the Fair Work Ombudsman that these discrepancies are within acceptable limits.

The information contained within this summary has been produced in good faith based on the NRA's professional interpretation of the legislation and award. We can make no guarantee that the information within the summary entirely corresponds with the Fair Work Ombudsman's position, and do not accept any liability for loss or damage sustained on the basis of this information.

This wage summary should not be taken as a statement of the law, and should not be taken as a substitute for your own calculations. It is intended as a guide only.

If you require any further assistance regarding this wage summary, please do not hesitate to contact the NRA Hotline on 1800 RETAIL (738 245).

Full Time Trainees

WAGE LEVEL A			
Highest level of schooling			
	10	11	12
School leaver	\$ 8.50	\$ 9.36	\$ 11.16
Plus 1 year	\$ 9.36	\$ 11.16	\$ 12.98
Plus 2 years	\$ 11.16	\$ 12.98	\$ 15.11
Plus 3 years	\$ 12.98	\$ 15.11	\$ 17.30
Plus 4 years	\$ 15.11	\$ 17.30	
Plus 5 years	\$ 17.30		

WAGE LEVEL B			
Highest level of schooling			
	10	11	12
School leaver	\$ 8.50	\$ 9.36	\$ 10.85
Plus 1 year	\$ 9.36	\$ 10.85	\$ 12.48
Plus 2 years	\$ 10.85	\$ 12.48	\$ 14.64
Plus 3 years	\$ 12.48	\$ 14.64	\$ 16.70
Plus 4 years	\$ 14.64	\$ 16.70	
Plus 5 years	\$ 16.70		

CERTIFICATE IV (WAGE LEVEL A)			
Highest level of schooling			
	10	11	12
School leaver	\$ 8.83	\$ 9.72	\$ 11.58
Plus 1 year	\$ 9.72	\$ 11.58	\$ 13.48
Plus 2 years	\$ 11.58	\$ 13.48	\$ 15.68
Plus 3 years	\$ 13.48	\$ 15.68	\$ 17.95
Plus 4 years	\$ 15.68	\$ 17.95	
Plus 5 years	\$ 17.95		

ADULT TRAINEES		
Certificate I, II or III		
Wage Level A		\$ 17.30
Wage Level B		\$ 16.70
Certificate IV		
	1st year	2nd year+
Wage Level A	\$ 17.97	\$ 18.66
Wage Level B	\$ 17.33	\$ 18.00

Part Time Trainees (Wholly Off-The-Job Training)

WAGE LEVEL A Highest level of schooling			
	10	11	12
School leaver	\$ 10.63	\$ 11.72	\$ 13.95
Plus 1 year	\$ 11.72	\$ 13.95	\$ 16.24
Plus 2 years	\$ 13.95	\$ 16.24	\$ 18.88
Plus 3 years	\$ 16.24	\$ 18.88	\$ 21.61
Plus 4 years	\$ 18.88	\$ 21.61	
Plus 5 years	\$ 21.61		

WAGE LEVEL B Highest level of schooling			
	10	11	12
School leaver	\$ 10.63	\$ 11.72	\$ 13.58
Plus 1 year	\$ 11.72	\$ 13.58	\$ 15.61
Plus 2 years	\$ 13.58	\$ 15.61	\$ 18.32
Plus 3 years	\$ 15.61	\$ 18.32	\$ 20.89
Plus 4 years	\$ 18.32	\$ 20.89	
Plus 5 years	\$ 20.89		

CERTIFICATE IV (WAGE LEVEL A) Highest level of schooling			
	10	11	12
School leaver	\$ 11.03	\$ 12.17	\$ 14.48
Plus 1 year	\$ 12.17	\$ 14.48	\$ 16.86
Plus 2 years	\$ 14.48	\$ 16.86	\$ 19.60
Plus 3 years	\$ 16.86	\$ 19.60	\$ 22.43
Plus 4 years	\$ 19.60	\$ 22.43	
Plus 5 years	\$ 22.43		

SCHOOL-BASED	
Year 11 or less	\$ 10.63
Year 12	\$ 11.72

ADULT TRAINEES		
Certificate I, II or III		
Wage Level A		\$ 21.61
Wage Level B		\$ 20.89
Certificate IV		
	1st year	2nd year+
Wage Level A	\$ 22.45	\$ 23.33
Wage Level B	\$ 21.64	\$ 22.48

Part Time Trainees (Partly or Solely On-The-Job Training)

WAGE LEVEL A Highest level of schooling			
	10	11	12
School leaver	\$ 8.50	\$ 9.38	\$ 11.16
Plus 1 year	\$ 9.38	\$ 11.16	\$ 12.99
Plus 2 years	\$ 11.16	\$ 12.99	\$ 15.10
Plus 3 years	\$ 12.99	\$ 15.10	\$ 17.29
Plus 4 years	\$ 15.10	\$ 17.29	
Plus 5 years	\$ 17.29		

WAGE LEVEL B Highest level of schooling			
	10	11	12
School leaver	\$ 8.50	\$ 9.38	\$ 10.86
Plus 1 year	\$ 9.38	\$ 10.86	\$ 12.49
Plus 2 years	\$ 10.86	\$ 12.49	\$ 14.66
Plus 3 years	\$ 12.49	\$ 14.66	\$ 16.71
Plus 4 years	\$ 14.66	\$ 16.71	
Plus 5 years	\$ 16.71		

CERTIFICATE IV (WAGE LEVEL A) Highest level of schooling			
	10	11	12
School leaver	\$ 8.82	\$ 9.74	\$ 11.58
Plus 1 year	\$ 9.74	\$ 11.58	\$ 13.49
Plus 2 years	\$ 11.58	\$ 13.49	\$ 15.68
Plus 3 years	\$ 13.49	\$ 15.68	\$ 17.94
Plus 4 years	\$ 15.68	\$ 17.94	
Plus 5 years	\$ 17.94		

SCHOOL-BASED	
Year 11 or less	\$ 8.50
Year 12	\$ 9.37

ADULT TRAINEES		
Certificate I, II or III		
Wage Level A		\$ 17.29
Wage Level B		\$ 16.71
Certificate IV		
	1st year	2nd year+
Wage Level A	\$ 17.96	\$ 18.66
Wage Level B	\$ 17.31	\$ 17.98