



Western Australian previous minimum wage rates 2020–2025

About this document

This document provides information on minimum rates of pay from previous years. These minimum rates of pay applied to award free employees.

If the relevant employee was covered by a WA award, please check the previous award rates. The 2020 – 2025 WA award summaries are available on the Wageline website, and copies of previous versions of all WA awards are on the Western Australian Industrial Relations Commission website www.wairc.wa.gov.au. Wageline can also assist with previous pay rates, call Wageline on 1300 655 266.

This document is formatted for viewing on the department's website and contains web links to other relevant information. If you are using a printed copy in which links are not visible, all additional information can be found at www.lgirs.wa.gov.au/wageline or by calling Wageline on 1300 655 266.

Disclaimer

The Department of Local Government, Industry Regulation and Safety has prepared this document to provide information on pay rates for award free employees. It is not designed to be comprehensive or to provide legal advice. The department does not accept liability for any claim which may arise from any person acting on, or refraining from acting on, this information.

Two Step Check - to make sure this information is relevant to you

Step 1 Is the business in the state system	This information applies to businesses in the state industrial relations system (state system). The state system covers businesses (and their employees) that operate as: ✓ sole traders ✓ unincorporated partnerships ✓ unincorporated trust arrangements ✓ incorporated associations and other not-for-profit organisations that are not trading or financial corporations From 20 June 2022, the state system also covers household employers (people who are not operating a business but who directly employ someone to provide domestic services in a private home). This information does not apply to businesses and organisations in the national fair work system (national system) which operate as: ✗ Pty Ltd businesses that are trading or financial corporations ✗ incorporated partnerships or incorporated trusts ✗ incorporated associations and other not-for-profit organisations that are trading or financial corporations. For more information visit Which system of employment law applies. If the business or organisation is in the national system visit the Fair Work Ombudsman website www.fairwork.gov.au.
Step 2 Check whether the employee is award free	WA awards set minimum pay rates and employment conditions for specific industries or occupations. If an award applies, it is unlawful to pay rates less than those in the applicable WA award. Check whether an award may apply by visiting WA awards for common jobs or by calling Wageline on 1300 655 266. If no WA award applies, the minimum rates for award free employees listed below will apply.

Industrial inspectors at the Department of Local Government, Industry Regulation and Safety have powers under the *Industrial Relations Act 1979* to investigate employee complaints about underpayments of pay rates and leave entitlements under state employment laws. Industrial inspectors also undertake regular proactive compliance audits in particular industries to determine if employers are paying correct wages and keeping correct employment records.

The penalty for contravening an entitlement provision under state employment laws or not complying with a requirement relating to employment records or pay slips is up to \$18,000 for individuals and \$93,000 for bodies corporate. Higher penalties apply for serious contraventions of up to \$180,000 for individuals and \$930,000 for bodies corporate. An industrial inspector is also able to give a person a civil infringement notice, similar to an 'on-the-spot fine', for not complying with employment record or pay slip requirements. Visit [Employment records](#) for record keeping requirements.

Employees who believe that they have been underpaid wages or leave entitlements under state employment laws, can follow the [Steps to making an underpayment complaint](#).

Stay informed when pay rates change - subscribe to [Wageline News](#) or follow [Wageline on social media](#).

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Previous rates of pay for award free employees

All rates of pay are gross rates (before tax).

Minimum rates of pay effective from the first full pay period on or after 1 July 2025

Classification	Weekly	Hourly (full time and part time)	Casual (includes 25% casual loading)
Adult	\$953.00	\$25.08	\$31.35
20 years	\$857.70	\$22.57	\$28.21
19 years	\$762.40	\$20.06	\$25.08
18 years	\$667.10	\$17.56	\$21.94
17 years	\$571.80	\$15.05	\$18.81
16 years	\$476.50	\$12.54	\$15.67
Under 16 years	\$381.20	\$10.03	\$12.54

Minimum rates of pay effective from 31 January 2025

Classification	Weekly	Hourly (full time and part time)	Casual (includes 25% casual loading)
Adult	\$918.60	\$24.17	\$30.22
20 years	\$826.80	\$21.76	\$27.20
19 years	\$734.90	\$19.34	\$24.17
18 years	\$643.10	\$16.92	\$21.15
17 years	\$551.20	\$14.51	\$18.13
16 years	\$459.30	\$12.09	\$15.11
Under 16 years	\$367.50	\$9.67	\$12.09

Minimum rates of pay effective from the first full pay period on or after 1 July 2024

Classification	Weekly	Hourly (full time and part time)	Casual (includes 20% casual loading)
Adult	\$918.60	\$24.17	\$29.01
20 years	\$826.80	\$21.76	\$26.11
19 years	\$734.90	\$19.34	\$23.21
18 years	\$643.10	\$16.92	\$20.31
17 years	\$551.20	\$14.51	\$17.41
16 years	\$459.30	\$12.09	\$14.50
Under 16 years	\$367.50	\$9.67	\$11.61

Minimum rates of pay effective from the first full pay period on or after 1 July 2023

Classification	Weekly	Hourly (full time and part time)	Casual (includes 20% casual loading)
Adult	\$863.40	\$22.72	\$27.27
20 years	\$777.10	\$20.45	\$24.54
19 years	\$690.80	\$18.18	\$21.81
18 years	\$604.40	\$15.91	\$19.09
17 years	\$518.10	\$13.63	\$16.36
16 years	\$431.70	\$11.36	\$13.63
Under 16 years	\$345.40	\$9.09	\$10.91

Minimum rates of pay effective from the first full pay period on or after 1 July 2022

Classification	Weekly	Hourly (full time and part time)	Casual (includes 20% casual loading)
Adult	\$819.90	\$21.58	\$25.89
20 years	\$738.00	\$19.42	\$23.31
19 years	\$656.00	\$17.26	\$20.72
18 years	\$574.00	\$15.11	\$18.13
17 years	\$492.00	\$12.95	\$15.54
16 years	\$410.00	\$10.79	\$12.95
Under 16 years	\$328.00	\$8.63	\$10.36

Minimum rates of pay effective from the first full pay period on or after 1 July 2021

Classification	Weekly	Hourly (full time and part time)	Casual (includes 20% casual loading)
Adult	\$779.00	\$20.50	\$24.60
20 years	\$701.10	\$18.45	\$22.14
19 years	\$623.20	\$16.40	\$19.68
18 years	\$545.30	\$14.35	\$17.22
17 years	\$467.40	\$12.30	\$14.76
16 years	\$389.50	\$10.25	\$12.30
Under 16 years	\$311.60	\$8.20	\$9.84

Minimum rates of pay effective from the first full pay period on or after 1 January 2021

Classification	Weekly	Hourly (full time and part time)	Casual (includes 20% casual loading)
Adult	\$760.00	\$20.00	\$24.00
20 years	\$684.00	\$18.00	\$21.60
19 years	\$608.00	\$16.00	\$19.20
18 years	\$532.00	\$14.00	\$16.80
17 years	\$456.00	\$12.00	\$14.40
16 years	\$380.00	\$10.00	\$12.00
Under 16 years	\$304.00	\$8.00	\$9.60

Minimum rates of pay effective from the first full pay period on or after 1 July 2020

Classification	Weekly	Hourly (full time and part time)	Casual (includes 20% casual loading)
Adult	\$746.90	\$19.66	\$23.59
20 years	\$672.30	\$17.69	\$21.23
19 years	\$597.60	\$15.73	\$18.87
18 years	\$522.90	\$13.76	\$16.51
17 years	\$448.20	\$11.79	\$14.15
16 years	\$373.50	\$9.83	\$11.79
Under 16 years	\$298.80	\$7.86	\$9.44

Rates of pay for award free apprentices

All rates of pay are gross rates (before tax).

Apprentice rates of pay effective from the first full pay period on or after 1 July 2025

4-year term	3.5-year term	3-year term	2-year term	Age	Weekly	Hourly
1st year	0-6 months			Under 21	\$443.10	\$11.66
				21 or over	\$791.30	\$20.82
2nd year	7-18 months	1st year	1st year	Under 21	\$580.30	\$15.27
				21 or over	\$791.30	\$20.82
3rd year	19-30 months	2nd year	2nd year	All ages	\$791.30	\$20.82
4th year	31-42 months	3rd year		All ages	\$928.50	\$24.43

Apprentice rates of pay effective from the first full pay period on or after 1 July 2024

4-year term	3.5-year term	3-year term	2-year term	Age	Weekly	Hourly
1st year	0-6 months			Under 21	\$427.10	\$11.24
				21 or over	\$762.80	\$20.07
2nd year	7-18 months	1st year	1st year	Under 21	\$559.40	\$14.72
				21 or over	\$762.80	\$20.07
3rd year	19-30 months	2nd year	2nd year	All ages	\$762.80	\$20.07
4th year	31-42 months	3rd year		All ages	\$895.00	\$23.55

Apprentice rates of pay effective from the first full pay period on or after 1 July 2023

4-year term	3.5-year term	3-year term	2-year term	Age	Weekly	Hourly
1st year	0-6 months			Under 21	\$410.70	\$10.81
				21 or over	\$733.40	\$19.30
2nd year	7-18 months	1st year	1st year	Under 21	\$537.80	\$14.15
				21 or over	\$733.40	\$19.30
3rd year	19-30 months	2nd year	2nd year	All ages	\$733.40	\$19.30
4th year	31-42 months	3rd year		All ages	\$860.60	\$22.65

Apprentice rates of pay effective from the first full pay period on or after 1 July 2022

4-year term	3.5-year term	3-year term	2-year term	Age	Weekly	Hourly
1st year	0-6 months			Under 21	\$390.10	\$10.27
				21 or over	\$696.50	\$18.33
2nd year	7-18 months	1st year	1st year	Under 21	\$510.80	\$13.44
				21 or over	\$696.50	\$18.33
3rd year	19-30 months	2nd year	2nd year	All ages	\$696.50	\$18.33
4th year	31-42 months	3rd year		All ages	\$817.30	\$21.51

Apprentice rates of pay effective from the first full pay period on or after 1 July 2021

4-year term	3.5-year term	3-year term	2-year term	Age	Weekly	Hourly
1st year	0-6 months			Under 21	\$372.70	\$9.81
				21 or over	\$665.60	\$17.52
2nd year	7-18 months	1st year	1st year	Under 21	\$488.10	\$12.84
				21 or over	\$665.60	\$17.52
3rd year	19-30 months	2nd year	2nd year	All ages	\$665.60	\$17.52
4th year	31-42 months	3rd year		All ages	\$780.90	\$20.55

Apprentice rates of pay effective from the first full pay period on or after 1 January 2021

4-year term	3.5-year term	3-year term	2-year term	Age	Weekly	Hourly
1st year	0-6 months			Under 21	\$363.60	\$9.57
				21 or over	\$649.40	\$17.09
2nd year	7-18 months	1st year	1st year	Under 21	\$476.20	\$12.53
				21 or over	\$649.40	\$17.09
3rd year	19-30 months	2nd year	2nd year	All ages	\$649.40	\$17.09
4th year	31-42 months	3rd year		All ages	\$761.90	\$20.05

Apprentice rates of pay effective from the first full pay period on or after 1 July 2020

4-year term	3.5-year term	3-year term	2-year term	Age	Weekly	Hourly
1st year	0-6 months			Under 21	\$357.40	\$9.41
				21 or over	\$638.20	\$16.79
2nd year	7-18 months	1st year	1st year	Under 21	\$468.00	\$12.32
				21 or over	\$638.20	\$16.79
3rd year	19-30 months	2nd year	2nd year	All ages	\$638.20	\$16.79
4th year	31-42 months	3rd year		All ages	\$748.80	\$19.71

Pay rates for full time award free trainees

All rates of pay are gross rates (before tax).

Adult full time trainee rates of pay effective from the first full pay period on or after 1 July 2025

Industry/Skill Level	Weekly pay rate
A	\$730.00
B	\$708.00
C	\$652.00

Junior full time trainee rates of pay effective from the first full pay period on or after 1 July 2025

Industry/Skill Level A

	Year 10	Year 11	Year 12
school leaver	\$323.00	\$384.00	\$471.00
plus 1 year out of school	\$384.00	\$471.00	\$545.00
plus 2 years	\$471.00	\$545.00	\$640.00
plus 3 years	\$545.00	\$640.00	\$730.00
plus 4 years	\$640.00	\$730.00	
plus 5 years or more	\$730.00		

Industry/Skill Level B

	Year 10	Year 11	Year 12
school leaver	\$323.00	\$384.00	\$462.00
plus 1 year out of school	\$384.00	\$462.00	\$527.00
plus 2 years	\$462.00	\$527.00	\$620.00
plus 3 years	\$527.00	\$620.00	\$708.00
plus 4 years	\$620.00	\$708.00	
plus 5 years or more	\$708.00		

Industry/Skill Level C

	Year 10	Year 11	Year 12
school leaver	\$323.00	\$384.00	\$460.00
plus 1 year out of school	\$384.00	\$460.00	\$517.00
plus 2 years	\$460.00	\$517.00	\$581.00
plus 3 years	\$517.00	\$581.00	\$652.00
plus 4 years	\$581.00	\$652.00	
plus 5 years or more	\$652.00		

Adult full time trainee rates of pay effective from the first full pay period on or after 1 July 2024

An award free trainee who has reached 21 years of age is entitled to the following weekly rates of pay:

Industry/Skill Level	Weekly pay rate
A	\$704.00
B	\$682.00
C	\$628.00

Junior full time trainee rates of pay effective from the first full pay period on or after 1 July 2024

Industry/Skill Level A

	Year 10	Year 11	Year 12
school leaver	\$311.00	\$370.00	\$454.00
plus 1 year out of school	\$370.00	\$454.00	\$525.00
plus 2 years	\$454.00	\$525.00	\$617.00
plus 3 years	\$525.00	\$617.00	\$704.00
plus 4 years	\$617.00	\$704.00	
plus 5 years or more	\$704.00		

Industry/Skill Level B

	Year 10	Year 11	Year 12
school leaver	\$311.00	\$370.00	\$445.00
plus 1 year out of school	\$370.00	\$445.00	\$508.00
plus 2 years	\$445.00	\$508.00	\$598.00
plus 3 years	\$508.00	\$598.00	\$682.00
plus 4 years	\$598.00	\$682.00	
plus 5 years or more	\$682.00		

Industry/Skill Level C

	Year 10	Year 11	Year 12
school leaver	\$311.00	\$370.00	\$443.00
plus 1 year out of school	\$370.00	\$443.00	\$498.00
plus 2 years	\$443.00	\$498.00	\$560.00
plus 3 years	\$498.00	\$560.00	\$628.00
plus 4 years	\$560.00	\$628.00	
plus 5 years or more	\$628.00		

Adult full time trainee rates of pay effective from the first full pay period on or after 1 July 2023

An award free trainee who has reached 21 years of age is entitled to the following weekly rates of pay:

Industry/Skill Level	Weekly pay rate
A	\$677.00
B	\$656.00
C	\$604.00

Junior full time trainee rates of pay effective from the first full pay period on or after 1 July 2023**Industry/Skill Level A**

	Year 10	Year 11	Year 12
school leaver	\$299.00	\$356.00	\$437.00
plus 1 year out of school	\$356.00	\$437.00	\$505.00
plus 2 years	\$437.00	\$505.00	\$593.00
plus 3 years	\$505.00	\$593.00	\$677.00
plus 4 years	\$593.00	\$677.00	
plus 5 years or more	\$677.00		

Industry/Skill Level B

	Year 10	Year 11	Year 12
school leaver	\$299.00	\$356.00	\$428.00
plus 1 year out of school	\$356.00	\$428.00	\$488.00
plus 2 years	\$428.00	\$488.00	\$575.00
plus 3 years	\$488.00	\$575.00	\$656.00
plus 4 years	\$575.00	\$656.00	
plus 5 years or more	\$656.00		

Industry/Skill Level C

	Year 10	Year 11	Year 12
school leaver	\$299.00	\$356.00	\$426.00
plus 1 year out of school	\$356.00	\$426.00	\$479.00
plus 2 years	\$426.00	\$479.00	\$538.00
plus 3 years	\$479.00	\$538.00	\$604.00
plus 4 years	\$538.00	\$604.00	
plus 5 years or more	\$604.00		

Adult full time trainee rates of pay effective from the first full pay period on or after 1 July 2022

An award free trainee who has reached 21 years of age is entitled to the following weekly rates of pay:

Industry/Skill Level	Weekly pay rate
A	\$643.00
B	\$623.00
C	\$574.00

Junior full time trainee rates of pay effective from the first full pay period on or after 1 July 2022**Industry/Skill Level A**

	Year 10	Year 11	Year 12
school leaver	\$284.00	\$338.00	\$415.00
plus 1 year out of school	\$338.00	\$415.00	\$480.00
plus 2 years	\$415.00	\$480.00	\$563.00
plus 3 years	\$480.00	\$563.00	\$643.00
plus 4 years	\$563.00	\$643.00	
plus 5 years or more	\$643.00		

Industry/Skill Level B

	Year 10	Year 11	Year 12
school leaver	\$284.00	\$338.00	\$406.00
plus 1 year out of school	\$338.00	\$406.00	\$463.00
plus 2 years	\$406.00	\$463.00	\$546.00
plus 3 years	\$463.00	\$546.00	\$623.00
plus 4 years	\$546.00	\$623.00	
plus 5 years or more	\$623.00		

Industry/Skill Level C

	Year 10	Year 11	Year 12
school leaver	\$284.00	\$338.00	\$405.00
plus 1 year out of school	\$338.00	\$405.00	\$455.00
plus 2 years	\$405.00	\$455.00	\$511.00
plus 3 years	\$455.00	\$511.00	\$574.00
plus 4 years	\$511.00	\$574.00	
plus 5 years or more	\$574.00		

Adult full time trainee rates of pay effective from the first full pay period on or after 1 July 2021

An award free trainee who has reached 21 years of age is entitled to the following weekly rates of pay:

Industry/Skill Level	Weekly pay rate
A	\$610.00
B	\$590.00
C	\$541.00

Junior full time trainee rates of pay effective from the first full pay period on or after 1 July 2021**Industry/Skill Level A**

	Year 10	Year 11	Year 12
school leaver	\$269.00	\$320.00	\$394.00
plus 1 year out of school	\$320.00	\$394.00	\$456.00
plus 2 years	\$394.00	\$456.00	\$534.00
plus 3 years	\$456.00	\$534.00	\$610.00
plus 4 years	\$534.00	\$610.00	
plus 5 years or more	\$610.00		

Industry/Skill Level B

	Year 10	Year 11	Year 12
school leaver	\$269.00	\$320.00	\$385.00
plus 1 year out of school	\$320.00	\$385.00	\$439.00
plus 2 years	\$385.00	\$439.00	\$517.00
plus 3 years	\$439.00	\$517.00	\$590.00
plus 4 years	\$517.00	\$590.00	
plus 5 years or more	\$590.00		

Industry/Skill Level C

	Year 10	Year 11	Year 12
school leaver	\$269.00	\$320.00	\$382.00
plus 1 year out of school	\$320.00	\$382.00	\$429.00
plus 2 years	\$382.00	\$429.00	\$482.00
plus 3 years	\$429.00	\$482.00	\$541.00
plus 4 years	\$482.00	\$541.00	
plus 5 years or more	\$541.00		

Adult full time trainee rates of pay effective from the first full pay period on or after 1 January 2021

An award free trainee who has reached 21 years of age is entitled to the following weekly rates of pay:

Industry/Skill Level	Weekly pay rate
A	\$595.00
B	\$576.00
C	\$528.00

Junior full time trainee rates of pay effective from the first full pay period on or after 1 January 2021**Industry/Skill Level A**

	Year 10	Year 11	Year 12
school leaver	\$262.00	\$312.00	\$384.00
plus 1 year out of school	\$312.00	\$384.00	\$445.00
plus 2 years	\$384.00	\$445.00	\$521.00
plus 3 years	\$445.00	\$521.00	\$595.00
plus 4 years	\$521.00	\$595.00	
plus 5 years or more	\$595.00		

Industry/Skill Level B

	Year 10	Year 11	Year 12
school leaver	\$262.00	\$312.00	\$376.00
plus 1 year out of school	\$312.00	\$376.00	\$429.00
plus 2 years	\$376.00	\$429.00	\$505.00
plus 3 years	\$429.00	\$505.00	\$576.00
plus 4 years	\$505.00	\$576.00	
plus 5 years or more	\$576.00		

Industry/Skill Level C

	Year 10	Year 11	Year 12
school leaver	\$262.00	\$312.00	\$373.00
plus 1 year out of school	\$312.00	\$373.00	\$419.00
plus 2 years	\$373.00	\$419.00	\$470.00
plus 3 years	\$419.00	\$470.00	\$528.00
plus 4 years	\$470.00	\$528.00	
plus 5 years or more	\$528.00		

Adult full time trainee rates of pay effective from the first full pay period on or after 1 July 2020

An award free trainee who has reached 21 years of age is entitled to the following weekly rates of pay:

Industry/Skill Level	Weekly pay rate
A	\$585.00
B	\$566.00
C	\$519.00

Junior full time trainee rates of pay effective from the first full pay period on or after 1 July 2020**Industry/Skill Level A**

	Year 10	Year 11	Year 12
school leaver	\$258.00	\$307.00	\$378.00
plus 1 year out of school	\$307.00	\$378.00	\$438.00
plus 2 years	\$378.00	\$438.00	\$512.00
plus 3 years	\$438.00	\$512.00	\$585.00
plus 4 years	\$512.00	\$585.00	
plus 5 years or more	\$585.00		

Industry/Skill Level B

	Year 10	Year 11	Year 12
school leaver	\$258.00	\$307.00	\$369.00
plus 1 year out of school	\$307.00	\$369.00	\$422.00
plus 2 years	\$369.00	\$422.00	\$496.00
plus 3 years	\$422.00	\$496.00	\$566.00
plus 4 years	\$496.00	\$566.00	
plus 5 years or more	\$566.00		

Industry/Skill Level C

	Year 10	Year 11	Year 12
school leaver	\$258.00	\$307.00	\$367.00
plus 1 year out of school	\$307.00	\$367.00	\$412.00
plus 2 years	\$367.00	\$412.00	\$462.00
plus 3 years	\$412.00	\$462.00	\$519.00
plus 4 years	\$462.00	\$519.00	
plus 5 years or more	\$519.00		

Pay rates for part time award free trainees

All rates of pay are gross rates (before tax).

Adult part time trainee rates of pay effective from the first full pay period on or after 1 July 2025

An award free trainee who has reached 21 years of age is entitled to the following rates of pay:

Industry/Skill Level	Hourly pay rate
A	\$19.21
B	\$18.63
C	\$17.16

Junior part time trainee rates of pay effective from the first full pay period on or after 1 July 2025

Industry/Skill Level A

	Year 10	Year 11	Year 12
school leaver	\$8.50	\$10.11	\$12.39
plus 1 year out of school	\$10.11	\$12.39	\$14.34
plus 2 years	\$12.39	\$14.34	\$16.84
plus 3 years	\$14.34	\$16.84	\$19.21
plus 4 years	\$16.84	\$19.21	
plus 5 years or more	\$19.21		

Industry/Skill Level B

	Year 10	Year 11	Year 12
school leaver	\$8.50	\$10.11	\$12.16
plus 1 year out of school	\$10.11	\$12.16	\$13.87
plus 2 years	\$12.16	\$13.87	\$16.32
plus 3 years	\$13.87	\$16.32	\$18.63
plus 4 years	\$16.32	\$18.63	
plus 5 years or more	\$18.63		

Industry/Skill Level C

	Year 10	Year 11	Year 12
school Leaver	\$8.50	\$10.11	\$12.11
plus 1 year out of school	\$10.11	\$12.11	\$13.61
plus 2 years	\$12.11	\$13.61	\$15.29
plus 3 years	\$13.61	\$15.29	\$17.16
plus 4 years	\$15.29	\$17.16	
plus 5 years or more	\$17.16		

Adult part time trainee rates of pay effective from the first full pay period on or after 1 July 2024

Industry/Skill Level	Hourly pay rate
A	\$18.53
B	\$17.95
C	\$16.53

Junior part time trainee rates of pay effective from the first full pay period on or after 1 July 2024

Industry/Skill Level A

	Year 10	Year 11	Year 12
school leaver	\$8.18	\$9.74	\$11.95
plus 1 year out of school	\$9.74	\$11.95	\$13.82
plus 2 years	\$11.95	\$13.82	\$16.24
plus 3 years	\$13.82	\$16.24	\$18.53
plus 4 years	\$16.24	\$18.53	
plus 5 years or more	\$18.53		

Industry/Skill Level B

	Year 10	Year 11	Year 12
school leaver	\$8.18	\$9.37	\$11.71
plus 1 year out of school	\$9.74	\$11.71	\$13.37
plus 2 years	\$11.71	\$13.37	\$15.74
plus 3 years	\$13.37	\$15.74	\$17.95
plus 4 years	\$15.74	\$17.95	
plus 5 years or more	\$17.95		

Industry/Skill Level C

	Year 10	Year 11	Year 12
school Leaver	\$8.18	\$9.74	\$11.66
plus 1 year out of school	\$9.74	\$11.66	\$13.11
plus 2 years	\$11.66	\$13.11	\$14.74
plus 3 years	\$13.11	\$14.74	\$16.53
plus 4 years	\$14.74	\$16.53	
plus 5 years or more	\$16.53		

Adult part time trainee rates of pay effective from the first full pay period on or after 1 July 2023

Industry/Skill Level	Hourly pay rate
A	\$17.82
B	\$17.26
C	\$15.89

Junior part time trainee rates of pay effective from the first full pay period on or after 1 July 2023**Industry/Skill Level A**

	Year 10	Year 11	Year 12
school leaver	\$7.87	\$9.37	\$11.50
plus 1 year out of school	\$9.37	\$11.50	\$13.29
plus 2 years	\$11.50	\$13.29	\$15.61
plus 3 years	\$13.29	\$15.61	\$17.82
plus 4 years	\$15.61	\$17.82	
plus 5 years or more	\$17.82		

Industry/Skill Level B

	Year 10	Year 11	Year 12
school leaver	\$7.87	\$9.37	\$11.26
plus 1 year out of school	\$9.37	\$11.26	\$12.84
plus 2 years	\$11.26	\$12.84	\$15.13
plus 3 years	\$12.84	\$15.13	\$17.26
plus 4 years	\$15.13	\$17.26	
plus 5 years or more	\$17.26		

Industry/Skill Level C

	Year 10	Year 11	Year 12
school Leaver	\$7.87	\$9.37	\$11.21
plus 1 year out of school	\$9.37	\$11.21	\$12.61
plus 2 years	\$11.21	\$12.61	\$14.16
plus 3 years	\$12.61	\$14.16	\$15.89
plus 4 years	\$14.16	\$15.89	
plus 5 years or more	\$15.89		

Adult part time trainee rates of pay effective from the first full pay period on or after 1 July 2022

Industry/Skill Level	Hourly pay rate
A	\$16.92
B	\$16.39
C	\$15.11

Junior part time trainee rates of pay effective from the first full pay period on or after 1 July 2022**Industry/Skill Level A**

	Year 10	Year 11	Year 12
school leaver	\$7.47	\$8.89	\$10.92
plus 1 year out of school	\$8.89	\$10.92	\$12.63
plus 2 years	\$10.92	\$12.63	\$14.82
plus 3 years	\$12.63	\$14.82	\$16.92
plus 4 years	\$14.82	\$16.92	
plus 5 years or more	\$16.92		

Industry/Skill Level B

	Year 10	Year 11	Year 12
school leaver	\$7.47	\$8.89	\$10.68
plus 1 year out of school	\$8.89	\$10.68	\$12.18
plus 2 years	\$10.68	\$12.18	\$14.37
plus 3 years	\$12.18	\$14.37	\$16.39
plus 4 years	\$14.37	\$16.39	
plus 5 years or more	\$16.39		

Industry/Skill Level C

	Year 10	Year 11	Year 12
school Leaver	\$7.47	\$8.89	\$10.66
plus 1 year out of school	\$8.89	\$10.66	\$11.97
plus 2 years	\$10.66	\$11.97	\$13.45
plus 3 years	\$11.97	\$13.45	\$15.11
plus 4 years	\$13.45	\$15.11	
plus 5 years or more	\$15.11		

Adult part time trainee rates of pay effective from the first full pay period on or after 1 July 2021

Industry/Skill Level	Hourly pay rate
A	\$16.05
B	\$15.53
C	\$14.24

Junior part time trainee rates of pay effective from the first full pay period on or after 1 July 2021**Industry/Skill Level A**

	Year 10	Year 11	Year 12
school leaver	\$7.08	\$8.42	\$10.37
plus 1 year out of school	\$8.42	\$10.37	\$12.00
plus 2 years	\$10.37	\$12.00	\$14.05
plus 3 years	\$12.00	\$14.05	\$16.05
plus 4 years	\$14.05	\$16.05	
plus 5 years or more	\$16.05		

Industry/Skill Level B

	Year 10	Year 11	Year 12
school leaver	\$7.08	\$8.42	\$10.13
plus 1 year out of school	\$8.42	\$10.13	\$11.55
plus 2 years	\$10.13	\$11.55	\$13.61
plus 3 years	\$11.55	\$13.61	\$15.53
plus 4 years	\$13.61	\$15.53	
plus 5 years or more	\$15.53		

Industry/Skill Level C

	Year 10	Year 11	Year 12
school Leaver	\$7.08	\$8.42	\$10.05
plus 1 year out of school	\$8.42	\$10.05	\$11.29
plus 2 years	\$10.05	\$11.29	\$12.68
plus 3 years	\$11.29	\$12.68	\$14.24
plus 4 years	\$12.68	\$14.24	
plus 5 years or more	\$14.24		

Adult part time trainee rates of pay effective from the first full pay period on or after 1 January 2021

Industry/Skill Level	Hourly pay rate
A	\$15.66
B	\$15.16
C	\$13.89

Junior part time trainee rates of pay effective from the first full pay period on or after 1 January 2021**Industry/Skill Level A**

	Year 10	Year 11	Year 12
school leaver	\$6.92	\$8.21	\$10.13
plus 1 year out of school	\$8.21	\$10.13	\$11.74
plus 2 years	\$10.13	\$11.74	\$13.71
plus 3 years	\$11.74	\$13.71	\$15.66
plus 4 years	\$13.71	\$15.66	
plus 5 years or more	\$15.66		

Industry/Skill Level B

	Year 10	Year 11	Year 12
school leaver	\$6.92	\$8.21	\$9.87
plus 1 year out of school	\$8.21	\$9.87	\$11.29
plus 2 years	\$9.87	\$11.29	\$13.29
plus 3 years	\$11.29	\$13.29	\$15.16
plus 4 years	\$13.29	\$15.16	
plus 5 years or more	\$15.16		

Industry/Skill Level C

	Year 10	Year 11	Year 12
school Leaver	\$6.92	\$8.21	\$9.82
plus 1 year out of school	\$8.21	\$9.82	\$11.03
plus 2 years	\$9.82	\$11.03	\$12.37
plus 3 years	\$11.03	\$12.37	\$13.89
plus 4 years	\$12.37	\$13.89	
plus 5 years or more	\$13.89		

Adult part time trainee rates of pay effective from the first full pay period on or after 1 July 2020

Industry/Skill Level	Hourly pay rate
A	\$15.39
B	\$14.89
C	\$13.66

Junior part time trainee rates of pay effective from the first full pay period on or after 1 July 2020**Industry/Skill Level A**

	Year 10	Year 11	Year 12
school leaver	\$6.79	\$8.08	\$9.95
plus 1 year out of school	\$8.08	\$9.95	\$11.53
plus 2 years	\$9.95	\$11.53	\$13.47
plus 3 years	\$11.53	\$13.47	\$15.39
plus 4 years	\$13.47	\$15.39	
plus 5 years or more	\$15.39		

Industry/Skill Level B

	Year 10	Year 11	Year 12
school leaver	\$6.79	\$8.08	\$9.71
plus 1 year out of school	\$8.08	\$9.71	\$11.11
plus 2 years	\$9.71	\$11.11	\$13.05
plus 3 years	\$11.11	\$13.05	\$14.89
plus 4 years	\$13.05	\$14.89	
plus 5 years or more	\$14.89		

Industry/Skill Level C

	Year 10	Year 11	Year 12
school Leaver	\$6.79	\$8.08	\$9.66
plus 1 year out of school	\$8.08	\$9.66	\$10.84
plus 2 years	\$9.66	\$10.84	\$12.16
plus 3 years	\$10.84	\$12.16	\$13.66
plus 4 years	\$12.16	\$13.66	
plus 5 years or more	\$13.66		

Pay rates for school-based trainees

All rates of pay are gross rates (before tax).

School-based trainee rates of pay effective from the first full pay period on or after 1 July 2025

Industry/Skill Level	Current year of schooling	
	Year 11 or lower	Year 12
A	\$10.11	\$12.39
B	\$10.11	\$12.16
C	\$10.11	\$12.11

School-based trainee rates of pay effective from the first full pay period on or after 1 July 2024

Industry/Skill Level	Current year of schooling	
	Year 11 or lower	Year 12
A	\$9.74	\$11.95
B	\$9.74	\$11.71
C	\$9.74	\$11.66

School-based trainee rates of pay effective from the first full pay period on or after 1 July 2023

Industry/Skill Level	Current year of schooling	
	Year 11 or lower	Year 12
A	\$9.37	\$11.50
B	\$9.37	\$11.26
C	\$9.37	\$11.21

School-based trainee rates of pay effective from the first full pay period on or after 1 July 2022

Industry/Skill Level	Current year of schooling	
	Year 11 or lower	Year 12
A	\$8.89	\$10.92
B	\$8.89	\$10.68
C	\$8.89	\$10.66

School-based trainee rates of pay effective from the first full pay period on or after 1 July 2021

Industry/Skill Level	Current year of schooling	
	Year 11 or lower	Year 12
A	\$8.42	\$10.37
B	\$8.42	\$10.13
C	\$8.42	\$10.05

School-based trainee rates of pay effective from the first full pay period on or after 1 January 2021

Industry/Skill Level	Current year of schooling	
	Year 11 or lower	Year 12
A	\$8.21	\$10.13
B	\$8.21	\$9.87
C	\$8.21	\$9.82

School-based trainee rates of pay effective from the first full pay period on or after 1 July 2020

Industry/Skill Level	Current year of schooling	
	Year 11 or lower	Year 12
A	\$8.08	\$9.95
B	\$8.08	\$9.71
C	\$8.08	\$9.66