



Government of **Western Australia**
Department of **Commerce**
Labour Relations

Our Ref: LR0532/2006
Enquiries: Agency LR Adviser

CIRCULAR TO DEPARTMENTS AND AUTHORITIES NO. 10 OF 2012

RATES OF PAY FOR PUBLIC SECTOR TRAINEES - CORRECTION

This Circular replaces Circulars to Departments and Authorities No 9 of 2012 and No 6 of 2011.

Decisions by the Western Australian Industrial Relations Commission and Fair Work Australia Minimum Wage Panel have increased rates of pay for public sector trainees.

The increased rates were issued in Circular to Departments and Authorities No 9 of 2012. However, it was identified that the rates for part time trainees included were incorrect. This Circular corrects those rates.

The rates for all public sector trainees are provided at Schedule A. Industry/skill level classifications are provided at Schedule B.

The increased wage rates take effect from the commencement of the first pay period on or after 1 July 2012.

The *Vocational Education and Training Act 1996 (WA)* requires that time spent in training and assessment is to be taken for all purposes to be time spent working for the employer.

Please contact your agency's Labour Relations advisor if you require further information.

A handwritten signature in black ink that reads "Bob Horstman".

BOB HORSTMAN
EXECUTIVE DIRECTOR
LABOUR RELATIONS

17 July 2012

A3520378

JUNIOR TRAINEE WEEKLY RATES OF PAY

FULL TIME TRAINEES (37.5 HOURS PER WEEK):

Wage Level A	Highest year of schooling completed		
	Year 10	Year 11	Year 12
School Leaver	\$272.40	\$300.10	\$357.50
Plus 1 year out of school	\$300.10	\$357.50	\$416.00
Plus 2 years	\$357.50	\$416.00	\$484.10
Plus 3 years	\$416.00	\$484.10	\$554.30
Plus 4 years	\$484.10	\$554.30	
Plus 5 years or more years	\$554.30		

Wage Level B	Year 10	Year 11	Year 12
School Leaver	\$272.40	\$300.10	\$347.90
Plus 1 year out of school	\$300.10	\$347.90	\$400.10
Plus 2 years	\$347.90	\$400.10	\$469.20
Plus 3 years	\$400.10	\$469.20	\$535.20
Plus 4 years	\$469.20	\$535.20	
Plus 5 years or more years	\$535.20		

Wage Level C	Year 10	Year 11	Year 12
School Leaver	\$272.40	\$300.10	\$347.90
Plus 1 year out of school	\$300.10	\$347.90	\$391.50
Plus 2 years	\$347.90	\$391.50	\$437.30
Plus 3 years	\$391.50	\$437.30	\$487.30
Plus 4 years	\$437.30	\$487.30	
Plus 5 years or more years	\$487.30		

AUSTRALIAN QUALIFICATIONS FRAMEWORK (AQF) CERTIFICATE IV TRAINEES

Junior trainees undertaking an AQF Certificate IV traineeship shall be paid the relevant weekly wage for AQF Certificate III trainees at wage levels A, B or C, with an additional 3.8% loading on the applicable wage level.

PART TIME TRAINEES (PER HOUR):

Wage Level A	Highest year of schooling completed		
	Year 10	Year 11	Year 12
School Leaver	\$7.26	\$8.00	\$9.53
Plus 1 year out of school	\$8.00	\$9.53	\$11.09
Plus 2 years	\$9.53	\$11.09	\$12.91
Plus 3 years	\$11.09	\$12.91	\$14.78
Plus 4 years	\$12.91	\$14.78	
Plus 5 years or more years	\$14.78		

Wage Level B	Highest year of schooling completed		
	Year 10	Year 11	Year 12
School Leaver	\$7.26	\$8.00	\$9.28
Plus 1 year out of school	\$8.00	\$9.28	\$10.67
Plus 2 years	\$9.28	\$10.67	\$12.51
Plus 3 years	\$10.67	\$12.51	\$14.27
Plus 4 years	\$12.51	\$14.27	
Plus 5 years or more years	\$14.27		

Wage Level C	Highest year of schooling completed		
	Year 10	Year 11	Year 12
School Leaver	\$7.26	\$8.00	\$9.28
Plus 1 year out of school	\$8.00	\$9.28	\$10.44
Plus 2 years	\$9.28	\$10.44	\$11.66
Plus 3 years	\$10.44	\$11.66	\$12.99
Plus 4 years	\$11.66	\$12.99	
Plus 5 years or more years	\$12.99		

SCHOOL BASED TRAINEES (PER HOUR):

	Year of Schooling	
	Year 11	Year 12
Hourly rate of pay	\$8.96	\$9.88

FULL TIME ADULT TRAINEES (WEEKLY):

A full time adult trainee aged 21 or more years of age is entitled to **\$627.70** per week, as per the *Minimum Conditions of Employment Act 1993 (WA)*.

INDUSTRY / SKILL LEVEL CLASSIFICATIONS

Industry / Skill level A

Traineeship Title	Certificate
Aeroskills Industry (MEA)	
Aeroskills (Aircraft Mechanical)	II
Aeroskills Engineer - Avionics	Diploma
Aeroskills Engineer – Mechanical	Diploma
Aviation (AVI)	
Aviation Flight Operations	II & III
Aviation Ground Operations & Service	II & III
Beauty (WRB)	
Beauty Services	III
Beauty Therapy	IV
Business Services (BSB)	
Business Administration	III & IV
Business	II & III & IV
Customer Contact	III & IV
Frontline Management	IV
Legal Administration	III & IV
Legal Assistant	IV
Recordkeeping	III & IV
Marketing	IV
Manager	Diploma
Human Resources	IV
Medical Administration	III
Union Recruitment and Organising	IV
Civil Construction (RII)	
Bituminous Surfacing	II & III
Civil and Structural Engineering Draftsperson	Diploma
Civil Construction	II & III
Civil Construction Manager	Diploma
Civil Construction Senior Designer	Advanced Diploma
Civil Construction Senior Manager	Advanced Diploma
Civil Construction Supervisor	IV
Civil Construction Designer	IV & Diploma
Civil Foundations	III
Plant Operations	III
Pipelaying	III
Public Works Engineering Technical Officer	Diploma
Road Marking	III
Road Construction and Maintenance	III
Bridge Construction & Maintenance	III
Trenchless Technology	III
Tunnel Construction	III

Community Services (CHC)	
Career Development Officer	III & IV
Community Care Work	III & IV
Community Services (Aged Care Work)	III & IV
Community Services (Children's Services)	III
Community Services (Youth Work)	III
Community Services Contact Work	II
Community Services Support Work	II
Community Services Work	II & III & IV
Disability Work	III & IV
Aboriginal & Islander Education Worker	III & IV
Aboriginal Child Care Work	III
Child Care Worker	Diploma
Before & After School Care Supervisor	Diploma
Bi-Lingual/Bi-Cultural Community Services Work	II & III
Christian Ministry Work	III & IV & Diploma
Out of School Hours Care Work	IV
Social Housing Work	III & IV
Protective Care Worker	IV
Youth Work	IV
Construction Plumbing and Services (CPC)	
Building Maintenance	II
Dogging	III
Drainage	II
General Construction	II
General Construction (Demolition)	III
Estimating (Housing)	IV
Marble and Granite Edge Mason	II
Site Management	IV
Scaffolding	III
Rigging	III
Steel fixing	III
Residential Drafting	IV
Correctional Services (CSC)	
Correctional Practice (Custodial)	III & IV
Correctional Practice	III & IV
Financial Services (FNS)	
Finance and Mortgage Broking	IV
Financial Services	II, III & IV
Financial Services (Accounts Clerical)	III
Financial Services (Financial Practice Support)	IV

Financial Services (Accounting)	IV
Financial Services (Superannuation)	IV
Financial Services Bookkeeping	IV
Insurance Services	III & IV
Drilling(RII)	
Drilling Operations	II & IV
Driller	III
Drilling (Mineral Exploration)	II, III & IV
Electricity Supply – Generation (UEP)	
ESI Generation (Electrical/Electronic)	IV
ESI Generation (Mechanical)	IV
ESI – Generation Operations Manager	Diploma
Electrical/Electronic Service Technician	Diploma
ESI Generation (Operations)	III & IV
ESI Generation (Systems Operations)	IV
Electricity Supply – Transmission, Distribution, Rail (UET)	
ESI - Power Systems Manager	Diploma & Adv Diploma
Electrotechnology (UEE)	
Antennae Equipment	II
Appliance Servicing - Refrigerants	II
Business Equipment Servicing	II
Fire Alarms Servicing	II
Hazardous Areas	IV
Refrigeration and Air Conditioning Systems	IV
Remote Area Essential Service	II
Electrotechnology Systems Electrician	IV
Computer Assembly & Repair	II
Computer Systems	IV
Computer Systems Engineer	Diploma & Adv Diploma
Data and Voice Communications	
Electrical/Electronic Service Technician	Diploma
Electrical Engineer	Diploma & Adv Diploma
Electronic Assembly	II
Electronics	II
Electronics and Communications	IV
Electronics & Communications Engineering	Diploma & Adv Diploma
Industrial Electronics and Control	IV
Renewable Energy	II
Security Assembly and Setup	II
Video and Audio Systems	IV

Winding and Assembly	II
Floristry (WRF)	
Floristry	III & IV
Food Processing (FDF)	
Food Processing	III
Food Processing (Wine)	III
Food Processing (Sales)	III
Pharmaceutical Manufacturing	III
Production Line Supervisor	IV
Furnishing (LMF)	
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Gas Industry (UEG)	
Gas Operations	III & IV
Gas Industry Advanced Technician	Advanced Diploma
Gas Industry Operations	II III & IV
Gas Industry Technician	Diploma
Gas Operations	III & IV
Information and Communication Technology (ICA)	
Information Technology	II & III
Information Technology (Networking)	IV
Information Technology (Websites)	IV
Information Technology (Multimedia)	IV
Information Technology (Support)	IV
Information Technology (Systems Analysis & Design)	IV
Laboratory Operations(MSL)	
Sampling and Measurement	II
Laboratory Skills	III
Laboratory Techniques	IV
Laboratory Technology	Diploma
Senior Laboratory Technician	Advanced Diploma
Local Government (other than operational works) (LGA)	
Local Government	II & III
Local Government Administration	IV
Local Government Planning	IV
Ranger	IV
Trainee Community Ranger	III
Manufacturing (MSA)	
Aluminium Window and Frames	II
Aluminium Windows and Frames Manufacturing	II
Glass Processor	II
Manufacturing Equipment Operation	III
Manufacturing Team Leader	IV
Manufacturing Technician – Metallurgy	Diploma
Manufacturing Technologist - Metallurgy	Adv Diploma
Surface Preparation and Coatings Application	III

Metal and Engineering (MEM)	
Engineering Assistant	Advanced Diploma
Engineering Production	II
Engineering Technician	III
Draftsperson	Diploma
Production Systems (Surface Finishing)	III
Engineering (Advanced Trade)	Diploma
Engineering – Higher Engineering Trade	IV
Metallurgical Technician	Diploma & Adv Diploma
Production Systems (Foundry)	III
Production Systems (General Engineering)	III
Production Systems (Surface Finishing)	III
Metalliferous Mining (RII)	
Underground Metalliferous Mining	II & III & IV
Underground Metalliferous Mining Manager	Diploma
Museum and Library/Information Services (CUL)	
Library and Information Services	II & III & IV
Museum Practice	II & III
Plastics, Rubber and Cablemaking (PMB)	
Plastics	III
Process Manufacturing	III
Polymer Technology	IV
Plastics – Film	III
Plastics – Blow Moulding	III
Plastics – Extrusion	III
Plastics – Fabrication	III
Plastics – Injection Moulding	III
Plastics – Thermoforming	III
Plastics – Rotational Moulding	III
Plastics – Polystyrene	III
Rubber	III
Process Manufacturing (Rubber - Injection Moulding)	III
Rubber - Belt Splicing	III
Rubber – Rubber Lining	III
Process Manufactured Mineral Products	III & IV
Process Plant Operations	III
Process Plant Technology	IV
Process Support	III
Manufacturing Equipment Operation	III
Manufacturing Team Leader	IV
Process Plant Advanced Technician	Diploma
Public Safety (PUA)	
Firefighting Operations	III
Policing	Diploma

Public Sector (PSP)	
Government	II & III & IV
Government – Fraud Controller	IV
Government – Investigator	IV
Property Services (CPP)	
Property Management	IV
Spatial Services Technician	Diploma
Surveyor	Diploma
Retail (including Wholesale and Community Pharmacy) (SIR)	
Retail	III
Retail Management	IV
Community Pharmacy	III & IV
Wholesale	III
Telecommunications (ICT)	
Telecommunications	II & III
Telecommunications Cabling	II
Telecommunications (Access Network)	II
Telecommunications (Cabling & Customer Premises Equipment)	III
Telecommunications Engineering	IV
Customer Contact	III & IV
Data and Voice Communications	II & III
Telecommunications Engineering	IV
Textile Clothing and Footwear (LMT)	
Textile Fabrication	III
Textile Production	III
Laundry Operations	III
Clothing Production	III & IV
Dry Cleaning Operations	III
Early Stage Wool Processing	III
Leather Production	III
Footwear Repair	III
Tourism, Hospitality and Events (THC: SIT: CUE)	
Events Technical	III
Hospitality (Accommodation Services)	III
Hospitality (Food and Beverage)	III
Hospitality – (Asian Cookery)	II
Hospitality – (Catering Operations)	II
Hospitality – (Commercial Cookery)	II
Hospitality – (Patisserie)	II
Hospitality – (Operations)	II & III
Hospitality Gaming	III
Hospitality - Supervision	IV
International Retail Travel Sales	III
Tourism (Attractions and Theme Parks)	II
Tourism (Guiding)	II & III & IV
Tourism (Sales/Office Operations)	II
Tourism (Visitor Information)	III

Services)	
Venues & Events (Customer Service)	III
Costume for Performance	IV
Live Production Theatre & Events	II
Entertainment (Front of House)	II
Live Production Theatre & Events (Technical Operations) Lighting	III & IV
Live Production Theatre & Events (Technical Operations) Vision Systems	III & IV
Live Production Theatre & Events (Technical Operations) Audio	III & IV
Transport and Distribution (TLI)	
Integrated Rating	III
Logistics Operations	III
Cash in Transit	III
Transport and Distribution (Marine Engine Driving)	III
Transport and Distribution (Maritime Operations)	III
Mobile Cranes	III
Rail Infrastructure	III
Rail Operations	III & IV
Road Transport	III & IV
Stevedoring	III
Warehousing & Storage	III & IV
Water Industry(NWP)	
Water Operations	III & IV

Industry / Skill level B

Traineeship Title	Certificate
Animal Care & Management (ACM)	
Veterinary Nursing	IV
Animal Control and Regulation	IV
Animal Studies	II
Animal Technology	III
Captive Animals	III
Companion Animal Services	III & IV
Asset Maintenance (PRM)	
Asset Maintenance (Cleaning Operations)	II & III
Asset Maintenance (Waste Management)	II & III
Asset Maintenance (Fire Protection Equipment)	II & III
Pest Management Technician	III
Australian Meat Industry (MTM)	
Meat Processing (Abattoirs)	II
Meat Processing (Boning)	III
Meat Processing (Food Services)	II & III
Meat Processing (General)	III
Meat Processing (Rendering)	III
Meat Processing (Smallgoods)	III

Manufacture	
Meat Processing (Smallgoods) General	II & III
Meat Processing (Slaughtering)	III
Meat Processing (Leadership)	IV
Meat Processing (Quality Assurance)	IV
Meat Inspector	III
Meat Inspector / Quality Assurance Officer	IV
Production Manager (Meat Processing)	Diploma
Automotive Industry Manufacturing (THC)	
Recreational Vehicle Production Assistant	II
Recreational Vehicle Production Team Leader	III
Automotive Industry/Retail Service and Repair (AUR)	
Automotive (Administration)	II & III
Automotive Administration (Rental Vehicles)	III
Automotive Electrical Technology	II
Automotive Management	IV & V
Automotive (Mechanical)	II
Automotive (Sales)	II & III
Automotive (Vehicle Body)	II
Automotive Aftermarket Warehousing Distribution Operations	II & III
Bicycles	II
Marine	II
Outdoor Power Equipment	II
Vehicle Servicing	II
Automotive Retail Service and Repair (Tyre Fitting)	III
Mechanical Driveline	II
Mechanical Engine Overhaul	II
Mechanical Hydraulics	II
Mechanical Machine Assembly	II
Mechanical Transmissions	II
Beauty (WRB)	
Make-Up Services	II
Nail Technology	II
Retail Cosmetic Services	II
Caravan Industry (THC)	
Caravan Park Operations	II & III
Civil Construction (RII)	
Civil Construction for entry level Indigenous Workers	I
Community Recreation Industry (SRC)	
Community Recreation	II & III
Extractive Industries(RII)	

Extractive Industries Senior Manager	Advanced Diploma
Field/Exploration Operations	II
Minerals Processing	Diploma
Resource Processing	II & III & IV
Surface Extraction Operations	II & III & IV
Surface Operations Manager	Diploma
Fitness Industry (SRF)	
Fitness	III & IV
Floristry (WRF)	
Floristry	II
Food Processing Industry (FDF)	
Food Processing	II
Food Processing (Sales)	II
Food Processing (Wine)	II
Forest and Forest Products Industry (FPI)	
Forest Growing and Management	II & III
Harvesting & Haulage	II & III
Sawmilling and Processing	II & III
Timber Manufactured Products	II & III
Timber Merchandising	II & III
Timber Fabrication Detailer	IV
Timber Fabrication Production Manager	Diploma
Timber Fabrication Detailing Manager	Diploma
Timber Fabrication Estimator or Jigger Setter	III
Timber Fabrication Production Hand	II
Timber Fabrication Production Specialist or Leading Hand	IV
Wood Panel Products	II & III
Production Technician (Timber)	IV
Forester (Operations)	IV
Furnishing (LMF)	
Furnishing (Flooring)	II
Furnishing (Polishing)	II
Furnishing (Upholstery)	II
Furniture Making	II
Glass and Glazing	II
Interior Design – Retail Services	III
Picture Framing	III
Soft Furnishing	II & III
Designer (Kitchens, Bathrooms and Interior Spaces)	IV
Gas Industry (UEG)	
Gas Industry Advanced Technician	Adv Diploma
Gas Industry Technician	Diploma
Gas Industry Operations	II & III & IV
Health (HLT)	
Aboriginal Environmental Health	II & III
Assistant Aboriginal and/or Torres Strait Islander Health Care	II

Worker	
Aboriginal and/or Torres Strait Islander Health Care Worker	III
Senior Aboriginal and/or Torres Strait Islander Health Care Worker	IV
Allied Health Assistance	III & IV
Client/Patient Support Services	III
Dental Assisting	III & IV
Health Service Assistant	III
Health Support Services	II & III
Optical Dispensing	IV
Sterilization Services	III
Pathology Collection	III
Local Government (Operational Works) (LGA)	
Local Government (Operational Works)	Diploma
Metal and Engineering (MEM)	
Engineering – Production	II
Aluminium Windows and Frames Manufacturing	II
Winding & Assembly	II

Outdoor Recreation (SRO)	
Outdoor Recreation	III & IV
Community Recreation	II & III
Sport and Recreation	II & III & IV
Plastics, Rubber and Cablemaking (PMB: PMC)	
Process Manufacturing	II
Process Manufacturing (Cablemaking)	II
Plastics	II
Plastics – Film	II
Plastics – Blow Moulding	II
Plastics – Composites	II
Plastics – Extrusion	II
Plastics – Fabrication	II
Plastics – Injection Moulding	II
Plastics – Thermoforming	II
Plastics – Rotational Moulding	II
Plastics – Polystyrene	II
Rubber	II
Rubber – Rubber Lining	II
Process Manufacturing (Rubber – Injection Moulding)	II
Rubber - Belt Splicing	II
Process Manufactured Mineral Products	II
Process Plant Operations	II
Process Support	II
Printing and Graphic Arts (ICP)	
Desktop Publishing	II
Graphic Arts Services	II
Print Production Support	II

Printing and Graphic Arts (Instant Print)	II
Printing and Graphic Arts (Multimedia)	III
Screen Printing	II
Property Services (CPP)	
Property Management	IV
Property Services (operations)	III
Technical Security	II & III
Security Operations	III
Hazardous Areas	IV
Spatial Services Technician	V
Surveying	IV & V
Retail (SIR) (including wholesale and Community Pharmacy)	
Retail	II
Community Pharmacy	II
Salon Assistant	II
Warehouse	II
Screen and Media (CUF)	
Broadcasting (Radio)	II & III & IV
Broadcasting (Remote Area Operations)	III
Broadcasting (Television)	III & IV
Screen	II & III & IV
Multimedia	II & III & IV
Sport Industry (SRS)	
Fitness	IV
Sport (Career Orientated Participation)	II & III
Textile, Clothing and Footwear (LMT)	
Dry Cleaning Operations	II
Footwear Repair	II
Laundry Operations	II
Textile Production (Complex or Multiple Processes)	II
Laundry Operations	II
Transport and Logistics (TLI)	
Furniture Removalist	II
Transport and Distribution (Aviation Flight Operations)	II
Aviation Ground Operations and Service	II
Transport and Distribution (Marine Engine Driving)	II
Transport and Distribution (Maritime Operations)	II
Transport & Distribution (Maritime Operations – Coxswain)	II
Rail Infrastructure	II
Rail Operations	II
Road Transport	II
Stevedoring	II
Logistics Operations	II

Warehousing & Storage	II
Water Industry(NWP)	
Water Operations	II

Industry / Skill level C

Traineeship Title	Certificate
Amenity Horticulture (RTF)	
Horticulture	II & III & IV
Horticulture (Arboriculture)	II & III & IV
Horticulture (Floriculture)	II & III & IV
Horticulture (Landscape)	II & IV
Horticulture (Retail Nursery)	II & IV
Horticulture (Wholesale Nursery)	II & IV
Horticulture (Parks and Gardens)	II & IV
Horticulture (Turf)	II & IV
Conservation and Land Management (RTD)	
Conservation and Land Management	II & III & IV
Funeral Services (SIF)	
Funeral Services (Embalmer)	IV
Funeral Services	IV
Gravedigging, Grounds and Maintenance	III
Cemetery and Crematorium Operations	III
Music (CUS)	
Music	III & IV
Music Industry (Foundation)	II
Music Industry (Technical Production)	III & IV
Music Industry (Business)	III
Racing Industry (RGR)	
Racing - Stablehand	II
Racing - Advanced Stablehand	III
Racing - Trackrider	III
Racing - Jockey	IV
Racing (Harness Driver)	III
Rural Production (RTE)	
Agriculture	II & III & IV
Agriculture (Beef Cattle Production)	III & IV
Agriculture (Dairy)	III
Agriculture (Goat Production)	III
Agriculture (Grain Production)	III
Agriculture (Horse Breeding)	III
Horticulture (Production)	II & III & IV
Agriculture (Pig Production)	III
Agriculture (Sheep and Wool)	III
Agriculture (Rural Merchandising)	III
Advanced Wool Handler	III
Irrigation	II & III & IV
Rural Operations	II & III
Shearing	II & III & IV

**WARNING: Archived document. Please note this Circular is no longer in effect.
It is provided for historical and information purposes only.**

Wool Handling	II
Wool Clip Preparation	III
Wool Classing	IV
Seafood Industry (SIF)	
Seafood Processing	II & III
Seafood Sales and Distribution	II & III
Seafood (Aquaculture)	II & III & IV
Seafood (Fishing Operations)	II & III
Seafood (Fisheries Compliance)	III