

## Apprentice & trainee pay rates

Apprentices and trainees are employees who have a formal training contract with their employer. Special rates and conditions apply to these employees.

Find apprentice information about:

- [Apprentice pay](#)
- [Pay increases during an apprenticeship](#)
- [What pay applies after training is completed.](#)

Find trainee information about:

- [Trainee pay](#)
- [Understanding the different types of traineeships](#)
- [Payment for time spent in training.](#)

### Apprentice pay

Use our [Pay Calculator \(http://calculate.fairwork.gov.au/FindYourAward\)](http://calculate.fairwork.gov.au/FindYourAward) to calculate pay rates for all apprentices including:

- adult apprentices (an apprentice who is 21 years or older when they start their apprenticeship)
- school-based apprentices (an apprentice who still goes to high school while completing the apprenticeship).

If you're covered by a [registered agreement \(www.fairwork.gov.au/Dictionary.aspx?TermID=2034\)](http://www.fairwork.gov.au/Dictionary.aspx?TermID=2034), check the rates in the agreement.

An employee can only be paid apprentice pay rates if they have a formal training contract with their employer. The training has to be registered and recognised by a state or territory training authority. These employees do their training through a Registered Training Organisation such as a TAFE.

Apprentice pay rates will depend on how long the apprenticeship is and how much training the apprentice has done.

### Pay increases during an apprenticeship

There are 2 ways an apprentice can move to the next level of an apprenticeship:

- time-based - the apprentice moves up to the next pay level after they've worked a certain amount of time (eg. 12 months)
- competency-based - the apprentice moves to the next pay level when they've achieved a set amount of the total skill or training requirements of the apprenticeship (which might be earlier than 12 months).

Which one applies depends on the award that covers them. Go to [apprentice entitlements \(www.fairwork.gov.au/find-help-for/apprentices-and-trainees/apprentice-entitlements\)](http://www.fairwork.gov.au/find-help-for/apprentices-and-trainees/apprentice-entitlements) and select your award for more information.

### What pay applies after training is completed

After an apprentice has finished their apprenticeship they get paid the tradesperson's pay rate. Use our [Pay Calculator \(http://calculate.fairwork.gov.au/FindYourAward\)](http://calculate.fairwork.gov.au/FindYourAward) to calculate pay rates.

[Back to top](#)

### Trainee pay

Use our [Pay Calculator \(http://calculate.fairwork.gov.au/FindYourAward\)](http://calculate.fairwork.gov.au/FindYourAward) to calculate trainee rates.

Most trainees get their pay and conditions related to their training from [Schedule E in the Miscellaneous Award \(www.fairwork.gov.au/awards-and-agreements/awards/award-summary/ma000104-summary\)](http://www.fairwork.gov.au/awards-and-agreements/awards/award-summary/ma000104-summary). They get their other entitlements (such as penalty rates, overtime and allowances) from the industry or occupation award that covers them.

Some trainees get their pay rates from their industry or occupation award.

Employers and trainees should check their award to confirm where their pay and entitlements come from.

### Understanding the different types of traineeships

## Full-time trainee

A full-time trainee is employed under a training contract to work for 38 hours per week.

## Part-time trainee

A traineeship can sometimes be done part-time. The employee and employer need to agree how long the training contract will be. This should also be checked with the Registered Training Organisation.

## School-based trainee

A school-based traineeship is done while someone is still in high school. This means an employee can stay in high school and train for a qualification at the same time.

## Payment for time spent in training

Trainees are paid for time spent attending training or assessment related to their traineeship unless they are:

- a school-based trainee
- a part-time trainee whose training is wholly off-the-job.

[Back to top](#)

## Think a mistake might have been made?

Mistakes can happen. The best way to fix them usually starts with talking.

Check out our [Help resolving workplace issues \(www.fairwork.gov.au/how-we-will-help/how-we-help-you/help-resolving-workplace-issues/default\)](http://www.fairwork.gov.au/how-we-will-help/how-we-help-you/help-resolving-workplace-issues/default) section for practical advice on:

- figuring out if a mistake has been made
- talking to your employer or employee about fixing it
- getting help from us if you can't resolve it.

### What to do next

- Use our [Pay Calculator \(http://calculate.fairwork.gov.au/FindYourAward\)](http://calculate.fairwork.gov.au/FindYourAward) to find pay rates
- Find a registered agreement on the [Fair Work Commission website \(https://www.fwc.gov.au/awards-and-agreements/agreements\)](https://www.fwc.gov.au/awards-and-agreements/agreements)
- Find more information by contacting the relevant state apprenticeship board:
  - [ACT Training and Tertiary Education Branch \(http://www.det.act.gov.au\)](http://www.det.act.gov.au) on 02 6205 8555
  - [Australian Apprenticeship Centre \(http://www.australianapprenticeships.gov.au\)](http://www.australianapprenticeships.gov.au) on 13 38 73
  - [Australian Apprentices NT \(http://www.australianapprenticeshipsnt.com.au\)](http://www.australianapprenticeshipsnt.com.au) on 08 8935 8200
  - [NSW State Training Services \(http://www.training.nsw.gov.au\)](http://www.training.nsw.gov.au) on 13 28 11 or 1300 772 104 from interstate
  - [Queensland Apprenticeships Info \(http://www.apprenticeshipsinfo.qld.gov.au\)](http://www.apprenticeshipsinfo.qld.gov.au) on 1800 210 210
  - [SA Traineeship and Apprenticeship Services \(http://www.skills.sa.gov.au/apprenticeships-traineeships\)](http://www.skills.sa.gov.au/apprenticeships-traineeships) on 1800 673 097
  - [Skills Victoria \(http://www.skills.vic.gov.au\)](http://www.skills.vic.gov.au) on 03 9651 9999
  - [Skills Tasmania \(http://www.skills.tas.gov.au\)](http://www.skills.tas.gov.au) on 1800 655 846
  - [Training WA \(https://www.jobsandskills.wa.gov.au\)](https://www.jobsandskills.wa.gov.au) on 13 19 51

## You might also be interested in

- [A guide for young workers best practice guide \(www.fairwork.gov.au/how-we-will-help/templates-and-guides/best-practice-guides/a-guide-for-young-workers\)](http://www.fairwork.gov.au/how-we-will-help/templates-and-guides/best-practice-guides/a-guide-for-young-workers)
- [An employer's guide to employing young workers \(www.fairwork.gov.au/how-we-will-help/templates-and-guides/best-practice-guides/an-employers-guide-to-employing-young-workers\)](http://www.fairwork.gov.au/how-we-will-help/templates-and-guides/best-practice-guides/an-employers-guide-to-employing-young-workers)
- [Find help for Apprentices and trainees \(www.fairwork.gov.au/Find-help-for/Apprentices-and-trainees/default\)](http://www.fairwork.gov.au/Find-help-for/Apprentices-and-trainees/default)
- [How we will help \(www.fairwork.gov.au/How-we-will-help/default\)](http://www.fairwork.gov.au/How-we-will-help/default)

Page reference No: 1573

## Contact us

Fair Work Online: [www.fairwork.gov.au](http://www.fairwork.gov.au)

Fair Work Infoline: 13 13 94

Need language help?

Contact the Translating and Interpreting Service (TIS) on 13 14 50

Hearing & speech assistance

Call through the National Relay Service (NRS):

For TTY: 13 36 77. Ask for the Fair Work Infoline 13 13 94

Speak & Listen: 1300 555 727. Ask for the Fair Work Infoline 13 13 94

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