

## Attachment A: Applicable adult apprentice rates in modern awards and adjustment in the 2021–22 Review

Award Code	Award Title	Contains minimum rates for apprentices?	Apprentice rate based on tradespersons rate or equivalent (\$940.90)?	Applicable adult apprentice rates (% of tradespersons rate unless otherwise specified) and increase over year:
MA000001	<a href="#">Black Coal Mining Industry Award 2020*</a>	Yes, clause A.6	No, Mineworker - Induction Level 2 (\$934.10)	<p><b>Production and Engineering Employees</b></p> <p><u>Prior to 1 January 2014:</u>            1st year: 80% (\$747.28; +\$32.88, 4.6%)            2nd year: 90% (\$840.69; +\$36.99, 4.6%)            3rd year: 95% (\$887.40; +\$39.05, 4.6%)</p> <p><u>On or from 1 January 2014:</u>            Stage 1: 80% (\$747.28; +\$32.88, 4.6%)            Stage 2: Mineworker - Industry Level 1 (\$916.50; +\$40.30, 4.6%)            Stage 3: Mineworker - Industry Level 1 (\$916.50; +\$40.30, 4.6%)</p>
MA000002	<a href="#">Clerks—Private Sector Award 2020</a>	No	n/a	n/a
MA000003	<a href="#">Fast Food Industry Award 2020</a>	No	n/a	n/a
MA000004	<a href="#">General Retail Industry Award 2020</a>	Yes, clause 17.3	Yes, Retail Employee Level 4 (\$940.90)	1st year: 80% (\$752.72; +\$33.12, 4.6%) 2nd year: Retail Employee Level 1 (\$888.50; +\$40.00, 4.7%) 3rd year: Retail Employee Level 1 (\$888.50; +\$40.00, 4.7%) 4th year (if applicable): Retail Employee Level 1 (\$888.50; +\$40.00, 4.7%)
MA000005	<a href="#">Hair and Beauty Industry Award 2020</a>	Yes, clause 18	Yes, Hair and beauty Employee level 3 (\$940.90)	<p><b>Hairdressing and Beauty therapy apprentices and Pre-apprentices</b></p> 1st year: 80% (\$752.72; +\$33.12, 4.6%) 2nd year: Hair and beauty employee level 1 (\$888.50; +\$40.00, 4.7%) 3rd year: Hair and beauty employee level 1 (\$888.50; +\$40.00, 4.7%) 4th year (if applicable): Hair and beauty employee level 1 (\$888.50; +\$40.00, 4.7%)

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MA000006	<a href="#">Higher Education Industry—Academic Staff—Award 2020</a>	No	n/a	n/a
MA000007	<a href="#">Higher Education Industry—General Staff—Award 2020*</a>	Yes, Schedule E	No, HEW Level 3.1 (\$944.79)	<p><b>Building trades</b>  <u>Prior to 1 January 2014</u>  1st year: HEW Level 1.1 (\$870.12; +\$40.00, 4.8%)  2nd year: HEW Level 1.1 (\$870.12; +\$40.00, 4.8%)  3rd year: HEW Level 1.1 (\$870.12; +\$40.00, 4.8%)  4th year (if applicable): HEW Level 1.1 (\$870.12; +\$40.00, 4.8%)</p> <p><u>On or from 1 January 2014:</u>  1st year: HEW Level 1.1 (\$870.12; +\$40.00, 4.8%)  2nd year: HEW 1.1 (\$870.12; +\$40.00, 4.8%)  3rd year: HEW 1.1 (\$870.12; +\$40.00, 4.8%)  4th year (if applicable): HEW Level 1.1 (\$870.12; +\$40.00, 4.8%)</p> <p><b>Electrical trades apprentices</b>  <u>Prior to 1 January 2014</u>  1st year: HEW Level 1.1 (\$870.12; +\$40.00, 4.8%)  2nd year: HEW Level 1.1 (\$870.12; +\$0.00, 4.8%)  3rd year: HEW Level 1.1 (\$870.12; +\$40.00, 4.8%)  4th year: HEW Level 1.1 (\$870.12; +\$40.00, 4.8%)</p> <p><u>On or from 1 January 2014:</u>  Stage 1: 80% of HEW Level 3.1 (\$755.83; +\$33.24, 4.6)  Stage 2: HEW Level 1.1 (\$870.12; +\$40.00, 4.8%)  Stage 3: HEW Level 1.1 (\$870.12; +\$40.00, 4.8%)  Stage 4: HEW Level 1.1 (\$870.12; +\$40.00, 4.8%)</p> <p><b>Metal and engineering trades apprentices</b>  <u>Prior to 1 January 2014</u></p>

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				<p>Stage 1: NTW Skill Level B exit rate (\$713.70, +\$32.00, 4.7%)  Stage 2: HEW Level 1.1 (\$870.12; +\$40.00, 4.8%)  Stage 3: HEW Level 1.2 (\$883.15; +\$40.00, 4.7%)  Stage 4: HEW Level 1.3 (\$896.19; +\$40.00, 4.7%)</p> <p><u>On or from 1 January 2014:</u>  Stage 1: 80% of HEW Level 3.1 (\$755.83; +\$33.24, 4.6%)  Stage 2: HEW Level 1.1 (\$870.12; +\$40.00, 4.8%)  Stage 3: HEW Level 1.2 (\$883.15; +\$40.00, 4.7%)  Stage 4: HEW Level 1.3 (\$896.19; +\$40.00, 4.7%)</p> <p><b>Plumbing trade apprentices</b>  Stage 1: 41% of HEW Level 3.1 (\$387.36; +\$17.03, 4.6%)  Stage 2: 60% of HEW Level 3.1 (\$566.87; +\$24.93, 4.6%)  Stage 3: 76% of HEW Level 3.1 (\$718.04; +\$31.58, 4.6%)  Stage 4: 98% of HEW Level 3.1 (\$925.89; +\$40.71, 4.6%)</p> <p><b>Hospitality trades apprentices—cooking</b>  1st year: 55% of HEW Level 3.1 (\$519.636; +\$22.85, 4.6%)  2nd year: 65% of HEW Level 3.1 (\$614.11; +\$27.00, 4.6%)  3rd year: 80% of HEW Level 3.1 (\$755.83; +\$33.24, 4.6%)  4th year: 95% of HEW Level 3.1 (\$897.55; +\$39.47, 4.6%)</p> <p><b>Hospitality trades apprentices—waiting</b>  1st 6 months: 70% of HEW 3.1 (\$661.35; +\$29.08, 4.6%)  2nd 6 months: 85% of HEW 3.1 (\$803.07, +\$35.32, 4.6%)  3rd 6 months: Midway between the total rate prescribed for HEW Level 1.1 and the standard rate (\$907.46; +\$40.78, 4.7%)  4th 6 months: Midway between the total rate prescribed for the 3rd 6 months and the standard rate (\$661.35; +\$41.17, 4.7%)</p>

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				<p><b>Note:</b> Annual rates have been converted to a weekly amount by dividing by 52. Award does not provide specific adult rates to Plumbing and Hospitality trade apprentices, therefore, the standard apprentice rates prevail.</p>
MA000008	<a href="#">Horse and Greyhound Training Award 2020</a>	Yes, clause 13.4	Yes, Stable foreman (\$940.90)	<p><u>Apprentices who have not completed year: 12</u>  1st year: 80% of Track rider (\$692.16; +\$32.00, 4.8%)  2nd year: Stable employee (on commencement with employer) (\$812.60; +\$40.00, 5.2%)  3rd year: Stable employee (on commencement with employer) (\$812.60; +\$40.00, 5.2%)  4th year: Stable employee (on commencement with employer) (\$812.60; +\$40.00, 5.2%)</p> <p><u>Apprentices who have completed year: 12</u>  1st year: 80% of Track rider (\$692.16; +\$32.00, 4.8%)  2nd year: Stable employee (on commencement with employer) (\$812.60; +\$40.00, 5.2%)  3rd year: Stable employee (on commencement with employer) (\$812.60; +\$40.00, 5.2%)  4th year: 95% of Track Rider (\$821.94; +\$38.00, 4.8%)</p>
MA000009	<a href="#">Hospitality Industry (General) Award 2020*</a>	Yes, clause 19	Yes, Level 4 Classification (Cook (tradesperson) grade 3) (\$940.90)	<p><b>Other than waiting apprenticeship</b>  1st year: 80% (\$752.72; +\$33.12, 4.6%)  2nd year: Introductory level (\$812.60; +\$40.00, 5.2%)  3rd year: Introductory level (\$812.60; +\$40.00, 5.2%)  4<sup>th</sup> year (not attained standard of proficiency): 95% (\$893.86; +\$39.33, 4.6%)  4th year (attained standard of proficiency): 100% (\$940.90; +\$41.40, 4.6%)</p> <p><b>Waiting apprenticeship</b>  1st 6 months: 80% (\$752.72; +\$33.12, 4.6%)</p>

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				2nd 6 months: 85% (\$799.77; <b>+\$35.19, 4.6%</b> ) 3rd 6 months: Midway between the food and beverage attendant grade 2 and the standard rate (\$903.05; <b>+\$40.70, 4.7%</b> ) 4th 6 months (not attained standard of proficiency): Midway between the rate specified for the 3rd 6 months and the standard rate (\$921.98; <b>+\$41.05, 4.7%</b> )
MA000010	<a href="#">Manufacturing and Associated Industries and Occupations Award 2020*</a>	Yes, clause 21	Yes, C10/V5 (\$940.90)	<u>Prior to 1 January 2014</u> Stage 1: NTW Skill Level B exit rate (\$713.70; <b>+\$32.00, 4.7%</b> ) Stage 2: C14 / V1 (\$812.60, <b>\$40.00, 5.2%</b> ) Stage 3: C13 / V2 (\$834.80; <b>+\$40.00, 5.0%</b> ) Stage 4: C12 / V3 (\$865.20; <b>+\$40.00, 4.8%</b> )  <u>On or after 1 January 2014</u> Stage 1: 80% (\$752.70; <b>+\$33.12, 4.6%</b> ) Stage 2: C14 / V1 (\$812.60, <b>\$40.00, 5.2%</b> ) Stage 3: C13 / V2 (\$834.80; <b>+\$40.00, 5.0%</b> ) Stage 4: C12 / V3 (\$865.20; <b>+\$40.00, 4.8%</b> )
MA000011	<a href="#">Mining Industry Award 2020</a>	Yes, clause 15.4	Yes, Level 3 (\$940.90)	1st year: 80% (\$752.72; <b>+\$33.12, 4.6%</b> ) 2nd year: Entry Level (\$840.90; <b>+\$40.00, 5.0%</b> ) 3rd year: Entry Level (\$840.90; <b>+\$40.00, 5.0%</b> ) 4th year: Entry Level (\$840.90; <b>+\$40.00, 5.0%</b> )
MA000012	<a href="#">Pharmacy Industry Award 2020</a>	No	n/a	n/a
MA000013	<a href="#">Racing Clubs Events Award 2020i</a>	No	n/a	n/a
MA000014	<a href="#">Racing Industry Ground Maintenance Award 2020</a>	Yes, clause 15.3	Yes, Tradesperson (\$940.90)	1st year: 80% (\$752.72; <b>+\$33.12, 4.6%</b> ) 2nd year: Introductory level (\$812.60; <b>+\$40.00, 5.2%</b> ) 3rd year: Introductory level (\$812.60; <b>+\$40.00, 5.2%</b> ) 4th year: 95% (\$893.86; <b>+\$39.33, 4.6%</b> )
MA000015	<a href="#">Rail Industry Award 2020</a>	Yes, clause 15.3	Yes, Level 4 Rail Worker (TCI) (\$940.90)	1st year: 80% (\$752.72; <b>+\$33.12, 4.6%</b> ) 2nd year: Level 1 Rail Worker (Op) (\$812.60; <b>+\$40.00, 5.2%</b> )

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				3rd year: Level 1 Rail Worker (Op) (\$812.60; +\$40.00, 5.2%) 4th year: 88% (\$827.99; +\$36.43, 4.6%)
MA000016	<a href="#">Security Services Industry Award 2020</a>	No	n/a	n/a
MA000017	<a href="#">Textile, Clothing, Footwear and Associated Industries Award 2020*</a>	Yes, Schedule E	Yes, General Skill level 4 (\$940.90)	<p><u>Prior to 1 January 2014</u>  1st year: 82% (\$771.54; +\$33.95, 4.6%)  2nd year: 87% (\$818.58; +\$36.01, 4.6%)  3rd year: 92% (\$865.63; +\$38.01, 4.6%)  4th year: 100% (\$940.90; +\$41.40, 4.6%)</p> <p><u>On or after 1 January 2014</u>  1st year: Appropriate adult rate in clause 19.1 (see clause 19.8(c))  2nd year: 87% (\$818.58; +\$36.01, 4.6%)  3rd year: 92% (\$865.63; +\$38.09, 4.6%)  4th year: 100% (\$940.90; +\$41.40, 4.6%)</p>
MA000018	<a href="#">Aged Care Award 2010</a>	Yes, clause 14.2–14.4	Yes, Aged care employee—level 4 (\$940.90)	<p><b>Cooking and Gardening apprentices</b>  1st year: 80% (\$752.72; +\$33.12, 4.6%)  2nd year: Aged care employee—level 1 (\$861.40; +\$40.00, 4.9%)  3rd year: Aged care employee—level 1 (\$861.40; +\$40.00, 4.9%)  4th year: 95% (\$893.86; +\$39.33, 4.6%)</p>
MA000019	<a href="#">Banking, Finance and Insurance Award 2020</a>	No	n/a	n/a
MA000020	<a href="#">Building and Construction General On-site Award 2020*</a>	Yes, clause 19.7–19.8	Yes, Level 3 (CW/ECW 3) (\$940.90)	<p><b>Apprentices not covered by the Electrotechnology Training Package</b>  Stage 1: Level 1 (CW/ECW 1)—CW/ECW1 (level a) (\$852.00; +\$40.00, 4.9%)  Stage 2: Level 1 (CW/ECW 1)—CW/ECW1 (level a) (\$852.00; +\$40.00, 4.9%)  Stage 3: Level 1 (CW/ECW 1)—CW/ECW1 (level a) (\$852.00; +\$40.00, 4.9%)</p>

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				<p>Stage 4 (if applicable): Level 1 (CW/ECW 1)—CW/ECW1 (level a) (\$852.00; +\$40.00, 4.9%)</p> <p><b>Apprentices covered by the Electrotechnology Training Package</b>            1st year: Level 1 (CW/ECW 1)—CW/ECW1 (level a) (\$852.00; +\$40.00, 4.9%)            2nd year: Level 1 (CW/ECW 1)—CW/ECW1 (level a) (\$852.00; +\$40.00, 4.9%)            3rd year: Level 1 (CW/ECW 1)—CW/ECW1 (level a) (\$852.00; +\$40.00, 4.9%)            4th year (if applicable): Level 1 (CW/ECW 1)—CW/ECW1 (level a) (\$852.00; +\$40.00, 4.9%)</p> <p><b>Note:</b> Apprentices must also be paid the allowances prescribed by clause 19.7(c).</p>
MA000021	<a href="#">Business Equipment Award 2020</a>	No	n/a	n/a
MA000022	<a href="#">Cleaning Services Award 2020</a>	No	n/a	n/a
MA000023	<a href="#">Contract Call Centres Award 2020</a>	No	n/a	n/a
MA000024	<a href="#">Cotton Ginning Award 2020</a>	No	n/a	n/a
MA000025	<a href="#">Electrical, Electronic and Communications Contracting Award 2020*</a>	Yes, clause 19.4	Yes, Electrical worker grade 5 (\$940.90)	<p><u>Prior to 1 January 2014</u>            1st year: 40% (\$376.36; +\$16.56, 4.6%)            2nd year: 52% (\$489.27; +\$21.53, 4.6%)            3rd year: 70% (\$658.63; +\$28.98, 4.6%)            4th year: 82% (\$771.54; +\$33.95, 4.6%)</p> <p><u>On or after 1 January 2014</u>            1st year: 80% (\$752.72; +\$33.12, 4.6%)</p>

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				2nd year: EW1 (\$823.80; +\$40.00, 5.1%) 3rd year: EW1 (\$823.80; +\$40.00, 5.1%) 4th year: EW1 (\$823.80; +\$40.00, 5.1%)  <b>Note:</b> Apprentices must also be paid the industry allowance, tool allowance and electricians licence allowance payable for all-purposes.
MA000026	<a href="#">Graphic Arts, Printing and Publishing Award 2020*</a>	Yes, clause 20	Yes, Level 5 (\$940.90)	<u>Prior to 1 January 2014</u> 1st year: Level 1 (\$812.60; +\$40.00, 5.2%) 2nd year: 87% (\$818.58; +\$36.01, 4.6%) 3rd year: 92% (\$865.63; +\$38.09, 4.6%) 4th year: 100% (\$940.90; +\$41.40, 4.6%)  <u>On or after 1 January 2014</u> Stage 1: Level 1 (\$812.60; +\$40.00, 5.2%) Stage 2: 87% (\$818.58; +\$36.01, 4.6%) Stage 3: 92% (\$865.63; +\$38.09, 4.6%) Stage 4: 100% (\$940.90; +\$41.40, 4.6%)
MA000027	<a href="#">Health Professionals and Support Services Award 2020</a>	Yes, clause 16.4–16.7	Yes, Level 4 (\$940.90)	<b>Cooking apprentice</b> 1st year: 80% (\$752.72; +\$33.12, 4.6%) 2nd year: Level 1 (\$861.40; +\$40.00, 4.9%) 3rd year: Level 1 (\$865.63; +\$40.00, 4.9%) 4th year: 95% (\$893.86; +\$39.33, 4.6%)  <b>Dental Technician (apprenticed after 1 January 2015)</b> 1st year: 80% (\$752.72; +\$33.12, 4.6%) 2nd year: Level 1 (\$861.40; +\$40.00, 4.9%) 3rd year: Level 1 (\$865.63; +\$40.00, 4.9%) 4th year: Level 1 (\$865.63; +\$40.00, 4.9%)  <b>Gardening and Landscaping (apprenticed after 1 January 2015)</b> 1st year: 80% (\$752.72; +\$33.12, 4.6%)

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				2nd year: Level 1 (\$861.40; +\$40.00, 4.9%) 3rd year: Level 1 (\$865.63; +\$40.00, 4.9%) 4th year: 95% (\$893.86; +\$39.33, 4.6%)
MA000028	<a href="#">Horticulture Award 2020</a>	No	n/a	n/a
MA000029	<a href="#">Joinery and Building Trades Award 2020*</a>	Yes, clause 19.5–19.6	Yes, Level 5 (\$940.90)	<p><b>Four-year: apprenticeship</b>  Stage 1: 81% (\$762.10; +\$33.50, 4.6%)  Stage 2: 85% (\$799.80; +\$35.20, 4.6%)  Stage 3: 88% (\$828.00; +\$36.40, 4.6%)  Stage 4: 94% (\$884.40; +\$38.90, 4.6%)</p> <p><b>Three-year: apprenticeship</b>  Stage 1: 83% (\$780.90; +\$34.30, 4.6%)  Stage 2: 88% (\$828.00; +\$36.40, 4.6%)  Stage 3: 94% (\$884.40; +\$38.90, 4.6%)</p> <p><b>Note:</b> As per clause 19.6(b), rates are rounded to the nearest \$0.10. An apprentice engaged on joinery work, shopfitting, stonemasonry, outside work or other than factory glazing must receive the appropriate industry allowance for all-purposes under clause 21.3(b).</p>
MA000030	<a href="#">Market and Social Research Award 2020</a>	No	n/a	n/a <b>Note:</b> Contains the standard clause for school-based apprentices, but otherwise, does not provide minimum rates for regular apprentices.
MA000031	<a href="#">Medical Practitioners Award 2020</a>	No	n/a	n/a
MA000032	<a href="#">Mobile Crane Hiring Award 2020</a>	No	n/a	n/a
MA000033	<a href="#">Nursery Award 2020</a>	Yes, clause 17	Yes, Grade 4 (\$940.90)	1st year: 80% (\$752.72; +\$33.12, 4.6%) 2nd year: Grade 1A (\$812.60; +\$40.00, 5.2%) 3rd year: Grade 1A (\$812.60; +\$40.00, 5.2%) 4th year: 90% (\$846.81; +\$37.26, 4.6%)

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MA000034	<a href="#">Nurses Award 2020</a>	No	n/a	n/a
MA000035	<a href="#">Pastoral Award 2020</a>	No	n/a	n/a
MA000036	<a href="#">Plumbing and Fire Sprinklers Award 2020*</a>	Yes, clause 18.2–18.3	Yes, Plumbing and mechanical services tradesperson/Sprinkler fitter tradesperson Level 1 (\$940.90)	<p><b>Sprinkler Fitter</b>  1st year: NMW (\$812.60; +\$40.00, 5.2%)  2nd year: NMW (\$812.60; +\$40.00, 5.2%)  3rd year: NMW (\$812.60; +\$40.00, 5.2%)  4th year: 90% (\$846.81; +\$37.26, 4.6%)</p> <p><b>Plumbing and Mechanical</b>  1st year: NMW (\$812.60; +\$40.00, 5.2%)  2nd year: NMW (\$812.60; +\$40.00, 5.2%)  3rd year: NMW (\$812.60; +\$40.00, 5.2%)  4th year: 90% (\$846.81; +\$37.26, 4.6%)</p> <p><b>Note:</b> Apprentices must also be paid the relevant allowances in the award prescribed for all-purposes.</p>
MA000038	<a href="#">Road Transport and Distribution Award 2020</a>	No	n/a	n/a
MA000039	<a href="#">Road Transport (Long Distance Operations) Award 2020</a>	No	n/a	n/a
MA000040	<a href="#">Silviculture Award 2020</a>	No	n/a	n/a
MA000041	<a href="#">Telecommunications Services Award 2020</a>	Yes, clause 15.3(m)–(n)	No, Telecommunications Technician (\$999.00)	<p><b>Prior to 1 January 2014</b>  1st year: 42% of Telecommunications Technician (\$419.58; +\$18.44, 4.6%)  2nd year: 55% of Telecommunications Technician (\$549.45; +\$24.14, 4.6%)  3rd year: 75% of Telecommunications Technician (\$749.25; +\$32.92, 4.6%)</p>

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				<p>4th year: 88% of Telecommunications Technician (\$879.12; +\$38.63, 4.6%)</p> <p><u>On or after 1 January 2014</u>            1st year: 80% of Telecommunications Technician (\$799.20; +\$35.12, 4.6%)            2nd year: Telecommunications Trainee (\$865.20; +\$40.00, 4.8%)            3rd year: Telecommunications Trainee (\$865.20; +\$40.00, 4.8%)            4th year: 88% of Telecommunications Technician (\$879.12; +\$38.63, 4.6%)</p>
MA000042	<a href="#">Transport (Cash in Transit) Award 2020</a>	No	n/a	n/a
MA000043	<a href="#">Waste Management Award 2020</a>	No	n/a	n/a
MA000044	<a href="#">Wool Storage, Sampling and Testing Award 2020</a>	No	n/a	n/a
MA000045	<a href="#">Coal Export Terminals Award 2020*</a>	Yes, clauses 15.2–15.3	Yes, Maintenance Trades – Competent Rate (\$940.90)	<p><u>Prior to 1 January 2014</u>            1st year: 80% (\$752.72; +\$33.12, 4.6%)            2nd year: 90% (\$846.81; +\$37.26, 4.6%)            3rd year: 95% (\$893.86; +\$39.33, 4.6%)</p> <p><u>On or after 1 January 2014</u>            1st year: 80% (\$752.72; +\$33.12, 4.6%)            2nd year: Operations and Services—Entry Level – Introductory (\$853.00; +\$40.00, 4.9%)            3rd year: 95% (\$893.86; +\$39.33, 4.6%)</p>
MA000046	<a href="#">Air Pilots Award 2020</a>	No	n/a	n/a
MA000047	<a href="#">Aircraft Cabin Crew Award 2020</a>	No	n/a	n/a

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MA000048	<a href="#">Airline Operations—Ground Staff Award 2020</a>	Yes, clause 18.5	Yes, Tradespersons (\$940.90)  <b>Note:</b> AQF IV qualification is based on Tradesperson rate (\$940.90) in first 2 years/stages and the Aircraft Maintenance Engineer rate (\$1026.60) in last 2 years/stages	<b>AQF IV qualification:</b> 1st stage/year: 80% (\$752.72; +\$33.12, 4.6%) 2nd stage/year: Aircraft Worker 1 (\$812.60; +\$40.00, 5.2%) 3rd stage/year: Aircraft Worker 2 (\$834.80; +\$40.00, 5.0%) 4th stage/year: 88% of Aircraft Maintenance Engineer (\$903.41; +\$39.69, 4.6%)  <b>AQF III qualification:</b> 1st stage/year: 80% (\$752.72; +\$33.12, 4.6%) 2nd stage/year: Aircraft Worker 1 (\$812.60; +\$40.00, 5.2%) 3rd stage/year: Aircraft Worker 2 (\$834.80; +\$40.00, 5.0%) 4th stage/year: Aircraft Worker 3 (\$865.20; +\$40.00, 4.8%)
MA000049	<a href="#">Airport Employees Award 2020*</a>	Yes, clauses 19.3–19.4	Yes, Technical services officer Level 1 (\$940.72)  <b>Note:</b> Rate appears to be based off trades rate (see definition at clause A.1.2). However, rate is converted from an annual rate and may not exactly equal the weekly C10 rate.	1st Year: 80% (\$752.58; +\$33.10, 4.6%) 2nd Year: Ground services officer Level 1 (\$842.19; +\$40.01, 5.0%) 3rd Year: Ground services officer Level 1 (\$842.19; +\$40.01, 5.0%) 4th Year: Ground services officer Level 1 (\$842.19; +\$40.01, 5.0%)  <b>Note:</b> Annual amounts converted to weekly by dividing by 52.1666.
MA000050	<a href="#">Marine Towing Award 2020</a>	No	n/a	n/a
MA000051	<a href="#">Port Authorities Award 2020</a>	Yes, clause 15.3	Yes, Level 4 (\$940.90)	1st year: 80% (\$752.72, +\$33.12, 4.6%) 2nd year: Level 1 (\$812.60, +\$40.00, 5.2%) 3rd year: Level 1 (\$812.60, +\$40.00, 5.2%) 4th year: 88% of Level 4 (\$827.99, +\$36.43, 4.6%)
MA000052	<a href="#">Ports, Harbours and Enclosed Water Vessels Award 2020</a>	No	n/a	n/a

Award Code	Award Title	Contains minimum rates for apprentices?	Apprentice rate based on tradespersons rate or equivalent (\$940.90)?	Applicable adult apprentice rates (% of tradespersons rate unless otherwise specified) and increase over year:
MA000053	<a href="#">Stevedoring Industry Award 2020</a>	Yes, clause 16.3	No, Grade 4 (\$934.10)	1st year: 80% of Grade 4 (\$747.28; +\$32.88, 4.6%) 2nd year: Level 1 (\$812.60; +\$40.00, 5.2%) 3rd year: Level 1 (\$812.60; +\$40.00, 5.2%) 4th year: 88% of Grade 4 (\$822.01; +\$36.17, 4.6%)
MA000054	<a href="#">Asphalt Industry Award 2020</a>	No	n/a	n/a
MA000055	<a href="#">Cement, Lime and Quarrying Award 2020</a>	No	n/a	n/a
MA000056	<a href="#">Concrete Products Award 2020</a>	No	n/a	n/a
MA000057	<a href="#">Premixed Concrete Award 2020</a>	No	n/a	n/a
MA000058	<a href="#">Registered and Licensed Clubs Award 2020*</a>	Yes, clause 18.5	Yes, Level 4 – Cook (tradesperson) grade 3 (\$940.90)	<p><b>Cooking and maintenance and horticultural apprenticeship</b>  1st year: 80% (\$752.72; +\$33.12, 4.6%)  2nd year: Introductory (\$812.60; +\$40.00, 5.2%)  3rd year: Introductory (\$812.60; +\$40.00, 5.2%)  4th year (Maintenance and horticultural apprentice or Cooking apprentice who has not attained standard of proficiency): 95% (\$893.86; +\$39.33, 4.6%)  4th year (Cooking apprentice who has attained standard of proficiency): 100% (\$940.90; +\$41.40, 4.6%)</p> <p><b>Waiting apprenticeship</b>  1st 6 months: 80% (\$752.72; +\$33.12, 4.6%)  2nd 6 months: Introductory (\$812.60; +\$40.00, 5.2%)  3rd 6 months: Midway between the food and beverage attendant grade 2 (waiter) and the standard rate (\$903.05; +\$40.70, 4.7%)  4th 6 months: Midway between the rate specified for the 3rd 6 months and the standard rate (\$921.98; +\$41.05, 4.7%)</p>

Award Code	Award Title	Contains minimum rates for apprentices?	Apprentice rate based on tradespersons rate or equivalent (\$940.90)?	Applicable adult apprentice rates (% of tradespersons rate unless otherwise specified) and increase over year:
MA000059	<a href="#">Meat Industry Award 2020</a>	Yes, clause 16.3–16.4	Yes, MI 7 (\$940.90)	1st year/stage: 80% (\$752.72; +\$33.12, 4.6%) 2nd year/stage: MI 1 (\$812.60; +\$40.00, 5.2%) 3rd year/stage: MI 1 (\$812.60; +\$40.00, 5.2%) 4th year/stage: 95% (\$893.86; +\$39.33, 4.6%)
MA000060	<a href="#">Aluminium Industry Award 2020*</a>	Yes, clause 16.3	Yes, Aluminium Worker Grade 4 (\$940.90)	<p><u>Prior to 1 January 2014</u> 1st year: 90% (\$846.81; +\$37.26, 4.6%) 2nd year: 90% (\$846.81; +\$37.26, 4.6%) 3rd year: 90% (\$846.81; +\$37.26, 4.6%) 4th year and subsequent: 95% (\$893.86; +\$39.33, 4.6%)</p> <p><u>On or from 1 January 2014</u> 1st year: 90% (\$846.81; +\$37.26, 4.6%) 2nd year: 90% (\$846.81; +\$37.26, 4.6%) 3rd year: 90% (\$846.81; +\$37.26, 4.6%) 4th year and subsequent: 95% (\$893.86; +\$39.33, 4.6%)</p> <p><b>Note:</b> Apprentices must also be paid the relevant allowances in the award prescribed for all-purposes.</p>
MA000061	<a href="#">Gas Industry Award 2020</a>	Yes, clauses 15.2–15.3	Yes, Level 4 (\$940.90)	1st year: 80% (\$752.72, +\$33.12, 4.6%) 2nd year: Level 1 (\$841.70, +\$40.00, 5.0%) 3rd year: Level 1 (\$841.70, +\$40.00, 5.0%) 4th year: Level 1 (\$841.70, +\$40.00, 5.0%)
MA000062	<a href="#">Hydrocarbons Industry (Upstream) Award 2020</a>	Yes, clause 16.3(c)	Yes, Level 3—Competent (\$940.90)	1st year: 80% (\$752.72, +\$33.12, 4.6%) 2nd year: Level 1 (\$840.90, +\$40.00, 5.0%) 3rd year: Level 1 (\$840.90, +\$40.00, 5.0%) 4th year: Level 1 (\$840.90, +\$40.00, 5.0%)
MA000063	<a href="#">Passenger Vehicle Transportation Award 2020</a>	No	n/a	n/a

Award Code	Award Title	Contains minimum rates for apprentices?	Apprentice rate based on tradespersons rate or equivalent (\$940.90)?	Applicable adult apprentice rates (% of tradespersons rate unless otherwise specified) and increase over year:
MA000064	<a href="#">Hydrocarbons Field Geologists Award 2020</a>	No	n/a	n/a
MA000065	<a href="#">Professional Employees Award 2020</a>	No	n/a	n/a
MA000066	<a href="#">Surveying Award 2020</a>	No	n/a	n/a <b>Note:</b> Contains the standard clause for school-based apprentices, but otherwise, does not provide minimum rates for regular apprentices.
MA000067	<a href="#">Journalists Published Media Award 2020</a>	No	n/a	n/a
MA000068	<a href="#">Seafood Processing Award 2020</a>	No	n/a	n/a
MA000069	<a href="#">Pharmaceutical Industry Award 2020</a>	No	n/a	n/a
MA000070	<a href="#">Cemetery Industry Award 2020</a>	Yes, clauses 14.2–14.3	Yes, Cemetery Employee Class 4 (\$940.90)	1st year: 80% (\$752.72; +\$33.12, 4.6%) 2nd year: Cemetery Employee Class 1 (\$812.60; +\$40.00, 5.2%) 3rd year: Cemetery Employee Class 1 (\$812.60; +\$40.00, 5.2%) 4th year: 95% (\$893.86, +\$39.33, 4.6%)
MA000071	<a href="#">Timber Industry Award 2020*</a>	Yes, clauses 20.3–20.5	Yes, Level 5 classification (\$940.90)	<b>Wood and Timber Furniture Stream</b> <u>Prior to 1 January 2014</u> 1st year: 83.5% (\$785.65; +\$34.57, 4.6%) 2nd year: 88.3% (\$830.81; +\$36.55, 4.6%) 3rd year: 93.4% (\$878.80; +\$38.67, 4.6%) 4th year: 98.5% (\$926.79; +\$40.78, 4.6%)  <u>On or after 1 January 2014</u> 1st year: 83.5% (\$785.65; +\$34.57, 4.6%) 2nd year: 88.3% (\$830.81; +\$36.55, 4.6%) 3rd year: 93.4% (\$878.80; +\$38.67, 4.6%) 4th year: 98.5% (\$926.79; +\$40.78, 4.6%)

Award Code	Award Title	Contains minimum rates for apprentices?	Apprentice rate based on tradespersons rate or equivalent (\$940.90)?	Applicable adult apprentice rates (% of tradespersons rate unless otherwise specified) and increase over year:
				<p><b>Other than Wood and Timber Furniture Stream</b>            1st year: 80% (\$752.72; +\$33.12, 4.6%)            2nd year: Level 1 (\$812.60; +\$40.00, 5.2%)            3rd year: Level 1 (\$812.60; +\$40.00, 5.2%)            4th year (other than Saw doctor apprentice): 90% (\$846.81; +\$37.26, 4.6%)            4th year (Saw doctor apprentice): 90% of Level 6 (\$873.36; +\$38.43, 4.6%)</p>
MA000072	<a href="#">Oil Refining and Manufacturing Award 2020</a>	Yes, clause 16.3	Yes, Tradesperson (level 1) (\$940.90)	1st year: 80% (\$752.72; +\$33.12, 4.6%) 2nd year: Trainee (level 1) (\$812.60; +\$40.00, 5.2%) 3rd year: Trainee (level 1) (\$812.60; +\$40.00, 5.2%) 4th year: 88% (\$827.99; +\$36.43, 4.6%)
MA000073	<a href="#">Food, Beverage and Tobacco Manufacturing Award 2020*</a>	Yes, clause 15	Yes, Level 5 classification (\$940.90)	<p><u>Commence prior to 1 January 2014</u>            Stage 1: 76% (\$715.08; +\$31.46, 4.6%)            Stage 2: Level 1 (\$812.60; +\$40.00, 5.2%)            Stage 3: Level 2 (\$834.80; +\$40.00, 5.0%)            Stage 4: Level 3 (\$865.20; +\$40.00, 4.8%)</p> <p><u>Commenced on or after 1 January 2014</u>            Stage 1: 80% (\$752.72; +\$33.12, 4.6%)            Stage 2: Level 1 (\$812.60; +\$40.00, 5.2%)            Stage 3: Level 2 (\$834.80; +\$40.00, 5.0%)            Stage 4: Level 3 (\$865.20; +\$40.00, 4.8%)</p>
MA000074	<a href="#">Poultry Processing Award 2020</a>	No	n/a	n/a
MA000075	<a href="#">Educational Services (Post-Secondary Education) Award 2020</a>	No	n/a	n/a

Award Code	Award Title	Contains minimum rates for apprentices?	Apprentice rate based on tradespersons rate or equivalent (\$940.90)?	Applicable adult apprentice rates (% of tradespersons rate unless otherwise specified) and increase over year:
MA000076	<a href="#">Educational Services (Schools) General Staff Award 2020*</a>	Yes, clause 17.4	No, Level 3.1 (\$940.72)	1st year: Level 1.1 (\$834.80; +\$40.00, 5.0%) 2nd year: Level 1.1 (\$834.80; +\$40.00, 5.0%) 3rd year: Level 1.1 (\$834.80; +\$40.00, 5.0%) 4th year: 90% of Level 3.1 (\$847.35; +\$37.26, 4.6%)
MA000077	<a href="#">Educational Services (Teachers) Award 2020</a>	No	n/a	n/a
MA000078	<a href="#">Book Industry Award 2020</a>	No	n/a	n/a
MA000079	<a href="#">Architects Award 2020</a>	No	n/a	n/a
MA000080	<a href="#">Amusement, Events and Recreation Award 2020</a>	Yes, clause 16.3	Yes, Grade 4 (\$940.90)	1st year: 80% (\$752.72; +\$33.12, 4.6%) 2nd year: Introductory level employee (\$812.60; +\$40.00, 5.18%) 3rd year: Introductory level employee (\$812.60; +\$40.00, 5.18%) 4th year: 95% (\$893.86; +\$39.33, 4.6%)
MA000081	<a href="#">Live Performance Award 2020</a>	No	n/a	n/a <b>Note:</b> Contains the standard clause for school-based apprentices, but otherwise, does not provide minimum rates for regular apprentices.
MA000082	<a href="#">Sporting Organisations Award 2020</a>	No	n/a	n/a
MA000083	<a href="#">Commercial Sales Award 2020</a>	No	n/a	n/a
MA000084	<a href="#">Storage Services and Wholesale Award 2020</a>	No	n/a	n/a
MA000085	<a href="#">Dredging Industry Award 2020</a>	No	n/a	n/a
MA000086	<a href="#">Maritime Offshore Oil and Gas Award 2020</a>	No	n/a	n/a

Award Code	Award Title	Contains minimum rates for apprentices?	Apprentice rate based on tradespersons rate or equivalent (\$940.90)?	Applicable adult apprentice rates (% of tradespersons rate unless otherwise specified) and increase over year:
MA000087	<a href="#">Sugar Industry Award 2020*</a>	Yes, clause 19.6–19.7, 21.2–21.4	<p><b>Milling, distillery, refinery and maintenance:</b> Yes, C10/L6 (\$940.90)</p> <p><b>Bulk terminal operations”</b> No, BT6 (\$1016.90)</p>	<p><b>Milling, distillery, refinery and maintenance</b> <u>Commenced prior to 1 January 2014</u> Stage 1: NTW Skill Level B exit rate (\$713.70; <b>+\$32.00, 4.7%</b>) Stage 2: C14 (\$812.60; <b>+\$40.00, 5.2%</b>) Stage 3: C13 (\$834.80; <b>+\$40.00, 5.0%</b>) Stage 4: C12 (\$865.20; <b>+\$40.00, 4.8%</b>)</p> <p><u>Commenced on or after 1 Jan 2014</u> Stage 1: 80% (\$752.72; <b>+\$33.12, 4.6%</b>) Stage 2: C14 (\$812.60; <b>+\$40.00, 5.2%</b>) Stage 3: C13 (\$834.80; <b>+\$40.00, 5.0%</b>) Stage 4: C12 (\$865.20; <b>+\$40.00, 4.8%</b>)</p> <p><b>Bulk terminal operations</b> 1st year: 80% of BT6 (\$813.52; <b>+\$35.76, 4.6%</b>) 2nd year: 80% of BT6 (\$813.52; <b>+\$35.76, 4.6%</b>) 3rd year: BT2 (\$840.80; <b>+\$40.00, 5.0%</b>) 4th year: 88% of BT6 (\$894.54; <b>+\$39.33, 4.6%</b>)</p>
MA000088	<a href="#">Electrical Power Industry Award 2020*</a>	Yes, clause 15.2	No, Pay Level 3 (\$941.50)	<p><u>Commence prior to 1 January 2014</u> 1st year: 70% of Pay Level 3 (\$659.05; <b>+\$28.98, 4.6%</b>) 2nd year: 80% of Pay Level 3 (\$753.20; <b>+\$33.12, 4.6%</b>) 3rd year: 85% of Pay Level 3 (\$800.28; <b>+\$35.19, 4.6%</b>) 4th year: 90% of Pay Level 3 (\$847.35; <b>+\$37.26, 4.6%</b>)</p> <p><u>Commenced on or after 1 January 2014</u> 1st year: 80% of Pay Level 3 (\$753.20; <b>+\$33.12, 4.6%</b>) 2nd year: Pay Level 1 (\$838.40; <b>+\$40.00, 5.0%</b>) 3rd year: Pay Level 1 (\$838.40; <b>+\$40.00, 5.0%</b>) 4th year: 90% of Pay Level 3 (\$847.35; <b>+\$37.26, 4.6%</b>)</p>

Award Code	Award Title	Contains minimum rates for apprentices?	Apprentice rate based on tradespersons rate or equivalent (\$940.90)?	Applicable adult apprentice rates (% of tradespersons rate unless otherwise specified) and increase over year:
MA000089	<a href="#">Vehicle Repair, Services and Retail Award 2020*</a>	Yes, clauses 16.9–16.10	Yes, Vehicle RS&R industry employee—tradesperson or equivalent level I (R6) (\$940.90)	Stage 1: 80% (\$752.72; +\$33.12, 4.6%) Stage 2: Vehicle industry RS&R employee—Level 1 (R1) (\$812.60; +\$40.00, 5.2%) Stage 3: Vehicle industry RS&R employee—Level 2 (R2) (\$834.80; +\$40.00, 5.0%) Stage 4: Vehicle industry RS&R employee—Level 3 (R3) (\$865.20; +\$40.00, 4.8%)
MA000090	<a href="#">Wine Industry Award 2020</a>	Yes, clause 16	Yes, Grade 4 (\$940.90)	1st year: 80% (\$752.72; +\$33.12, 4.6%) 2nd year: Grade 1 (\$823.80; +\$40.00, 5.1%) 3rd year: Grade 1 (\$823.80; +\$40.00, 5.1%) 4th year: 88% (\$827.99; +\$36.43, 4.6%)
MA000091	<a href="#">Broadcasting, Recorded Entertainment and Cinemas Award 2020</a>	No	n/a	n/a
MA000092	<a href="#">Alpine Resorts Award 2020</a>	Yes, clause 18.4, 18.6	No, Resort Worker Level 4 (\$940.50)	1st year: 80% of Resort Worker Level 4 (\$752.40; +\$34.20, 4.61%) 2nd year: Resort Worker Level 1 (\$812.82; +\$39.90, 5.2%) 3rd year: Resort Worker Level 1 (\$812.82; +\$39.90, 5.2%) 4th year: 95% of Resort Worker Level 4 (\$893.00; +\$38.00, 4.4%)  <b>Note:</b> Hourly apprentices were rounded to the nearest \$0.10 (as per clause 18.5) and then converted to a weekly amount by multiplying by 38.
MA000093	<a href="#">Marine Tourism and Charter Vessels Award 2020</a>	No	n/a	n/a
MA000094	<a href="#">Fitness Industry Award 2020</a>	No	n/a	n/a
MA000095	<a href="#">Car Parking Award 2020</a>	No	n/a	n/a

Award Code	Award Title	Contains minimum rates for apprentices?	Apprentice rate based on tradespersons rate or equivalent (\$940.90)?	Applicable adult apprentice rates (% of tradespersons rate unless otherwise specified) and increase over year:
MA000096	<a href="#">Dry Cleaning and Laundry Industry Award 2020</a>	Yes, clause 18.4	Yes, Dry cleaning employee level 5 (\$940.90)	1st year: 80% (\$752.70; +\$33.10, 4.6%) 2nd year: Level 1 (\$812.60; +\$40.00, 5.2%) 3rd year: Level 1 (\$812.60; +\$40.00, 5.2%) 4th year: 90% (\$846.80; +\$37.25, 4.6%)  <b>Note:</b> Rates are rounded to the nearest \$0.05 as per clause 18.4(c).
MA000097	<a href="#">Pest Control Industry Award 2020</a>	No	n/a	n/a
MA000098	<a href="#">Ambulance and Patient Transport Industry Award 2020</a>	No	n/a	n/a
MA000099	<a href="#">Labour Market Assistance Industry Award 2020</a>	No	n/a	n/a
MA000100	<a href="#">Social, Community, Home Care and Disability Services Industry Award 2010</a>	No	n/a	n/a
MA000101	<a href="#">Gardening and Landscaping Services Award 2020</a>	Yes, clause 15.4, B.6	Yes, Level 4 (\$940.90)	1st year: 80% (\$752.72; +\$33.12, 4.6%) 2nd year: Introductory Level (\$812.60; +\$40.00, 5.2%) 3rd year: Introductory Level (\$812.60; +\$40.00, 5.2%) 4th year: 95% (\$893.86; +\$39.33, 4.6%)
MA000102	<a href="#">Travelling Shows Award 2020</a>	No	n/a	n/a
MA000103	<a href="#">Supported Employment Services Award 2020</a>	No	n/a	n/a
MA000104	<a href="#">Miscellaneous Award 2020</a>	Yes, clause 15.2	Yes, Level 3 (\$940.90)	1st year: 80% (\$752.72; +\$33.12, 4.6%) 2nd year: Level 1 (\$812.60; +\$40.00, 5.2%) 3rd year: Level 1 (\$812.60; +\$40.00, 5.2%) 4th year: 95% (\$893.86; +\$39.33, 4.6%)

Award Code	Award Title	Contains minimum rates for apprentices?	Apprentice rate based on tradespersons rate or equivalent (\$940.90)?	Applicable adult apprentice rates (% of tradespersons rate unless otherwise specified) and increase over year:
MA000105	<a href="#">Funeral Industry Award 2020</a>	No	n/a	n/a
MA000106	<a href="#">Real Estate Industry Award 2020</a>	No	n/a	n/a
MA000107	<a href="#">Salt Industry Award 2020</a>	Yes, clause 16.3	Yes, Level 4-Competent (\$940.90)	1st year: 80% (\$752.72; +\$33.12, 4.6%) 2nd year: Level 1—Introductory (\$848.70; +\$40.00, 4.9%) 3rd year: Level 1—Introductory (\$848.70; +\$40.00, 4.9%) 4th year: Level 1—Introductory (\$848.70; +\$40.00, 4.9%)
MA000108	<a href="#">Professional Diving Industry (Industrial) Award 2020</a>	No	n/a	n/a
MA000109	<a href="#">Professional Diving Industry (Recreational) Award 2020</a>	No	n/a	n/a
MA000110	<a href="#">Corrections and Detention (Private Sector) Award 2020</a>	No	n/a	n/a
MA000111	<a href="#">Fire Fighting Industry Award 2020</a>	No	n/a	n/a
MA000112	<a href="#">Local Government Industry Award 2020*</a>	Yes, clause 16.3	Yes, Level 4 (\$940.90)	1st year: Level 2 (\$893.60; +\$40.00, 4.7%) 2nd year: Level 2(\$893.60; +\$40.00, 4.7%) 3rd year: Level 2 (\$893.60; +\$40.00, 4.7%) 4th year (if applicable): Level 2 (\$893.60; +\$40.00, 4.7%)
MA000113	<a href="#">Water Industry Award 2020*</a>	Yes, clause 15.3(e)-(f)	Yes, Level 4 (\$940.90)	1st year: Level 2 (\$893.60; +\$40.00, 4.7%) 2nd year: Level 2 (\$893.60; +\$40.00, 4.7%) 3rd year: Level 2 (\$893.60; +\$40.00, 4.7%) 4th year (if applicable): Level 2 (\$893.60; +\$40.00, 4.7%)
MA000114	<a href="#">Aquaculture Industry Award 2020</a>	No	n/a	n/a <b>Note:</b> Contains the standard clause for school-based apprentices, but otherwise, does not provide minimum rates for regular apprentices.

Award Code	Award Title	Contains minimum rates for apprentices?	Apprentice rate based on tradespersons rate or equivalent (\$940.90)?	Applicable adult apprentice rates (% of tradespersons rate unless otherwise specified) and increase over year:
MA000115	<a href="#">Aboriginal and Torres Strait Islander Health Workers and Practitioners and Aboriginal Community Controlled Health Services Award 2020</a>	No	n/a	n/a
MA000116	<a href="#">Legal Services Award 2020</a>	No	n/a	n/a
MA000117	<a href="#">Mannequins and Models Award 2020</a>	No	n/a	n/a
MA000118	<a href="#">Animal Care and Veterinary Services Award 2020</a>	No	n/a	n/a
MA000119	<a href="#">Restaurant Industry Award 2020</a>	Yes, clauses 18.3–18.5	Yes, Level 4 (Cook grade 3 (tradesperson)) (\$940.90)	1st year: 80% (\$752.72; +\$33.12, 4.6%) 2nd year: Introductory Level (\$812.60; +\$40.00, 5.18%) 3rd year: Introductory Level (\$812.60; +\$40.00, 5.18%) 4th year (not attained standard of proficiency): 95% (\$893.86; +\$39.34, 4.6%) 4th year (attained standard of proficiency): 100% (\$899.50; +41.40, 4.6%)
MA000120	<a href="#">Children's Services Award 2010</a>	Yes, clauses 14.4–14.5	Yes, Support Worker Level 3.1 (\$940.90)	1st year: 100% of Level 2.1 (\$860.40; +\$40.00, 4.9%) 2nd and subsequent years: 100% of Level 2.2 (\$888.70; +\$40.00, 4.7%)
MA000121	<a href="#">State Government Agencies Award 2020</a>	No	n/a	n/a
MA000122	<a href="#">Seagoing Industry Award 2020</a>	No	n/a	n/a
MA000123	<a href="#">Telstra Award 2015</a>	Yes, clause 13.3	Yes, Telecommunications Technical Employee (\$940.90)	1st year: 80% (\$752.72; +\$33.12, 5.18%) 2nd year: Telecommunications Trainee (\$865.20; +\$40.00, 4.8%)

Award Code	Award Title	Contains minimum rates for apprentices?	Apprentice rate based on tradespersons rate or equivalent (\$940.90)?	Applicable adult apprentice rates (% of tradespersons rate unless otherwise specified) and increase over year:
				3rd year: Telecommunications Trainee (\$865.20; +\$40.00, 4.8%) 4th year: Telecommunications Trainee (\$865.20; +\$40.00, 4.8%)
MA000124	<a href="#">Australian Public Service Enterprise Award 2015</a>	Yes, clause 10.6	No, APS Level 2 (\$964.69)	1st year: 80% APS Level 2 (\$798.00; +\$34.96, 4.6%) 2nd year: 86% APS Level 2 (\$858.04; +\$37.62, 4.6%) 3rd year: 88% APS Level 2 (\$877.80; +\$38.38, 4.6%) 4th year: 92% APS Level 2 (\$818.14; +\$36.10, 4.6%)  <b>Note:</b> Hourly rates converted to a weekly amount by multiplying by 38.
MA000125	<a href="#">Nurses and Midwives (Victoria) State Reference Public Sector Award 2015</a>	No	n/a	n/a
MA000126	<a href="#">Printing Industry—Herald &amp; Weekly Times—Production Award 2015</a>	Yes, clause 12.2	Yes, Printing machinist and Pre-press operator 1 (\$940.90)	<u>Non-Year 12 School Leaver</u> 1st year: 50% (\$470.45; +\$20.70, 4.6%) 2nd year: 60% (\$564.54; +\$24.84, 4.6%) 3rd year: 75% (\$705.68; +\$31.05, 4.6%) 4th year: 90% (\$846.81; +\$37.26, 4.6%)  <u>Year 12 School Leaver</u> 1st year: 55% (\$517.50; +\$22.77, 4.6%) 2nd year: 65% (\$611.59; +\$26.91, 4.6%) 3rd year: 75% (\$705.68; +\$31.05, 4.6%) 4th year: 90% (\$846.81; +\$37.26, 4.6%)  <b>Note:</b> Award defines ‘Adult apprentices’ but does not otherwise have specific provisions for them. Therefore, general apprentice rates prevail.
MA000127	<a href="#">Chullora Printing Award 2015</a>	Yes, clause 14.4	Yes, Printing machinist and Pre-press operator 1 (\$940.90)	<u>Non-Year 12 School Leaver</u> 1st year: 50% (\$470.45; +\$20.70, 4.6%) 2nd year: 60% (\$564.54; +\$24.84, 4.6%) 3rd year: 75% (\$705.68; +\$31.05, 4.6%) 4th year: 90% (\$846.81; +\$37.26, 4.6%)

Award Code	Award Title	Contains minimum rates for apprentices?	Apprentice rate based on tradespersons rate or equivalent (\$940.90)?	Applicable adult apprentice rates (% of tradespersons rate unless otherwise specified) and increase over year:
				<p><u>Year 12 School Leaver</u>  1st year: 55% (\$517.50; +\$22.77, 4.6%)  2nd year: 65% (\$611.59; +\$26.91, 4.6%)  3rd year: 75% (\$705.68; +\$31.05, 4.6%)  4th year: 90% (\$846.81; +\$37.26, 4.6%)</p> <p><b>Note:</b> Award defines ‘Adult apprentices’ but does not otherwise have specific provisions for them. Therefore, general apprentice rates prevail.</p>
MA000128	<a href="#">Queensland Newspapers Pty Ltd Printing (Murarrie) Award 2015</a>	Yes, clause 17.4	Yes, Electrical/Mechanical Trades 1 (\$940.90)	<p><u>Non-Year 12 School Leaver</u>  1st year: 50% (\$470.45; +\$20.70, 4.6%)  2nd year: 60% (\$564.54; +\$24.84, 4.6%)  3rd year: 75% (\$705.68; +\$31.05, 4.6%)  4th year: 90% (\$846.81; +\$37.26, 4.6%)</p> <p><u>Year 12 School Leaver</u>  1st year: 55% (\$517.50; +\$22.77, 4.6%)  2nd year: 65% (\$611.59; +\$26.91, 4.6%)  3rd year: 75% (\$705.68; +\$31.05, 4.6%)  4th year: 90% (\$846.81; +\$37.26, 4.6%)</p> <p><b>Note:</b> Award defines ‘Adult apprentices’ but does not otherwise have specific provisions for them. Therefore, general apprentice rates prevail.</p>
MA000129	<a href="#">Northern Territory News Award 2015</a>	Yes, clause 14	Yes, Level 5 (\$940.90)	1st year: 82% (\$771.54; +\$33.95, 4.6%) 2nd year: 87% (\$818.58; +\$36.01, 4.6%) 3rd year: 92% (\$865.63; +\$38.09, 4.6%) 4th year: 100% (\$940.90; +\$41.10, 4.6%)
MA000130	<a href="#">Metropolitan Newspapers (South Australia and</a>	Yes, clause 20.3	Yes, Tradesmen- (\$940.90)	1st year: 82% Tradesmen (\$771.50; +\$33.90, 4.6%) 2nd year: 87% Tradesmen (\$818.60; +\$36.00, 4.6%) 3rd year: 92% Tradesmen (\$865.60; +\$38.10, 4.6%) 4th year: 100% Tradesmen (\$940.90; +\$41.40, 4.6%)

Award Code	Award Title	Contains minimum rates for apprentices?	Apprentice rate based on tradespersons rate or equivalent (\$940.90)?	Applicable adult apprentice rates (% of tradespersons rate unless otherwise specified) and increase over year:
	<a href="#">Tasmania) Printing Award 2015</a>			<b>Note:</b> Rates are rounded to the nearest \$0.10 as per clause 20.3(c).
MA000131	<a href="#">Nurses (ANMF—Victorian Local Government) Award 2015</a>	No	n/a	n/a
MA000132	<a href="#">Victorian Local Government Award 2015</a>	Yes, clause 14.4	Yes, Level 4 (\$940.90)	1st year: Level 2 (\$893.60; +\$40.00, 4.7%) 2nd year: Level 2 (\$893.60; +\$40.00, 4.7%) 3rd year: Level 2 (\$893.60; +\$40.00, 4.7%) 4th year (if applicable): Level 2 (\$893.60; +\$40.10, 4.7%)
MA000133	<a href="#">Optus Award 2015</a>	No	n/a	n/a
MA000134	<a href="#">Victorian State Government Agencies Award 2015</a>	No	n/a	n/a <b>Note:</b> Defines apprentices and adult apprentices and contains the standard clause for school-based apprentices, but otherwise, does not provide minimum rates for regular apprentices.
MA000135	<a href="#">Victorian Public Service Award 2016</a>	No	n/a	n/a <b>Note:</b> Defines apprentices and adult apprentices and contains the standard clause for school-based apprentices, but otherwise, does not provide minimum rates for regular apprentices.
MA000136	<a href="#">Viterrra Bulk Handling and Storage of Grains, Pulses and Minerals Award 2015</a>	No	n/a	n/a <b>Note:</b> Contains the standard clause for school-based apprentices, but otherwise, does not provide minimum rates for regular apprentices.
MA000137	<a href="#">Australia Post Enterprise Award 2015</a>	Yes, clause 23	No, Postal Technical Officer Level 2 (\$945.05)	1st year: Apprentice - Adult (\$884.16; +\$40.01, 4.7%) 2nd year: Apprentice - Adult (\$884.16; +\$40.01, 4.7%) 3rd year: Apprentice - Adult (\$884.16; +\$40.01, 4.7%) 4th year: Apprentice - Adult (\$884.16; +\$40.01, 4.7%)  <b>Note:</b> Adult apprentice is provided as an adult classification in clause 23.1. Annual rates are converted to a weekly amount by dividing by 313 and multiplying by 6.

Award Code	Award Title	Contains minimum rates for apprentices?	Apprentice rate based on tradespersons rate or equivalent (\$940.90)?	Applicable adult apprentice rates (% of tradespersons rate unless otherwise specified) and increase over year:
MA000138	<a href="#">GrainCorp Country Operations Award 2015</a>	No	n/a	n/a
MA000139	<a href="#">Aboriginal Legal Rights Movement Award 2016</a>	No	n/a	n/a
MA000140	<a href="#">Reserve Bank of Australia Award 2016</a>	No	n/a	n/a
MA000141	<a href="#">Airservices Australia Enterprise Award 2016</a>	Yes, clause 11.10	No, Technical Employee—Level 1 (\$964.08)	<b>Note:</b> Employees at Technical Employee—Level 1 includes apprentices which has a minimum wage of \$964.08 (+\$42.40, 4.6%). No specific provisions for adult apprentices. Annual rate was converted to a weekly amount by dividing by 313 and multiplying by 6.
MA000142	<a href="#">Australian Federal Police Enterprise Award 2016</a>	No	n/a	n/a
MA000143	<a href="#">Australian Bureau of Statistics (Interviewers) Enterprise Award 2016</a>	No	n/a	n/a
MA000144	<a href="#">Australian Nuclear Science and Technology Organisation (ANSTO) Enterprise Award 2016</a>	Yes, clause 6.4	No, Craftsperson Level 4 (\$947.60)	1st year: Craftsperson Level 3 (\$896.90; +\$40.00, 4.7%) 2nd year: Craftsperson Level 3 (\$896.90; +\$40.00, 4.7%) 3rd year: Craftsperson Level 3 (\$896.90; +\$40.00, 4.7%) 4th year: Craftsperson Level 3 (\$896.90; +\$40.00, 4.7%)
MA000145	<a href="#">Parliamentary Departments Staff Enterprise Award 2016</a>	Yes, clause 10.5(c)–(e)	No, Parliamentary Service level 2 (\$997.50)	1st year: 80% Parliamentary Service level 2 (\$798.00; +\$34.96, 4.6%) 2nd year: 86% Parliamentary Service level 2 (\$858.04; +\$37.62, 4.6%) 3rd year: 88% Parliamentary Service level 2 (\$887.80; +\$38.38, 4.6%) 4th year: 92% Parliamentary Service level 2 (\$917.70; +\$40.28, 4.7%)

Award Code	Award Title	Contains minimum rates for apprentices?	Apprentice rate based on tradespersons rate or equivalent (\$940.90)?	Applicable adult apprentice rates (% of tradespersons rate unless otherwise specified) and increase over year:
				<b>Note:</b> Hourly rates are converted to a weekly amount by multiplying by 38.
MA000146	<a href="#">Australian Capital Territory Public Sector Enterprise Award 2016</a>	Yes, clause 11.3	No, General Service Officer level 5 (\$930.51)	1st year: 80% General Service Officer level 5 (\$769.88; +\$33.82, 4.6%) 2nd year: 86% General Service Officer level 5 (\$827.64; +\$36.48, 4.6%) 3rd year: 88% General Service Officer level 5 (\$846.64; +\$37.24, 4.6%) 4th year: 92% General Service Officer level 5 (\$885.02; +\$38.76, 4.6%)  <b>Note:</b> Hourly rates are converted to a weekly amount by multiplying by 38.
MA000147	<a href="#">Australian Broadcasting Corporation Enterprise Award 2016</a>	No	n/a	n/a
MA000148	<a href="#">CSIRO Enterprise Award 2016</a>	No	n/a	n/a
MA000149	<a href="#">Christmas Island Administration Enterprise Award 2016</a>	No	n/a	n/a
MA000150	<a href="#">Victorian Local Government (Early Childhood Education Employees) Award 2016</a>	No	n/a	n/a
MA000151	<a href="#">Northern Territory Public Sector Enterprise Award 2016</a>	Yes, clause 10.6, M.4	No, Physical 4 (PH 4) (\$939.60) / Physical 3 (\$940.96)	<b>Other than Power and Water Employees</b> 1st year: Pupil Nurse (\$827.14; +\$40.01, 5.1%) 2nd year: Pupil Nurse (\$827.14; +\$40.01, 5.1%) 3rd year: Pupil Nurse (\$827.14; +\$40.01, 5.1%) 4th year: 88% of Physical 4 (PH4) (\$828.05; +\$36.42, 4.6%)

Award Code	Award Title	Contains minimum rates for apprentices?	Apprentice rate based on tradespersons rate or equivalent (\$940.90)?	Applicable adult apprentice rates (% of tradespersons rate unless otherwise specified) and increase over year:
				<p><b>Power and Water Employees</b>  1st year: Physical 1 (\$864.08; +\$40.01, 4.9%)  2nd year: Physical 1 (\$864.08; +\$40.01, 4.9%)  3rd year: Physical 1 (\$864.08; +\$40.01, 4.9%)  4th year: Physical 1 (\$864.08; +\$40.01, 4.9%)</p> <p><b>Note:</b> Annual rates are converted to a weekly amount by dividing 313 and multiplying by 6.</p>
MA000152	<a href="#">Victorian Government Schools – Early Childhood – Award 2016</a>	No	n/a	n/a
MA000153	<a href="#">Australian Government Industry Award 2016</a>	Yes, clause 12.5(b)	No, AG Level 2 (\$997.50)	<p>1st year: 80% of AG level 2 (\$798.00; +\$34.96, 4.6%)  2nd year: 86% of AG level 2 (\$858.04; +\$37.62, 4.6%)  3rd year: 88% of AG level 2 (\$877.80; +\$38.38, 4.6%)  4th year: 92% of AG level 2 (\$917.70; +\$40.28, 4.6%)</p> <p><b>Note:</b> Hourly rates are converted to a weekly amount by multiplying by 38.</p>
MA000155	<a href="#">Victorian Government Schools Award 2016</a>	No	n/a	n/a
MA000156	<a href="#">Note Printing Australia Award 2016</a>	Yes, clauses 20.3–20.4	Yes, Level 5 Regular Pay Stream (\$940.90)	<p>1st year: 83% (\$780.95; +\$34.36, 4.6%)  2nd year: 88% (\$827.99; +\$36.43, 4.6%)  3rd year: 93% (\$875.04; +\$38.50, 4.6%)  4th year: 100% (\$940.90; +\$41.40, 4.6%)</p>
MA000157	<a href="#">Health Professionals, Medical Scientists and Support Services (Victoria) State Reference Public</a>	Yes, clause 12.2(c)	No, Wage/Skill Group 4 (\$927.80)	<p><b>Dental apprentices</b>  Have not completed Year 12</p> <p>1st year: 50% of Wage/Skill Group 4 (\$463.90; +\$20.40, 4.6%)  2nd year: 60% of Wage/Skill Group 4 (\$556.68; +\$24.48, 4.6%)  3rd year: 75% of Wage/Skill Group 4 (\$695.85; +\$30.60, 4.6%)  4th year: 95% of Wage/Skill Group 4 (\$881.41; +\$38.76, 4.6%)</p>

Award Code	Award Title	Contains minimum rates for apprentices?	Apprentice rate based on tradespersons rate or equivalent (\$940.90)?	Applicable adult apprentice rates (% of tradespersons rate unless otherwise specified) and increase over year:
	<a href="#">Sector Modern Award 2018</a>			<p><u>Have completed Year 12</u>            1st year: 55% of Wage/Skill Group 4 (\$510.29; +\$22.44, 4.6%)            2nd year: 65% of Wage/Skill Group 4 (\$603.07; +\$26.52, 4.6%)            3rd year: 75% of Wage/Skill Group 4 (\$695.85; +\$30.60, 4.6%)            4th year: 95% of Wage/Skill Group 4 (\$881.41; +\$38.76, 4.6%)</p> <p>Award defines 'Adult apprentices' but does not otherwise have specific provisions for them. Therefore, general apprentice rates prevail.</p>
<p><b>Note:</b> *Indicates that adult apprentice provisions existed in the modern award at its commencement on 1 January 2010.</p> <p>The adult apprentice rates refer to the applicable rates for apprentices who commenced their apprenticeship on or after 1 January 2014, unless otherwise specified. Rates may be included for apprenticeships commenced prior to 1 January 2014 if the award specifically presents those rates in the award.</p>				