

ClubsAustralia Workplace Relations Handbook

Registered and Licensed Clubs Award

WAGE RATES 2025 - 2026 (p.2)

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

WAGE RATES 2024 - 2025 (p.21)

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

Club Employees: Full-time & Part-time

Rate of Pay - Weekly	Rate of Pay - Hourly	Saturday	Sunday	Double Time	Public Holidays
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<i>Introductory Modern Award</i>	\$922.70	\$24.28	\$36.42	\$42.49	\$48.56	\$60.70
<i>Level 1 Modern Award</i>	\$948.00	\$24.95	\$37.43	\$43.66	\$49.90	\$62.38
<i>Level 2 Modern Award</i>	\$982.40	\$25.85	\$38.78	\$45.24	\$51.70	\$64.63
<i>Level 3 Modern Award</i>	\$1,014.70	\$26.70	\$40.05	\$46.73	\$53.40	\$66.75
<i>Level 4 Modern Award</i>	\$1,068.40	\$28.12	\$42.18	\$49.21	\$56.24	\$70.30
<i>Level 5 Modern Award</i>	\$1,135.50	\$29.88	\$44.82	\$52.29	\$59.76	\$74.70
<i>Level 6 Modern Award</i>	\$1,165.70	\$30.68	\$46.02	\$53.69	\$61.36	\$76.70

Important: The appropriate wage level is to be found in clause 18.3 of the modern award and should not be confused with the employee's classification level

Club Employees: Casuals

Mon to Fri	Sat	Sun	Double Time	Public Holidays
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<i>Introductory Modern Award</i>	\$30.35	\$36.42	\$42.49	\$48.56	\$60.70
<i>Level 1 Modern Award</i>	\$31.19	\$37.43	\$43.66	\$49.90	\$62.38
<i>Level 2 Modern Award</i>	\$32.31	\$38.78	\$45.24	\$51.70	\$64.63
<i>Level 3 Modern Award</i>	\$33.38	\$40.05	\$46.73	\$53.40	\$66.75
<i>Level 4 Modern Award</i>	\$35.15	\$42.18	\$49.21	\$56.24	\$70.30
<i>Level 5 Modern Award</i>	\$37.35	\$44.82	\$52.29	\$59.76	\$74.70
<i>Level 6 Modern Award</i>	\$38.35	\$46.02	\$53.69	\$61.36	\$76.70

Apprentices

	Rate of Pay - Weekly	Rate of Pay - Hourly	Saturday	Sunday	Double time	Public Holiday
1st Year <i>[55% the standard rate]</i>	\$587.86	\$15.47	\$23.21	\$27.07	\$30.94	\$38.68
2nd Year <i>[65% the standard rate]</i>	\$694.64	\$18.28	\$27.42	\$31.99	\$36.56	\$45.70
3rd Year <i>[80% the standard rate]</i>	\$855.00	\$22.50	\$33.75	\$39.38	\$45.00	\$56.25
4th Year <i>[95% the standard rate]</i>	\$1,014.98	\$26.71	\$40.07	\$46.74	\$53.42	\$66.78

NOTE: Ordinary hour rules for maintenance and horticulture employees (see clause 15.6) also apply to maintenance and horticultural apprentices

Adult Apprentices

Adult Apprentice means an apprentice who is 21 years of age or over at the commencement of their apprenticeship, and commenced their apprenticeship **after 1 January 2014**.

	Rate of Pay - Weekly	Rate of Pay - Hourly	Saturday	Sunday	Double time	Public Holiday
1st Year <i>[80% the standard rate*]</i>	\$855.00	\$22.50	\$33.75	\$39.38	\$45.00	\$56.25
2nd Year <i>[lowest adult classification, or 65% of standard rate, whichever is the greater**]</i>	\$922.64	\$24.28	\$36.42	\$42.49	\$48.56	\$60.70
3rd Year <i>[lowest adult classification, or 80% of standard rate, whichever is the greater**]</i>	\$922.64	\$24.28	\$36.42	\$42.49	\$48.56	\$60.70
4th Year <i>[lowest adult classification, or 95% of standard rate, whichever is the greater**]</i>	\$1,014.98	\$26.71	\$40.07	\$46.74	\$53.42	\$66.78

The minimum wage of an adult apprentice who commenced on or after 1 January 2014 and is in the first year of their apprenticeship must be 80% of the standard rate or the appropriate rate prescribed by clause 18.5 for the relevant year of the apprenticeship, whichever is the greater.

** The minimum wage of an adult apprentice who commenced on or after 1 January 2014 and is in the second and subsequent years of their apprenticeship must be the rate for the lowest adult classification in subclause 18.3—Adult employee rates, or the appropriate rate prescribed by clause 18.5 for the relevant year of the apprenticeship, whichever is the greater.

Club Employees: Juniors

Important: Note that these rates only apply to juniors who are **not** working as liquor service employees.

17 Years of Age & Under

Rate of Pay - Weekly	Rate of Pay - Hourly	Rate of Pay - Casual	Saturday	Sunday	Public Holiday
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<i>Introductory Modern Award</i>	\$553.66	\$14.57	\$18.21	\$21.86	\$25.50	\$36.43
<i>Level 1 Modern Award</i>	\$568.86	\$14.97	\$18.71	\$22.46	\$26.20	\$37.43
<i>Level 2 Modern Award</i>	\$589.38	\$15.51	\$19.39	\$23.27	\$27.14	\$38.78
<i>Level 3 Modern Award</i>	\$608.76	\$16.02	\$20.03	\$24.03	\$28.04	\$40.05
<i>Level 4 Modern Award</i>	\$641.06	\$16.87	\$21.09	\$25.31	\$29.52	\$42.18
<i>Level 5 Modern Award</i>	\$681.34	\$17.93	\$22.41	\$26.90	\$31.38	\$44.83
<i>Level 6 Modern Award</i>	\$699.58	\$18.41	\$23.01	\$27.62	\$32.22	\$46.03

18 Years of Age

Rate of Pay - Weekly	Rate of Pay - Hourly	Rate of Pay - Casual	Saturday	Sunday	Public Holiday
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<i>Introductory Modern Award</i>	\$646.00	\$17.00	\$21.25	\$25.50	\$29.75	\$42.50
<i>Level 1 Modern Award</i>	\$663.86	\$17.47	\$21.84	\$26.21	\$30.57	\$43.68
<i>Level 2 Modern Award</i>	\$687.80	\$18.10	\$22.63	\$27.15	\$31.68	\$45.25
<i>Level 3 Modern Award</i>	\$710.22	\$18.69	\$23.36	\$28.04	\$32.71	\$46.73
<i>Level 4 Modern Award</i>	\$747.84	\$19.68	\$24.60	\$29.52	\$34.44	\$49.20
<i>Level 5 Modern Award</i>	\$794.96	\$20.92	\$26.15	\$31.38	\$36.61	\$52.30
<i>Level 6 Modern Award</i>	\$816.24	\$21.48	\$26.85	\$32.22	\$37.59	\$53.70

19 Years of Age

Rate of Pay - Weekly	Rate of Pay - Hourly	Rate of Pay - Casual	Saturday	Sunday	Public Holiday
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<i>Introductory Modern Award</i>	\$784.32	\$20.64	\$25.80	\$30.96	\$36.12	\$51.60
<i>Level 1 Modern Award</i>	\$805.98	\$21.21	\$26.51	\$31.82	\$37.12	\$53.03
<i>Level 2 Modern Award</i>	\$834.86	\$21.97	\$27.46	\$32.96	\$38.45	\$54.93
<i>Level 3 Modern Award</i>	\$862.60	\$22.70	\$28.38	\$34.05	\$39.73	\$56.75
<i>Level 4 Modern Award</i>	\$908.20	\$23.90	\$29.88	\$35.85	\$41.83	\$59.75
<i>Level 5 Modern Award</i>	\$965.20	\$25.40	\$31.75	\$38.10	\$44.45	\$63.50
<i>Level 6 Modern Award</i>	\$991.04	\$26.08	\$32.60	\$39.12	\$45.64	\$65.20

Maintenance & Horticultural Employees

Rate of Pay - Weekly	Rate of Pay - Hourly - Monday - Friday & Saturday before 12 noon	Casual Hourly - Monday - Friday & Sat before 12 noon	Time and a half	Double time	Public Holiday
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<i>M & H Level 1 [Level 2 Modern Award]</i>	\$ 982.40	\$ 25.85	\$32.31	\$38.78	\$51.70	\$64.63
<i>M & H Level 2 [Level 3 Modern Award]</i>	\$ 1,014.70	\$ 26.70	\$33.38	\$40.05	\$53.40	\$66.75
<i>M & H Level 3 (tradesperson) [Level 4 Modern Award]</i>	\$ 1,068.40	\$ 28.12	\$35.15	\$42.18	\$56.24	\$70.30
<i>M & H Level 4 (tradesperson) [Level 5 Modern Award]</i>	\$ 1,135.50	\$ 29.88	\$37.35	\$44.82	\$59.76	\$74.70

Club Managers with Exemptions

	Rate of Pay - - Weekly	Weekly - 20% Exemption	Weekly - 50% Exemption	Annual Salary - Base	Annual Salary - 20% Exemption*	Annual Salary - 50% Exemption*
<i>Level 6 Club Manager</i>	\$ 1,165.70	\$1,398.84	\$1,748.55	\$60,783	\$72,940	\$91,174
<i>Level A Modern Award</i>	\$ 1,195.10	\$1,434.12	\$1,792.65	\$62,316	\$74,779	\$93,474
<i>Level B Modern Award M & H Management L1</i>	\$ 1,245.70	\$1,494.84	\$1,868.55	\$64,954	\$77,945	\$97,432
<i>Level C Modern Award</i>	\$ 1,262.30	\$1,514.76	\$1,893.45	\$65,820	\$78,984	\$98,730
<i>Level D Modern Award</i>	\$ 1,308.80	\$1,570.56	\$1,963.20	\$68,245	\$81,893	\$102,367
<i>Level E Modern Award M & H Management L2</i>	\$ 1,356.50	\$1,627.80	\$2,034.75	\$70,732	\$84,878	\$106,098
<i>Level F Modern Award Lead Golf Professional</i>	\$ 1,442.30	\$1,730.76	\$2,163.45	\$75,206	\$90,247	\$112,808
<i>Level G Modern Award</i>	\$ 1,470.50	\$1,764.60	\$2,205.75	\$76,676	\$92,011	\$115,014

*The annualised salaries are reflective of 52.1428 weeks

Club Managers including Weekends

	Rate of Pay - Weekly	Rate of Pay - Hourly	Saturday	Sunday	Double Time	Public Holidays
<i>Level 6 Club Manager</i>	\$ 1,165.70	\$ 30.68	\$46.02	\$53.69	\$61.36	\$76.70
<i>Level A Modern Award</i>	\$ 1,195.10	\$ 31.45	\$47.18	\$55.04	\$62.90	\$78.63
<i>Level B Modern Award</i>	\$ 1,245.70	\$ 32.78	\$49.17	\$57.37	\$65.56	\$81.95
<i>Level C Modern Award</i>	\$ 1,262.30	\$ 33.22	\$49.83	\$58.14	\$66.44	\$83.05
<i>Level D Modern Award</i>	\$ 1,308.80	\$ 34.44	\$51.66	\$60.27	\$68.88	\$86.10
<i>Level E Modern Award</i>	\$ 1,356.50	\$ 35.70	\$53.55	\$62.48	\$71.40	\$89.25
<i>Level F Modern Award</i>	\$ 1,442.30	\$ 37.96	\$56.94	\$66.43	\$75.92	\$94.90
<i>Level G Modern Award</i>	\$ 1,470.50	\$ 38.70	\$58.05	\$67.73	\$77.40	\$96.75

Award Penalties & Loadings

Casual Loading	Late Work Penalty	Early Work Penalty	Broken Shift Allowance	First Aid Allowance
25%	\$2.81 per hour	\$4.22 per hour	\$4.27 per shift	\$12.82 per week

High Income Threshold

From 1 July 2024:	\$ 181,125
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Award Allowances 2025 - 2026

(Effective 1 July 2025)

NAME	AMOUNT	AWARD CLAUSE
Meal – Managers	\$16.73 per shift OR meal provided	19.3(b) (ii)
Meal – Overtime	\$16.73 OR meal provided	19.3 (a) (i)
Tools - Cooks	\$2.03 per day, max \$9.94 per week	19.3(c) (i)
Tools – Maint & Hort	Reimbursement of costs of supplying own	19.3(c) (x)
Special and Waterproof Clothing	Reimbursement of cost of purchasing	19.3(c) (ii) and (vi)
Shoe	Reimbursement of cost of purchasing “special” shoes (e.g. steel capped boots)	19.3(c) (ii)
Laundry	Reimbursement of demonstrated costs OR amount agreed to between Club and employees*	19.3(c) (iii) OR (iv)
Uniform – Managers	\$10.00 per week (no change)	19.3(d) (ii)
Vehicle	\$0.99 per kilometre	19.3(e)
Higher Duties	Paid at the rate of the higher classification for the time worked, or, if more than two hours, the whole shift.	18.11(a)
First Aid	\$12.82 per week (including on leave)	19.2(b)
Broken Shift	\$4.27 per shift	19.2(c)

Schedule E — National Training Wage

E.1 Definitions

E.1.1 In this schedule:

adult trainee means a trainee who would qualify for the highest minimum wage in wage level A, B or C if covered by that wage level.

approved training, in relation to a trainee, means the training specified in the training contract of the trainee.

Australian Qualifications Framework (AQF) means the national framework for qualifications in post-compulsory education and training.

relevant Ministers means the Commonwealth, State and Territory Ministers responsible for vocational education and training.

relevant State or Territory training authority means a body in the relevant State or Territory that has power to approve traineeships, and to register training contracts, under the relevant State or Territory vocational education and training legislation.

relevant State or Territory vocational education and training legislation means the following or any successor legislation:

Apprenticeship and Traineeship Act 2001 (NSW);

Education and Training Reform Act 2006 (Vic);

Training and Skills Development Act 2008 (SA);

Training and Skills Development Act 2016 (NT);

Training and Tertiary Education Act 2003 (ACT);

Training and Workforce Development Act 2013 (Tas);

Vocational Education and Training Act 1996 (WA);

Further Education and Training Act 2014 (Qld).

trainee means an employee undertaking a traineeship under a training contract.

traineeship means a system of training that:

(a) has been approved by the relevant State or Territory training authority; and

(b) meets the requirements of a training package developed by the relevant Skills Service Organisation and endorsed by the Australian Industry and Skills Committee; and

(c) leads to an AQF certificate level qualification.

training contract means an agreement for a traineeship made between an employer and an employee that is registered by the relevant State or Territory training authority.

training package means the competency standards and associated assessment guidelines for an AQF certificate level qualification that have been endorsed for an industry or enterprise by the

Australian Industry and Skills Committee and placed on the National Training Information Service with the approval of the relevant Ministers, and includes any relevant replacement training package.

wage level A, B or C , see clause E.4 .

Year 10 includes any year before Year 10.

E.1.2 A reference in this schedule to **out of school** refers only to periods out of school beyond Year 10 as at 1 January in each year and is taken to:

(a) include any period of schooling beyond Year 10 that was not part of, or did not contribute to, a completed year of schooling; and

(b) include any period during which a trainee repeats, in whole or part, a year of schooling beyond Year 10; and

(c) not include any period during a calendar year after the completion during that year of a year of schooling.

E.2 Coverage

E.2.1 Subject to clauses E.2.2 to E.2.5 , this schedule applies to an employee covered by this award who is undertaking a traineeship and whose training package and AQF certificate level are allocated to a wage level by clause E.6 or by clause E.4.4 .

E.2.2 This schedule only applies to AQF Certificate Level IV traineeships for which a relevant AQF Certificate Level III traineeship is listed in clause E.6 .

E.2.3 This schedule does not apply to:

(a) the apprenticeship system; or

(b) qualifications not identified in training packages; or

(c) qualifications in training packages that are not identified as appropriate for a traineeship.

E.2.4 If this schedule is inconsistent with other provisions of this award relating to traineeships, the other provisions prevail.

E.2.5 This schedule ceases to apply to an employee at the end of the traineeship.

E.3 Types of traineeship

The following types of traineeship are available:

E.3.1 A full-time traineeship based on 38 ordinary hours per week, with **20%** of those hours being approved training;

E.3.2 A part-time traineeship based on fewer than 38 ordinary hours per week, with **20%** of those hours being approved training provided:

(a) wholly on the job; or

(b) partly on the job and partly off the job; or

(c) wholly off the job.

E.4 Minimum rates

E.4.1 Minimum weekly rates for full-time traineeships

(a) Wage level A

The minimum rate for a full-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level A by clause E.6.1 is the weekly rate specified in Column 2 of **Table 1—Wage level A minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship)** according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in Column 1.

Table 1—Wage level A minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship)

Column 1 Experience level of trainee	Column 2 Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
School leaver	412.70	454.40	540.50
Plus 1 year out of school	454.40	540.50	629.00
Plus 2 years out of school	540.50	629.00	732.00
Plus 3 years out of school	629.00	732.00	838.00
Plus 4 years out of school	732.00	838.00	
Plus 5 or more years out of school	838.00		

NOTE: See clause E.4.3 for other minimum wage provisions that affect clause E.4.1(a) .

(b) Wage level B

The minimum rate for a full-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level B by clause E.6.2 or by clause E.4.4 is the weekly rate specified in Column 2 of **Table 2—Wage level B minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship)** according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in Column 1.

Table 2—Wage level B minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship)

Column 1 Experience level of trainee	Column 2 Highest year of schooling completed
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	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
School leaver	412.70	454.40	526.70
Plus 1 year out of school	454.40	526.70	605.90
Plus 2 years out of school	526.70	605.90	710.60
Plus 3 years out of school	605.90	710.60	810.40
Plus 4 years out of school	710.60	810.40	
Plus 5 or more years out of school	810.40		

NOTE: See clause E.4.3 for other minimum wage provisions that affect clause E.4.1(b) .

(c) Wage level C

The minimum rate for a full-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level C by clause E.6.3 is the weekly rate specified in Column 2 of **Table 3—Wage level C minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship)** according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in Column 1.

Table 3—Wage level C minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship)

Column 1	Column 2		
Experience level of trainee	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
School leaver	412.70	454.40	526.70
Plus 1 year out of school	454.40	526.70	595.60
Plus 2 years out of school	526.70	595.60	665.40
Plus 3 years out of school	595.60	665.40	741.20
Plus 4 years out of school	665.40	741.20	
Plus 5 or more years out of school	741.20		

NOTE: See clause E.4.3 for other minimum wage provisions that affect clause E.4.1(c) .

(d) AQF Certificate Level IV traineeships

(i) The minimum rate for a full-time trainee undertaking an AQF Certificate Level IV traineeship is the minimum rate for the relevant full-time AQF Certificate Level III traineeship increased by **3.8%** .

(ii) The minimum rate for a full-time adult trainee undertaking an AQF Certificate Level IV traineeship is the weekly rate specified in Column 2 or 3 of **Table 4—Minimum weekly rate for full-time adult trainees (AQF Certificate Level IV traineeship)** according to the year of the traineeship specified in those columns and the relevant wage level for the relevant AQF Certificate Level III traineeship specified in Column 1.

Table 4—Minimum weekly rate for full-time adult trainees (AQF Certificate Level IV traineeship)

Column 1 Wage level	Column 2 First year of traineeship	Column 3 Second and subsequent years of traineeship
	per week	per week
	\$	\$
A	869.80	902.80
B	841.20	873.20
C	769.40	798.50

NOTE: See clause E.4.3 for other minimum wage provisions that affect clause E.4.1(d) .

E.4.2 Minimum hourly rates for part-time traineeships

(a) Wage level A

The minimum hourly rate for a part-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level A by clause E.6.1 is the hourly rate specified in Column 2 of **Table 5—Wage level A minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)** according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in Column 1.

Table 5—Wage level A minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)

Column 1 Experience level of trainee	Column 2 Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
School leaver	13.57	14.95	17.77
Plus 1 year out of school	14.95	17.77	20.69

Plus 2 years out of school	17.77	20.69	24.07
Plus 3 years out of school	20.69	24.07	27.57
Plus 4 years out of school	24.07	27.57	
Plus 5 or more years out of school	27.57		

NOTE: See clause E.4.2(f) for calculating the actual minimum wage. See also clause E.4.3 for other minimum wage provisions that affect clause E.4.2(a) .

(b) Wage level B

The minimum hourly rate for a part-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level B by clause E.6.2 or by clause E.4.4 is the hourly rate specified in Column 2 of **Table 6—Wage level B minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)** according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in Column 1.

Table 6—Wage level B minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)

Column 1 Experience level of trainee	Column 2 Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
School leaver	13.57	14.95	17.34
Plus 1 year out of school	14.95	17.34	19.93
Plus 2 years out of school	17.34	19.93	23.38
Plus 3 years out of school	19.93	23.38	26.66
Plus 4 years out of school	23.38	26.66	
Plus 5 or more years out of school	26.66		

NOTE: See clause E.4.2(f) for calculating the actual minimum wage. See also clause E.4.3 for other minimum wage provisions that affect clause E.4.2(b) .

(c) Wage level C

The minimum hourly rate for a part-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level C by clause E.6.3 is the hourly rate specified in Column 2 of **Table 7—Wage level C minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)** according to the highest year of schooling

completed by the trainee specified in that column and the experience level of the trainee specified in Column 1.

Table 7—Wage level C minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)

Column 1 Experience level of trainee	Column 2 Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
School leaver	13.57	14.95	17.34
Plus 1 year out of school	14.95	17.34	19.58
Plus 2 years out of school	17.34	19.58	21.89
Plus 3 years out of school	19.58	21.89	24.37
Plus 4 years out of school	21.89	24.37	
Plus 5 or more years out of school	24.37		

NOTE: See clause E.4.2(f) for calculating the actual minimum wage. See also clause E.4.3 for other minimum wage provisions that affect clause E.4.2(c).

(d) School-based traineeships

The minimum hourly rate for a part-time trainee who works ordinary hours and is undertaking a school-based AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage levels A, B or C by clause E.6 or by clause E.4.4 is the hourly rate in Column 1 or 2 of **Table 8—Minimum hourly rate for part-time trainees (school-based AQF Certificate Level I–III traineeship)** according to the year of schooling of the trainee.

Table 8—Minimum hourly rate for part-time trainees (school-based AQF Certificate Level I–III traineeship)

Column 1 Year 11 or lower	Column 2 Year 12
per hour	per hour
\$	\$
13.57	14.95

NOTE: See clause E.4.2(f) for calculating the actual minimum wage. See also clause E.4.3 for other minimum wage provisions that affect clause E.4.2(d).

(e) AQF Certificate Level IV traineeships

(i) The minimum hourly rate for a part-time trainee undertaking an AQF Certificate Level IV traineeship is the minimum hourly rate for the relevant part-time AQF Certificate Level III traineeship increased by **3.8%** .

(ii) The minimum hourly rate for a part-time adult trainee undertaking an AQF Certificate Level IV traineeship is the hourly rate in Column 2 or 3 of **Table 9—Minimum hourly rate for part-time adult trainees (AQF Certificate Level IV traineeship)** , according to the year of the traineeship specified in those columns and the relevant wage level for the relevant AQF Certificate Level III traineeship specified in Column 1.

Table 9—Minimum hourly rate for part-time adult trainees (AQF Certificate Level IV traineeship)

Column 1 Wage level	Column 2 First year of traineeship	Column 3 Second and subsequent years of traineeship
	per hour	per hour
	\$	\$
A	28.62	29.69
B	27.68	28.72
C	25.31	26.27

NOTE: See clause E.4.2(f) for calculating the actual minimum wage. See also clause E.4.3 for other minimum wage provisions that affect clause E.4.2(e) .

(f) Calculating the actual minimum wage

(i) If fewer than 38 (or an average of 38) ordinary hours of work per week is considered full-time at the workplace by the employer, the appropriate minimum hourly rate for a part-time trainee is obtained by multiplying the relevant minimum hourly rate in clauses E.4.2(a) to E.4.2(e) by 38 and then dividing the figure obtained by the full-time ordinary hours of work per week.

(ii) If the approved training for a part-time traineeship is provided wholly off-the-job by a registered training organisation, for example at school or at TAFE, the relevant minimum hourly rate in clauses E.4.2(a) to E.4.2(e) applies to each ordinary hour worked by the trainee.

(iii) If the approved training for a part-time traineeship is undertaken solely on-the-job or partly on-the-job and partly off-the-job, the relevant minimum hourly rate in clauses E.4.2(a) to E.4.2(e) minus **20%** applies to each ordinary hour worked by the trainee.

E.4.3 Other minimum wage provisions

(a) Clause E.4.3 applies despite anything to the contrary in clause E.4.2 or E.4.4 .

(b) An employee who was employed by an employer immediately before becoming a trainee with that employer must not suffer a reduction in their minimum rate of pay because of becoming a trainee.

(c) For the purpose of determining whether a trainee has suffered a reduction as mentioned in clause E.4.3(b) , casual loadings are to be disregarded.

(d) If a qualification is converted from an AQF Certificate Level II to an AQF Certificate Level III traineeship, or from an AQF Certificate Level III to an AQF Certificate Level IV traineeship, then the trainee must be paid the next highest minimum wage provided in this schedule, if a higher minimum wage is provided for the new AQF certificate level.

E.4.4 Default wage rate

The minimum wage for a trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate level are not allocated to a wage level by clause E.6 is the relevant minimum wage under this schedule for a trainee undertaking an AQF Certificate to Level I–III traineeship whose training package and AQF certificate level are allocated to wage level B.

E.5 Employment conditions

E.5.1 A trainee undertaking a school-based traineeship may agree to be paid an additional loading of **25%** on all ordinary hours worked instead of being paid annual leave, paid personal/carer’s leave, paid compassionate leave and paid absence on public holidays. However, if the trainee works on a public holiday, the public holiday provisions of this award apply.

E.5.2 A trainee is entitled to be released from work without loss of pay and without loss of continuity of employment to attend any training and assessment specified in, or associated with, the training contract.

E.5.3 Time spent by a trainee, other than a trainee undertaking a school-based traineeship, in attending any training and assessment specified in, or associated with, the training contract is to be regarded as time worked for the employer for the purposes of calculating the trainee’s wages and determining the trainee’s employment conditions.

E.5.4 The time to be included for the purpose of calculating the wages for part-time trainees whose approved training is wholly off-the-job is determined by clauses E.4.2(f)(ii) and E.4.2(f)(iii) and not by clause E.5.3 .

E.5.5 Subject to clause E.2.4 , this award applies to a trainee in the same way that it applies to an employee who is not a trainee except as otherwise expressly provided by this schedule.

E.6 Allocation of traineeships to wage levels

The wage levels applying to training packages and their AQF certificate levels are:

E.6.1 Wage level A

Training package	AQF certificate level
Aeroskills	II
Aviation	I, II, III
Beauty	III
Business Services	I, II, III
Chemical, Hydrocarbons and Refining	I, II, III
Civil Construction	III

Coal Training Package	II, III
Community Services	II, III
Construction, Plumbing and Services Integrated Framework	I, II, III
Correctional Services	II, III
Drilling	II, III
Electricity Supply Industry—Generation Sector	II, III (III in Western Australia only)
Electricity Supply Industry—Transmission, Distribution and Rail Sector	II
Electrotechnology	I, II, III (III in Western Australia only)
Financial Services	I, II, III
Floristry	III
Food Processing Industry	III
Gas Industry	III
Information and Communications Technology	I, II, III
Laboratory Operations	II, III
Local Government (other than Operational Works Cert I and II)	I, II, III
Manufactured Mineral Products	III
Manufacturing	I, II, III
Maritime	I, II, III
Metal and Engineering (Technical)	II, III
Metalliferous Mining	II, III
Museum, Library and Library/Information Services	II, III
Plastics, Rubber and Cablemaking	III
Public Safety	III
Public Sector	II, III

Pulp and Paper Manufacturing Industries	III
Retail Services (including wholesale and Community pharmacy)	III
Telecommunications	II, III
Textiles, Clothing and Footwear	III
Tourism, Hospitality and Events	I, II, III
Training and Assessment	III
Transport and Logistics	III
Water Industry (Utilities)	III

E.6.2 Wage level B

Training package	AQF certificate level
Animal Care and Management	I, II, III
Asset Maintenance	I, II, III
Australian Meat Industry	I, II, III
Automotive Industry Manufacturing	II, III
Automotive Industry Retail, Service and Repair	I, II, III
Beauty	II
Caravan Industry	II, III
Civil Construction	I
Community Recreation Industry	III
Entertainment	I, II, III
Extractive Industries	II, III
Fitness Industry	III
Floristry	II
Food Processing Industry	I, II
Forest and Forest Products Industry	I, II, III
Furnishing	I, II, III
Gas Industry	I, II
Golf Clubs and Facilities	II, III

Health	II, III
Local Government (Operational Works)	I, II
Manufactured Mineral Products	I, II
Metal and Engineering (Production)	II, III
Outdoor Recreation Industry	I, II, III
Plastics, Rubber and Cablemaking	II
Printing and Graphic Arts	II, III
Property Services	I, II, III
Public Safety	I, II
Pulp and Paper Manufacturing Industries	I, II
Retail Services	I, II
Screen and Media	I, II, III
Sport Industry	II, III
Sugar Milling	I, II, III
Textiles, Clothing and Footwear	I, II
Transport and Logistics	I, II
Visual Arts, Craft and Design	I, II, III
Water Industry	I, II

E.6.3 Wage level C

Training package	AQF certificate level
Agriculture, Horticulture and Conservation and Land Management	I, II, III
Funeral Services	I, II, III
Music	I, II, III
Racing Industry	I, II, III
Rural Production	I, II, III
Seafood Industry	I, II, III

WAGE RATES 2024 - 2025

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

Club Employees: Full-time & Part-time

Rate of Pay - Weekly	Rate of Pay - Hourly	Saturday	Sunday	Double Time	Public Holidays
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<i>Introductory Modern Award</i>	\$891.50	\$23.46	\$35.19	\$41.06	\$46.92	\$58.65
<i>Level 1 Modern Award</i>	\$915.90	\$24.10	\$36.15	\$42.18	\$48.20	\$60.25
<i>Level 2 Modern Award</i>	\$949.20	\$24.98	\$37.47	\$43.72	\$49.96	\$62.45
<i>Level 3 Modern Award</i>	\$980.40	\$25.80	\$38.70	\$45.15	\$51.60	\$64.50
<i>Level 4 Modern Award</i>	\$1,032.30	\$27.17	\$40.76	\$47.55	\$54.34	\$67.93
<i>Level 5 Modern Award</i>	\$1,097.10	\$28.87	\$43.31	\$50.52	\$57.74	\$72.18
<i>Level 6 Modern Award</i>	\$1,126.30	\$29.64	\$44.46	\$51.87	\$59.28	\$74.10

Important: The appropriate wage level is to be found in clause 18.3 of the modern award and should not be confused with the employee's classification level

Club Employees: Casuals

Mon to Fri	Sat	Sun	Double Time	Public Holidays
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<i>Introductory Modern Award</i>	\$29.33	\$35.19	\$41.06	\$46.92	\$58.65
<i>Level 1 Modern Award</i>	\$30.13	\$36.15	\$42.18	\$48.20	\$60.25
<i>Level 2 Modern Award</i>	\$31.23	\$37.47	\$43.72	\$49.96	\$62.45
<i>Level 3 Modern Award</i>	\$32.25	\$38.70	\$45.15	\$51.60	\$64.50

<i>Level 4 Modern Award</i>	\$33.96	\$40.76	\$47.55	\$54.34	\$67.93
<i>Level 5 Modern Award</i>	\$36.09	\$43.31	\$50.52	\$57.74	\$72.18
<i>Level 6 Modern Award</i>	\$37.05	\$44.46	\$51.87	\$59.28	\$74.10

Apprentices

Rate of Pay - Weekly	Rate of Pay - Hourly	Saturday	Sunday	Double time	Public Holiday
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<i>1st Year [55% the standard rate]</i>	\$567.72	\$14.94	\$22.41	\$26.15	\$29.88	\$37.35
<i>2nd Year [65% the standard rate]</i>	\$671.08	\$17.66	\$26.49	\$30.91	\$35.32	\$44.15
<i>3rd Year [80% the standard rate]</i>	\$826.12	\$21.74	\$32.61	\$38.05	\$43.48	\$54.35
<i>4th Year [95% the standard rate]</i>	\$980.78	\$25.81	\$38.72	\$45.17	\$51.62	\$64.53

NOTE: Ordinary hour rules for maintenance and horticulture employees (see clause 15.6) also apply to maintenance and horticultural apprentices

Adult Apprentices

Adult Apprentice means an apprentice who is 21 years of age or over at the commencement of their apprenticeship, and commenced their apprenticeship **after 1 January 2014**.

Rate of Pay - Weekly	Rate of Pay - Hourly	Saturday	Sunday	Double time	Public Holiday
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<i>1st Year [80% the standard rate*]</i>	\$826.12	\$21.74	\$32.61	\$38.05	\$43.48	\$54.35
<i>2nd Year [lowest adult classification, or 65% of standard rate, whichever is the greater**]</i>	\$891.48	\$23.46	\$35.19	\$41.06	\$46.92	\$58.65
<i>3rd Year [lowest adult classification, or 80% of standard rate, whichever is the greater**]</i>	\$891.48	\$23.46	\$35.19	\$41.06	\$46.92	\$58.65
<i>4th Year [lowest adult classification, or 95% of standard rate, whichever is the greater**]</i>	\$980.78	\$25.81	\$38.72	\$45.17	\$51.62	\$64.53

The minimum wage of an adult apprentice who commenced on or after 1 January 2014 and is in the first year of their apprenticeship must be 80% of the standard rate or the appropriate rate prescribed by clause 18.5 for the relevant year of the apprenticeship, whichever is the greater.

**** The minimum wage of an adult apprentice who commenced on or after 1 January 2014 and is in the second and subsequent years of their apprenticeship must be the rate for the lowest adult classification in subclause 18.3—Adult employee rates, or the appropriate rate prescribed by clause 18.5 for the relevant year of the apprenticeship, whichever is the greater.**

Club Employees: Juniors

*Important: Note that these rates only apply to juniors who are **not** working as liquor service employees.*

17 Years of Age & Under

	Rate of Pay - Weekly	Rate of Pay - Hourly	Rate of Pay - Casual	Saturday	Sunday	Public Holiday
<i>Introductory Modern Award</i>	\$535.04	\$14.08	\$17.60	\$21.12	\$24.64	\$35.20
<i>Level 1 Modern Award</i>	\$549.48	\$14.46	\$18.08	\$21.69	\$25.31	\$36.15
<i>Level 2 Modern Award</i>	\$569.62	\$14.99	\$18.74	\$22.49	\$26.23	\$37.48
<i>Level 3 Modern Award</i>	\$588.24	\$15.48	\$19.35	\$23.22	\$27.09	\$38.70
<i>Level 4 Modern Award</i>	\$619.40	\$16.30	\$20.38	\$24.45	\$28.53	\$40.75
<i>Level 5 Modern Award</i>	\$658.16	\$17.32	\$21.65	\$25.98	\$30.31	\$43.30
<i>Level 6 Modern Award</i>	\$675.64	\$17.78	\$22.23	\$26.67	\$31.12	\$44.45

18 Years of Age

	Rate of Pay - Weekly	Rate of Pay - Hourly	Rate of Pay - Casual	Saturday	Sunday	Public Holiday
<i>Introductory Modern Award</i>	\$623.96	\$16.42	\$20.53	\$24.63	\$28.74	\$41.05
<i>Level 1 Modern Award</i>	\$641.06	\$16.87	\$21.09	\$25.31	\$29.52	\$42.18
<i>Level 2 Modern Award</i>	\$664.62	\$17.49	\$21.86	\$26.24	\$30.61	\$43.73
<i>Level 3 Modern Award</i>	\$686.28	\$18.06	\$22.58	\$27.09	\$31.61	\$45.15
<i>Level 4 Modern Award</i>	\$722.76	\$19.02	\$23.78	\$28.53	\$33.29	\$47.55
<i>Level 5 Modern Award</i>	\$767.98	\$20.21	\$25.26	\$30.32	\$35.37	\$50.53

<i>Level 6 Modern Award</i>	\$788.50	\$20.75	\$25.94	\$31.13	\$36.31	\$51.88
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19 Years of Age

Rate of Pay - Weekly	Rate of Pay - Hourly	Rate of Pay - Casual	Saturday	Sunday	Public Holiday
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<i>Introductory Modern Award</i>	\$757.72	\$19.94	\$24.93	\$29.91	\$34.90	\$49.85
<i>Level 1 Modern Award</i>	\$778.62	\$20.49	\$25.61	\$30.74	\$35.86	\$51.23
<i>Level 2 Modern Award</i>	\$806.74	\$21.23	\$26.54	\$31.85	\$37.15	\$53.08
<i>Level 3 Modern Award</i>	\$833.34	\$21.93	\$27.41	\$32.90	\$38.38	\$54.83
<i>Level 4 Modern Award</i>	\$877.42	\$23.09	\$28.86	\$34.64	\$40.41	\$57.73
<i>Level 5 Modern Award</i>	\$932.52	\$24.54	\$30.68	\$36.81	\$42.95	\$61.35
<i>Level 6 Modern Award</i>	\$957.22	\$25.19	\$31.49	\$37.79	\$44.08	\$62.98

Maintenance & Horticultural Employees

Rate of Pay - Weekly	Rate of Pay - Hourly - Monday - Friday & Saturday before 12 noon	Casual Hourly - Monday - Friday & Sat before 12 noon	Time and a half	Double time	Public Holiday
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<i>M & H Level 1 [Level 2 Modern Award]</i>	\$ 949.20	\$ 24.98	\$31.23	\$37.47	\$49.96	\$62.45
<i>M & H Level 2 [Level 3 Modern Award]</i>	\$ 980.40	\$ 25.80	\$32.25	\$38.70	\$51.60	\$64.50
<i>M & H Level 3 (tradesperson) [Level 4 Modern Award]</i>	\$ 1,032.30	\$ 27.17	\$33.96	\$40.76	\$54.34	\$67.93

M & H Level 4 (tradesperson) [Level 5 Modern Award]	\$ 1,097.10	\$ 28.87	\$36.09	\$43.31	\$57.74	\$72.18
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Club Managers with Exemptions

	Rate of Pay - - Weekly	Weekly - 20% Exemption	Weekly - 50% Exemption	Annual Salary - Base	Annual Salary - 20% Exemption*	Annual Salary - 50% Exemption*
Level 6 Club Manager	\$ 1,126.30	\$1,351.56	\$1,689.45	\$58,728	\$70,474	\$88,093
Level A Modern Award	\$ 1,154.70	\$1,385.64	\$1,732.05	\$60,209	\$72,251	\$90,314
Level B Modern Award M & H Management L1	\$ 1,203.60	\$1,444.32	\$1,805.40	\$62,759	\$75,311	\$94,139
Level C Modern Award	\$ 1,219.60	\$1,463.52	\$1,829.40	\$63,593	\$76,312	\$95,390
Level D Modern Award	\$ 1,264.50	\$1,517.40	\$1,896.75	\$65,935	\$79,122	\$98,902
Level E Modern Award M & H Management L2	\$ 1,310.60	\$1,572.72	\$1,965.90	\$68,338	\$82,006	\$102,508
Level F Modern Award Lead Golf Professional	\$ 1,393.50	\$1,672.20	\$2,090.25	\$72,661	\$87,193	\$108,992
Level G Modern Award	\$ 1,420.80	\$1,704.96	\$2,131.20	\$74,085	\$88,901	\$111,127

*The annualised salaries are reflective of 52.1428 weeks

Club Managers including Weekends

	Rate of Pay - Weekly	Rate of Pay - Hourly	Saturday	Sunday	Double Time	Public Holidays
Level 6 Club Manager	\$ 1,126.30	\$ 29.64	\$44.46	\$51.87	\$59.28	\$74.10
Level A Modern Award	\$ 1,154.70	\$ 30.39	\$45.59	\$53.18	\$60.78	\$75.98
Level B Modern Award	\$ 1,203.60	\$ 31.67	\$47.51	\$55.42	\$63.34	\$79.18
Level C Modern Award	\$ 1,219.60	\$ 32.09	\$48.14	\$56.16	\$64.18	\$80.23
Level D Modern Award	\$ 1,264.50	\$ 33.28	\$49.92	\$58.24	\$66.56	\$83.20

Level E Modern Award	\$ 1,310.60	\$ 34.49	\$51.74	\$60.36	\$68.98	\$86.23
Level F Modern Award	\$ 1,393.50	\$ 36.67	\$55.01	\$64.17	\$73.34	\$91.68
Level G Modern Award	\$ 1,420.80	\$ 37.39	\$56.09	\$65.43	\$74.78	\$93.48

Award Penalties & Loadings

Casual Loading	Late Work Penalty	Early Work Penalty	Broken Shift Allowance	First Aid Allowance
25%	\$2.72 per hour	\$4.08 per hour	\$4.13 per shift	\$12.39 per week

High Income Threshold

From 1 July 2024:	\$ 175,000
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