

Dredging Industry Award 2010

The above award was first made on 4 September 2009 [[PR988945](#)]

This consolidated version of the award includes variations made on 16 December 2009 [[PR991594](#)]; 5 March 2010 [[PR994444](#)]; 4 June 2010 [[PR997772](#)]; 21 June 2010 [[PR998096](#)]; 21 June 2010 [[PR997990](#)]

NOTE: Transitional provisions may apply to certain clauses – see [clause 2](#)

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Part 1—Application and Operation

1. Title

This award is the *Dredging Industry Award 2010*.

2. Commencement and transitional

2.1 This award commences on 1 January 2010.

2.2 The monetary obligations imposed on employers by this award may be absorbed into overaward payments. Nothing in this award requires an employer to maintain or increase any overaward payment.

2.3 This award contains transitional arrangements which specify when particular parts of the award come into effect.

2.4 Neither the making of this award nor the operation of any transitional arrangements is intended to result in a reduction in the take-home pay of employees covered by the award. On application by or on behalf of an employee who suffers a reduction in take-home pay as a result of the making of this award or the operation of any transitional arrangements, Fair Work Australia may make any order it considers appropriate to remedy the situation.

2.5 Fair Work Australia may review the transitional arrangements in this award and make a determination varying the award.

2.6 Fair Work Australia may review the transitional arrangements:

- (a) on its own initiative; or
- (b) on application by an employer, employee, organisation or outworker entity covered by the modern award; or
- (c) on application by an organisation that is entitled to represent the industrial interests of one or more employers or employees that are covered by the modern award; or
- (d) in relation to outworker arrangements, on application by an organisation that is entitled to represent the industrial interests of one or more outworkers to whom the arrangements relate.

3. Definitions and interpretation

[Varied by [PR994444](#), [PR997772](#)]

3.1 In this award, unless the contrary intention appears:

Act means the *Fair Work Act 2009* (Cth)

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[Definition of **agreement-based transitional instrument** inserted by [PR994444](#) from 01Jan10]

agreement-based transitional instrument has the meaning in the *Fair Work (Transitional Provisions and Consequential Amendments) Act 2009* (Cth)

award-based transitional instrument has the meaning in the *Fair Work (Transitional Provisions and Consequential Amendments) Act 2009* (Cth)

barge means either a propelled or non-propelled barge engaged in the carriage of dredge spoil, marine stores including fuel and/or dredging equipment

continuous operation means 24 hours per day operation

day means the 24 hours midnight to midnight

day worker means an employee who works day work in accordance with this award and does not include a shiftworker on day shift

dredge means a self-propelled vessel or a non-propelled vessel as defined which is engaged in or in association with dredging or dredging work. Under this definition:

- (a) **self-propelled vessel** means a dredging vessel used specifically for dredging or dredging work which is powered under its own steam; and
- (b) **non-propelled vessel** means a dredging vessel used specifically for dredging or dredging work which is not powered under its own steam and is required to be pushed or pulled into its position of operation.

dredging industry means:

- (a) the operation of vessels in dredging or sluicing work generally and including such work in relation to land reclamation, metalliferous and other mining, and oil and gas projects; and
- (b) the operation of vessels, barges, self-propelled dredges, tugs or other self-propelled vessels, used in the dredging of ports, harbours, bays, estuaries, rivers and channels requiring travelling to or from a dumping area, or whilst moving from port to port

[Definition of **employee** substituted by [PR997772](#) from 01Jan10]

employee means national system employee within the meaning of the Act

[Definition of **employer** substituted by [PR997772](#) from 01Jan10]

employer means national system employer within the meaning of the Act

enterprise award-based instrument has the meaning in the *Fair Work (Transitional Provisions and Consequential Amendments) Act 2009* (Cth)

free passage means: for travel by rail—first class including sleeper berth when so provided; for travel by air—commercial aircraft, economy class

fully operational means the period between the time employees go on to 12 hour shifts for the mobilisation of a vessel until the completion of the demobilisation period. Such period includes the preparation on site for operations, dredging operations, running repairs and maintenance carried out during the course of the

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contract but does not include scheduled breaks in the contract program where the vessel is not required.

home port means the port at which the employee is originally engaged or the port mutually agreed upon between the employer and the employee concerned

laid up means all times when a vessel is not fully operational as defined and includes periods when a vessel is laid up out of commission, or laid up under repair and maintenance between dredging contracts, or during scheduled breaks in the contract program where the vessel is not required, but does not include essential repairs and maintenance if required at the conclusion of a project

launch means a self-propelled vessel engaged in hydro-graphic survey and/or the carriage of passengers or stores between other vessels and shore facilities

month means a calendar month

NES means the National Employment Standards as contained in [sections 59 to 131](#) of the *Fair Work Act 2009* (Cth)

[Definition of **on-hire** inserted by [PR994444](#) from 01Jan10]

on-hire means the on-hire of an employee by their employer to a client, where such employee works under the general guidance and instruction of the client or a representative of the client

port includes a bay, river and/or area prescribed as being within harbour limits

senior assistant driller means an assistant driller with nine months' service or more with the employer on a drill rig

shiftworker means an employee who works shiftwork in accordance with this award as part of a two or three shift system

shipkeeping means being on board and available for the performance of any duty

standard rate means the minimum weekly rate for the classification of able seaman in clause 14.2

STCW 95 means the International Convention on Standards of Training, Certification and Watchkeeping for Seafarers, 1978 as amended in 1995

[Definition of **transitional minimum wage instrument** inserted by [PR994444](#) from 01Jan10]

transitional minimum wage instrument has the meaning in the *Fair Work (Transitional Provisions and Consequential Amendments) Act 2009* (Cth)

3.2 Where this award refers to a condition of employment provided for in the NES, the NES definition applies.

4. Coverage

[Varied by [PR994444](#)]

- 4.1** This industry award covers employers throughout Australia in the dredging industry and their employees in the classifications within clause 14—Minimum wages to the exclusion of any other modern award.
- 4.2** The award does not cover employers covered by the following awards:
- (a) the *Coal Export Terminals Award 2010*;
 - (b) the *Marine Towage Award 2010*;
 - (c) the *Maritime Offshore Oil and Gas Award 2010*;
 - (d) the *Ports, Harbours and Enclosed Water Vessels Award 2010*;
 - (e) the *Port Authorities Award 2010*;
 - (f) the *Seagoing Industry Award 2010*; and
 - (g) the *Stevedoring Industry Award 2010*,
- with respect to any employee who is covered by that award.
- 4.3** The award does not cover maintenance contractors covered by the *Manufacturing and Associated Industries and Occupations Award 2010*.
- 4.4** The award does not cover an employee excluded from award coverage by the Act.
- 4.5** The award does not cover employees who are covered by a modern enterprise award, or an enterprise instrument (within the meaning of the *Fair Work (Transitional Provisions and Consequential Amendments) Act 2009* (Cth)), or employers in relation to those employees.

[New 4.6, 4.7 and 4.8 inserted by [PR994444](#) from 01Jan10]

- 4.6** The award does not cover employees who are covered by a State reference public sector modern award, or a State reference public sector transitional award (within the meaning of the *Fair Work (Transitional Provisions and Consequential Amendments) Act 2009* (Cth)), or employers in relation to those employees.
- 4.7** This award covers any employer which supplies labour on an on-hire basis in the industry set out in clause 4.1 in respect of on-hire employees in classifications covered by this award, and those on-hire employees, while engaged in the performance of work for a business in that industry. This subclause operates subject to the exclusions from coverage in this award.
- 4.8** This award covers employers which provide group training services for trainees engaged in the industry and/or parts of industry set out at clause 4.1 and those trainees engaged by a group training service hosted by a company to perform work at a location where the activities described herein are being performed. This subclause operates subject to the exclusions from coverage in this award.

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[4.6 renumbered as 4.9 by [PR994444](#) from 01Jan10]

- 4.9** Where an employer is covered by more than one award, an employee of that employer is covered by the award classification which is most appropriate to the work performed by the employee and to the environment in which the employee normally performs the work.

NOTE: Where there is no classification for a particular employee in this award it is possible that the employer and the employee are covered by an award with occupational coverage.

5. Access to the award and the National Employment Standards

The employer must ensure that copies of this award and the NES are available to all employees to whom they apply either on a noticeboard which is conveniently located at or near the workplace or through electronic means, whichever makes them more accessible.

6. The National Employment Standards and this award

The [NES](#) and this award contain the minimum conditions of employment for employees covered by this award.

7. Award flexibility

- 7.1** Notwithstanding any other provision of this award, an employer and an individual employee may agree to vary the application of certain terms of this award to meet the genuine individual needs of the employer and the individual employee. The terms the employer and the individual employee may agree to vary the application of are those concerning:

- (a) arrangements for when work is performed;
- (b) overtime rates;
- (c) penalty rates;
- (d) allowances; and
- (e) leave loading.

- 7.2** The employer and the individual employee must have genuinely made the agreement without coercion or duress.

- 7.3** The agreement between the employer and the individual employee must:

- (a) be confined to a variation in the application of one or more of the terms listed in clause 7.1; and
- (b) result in the employee being better off overall than the employee would have been if no individual flexibility agreement had been agreed to.

- 7.4** The agreement between the employer and the individual employee must also:

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- (a) be in writing, name the parties to the agreement and be signed by the employer and the individual employee and, if the employee is under 18 years of age, the employee's parent or guardian;
- (b) state each term of this award that the employer and the individual employee have agreed to vary;
- (c) detail how the application of each term has been varied by agreement between the employer and the individual employee;
- (d) detail how the agreement results in the individual employee being better off overall in relation to the individual employee's terms and conditions of employment; and
- (e) state the date the agreement commences to operate.

7.5 The employer must give the individual employee a copy of the agreement and keep the agreement as a time and wages record.

7.6 Except as provided in clause 7.4(a) the agreement must not require the approval or consent of a person other than the employer and the individual employee.

7.7 An employer seeking to enter into an agreement must provide a written proposal to the employee. Where the employee's understanding of written English is limited the employer must take measures, including translation into an appropriate language, to ensure the employee understands the proposal.

7.8 The agreement may be terminated:

- (a) by the employer or the individual employee giving four weeks' notice of termination, in writing, to the other party and the agreement ceasing to operate at the end of the notice period; or
- (b) at any time, by written agreement between the employer and the individual employee.

7.9 The right to make an agreement pursuant to this clause is in addition to, and is not intended to otherwise affect, any provision for an agreement between an employer and an individual employee contained in any other term of this award.

Part 2—Consultation and Dispute Resolution

8. Consultation regarding major workplace change

8.1 Employer to notify

- (a) Where an employer has made a definite decision to introduce major changes in production, program, organisation, structure or technology that are likely to have significant effects on employees, the employer must notify the employees who may be affected by the proposed changes and their representatives, if any.
- (b) **Significant effects** include termination of employment; major changes in the composition, operation or size of the employer's workforce or in the skills

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required; the elimination or diminution of job opportunities, promotion opportunities or job tenure; the alteration of hours of work; the need for retraining or transfer of employees to other work or locations; and the restructuring of jobs. Provided that where this award makes provision for alteration of any of these matters an alteration is deemed not to have significant effect.

8.2 Employer to discuss change

- (a) The employer must discuss with the employees affected and their representatives, if any, the introduction of the changes referred to in clause 8.1, the effects the changes are likely to have on employees and measures to avert or mitigate the adverse effects of such changes on employees and must give prompt consideration to matters raised by the employees and/or their representatives in relation to the changes.
- (b) The discussions must commence as early as practicable after a definite decision has been made by the employer to make the changes referred to in clause 8.1.
- (c) For the purposes of such discussion, the employer must provide in writing to the employees concerned and their representatives, if any, all relevant information about the changes including the nature of the changes proposed, the expected effects of the changes on employees and any other matters likely to affect employees provided that no employer is required to disclose confidential information the disclosure of which would be contrary to the employer's interests.

9. Dispute resolution

- 9.1** In the event of a dispute about a matter under this award, or a dispute in relation to the NES, in the first instance the parties must attempt to resolve the matter at the workplace by discussions between the employee or employees concerned and the relevant supervisor. If such discussions do not resolve the dispute, the parties will endeavour to resolve the dispute in a timely manner by discussions between the employee or employees concerned and more senior levels of management as appropriate.
- 9.2** If a dispute about a matter arising under this award or a dispute in relation to the NES is unable to be resolved at the workplace, and all appropriate steps under clause 9.1 have been taken, a party to the dispute may refer the dispute to Fair Work Australia.
- 9.3** The parties may agree on the process to be utilised by Fair Work Australia including mediation, conciliation and consent arbitration.
- 9.4** Where the matter in dispute remains unresolved, Fair Work Australia may exercise any method of dispute resolution permitted by the Act that it considers appropriate to ensure the settlement of the dispute.
- 9.5** An employer or employee may appoint another person, organisation or association to accompany and/or represent them for the purposes of this clause.
- 9.6** While the dispute resolution procedure is being conducted, work must continue in accordance with this award and the Act. Subject to applicable occupational health and safety legislation, an employee must not unreasonably fail to comply with a

direction by the employer to perform work, whether at the same or another workplace, that is safe and appropriate for the employee to perform.

Part 3—Types of Employment and Termination of Employment

10. Employment categories

10.1 General

- (a) Employees under this award will be employed in one of the following categories:
 - (i) full-time employees;
 - (ii) part-time employees; or
 - (iii) casual employees.
- (b) At the time of engagement an employer will inform each employee of the terms of their engagement and in particular whether they are to be full-time, part-time or casual employees.

10.2 Full-time employment

A full-time employee is an employee who is engaged to work at least 38 ordinary hours per week, averaged over a period of one year.

10.3 Part-time employment

- (a) A part-time employee is an employee who:
 - (i) is engaged to work ordinary hours which are less than the average number of ordinary hours of a full-time employee; and
 - (ii) receives, on a pro rata basis, equivalent pay and conditions to those of full-time employees who do the same kind of work.
- (b) For each ordinary hour worked, a part-time employee will be paid not less than 1/38th of the weekly rate of pay for the relevant classification in clause 14—Minimum wages.
- (c) Upon commencement an employer must inform a part-time employee in writing of the ordinary hours of work and starting and finishing times or the rostered periods of duty to be worked by the employee.

10.4 Casual employment

- (a) **Casual** means an employee who is engaged for a period of less than four weeks and who is so notified on the first day of their employment, or who is a full-time or part-time employee who has been dismissed through no fault of their own within four weeks of the commencement of employment.
- (b) A casual employee working within the ordinary hours of work (pursuant to clause 19—Ordinary hours of work and rostering) will be paid per hour for the

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work performed plus a 25% loading which incorporates the casual employee's entitlements to annual leave, annual leave loading and any other rates and allowances contained in this award except overtime and shift allowances.

- (c) Casual employees must be paid at the termination of each engagement, but may agree to be paid weekly or fortnightly.
- (d) On each occasion a casual employee is required to attend work the employee is entitled to a minimum payment for two hours' work.

11. Termination of employment

11.1 Notice of termination is provided for in the NES.

11.2 Notice of termination by an employee

The notice of termination required to be given by an employee is the same as that required of an employer except that there is no requirement on the employee to give additional notice based on the age of the employee concerned. If an employee fails to give the required notice the employer has the right to withhold pay to a maximum amount equal to the amount the employee would have been paid under this award in respect of the period of notice required by this clause less any period of notice actually given by the employee.

11.3 Job search entitlement

Where an employer has given notice of termination to an employee, an employee will be allowed up to one day's time off without loss of pay for the purpose of seeking other employment. The time off will be taken at times that are convenient to the employee after consultation with the employer.

11.4 Return to place of engagement

If the employment of any employee is terminated by the employer elsewhere than at the place of engagement, for any reason other than misconduct, the employer will be responsible for conveying the employee to the place of engagement.

12. Redundancy

[12.1 varied by [PR994444](#) from 01Jan10]

12.1 The redundancy arrangements in this award are an industry-specific redundancy scheme and, as such, Subdivision B of Division 11 of the NES does not apply.

12.2 This clause applies to employees other than casual employees who remain in employment until the completion of a dredging contract unless transferred by the employer.

12.3 At the completion of each contract an employee becomes entitled to a period of redundancy pay. Such payment is to be calculated on the employee's service during the period of dredging work on a contract.

12.4 Payment is to be made only on the termination of employment.

- 12.5** The payment is to be at the rate of three weeks' pay for each year of continuous service or pro rata calculated on completed months of service. Such payment is to be paid at the relevant rate prescribed in clause 14—Minimum wages.

Part 4—Minimum Wages and Related Matters

13. Classifications

- 13.1** All employees covered by this award may be engaged in the classifications set out in clause 14—Minimum wages. Employers must advise their employees in writing of their classification and any changes to their classification.
- 13.2** The classification by the employer must be according to the skill level or levels required to be exercised by the employee in order to carry out the principal functions of the employment as determined by the employer.

14. Minimum wages

[Varied by [PR997990](#)]

- 14.1** A full-time adult employee engaged on a non-propelled dredge must be paid a minimum weekly rate as set out below:

[14.1 varied by [PR997990](#) ppc 01Jul10]

Classification	Minimum weekly rate
	\$
Chief engineer	755.80
Chief operator	755.80
First engineer	740.60
First operator	740.60
Drilling technician	720.40
Engineer	706.20
Mechanical attendant	706.20
Crane operator/mechanical	699.60
Electrician	697.60
Leading driller	692.60
Second engineer	677.60
Second operator	677.60
Leading hand (reclamation)	677.60

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Classification	Minimum weekly rate
	\$
Driller	659.30
Third engineer	647.40
Dredgehand	636.70
Greaser	636.70
Assistant driller	636.70
Crew attendant	636.70

14.2 A full-time adult employee engaged on a dredge other than a non-propelled dredge that is not fully operational must be paid a minimum weekly rate as set out below:

[14.2 varied by [PR997990](#) ppc 01Jul10]

Classification	Minimum weekly rate
	\$
Trailer master	803.40
Chief engineer	803.40
Trailer shift master	781.00
Tug master <i>W.H. Reliance</i> or equivalent	781.00
First engineer	781.00
Electrical engineer <i>Humber River</i> or equivalent	781.00
Trailer mate	718.20
Tug master, tug engineer	718.20
Second engineer, electrical engineer	718.20
Pump operator, welder, deckhand/welder, dredgehand/welder	718.20
Bosun/driller	718.20
Launch driver	695.80
Assistant pump operator	682.00
Driller, deckhand/driller	682.00
Bosun	682.00
Chief cook	682.00

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Classification	Minimum weekly rate
	\$
Deckhand, assistant driller	665.50
Able seaman, deckhand, dredgehand, greaser, firefighter, motorman	665.50
Crew attendant	665.50
Second cook	665.50

14.3 A full-time adult employee engaged on a dredge other than a non-propelled dredge that is fully operational must be paid the weekly aggregated wage as set out below:

[14.3 varied by [PR997990](#) ppc 01Jul10]

Classification	Day workers	Shiftworkers
	\$	\$
Trailer master	2005.61	
Chief engineer	2005.61	
Trailer shift master	1936.37	1914.47
Tug master <i>W.H. Reliance</i> or equivalent	1936.37	1914.47
First engineer	1936.37	1914.47
Electrical engineer <i>Humber River</i> or equivalent	1936.37	1914.47
Trailer mate	1714.97	1695.70
Tug master, tug engineer	1714.97	1695.70
Second engineer, electrical engineer	1714.97	1695.70
Pump operator, welder, deckhand/welder, dredgehand/welder	1714.97	1695.70
Bosun/driller	1714.97	1695.70
Launch driver	1639.10	1620.62
Assistant pump operator	1596.61	1578.72
Driller, deckhand/driller	1596.61	1578.72
Bosun	1596.61	1578.72
Chief cook	1596.61	1578.72

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Classification	Day workers	Shiftworkers
	\$	\$
Deckhand, assistant driller	1545.25	1526.63
Able seaman, deckhand, dredgehand, greaser, firefighter, motorman	1545.25	1526.63
Crew attendant	1545.25	1526.63
Second cook	1545.25	1526.63

15. Allowances

[Varied by [PR998096](#)]

15.1 Victualling and accommodation allowances

- (a) If required by the employer, an employee must live aboard a vessel and the employer will accommodate and keep the employee without cost to the employee.
- (b) Where the employer provides victualling and accommodation the allowances prescribed in this clause will not be paid.
- (c) **Accommodation allowance**
 - (i) At the time of engagement of the employee, agreement is to be reached between the employer and the employee as to the employee's home port.

[15.1(c)(ii) varied by [PR998096](#) ppc 01Jul10]

- (ii) If an employee is required by the employer to live away from the agreed home port, the employee is to be paid \$363.51 per week instead of accommodation.

[15.1(c)(iii) varied by [PR998096](#) ppc 01Jul10]

- (iii) Where it is not practicable for the weekly rate prescribed in this clause to be paid, the employee will be paid at the rate of \$136.58 per night instead of accommodation. This rate will continue to be paid until the employer notifies the employee that thereafter the employee will be paid at the weekly rate of \$363.51 per week.
 - (iv) Where, following a request by any employee, the employer arranges to provide comfortable accommodation at the employer's expense, and the employee(s) use the accommodation for the duration of the contract, the employee(s) will not be entitled to the accommodation allowance set out above.

(d) Victualling allowance

[15.1(d)(i) varied by [PR998096](#) ppc 01Jul10]

- (i) Where victualling is not provided by an employer, an employee is to be paid an amount of \$363.51 per week instead of victualling.

[15.1(d)(ii) varied by [PR998096](#) ppc 01Jul10]

- (ii) Where it is not practicable for the weekly rate prescribed in clause 15.1(d)(i) to be paid, the employee is to be paid the following amounts per day:

	\$
Breakfast	21.07
Lunch	26.34
Dinner	40.86

[15.1(d)(iii) varied by [PR998096](#) ppc 01Jul10]

- (iii) These rates will continue to be paid until the employer notifies the employee that thereafter the employee will be paid at the weekly rate of \$363.51 per week instead of victualling.

- (iv) The allowances prescribed by this clause are not payable during leave periods.

15.2 Protective and industrial clothing

- (a) Employees will be paid an allowance of \$24.50 per week and will provide themselves with adequate industrial clothing including footwear, shirts, singlets, overalls and shorts.
- (b) Where conditions require, employees will also provide necessary protective clothing and equipment including oilskins, sea boots, goggles, gloves and southwester.
- (c) The reasonable cost of such protective clothing and equipment will be reimbursed by the employer.
- (d) Clause 15.2(b) does not apply where the employer supplies the protective clothing and equipment.
- (e) The protective clothing described in clause 15.2(d) will at all times remain the property of the employer and will be returned by the employee to the employer at the completion of the employee's service.
- (f) The allowance prescribed by this clause is not payable during leave periods.

15.3 Travelling—local

- (a) When a vessel is so remote from the shore that some means of conveyance between the vessel and shore is necessary to enable an employee to pass from one to the other before starting or after finishing work upon the vessel at the due time for starting and finishing work, the time occupied by the employee

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before the due time for starting and/or after the due time for finishing work in travelling or in necessarily waiting for such means of conveyance will be paid for at ordinary rates with a minimum payment of 30 minutes, but will not count as part of the daily working time.

- (b) When an employee, who in the ordinary course of their employment begins work for the day at a particular place, is required to finish work at a place other than that particular place, the employee will be paid any reasonable travelling expense incurred in returning home in excess of their ordinary travelling expenses and will also be paid at ordinary rates of pay for any travelling time occasioned beyond their ordinary travelling time.

[15.3(c) varied by [PR998096](#) ppc 01Jul10]

- (c) An employee will be paid \$12.38 per day for excess fares incurred on any day upon which the employee is directed to work.
- (d) The provisions of this clause will not apply to employees who are required by the employer to live aboard a vessel.

15.4 Travelling—other than local

- (a) An employee proceeding from the place of engagement to and from a port at which the dredge is working must be provided by the employer with a free passage, provided that:
 - (i) if the employee terminates their employment, or employment is terminated by the employer for misconduct within six weeks or the period of the work cycle whichever occurs first from the commencement of the employment, the cost of the free passage will be deducted from any payments due to the employee; and
 - (ii) the employer will not be obligated to provide return passage for the employee in such circumstances.
- (b) The provisions of clause 15.4(a) will likewise apply to an employee who returns to their place of employment following an absence on account of accumulated and/or annual leave.
- (c) The time spent in travelling between the place of engagement and the place at which the dredge is working and the agreed home port of the employee is to be paid for at the ordinary rate for the time so occupied, with a maximum payment of eight hours in any 24 hours.

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[15.4(d) varied by [PR998096](#) ppc 01Jul10]

- (d) The employee is entitled to reimbursement of taxi fares reasonably incurred up to a maximum of \$120.76, subject to the production of receipts, for travel between the transport terminal at the employee's home port and their home on each of the forward and return journeys. Where an employee's residence is in other than their home port, such payment will be limited to the journey between the home port transport terminal and any other public transport terminal necessary for further travel to their place of residence.

15.5 Special rates—confined areas

For any of the following work an employee will, in addition to any other ordinary or overtime rate payable under this award, be paid at the rate of 0.16% of the standard rate per hour for the time so occupied working:

- (a) inside boilers or furnaces;
- (b) inside the casing of internal combustion engines;
- (c) inside oil tanks in motor vessels;
- (d) in bilges (including rose boxes) and coffer dams;
- (e) inside impeller pump casings and dredging pipes; or
- (f) under engine room or pump room deck plates.

15.6 Hard-lying allowance

Employees required to live aboard a vessel and share a cabin with another employee will be paid a hard-lying allowance of 3.08% of the standard rate per week. The allowance is not subject to any penalties or premium prescribed by this award.

15.7 Shipkeeping

- (a) A master, mate or engineer shipkeeping in any port for all or part of the hours between 5.00 pm and 7.00 am will be entitled to an extra 12 hours' pay at ordinary rates.
- (b) When the vessel is laid up the employee is to be paid a special allowance per week of:

	% of the standard rate
Remote areas	29.36
Less remote areas	19.53
Major ports	12.94

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- (c) When the vessel is fully operational the employee is to be paid a special allowance per week of:

	% of the standard rate
Remote areas	16.42
Less remote areas	6.57

- (d) The allowances in clauses 15.7(b) and (c) will not be taken into account in calculating the rate of wage for shiftwork, overtime, annual leave or redundancy pay.

- (e) In clauses 15.7(b) and (c) the areas and ports are defined as follows:

(i) **remote** means a place that does not have ready access to goods and services of a major city or town and includes: Weipa, Archer Point, Cooktown, Port Alma, Carnarvon, Cape Cuvier, Dampier, Port Headland, Broome, Yampi, Wyndham and Hay Point.

(ii) **less remote** means a place that does have ready access to goods and services of a major city or town but is not a major port and includes: Mourilyan Harbour, Bowen, Mackay, Bundaberg, Urangan, Maryborough, Ballina, Clarence River, Port Stephens, Jervis Bay, Moruya, Eden, Lakes Entrance, Welshpool, Portland, Gulf Ports, South Australia, Thevenard, Esperance, Albany, Geraldton, Busselton, Bunbury and Darwin (East Arm).

(iii) **major port** means a major city or town and includes: Brisbane, Newcastle, Sydney, Botany, Port Kembla, Melbourne, Geelong, Westernport, Adelaide, Fremantle, Cairns, Townsville and Gladstone.

15.8 Dual certificate allowance

- (a) A payment of an additional loading of 3.63% of the standard rate per week will be made to an employee working on a vessel laid up who acts in a dual capacity of master and engineer. The rate is to be treated as part of the wages for all purposes of this award.
- (b) A payment of an additional loading of 7.72% of the standard rate per week will be made to an employee working on a fully operational vessel who acts in a dual capacity of master and engineer. The rate is to be treated as part of the wages for all purposes of this award.

15.9 Radar observer's allowance

- (a) An allowance of 3.63% of the standard rate per week will be paid to masters and mates who are holders of a valid Radar Observer's Certificate when working on a vessel equipped with radar.
- (b) This allowance will not be taken into account in calculating the rate of wage for shiftwork, overtime, annual leave or redundancy pay.

15.10 Firefighting allowance

- (a) An allowance of 3.63% of the standard rate per week is to be paid to engineers who hold a valid firefighting certificate or furnish proof of their attendance at an authorised firefighting course for marine personnel.
- (b) This allowance will not be taken into account in calculating the rate of wage for shiftwork, overtime, annual leave or redundancy pay.

15.11 Additional allowances—cooks

- (a) An additional payment of 7.19% of the standard rate per week is to be payable to a chief cook whose duties include the ordering of stores and the issue of linen.
- (b) If a second cook is required to perform cleaning duties outside of the galley and storerooms, that employee will be paid an allowance of 5.13% of the standard rate in addition to the rates fixed for ordinary work.
- (c) These rates will not be taken into account in calculating the rate of wage for shiftwork, overtime, annual leave or redundancy pay.
- (d) **Protective clothing**
 - (i) Marine cooks will be reimbursed by the employer for the reasonable cost of providing gloves and freezer suit for working in freezers.
 - (ii) This provision will not apply where the employer supplies the protective clothing.

15.12 Meals—overtime

[15.12 varied by [PR998096](#) ppc 01Jul10]

An employee required to work overtime for more than one and a half hours after their ordinary finishing time will be supplied with a meal by the employer or be paid \$40.86. If, owing to the amount of overtime worked, a second or subsequent meal is required, the employee will be supplied with such meal by the employer or be paid \$40.86 for each meal so required.

15.13 Vessels proceeding from port to port

- (a) Employees on vessels proceeding from one port (or its equivalent) to another port (or its equivalent) are to be paid:
 - (i) the wage prescribed in clause 14—Minimum wages;
 - (ii) the remote areas allowance prescribed in clause 15.7(c); and
 - (iii) an allowance of 14.17% of the standard rate per day or part of a day.
- (b) The provisions of sections 127 and 132 of the *Navigation Act 1912* (Cth) apply in respect of all employees whether in fact or in law the Act of its own force applies to them.

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[15.13(c) varied by [PR998096](#) ppc 01Jul10]

- (c) Except where it is provided, the employer will reimburse an employee for a personal accident policy for death risk, loss of limbs and corresponding benefits to the value of \$138,440. This amount is payable in addition to the amounts payable under the *Seamen's Compensation Act 1974* (Cth).
- (d) Employees who are not offered employment immediately after the vessel's arrival at its destination will be repatriated to their home port.
- (e) Articles of Agreement as required by the *Navigation Act 1912* (Cth) will be opened for the voyage.

15.14 Adjustment of expense related allowances

- (a) At the time of any adjustment to the standard rate, each expense related allowance will be increased by the relevant adjustment factor. The relevant adjustment factor for this purpose is the percentage movement in the applicable index figure most recently published by the Australian Bureau of Statistics since the allowance was last adjusted.
- (b) The applicable index figure is the index figure published by the Australian Bureau of Statistics for the Eight Capitals Consumer Price Index (Cat No. 6401.0) as follows:

Allowance	Applicable Consumer Price Index figure
Protective and industrial clothing	Clothing and footwear group
Meal allowance	Take away and fast foods sub-group
Victualling and accommodation allowance	Domestic holiday travel and accommodation sub-group
Personal accident policy	All groups
Fares	Urban transport fares sub-group

16. Higher duties

An employee engaged for more than two hours during one day on duties carrying a higher rate than their ordinary classification will be paid the higher rate for such day. If engaged for two hours or less during one day the employee will be paid the higher rate for the time so worked.

17. Payment of wages

Wages are to be paid weekly or fortnightly. Wages may be paid by cash or electronic funds transfer (EFT).

18. National training wage

See Schedule A

Part 5—Hours of Work and Related Matters

19. Ordinary hours of work and rostering

19.1 This clause supplements the NES.

19.2 Span of hours—vessels fully operational

- (a) Day workers' hours of duty will consist of 12 hours per day on each of seven days per week between 6.00 am and 6.00 pm or such other starting and finishing times as may be mutually agreed.
- (b) Shiftworkers' hours of duty will consist of one week of day shifts alternating with one week of night shifts. The day shift cycle will comprise 12 hour shifts on each of seven days per week between 6.00 am and 6.00 pm. The night shift cycle will comprise 12 hour shifts on each of six days per week between 6.00 pm and 6.00 am.
- (c) Marine cooks' hours of duty will consist of 12 hours per day on each of seven days per week.

19.3 Span of hours—vessels not fully operational

Ordinary hours may be worked between 8.00 am and 4.30 pm for up to eight hours per day, Monday to Friday inclusive, or between 7.00 am and 5.00 pm when not engaged in dredging duties.

20. Breaks

20.1 Employees on other than dredging operations

Employees on other than dredging operations must be allowed a meal break of not less than 45 minutes between the hours of 11.30 am and 1.30 pm, provided that if in an emergency decided by the master/engineer or their representative the meal break cannot be taken, a paid meal time of 30 minutes will be allowed later and payment for the 45 minute meal break will be made at overtime rates.

20.2 Employees on dredging operations

Employees on dredging operations must be allowed a meal break of 30 minutes, which is to be taken within five hours from the commencement of the shift or at a time otherwise agreed upon. The meal breaks prescribed in this subclause are to be counted as time worked. Provided that if in any emergency decided by the master/engineer or their representative the meal break cannot be taken, payment for the 30 minutes will be made at overtime rates. Provided further that the incidence of meal time will not interrupt the working of the dredge and attendant craft. Where a dredge and attendant craft are in continuous operation and it is impracticable on any shift to allow the meal break, employees must be paid one hour at ordinary time rates.

20.3 An employee must not be compelled to work for more than five hours without a break for a meal.

20.4 Maximum hours

- (a) Employees must not work for more than 18 hours continuously. After such an 18 hour continuous work period they must have 10 hours off (inclusive of two meal hours), subject to employees being available to ensure the continuous operation of the vessel. Less than four hours off will not constitute a break in the work period of 18 continuous hours.
- (b) An employee recalled to work overtime otherwise than in a consecutive extension before or after ordinary duty for the day, will be paid a minimum of four hours' work at the appropriate rates.
- (c) If an employee is called back to work on more than one occasion between ceasing time on one day and starting time the next day, the employee will be paid for all time from the commencement of the first call-out to the conclusion of the last call-out a loading of 100% of the ordinary hourly base rate of pay.

21. Overtime and penalty rates

21.1 Overtime

Employees will be entitled to be paid a loading of 100% of the ordinary hourly base rate of pay for any time worked outside of ordinary hours on a Monday to Sunday, except for public holidays.

21.2 Public holidays

An employee will be paid a loading of 150% of the ordinary hourly base rate of pay for any hours, ordinary and overtime, worked on a public holiday with a minimum payment for four hours' work.

21.3 Shiftwork penalties

An employee working shiftwork and which shift commences at or after 6.00 pm on any Monday to Friday inclusive, will be paid a loading of 30% of the standard rate per hour. If a three shift per day system is worked the additional rate of 15% will be payable in respect of the afternoon and night shifts.

Part 6—Leave and Public Holidays

22. Annual leave

Annual leave is provided for in the NES.

23. Personal/carer's leave and compassionate leave

Personal/carer's leave and compassionate leave are provided for in the NES.

24. Community service leave

Community service leave is provided for in the NES.

25. Public holidays

25.1 Public holiday entitlements are provided for in the NES.

25.2 An employee will be paid at the rate of 250% of their ordinary hourly rate, with a minimum payment of four hours when required to work on a public holiday. Provided that where a 12 hour shift or period of duty is commenced on a public holiday the payment of 250% will be discharged by the actual payment of the first eight hours at ordinary time and the remaining hours at 200% of the ordinary hourly rate plus the accumulation of 0.35 of a week's leave.

Schedule A—National Training Wage

[Sched A inserted by [PR994444](#), varied by [PR997990](#)]

A.1 Title

This is the *National Training Wage Schedule*.

A.2 Definitions

In this schedule:

adult trainee is 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 means the training specified in the training contract

Australian Qualifications Framework (AQF) is a national framework for qualifications in post-compulsory education and training

out of school refers only to periods out of school beyond Year 10 as at the first of January in each year and is deemed to:

- (a) include any period of schooling beyond Year 10 which was not part of or did not contribute to a completed year of schooling;
- (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 in which a year of schooling is completed

relevant State or Territory training authority means the bodies in the relevant State or Territory which exercise approval powers in relation to traineeships and 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:

Australian Capital Territory: *Training and Tertiary Education Act 2003*;

New South Wales: *Apprenticeship and Traineeship Act 2001*;

Northern Territory: *Northern Territory Employment and Training Act 1991*;

Queensland: *Vocational Education, Training and Employment Act 2000*;

South Australia: *Training and Skills Development Act 2008*;

Tasmania: *Vocational Education and Training Act 1994*;

Victoria: *Education and Training Reform Act 2006*; or

Western Australia: *Vocational Education and Training Act 1996*

trainee is an employee undertaking a traineeship under a training contract

traineeship means a system of training which has been approved by the relevant State or Territory training authority, which meets the requirements of a training package developed by the relevant Industry Skills Council and endorsed by the National Quality Council, and which leads to an AQF certificate level qualification

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

training package means the competency standards and associated assessment guidelines for an AQF certificate level qualification which have been endorsed for an industry or enterprise by the National Quality Council and placed on the National Training Information Service with the approval of the Commonwealth, State and Territory Ministers responsible for vocational education and training, and includes any relevant replacement training package

year 10 includes any year before Year 10

A.3 Coverage

A.3.1 Subject to clauses A.3.2 to A.3.6 of this schedule, this schedule applies in respect of an employee covered by this award who is undertaking a traineeship whose training package and AQF certificate level is allocated to a wage level by Appendix A1 to this schedule or by clause A.5.4 of this schedule.

A.3.2 This schedule only applies to AQF Certificate Level IV traineeships for which a relevant AQF Certificate Level III traineeship is listed in Appendix A1 to this schedule.

A.3.3 This schedule does not apply to the apprenticeship system or to any training program which applies to the same occupation and achieves essentially the same training outcome as an existing apprenticeship in an award as at 25 June 1997.

A.3.4 This schedule does not apply to qualifications not identified in training packages or to qualifications in training packages which are not identified as appropriate for a traineeship.

A.3.5 Where the terms and conditions of this schedule conflict with other terms and conditions of this award dealing with traineeships, the other terms and conditions of this award prevail.

A.3.6 At the conclusion of the traineeship, this schedule ceases to apply to the employee.

A.4 Types of Traineeship

The following types of traineeship are available under this schedule:

A.4.1 a full-time traineeship based on 38 ordinary hours per week, with 20% of ordinary hours being approved training; and

A.4.2 a part-time traineeship based on less than 38 ordinary hours per week, with 20% of ordinary hours being approved training solely on-the-job or partly on-the-job and partly off-the-job, or where training is fully off-the-job.

A.5 Minimum Wages

[A.5 substituted by [PR997990](#) ppc 01Jul10]

A.5.1 Minimum wages for full-time traineeships

(a) Wage Level A

Subject to clause A.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level A by Appendix A1 are:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
School leaver	256.00	282.00	336.00
Plus 1 year out of school	282.00	336.00	391.00
Plus 2 years out of school	336.00	391.00	455.00
Plus 3 years out of school	391.00	455.00	521.00
Plus 4 years out of school	455.00	521.00	
Plus 5 or more years out of school	521.00		

(b) Wage Level B

Subject to clause A.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level B by Appendix A1 are:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
School leaver	256.00	282.00	327.00
Plus 1 year out of school	282.00	327.00	376.00
Plus 2 years out of school	327.00	376.00	441.00
Plus 3 years out of school	376.00	441.00	503.00
Plus 4 years out of school	441.00	503.00	
Plus 5 or more years out of school	503.00		

(c) Wage Level C

Subject to clause A.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level C by Appendix A1 are:

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	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
School leaver	256.00	282.00	327.00
Plus 1 year out of school	282.00	327.00	368.00
Plus 2 years out of school	327.00	368.00	411.00
Plus 3 years out of school	368.00	411.00	458.00
Plus 4 years out of school	411.00	458.00	
Plus 5 or more years out of school	458.00		

(d) AQF Certificate Level IV traineeships

- (i) Subject to clause A.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level IV traineeship are the minimum wages for the relevant full-time AQF Certificate Level III traineeship with the addition of 3.8% to those minimum wages.
- (ii) Subject to clause A.5.3 of this schedule, the minimum wages for an adult trainee undertaking a full-time AQF Certificate Level IV traineeship are as follows, provided that the relevant wage level is that for the relevant AQF Certificate Level III traineeship:

Wage level	First year of traineeship	Second and subsequent years of traineeship
	per week	per week
	\$	\$
Wage Level A	541.00	562.00
Wage Level B	522.00	542.00
Wage Level C	475.00	493.00

A.5.2 Minimum wages for part-time traineeships

(a) Wage Level A

Subject to clauses A.5.2(f) and A.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level A by Appendix A1 are:

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	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
School leaver	8.42	9.28	11.05
Plus 1 year out of school	9.28	11.05	12.86
Plus 2 years out of school	11.05	12.86	14.97
Plus 3 years out of school	12.86	14.97	17.14
Plus 4 years out of school	14.97	17.14	
Plus 5 or more years out of school	17.14		

(b) Wage Level B

Subject to clauses A.5.2(f) and A.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level B by Appendix A1 are:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
School leaver	8.42	9.28	10.76
Plus 1 year out of school	9.28	10.76	12.37
Plus 2 years out of school	10.76	12.37	14.51
Plus 3 years out of school	12.37	14.51	16.55
Plus 4 years out of school	14.51	16.55	
Plus 5 or more years out of school	16.55		

(c) Wage Level C

Subject to clauses A.5.2(f) and A.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level C by Appendix A1 are:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
School leaver	8.42	9.28	10.76
Plus 1 year out of school	9.28	10.76	12.11
Plus 2 years out of school	10.76	12.11	13.52
Plus 3 years out of school	12.11	13.52	15.07

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	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
Plus 4 years out of school	13.52	15.07	
Plus 5 or more years out of school	15.07		

(d) School-based traineeships

Subject to clauses A.5.2(f) and A.5.3 of this schedule, the minimum wages for a trainee 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 Appendix A1 are as follows when the trainee works ordinary hours:

Year of schooling	
Year 11 or lower	Year 12
per hour	per hour
\$	\$
8.42	9.28

(e) AQF Certificate Level IV traineeships

(i) Subject to clauses A.5.2(f) and A.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level IV traineeship are the minimum wages for the relevant part-time AQF Certificate Level III traineeship with the addition of 3.8% to those minimum wages.

(ii) Subject to clauses A.5.2(f) and A.5.3 of this schedule, the minimum wages for an adult trainee undertaking a part-time AQF Certificate Level IV traineeship are as follows, provided that the relevant wage level is that for the relevant AQF Certificate Level III traineeship:

Wage level	First year of traineeship	Second and subsequent years of traineeship
	per hour	per hour
	\$	\$
Wage Level A	17.80	18.49
Wage Level B	17.17	17.83
Wage Level C	15.63	16.22

(f) Calculating the actual minimum wage

(i) Where the full-time ordinary hours of work are not 38 or an average of 38 per week, the appropriate hourly minimum wage is obtained by multiplying the relevant minimum wage in clauses A.5.2(a)–(e) of this schedule by 38 and then dividing the figure obtained by the full-time ordinary hours of work per week.

- (ii) Where the approved training for a part-time traineeship is provided fully off-the-job by a registered training organisation, for example at school or at TAFE, the relevant minimum wage in clauses A.5.2(a)–(e) of this schedule applies to each ordinary hour worked by the trainee.
- (iii) Where 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 wage in clauses A.5.2(a)–(e) of this schedule minus 20% applies to each ordinary hour worked by the trainee.

A.5.3 Other minimum wage provisions

- (a) An employee who was employed by an employer immediately prior to becoming a trainee with that employer must not suffer a reduction in their minimum wage per week or per hour by virtue of becoming a trainee. Casual loadings will be disregarded when determining whether the employee has suffered a reduction in their minimum wage.
- (b) 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, where a higher minimum wage is provided for the new AQF certificate level.

A.5.4 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 Appendix A1 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.

A.6 Employment conditions

- A.6.1** A trainee undertaking a school-based traineeship may, with the agreement of the trainee, be paid an additional loading of 25% on all ordinary hours worked instead of paid annual leave, paid personal/carer’s leave and paid absence on public holidays, provided that where the trainee works on a public holiday then the public holiday provisions of this award apply.
- A.6.2** A trainee is entitled to be released from work without loss of continuity of employment and to payment of the appropriate wages to attend any training and assessment specified in, or associated with, the training contract.
- A.6.3** 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.
- A.6.4** Subject to clause A.3.5 of this schedule, all other terms and conditions of this award apply to a trainee unless specifically varied by this schedule.

Appendix A1: Allocation of Traineeships to Wage Levels

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

A1.1 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 (in Western Australia only)
Electricity Supply Industry—Transmission, Distribution and Rail Sector	II
Electrotechnology	I II III (in Western Australia only)
Financial Services	I II III
Floristry	III
Food Processing Industry	III

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Training package	AQF certificate level
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 Distribution	III
Water Industry (Utilities)	III

A1.2 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
Health	II III
Local Government (Operational Works)	I II

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Training package	AQF certificate level
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

A1.3 Wage Level C

Training package	AQF certificate level
Agri-Food	I
Amenity Horticulture	I II III
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