

# Plumbing Apprentices – Plumbing and Fire Sprinklers Award 2020

**Effective 1 July 2023**

Rates in this circular have been increased, effective 1 July 2023.

## ORDINARY HOURS

Ordinary working hours are 38 per week worked between the hours of 7am and 6pm Monday to Friday (or by agreement 6am – 6pm). Ordinary hours are scheduled over a 20-day cycle, with 0.4 of an hour on each day accruing towards a paid rostered day off (RDO) in each cycle. The modern award allows for an agreement between the employer and a majority of employees to substitute a RDO for an alternative day or reach an agreement for working other than the rostered day off cycle.

An employer who engages fewer than 15 employees who do not work alongside other building and construction workers may agree in writing to pay the employee for any hours worked over 38 at overtime rates, in lieu of accruing hours towards a RDO.

## Overtime

For hours worked in excess of ordinary hours, or outside of the span of hours Monday to Friday, overtime is payable at time and a half (150%) for the first two hours, double time (200%) thereafter.

For hours worked on a Saturday overtime is payable at time and a half (150%) for the first two hours' double time (200%) thereafter, except that all hours worked after noon Saturday are payable at double time (200%). A minimum engagement of three (3) hours applies for work on a Saturday.

For hours worked on a Sunday overtime is payable at double time (200%) for all hours worked. A minimum engagement of four (4) hours applies for work on a Sunday.

## Overtime allowances

An employee who will work at least 2 hours overtime after ordinary hours may have a 20 minute paid break before starting overtime or be paid 20 minutes double time in Lieu. A meal allowance is paid where at least 1.5 hours of overtime is worked after ordinary hours.

## Leave

### ANNUAL LEAVE

Full time apprentices are entitled to receive four (4) weeks annual leave per year, which accrues progressively based on their length of service. Part time apprentices are entitled to annual leave accrued on a pro-rata basis in accordance with their ordinary hours of work. An additional 17.5% annual leave loading is payable on all hours taken, or paid out upon termination.

### PERSONAL/CARER'S LEAVE

Full time apprentices are entitled to ten (10) days' paid personal/carer's leave per year. Personal leave is paid sick leave taken by an employee because of the employee's personal illness or injury. Carer's leave is leave taken by an employee to provide care and/or support to a member of the employee's immediate family or household. Part time apprentices are entitled to paid personal/carer's leave which accrues on a pro-rata basis in accordance with their ordinary hours of work. The accumulation of this leave is uncapped.

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## PLUMBING APPRENTICES WHO HAVE NOT COMPLETED YEAR 12

Wage level	Apprentice plumber – per hour
1st year – 50%	\$14.76
2nd year – 60%	\$17.51
3rd year – 70%	\$20.27
4th year – 90%	\$25.79

## PLUMBING APPRENTICES WHO HAVE COMPLETED YEAR 12

Wage level	Apprentice plumber – per hour
1st year – 55%	\$16.13
2nd year – 65%	\$18.89
3rd year – 70%	\$20.27
4th year – 90%	\$25.79

## SPRINKLER FITTER APPRENTICES WHO HAVE NOT COMPLETED YEAR 12

Wage level	Apprentice sprinkler fitter – per hour
1st year – 50%	\$14.78
2nd year – 60%	\$17.74
3rd year – 70%	\$22.17
4th year – 90%	\$26.61

## SPRINKLER FITTER APPRENTICES WHO HAVE COMPLETED YEAR 12

Wage level	Apprentice sprinkler fitter – per hour
1st year – 55%	\$16.26
2nd year – 65%	\$19.22
3rd year – 70%	\$22.17
4th year – 90%	\$26.61

*Notes:*

1. The above rates are inclusive of the tool allowance, trade allowance, and industry allowances.

## Fares & travel

Description	Amount
(i) Daily fares and travel where employee is required to start or finish at job site, or start and finish work at usual times and uses own vehicle	\$15.81 per day
(ii) Travelling time – within 50km radius	25% of relevant hourly rate per day

### WHEN IS TRAVEL ALLOWANCE PAYABLE?

Description	Travel time	Fares
Employee is required to start or finish on the job using own vehicle	Paid	Paid
Employee is required to start or finish on the job using public transport	Paid	Paid
Employee is required to start or finish on the job provided with or offered transport	Paid	Not paid
Employee is required to start and finish at the workshop	Not paid	Not paid

## Adult apprentices

An adult apprentice is an employee who is 21 years of age or over at the time of signing the contract of training.

For the purpose of fixing a rate of pay only, the adult apprentice will continue to receive the rate of pay that is applicable to the classification or class of work in which the adult apprentice was engaged immediately prior to entering into the contract of indenture. Adult apprentices who have been employed for 6 months as a permanent or 12 months as a casual before starting their apprenticeship may have other entitlements. Please contact the Workplace Relations team if this is applicable.

If the apprentice has not been previously employed, the rate of pay will be the federal minimum wage plus the industry allowance (currently \$24.80 per hour inclusive of tool allowance) or the rate prescribed for the relevant year of apprenticeship, whichever is the greater.

## School-based apprentices

A school-based apprentice is an employee who is undertaking an apprenticeship while also completing their high school studies.

School based apprentices are not paid for the time they attend school or TAFE but instead they are paid 25% more hours than they actually worked (including overtime). These additional hours are called “deemed training hours” and are always payable at ordinary time.

For example if an employee works 8 ordinary hours in a week, they will receive the following:

- 8 ordinary hours
- 2 “deemed training hours”

If an apprentice following the completion of their high school studies converts from a school-based apprentice to a full-time apprentice, the time spent as a school based will count towards their progression through the relevant wage scale at the rate of 2 years school based to 1 year full time. For example, if you had a school based apprentice for 2 years, prior to them commencing as a full time apprentice, they will likely commence their full time apprenticeship as a second year.

School-based apprentices are entitled to accrue pro-rata leave entitlements, such as annual leave and personal leave. These entitlements accrue on worked hours only (not deemed training hours).

## Notice of termination

An apprentice's minimum notice or payment in lieu is based on length of service.

Continuous service	Min. period of notice
Up to one year	1 week
1–3 years	2 weeks
3–5 years	3 weeks
More than 5 years	4 weeks

The period of notice is increased by one week if the employee is over 45 years old and has had at least two years' service.

**Employee giving notice to employer:** Same as above, except no additional week's notice if employee is over 45 years old.

## Training costs – fees and text books

All fees charged by an RTO and the cost of all prescribed textbooks for the apprenticeship, which are paid by an apprentice, shall be reimbursed by the employer:

- Within six months of commencement of the apprenticeship
  - At a stage of the apprenticeship, or
  - Within 3 months of the commencement of training provided by the RTO
- whichever is the later, unless there is unsatisfactory progress.

An employer may meet its obligations under this clause by paying any fees and/or cost of textbooks directly to the RTO.