

JUNIOR REFRIGERATION APPRENTICES

HOURLY CHARGE OUT RATES

EXCLUDING GST

	1ST YEAR	2ND YEAR	3RD YEAR	4TH YEAR
Ordinary Time & Time and a Half	\$33.50	\$39.90	\$42.50	\$46.50
Fares & Travel (Daily)*	\$36.35	\$37.31	\$37.79	\$38.94
Double Time	\$41.90	\$49.50	\$53.90	\$62.90
Discount paid within 14 days	3% of total bill	3% of total bill	3% of total bill	3% of total bill
Annual Leave	✓	✓	✓	✓
Time at College	✓	✓	✓	✓
Tool Allowance	✓	✓	✓	✓
Superannuation	✓	✓	✓	✓
Sick Leave	✓	✓	✓	✓
Protection	✓	✓	✓	✓

Domestic Only

These rates are based upon working with a Host Employer that does NOT have an Enterprise Agreement or work on Commercial Sites where higher rates apply. Call us for rates that apply in these circumstances.

You only pay when they work

You do not pay when an apprentice is at College/Training, Public Holidays, RDO's, Personal Leave, Annual Leave or on WorkCover.

Notice of Return

To be fair to our apprentices and allow us time to find a new placement, we need 7 days' notice of return.

Inclement Weather

Is billed at ordinary rates

*Fares & Travel

Is billed in accordance with the Award - payable unless an apprentice is picked up from home or has a company vehicle.

Minimum Workday

Apprentices must work an 8-hour workday starting and finishing between 6am and 6pm + a 30min unpaid lunch break.

Includes all On-Costs

All employment on costs are included such as Superannuation, Payroll Tax, Leave Loading, Protective clothing, College fees and Workcover costs and premiums.

Additional Allowances

We cannot predict what you need an apprentice to do, when or where they work. If the apprentice becomes eligible for other allowances, we will charge you the rate we must pay + 13% on cost to cover expenses incurred.

Charge Out Rates Effective 1st July 2025