

Plumbing Apprentice - Cost Comparison

(1st Year U/21 years at commencement- Plumbing & Fire Sprinklers Award 2020*)

	Do-It-Yourself Employer	PAQ (Pay-on-time Discount)
38-Hour Week on Job	\$23,022.30	\$45,024.49
Fares and Travel	\$4,430.80	\$3,863.20
Annual Leave (taken in the same year, higher if taken in later years)	\$3,091.57	\$0
Sick Leave / Personal Leave	\$1,315.56	\$0
Public Holidays	\$1,315.56	\$0
Time at College (Formal Training)	\$5,262.24	\$0
Inclement Weather (assume 5 days per annum)	\$657.78	\$1,286.41
Superannuation (12%)	\$4,104.55	\$0
Recruitment & Onboarding Expenses (Advertising, Interview, Induction, Medical, WWC/Police Check, Face Fit Test)	\$2,000.00	\$0
Safety Tickets/Training	\$1,000.00	\$0
Personal Protective Equipment	\$1,000.00	\$0
Other Costs: Admin Time – Payroll, Training Contract, Training Plans Risks – Workplace Injury, Medical Expenses & W/Cover Premium. Employment Law	\$\$\$\$?	\$0
Total Annual Cost	\$47,200.35	\$50,174.11
Total Cost Variance		\$2,973.76

VALUE PROPOSITION:

Hourly Rate¹	\$23.89	\$25.39
Cost of Using PAQ per Hour		\$ 1.50
Cost of Using PAQ per Week		\$57.19

¹ Hourly Rates are based on 38 hours per week charged at 52 weeks of the year:

*Award Rates as of 01/07/2025

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