

Plumbing Apprenticeships Victoria and CEPU - Plumbing Division (Vic) Group Training Enterprise Agreement 2025 **Essential Terms – Cheat Sheet**

What is its' status?

The *Plumbing Apprenticeships Victoria and CEPU – Plumbing Division (Vic) Group Training Enterprise Agreement 2025 (PAV Agreement)* was approved by the Fair Work Commission in 2025.

The Agreement has a nominal expiry date of 28 February 2028.

The Agreement can be found at the Fair Work Commission Website – www.fwc.gov.au.

Who does it apply to?

The Agreement *covers* Plumbing Apprenticeships Victoria (**PAV**), all apprentices employed by PAV and the Plumbers Union.

The Agreement is divided into six (6) parts –

- **Part A** of the Agreement contains the various machinery and mandatory clauses that apply to all apprentices covered by the Agreement;
- **Part B** of the Agreement contains the various terms and conditions of employment that apply to all apprentices covered by the Agreement;
- **Part C** of the Agreement contains the various terms and conditions of employment that apply to an apprentice covered by the Agreement who is *on – hired* to a PFS Award Host Employer;
- **Part D** of the Agreement contains the various terms and conditions of employment that apply to an apprentice who is *on – hired* to an Agreement Host Employer.
- **Part E** of the Agreement contains the various terms and conditions of employment that apply to an apprentice who is *on – hired* to an Agreement Host Employer, whilst that Agreement Host Employer undertakes either *Commercial / Industrial Factory Warehouse Work* or *Commercial Residential Unit Industry Work*.
- **Part F** of the Agreement contains the various terms and conditions of employment that apply to an apprentice who is *on – hired* to an Agreement Host Employer, whilst the Agreement Host Employer undertakes *Service and Maintenance Work*.

What are the pay rates in it?

Parts C, D, E and F of the Agreement all have different rates of pay; this means that an apprentice is paid according to their placement.

For an apprentice *on – hired* to a PFS Award Host Employer (Part C), the apprentice will be paid:-

- the minimum rate prescribed in the *Plumbing and Fire Sprinklers Award 2020* plus \$0.10 per hour for ordinary time; and
- all apprentices are paid as if they have finished Year 12.

For an apprentice *on - hired* to an Agreement Host Employer (Part D), the apprentice will be paid:-

- at a rate that is equivalent to the rates prescribed in the Plumbing Union Agreement.

For an apprentice *on - hired* to an Agreement Host Employer whilst that Agreement Host Employer is undertaking work that is considered to be either commercial / industrial factory warehouse work (Part E), or commercial residential unit industry work (Part E) or service and maintenance work (Part F) the apprentice will be paid the hourly rates prescribed for either commercial / industrial factory warehouse work, or commercial residential unit industry work or service and maintenance work (whatever is applicable).

Interrelationship with the Training Contract

The employment conditions in the PAV Agreement have been designed to work and align with the provisions in the Training Contract. The Training Contract is a legally binding contract that contains obligations to be upheld by both PAV and the apprentice and the compliance of which is monitored by the Victorian Registration and Qualifications Authority (**VRQA**).

The obligations are prescribed in the training contract. The key obligations are, in summary, that the apprentice is to attend work, do the job offered and follow PAV and the Host Employer's reasonable and lawful instructions, working to achieve the qualification and diligently attend trade school. Disputes are to be referred to the VRQA.

Completion occurs when there is agreement between PAV, RTO and the apprentice.

The Training Contract expires at the end of a nominal four (4) year term; unless it is extended.

PAV is to provide on the job training opportunities aligned with achieving competencies in the training plan.

PAV and the Host Employer are required to release the apprentice to attend Trade School.

The Training Contract can only be cancelled by mutual consent and if obligations cannot be met, it must be suspended.

During a period of suspension, the apprentice will be paid out entitlements until exhausted, workers compensation or income protection insurance – as are applicable.

The apprentice will be placed on leave without pay where applicable for any balance of the duration of a suspension.

As the training contract is suspended, the apprentice will not progress in year levels during any period of suspension. The apprenticeship will recommence at the stage and year level where they left off.

Wage rates at Trade School

At the start of every month, PAV will run a report to show the amount of time an apprentice has been placed with a PFS Award Host Employer or an Agreement Host Employer over the preceding twelve (12) months (or part thereof). The rate payable is determined by where the apprentice has spent more than fifty percent (50%) of their time, regardless of any current placement.

Wage rates on Public Holidays

The wage rate payable is the rate of an apprentices last rate of pay immediately prior to a Public Holiday.

So: If an apprentice is placed with an Agreement Host Employer immediately prior to the Public Holiday – the Agreement Host Employer rate will apply.

If however, an apprentice was placed with a PFS Award Host Employer, on Downtime or other form of leave paying this rate, then the PFS Award Host Employer rate would apply.

Cashing Out of Annual Leave

In certain situations, an apprentice may be able to *cash out* their annual leave.

After the *cashing out* has occurred an apprentice must have four (4) weeks remaining and can apply to cash out up to two (2) weeks leave, once per twelve (12) month period.

Close Down Period

A shut down period applies during Easter and Christmas/New Year. These are quiet times of year and apprentices are advised to use as much annual leave as possible at these times and take a break while the industry is quiet.

By agreement, apprentices can work during that time.

Accrual – Personal / Carer’s Leave

An Apprentice accrues personal / carer’s leave where they work.

Personal / carer’s leave is paid in a certain order – EBA Agreement Host Employer accrued leave first, then PFS Award Host Employer second.

At the end of the apprenticeship, personal / carer’s leave hours balance is reported to Incolink and becomes portable.

Evidence – Personal / Carer’s Leave and / or Compassionate Leave

Personal / carer’s leave is only payable with the production of a medical certificate for any day of absence.

These certificates must be from a treating medical practitioner and not a pharmacy or online document.

Compassionate Leave is also subject to the production of evidence.

Accrual Annual Leave and RDOs

An Apprentice accrues annual leave and RDO’s where they work.

Annual leave is paid in a certain order – EBA Agreement Host Employer accrued leave first, then PFS Award Host Employer second.

Non - payment for refusal of services (Clause 21 – Placement of an Apprentice of PAV EBA)

Under Clause 21 of the PAV Agreement, PAV may, at its’ absolute discretion, temporarily decline the services of an apprentice who refuses to follow all reasonable and lawful directions regarding a placement with a Host Employer.

This means that an apprentice that:-

- refuses a placement arranged by PAV; or
- refuses a placement arranged by PAV for the apprentice by not attending the placement (without lawful cause); or
- accepts a placement with a Host Employer, but then seeks to jeopardise the placement arranged by PAV for the apprentice; or
- accepts a placement with a Host Employer, but is then returned by the Host Employer because of their attitude, performance, etc; or
- does not make themselves readily available / contactable by PAV at any stage of their employment

may not be paid for so long as that apprentice refuses to follow that reasonable and lawful direction.

Non-Placement Time (Clause 35 – Non – Placement of Apprentice of PAV EBA)

An apprentice is entitled to two (2) days paid downtime provided their conduct has not caused or contributed to the downtime.

After that period of time, discussions will occur, and PAV and the apprentice may reach agreement on one (1) or more of the following outcomes:

- that the apprentice shall take accrued annual leave; and / or
- that the apprentice shall take accrued RDO's; and / or
- that the apprentice shall take (in the absence of having accrued annual leave or accrued RDO's) leave without pay; and / or
- that the apprentice shall undertake training, which may include:-
 - catching up on any outstanding modules or units of competence;
 - undertaking module and / or units of competence re – sits;
 - studying for module and / or units of competence re – sits;
 - OH&S training;
 - other training provided by PAV; and / or
- that the apprentices' apprenticeship shall be suspended for an agreed period of time.

Timesheet submission

Unless timesheets are signed by the Host Employer, the apprentice will not be paid.

Deadline is Tuesday 10.00 am.

Fares Allowance and / or Travel Allowance

In what situations are the Fares Allowance and / or Travelling Allowance payable?

Situation / Circumstance	Travel Allowance	Fares Allowance
Start or finish on the job using own vehicle	Yes	Yes
Start or finish on the job using public transport	Yes	Yes
Start or finish on the job provided with transport	Yes	No
Start and finish at the workshop	Yes	No
RDOs	Yes	Yes
Annual Leave	No	No
Public Holidays	No	No
Sick Leave	No	No
Apprentices Attending Trade School, other than PICAC Brunswick or PICAC Narre Warren	Yes	Yes
Subject to Clause 25.16, Apprentices attending Trade School at PICAC Brunswick or PICAC Narre Warren	Yes	No

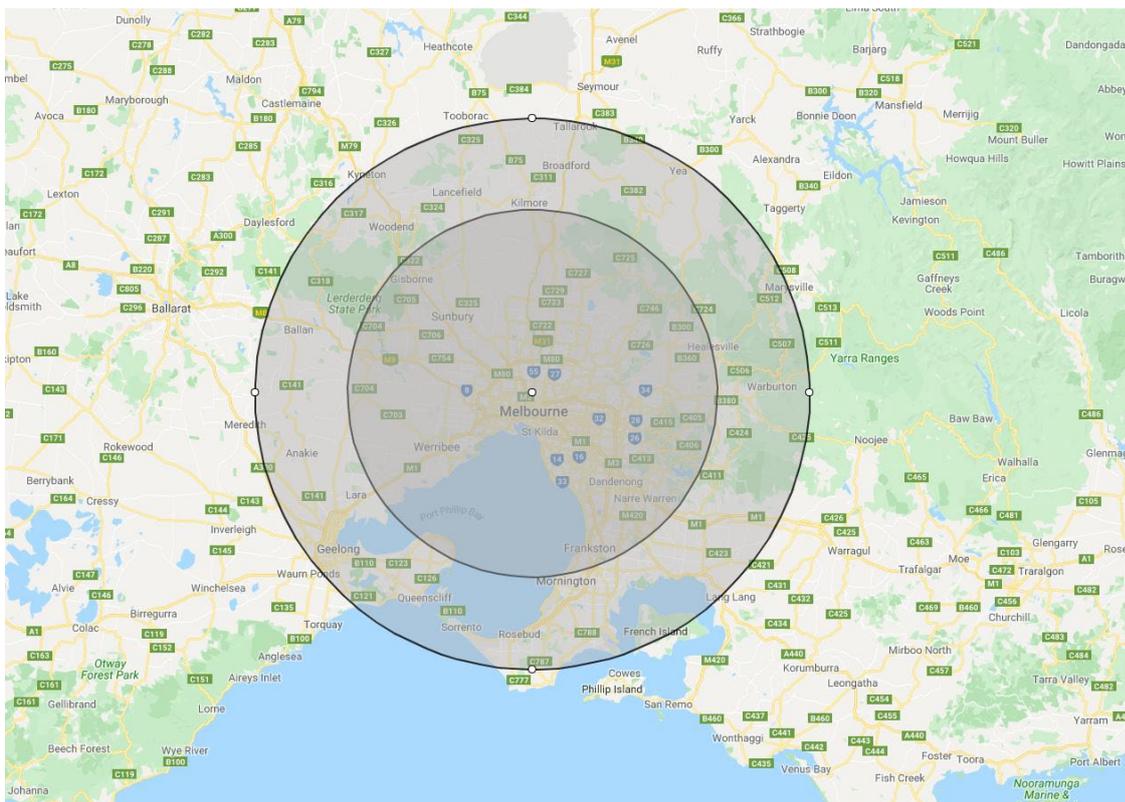
Under the PAV Agreement the **Centre for employment** shall mean one (1) or more of the following:-

- PICAC Brunswick, Unit 6, 306 Albert Street, Brunswick, or
- PICAC Geelong, Unit 1, 66 Tanner Street, Breakwater, or
- PICAC Narre Warren, 11 Fullard Road, Narre Warren, or
- the G.P.O., or Principal Post Office of the cities of Ballarat, Bendigo, Geelong or Melbourne if the employer's base establishment or workshop is within the defined radius from the said Post Office; or
- the local Post Office closest to the employer's establishment or workshop beyond the defined radius of the Post Offices listed above; or
- in the case of apprentices sent to a distant project the place at which such apprentice is domiciled with the approval of the employer, for that distant project.

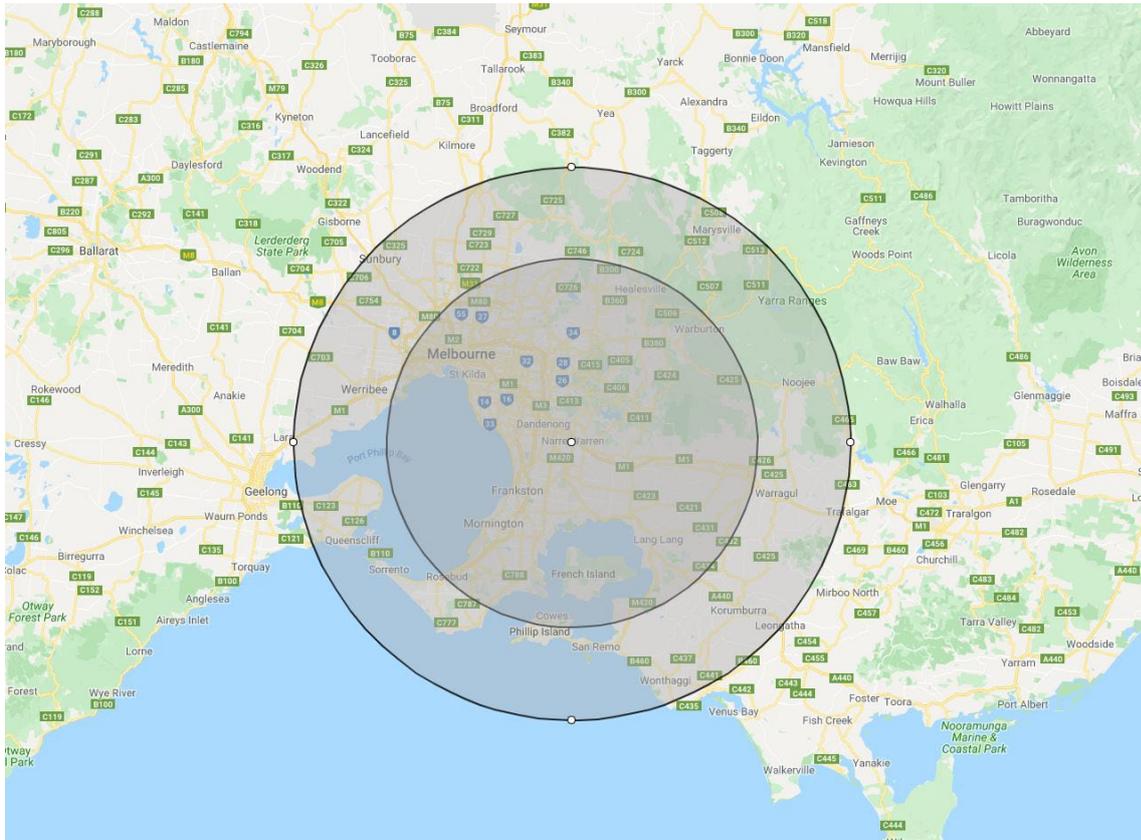
For an apprentice *on – hired* to a PFS Award Host Employer (Part C), the radius is fifty kilometres (50 km's)

For an apprentice *on - hired* to an Agreement Host Employer (Part D), the radius is seventy – five kilometres (75 km's).

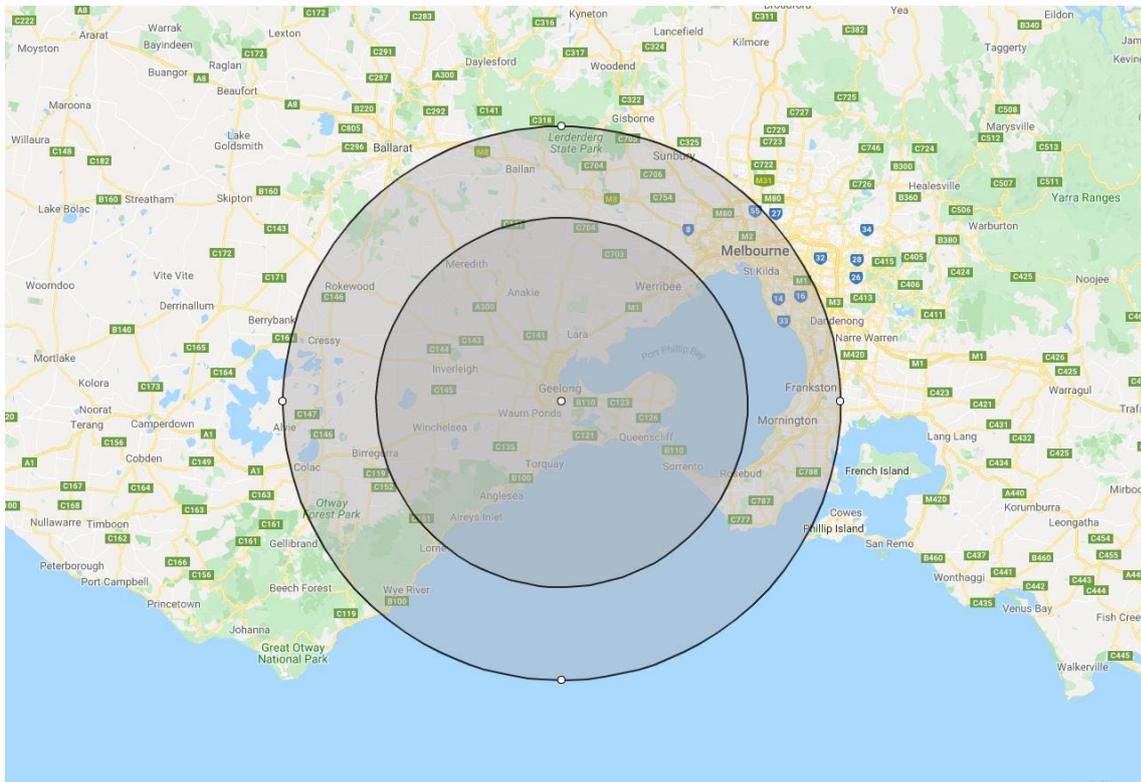
PICAC Brunswick Centre of Employment



PICAC Narre Warren Centre of Employment



PICAC Geelong Centre of Employment



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Rates of Pay

Part C of the Agreement contains the various terms and conditions of employment that apply to an apprentice covered by the Agreement who is *on – hired* to a PFS Award Host Employer. The rates in the following table are payable from the first pay period on or after 1 July 2025

	Adult 1st Year, 2nd Year and 3rd Year	Apprentice 1st Year	Apprentice 2nd Year	Apprentice 3rd Year	All Apprentices 4th Year
Hourly Rate	\$26.09	\$17.41	\$20.36	\$21.83	\$27.74
X 38 Hours	\$987.53	\$657.49	\$769.78	\$825.94	\$1050.69
Fares (Per Day)	\$15.81	\$15.81	\$15.81	\$15.81	\$15.81
X 5 Days	\$79.05	\$79.05	\$79.05	\$79.05	\$79.05
Travel (Per day)	\$6.50	\$4.33	\$5.07	\$5.44	\$6.91
X 5 Days	\$32.50	\$21.65	\$25.35	\$27.20	\$34.55
Total Income	\$1099.08	\$758.19	\$874.18	\$932.19	\$1164.29

Part D of the Agreement contains the various terms and conditions of employment that apply to an apprentice who is *on – hired* to an Agreement Host Employer. The rates in the following table are payable from the first pay period on or after 1 March 2025

	Adult 1st Year	Apprentice 1st Year	All Apprentices 2nd Year	All Apprentices 3rd Year	All Apprentices 4th Year
Hourly Rate	\$26.92	\$22.38	\$32.12	\$40.32	\$51.28
X 36 Hours	\$969.12	\$805.68	\$1,156.32	\$1,451.52	\$1,846.08
Fares (Per Day)	\$24.85	\$24.85	\$24.85	\$24.85	\$24.85
X 5 Days	\$124.25	\$124.25	\$124.25	\$124.25	\$124.25
Travel (Per day)	\$6.73	\$5.60	\$8.03	\$10.08	\$12.82
X 5 Days	\$33.65	\$27.10	\$40.15	\$50.40	\$64.10
Total Income	\$1,127.02	\$957.93	\$1,320.72	\$1,626.17	\$2,034.43