

Western Australia Wage Rates for Sole Traders, Unincorporated Partnerships and Unincorporated Trustees

8 July 2022

Trainee Wage Rates

The Western Australian Industrial Relations Commission has increased the state minimum wage and rates of pay in WA state awards.

The new trainee wage rates payable for trainees who work in hair and beauty salons in WA are set out in the attached table. Please see the relevant Award Advice for other wage rates and allowances.

What is the operative date?

The increase is operative from the **first full pay period that starts on or after 1 July 2022**.

Who do these rates apply to?

These rates only apply to employees of employers in Western Australia that are NOT constitutional corporations, such as sole traders, unincorporated trustees and partnerships

Can the increases be absorbed into over-award payments?

Yes. The increases are fully absorbable into over-award payments, unless the employer agrees otherwise.

Do you require further advice?

For information or assistance please contact the Hair and Beauty Australia Workplace Advice Line on (02) 9221 9911, which is open from 8.30am to 5.30pm AEST.



Stephen Smith
Head of National Workplace Relations Policy

**Western Australia - Wage Rates that Apply to Employers who are
Sole Traders, Unincorporated Partnerships
and Unincorporated Trustees**

Operative Date: 1 July 2022*

**These rates only apply to employers in Western Australia who are NOT
constitutional corporations**

Table 1 - Wage Rates - Junior full-time trainees¹

Industry/Skill Level A			
Experience level of trainee	Highest year of schooling completed		
	Year 10 (per week) \$	Year 11 (per week) \$	Year 12 (per week) \$
School leaver	284.00	338.00	415.00
1 year out of school	338.00	415.00	480.00
2 years out of school	415.00	480.00	563.00
3 years out of school	480.00	563.00	643.00
4 years out of school	563.00	643.00	-
5 or more years out of school	643.00	-	-
Industry/Skill Level B			
Experience level of trainee	Highest year of schooling completed		
	Year 10 (per week) \$	Year 11 (per week) \$	Year 12 (per week) \$
School leaver	284.00	338.00	406.00
1 year out of school	338.00	406.00	463.00
2 years out of school	406.00	463.00	546.00
3 years out of school	463.00	546.00	623.00
4 years out of school	546.00	623.00	-
5 or more years out of school	623.00	-	-
Industry/Skill Level C			
Experience level of trainee	Highest year of schooling completed		
	Year 10 (per week) \$	Year 11 (per week) \$	Year 12 (per week) \$
School leaver	284.00	338.00	405.00
1 year out of school	338.00	405.00	455.00
2 years out of school	405.00	455.00	511.00
3 years out of school	455.00	511.00	574.00
4 years out of school	511.00	574.00	-
5 or more years out of school	574.00	-	-
¹ These rates are from the Minimum Conditions of Employment Act 1993 (WA).			
AQF Certificate IV Traineeship			
Registered trainees who are undertaking qualifications at AQF IV level must be paid an additional 3.8% loading on the applicable rate.			
Adult full time trainees ¹			
Industry/Skill Level	Weekly rate (for 38 hours) \$		
A	643.00		
B	623.00		
C	574.00		
¹ A registered trainee who has reached 21 years of age must be paid the weekly rates of pay above.			

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Table 2 - Wage Rates - Part-time Traineeship

Industry/Skill Level A			
Experience level of trainee	Highest year of schooling completed		
	Year 10 (per week) \$	Year 11 (per week) \$	Year 12 (per week) \$
School leaver	7.47	8.89	10.92
1 year out of school	8.89	10.92	12.63
2 years out of school	10.92	12.63	14.82
3 years out of school	12.63	14.82	16.92
4 years out of school	14.82	16.92	-
5 or more years out of school	16.92	-	-
Industry/Skill Level B			
Experience level of trainee	Highest year of schooling completed		
	Year 10 (per week) \$	Year 11 (per week) \$	Year 12 (per week) \$
School leaver	7.47	8.89	10.68
1 year out of school	8.89	10.68	12.18
2 years out of school	10.68	12.18	14.37
3 years out of school	12.18	14.37	16.39
4 years out of school	14.37	16.39	-
5 or more years out of school	16.39	-	-
Industry/Skill Level C			
Experience level of trainee	Highest year of schooling completed		
	Year 10 (per week) \$	Year 11 (per week) \$	Year 12 (per week) \$
School leaver	7.47	8.89	10.66
1 year out of school	8.89	10.66	11.97
2 years out of school	10.66	11.97	13.45
3 years out of school	11.97	13.45	15.11
4 years out of school	13.45	15.11	-
5 or more years out of school	15.11	-	-
¹ These rates are from the Minimum Conditions of Employment Act 1993 (WA).			
AQF Certificate IV Traineeship			
Registered trainees who are undertaking qualifications at AQF IV level must be paid an additional 3.8% loading on the applicable rate.			
Adult part time trainees ¹			
Industry/Skill Level	Weekly rate (for 38 hours) \$		
A	16.92		
B	16.39		
C	15.11		
¹ A registered trainee who has reached 21 years of age must be paid the weekly rates of pay above.			

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Table 3 - Wage Rates - School based trainees

Industry/Skill Level	Year 11 or lower \$	Year 12 \$
A	8.89	10.92
B	8.89	10.68
C	8.89	10.66

AQF Certificate IV Traineeship

Registered trainees who are undertaking qualifications at AQF IV level must be paid an additional 3.8% loading on the applicable rate.