



Charge-out Rate Schedule

Effective July 2022

Given the decision of the Fair Work Commission to increase the minimum wage, in addition to the increase of mandatory superannuation contributions, the following charge-out rates will apply from July 2022.

Legend

- Pre-BAC** Refers to trainees that commenced with HTA prior to the 5th October 2020
- BAC** Refers to trainees that commenced with HTA between the 5th of October 2020 and 30th June 2022 who are still within their first 12 months of the traineeship
- AAIS** Refers to trainees that commenced with HTA from 1st July 2022 onwards, or BAC trainees that have been in the program for over 12 months.

Trainee Categories

Trainee categories listed below are:

- School-based trainees (both Year 11 and 12)
- Medical Reception trainees
- Certificate III trainees in aged, disability or HACC
- Certificate IV trainees in aged or disability

School-based Trainees

Year 11 – BAC

Base Rate	Penalty Rates (Ordinary Hours)				Overtime		Shift Rates		
Mon - Fri	Sat	Sun (Aged Care)	Sun (HACC and Disability)	Public	Mon- Fri First 2hrs	After first 2 hrs Overtime Mon-Fri and All OT Hours Sat/Sun shifts	** Various shift allowances may apply to trainees working in aged care, disability and/or HACC. These will be applied as per Award		
6:00am - 6:00pm	1.5	1.75	2	2.5	1.5	2	1.1	1.125	1.15
\$11.64	\$15.46	\$17.37	\$19.28	\$23.09	\$15.46	\$19.28	\$12.40	\$12.59	\$12.78

Year 11 – AAIS

Base Rate	Penalty Rates (Ordinary Hours)				Overtime		Shift Rates		
Mon - Fri	Sat	Sun (Aged Care)	Sun (HACC and Disability)	Public	Mon- Fri First 2hrs	After first 2 hrs Overtime Mon-Fri and All OT Hours Sat/Sun shifts	** Various shift allowances may apply to trainees working in aged care, disability and/or HACC. These will be applied as per Award		
6:00am - 6:00pm	1.5	1.75	2	2.5	1.5	2	1.1	1.125	1.15
\$16.69	\$23.03	\$26.20	\$29.37	\$35.72	\$23.03	\$29.37	\$17.96	\$18.27	\$18.59

Year 12 – BAC

Base Rate	Penalty Rates (Ordinary Hours)				Overtime		Shift Rates		
Mon - Fri	Sat	Sun (Aged Care)	Sun (HACC and Disability)	Public	Mon- Fri First 2hrs	After first 2 hrs Overtime Mon-Fri and All OT Hours Sat/Sun shifts	** Various shift allowances may apply to trainees working in aged care, disability and/or HACC. These will be applied as per Award		
6:00am - 6:00pm	1.5	1.75	2	2.5	1.5	2	1.1	1.125	1.15
\$12.27	\$16.41	\$18.48	\$20.55	\$24.68	\$16.41	\$20.55	\$13.10	\$13.31	\$13.52

Year 12 – AAIS

Base Rate	Penalty Rates (Ordinary Hours)				Overtime		Shift Rates		
Mon - Fri	Sat	Sun (Aged Care)	Sun (HACC and Disability)	Public	Mon- Fri First 2hrs	After first 2 hrs Overtime Mon-Fri and All OT Hours Sat/Sun shifts	** Various shift allowances may apply to trainees working in aged care, disability and/or HACC. These will be applied as per Award		
6:00am - 6:00pm	1.5	1.75	2	2.5	1.5	2	1.1	1.125	1.15
\$17.74	\$24.62	\$28.05	\$31.49	\$38.36	\$24.62	\$31.49	\$19.12	\$19.46	\$19.81

Medical Reception Trainees

BAC

Base Rate	Penalty Rates (Ordinary Hours)			Overtime	
Mon - Fri	Sat	Sun	Public	Mon- Fri First 2hrs	After first 2 hrs Overtime Mon-Fri and All OT Hours Sat/Sun shifts
6:00am - 6:00pm	1.5	1.75	2.5	1.5	2
\$21.25	\$30.13	\$34.56	\$47.88	\$30.13	\$39.00

AAIS

Base Rate	Penalty Rates (Ordinary Hours)			Overtime	
Mon - Fri	Sat	Sun	Public	Mon- Fri First 2hrs	After first 2 hrs Overtime Mon-Fri and All OT Hours Sat/Sun shifts
6:00am - 6:00pm	1.5	1.75	2.5	1.5	2
\$33.75	\$48.88	\$56.44	\$79.13	\$48.88	\$64.00

Certificate III Trainees in Aged, Disability and HACC

Pre-BAC

Base Rate	Penalty Rates (Ordinary Hours)				Overtime		Shift Rates		
Mon - Fri	Sat	Sun (Aged Care)	Sun (HACC and Disability)	Public	Mon- Fri First 2hrs	After first 2 hrs Overtime Mon-Fri and All OT Hours Sat/Sun shifts	** Various shift allowances may apply to trainees working in aged care, disability and/or HACC. These will be applied as per Award		
6:00am - 6:00pm	1.5	1.75	2	2.5	1.5	2			
\$29.88	\$42.82	\$49.29	\$55.76	\$68.70	\$42.82	\$55.76			

BAC

Base Rate	Penalty Rates (Ordinary Hours)				Overtime		Shift Rates		
Mon - Fri	Sat	Sun (Aged Care)	Sun (HACC and Disability)	Public	Mon- Fri First 2hrs	After first 2 hrs Overtime Mon-Fri and All OT Hours Sat/Sun shifts	** Various shift allowances may apply to trainees working in aged care, disability and/or HACC. These will be applied as per Award		
6:00am - 6:00pm	1.5	1.75	2	2.5	1.5	2			
\$19.18	\$26.78	\$30.57	\$34.37	\$41.96	\$26.78	\$34.37			

AAIS

Base Rate	Penalty Rates (Ordinary Hours)				Overtime		Shift Rates		
Mon - Fri	Sat	Sun (Aged Care)	Sun (HACC and Disability)	Public	Mon- Fri First 2hrs	After first 2 hrs Overtime Mon-Fri and All OT Hours Sat/Sun shifts	** Various shift allowances may apply to trainees working in aged care, disability and/or HACC. These will be applied as per Award		
6:00am - 6:00pm	1.5	1.75	2	2.5	1.5	2			
\$27.74	\$39.61	\$45.54	\$51.48	\$63.35	\$39.61	\$51.48			

Certificate IV Trainees in Aged, Disability and HACC

BAC

Base Rate	Penalty Rates (Ordinary Hours)			Overtime		Shift Rates		
Mon - Fri	Sat	Sun	Public	Mon- Fri First 2hrs	After first 2 hrs Overtime Mon-Fri and All OT Hours Sat/Sun shifts	**Shifts commenci ng at 4am to 5.59am or 10.00am to 12.59pm	**Commen cing at 1.00pm and before 4.00pm	**Commen cing at 4.00pm and before4.00 am
6:00am - 6:00pm	1.5	1.75	2.5	1.5	2	1.1	1.125	1.15
\$21.12	\$29.87	\$34.25	\$47.37	\$29.87	\$38.62	\$22.87	\$23.31	\$23.75

AAIS

Base Rate	Penalty Rates (Ordinary Hours)			Overtime		Shift Rates		
Mon - Fri	Sat	Sun	Public	Mon- Fri First 2hrs	After first 2 hrs Overtime Mon-Fri and All OT Hours Sat/Sun shifts	**Shifts commenci ng at 4am to 5.59am or 10.00am to 12.59pm	**Commen cing at 1.00pm and before 4.00pm	**Commen cing at 4.00pm and before4.00 am
6:00am - 6:00pm	1.5	1.75	2.5	1.5	2	1.1	1.125	1.15
\$30.98	\$44.66	\$51.49	\$72.01	\$44.66	\$58.33	\$33.72	\$34.40	\$35.08