

**QUEENSLAND INDUSTRIAL RELATIONS COMMISSION**

*Industrial Relations Act 2016 – s 137 – application for order*

**The Electrical Trades Union of Employees Queensland**  
*Applicant*

and

**Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland**  
*Applicant*

and

**Plumbers & Gasfitters Employees' Union Queensland, Union of Employees**  
*Applicant*

and

**Automotive, Metals, Engineering, Printing and Kindred Industries**  
**Industrial Union of Employees, Queensland**  
*Applicant*

v

**State of Queensland (Office of Industrial Relations)**  
*Respondent*

Matter Nos. MA/2022/3, MA/2022/4, MA/2022/5 and MA/2022/6

**ORDER – SUPPLY OF TOOLS TO APPRENTICES 2024**

DEPUTY PRESIDENT MERRELL

27 MAY 2024

ORDER

FOLLOWING the separate applications filed on 24 June 2022 by The Electrical Trades Union of Employees Queensland, the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland, the Plumbers & Gasfitters Employees' Union Queensland, Union of Employees and the Automotive, Metals, Engineering, Printing and Kindred Industries Industrial Union of Employees, Queensland, this Commission orders that the *Order - Supply of Tools to Apprentices* reported at (1998) 159 QGIG 60, as amended, be rescinded and a new Order be issued, as follows, to operate from 27 May 2024:

**ORDER – SUPPLY OF TOOLS TO APPRENTICES 2024**

1. During the term of each apprenticeship relating to a trade or calling listed herein, an employer shall, in respect of each year of such term commencing on or after the date of operation of this Order or any variation thereof supply each apprentice with tools of trade of no less value at retail prices than is prescribed herein:-

**GROUP 1**

<b>Apprenticeship Calling</b>	<b>Total Retail Value of Tools \$</b>	<b>Annual Retail Value of Tools \$</b>	<b>Nominal Term of Apprenticeship</b>
Aircraft Maintenance Engineer - Avionics	1,800.00	450.00	4
Aircraft Maintenance Engineer - Mechanical	1,800.00	450.00	4
Aircraft Maintenance Engineer - Structures	1,800.00	450.00	4
Aircraft Mechanics	1,800.00	450.00	4
Automatic Transmission Specialist	1,800.00	450.00	4
Automotive Diesel Fitter	1,800.00	450.00	4
Automotive Electrician	1,580.00	395.00	4
	(Effective from 9 June 2000)		
	1,800.00	450.00	
	(Effective from 1 September 2000)		
Bed and Mattress Making	-	-	4
Binding and Finishing	-	-	4
Boat Building	700.00	175.00	4
Boot and Shoe Repairing	All necessary tools to be supplied by employer		4
Brake Specialist	1,800.00	450.00	4
Bread Baking	220.00 (see also clause 6(c))	55.00	4
Bread Baking / Pastrycooking	440.00 (see also clause 6(c))	110.00	4
Bricklaying	880.00	220.00	4
Butchering	240.00	60.00	4
Cabinetmaking	2,400.00	600.00	4
Carpentry	2,400.00	600.00	4
Carpentry (Formwork)	2,400.00	600.00	4
Catering	440.00	110.00	4
Chair and Couch Making	-	-	4
Construction - Civil Operations (Plant)	-	-	3

<b>Apprenticeship Calling</b>	<b>Total Retail Value of Tools \$</b>	<b>Annual Retail Value of Tools \$</b>	<b>Nominal Term of Apprenticeship</b>
Cooking	440.00	110.00	4
Coopering	All necessary tools to be supplied by employer		4
Dental Technician	-	-	2
Diesel Fitter	1,800.00	450.00	4
Diesel Fuel Specialist	1,800.00	450.00	4
Driveline Specialist	1,800.00	450.00	4
Electricity Supply Tradesperson	1,800.00	450.00	4
Electrotechnology –			
Systems Electrician	1,800.00	450.00	4
Assembly and Servicing Tradesperson	1,800.00	450.00	4
Building Services Tradesperson	1,350.00	337.50	4
Communications Tradesperson	1,350.00	337.50	4
Computer Systems Tradesperson	1,350.00	337.50	4
Data Communications Tradesperson	1,350.00	337.50	4
Entertainment and Servicing Tradesperson	1,350.00	337.50	4
Instrumentation Tradesperson	1,800.00	450.00	4
Refrigeration and Air Conditioning Tradesperson	1,800.00	450.00	4
Systems and Instrumentation Tradesperson	1,800.00	450.00	4
Engineering Tradesperson (Electrical)	1,800.00	450.00	4
Engineering Tradesperson (Electronics)	1,350.00	337.50	4
Engineering Tradesperson (Fabrication)	1,350.00	337.50	4
Engineering Tradesperson (Mechanical)	1,800.00	450.00	4
Engineering Tradesperson (Vehicle Building)	1,620.00	405.00	4
Engine Reconditioner	1,800.00	450.00	4
Farriery	855.00	213.75	4
Floor Finishing and Covering	240.00	60.00	4
Glass and Glazing	200.00	50.00	4
Graphic Pre-press	-	-	4
Greenkeeping	-	-	4

<b>Apprenticeship Calling</b>	<b>Total Retail Value of Tools \$</b>	<b>Annual Retail Value of Tools \$</b>	<b>Nominal Term of Apprenticeship</b>
Hairdressing (Gentlemen)	520.00	130.00 (from 1.1.2002) (See Clause 5(e))	4
Hairdressing (Ladies)	520.00	130.00 (from 1.1.2002) (See Clause 5(e))	4
Heavy Vehicle Mobile Equipment Mechanic (Plant/Earth/Moving/Agriculture)	1,800.00	450.00	4
Heavy Vehicle Road Transport Mechanic	1,800.00	450.00	4
Higher Engineering Tradesperson	2,250.00	450.00	5
Jewellery	-	-	4
Jockey (applies to Racing Industry only)	-	-	4
Joinery	2,400.00	600.00	4
Joinery Machinery	200.00	50.00	4
Leadlight Working	200.00	50.00	4
Light Vehicle Mechanic	1,800.00	450.00	4
Machining (in off-site construction industry)	200.00	50.00	4
Marine Equipment Installer	1,800.00	450.00	4
Marine Mechanic	1,800.00	450.00	4
Meat Retailing	240.00	80.00	3
Musical Instrument (Tuning and Repairing)	680.00	80.00 1st yr 160.00/2nd yr 200/3rd yr	4
Motor Cycle Mechanic	1,800.00	450.00	4
Optical Mechanics	-	-	4
Outdoor Power Equipment Mechanic	1,800.00	450.00	4
Painting and Decorating	200.00	50.00	4
Panel Beater	1,620.00	405.00	4
Pastrycooking	440.00	110.00	4
	(see also clause 6(c))		
Patisserie	440.00	110.00	4

<b>Apprenticeship Calling</b>	<b>Total Retail Value of Tools \$</b>	<b>Annual Retail Value of Tools \$</b>	<b>Nominal Term of Apprenticeship</b>
Picture Framing	-	-	4
Plastering (Fibrous)	1,040.00	260.00	4
Plastering (Solid)	1,040.00	260.00	4
Plumbing and Draining	2,400.00	600.00	4
Polishing	-	-	4
Pottery	-	-	4
Printing Machining	-	-	4
Riding Saddle Making	All necessary tools to be supplied by employer		4
Sailmaking	-	-	4
Saw Doctoring	-	-	4
Screen Printing - Stencil Preparation	-	-	4
Shopfitting	2,400.00	600.00	4
Signwriting	400.00	100.00	4
Signwriting (Silk Screen Process)	-	-	4
Soft Furnishing	-	-	4
Sprinkler Pipe Fitting	-	-	4
Stonemasonry	880.00	220.00	4
Tiling (Roof)	780.00	260.00	3
Tiling (Wall and Floor)	1,040.00	260.00	4
Upholstering	-	-	4
Vehicle Body Builder	1,620.00	405.00	4
Vehicle Painter	1,240.00	310.00	4
		(Effective from 9 June 2000)	
	1,620.00	405.00	
		(Effective from 1 September 2000)	
Vehicle trimmer	1,240.00	310.00	4
		(Effective from 9 June 2000)	
	1,620.00	405.00	
		(Effective from 1 September 2000)	
Watchmaking and Clockmaking	420.00	105.00	4
Waterproofing	465.00	155.00	3
Wood Machining	200.00	50.00	4

**GROUP 2**

Group 2 to be phased out according to dates shown in the Notification under the *Vocational Education, Training and Employment Act 1991* published in 158 QGIG 516-524.

<i>Apprenticeship Calling</i>	<b>Total Retail Value of Tools \$</b>	<b>Annual Retail Value of Tools \$</b>	<b>Nominal Term of Apprenticeship</b>	<b>Phase-out Date</b>
Bespoke Bootmaking	All necessary tools to be supplied by employer		4	25/11/1999
Butchering/Slaughtering	-	-	4	13/12/2001
Carpentry and Joinery	2,400.00	600.00	4	4/5/2002
Composing	-	-	4	29/9/2001
Confectionery	-	-	4	30/10/1999
Engineering Tradesperson (Maintenance - Q Rail Pilot)	2,250.00	450.00	5	24/2/2001
French Polishing	-	-	4	2/10/2000
Glass Cutting and Silvering	-	-	4	26/8/1999
Glazing	-	-	4	4/4/2002
Graphic Reproduction	-	-	4	1/2/2001
Instrumentation/ Electrical AVC	2,250.00	450.00	5	2/2/2002
Musical Instrument Tuning and Repairing Class A	100.00	25.00	4	9/11/2000
Musical Instrument Tuning and Repairing Class B	-	-	4	28/2/2002
Optical Instrument Making and Repairing	-	-	4	29/6/1998
Picture Frame Making	-	-	4	10/1/2002
Plastering (Wall and Ceiling)	440.00	-	78wks	18/4/2002
Plumbing (Railways)	1,800.00	450.00	4	12/12/1998

<i>Apprenticeship Calling</i>	<b>Total Retail Value of Tools \$</b>	<b>Annual Retail Value of Tools \$</b>	<b>Nominal Term of Apprenticeship</b>	<b>Phase-out Date</b>
Resilient Floor Layer	1,040.00	260.00	4	21/9/2000
Sewing Machine Mechanics	1,800.00	450.00	4	30/8/2001
Shipwrighting	All necessary tools to be supplied by employer		4	3/2/2001
Slaughtering	-	-	4	1/7/1999
Watchmaking	420.00	105.00	4	21/3/2002
Wicker Working	-	-	4	17/2/2000
Wood Machining (Sawmilling) (applies to the timber industry only)	-	-	4	6/7/1999
Wood Turning	-	-	4	9/9/1999

**GROUP 3 \***

<i>Apprenticeship Calling [and Qualification]</i>	<b>Annual retail value of tools 1/9/1998 \$</b>	<b>Annual retail value of tools 1/9/1999 \$</b>	<b>Annual retail value of tools 1/9/2000 and thereafter* \$</b>	<b>Nominal Term of Apprenticeship</b>
Engineering Trades- person (Vehicle Building) [Cert III in Automotive Engineering (Autobody Refinishing)]	215.00	310.00	405.00	4
Engineering Trades- person (Vehicle Building) [Cert III in Engineering Automotive (Trimming)]	215.00	310.00	405.00	4
Engineering Trades- person (Electrical) [Cert III in Engineering (Electrical - Automotive Mechanics)]	340.00	395.00	450.00	4
Engineering Trades- person (Mechanical) [Cert III in Engineering (Mechanical - Toolmaking)]	340.00	395.00	450.00	4

<i>Apprenticeship Calling [and Qualification]</i>	<b>Annual retail value of tools 1/9/1998</b>	<b>Annual retail value of tools 1/9/1999</b>	<b>Annual retail value of tools 1/9/2000 and thereafter*</b>	<b>Nominal Term of Apprenticeship</b>
	\$	\$	\$	
Engineering Trades- person (Fabrication) [Cert III in Engineering (Fabrication - Moulding)] ( <b>Qld Rail only</b> )	215.00	275.00	337.50	4

\*After 1 September 2000 apprentices are to be classified in the appropriate calling in Group 1.

2. Where pursuant to section 10 of the *Further Education and Training Act 2014* the term of an indenture is reduced below the term referred to in clause 1 hereof for the relevant trade or calling the annual retail value of tools to be supplied is to be increased proportionately so that the total retail value of tools of trade equivalent to the term referred to in clause 1 above is supplied during that lesser term of apprenticeship.
3. Subject to clause 5 tools of trade prescribed herein shall be provided as follows:-
  - (a) During the first year of an apprenticeship, tools to the prescribed annual retail value (or the increased value pursuant to clause 2 hereof) shall be supplied within a period of three (3) months after the expiry of the probationary period or within a period of six (6) months from the date of commencement of the employment whichever first occurs;
  - (b) During the second and subsequent years (or part of a year) of apprenticeship tools to the prescribed annual retail value (or the increased value pursuant to clause 2 hereof) shall be supplied within a period of three months from the commencement date of each such year (or part of a year) of the indentured apprenticeship.
4. In lieu of the aforesaid requirements of clause 3, an Employer may, within a period of three months following the date of signing of the indenture supply to an apprentice during the first year of the apprenticeship tools of trade to a value equivalent to that prescribed by this Order for the full term of the apprenticeship. Such supply of tools made on or after the commencement date of this Order will satisfy in full the requirements thereof:

Provided that where prior to the date of operation of this Order an apprentice has been supplied with tools of trade to the value equivalent to that prescribed by a relevant Regulation for the full term of the apprenticeship the apprentice shall in respect to each year of such apprenticeship commencing on or after the date of this Order be supplied with tools to the additional value resulting from ascertaining the difference between the annual value prescribed by this Order and the imputed annual retail value at the time of original supply.
5. Where an apprentice has entered a Competency Based Training Agreement, the provision of tools in accordance with this Order will be on the following basis:-
  - (a) During the term of apprenticeship, an employer shall, in respect of each level of the apprenticeship program, supply the apprentice with tools of trade, equivalent to the annual retail value of tools prescribed for the trade in clause 1 of this Order.
  - (b) The supply of tools of trade for each level of the program shall be linked to the successful achievement of competencies or, where appropriate, the demonstration of approved levels of progression towards the achievement of competencies as prescribed by the relevant National Training Package or in the relevant Award.
  - (c) Supply of tools will occur no later than three (3) months after the expiry of the probationary period or within a period of six (6) months from the date of commencement of the employment, whichever first occurs, and no later than three (3) months into subsequent levels of the apprenticeship.
  - (d) Apprentices employed under part-time or school based arrangements shall be entitled to a supply of tools consistent with the requirements as outlined in 5(a), 5(b) and 5(c) above. This Order takes cognisance of the State Training Council decision of 9 April 1998 that the probationary period for a school based apprentice will expire after 90 calendar days and that the probationary period for a part-time apprentice will expire after 90 calendar days or 456 hours of workplace employment whichever is the longer period.



- (e) *Hairdressing (Gentlemen) or Hairdressing (Ladies) Apprentices*
- (i) From 1 January 2002, all Hairdressing apprentices shall be transitioned from a 5 level competency based training contract, to a 4 level competency based training contract and shall receive Supply of Tools in accordance with clause 1 of this Order.
  - (ii) Employers of apprentices who were entitled to receive Supply of Tools between 1 April 2001 and 31 December 2001, shall in addition to the provisions of the amendment of this Order, provide to those apprentices by 31 March 2002, tools to the value of \$26.00. All subsequent Supply of Tools shall be in accordance with clause 1 of this Order.
6. Except as otherwise provided herein, all tools of trade issued to an apprentice by an Employer in terms of this Order shall become and remain the property of the apprentice and are to be available and used in performing trade work as required by the Employer:
- Provided that -
- (a) Should an apprentice on probation who has been supplied with tools of trade pursuant to this Order not proceed to an indentured apprenticeship such tools shall revert to the Employer, or alternatively, the value of such tools (calculated at the actual supplied cost) shall be refunded by the apprentice to the Employer on demand.
  - (b) Should an apprentice who has been supplied with the total requirements of tools pursuant to clause 4 hereof not complete the apprenticeship term with that Employer then, in respect of any uncompleted portion of the apprenticeship term, the *pro rata* value of tools supplied (calculated at the actual supplied cost) shall be refunded by the apprentice to the Employer on demand.
  - (c) *Bread Baking, Bread Baking/Pastrycooking and Pastrycooking Apprentices -*
    - (i) In recognition of the custom and practice in the Baking Industry, employers may provide all tools required by apprentices for their work and college requirements, in lieu of supplying their apprentices tools in accordance with clause 1. Tools provided to apprentices in accordance with this subclause shall remain the property of the employer; and
    - (ii) Tools supplied to apprentices in accordance with clause 1 of this Order shall become and remain the property of the apprentice.
7. Where an apprentice is re-indentured after having their indenture cancelled the provisions of this Order shall apply with equal effect to the apprentice's new Employer in relation to the residual term of apprenticeship but so that the collective obligations of the several employers does not exceed the requirements of this Order when applied to one and the same Employer.
8. Each Employer shall keep accurate records of the dates upon which requisite tools of trade have been supplied, together with details of the description, type, retail value and actual supplied cost of such tools of trade.
9. Except as otherwise provided for in clause 4, this Order shall take effect from 27 May 2024.
10. This Order shall not apply to those apprentices where supply of tools conditions are provided for in the *Building, Engineering and Maintenance Services Employees (Queensland Government) Award – State 2016*.

Dated 27 May 2024.

J.W. MERRELL,  
Deputy President.