

National Training Wage - July 2019

FULL TIME TRAINEESHIPS - AQF Certificate Level I–III traineeships

Minimum weekly rates for full-time traineeships

Wage Level A Full Time Employees	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week \$	per week \$	per week \$
School leaver	332.80	366.50	436.60
Plus 1 year out of school	366.50	436.60	508.10
Plus 2 years out of school	436.60	508.10	591.30
Plus 3 years out of school	508.10	591.30	677.00
Plus 4 years out of school	591.30	677.00	
Plus 5 or more years out of school	677.00		

Wage Level B Full Time Employees	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week \$	per week \$	per week \$
School leaver	332.80	366.50	424.80
Plus 1 year out of school	366.50	424.80	488.60
Plus 2 years out of school	424.80	488.60	573.10
Plus 3 years out of school	488.60	573.10	653.70
Plus 4 years out of school	573.10	653.70	
Plus 5 or more years out of school	653.70		

Wage Level C Full Time Employees	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week \$	per week \$	per week \$
School leaver	332.80	366.50	424.80
Plus 1 year out of school	366.50	424.80	478.20
Plus 2 years out of school	424.80	478.20	534.30
Plus 3 years out of school	478.20	534.30	595.20
Plus 4 years out of school	534.30	595.20	
Plus 5 or more years out of school	595.20		

National Training Wage July 2019 V1

FULL TIME JUNIOR TRAINEESHIPS - AQF Certificate Level IV traineeships

The minimum rate for a full-time junior trainee undertaking a Level IV traineeship is the minimum rate for the relevant full-time AQF Certificate Level III traineeship increased by 3.8%

Minimum weekly rates for full-time junior traineeships

Wage Level A Full Time Junior Employees	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week \$	per week \$	per week \$
School leaver	345.40	380.40	453.20
Plus 1 year out of school	380.40	453.20	527.40
Plus 2 years out of school	453.20	527.40	613.80
Plus 3 years out of school	527.40	613.80	702.70
Plus 4 years out of school	613.80	702.70	
Plus 5 or more years out of school	702.70		

Wage Level B Full Time Junior Employees	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week \$	per week \$	per week \$
School leaver	345.40	380.40	440.90
Plus 1 year out of school	380.40	440.90	507.20
Plus 2 years out of school	440.90	507.20	594.90
Plus 3 years out of school	507.20	594.90	678.60
Plus 4 years out of school	594.90	678.60	
Plus 5 or more years out of school	678.60		

Wage Level C Full Time Junior Employees	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week \$	per week \$	per week \$
School leaver	345.40	380.40	440.90
Plus 1 year out of school	380.40	440.90	496.40
Plus 2 years out of school	440.90	496.40	554.60
Plus 3 years out of school	496.40	554.60	617.90
Plus 4 years out of school	554.60	617.90	
Plus 5 or more years out of school	617.90		

FULL TIME ADULT TRAINEESHIPS - AQF Certificate Level IV traineeships

Minimum weekly rates for full-time adult traineeships

Wage Level A B C Full Time Adult Employees	First year of traineeship	Second & subsequent years of traineeship
	per week \$	per week \$
Wage Level A	703.20	730.40
Wage Level B	678.40	704.40
Wage Level C	617.40	640.70

National Training Wage July 2019 V1

PART TIME TRAINEESHIPS - AQF Certificate Level I-III traineeships

Minimum weekly rates for part-time traineeships – approved training is done
WHOLLY OFF-THE-JOB

Wage Level A Part Time Employees	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour \$	per hour \$	per hour \$
School leaver	10.95	12.07	14.37
Plus 1 year out of school	12.07	14.37	16.73
Plus 2 years out of school	14.37	16.73	19.45
Plus 3 years out of school	16.73	19.45	22.26
Plus 4 years out of school	19.45	22.26	
Plus 5 or more years out of school	22.26		

Wage Level B Part Time Employees	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour \$	per hour \$	per hour \$
School leaver	10.95	12.07	13.99
Plus 1 year out of school	12.07	13.99	16.08
Plus 2 years out of school	13.99	16.08	18.87
Plus 3 years out of school	16.08	18.87	21.52
Plus 4 years out of school	18.87	21.52	
Plus 5 or more years out of school	21.52		

Wage Level C Part Time Employees	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour \$	per hour \$	per hour \$
School leaver	10.95	12.07	13.99
Plus 1 year out of school	12.07	13.99	15.73
Plus 2 years out of school	13.99	15.73	17.57
Plus 3 years out of school	15.73	17.57	19.58
Plus 4 years out of school	17.57	19.58	
Plus 5 or more years out of school	19.58		

National Training Wage July 2019 V1

PART TIME TRAINEESHIPS - AQF Certificate Level I-III traineeships

Minimum weekly rates for part-time traineeships – approved training is done SOLELY ON-THE-JOB or PARTLY ON THE JOB and PARTLY OFF-THE-JOB

If the approved training for a part-time traineeship is undertaken solely on-the-job or partly on-the-job and partly off-the-job, the relevant minimum hourly rates for part-time traineeships **minus 20%** applies to each ordinary hour worked by the trainee.

Wage Level A Part Time Employees	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour \$	per hour \$	per hour \$
School leaver	8.76	9.66	11.49
Plus 1 year out of school	9.66	11.49	13.38
Plus 2 years out of school	11.49	13.38	15.56
Plus 3 years out of school	13.38	15.56	17.81
Plus 4 years out of school	15.56	17.81	
Plus 5 or more years out of school	17.81		

Wage Level B Part Time Employees	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour \$	per hour \$	per hour \$
School leaver	8.76	9.66	11.19
Plus 1 year out of school	9.66	11.19	12.86
Plus 2 years out of school	11.19	12.86	15.10
Plus 3 years out of school	12.86	15.10	17.21
Plus 4 years out of school	15.10	17.21	
Plus 5 or more years out of school	17.21		

Wage Level C Part Time Employees	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour \$	per hour \$	per hour \$
School leaver	8.76	9.66	11.19
Plus 1 year out of school	9.66	11.19	12.58
Plus 2 years out of school	11.19	12.58	14.06
Plus 3 years out of school	12.58	14.06	15.66
Plus 4 years out of school	14.06	15.66	
Plus 5 or more years out of school	15.66		

National Training Wage July 2019 V1

PART TIME JUNIOR TRAINEESHIPS - AQF Certificate Level IV traineeships

The minimum hourly rate for a part-time trainee undertaking a Level IV traineeship is the minimum hourly rate for the relevant part-time AQF Certificate Level III traineeship increased by 3.8%.

Minimum weekly rates for part-time traineeships – approved training is done WHOLLY OFF-THE-JOB

Wage Level A Part Time Junior Employees	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour \$	per hour \$	per hour \$
School leaver	11.36	12.54	14.91
Plus 1 year out of school	12.54	14.91	17.37
Plus 2 years out of school	14.91	17.37	20.19
Plus 3 years out of school	17.37	20.19	23.10
Plus 4 years out of school	20.19	23.10	
Plus 5 or more years out of school	23.10		

Wage Level B Part Time Junior Employees	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour \$	per hour \$	per hour \$
School leaver	11.36	12.54	14.52
Plus 1 year out of school	12.54	14.52	16.69
Plus 2 years out of school	14.52	16.69	19.59
Plus 3 years out of school	16.69	19.59	22.33
Plus 4 years out of school	19.59	22.33	
Plus 5 or more years out of school	22.33		

Wage Level C Part Time Junior Employees	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour \$	per hour \$	per hour \$
School leaver	11.36	12.54	14.52
Plus 1 year out of school	12.54	14.52	16.33
Plus 2 years out of school	14.52	16.33	18.24
Plus 3 years out of school	16.33	18.24	20.32
Plus 4 years out of school	18.24	20.32	
Plus 5 or more years out of school	20.32		

National Training Wage July 2019 V1

PART TIME JUNIOR TRAINEESHIPS - AQF Certificate Level IV traineeships

The minimum hourly rate for a part-time trainee undertaking a Level IV traineeship is the minimum hourly rate for the relevant part-time AQF Certificate Level III traineeship increased by 3.8%.

Minimum weekly rates for part-time traineeships – approved training is done SOLELY ON-THE-JOB or PARTLY ON THE JOB and PARTLY OFF-THE-JOB

If the approved training for a part-time traineeship is undertaken solely on-the-job or partly on-the-job and partly off-the-job, the relevant minimum hourly rates for part-time traineeships **minus 20%** applies to each ordinary hour worked by the trainee.

Wage Level A Part Time Junior Employees	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour \$	per hour \$	per hour \$
School leaver	9.09	10.03	11.93
Plus 1 year out of school	10.03	11.93	13.89
Plus 2 years out of school	11.93	13.89	16.15
Plus 3 years out of school	13.89	16.15	18.48
Plus 4 years out of school	16.15	18.48	
Plus 5 or more years out of school	18.48		

Wage Level B Part Time Junior Employees	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour \$	per hour \$	per hour \$
School leaver	9.09	10.03	11.62
Plus 1 year out of school	10.03	11.62	13.35
Plus 2 years out of school	11.62	13.35	15.67
Plus 3 years out of school	13.35	15.67	17.86
Plus 4 years out of school	15.67	17.86	
Plus 5 or more years out of school	17.86		

Wage Level C Part Time Junior Employees	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour \$	per hour \$	per hour \$
School leaver	9.09	10.03	11.62
Plus 1 year out of school	10.03	11.62	13.06
Plus 2 years out of school	11.62	13.06	14.59
Plus 3 years out of school	13.06	14.59	16.26
Plus 4 years out of school	14.59	16.26	
Plus 5 or more years out of school	16.26		

PART TIME ADULT TRAINEESHIPS - AQF Certificate Level IV traineeships

The minimum hourly rate for a part-time trainee undertaking a Level IV traineeship is the minimum hourly rate for the relevant part-time AQF Certificate Level III traineeship increased by 3.8%.

Minimum weekly rates for part-time traineeships – approved training is done WHOLLY OFF-THE-JOB

Wage Level A B C Part Time Adult Employees	First year of traineeship	Second & subsequent years of traineeship
	per hour \$	per hour \$
Wage Level A	23.12	24.03
Wage Level B	22.29	23.15
Wage Level C	20.31	21.08

Minimum weekly rates for part-time traineeships – approved training is done SOLEY ON-THE-JOB or PARTLY ON THE JOB and PARTLY OFF-THE-JOB

If the approved training for a part-time traineeship is undertaken solely on-the-job or partly on-the-job and partly off-the-job, the relevant minimum hourly rates for part-time traineeships minus 20% applies to each ordinary hour worked by the trainee.

Wage Level A B C Part Time Adult Employees	First year of traineeship	Second & subsequent years of traineeship
	per hour \$	per hour \$
Wage Level A	18.50	19.22
Wage Level B	17.83	18.52
Wage Level C	16.25	16.87

National Training Wage July 2019 V1

SCHOOL BASED TRAINEESHIPS - AQF Certificate Level I–III traineeship

Minimum weekly rates for part-time traineeships – approved training is done **WHOLLY OFF-THE-JOB**

School based traineeship - Year of schooling	
Year 11 or lower	Year 12
\$ 10.95 per hour	\$ 12.07 per hour

Minimum weekly rates for part-time traineeships – approved training is done **SOLEY ON-THE-JOB or PARTLY ON THE JOB and PARTLY OFF-THE-JOB**

If the approved training for a part-time traineeship is undertaken solely on-the-job or partly on-the-job and partly off-the-job, the relevant minimum hourly rates for part-time traineeships **minus 20%** applies to each ordinary hour worked by the trainee.

School based traineeship - Year of schooling	
Year 11 or lower	Year 12
\$ 8.76 per hour	\$ 9.66 per hour

A trainee undertaking a school-based traineeship may **agree to be paid an additional loading of 25% on all ordinary hours worked** instead of being paid annual leave, paid personal/carer's leave, paid compassionate leave and paid absence on public holidays. However, if the trainee works on a public holiday, the public holiday provisions of this award apply.

National Training Wage – Terms of Employment

1. Definitions

1.1 In this schedule:

adult trainee means a trainee who would qualify for the highest minimum wage in wage level A, B or C if covered by that wage level.

approved training, in relation to a trainee, means the training specified in the training contract of the trainee.

Australian Qualifications Framework (AQF) means the national framework for qualifications in post-compulsory education and training.

relevant Ministers means the Commonwealth, State and Territory Ministers responsible for vocational education and training.

relevant State or Territory training authority means a body in the relevant State or Territory that has power to approve traineeships, and to register training contracts, under the relevant State or Territory vocational education and training legislation.

relevant State or Territory vocational education and training legislation means the following or any successor legislation:

Apprenticeship and Traineeship Act 2001 (NSW);
Education and Training Reform Act 2006 (Vic);
Training and Skills Development Act 2008 (SA);
Training and Skills Development Act 2016 (NT);
Training and Tertiary Education Act 2003 (ACT);
Training and Workforce Development Act 2013 (Tas);
Vocational Education and Training Act 1996 (WA);
Further Education and Training Act 2014 (Qld).

trainee means an employee undertaking a traineeship under a training contract.

traineeship means a system of training that:

- (a) has been approved by the relevant State or Territory training authority; and
- (b) meets the requirements of a training package developed by the relevant Skills Service Organisation and endorsed by the Australian Industry and Skills Committee; and
- (c) leads to an AQF certificate level qualification.

training contract means an agreement for a traineeship made between an employer and an employee that is registered by the relevant State or Territory training authority.

training package means the competency standards and associated assessment guidelines for an AQF certificate level qualification that have been endorsed for an industry or enterprise by the Australian Industry and Skills Committee and placed on the National Training Information Service with the approval of the relevant Ministers, and includes any relevant replacement training package.

Year 10 includes any year before Year 10.

National Training Wage July 2019 V1

1.2 A reference in this schedule to **out of school** refers only to periods out of school beyond Year 10 as at 1 January in each year and is taken to:

(a) include any period of schooling beyond Year 10 that was not part of, or did not contribute to, a completed year of schooling; and

(b) include any period during which a trainee repeats, in whole or part, a year of schooling beyond Year 10; and

(c) not include any period during a calendar year after the completion during that year of a year of schooling.

2. Coverage

2.1 Subject to clauses 2.2 to 2.5, this schedule applies to an employee covered by this award who is undertaking a traineeship and whose training package and AQF certificate level are allocated to a wage level by Clause 6 Allocation of traineeships to wage levels or by Clause 4.4 Default wage rate.

2.2 This schedule only applies to AQF Certificate Level IV traineeships for which a relevant AQF Certificate Level III traineeship is listed in Clause 6 Allocation of traineeships to wage levels.

2.3 This schedule does not apply to:

(a) the apprenticeship system; or

(b) qualifications not identified in training packages; or

(c) qualifications in training packages that are not identified as appropriate for a traineeship.

2.4 If this schedule is inconsistent with other provisions of this award relating to traineeships, the other provisions prevail.

2.5 This schedule ceases to apply to an employee at the end of the traineeship.

3. Types of traineeship

The following types of traineeship are available:

3.1 A full-time traineeship based on 38 ordinary hours per week, with 20% of those hours being approved training;

3.2 A part-time traineeship based on fewer than 38 ordinary hours per week, with 20% of those hours being approved training provided:

(a) wholly on the job; or

(b) partly on the job and partly off the job; or

(c) wholly off the job.

4. Minimum rates

4.1 Minimum weekly rates for full-time traineeships

(a) Wage level A (AQF Certificate Level I–III traineeship)

The minimum rate for a full-time trainee allocated to wage level A by Clause 6.1 Allocation of traineeships to wage levels is the weekly rate specified below according to the highest year of

schooling completed. NOTE: See Clause 4.3 (Other minimum wage provisions) for other minimum wage provisions that affect this paragraph.

(b) Wage level B (AQF Certificate Level I–III traineeship)

The minimum rate for a full-time trainee allocated to wage level B by Clause 6.2 Allocation of traineeships to wage levels or Clause 4.4 Default wage rate is the weekly rate specified below according to the highest year of schooling completed.

(c) Wage level C (AQF Certificate Level I–III traineeship)

The minimum rate for a full-time trainee allocated to wage level C by Clause 6.3 Allocation of traineeships to wage levels is the weekly rate specified below according to the highest year of schooling completed. NOTE: See Clause 4.3 (Other minimum wage provisions) for other minimum wage provisions that affect this paragraph.

(d) AQF Certificate Level IV traineeships

(i) The minimum rate for a full-time junior trainee undertaking a Level IV traineeship is the minimum rate for the relevant full-time AQF Certificate Level III traineeship increased by 3.8% (see tables below). NOTE: See Clause 4.3 (Other minimum wage provisions) for other minimum wage provisions that affect this paragraph.

(ii) The minimum rate for a full-time adult trainee undertaking a Level IV traineeship is the weekly rate specified in the table below. NOTE: See Clause 4.3 (Other minimum wage provisions) for other minimum wage provisions that affect this paragraph.

4.2 Minimum hourly rates for part-time traineeships

Please note the following: If the approved training for a part-time traineeship is undertaken solely on-the-job or partly on-the-job and partly off-the-job, the relevant minimum hourly rate in this clause for part-time traineeships minus 20% applies to each ordinary hour worked by the trainee. **Refer to 4.2 (f) Calculating the actual minimum wage**

(a) Wage level A (AQF Certificate Level I–III traineeship)

The minimum rate for a part-time trainee allocated to wage level A by Clause 6.1 Allocation of traineeships to wage levels is the weekly rate specified below according to the highest year of schooling completed. NOTE: See paragraph 4.2 (f) Calculating the actual minimum wage and Clause 4.3 Other minimum wage provisions affect this paragraph.

(b) Wage level B (AQF Certificate Level I–III traineeship)

The minimum rate for a part-time trainee allocated to wage level B by Clause 6.2 Allocation of traineeships to wage levels and Clause 4.4 Default wage rate is the weekly rate specified below according to the highest year of schooling completed. NOTE: See paragraph 4.2 (f) Calculating the actual minimum wage and Clause 4.3 Other minimum wage provisions affect this paragraph.

(c) Wage level C (AQF Certificate Level I–III traineeship)

The minimum rate for a part-time trainee allocated to wage level C by Clause 6.3 Allocation of traineeships to wage levels is the weekly rate specified below according to the highest year of schooling completed. NOTE: See paragraph 4.2 (f) Calculating the actual minimum wage and Clause 4.3 Other minimum wage provisions affect this paragraph.

(d) School-based traineeships (AQF Certificate Level I–III traineeship)

The minimum rate for a part-time trainee who works ordinary hours and is undertaking a school-based Level I–III traineeship whose training package and AQF certificate levels are allocated to wage levels A, B or C by Clause 6 Allocation of traineeships to wage levels and 4.4 Default wage rate is the hourly rate according to the year of schooling of the trainee. NOTE: See paragraph 4.2 (f) Calculating the actual minimum wage and Clause 4.3 Other minimum

wage provisions affect this paragraph

A trainee undertaking a school-based traineeship may agree to be paid an additional loading of 25% on all ordinary hours worked instead of being paid annual leave, paid personal/carer's leave, paid compassionate leave and paid absence on public holidays. However, if the trainee works on a public holiday, the public holiday provisions of this award apply.

(e) AQF Certificate Level IV part-time traineeships

(i) The minimum hourly rate for a part-time trainee undertaking a Level IV traineeship is the minimum hourly rate for the relevant part-time AQF Certificate Level III traineeship increased by 3.8% (see tables below).

NOTE: See paragraph 4.2 (f) Calculating the actual minimum wage and Clause 4.3 Other minimum wage provisions affect this paragraph.

(ii) The minimum rate for a part-time adult trainee undertaking a Level IV traineeship is the weekly rate specified in the table below. NOTE: See paragraph 4.2 (f) Calculating the actual minimum wage and Clause 4.3 Other minimum wage provisions affect this paragraph.

(f) Calculating the actual minimum wage

(i) If fewer than 38 (or an average of 38) ordinary hours of work per week is considered full-time at the workplace by the employer, the appropriate minimum hourly rate for a part-time trainee is obtained by multiplying the relevant minimum hourly rate in Clause 4.2. Minimum hourly rates for part-time traineeships by 38 and then dividing the figure obtained by the full-time ordinary hours of work per week.

(ii) If the approved training for a part-time traineeship is provided wholly off-the-job by a registered training organisation, for example at school or at TAFE, the relevant minimum hourly rate in Clause 4.2. Minimum hourly rates for part-time traineeships (a) to (e) applies to each ordinary hour worked by the trainee.

(iii) If the approved training for a part-time traineeship is undertaken solely on-the-job or partly on-the-job and partly off-the-job, the relevant minimum hourly rate in Clause 4.2. Minimum hourly rates for part-time traineeships (a) to (e) minus 20% applies to each ordinary hour worked by the trainee.

4.3 Other minimum wage provisions

(a) This clause applies despite anything to the contrary in Clause 4.4 Default wage rate or Clause 3 (2) Types of traineeship.

(b) An employee who was employed by an employer immediately before becoming a trainee with that employer must not suffer a reduction in their minimum rate of pay because of becoming a trainee.

(c) For the purpose of determining whether a trainee has suffered a reduction as mentioned in the above paragraph casual loadings are to be disregarded.

(d) If a qualification is converted from an AQF Certificate Level II to an AQF Certificate Level III traineeship, or from an AQF Certificate Level III to an AQF Certificate Level IV traineeship, then the trainee must be paid the next highest minimum wage provided in this schedule, if a higher minimum wage is provided for the new AQF certificate level.

4.4 Default wage rate

National Training Wage July 2019 V1

The minimum wage for a trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate level are not allocated to a wage level by Clause 6 – Allocation of traineeships to wage levels is the relevant minimum wage under this schedule for a trainee undertaking an AQF Certificate to Level I–III traineeship whose training package and AQF certificate level are allocated to wage level B.

5. Employment conditions

5.1 A trainee undertaking a school-based traineeship may agree to be paid an additional loading of 25% on all ordinary hours worked instead of being paid annual leave, paid personal/carer's leave, paid compassionate leave and paid absence on public holidays. However, if the trainee works on a public holiday, the public holiday provisions of this award apply.

5.2 A trainee is entitled to be released from work without loss of pay and without loss of continuity of employment to attend any training and assessment specified in, or associated with, the training contract.

5.3 Time spent by a trainee, other than a trainee undertaking a school-based traineeship, in attending any training and assessment specified in, or associated with, the training contract is to be regarded as time worked for the employer for the purposes of calculating the trainee's wages and determining the trainee's employment conditions.

5.4 The time to be included for the purpose of calculating the wages for part time trainees whose approved training is wholly off-the-job is determined by Clauses 4.2 (f) Calculating the actual minimum wage (ii) and (iii) and not by Clause 5.3 Employment conditions..

5.5 Subject to Clause Coverage 2.4, this award applies to a trainee in the same way that it applies to an employee who is not a trainee except as otherwise expressly provided by this schedule.

Contacting the Victorian Chamber of Commerce and Industry

The Victorian Chamber's team of experienced workplace relations advisors can assist members with a range of employment, human resources and industrial relations issues. Our experienced workplace relations consultants can also provide assistance to both members and non-members on a range of more complex matters for a fee-for-service. The consultants can, among other things, provide training to employees, conduct investigations and provide representation at proceedings at the Fair Work Commission. For assistance or more information, contact the Workplace Relations Advice Line on **(03) 8662 5222**.

Disclaimer

The information contained in this document has been prepared by the Victorian Chamber of Commerce and Industry in this format for the convenience and benefit of its members and is provided as a source of information only. The Victorian Chamber does not accept responsibility for the accuracy of the information or its relevance or applicability in particular circumstances. The information does not constitute, and should not be relied on, as legal or other professional advice about the content and does not reflect the opinion of the Victorian Chamber, its employees or agents.

The Victorian Chamber and its employees, officers, authors or agents expressly disclaim all and any liability to any person, whether a member of the Victorian Chamber or not, in respect of any action or decision to act or not act which is taken in reliance, whether partially or wholly, on the information in this communication. Without limiting the generality of this disclaimer, no responsibility or liability is accepted for any losses incurred in contract, tort, negligence, or any other cause of action, or for any consequential or other forms of loss. If you are uncertain about the application of this information in your own circumstances you should obtain specific advice.