

## Pre-injury average weekly earnings fact sheet: Apprentices, trainees and young persons

### Overview

Apprentices, trainees and young people under the age of 21 (young people) are entitled to incremental earning increases at certain stages or ages during their employment. The purpose of this fact sheet is to provide guidance as to when the pre-injury average weekly earnings (PIAWE) for these workers is to be recalculated to take into account these incremental earning increases.

**NOTE:** This fact sheet only applies to workers injured on or after 21 October 2019 and does not apply to exempt workers.

### When to recalculate PIAWE for apprentices, trainees and young people

An apprentice, trainee or young person's PIAWE should be recalculated at each stage or age in accordance with what the worker would have been entitled to receive had they not become injured and continued in that employment.

The new PIAWE is calculated to take effect from:

- the anniversary from commencement of the worker's apprenticeship or training, or
- each birthday after the worker's injury until they reach the age of 21 years (where an increment is applicable).

### What information does the agent need to consider?

When recalculating PIAWE for these workers, the agent must assess against the following considerations in order of priority:

- If the worker is paid in accordance with an Award or Enterprise Bargaining Agreement (EBA), the hourly base rate of pay and any applicable penalty rates and allowances are to be used.
- If the worker is not paid in accordance with an Award or EBA, a comparable relevant Award or EBA may be used.
- Where no Award or EBA applies to the worker, a rate can be determined by reference to comparable average earnings by other workers (the rate determined is to be based on the date the amount is to be applied).

If there is no rate applicable to a worker who has reached the age of 21 years, the worker is entitled to receive a rate which is based on a worker who has reached the age of 21 years who performs similar work to the worker. An agent may determine a rate for these workers based on a rate for a worker who has reached 21 years in similar but not necessarily in the same employment as the worker if such information is not available.

The [Job Outlook](#) website is a useful resource for determining a rate in a similar industry.

If it is not possible to establish a comparable rate, the maximum weekly compensation amount is to be used.

**NOTE:** Where the maximum weekly compensation amount is to be used as PIAWE, the weekly payment formula applies to this rate (that is, taking 95% or 80% of the maximum weekly amount).

## Other useful information

- [PIAWE fact sheet: PIAWE overview](#)
- [PIAWE fact sheet: Agreements](#)
- [PIAWE fact sheet: Relevant earning period](#)
- [PIAWE fact sheet: Concurrent employment](#)
- [PIAWE fact sheet: Non-monetary benefits](#)
- [PIAWE fact sheet: Indexation](#)
- [PIAWE fact sheet: Alignment to pay cycle](#)
- [PIAWE fact sheet: Change in earning circumstances](#)
- [PIAWE fact sheet: Short-term workers](#)
- [PIAWE fact sheet: Unpaid leave](#)
- [SIRA's Workers Compensation Guidelines](#)
- [SIRA's Claims Management Guide](#)

## Further assistance

For help with calculating PIAWE, please contact your agent or [icare](#).