

## *Key Changes to conditions for Apprentices*

### *Increase for First and Second Year Apprentice Wage Rates*

Employers should be aware of the recent increase to first and second year apprentice wage rates. These increases are effective from the first pay period on or after 1<sup>st</sup> January 2015 and specifically applies to those apprentices who commenced on or after 1<sup>st</sup> January 2014.

### *Changes to Modern Awards to reflect changes to Apprentice Conditions*

Effective from the first pay period on or after 1<sup>st</sup> January 2015, 37 modern awards were revised to reflect changes to apprentice conditions. We have included a summary of these changes below.

- Employers must pay for excess reasonable travel costs incurred (e.g. transport, accommodation, meals etc.) by an apprentice while travelling to and from off-the-job training and assessment they are required to attend. This will not apply if the apprentice can attend a closer Registered Training Organisation.
- Within six months of commencement employers must reimburse the apprentice for the cost of training fees and prescribe textbooks charged by the Registered Training Organisation and which are paid for by the apprentice.
- Any time spent by an apprentice in attending any off-the-job training and assessment is to be regarded as time worked for the purposes of calculating the apprentice's wages and determining employment entitlements. This excludes School-Based apprentices, where other conditions apply.
- An Apprentice is entitled to be released from work without loss of continuity of employment and/or to the payment of appropriate wages to attend any off-the-job training and assessment requirements.
- Except in an emergency, apprentices cannot be required to work overtime or shift work if this would prevent their attendance at off-the-job training and assessment.

### *Give us a call*

If you would like more information about the above changes, whether these changes affect you and your apprentices or would like assistance in assessing your apprentice's current pay and employment conditions, please do not hesitate to contact our BMO Human Resources Division on 07 4662 3722.

Alternatively, refer to your relevant Modern Awards at [www.fwc.gov.au/awards-and-agreements/awards/](http://www.fwc.gov.au/awards-and-agreements/awards/).



*Information in the factsheet has been sourced from Fair Work Australia and the Chamber of Commerce & Industry Queensland.*