

Monday January 6th, 2014

Dear Members

APPRENTICES HIRED AFTER 1 JANUARY 2014

The Fair Work Commission made changes to the way new apprentices are remunerated where hired after 1 January 2014.

Adult apprentices

Firstly, new adult apprentices (who are 21 years or over) hired under the General Retail Industry Award will be paid at 80% of the Level 4 rate where hired as a 1st year apprentice, or the applicable apprentice rate (whichever is the higher).

In the second or subsequent year the employee is paid at the Level 1 rate, or the applicable apprentice rate (whichever is the higher).

Importantly, where they are hired to "try them out" before putting them on as an apprentice then the adult wage continues to apply. This is where they have been hired full time for six months, or part time/casual for a twelve month period.

Junior apprentices

Secondly, the rates for first year and second year apprentices where they have completed year 12 has been increased to 55% and 65% (up from 50% and 60%).

Calculations

Where you are thinking of hiring an apprentice you will need to consider:

- whether they have or have not completed year twelve;
- whether they are an adult and over 21 years of age;
- whether an adult apprentice has worked for you prior to entering into the apprenticeship contract.

Please call the Association and we will calculate the rate of pay that applies to your situation.

Regards

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