



Information for NSW Trainers and Apprentice Jockeys

Increase to Apprentice Weekly Wage from 1 April 2014

Racing NSW has approved an increase to the minimum wage for Apprentice Jockeys in NSW. The new wages are introduced following an updated review of other State apprentice jockey wages; other NSW trades apprentice wages and adjustments to the Consumer Price Index. Importantly, these wages, which represent gross weekly wage before Tax, apply to current apprentice jockeys who signed into their original apprenticeship before 1 January 2014.

Apprentice Jockey's wages

Commencing the first pay period on or after the **1st April 2014** the **minimum** gross weekly wage payable to Apprentice Jockeys employed in NSW is;

New rates	Wages	Superannuation	
		@ 9.25%	@9.5% from 1/7/14
1 st Year	\$355.30	\$32.87	\$33.75
2 nd Year	\$419.35	\$38.78	\$39.83
3 rd Year	\$530.10	\$49.03	\$50.35
4 th Year	\$618.55	\$57.22	\$58.76

The maximum charge for Board and Lodgings is unchanged at \$80 per week.

Superannuation

Employers must by law pay superannuation at the rate of 9.25% of gross wages into an approved Superannuation fund. Within 28 days of commencement of employment, employees should be issued a "Choice of superannuation fund standard choice form". This allows the employee to choose an eligible fund. **Note: from 1 July 2014 the rate changes to 9.5%**

You can download a copy of the form from the Australian Tax Office website (www.ato.gov.au) or order hard copies by phoning the ATO's publications ordering service on **1300 720 092** (and quoting NAT Number 13080). Additional voluntary superannuation contributions may be made by the employee up to an age based limit.

Apprentices may like to contact the NSW Jockeys Association to discuss their choice of Superannuation fund.

NSWJA p: (02) 9894 9629 e: aja@australianjockeys.org

Trainers contact: NSWTA Steve McMahon Chief Executive
NSWTA Mob: 0452078779 e: stevemcmahon77@gmail.com

General enquiries to the Licensing Supervisor, Racing NSW
Gary Rudge Ph: 9551 7585 e: grudge@racingnsw.com.au

continued overleaf →



Notes:

As previously advised, it is a **requirement that Apprentice's wages are paid by Direct Deposit, directly into the Apprentice's nominated Bank Account.**

Employing Trainers are also advised that, as per the Deed of Apprenticeship, Racing NSW Stewards and Apprentice Training Mentors will conduct inspections to confirm the Direct Deposit requirement and correct wages and superannuation payments. Trainers are reminded that a wages book/record shall be made available for inspection that includes both wages and superannuation payment records as per Local Rule of Racing 65.

LR 65. Every trainer must keep a wages book or such other payroll record as approved by the Board in which the name, class of employment and the current earnings of each apprentice must be kept. Each apprentice must by signature acknowledge receipt of such earnings. The wages book/records must be made available for inspection, on demand by the Board, the Stewards or an official authorised by the Board.

Trainers and Apprentices are not permitted to make adjustment to the full time employment conditions of Apprentice Jockeys.

Assistance: During the term of the apprenticeship, Stewards and Industry Training Mentors are available to meet with all parties to help find solutions to any problems that may arise. Please make contact if at any time Racing NSW can be of assistance.

Notes: Apprentice Jockey wage information is published each month in the *Special Notices* section of the Racing NSW Monthly Magazine. Any Apprentice Jockey that goes on loan to another Trainer should ensure their loan trainer receives a copy of this notice. Superannuation changes to 9.5% minimum Employer Contribution from 1 July 2014.

The previous wage increment occurred on 1 April 2012. The increase from 1 April 2014 is equal to 3% for each of the two years since the previous review. The next review is planned for the 2015/16 financial year.

Fair Work Australia Decision - New Apprentices commencing their 1st apprenticeship after 1 January 2014

For apprentice jockeys signed after 1 January 2014, a new wage scale will apply. Fair Work Australia has introduced a requirement that industries recognise the changing nature of apprenticeships in Australia, and account for apprentices in 3 wage scales – Adult apprentices, non-Adult apprentices who have completed their HSC, and non-Adult apprentices who have not completed their HSC. (see http://www.fwc.gov.au/decisionssigned/html/2013fwcfb5411.htm#P1074_164786)

Racing NSW will apply this new requirement with a set formula for wages as decided by Fair Work Australia. To qualify for the adult wage, the apprentice must be aged 21yrs + at the time they commenced their Apprenticeship (and after 1 January 2014). The wage scale will be issued at the time of signing or is available on the Racing NSW (Jockeys room) and NSWTA websites.