



Apprentice Jockey Wages - if signed after 1 January 2014

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 aged 21yrs and over at the time of commencing their apprenticeship
- Non-Adult apprentices who have completed their Higher School Certificate
- Non-Adult apprentices who have not completed their Higher School Certificate

(see http://www.fwc.gov.au/decisionssigned/html/2013fwcfb5411.htm#P1074_164786)

The decision relates only to apprentices who signed into their first and original apprenticeship after 1 January 2014. A new wage scale will apply. Key points made by Fair Work Australia are:

“We have considered the evidence and submissions in regard to the appropriate definition of adult apprentices. We recognise that it is a difficult matter to determine where the appropriate line should be drawn in relation to minimum wages between workers in different age groups.

“ We accept that the living cost pressures for apprentices will tend to increase with age. In this regard it may be appropriate to distinguish between an 18 year old apprentice and an adult apprentice.

“We have decided to introduce award provisions which recognise the skills and experience of adult apprentices and which ensure that existing employees will not be disadvantaged when commencing an adult apprenticeship. These provisions are necessary to meet the modern awards and minimum wages objectives in the Act. We are not however persuaded, on the basis of the evidence and submissions before us, that the case has been made for applying the adult apprenticeship provisions to a wider category of workers. This would increase the cost burden on employers of the award variations that we have otherwise determined are appropriate to be made at this time, and may act as a disincentive to engage 20 year old apprentices.

“We have therefore decided that the adult apprenticeship provisions should apply only to apprentices who are 21 years of age or over at the commencement of their apprenticeship.”

Fair Work Australia also decided that the increment be introduced in two phases, in response to submissions from Employers, The first increment cannot exceed a *5% increase on the apprentice wages paid to those signed before the change. The second increment is from 1 January 2015, and takes the new wage to the full amount.

Racing NSW will apply this new requirement with a set formula for wages as decided by Fair Work Australia.

Therefore, the following **minimum** wages apply **to apprentice jockeys who signed into their first and original apprenticeship after 1 January 2014:**

% based on award wage \$732.02 per week (full time track rider incl 2 racedays) – represents gross wage before tax deducted

***1st increment maximum 5% on current wages**

****2nd increment balance of change from applicable 1 January 2015**

	Under 21 yrs at commencement of Apprenticeship- Non Year 12 completed	Under 21 yrs at commencement of Apprenticeship- Year 12 completed	Adult 21 yrs and over at commencement of Apprenticeship
1 st Year apprentice	50% \$366.01 * \$366.01 from 1/1/2014 **\$366.01 from 1/1/2015	55% = \$402.61 *\$373.06 from 1/1/2014 **\$402.61 from 1/1/2015	80% = \$531.69 *\$373.06 from 1/1/2014 **\$531.69 from 1/1/2015
2 nd Year apprentice	60% \$439.12 from 1/1/2015	65% = \$475.81 from 1/1/2015	\$664.62 from 1/1/2015
3 rd Year apprentice	70% = \$512.41 from 1/1/2015	75% = \$549.01 from 1/1/2015	\$698.32 from 1/1/2015
4 th Year apprentice	83% = \$607.57 from 1/1/2015	88% \$644.17 from 1/1/2015	\$732.02 from 1/1/2015

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

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 IN THE Jockeys Room section of the Racing NSW Website.

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.