

Employer Terms and Conditions for ABBTF Brickstart Subsidy Payments



ABN 41 097 159 914

1 September 2020

Subject to compliance with these Terms and Conditions, Australian Brick & Blocklaying Training Foundation Ltd (ABBTF) offers this Brickstart Subsidy of up to \$1,000 per year to eligible Employers.

The subsidy is payable at the successful completion of each year level over the first three years of the apprentice's term and reduces the ongoing costs of employing a bricklaying apprentice. ABBTF reserves the right to withhold or reduce the subsidy if the employer is in breach of these terms and conditions.

Adhering to the terms and conditions below will help you minimise any financial or legal risks and will in turn provide a pathway for your apprentice to add significant sustainable value to your business.

At each anniversary date, the apprentice's competency level attained will be verified by ABBTF through the Registered Training Organisation. Upon doing so a claim form will then be emailed to you for completion of which you will return along with a Tax Invoice raised including GST, if applicable.

In order to receive ongoing Brickstart Subsidy payments you will need to read and acknowledge the following terms and conditions, which form part of your general employer obligations as set out by the relevant Industrial Awards, Health & Safety Legislation, Common Law, the Training Contract and the Training Plan Outline:

1. Register the apprentice with ABBTF within three months of the apprentice's commencement or have been provided with a concession for late registration.
2. Employ your apprentice through a registered Australian Apprenticeship Support Network (AASN) provider and agree to abide by the Training Contract and the Fair Work Act.
3. Provide the apprentice with a weekly pay slip reflecting the correct Award payments and benefits, including Superannuation and Travel Allowance where applicable.
4. Ensure the apprentice attends off-site training as directed by the Registered Training Organisation, utilising the Training Plan Outline.
5. Provide onsite training relevant to the qualification to ensure the apprentice can be deemed competent respective to their year level and that the apprentice DOES NOT perform labour intensive trade support tasks longer than is deemed necessary (such as mixing mortar for lengthy periods of time).
6. Provide a positive workplace free from bullying, verbal, physical, racial and sexual abuse.
7. Ensure all occupational health and safety requirements are addressed and provide a safe working environment as set out by relevant legislation and common law.
8. Provide the apprentice with appropriate supervision.
9. Agree to notify ABBTF immediately if the apprentice's employment status changes.
10. Agree to return all paperwork and claim forms by the specified due date or contact ABBTF to discuss.

Furthermore, all employers that fall under the Modern Award through Fair Work Australia will need to comply with changes effective the 1st of January 2015 which include:

- Employer to reimburse apprentice all fees charged by TAFE/RTO within six months of commencement of the apprenticeship or within three months of the commencement of each year of training by the TAFE/RTO, whichever is the later, unless there is unsatisfactory progress. The employer may meet its obligations under this clause by paying any fees and/ or costs of textbooks directly to the TAFE/RTO (ref: Fair Work).
- Off the Job Training is regarded as time worked for the purpose of wages, and all other conditions of employment.
- The apprentice must be paid the correct daily travel allowance, if applicable.
- Apprentice nominal hours are 38 hours Monday to Friday and the apprentice is not obliged to work weekends or overtime.

Wages can be viewed at www.becomeabricklayer.com.au or www.fairwork.gov.au. Thank you for taking the time to read the Terms and Conditions. Should you have any questions please contact ABBTF on 1300 66 44 96 or email info@abbtf.com.au