



## **Apprentice Employment & Conditions**

### **Guidelines**

Although State & Territory legislation can differ, it is important to focus on some basic principles to provide support and guidance to apprentices eg., health, safety, wellbeing and modern employment conditions.

#### **Employment**

- Assessment of potential Trainers for apprentices and their suitability, record, support and commitment to providing: supervision; education; sufficient suitable horses (or access to horses) that suit each apprentice's level of skills and experience for trackwork, tuition and race rides; access to tuition provided by Jockey Coaches/Registered Training Organisations, proper pay and employment conditions; and a safe workplace. Select trainers should have the resources to teach/train a trackwork rider onto a jockey pathway, have enough suitable horses to ride at trackwork (or facilitate enough outside of trackwork) and most importantly have the staff to assist with the training of apprentices, riding trackwork, jump outs and general personal presentation which all comes from a good stable environment.
- Pay according to the applicable and minimum Award wage (or higher), including race day allowance, relevant penalties, Sunday and public holidays and race day/gear allowances.
- Trainer to demonstrate understanding of all Award conditions and adhere to them.
- Pay must meet all legislative requirements, including being provided within one day of pay day and stating employer superannuation contributions.
- Pay must be by EFT direct into the apprentice's bank account fortnightly – no cash or part payments.
- Four weeks annual leave to be provided annually.
- Audits of wage records, pay slips, EFT and superannuation payments by PRAs (stewards/officials).
- Apprentice to keep record of work hours including stable/trackwork/race days.
- Knowledge of what to do when injured ie., Workers Compensation and RA Personal Accident Cover.

#### **Trust Account**

Despite best intentions, apprentices do not always manage their money properly. They can earn significant income in just a few years and think it will go on forever. Careers can sometimes be cut short or rides dry up. The model of the PRA maintaining ride fees and commissions in Trust is still a sound marker.

#### **Recommendation:**

- Monies are held in Trust until the apprentice reaches a minimum age of 21.
- Withdrawals are approved for important purchases – real estate, suitable motor vehicle, riding gear, tax deductible race riding expenses.
- The option to leave money earned in Trust post 21 years to be encouraged.
- Must seek advice from an appropriately accredited and licensed Financial Planner or Accountant before Trust is paid out.

## **Health & Safety**

- Access to a Dietician/Chiropractor/Physio/Sports Massage preferably to be included in apprentice school as there are units of competency that directly relate or encouraged through workers compensation or private health.
- 24/7 access to free counselling/psychologist services.
- Drug and alcohol awareness training.
- Encourage private health insurance.
- Jockey mentor support through industry peer support (eg., Racing Mates, jockey coaches).
- Apprentice School training in: personal safety; work place safety; gear checks; physical and mental awareness; track surface knowledge (track walking); and racecourse minimum standards awareness.
- Requirement to not allow apprentices to ride for a minimum of 4 weeks per year (ie., enforced leave) dependent on leave accrual.
- Minimum rest period between race riding and next day's stable/trackwork to be at least 10 hours eg., if the apprentice performs work at a night race meeting, or arrives home at night after completing race day commitments by direct travel, he or she shall receive a minimum 10 hour break before the commencement of work the following day.
- Maximum road travel to race meetings per week to be determined by the Principal Racing Authority.

## **Term & Training**

- A 4-year indenture remains the standard in many apprenticeships.
- Complete Certificate IV in Racing (Jockey) (National Training Package) delivered by a Registered Training Organisation which has been scoped for the necessary racing specific expertise and recommended by the PRA.
- Option to extend due to time lost to injury or a further 12 months to outride their claim with any time lost due to non-race riding suspensions/disqualifications to be deducted from any eligible term of extension.
- PRA employed jockey coaches to guide and assist with: technique; fitness; balance; strength; ride preparation; steward's inquiries; and trainer/apprentice mediation if required.

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