

# Modern Awards – Competency Based Wage Progression (AAN-MQ001-21)

This form comes from the following procedure: [Sign Up Procedure](#)

In August 2013 the Fair Work Commission (FWC) made a decision to increase apprentice pay rates under a number of modern awards. The changes started on 1 January 2014, and some are being phased-in over 2 years.

Under this decision 1st and 2nd year pay rates for new apprentices are being increased and adult apprentice rates of pay have also been added to those modern awards that didn't previously include them.

Other changes include:

- Competency based wage progression will be introduced into awards where applications have been made.
- Adding school-based apprentice provisions to some awards.
- Adding wage protection for adult apprentices who have worked for their employer before starting an apprenticeship.
- Adjustments to award conditions about travel costs, training time, training fees and attendance at training.

At this stage the changes only affect apprentices covered by certain awards that start an apprenticeship from 1 January 2014; apprentices that started before this date aren't covered.

The amended award conditions relating to travel costs, training time, fees and attendance at training affect all apprentices regardless of when they started.

It is the employer's responsibility to ensure they comply with the award conditions for their apprentices. If you are unsure of the award your apprentices is or should be employed under or whether it is effected by the FWC decision contact your employer association, alternatively you can contact the Australian Apprenticeships NT Industrial Relations Help Line on 1300 302 675 or via email: [AACNT@mbant.com.au](mailto:AACNT@mbant.com.au)

The FWC decision summary is available to be viewed at [http://www.fwc.gov.au/documents/summaries/2013fwcfb5411\\_summary.htm](http://www.fwc.gov.au/documents/summaries/2013fwcfb5411_summary.htm)