

Office of Fair and Safe Work Queensland

Apprentices, Trainees and Community Jobs Plan Participants

Federal referral of Queensland's private sector industrial relations

Since 1 January 2010, all employers and employees in Queensland with the exception of State and local government have been covered under a national industrial relations system administered by the Commonwealth Government.

Conditions and entitlements of Queensland apprentices and trainees have been protected under the new federal system. The Orders of the Queensland Industrial Relations Commission relating to the supply of tools for apprentices (*Supply of Tools to Apprentices Order* (Tools Order)) and competency-based wage progression (*Apprentices' and Trainees' Wages and Conditions (Excluding Certain Queensland Government Entities) 2003 Order* (OBO)) has been preserved for those being referred.

Apprentices and Trainees who were referred to the federal system on 1 January 2010 (see the fact sheet on Coverage) and have prior training arrangements in place which are subject to the OBO and Tools Order have continued access to these entitlements for the duration of their traineeship or apprenticeship. The entitlements set out in the OBO and Tools Order also apply to future employees at the employer's workplace.

Further, since 1 January, 2010, all private sector employees and employers in Queensland are still covered by a Queensland award and/or agreement until 31 December, 2010 due to transitional arrangements. See the Transitional arrangement fact sheet.

Community Jobs Plan Participants

The Queensland Government funds *Skilling Queenslanders for Work* program which provides paid work initiatives such as the Green Army and the Community Jobs Plan (CJP) that give opportunities for the unemployed.

Employees and their employers in the State system before 1 January 2010 who are participants in the CJP and the Green Army programs are covered by the Community Jobs Plan Employees' Conditions Order (the CJP Order). This Order has been preserved until 30 June 2012.

The CJP Order provides wages for programs participants based on levels set by the State Training Wage Award (Qld). For this reason, instead of being covered by a modern award from 1 January 2010, CJP participants are also covered by a transitional Australian Pay and Classifications Scale (APCS) derived from the State Training Wage award.

CJP and Green Army program participants who are in the federal system before 1 January 2010 are covered by an award-based transitional instrument derived from the CJP Order. These participants remain under these terms and conditions until 30 June 2012. The National Employment Standards and a modern award do not apply

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The employer is also covered by a continuing transitional instrument in respect of future employees at their workplace who are participants in CJP or the Green Army program.

These arrangements will expire immediately following the completion of the first Green Army program on 30 June 2012.