

COST SAVING CALCULATOR

Do you know the real costs of employing an apprentice?

(1st year junior apprentice)

DID YOU KNOW?

Apprentices only spend a total of 31.5 weeks of the year on the job!

We only charge you for 31.5 weeks for our apprentices whilst you are paying your apprentices for 52 weeks of the year.

The remainder of the time off the job is trade school (9 weeks), annual leave (4 weeks), personal leave (2 weeks), RDOs (13 days), Public Holidays (13 days), inclement weather (1 week)

Award Rate Costs	Do-it-yourself employer annual costs	PAV Annual Cost (Member and pay on time rate)
38-hour week 31.5	\$20,025.81	\$41,063.40
Fares and Travel	\$4,348.37	\$3,562.65
Annual Leave (taken in same year, higher if rolls to 2nd year) 4	\$2,987.98	\$0
Sick Leave / Personal Leave 2	\$1,271.48	\$0
Public Holidays 13 days	\$1,652.93	\$0
RDOs 13 days	\$1,652.93	\$0
Time at Trade School 9	\$5,721.66	\$0
Inclement weather (assume 5 days per annum) 1	\$635.74	\$1,303.60
TOTAL	\$38,296.90	
Superannuation (11%)	\$4,404.14	\$0
Payroll Tax (4.85%)	\$2,071.00	\$0
Onboarding expenses (PPE, PPC, WWC Check, Advertising and Medical)	\$2,000.00	\$0
Safety Tickets	\$800.00	\$0
Trade School Fees	\$2,750.00	\$0
Total cost	\$50,322.04	\$45,929.65
TOTAL SAVINGS		\$4,392.39

HOURLY RATE COMPARISON

These true hourly Rates are based on 38 hours per week, 52 weeks of the year: (equivalent of what you pay if employing direct)

Direct Employment: \$25.47 p/h

PAV: \$23.24 p/h