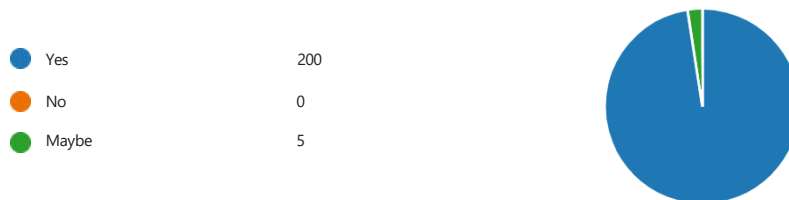


# Apprentice supervision requirements - consultation survey summary

Note: all free text responses are presented as entered, with no editing or corrections for spelling or grammar issues. We have edited some information that could personally identify respondents.

## Do you agree with the draft wording about employer responsibilities?

An employer of an apprentice is responsible for having in place the appropriate arrangements that support the quality of apprentice training, and their safety and supervision.



## Would you like to comment why you answered that way?

### Comments from those that answered Maybe:

- Any apprentice under 4th year should be allowed to work on sight without supervision as they are expected to know the regulations and requirements. Supervisor approval is how ever needed.
- As an apprentice, safety is always ignored by management - supervisors do their best but are hamstrung by management with unrealistic timelines which inevitably leads to corners being cut and safety is usually the first to go.
- I don't care about the drafts. What I know is that? I am suffering back injury for 3 years now. I couldn't done my apprenticeship. Everything is on hold and I don't know how long it gonna take? I couldn't talk to anyone in related to that. I am 3rd year with more than 5 years experience. I need some help. My back doesn't allow me to complete the Apprenticeship, at least for now. I need some advice. What options I have? What should I do? It's been 3 years and I'm, I'm just fighting with work cover for. No point and no reasons.
- It's very formal, it reads like a policy (obviously), so nothing to really disagree with but also don't feel comfortable agreeing as it is very broad without specific examples.

### Comments from those that answered Yes:

- Employers should be asked to list the type of work, as well as evidence every year in the form of COES to prove appropriate arrangements.
- I think all employees should be trained to a high standard and feel safe while doing so.
- It's clear and logical.
- Protect apprentices' own safety and avoid risks that may occur at work.
- Apprentices should be supervised at all times for their safety, job safety & quality control.
- Yes, because an employer is responsible for his employees, to an extent.
- To have the right amount of supervision so that the job is done efficiently and safely.
- As an employer you cannot control what happens with supervision onsite. You need supervisors to take responsibility. Employers provide standard training and equipment for WHS. The training organisations also need to be involved in this and step up with safety of apprentices.
- the company i am working it is good.
- Apprentice need to learn everything and soak in as much information and that's on the employer and the employee also!
- Because it's both their responsibility to be safe.
- An employer should hold the appropriate arrangements and support for an apprentice because their safety is in the employers hands. The employer has the responsibility of knowing the hazards and notifying the apprentice due to having experience in the field.
- The apprentice must be trained by a qualified and competent person.
- Employer must have the responsibility towards whatever come to the employee.
- As an apprentice you don't get paid alot but in return you want to learn the most.
- Mistakes in the electrical field can have dangerous consequences.
- Because the apprentice is inexperienced.
- Because an employer should be responsible for the work environment of an apprentice.
- Simple and straightforward.
- Keeps the apprentice safe on the job by holding the employer liable.
- The employer has the understanding of apprentice requirments and can guide he apprentice through a successful apprenticeship.

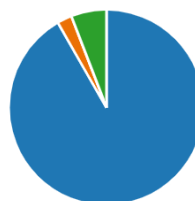
- The employer responsible to provide safe work environment for me as apprentice.
- The apprentices learn the right way under supervision.
- Because one employer cannot provide all the necessary training needed for a well-rounded apprentice/ licensed electrician in making; there should be a way to rotate the apprentices between a certain group of employers so they can get the necessary experience on the job that validates their training material. Often there is a mismatch for no fault of a single employer.
- I think that apprentice supervising has been very bad for a long time
- Allows employers to adjust apprentice responsibilities based on competence
- Because there is too many deaths of apprentices when there should be none
- Yes employers should have responsibility for the training of their apprentices because all apprentices have different strengths and weaknesses and it's up to the employer to determine what sector of electrical they need work on and what sectors they excel in.
- Apprentices need to be trained properly.
- clear and concise
- An employer should not be taking on apprentices if they cannot provide the above.
- I agree that it should be to this standard but it's not always the case and 1st years are left alone and it's hard to get trained properly
- Employer has direct control of everything during apprenticeship
- Safety is first
- Because the employer is responsible for the apprentice and should have the right situation for them
- Agree but this directive could be more firmly worded. I feel the word "must provide" would be more effective in impressing upon employers their responsibility.
- It's the least they could do for what they pay me.
- To help them understand workplace health and safety for them and other workers.
- Because apprentices should never be left fully alone.
- Make work easier and safer.
- For apprentice it's vital to work under supervision of Employerto learn more effective way for a quality training with all standard and safety.
- Apprentice comes without experience and will be new to the jobs which requires specific arrangements and guidance.
- I believe that those are the responsibilities of the employer.
- Safety is priority.
- More safety/supervision and moments for teaching is always better.
- My employer helps me to learn new things and is always happy to clarify any doubts I may have.
- Apprentices are regularly under supervised and a concrete framework that can be enforce needs to be employed
- An employer should be responsible for ensuring an apprentice's needs are met
- it is ultimately the employer choosing to employ apprentices. ensuring they have in place systems means responsibility doesn't just fall straight on the electricians (those working with apprentices)
- Already in place.
- Because a good apprentice is your future manpower.
- It is the role of the employer to ensure the appropriate arrangements that support the quality of apprentice training, and their safety and supervision. this is to ensure the viability of the industry and safety of the community

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#### Do you agree with the draft wording about supervisor responsibilities?

A supervisor of an electrical apprentice must be experienced in the work being carried out by the apprentice they are supervising and hold a relevant current electrician licence.

● Yes	188
● No	5
● Maybe	12



## **Would you like to comment why you answered that way?**

### **Comments from those that answered No:**

- It should be experienced in the electrical industry. I have been to several jobs where it is both the A-Grades first time and my own doing that particular job.
- "And must be able to teach the work being conducted". Very few tradies who can do can actually teach.

### **Comments from those that answered Maybe:**

- While i agree in my experience that do not always hold the license but they possess the relevant knowledge.
- It's very formal, it reads like a policy (obviously), so nothing to really disagree with but also don't feel comfortable agreeing as it is very broad without specific examples.
- It will be great if you can help me.
- There are some 4th year apprentices that run jobs that have the experience that also supervise apprentices so if the 4th year has experience and coming close to becoming qualified they should be fine to run jobs.
- Because even apprentices who are in their third or fourth year can supervise and teach you.
- To vague,
- I agree they need to be licenced, but I don't believe they necessarily must be experienced in the area as sometimes working with a new appliance or equipment that just came into the industry and experienced needs to be gained, but they must be licenced to supervise.
- If the work is simple I do not think that a fully qualified electrician would have to be the supervisor. I think that should be at the discretion of the employer. This may also lead to less apprenticeships because the cost of the labour on a job is higher for simple work.
- My experience as an apprentice is that my A-Grades always have my safety at the forefront, however are unable to effectively manage these responsibilities due to a disconnect between management and site. This is not just the companies I have worked for, anecdotally every apprentice I speak to agrees. We risk our lives for McDonald's wage.

### **Comments from those that answered Yes:**

- Been there done that .
- Could it please be outlined what the total maximum permissible number of apprentices will be under one supervisor, at any one time.
- If apprentices have been at the 1 company for 3 years in domestic they will have enough knowledge of roughing in a house and know most regulations or can call us if they have questions .
- All proper work ethics will come from an experienced teacher.
- This is legally required.
- It should be the responsibility of the employer not not put the employee in harms way.
- Competency of a supervisor is required to ensure apprentices are safe and are learning correct practices.
- Because the licences electrician should know what they are doing.
- Because the apprentice will learn from supervisor.
- Cause supervisor knows about all field work in details that's why for an apprentice it's important.
- That's the way it works
- If supervisor has experience only then he can train someone.
- Proper supervision is necessary for correct training' otherwise mistakes can be overlooked
- That's obvious. It helps with any questions the apprentices have about a certain aspect of the job. If the answer cannot be given then the apprentices should at least be pointed in the right direction to be able to obtain the right answer.
- The apprentice needs to be supervised by a qualified tradesman not other apprentices which happens in our trade
- The word experienced is good, because it puts an emphasis on the supervisor having clear understanding of the works to be carried out
- Appropriate supervision ensures the apprentice is trained and completes work according to electrical standards
- Because apprentices are new to the trade and would need somewhat supervision to insure the work beign done is done safety properly and is understood.
- The employer has to know everything the employee doing so that the trainee feel safer.
- Yes, if they do not carry the appropriate license to work in that field, either they don't have experience or have not met the requirements to work in that said field. Intern they should not hold the responsibility of an apprentices safety.
- Qualification and competence of supervisors is important.
- because it good for future.
- Why would they not be licensed.
- You need a qualified on any electrical job you are doing, because the apprentice is not qualified to do the job on their own yet.
- A fully licensed electrician should know what the job is before starting it and have the experience to help the apprentice more.
- Can get an apprenticeship of a handy man.
- We can't have the blind leading the blind.

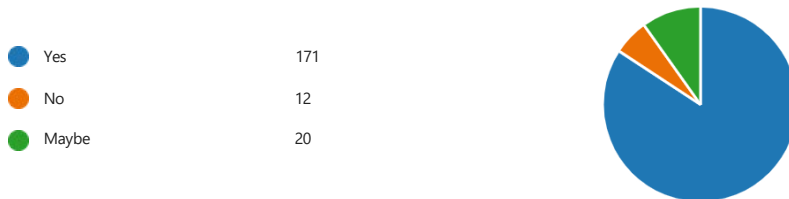
- This ensures the quality of training.
- Safety reasons and not learning wrong techniques.
- If the employer is not trained to a high standard then the employee will not be able to learn the relevant tasks.
- It's clear in what it's saying.
- Apprentice needs to be supervised that's why.

#### Do you agree with the draft wording about apprentice responsibilities?

An apprentice must not undertake work unless they have a supervisor who is providing effective supervision.

In addition, apprentices must:

- follow all reasonable directions provided by the supervisor, and
- seek clarification on any task which they are unsure of, or have concerns about, prior to commencing that task.



#### Would you like to comment why you answered that way?

##### Comments from those that answered No:

- Apprentices should be able to take responsibility and reasonable risks after 2 to 3 years of training to enhance the capabilities as a future electrician.
- Depends on the work undergoing if the apprentice has a lot of experience in a certain field and the grader trusts in them it should be fine to work alone.
- Referring to the entire paragraph of 6.1, the "this is because under the safety act" bit is just a bit sloppily explained. Context seems necessary, and should start with "All electrical work requires a license, and as an apprentice you have a special type of license..." etc. It's either wholly unnecessary or just needs to be worded differently. Also, draft copy doesn't say anything about the apprentices responsibilities to follow all directions and to seek clarification, neither of the listed dot points.
- As an adult apprentice with a certificate 3 in automotive electrical it's sometimes demeaning to have a supervisor watching you just cable tie.
- It is depend to the apprentice. We have some apprentices in Australia. With more experience, I can guarantee that some apprentices in Australia. They know and they can finish the job better than experienced qualified electrician. All is trust and prof that they can do the job.
- I feel this wording could be more clear about the apprentices right to refuse to do work without appropriate supervision or their right to raise concerns. As an apprentice the boss holds the power and the right to safe work and speaking up is VERY OFTEN ignored and if you speak up you're gotten rid of. The right of apprentices must be implored
- First and maybe second year apprentices of course, but 3rd and 4th years shouldn't need to have as tight a lead. It's how we learn.

##### Comments from those that answered Maybe:

- Must not does seem to imply a choice. Reasonable directions can be hard to discern if you are a young apprentice. Feeling as though you must follow supervisors directions can easily result in unsafe direction being followed.
- Change the wording because this is a throwaway and if I as an apprentice say "no I'm not doing that" I'll get sacked. No question. You need to take this responsibility off the apprentice and put the consequences back onto the employer. Maybe try working such as "if an apprentice is asked to work unsupervised this is illegal and the apprentice can sue the employer on the basis of... ect." Employers don't care about the rules they care about profits.
- 4th years are reasonably experienced to carry out some tasks in their own.
- Agree on the responsibilities of the apprentice to follow directions and seek clarification, but like a late 3rd and 4th year apprentice doesn't need the supervising electrician breathing down their neck the whole time, as long as they are contactable in case the apprentice has a question, I believe that is more the sufficient, otherwise the apprentice will never learn to consult the rule book, and apply the rules to the task at hand using their own judgement, obviously confirm with the supervisor, but allow the apprentice to grow into the decision maker, because one day they will have to make the decisions, and they should be allowed to do that, while also having the safety net of the supervisors second opinion.
- I think it is unfair to put pressure on an apprentice or any responsibility for that apprentice to say no to their employer. As an apprentice myself, the risk of losing my job and therefore delaying my apprenticeship even longer than it already has been due to neglect from my employers is significant.
- Apprentice can't assign any task to himself when working for employer, Only employer and supervisor have

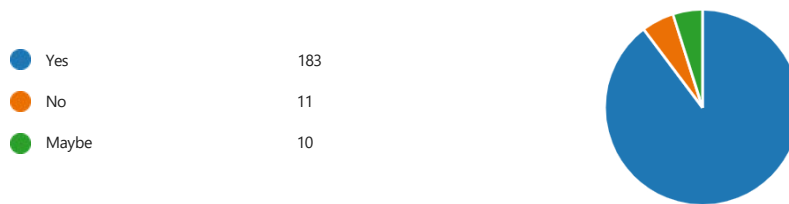
authority to assign any task to apprentice ,Employer and supervisor should be responsible for that.

- It depends on the task at hand and how the apprentice is experienced.
- It's got to be a mutual agreement that is followed by all.
- Might be doing the same job but in another room/floor.
- It's very formal, it reads like a policy (obviously), so nothing to really disagree with but also don't feel comfortable agreeing as it is very broad without specific examples.
- I agree but it does not always mean direct supervision the supervisor can be doing something else but still be available to help.
- I agree partially with the wording. I believe supervisors are required to be providing supervision however, if the apprentice is competent enough and is performing low risk tasks, supervision should be a low priority.
- We need to give some responsibility to 4th years who know how a domestic house is wired No point them being an A grade and not knowing enough of the job at hand useless to an employer if they still have to work with another qualified trade to get some confidence all this should be done before hand during there apprenticeship.

**Comments from those that answered Yes:**

- define To insure that everything is done in rules and regulations
- effective, we should define effective.
- Safety is number one concern.
- Since electrical work is dangerous, if you work under uncertain conditions, your life may be at risk.
- Our industry quality has been dragged to the bottom, we are now faced with alot of time off based on the fact that most companies use apprentices to carry out all work which makes it impossible to compete with their pricing. Alot needs to be done bout this. Not only is it unsafe & puts young workers at risk, but servicing/maintaining these low quality jobs becomes expensive for customers to rectify any problems.
- If the apprentice doesn't know what they are doing and their boss isn't around they might mess something up and could cause harm or cost more money.
- It puts some responsibility back on the apprentice to follow through with instructions and think about their skill level. Again this should be reinforced in TAFE.
- If an apprentice is unsure about a work task, they should always clarify before undertaking the work. This ensures their safety as they have lesss experience than their employer and should do everything they can to protect themselves and others.
- It's true that the apprentice has to follow the rules.
- This ensures that work is done efficiently.
- At the end of the day the supervisor is an employee like the apprentice he doesn't have the power to make decisions
- To make sure work is carried out safely and in a timely manner.
- Again it's obvious, especially as an apprentice is not entirely aware of the seriousness of the task being undertaken and its potential risks.
- There should be more emphasis on direct supervision. It should be more controlled as 1st years are constantly working alone on big sites.
- For the safety reason.
- THIS IS ALSO LEGALLY REQUIRED.
- It's fine. What what protections are there for the employee? The employers have all the power here.
- reinforcing supervision rules so apprentices dont feel overwhelmed or like theyve been thrown in the deep end or have expectations upon them that they are unsure of.

### Do these levels of supervision make practical sense in a work setting?



### Would you like to comment why you answered that way?

#### Comments from those that answered No:

- some tasks may allow multiple apprentices to be supervised by 1 electrician, eg. underground wiring systems,TAFE.
- The broad supervision definition allows too much leeway for employers to leave under skilled apprentices to try and complete work without the appropriate mentorship available and opens up more progressed apprentices to exploitation under the definition. I.e employers saying "oh you're a third/fourth year now you should be able to do that on your own". Again. We need to implore the right to safety on the employer and this definition leaves too much space for the employer to shirk that.
- Audible range/ readily available often not achievable.
- In regards to broad supervision this clause will simply exacerbate the already present issue of apprentice exploitation. Unscrupulous employers will take advantage and they're will be an increase in the rate of work place injuries/deaths as apprentices tend to be younger with less life and or work experience. The lack of experience and pressure from employers will lead to apprentices taking short cuts in regards to safety. Furthermore as apprentices aren't supervised there is the likelihood that a grades will be issuing certificates for works that aren't compliant because the apprentices license isn't at risk.
- In general, they are okay, however having first years that are clearly competent in an activity being directly supervised increases the economic burden of apprentices with no gain. As such it would be appropriate in our view to have a mechanism whereby general or broad supervision can be used based on the demonstrate outcome of a formal competency evaluation. It would be the employers responsibility to ensure that the test is fit for purpose and records are maintained. This would also encourage better and more consistent apprentice training (as employers would have an economic reason for doing it) competency
- Digital contact such as face-time might be interpreted as face to face contact. Is this acceptable to use technology in broad supervision??
- I have only been directly supervised by this definition on one or two occasions.

#### Comments from those that answered Maybe:

- We should consider having the supervisor and employer sign the apprentice off on specific activities before they are deemed to require less supervision
- In domestic some times the boys finish the job early and will go and help the rest of the team in various locations so everyone finishes on time All this needs to be taken into consideration before handing out fines.
- Depends what you are doing, feel like direct communication good be through a phone rather than earshot more like readily accessible.
- They mostly make sense, but there is a BIG jump between General and Broad. Also, using different words might simplify the process and conversation when there is an issue. E.g, "line of sight" supervision (though, direct is somewhat simple), but general and broad are too similar in meaning.
- Also define which work areas, as I work as an apprentice Electrician building switchboards with nothing being live ever is a different to working domestic or industrial
- I think micro management of a competent staff member could be taken as bullying. This is leaving no room for development or individual needs.
- ESV needs to be enforcing the S part of their acronym. Starting with corporate management culture - not the blokes doing the work, ESV needs to step in with harsher penalties and restrictions on employers regarding deadlines and safety. If the job takes twice as long to ensure that everyone is working safely - that needs to be legislated. We are

taught the hierarchy of controls in TAFE with elimination being number one - eliminating unrealistic deadlines should be ESV focus right now.

- The definition of direct supervision is too broad. Some apprentices need to be accompanied by a licenced trades person, this is direct supervision.

**Comments from those that answered Yes:**

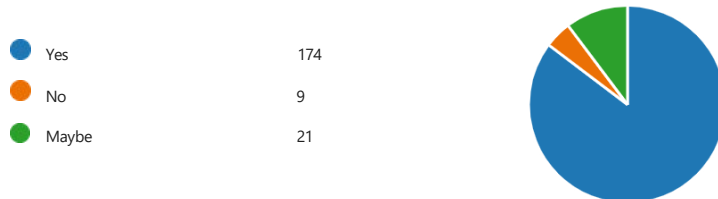
- Although this may cause some aversion to change in industry the requirements will lead to better safety for apprentices.
- I can see this being executed at work.
- there is a clear explanation and for particular worksites where there may be differences ('offsite or onsite', 'within earshot' etc.)
- Already in place
- I believe they all serve their purpose of supervising in different areas
- Because for the safety reason and teaching the apprentice correct way.
- What is the point of having regulations if they're not enforced on big sites
- It could be difficult for a small company or contractor but it's essential safety management.
- This is a gradual release of responsibility which will enable me to work confidently
- Might want a different set for adult apprenticeship
- Allows apprentices to discuss their task ability and task confidence with their supervisors.
- In the first stage, the apprentice does not know how to work and needs the supervision of a mentor. By the third stage, apprentices may have been doing repetitive work for a long time. He knows what he needs to do and what he needs to pay attention to.
- Yes they make practical sense ND is the only way we should be working.

**Is there anything else you would like to say about levels of effective supervision?**

- levels of supervision could possibly be based on the actual competence of the apprentice, however the competence should be defined.
- while you have addressed the need to work safely & have referenced AS4836 I feel that you need to be more specific in regard to PPE, eg spell out the need to wear gloves during testing & isolation, that clothing needs to be serviceable not just present & what that basic PPE should comprise of.
- I'm a mature age apprentice, the A-grades I work with are excellent. However ESV needs to do something about the industry as a whole, corporate targets and unrealistic deadlines are leading to safety standards dropping. It's not a case of if there's an increase in death/serious injury - it's a case of when. If something isn't done soon to overhaul the industry with actual enforcement with teeth - the blood will be on ESV's hands.
- Enforce them
- I am very satisfied with the current level of supervision
- When proper levels of supervision are met our industry standards will go back up, apprentices will become quality tradesmen
- It needs to consider technology and how people are using it.
- Might need to add an adult apprenticeship supervision criteria, especially if that adult has experience in this field.
- Direct supervision works really well but is extremely rare and not enforced. Employers and staff need to be forced to directly supervise un experienced apprentices because we have a whole generation who are clueless and it's dangerous. I'm an apprentice, I'm here to understudy the a grade. I'm not here to sweep up after you or work as a cheap labourer but this has been my experience as an apprentice. Gotta make rules that are actually enforced around these issues.
- I do agree there needs to be more supervision for apprentices. But training should be encouraged rather than forced
- Checks are not mandated enough to ensure that apprentices are actually being directly supervised. I worked three months on a construction site in my first year and was rarely directly supervised. I don't know how many apprentices feel empowered to speak up and ask for more help, or ask for different supervision.
- Be patient and willing to teach
- I think there should be more done to ensure direct supervision is adhered to. You can't teach yourself a trade you don't know

- Supervisors / management need to routinely engage with apprentices to discuss their work practices and skills
- The concept of "broad supervision" should be done away with altogether. To provide realistically capable electricians at the end of four years requires daily mentoring and supervision from qualified trades people. Employers take broad supervision for granted and use it as an excuse to staff entire teams with solely apprentices to teach and supervise each other, which is churning out sub par and dangerous work and A grades. We need to actually invest the full four years in teaching apprentices, rather than the 2 years of bullying at years 1 & 2, and then another 2 years of fraught danger where the emphasis is on speed and efficiency rather than quality and safety
- It would be good if the levels of supervision stated the apprentices yr of work so employers or supervisors don't just try to blow them off
- Direct supervision could be clearer about whether it's electrical work or all work. If someone has already done a different apprenticeship, they might be very capable in the construction side of things and only need supervision for electrical. So not need an employer next to them at all times (ie. Hanging high bay lights is a pretty easy task if apprentice is mature enough)

#### Are these ratios appropriate to ensure apprentice electricians are safely supervised?



#### Comments from those that answered No:

- At my company, the apprentices demonstrate a high level of competency and do not require these ratios to work safely and effectively.
- I think it's possible to monitor more than one at a time if done correctly
- 1 supervisor to 2 seems more reasonable
- Rarely ever direct supervision, it does make the employer money, so it doesn't make sense to expect them to follow this rule and bare in mind, no one is enforcing any of these rules. They might as well be written in sand.
- Requiring higher levels of supervisors will aid in safety and ensure apprentices aren't fired upon qualifying
- its all relative to competence and maturity of the apprentices- as a general rule, sure, however, the supervisor would need to know the crew

#### Comments from those that answered Maybe:

- some tasks may allow multiple apprentices to be supervised by 1 electrician, eg. underground wiring systems, TAFE
- Domestic field is fast paced so someone direct and general is a good thing It takes a year and a half to train up 1st years to know something when they are helpful on a job site.
- in effective cases where supervisors and employers understand and stick to the ratios and levels of supervision, however workplaces where they don't seem to care or it be 'their problem' make it much more difficult.
- Special conditions may need additional support and supervision' also I recommend apprentices do not work on tools during high danger operations however they should be on site as observers to learn.
- Too many apprentices can lead to no one getting correct training
- I think you need to specify if you have a apprentice under direct supervision can you also have apprentices under broad?
- I don't know that I'm qualified to really say if they're appropriate or not
- I think a supervisor could very easily handle 2 under direct, and 2-3 under general
- I don't know what's manageable or not, but also how qualified should the one giving supervision be
- An apprentice with 2 years of experience could be more capable than one with 3
- 5 apprentices over a large site would be a challenge, again the supervisor would need a firm understanding of what "Effective Supervision" is
- There's too many variables with this question.

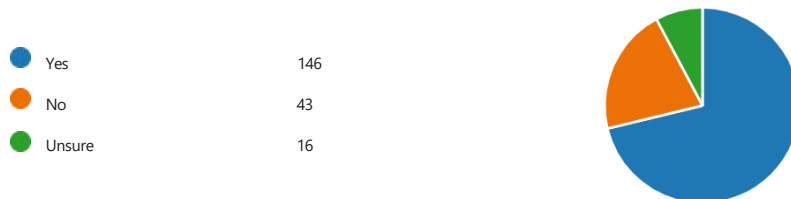
#### Comments from those that answered Yes:

- Because too many students or apprentices and the special important tutoring may be missed out



- Only got one apprentice
- It sounds good on paper
- I think those a reasonable ratios
- It's very because of the risks of the trade that presents itself.
- Math works out
- Because the ratio ensures that apprentices are being properly looked after and have an experienced work environment
- These ratios make practical sense to ensure smooth work flow and safe work practice
- For Victoria it is fairly clear. It does not mention high school based apprentices and work placements
- Happy with all "Direct" Can't be at 2 places at the same time
- Any more then that would be too much for the fully qualified
- When direct supervision, the supervisor needs to be more focused on the first stage apprentice than to another stages

**In your experience are these ratios well understood by employers, supervisors and apprentices?**



**Would you like to comment why you answered that way?**

**Comments from those that answered No:**

- I've seen apprentices working live (without supervision).
- I have seen advertised 1x tradesman with 2x school based apprentices and 2x first years and 1x second year and 1x third year. Is this OK? There needs to be more reporting pathways or education around this.
- Because it is almost never followed.
- More information to employers
- Often it is what is easiest for the employer not what is required by ESV that dictates the ratios
- Often breached ratios
- Not very clear
- I had no idea there were ratios per supervisor
- Employers usually only have 1 supervisor/qualified on site to 2 apprentices and the apprentice supervision levels will range.
- My companies business model is all about using apprentices for cheap labour.
- Look at any construction site
- Even with all these regulations, some of the qualified electricians. Still, they don't know how to work with apprentices. They forced them to do the jobs that they are illegal or unsafe and the apprentices. They can't just say we can't. You're not in place of apprentices. It's very hard. They're gonna scared if they lose their job. I believe the apprenticeship system in Australia have to get change. And that's not the way at least in 2024 it shouldn't be this way
- Most companies these days would go bankrupt if they ran jobs on these ratios. Real world it's 2 A grades MAYBE to 20 apprentices on most jobs.
- My previous employer did not there were far more apprentices that qualified Electricians but my current employer has a better ratio
- In some cases I have seen 1 electrician to 8-10 apprentices
- employers can be very task focused. Sometimes the particulars of how the task is done fall by the way side as time pressures and other work stresses ensue. More education could be done in this space.
- We do not meet these ratio requirements
- employers and supervisors are what apprentices are meant to learn from and look up to, however i feel very

strongly that not only do employers and supervisors not understand the ratios, they have an even lesser awareness let alone understanding of the levels of supervision.

- Apprentice number need to be black and white for supervisors. There are business who employ only apprentices due to costing.
- Didn't know much about all the ratios until lately when esv has been coming on site All this stuff should be sent to us to keep us informed of all changes u guys make so we can keep abreast of these things don't keep it a secret and then we find out all this stuff.

#### Comments from those that answered Yes:

- Because this is what the company I work for requires us to do
- Well understood but not implemented
- They are reasonable and clear
- Im the only electrical apprentice
- Maybe not by the letter word for word, but generally yes, I haven't seen a supervisor overload, so I'd assume so
- Because the ratio ensures that apprentices are being properly looked after and have an experienced work environment
- I've had good supervision in my role. But I'm hoping that other employers follow this ratio as well.
- they are well understood. Most employers just don't care; believe that the odds of being found out are so low they will just risk is and even if they are found to be in breach the consequence is minimal to the reward

#### Comments from those that answered Unsure:

- I didn't know this. So, I am not sure
- Generally unsure if this draft is understood
- As apprentices, if the task is easy enough there might be 5 1st years sent to cable tie along tray. This doesn't really need 5 supervisors and maybe not any. My company only hire mature age apprentices, if there was 5 1st years together we would be looking after each other and communicating with the supervisor as necessary.
- Have observed that commercial pressures can sometimes influence this
- They're fine. Probably means more to large companies.

#### Does the table above provide a useful approach to understand necessary supervision levels?

Yes	187
No	5
Maybe	12



#### Comments from those that answered No:

- I have met 3rd years who should still be 1st years and 1st years that can perform 3rd duties commonsense needs to be applied and
- I do agree it should be under direct supervision but for all years not allowing fault finding for first or second years may hinder there development as an apprentice to effectively fault find in later years due to lack of exposure, as an apprentice we are to absorb the knowledge of the previous generations of electricians and I fear that would result in sub par experience to pass on to the next generation
- first & second year apprentices should have direct supervision. Sometimes third and fourth year apprentices need direct supervision. For example, labour hire apprentices sometimes don't have the knowledge and still need direct supervision.

#### Comments from those that answered Yes:

- YES - In Theory only, unenforceable
- It is clear and is practical
- clear and concise list

- It is very clear
- Reading the table
- Clearly mentioned
- Quick to identify
- Sounds apt.
- It a easy to read and understand
- Really simply laid out, very easy to understand.
- Better layout than the layout on the current brochure
- The table gives an easy direct way to understand the appropriate supervision levels in accordance to situations
- Good general rules
- Clear and legible
- This helps us protect our own safety while working

**Comments from those that answered Maybe:**

- First and second year apprentices shouldn't be restricted from fault finding on an effectively isolated circuit
- Helpful for a rough guide
- I am a first year apprentice and I am always moving between general and direct supervision
- In general, they are okay, however having first years that are clearly competent in an activity being directly supervised increases the economic burden of apprentices with no gain. As such it would be appropriate in our view to have a mechanism whereby general or broad supervision can be used based on the demonstrate outcome of a formal competency evaluation. It would be the employers responsibility to ensure that the test is fit for purpose and records are maintained. This would also encourage better and more consistent apprentice training (as employers would have an economic reason for doing it )comptency

**If you think there should be more work types identified in the requirements please comment here.**

- Tie it to the headings in profiling, this would have current context to the Apprentices, RTOs & Employers,
- That table is dangerous and looks like it's been written by people that have little understanding about apprentices.
- Yes as it depends on the apprentice
- See all previous comments - supervision isn't the problem
- Hazardous areas, industrial areas
- Non live work areas, switchboard building
- Is troubleshooting and fault finding the same thing? Maybe an ELV fault finding might be needed? I did a LOT of that as a first year in BMS, testing and finding issues with temperature sensors and stuff.
- Requirement changes could be considered when changing settings - Residential, Commercial or Industrial.
- Not only electrical tasks, but also other mechanical tasks should be supervised, especially when it's a fresh from school apprentice.
- ELV work, control circuits
- Construction elements such as cable tray etc. could be clarified more.
- Non electrical work (no wires involved) - ie. Installing cable tray, or underground conduit, hanging catwire, cable tying (many of these items can be done for a day with zero electrical cables or appliances involved so technically don't need supervision of an electrician
- Not to my knowledge
- Many apprentices are involved in the installation of alternate supplies these and the conditions around supervision for working i n this space could be addressed.
- Concealed wiring ie, underground, in roofs, in walls. Specific supervision should be exhibited here to ensure the work is actually compliant and not just letting the apprentice do the work and assuming the work was completed to standard

**Do you have any other comment about identified types of electrical work?**

- SAFETY FIRST. PRACTICE WHAT YOU PREACH.
- Solar is not electrical. If you complete a 4 year apprenticeship in solar, you are not an a grade. These a grades I'm working with are hopeless. Solar needs to be a separate "DC" qualification or a B grade because I've been lied to and now I'm struggling to learn electrical principles as an apprentice and it is very competitive to get hired into a general electrical role due to high demand.
- It should have an example of live work.
- I.D Managed work program is recommended
- Removing temp cabling after isolation
- I strictly work in new housing market and some of the changes are ridiculous At rough in there is no power in the house only in a switchboard so there is nothing dangerous on the jobs As with fit off the house is not live till you power up the circuits with breakers and do all your testing with is at the end of the day once everything is soldered and screwed back back.

### Do you have anything else of relevance to tell us?

- Since a lot of apprentices seem to be stuck in one type of discipline, like solar, domestic, industrial, commercial. which means that when they finish their time at Tafe, the supervisors have signed documents fraudulently as they are saying the apprentices are getting experience in controls, lighting and power, etc, so when they are qualified as grade electricians, some of them can't wire a two way switch, some can't wire a motor control circuit, etc, etc, its almost at the point where apprentices finishing tafe should be given a specific ticket just for the experience on the relevant discipline that they have worked for over the 4 year apprenticeship, then they should get additional tickets as they expand their experience from domestic, solar, industrial, commercial, instro, plc,- anyway good job and good luck reading through all this.
- As far as I can see risk assessments for individuals would be best. Blanket rules can't protect health on every occasion. I'd encourage ESV to have a rethink.
- Electrical industry needs a safety overhaul and that needs to begin with the corporate/business culture before any attempts at changes on site will be effective
- Making rules doesn't help until an accident happens, so enforcing these new laws must also be carried out
- Given that most of the rules in regards to apprentice supervision are already being exploited I don't believe these changes will make a difference. The rules and regulations aren't being enforced adequately and as such they will continue to be flaunted.
- Every grade can understand electricity. Not all of them are capable of teaching it. There needs to be a standardised test and an electrician's ability to teach and supervise before they are allowed on site to lead apprentices.
- Maybe ESV could penalise workshops to connect with contractors or electricians to further education
- Is updating this document really going to change the amount of safety that apprentices have? There's too much work to do on site, never enough qualified supervisors, to the point that apprentices are often supervising other apprentices. Plus working ridiculous amounts of overtime. When do apprentices get to study if they're subjected to 10-12 hour days, 5 days a week (because if everyone's working Saturday, you have to as well), and a day at trade school. There's no way to be empowered to speak up about issues on site with the volume of toxic attitudes.
- Regulation must describe the number of people at the job site because the employers send us to do heavy lifting and we say yes because we don't want to lose our job like me I'm lifting more than 20 kilos solar panel and minimum 20 panels a day all that because there's no regulation to say about the number of people who have to be in the solar job site
- I'm hoping we can have more surveys like this or relevant ESV-Employer-apprentice discussions or forums to identify and other unforeseen circumstances
- You need to put in consequences for breaking these rules. What punishments are being given out, how are these rules being enforced???
- Be more aware of the fact there is 1st years out there working alone
- As a 1st year a lot of tasks were more construction and fixing, not directly electrical. There would always be qualified electricians around but not directly supervising (not necessary). I think this should be acknowledged that if the work is safe and the apprentice deemed capable, that they can be doing things that have less supervision.
- While not in my experience I know some employers seem to use unsupervised apprentices to get work done which is putting far too much responsibility on an apprentice that is not ready for the job and employers need to be held accountable for it
- Asking the apprentices is a bit pointless. They'll do as they are told. There is no support for employers on how to teach, what are reasonable expectations of an apprentice. This should have been an email, writing detailed responses on a phone is impossible, you won't get the information you are looking for. I'd like to know what has been put in place to teach employers and keep apprentices safe. It seems it's being put on the apprentices to speak up rather than any policing/educating of employers to not exploit apprentices.
- maybe making more of a priority for employers and supervisors to be aware of their responsibilities and field officers not only during the start of employment but continuing throughout the entirety of apprenticeships
- This updated document is a great step forward.
- I've owned a company and employer for 20 years and since Covid I have found it extremely difficult to find qualified guys and if they are they don't know the way we wire houses so it is costly exercise and they don't hang around because the money isn't great but we all work on small margins so we need to invest in the 4th years so maybe at school they can do a disconnect/reconnect in the first few weeks of 4th year trade school so they can power up a job. Because some days people are sick others are at trade school. Jobs are booked in with builders and need to be done on those days. The guys that get qualified in this field don't seem to hang around too long with employers they want to earn the big bucks so they say so when they leave I'm stuck with training up 2nd 3rd years minus an A grade so I'm in a tough spot within this field and everyone who runs a business is in the same situation of finding guys not enough out there. Wanting to do this and the money they want is outrageous in the domestic field so if we get all qualified guys per apprentice then how do we make any money to survive in the unknown of what's to come in the future so people like me will go broke and then who will give a start to the skilled workers in the future you guys need to give us domestic guys some leeway maybe on new builds not renovations which sections or whole job is live. So I think maybe you guys need to sit with some of the owners of domestic electrical companies and find out what is really happening with the real life scenario of day to day stuff for us not making decisions in a board room with a few people that are in our field and say that sounds great. We are struggling out here. Thanks
- with this proposal, you will restrict the employment of apprentices, how many electricians will be willing to sign a document that they will supervise an apprentice.

What best describes your interest in this topic?



Other: Union official, trade school teacher, TAFE teacher, manager all types of skilled tradesmen, adult apprentice, recently finished all 3 exams.