



## CPD COURSES

**Castle Hill**  
Sales & Prop Mgnt  
**Thu 2nd Aug**

**Dee Why**  
Sales & Prop Mgnt  
**Wed 8th Aug**

**Ballina**  
Sales & Prop Mgnt  
**Mon 13th Aug**

**Sydney**  
Real Estate  
**Thu 16th Aug**

**Sydney**  
Prop Management  
**Thu 16th Aug**

**Albury**  
Sales & Prop Mgnt  
**Mon 27th Aug**

**Wagga Wagga**  
Stock & Station  
**Tue 28th Aug**

**Wagga Wagga**  
Sales & Prop Mgnt  
**Tue 28th Aug**

**Port Macquarie**  
Sales & Prop Mgnt  
**Thu 30th Aug**

**Sydney**  
Business Broking  
**Fri 31st Aug**

## The New Real Estate Industry Award 2015

As of 2nd April 2018, there is a new award for people employed within the property industry. It is important that all people working within the industry are aware of the new award and its requirements. Whether you are an employer or an employee, you should be knowledgeable about your rights and obligations. We have summarised the main areas within the new award.

### New Classification Structure

Employment in the new structure falls within four broad areas:

- Associate level – employee level 1 (basically people who hold a Certificate of Registration)
- Representative level – employee level 2 (people who hold a full licence)
- Supervisory level – employee level 3 (people holding management or supervisory positions in an organisation)
- In-charge level – employee level 4 (Licensee-In-Charge responsibilities)

### Increase to Minimum Wage

The base wage for a real estate salesperson has increased to \$19.39 per hour.

### New Allowances

- Mobile Phone Allowance – an employee is responsible for paying 50% of an employee's mobile plan, up to the value of a \$100 plan. For example, this means that if an employee has an \$80 plan, the employee is required to pay \$40 per month.
- Motorcycle Allowance – if an employee uses a motorcycle they will receive 26cents per kilometre rather than the 72 cents per kilometre for a car.

### Commission – Post Employment

There are now specific guidelines in the new award in relation to commission payments and splits if an employee leaves their employment prior to the settlement of a property that they have listed and/or sold. Briefly, if a salesperson leaves the employment of an agency and they have listed a property and it has exchanged, they are entitled to the commission when the property settles. In addition, if a property that they have listed has not exchanged when they leave the employment of that agency, and then the property exchanges whilst it is still in the "exclusive listing period", then that salesperson is entitled to the listing component of that commission, as would be detailed in their employment agreement.

# CPD 2 HOUR SEMINARS

(8am - 10am unless otherwise specified)  
Pre-reading required.

**Full 12 points!!**

## Sydney

(5-7pm)

Sales & Prop Mgmt

**Thu 7th Aug**

## Bankstown

Sales & Prop Mgmt

**Thu 9th Aug**

## Gosford

Sales & Prop Mgmt

**Fri 10th Aug**

## Ballina

(1.30 - 3.30pm)

Strata Management

**Mon 13th Aug**

## Sydney

Strata Management

**Fri 17th Aug**

## Parramatta

Sales & Prop Mgmt

**Tue 21st Aug**

## Penrith

Sales & Prop Mgmt

**Fri 14th Sep**

## Sydney

Sales & Prop Mgmt

**Fri 21st Sep**

## Wollongong

Sales & Prop Mgmt

**Wed 10th Oct**

## Castle Hill

Sales & Prop Mgmt

**Wed 10th Oct**

Naturally, if the salesperson is terminated for serious misconduct, the commission is limited to properties that have exchanged prior to their termination.

### **Commission-Only Employees**

As the property industry is the last remaining industry with commission-only employees, the new award has included some specific requirements around this category of employment. The core requirements for commission-only employment are:

- Commission-only employment is for full-time employees only – it cannot be entered into for part-time or casual employees
- The person must be over 21 years of age and hold a real estate licence or certificate of registration and agree (in writing) to being employed on a commission-only basis
- The person must have been working as a salesperson in the industry for at least 12 months during the past 3 years
- The person must meet the MITA (Minimum Income Threshold Amount) test where they earn 125% of the award rate (\$52,733 per annum). The person must have met the MITA test in the past 12 month employment during the past 3 years
- If the person falls short of meeting the MITA test, they are no longer eligible to be employed on a commission-only basis.
- The employer needs to withhold allowance for personal and recreation leave from each commission payment, and only pay this to the employee when they take that leave.

These are significant changes for commission-only employees, and must be considered seriously by both employees and employers.

### **Independent Contractors**

Those persons who work as independent contractors in the property industry are NOT covered by the new award. An independent contractor should seek legal advice in terms of signing an agreement with their chosen agency. It is an expectation that independent contractors are employing other people to assist them in their own business, where these employees need to be active agents, not just people who assist with accounts or marketing. As a College, we refer agents to Jemmeson & Fisher who specialise in supporting agents in all legal and accounting aspects of their business.

**MORE INFORMATION:** I highly recommend that you, whether you are an employer or an employee, visit the REEF (Real Estate Employers Federation) website at [www.reef.org.au](http://www.reef.org.au) and ensure that you have all the information you require to make sure that you are complying with the new Real Estate Industry Award.

'Til next time,  
Wishing you every success in your business ventures,  
**Rosy**

## CERTIFICATE OF REGISTRATION COURSES

Units taken from nationally accredited training qualifications from the CPP07 Property Services Training Package.

**Parramatta**

**Mon 30th Jul – Wed 1st Aug**

**Sydney**

**Mon 13th – Wed 15th Aug**

**Sydney**

(Online + Weekend Workshop)

**Sat 18th – Sun 19th Aug**

**Castle Hill**

**Mon 27th – Wed 29th Aug**

**Port Macquarie**

**Mon 27th – Wed 29th Aug**

## FINANCE AND MORTGAGE BROKING COURSES

Units taken from nationally accredited training qualifications from the FNS Financial Services Training Package.

**Cert IV in Finance & Mortgage Broking Sydney**

**Mon 27th - Wed 29th Aug**

**Dip of Finance & Mort Broking Mgmt**  
Upgrade for existing

Cert IV holders

**Sydney**

**Thu 30th - Fri 31st Aug**

# From the Office

What a splendid way to end the last fortnight here at ACOP. It has been a very busy fortnight here from the awesome turn out of new faces who attended our three day Certificate of Registration course to our Property Management and Trust Accounting courses that were at full capacity held in Parramatta, not to mention the Sales course and the Financial Management courses conducted this week. Whilst the College is still buzzing with courses, our College Principal Rosy has been travelling great distances from Sydney to Ballina and Coffs Harbour providing her knowledge whilst on the EAC Insights Tour which is always a great turn out.

The College would like to give a great big welcome back to our Marketing Co-ordinator Mariana. Whilst we have been working here, she has had the opportunity to travel the beautiful countries throughout Europe. She has come back with a tan to envy and a smile from ear to ear. After sharing her stories of gourmet foods, many sights and beautiful lights she has settled in well.

The College would also like to congratulate Megan and the team who play for the Gosford City Dragons soccer squad who have achieved minor premiership status this year – bring on the finals is what we're hearing from Megan's corner. Still in reference to Megan, the building commenced on her new home this week, so we are looking forward to the daily photos of progress as the mansion takes shape over the next months. And Megan and her finance Matt are obviously looking forward to the increased mortgage payments.

Lastly, but not least, we would also like to say a colossal thank you to Ben, Braden and Jaymi who had taken up extra work whilst on their University holidays. The team wishes you the best with your studies for the next semester and hope to see you all during the next holiday period.

## Diploma of Leadership and Management

BSB51915

Units taken from nationally accredited training qualifications from the BSB Business Services Training Package.

Every second Wednesday night

## Enrol Now

Click on the enrol now button to go to the College online enrolment forms (pdf versions of the newsletter only).

## Property Licence Courses

Units taken from nationally accredited training qualifications from the CPP07 Property Services Training Package.

### Financial Management Sydney CBD

Mon 17th- Tue 18th Sep

### Staff Management Sydney CBD

Wed 19th - Thu 20th Sep

### Stock & Station Agency Practices Sydney CBD

Mon 30th Jul - Fri 3rd Aug

### Strata Management Agency Practices Sydney CBD

Mon 24th - Thu 27th Sep

### Sales for Real Estate Sydney CBD

Mon 20th -Thu 23rd Aug

### Auctioneer Accreditation Sydney CBD

Fri 24th Aug

### Trust Accounting + Insurance (Strata ) Sydney CBD

Fri 28th Sep

### Trust Accounting Sydney CBD

10th, 11th, 17th, 18th Aug  
(evenings)

### Parramatta

Mon 12th - Wed 14th Nov

### Property Management Sydney CBD

Thu 6th - Fri 7th Sep

### Parramatta

Thu 15th - Fri 16th Nov

## FNS40815 Certificate IV in Finance and Mortgage Broking

Monday 27th - Wednesday 29th Aug

## FNS50315 Diploma of Finance and Mortgage Broking Management

Thursday 30th - Friday 31st Aug

## MAKE 2018 YOUR YEAR

With proposed reforms coming for the real estate and property industry, make 2018 the year that you get the qualification and obtain a full property licence

ACOP provides licensing training programs, and will recognise your prior learning and experience, for the following licence categories:

- ★ real estate agent's licence
- ★ strata manager's licence
- ★ business agent's licence
- ★ stock and station agent's licence
- ★ buyer's agent's licence
- ★ on-site residential property manager's licence

If you are seeking Recognition of Prior Learning (RPL) or Recognition of Current Competence (RCC), talk to us about the types of evidence that you will need to provide to seek these exemptions from training.

## Social Media

