

Terms & Boundaries

Bridgin Automation Pty Ltd (ABN 96 700 804 075) · Canberra, Australia · This document sets out the intended structure, scope and legal boundaries of the proposed Unpaid Internship Program referenced at bridginautomation.com.au/internship-program.

Learning comes first. Always.

The experience is designed around observation, explanation and reflection. Mentors retain responsibility for every business, client and production outcome.

This program is ✓ A guided view of the complete project lifecycle ✓ Mentor demonstrations, reviews and open Q&A ✓ A way to understand how professional roles work together ✓ Optional reflection notes and sandbox learning exercises ✓ An experience intended primarily for participant learning	This program is not — Employment, a job trial or an operational role — Production work, client delivery or employee replacement — An assessed KPI, deadline, quota or required-output program — Participants do not replace employees or ordinary business functions — A guarantee of accredited certification, course credit or a future role
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Legal & compliance context

Fair Work The program is being designed with reference to the Fair Work Act and Fair Work Ombudsman guidance. The actual operating arrangement determines whether an employment relationship exists. Participants must not perform productive work, and the primary benefit must remain with the learner. The final model requires workplace-relations review before the first cohort.	Work health & safety Bridgin must manage induction, supervision and safety arrangements for onsite activities. Cohort-specific arrangements will be set out in the final terms, consistent with WorkSafe ACT guidance.	Visa work limits Unpaid work experience may count toward visa work limits. For Student visa holders, ordinary work experience counts toward the 48-hour-per-fortnight limit unless it is a mandatory component of a registered course. Participants must check VEVO and obtain appropriate advice before joining (Home Affairs condition 8105).
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Status of this document

This document is a plain-language summary for prospective participants and is not a contract of employment, vocational placement agreement or legal advice. A finalised, cohort-specific written agreement — reviewed for workplace-relations compliance — will be provided to every participant before their placement begins, and will govern in the event of any conflict with this summary.

Bridgin Automation Pty Ltd · ABN 96 700 804 075 · 34 McMillan Cres, Narrabundah ACT 2604, Australia ·
contact@bridginautomation.com.au · bridginautomation.com.au/internship-program