

NORTHERN TERRITORY OF AUSTRALIA

Public Sector Employment and Management Act

DETERMINATION NUMBER 4 OF 2015

NTPS APPRENTICES, TRAINEES and SCHOOL BASED APPRENTICES - RATES OF PAY

I, CRAIG JOHN ALLEN, the Commissioner for Public Employment for the Northern Territory:

1. in pursuance of section 14(2) of the *Public Sector Employment and Management Act* (the Act) and with reference to section 43 of the *Interpretation Act*, revoke Determination Number 6 of 2014;
2. in pursuance of section 14(2) of the Act and with reference to section 13(a) of the Act, determine:
 - (a) that the minimum salary rates in Schedule 1 shall apply to the designation of NT Public Sector (NTPS) Apprenticeship, NTPS Traineeship and NTPS School Based Apprenticeship;
 - (b) NTPS Apprenticeships, NTPS Traineeships and NTPS School Based Apprenticeships are specified under Schedule 2 of this Determination and the "Northern Territory Apprenticeship Database" as published and amended from time to time by the Department of Business; and
 - (c) where an NTPS Apprenticeship, NTPS Traineeship and NTPS School Based Apprenticeship is converted from an Australian Qualification Framework (AQF) II to an AQF III apprenticeship, or from an AQF III to an AQF IV apprenticeship, the employee shall move to the next highest rate provided in the schedule, if a higher rate is provided for that new AQF level.
3. For the purposes of this Determination, an adult Apprentice or Trainee shall be deemed to be 21 years of age and paid at the scheduled adult rate.
4. This Determination shall have effect from 2 July 2015.

Dated

22/6/2015



CRAIG ALLEN
Commissioner for Public Employment

SCHEDULE 1

NTPS Apprenticeship/NTPS Traineeship non adult minimum rates undertaking AQF III Apprenticeship

	Highest year of schooling completed								
	Year 10			Year 11			Year 12		
	\$ per annum	96%	92%	\$ per annum	96%	92%	\$ per annum	96%	92%
Salary Level A*									
School Leaver	15,394	14,778	14,162	16,954	16,276	15,598	20,199	19,391	18,583
Plus 1 year out of school	16,954	16,276	15,598	20,199	19,391	18,583	23,506	22,566	21,626
Plus 2 years	20,199	19,391	18,583	23,506	22,566	21,626	27,356	26,262	25,168
Plus 3 years	23,506	22,566	21,626	27,356	26,262	25,168	31,321	30,068	28,815
Plus 4 years	27,356	26,262	25,168	31,321	30,068	28,815			
Plus 5 years of more	31,321	30,068	28,815						

	Year 10			Year 11			Year 12		
	\$ per annum	96%	92%	\$ per annum	96%	92%	\$ per annum	96%	92%
	Salary Level B*								
School Leaver	15,394	14,778	14,162	16,954	16,276	15,598	19,656	18,870	18,084
Plus 1 year out of school	16,954	16,276	15,598	19,656	18,870	18,084	22,609	21,705	20,800
Plus 2 years	19,656	18,870	18,084	22,609	21,705	20,800	26,511	25,451	24,390
Plus 3 years	22,609	21,705	20,800	26,511	25,451	24,390	30,241	29,031	27,822
Plus 4 years	26,511	25,451	24,390	30,241	29,031	27,822			
Plus 5 years of more	30,241	29,031	27,822						

	Year 10			Year 11			Year 12		
	\$ per annum	96%	92%	\$ per annum	96%	92%	\$ per annum	96%	92%
	Salary Level C*								
School Leaver	15,394	14,778	14,162	16,954	16,276	15,598	19,656	18,870	18,084
Plus 1 year out of school	16,954	16,276	15,598	19,656	18,870	18,084	22,124	21,239	20,354
Plus 2 years	19,656	18,870	18,084	22,124	21,239	20,354	24,717	23,728	22,740
Plus 3 years	22,124	21,239	20,354	24,717	23,728	22,740	27,539	26,437	25,336
Plus 4 years	24,717	23,728	22,740	27,539	26,437	25,336			
Plus 5 years of more	27,539	26,437	25,336						

*Note: Salary progression requirements apply to Salary Levels A, B and C (Determination Number 7 of 2012).

NTPS adult new apprenticeship minimum rates undertaking AQF III Apprenticeships

	First year of Apprenticeship			Second year of Apprenticeship			Third Year of Apprenticeship		
	\$ per annum	96%	92%	\$ per annum	96%	92%	\$ per annum	96%	92%
Salary Level A	31,321	30,068	28,815	32,510	31,210	29,909	34,440	33,062	31,685
Salary Level B	30,241	29,031	27,822	31,389	30,133	28,878	33,254	31,924	30,594
Salary Level C	27,539	26,437	25,336	28,587	27,444	26,300	30,279	29,068	27,857

Note: The adult rate for the specific salary level is determined by the highest payable level in the applicable school leavers range. The annual progression through each year of the particular salary level is an increment of 3.8%.

SCHEDULE 1

NTPS non adult new apprenticeship minimum rates undertaking AQF IV Apprenticeships

	Highest year of schooling completed								
	Year 10			Year 11			Year 12		
	\$ per annum	96%	92%	\$ per annum	96%	92%	\$ per annum	96%	92%
Salary Level A* #									
School Leaver	15,979	15,340	14,701	17,601	16,897	16,193	20,966	20,127	19,289
Plus 1 year out of school	17,601	16,897	16,193	20,966	20,127	19,289	24,398	23,422	22,446
Plus 2 years	20,966	20,127	19,289	24,398	23,422	22,446	28,394	27,258	26,122
Plus 3 years	24,398	23,422	22,446	28,394	27,258	26,122	32,510	31,210	29,909
Plus 4 years	28,394	27,258	26,122	32,510	31,210	29,909			
Plus 5 years of more	32,510	31,210	29,909						

	Year 10			Year 11			Year 12		
	\$ per annum	96%	92%	\$ per annum	96%	92%	\$ per annum	96%	92%
	Salary Level B* #								
School Leaver	15,979	15,340	14,701	17,601	16,897	16,193	20,402	19,586	18,770
Plus 1 year out of school	17,601	16,897	16,193	20,402	19,586	18,770	23,470	22,531	21,592
Plus 2 years	20,402	19,586	18,770	23,470	22,531	21,592	27,518	26,417	25,317
Plus 3 years	23,470	22,531	21,592	27,518	26,417	25,317	31,389	30,133	28,878
Plus 4 years	27,518	26,417	25,317	31,389	30,133	28,878			
Plus 5 years of more	31,389	30,133	28,878						

	Year 10			Year 11			Year 12		
	\$ per annum	96%	92%	\$ per annum	96%	92%	\$ per annum	96%	92%
	Salary Level C* #								
School Leaver	15,979	15,340	14,701	17,601	16,897	16,193	20,402	19,586	18,770
Plus 1 year out of school	17,601	16,897	16,193	20,402	19,586	18,770	22,964	22,045	21,127
Plus 2 years	20,402	19,586	18,770	22,964	22,045	21,127	25,656	24,630	23,604
Plus 3 years	22,964	22,045	21,127	25,656	24,630	23,604	28,587	27,444	26,300
Plus 4 years	25,656	24,630	23,604	28,587	27,444	26,300			
Plus 5 years of more	28,587	27,444	26,300						

*Note: Salary progression requirements apply to Salary Levels A, B and C (Determination Number 7 of 2012).

#Note: Apprentices undertaking AQF IV Apprenticeships shall receive the relevant salary for AQF III trainees (participating in courses listed in this schedule) at Salary Levels A, B, or C as applicable, with the addition of 3.8 percent of that salary rate.

SCHEDULE 1

NTPS adult new apprenticeship minimum rates undertaking AQF IV Apprenticeships

Note: An adult Apprentice who is undertaking a New Apprenticeship for an AQF IV qualification shall receive the following annual salary as applicable based on the allocation of AQF III qualifications.

	First Year of Apprenticeship			Second Year of Apprenticeship		
	\$ per annum	96%	92%	\$ per annum	96%	92%
Salary Level A	32,526	31,225	29,924	33,788	32,436	31,085
Salary Level B	31,383	30,128	28,872	32,589	31,285	29,982
Salary Level C	28,561	27,419	26,276	29,641	28,455	27,270

NTPS School Based Apprenticeships Minimum Rates

The following rates apply to the NTPS School Based Apprenticeships.

	Year 11	Year 12
Per hour rate level A, B and C	\$9.71	\$10.70
Per annum rate level A, B and C	\$18,615	\$20,513

SCHEDULE 2

SALARY LEVEL A

NTPS New Apprenticeship	Certificate Level
Aeroskills	II
Aviation	I, II, III
Beauty	III
Business Services	I, II, III
Chemical, Hydrocarbons and Refining	I, II, III
Civil Construction	III
Coal Training Package	II, III
Community Services	II, III
Construction, Plumbing and Services Integrated Framework	I, II, III
Correctional Services	II, III
Drilling	II, III
Electricity Supply Industry -Transmission, Distribution and Rail Sector	II
Electricity Supply Industry - Generation Sector	II
Electrotechnology	I, II
Financial Services	I, II, III
Floristry	III
Food Processing Industry	III
Gas Industry	III
Information and Communications Technology	I, II, III
Laboratory Operations	II, III
Local Government (other than Operational Works Cert I and II)	I, II, III
Manufactured Mineral Products	III
Manufacturing	I, II, III
Maritime	I, II, III
Metals and Engineering (Technical)	II, III
Metalliferous Mining	II, III
Museum, Library and Library/Information Services	II, III
Plastics, Rubber and Cablemaking	III
Public Safety	III
Public Sector	II, III
Pulp and Paper Manufacturing Industries	III
Retail Services (including wholesale and Community pharmacy)	III
Telecommunications	II, III
Textile Clothing and Footwear	III
Tourism, Hospitality and Events	I, II, III
Training and Assessment	III
Transport and Distribution	III
Water Industry (Utilities)	III

SCHEDULE 2

SALARY LEVEL B

NTPS New Apprenticeship	Certificate Level
Animal Care and Management	I, II, III
Asset Maintenance	I, II, III
Australian Meat Industry	I, II, III
Automotive Industry Manufacturing	II, III
Automotive Industry Retail, Service and Repair	I, II, III
Beauty	II
Caravan Industry	II, III
Civil Construction	I
Community Recreation Industry	III
Entertainment	I, II, III
Extractive Industries	II, III
Fitness Industry	III
Floristry	II
Food Processing Industry	I, II
Forest and Forest Products Industry	I, II, III
Furnishing	I, II, III
Gas Industry	I, II
Health	II, III
Local Government (Operational Works)	I, II
Manufactured Mineral Products	I, II
Metals and Engineering (Production)	II, III
Outdoor Recreation Industry	I, II, III
Plastics, Rubber and Cablemaking	II
Printing and Graphic Arts	II, III
Property Services	I, II, III
Public Safety	I, II
Pulp and Paper Manufacturing Industries	I, II
Retail Services	I, II
Screen and Media	I, II, III
Sport Industry	II, III
Sugar Milling	I, II, III
Textiles Clothing & Footwear	I, II
Transport and Logistics	I, II
Visual Arts, Craft and Design	I, II, III
Water Industry	I, II

SCHEDULE 2

SALARY LEVEL C

NTPS New Apprenticeship	Certificate Level
Agri-Food	I
Amenity Horticulture	I, II, III
Conservation and Land Management	I, II, III
Funeral Services	I, II, III
Music	I, II, III
Racing Industry	I, II, III
Rural Production	I, II, III
Seafood Industry	I, II, III