

NORTHERN TERRITORY OF AUSTRALIA

Public Sector Employment and Management Act 1993

DETERMINATION NUMBER 8 OF 2026

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

I, NICOLE HURWOOD, Commissioner for Public Employment, pursuant to section 14(2) of the *Public Sector Employment and Management Act 1993* and with reference to section 13(a) of that Act, determine that:

1. In relation to a person employed as a trainee:
 - a. the minimum salary rates in Schedule 1 of this Determination will apply to the designation of Northern Territory Public Sector (NTPS) Traineeship and NTPS School-Based Traineeship.
2. At the conclusion of the traineeship or apprenticeship, this Determination ceases to apply to the employee.
3. This Determination is to have effect on and from 1 July 2026.
4. This Determination may be varied or amended from time to time and, unless revoked earlier, will cease to have effect on 30 June 2027.

Dated

23 June 2026



NICOLE HURWOOD
Commissioner for Public Employment

SCHEDULE 1

NOTES

The 96% and 92% annual salary rates in the tables below are applicable to trainees employed in administrative positions in NTPS schools. This compensates for the fact that these are trainees working in schools where eligible employees are only required to attend for work when the school is open to accept students.

* Salary progression requirements apply to Salary Levels A, B and C (see Determination Number 4 of 2017 or its successor.)

Minimum rates for a NON-ADULT (under 21 years) trainee undertaking AQF Certificate Level I - III Traineeship

Salary Level A*	Highest year of schooling completed					
	Year 10			Year 11		
	\$ per annum	96%	92%	\$ per annum	96%	92%
School Leaver	22,552	21,650	20,748	24,831	23,838	22,845
Plus 1 year out of school	24,831	23,838	22,845	29,537	28,356	27,174
Plus 2 years	29,537	28,356	27,174	34,373	32,998	31,623
Plus 3 years	34,373	32,998	31,623	40,001	38,401	36,801
Plus 4 years	40,001	38,401	36,801	45,792	43,960	42,129
Plus 5 years of more	45,792	43,960	42,129			

Salary Level B*	Year 10					
	Year 10			Year 11		
	\$ per annum	96%	92%	\$ per annum	96%	92%
School Leaver	22,552	21,650	20,748	24,831	23,838	22,845
Plus 1 year out of school	24,831	23,838	22,845	28,780	27,629	26,478
Plus 2 years	28,780	27,629	26,478	33,110	31,786	30,461
Plus 3 years	33,110	31,786	30,461	38,833	37,280	35,726
Plus 4 years	38,833	37,280	35,726	44,284	42,513	40,741
Plus 5 years of more	44,284	42,513	40,741			

Salary Level C*	Year 10					
	Year 10			Year 11		
	\$ per annum	96%	92%	\$ per annum	96%	92%
School Leaver	22,552	21,650	20,748	24,831	23,838	22,845
Plus 1 year out of school	24,831	23,838	22,845	28,780	27,629	26,478
Plus 2 years	28,780	27,629	26,478	32,547	31,245	29,943
Plus 3 years	32,547	31,245	29,943	36,360	34,906	33,451
Plus 4 years	36,360	34,906	33,451	40,502	38,882	37,262
Plus 5 years of more	40,502	38,882	37,262			

SCHEDULE 1

Minimum rates for a ADULT trainee undertaking AQF Certificate Level I - III Traineeship

	First year of Traineeship			Second year of Traineeship			Third Year of Traineeship		
	\$ per annum	96%	92%	\$ per annum	96%	92%	\$ per annum	96%	92%
Salary Level A*	45,792	43,960	42,129	47,534	45,633	43,731	49,339	47,365	45,392
Salary Level B*	44,284	42,513	40,741	45,969	44,130	42,291	47,717	45,808	43,900
Salary Level C*	40,502	38,882	37,262	42,041	40,359	38,678	43,637	41,892	40,146

Minimum rates for NON ADULT (under 21 years) trainee undertaking AQF Certificate Level IV Traineeship

	Year 10			Year 11			Year 12		
	\$ per annum	96%	92%	\$ per annum	96%	92%	\$ per annum	96%	92%
Salary Level A*	23,407	22,471	21,534	25,776	24,745	23,714	30,658	29,432	28,205
School Leaver	25,776	24,745	23,714	30,658	29,432	28,205	35,677	34,250	32,823
Plus 1 year out of school	30,658	29,432	28,205	35,677	34,250	32,823	41,519	39,858	38,197
Plus 2 years	35,677	34,250	32,823	41,519	39,858	38,197	47,534	45,633	43,731
Plus 3 years	41,519	39,858	38,197	47,534	45,633	43,731			
Plus 4 years	47,534	45,633	43,731						
Plus 5 years of more									

	Year 10			Year 11			Year 12		
	\$ per annum	96%	92%	\$ per annum	96%	92%	\$ per annum	96%	92%
Salary Level B*	23,407	22,471	21,534	25,776	24,745	23,714	29,876	28,681	27,486
School Leaver	25,776	24,745	23,714	29,876	28,681	27,486	34,367	32,992	31,618
Plus 1 year out of school	29,876	28,681	27,486	34,367	32,992	31,618	40,309	38,697	37,084
Plus 2 years	34,367	32,992	31,618	40,309	38,697	37,084	45,969	44,130	42,291
Plus 3 years	40,309	38,697	37,084	45,969	44,130	42,291			
Plus 4 years	45,969	44,130	42,291						
Plus 5 years of more									

	Year 10			Year 11			Year 12		
	\$ per annum	96%	92%	\$ per annum	96%	92%	\$ per annum	96%	92%
Salary Level C*	23,407	22,471	21,534	25,776	24,745	23,714	29,876	28,681	27,486
School Leaver	25,776	24,745	23,714	29,876	28,681	27,486	33,783	32,432	31,080
Plus 1 year out of school	29,876	28,681	27,486	33,783	32,432	31,080	37,743	36,233	34,724
Plus 2 years	33,783	32,432	31,080	37,743	36,233	34,724	42,041	40,359	38,678
Plus 3 years	37,743	36,233	34,724	42,041	40,359	38,678			
Plus 4 years	42,041	40,359	38,678						
Plus 5 years of more									

SCHEDULE 1

Minimum rates for ADULT trainee undertaking AQF Certificate Level IV Traineeship

An adult trainee who is undertaking an AQF Certificate Level IV Traineeship shall receive the following salary as applicable based on the allocation of AQF Certificate Level III qualifications Level (e.g. A, B or C)

	First year of Traineeship			Second and subsequent years of Traineeship		
	\$ per annum	96%	92%	\$ per annum	96%	92%
Salary Level A*		47,529	45,628	43,727	47,361	45,387
Salary Level B*		45,969	44,130	42,291	45,808	43,900
Salary Level C*		42,041	40,359	38,678	41,887	40,141

NTPS School Based Traineeships Minimum Rates

	Year 11 or lower	Year 12
Per hour rate Level A, B and C	\$14.21	\$15.66
Per annum rate Level A, B and C	\$27,242	\$30,022

Default Trainee Rate

The minimum annual salary for a trainee undertaking an AQF Certificate Level I – III traineeship whose training package and AQF certificate level are not allocated to a salary level by Schedule 2 of this Determination is the relevant minimum salary under this schedule for a trainee undertaking an AQF Certificate to Level I – III traineeship whose training package and AQF certificate level are allocated to Salary Level B.