

NORTHERN TERRITORY OF AUSTRALIA

Public Sector Employment and Management Act

REVOCATION OF DETERMINATION NUMBER 4 OF 2015

I, CRAIG JOHN ALLEN, the Commissioner for Public Employment, pursuant to section 14(2) of the *Public Sector Employment and Management Act* and with reference to section 43 of the *Interpretation Act*, revoke Determination No. 4 of 2015.

DETERMINATION NUMBER 6 OF 2016

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

I, CRAIG JOHN ALLEN, the Commissioner for Public Employment, pursuant to section 14(2) of *Public Sector Employment and Management Act* 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;
 - (b) NTPS Traineeships are specified under Schedule 2 of this Determination and the "NT Apprenticeships and Traineeships Database" as published and amended from time to time by the Department of Business;
 - (c) where a NTPS Traineeship or NTPS School Based Traineeship is converted from an Australian Qualification Framework (AQF) Certificate Level II to AQF Certificate Level III, or from an AQF Certificate Level III to an AQF Certificate Level IV, the employee shall move to the next highest rate provided in Schedule 1, if a higher rate is provided for that new AQF level; and
 - (d) the minimum salary rates in Schedule 1 do not apply to the apprenticeship system or to any training program which is developed by the relevant Industry Skills Council and endorsed by the National Quality Council to be an apprenticeship qualification.
2. In relation to a person employed as an apprentice:
 - (a) the minimum salary rates in Schedule 3 of this Determination will apply to the designation of NTPS Apprentice; and
 - (b) NTPS Apprenticeships are specified under the "NT Apprenticeships and Traineeships Database" as published and amended from time to time by the Department of Business.

3. A person employed in the NTPS immediately prior to entering into a training contract as an adult apprentice or trainee with the employer must not suffer a reduction in their minimum salary by virtue of entering into the training contract, provided that the person has been an employee in the NTPS for at least six months as a full-time employee or 12 months as a part-time or casual employee immediately prior to commencing the apprenticeship or traineeship.
 - (a) Casual loadings will be disregarded when determining whether the employee has suffered a reduction in their minimum salary.
4. Schedule 4 sets out definitions that apply to this Determination.
5. This Determination does not apply to qualifications not identified in training packages or to qualifications in training packages which are not identified as appropriate for a traineeship or apprenticeship.
6. At the conclusion of the traineeship or apprenticeship, this Determination ceases to apply to the employee.
7. This Determination shall have effect on and from 1 July 2016.

Dated 1 July 2016



CRAIG ALLEN
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 7 of 2012 or its successor.)

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

	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	15,765	15,134	14,504	17,361	16,667	15,972	20,684	19,857	19,029
Plus 1 year out of school	17,361	16,667	15,972	20,684	19,857	19,029	24,070	23,107	22,144
Plus 2 years	20,684	19,857	19,029	24,070	23,107	22,144	28,014	26,893	25,773
Plus 3 years	24,070	23,107	22,144	28,014	26,893	25,773	32,072	30,789	29,506
Plus 4 years	28,014	26,893	25,773	32,072	30,789	29,506			
Plus 5 years of more	32,072	30,789	29,506						

	Year 10			Year 11			Year 12		
	\$ per annum	96%	92%	\$ per annum	96%	92%	\$ per annum	96%	92%
	Salary Level B*								
School Leaver	15,765	15,134	14,504	17,361	16,667	15,972	20,126	19,321	18,516
Plus 1 year out of school	17,361	16,667	15,972	20,126	19,321	18,516	23,152	22,226	21,300
Plus 2 years	20,126	19,321	18,516	23,152	22,226	21,300	27,148	26,062	24,976
Plus 3 years	23,152	22,226	21,300	27,148	26,062	24,976	30,966	29,727	28,489
Plus 4 years	27,148	26,062	24,976	30,966	29,727	28,489			
Plus 5 years of more	30,966	29,727	28,489						

	Year 10			Year 11			Year 12		
	\$ per annum	96%	92%	\$ per annum	96%	92%	\$ per annum	96%	92%
	Salary Level C*								
School Leaver	15,765	15,134	14,504	17,361	16,667	15,972	20,126	19,321	18,516
Plus 1 year out of school	17,361	16,667	15,972	20,126	19,321	18,516	22,656	21,750	20,844
Plus 2 years	20,126	19,321	18,516	22,656	21,750	20,844	25,311	24,299	23,286
Plus 3 years	22,656	21,750	20,844	25,311	24,299	23,286	28,201	27,073	25,945
Plus 4 years	25,311	24,299	23,286	28,201	27,073	25,945			
Plus 5 years of more	28,201	27,073	25,945						

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*	32,072	30,789	29,506	33,293	31,961	30,630	34,560	33,178	31,795
Salary Level B*	30,966	29,727	28,489	32,145	30,859	29,573	33,366	32,031	30,697
Salary Level C*	28,201	27,073	25,945	29,271	28,100	26,929	30,382	29,167	27,951

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

	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	16,365	15,710	15,056	18,018	17,297	16,577	21,472	20,613	19,754
Plus 1 year out of school	18,018	17,297	16,577	21,472	20,613	19,754	24,983	23,984	22,984
Plus 2 years	21,472	20,613	19,754	24,983	23,984	22,984	29,078	27,915	26,752
Plus 3 years	24,983	23,984	22,984	29,078	27,915	26,752	33,293	31,961	30,630
Plus 4 years	29,078	27,915	26,752	33,293	31,961	30,630			
Plus 5 years of more	33,293	31,961	30,630						

	Year 10			Year 11			Year 12		
	\$ per annum	96%	92%	\$ per annum	96%	92%	\$ per annum	96%	92%
Salary Level B*									
School Leaver	16,365	15,710	15,056	18,018	17,297	16,577	20,893	20,057	19,222
Plus 1 year out of school	18,018	17,297	16,577	20,893	20,057	19,222	24,033	23,072	22,110
Plus 2 years	20,893	20,057	19,222	24,033	23,072	22,110	28,180	27,053	25,926
Plus 3 years	24,033	23,072	22,110	28,180	27,053	25,926	32,145	30,859	29,573
Plus 4 years	28,180	27,053	25,926	32,145	30,859	29,573			
Plus 5 years of more	32,145	30,859	29,573						

	Year 10			Year 11			Year 12		
	\$ per annum	96%	92%	\$ per annum	96%	92%	\$ per annum	96%	92%
Salary Level C*									
School Leaver	16,365	15,710	15,056	18,018	17,297	16,577	20,893	20,057	19,222
Plus 1 year out of school	18,018	17,297	16,577	20,893	20,057	19,222	23,517	22,576	21,636
Plus 2 years	20,893	20,057	19,222	23,517	22,576	21,636	26,271	25,220	24,169
Plus 3 years	23,517	22,576	21,636	26,271	25,220	24,169	29,271	28,100	26,929
Plus 4 years	26,271	25,220	24,169	29,271	28,100	26,929			
Plus 5 years of more	29,271	28,100	26,929						

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*	33,308	31,976	30,643	34,597	33,213	31,829
Salary Level B*	32,135	30,850	29,564	33,371	32,036	30,701
Salary Level C*	29,245	28,075	26,905	30,351	29,137	27,923

NTPS School Based Traineeships Minimum Rates

	Year 11	Year 12
Per hour rate Level A, B and C	\$9.94	\$10.96
Per annum rate Level A, B and C	\$19,056	\$21,012

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.

SCHEDULE 2

SALARY LEVEL A

NTPS Traineeship	AQF 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 Traineeship	AQF 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 Traineeship	AQF 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

SCHEDULE 3

Apprentice Minimum Salary Rates

1. Apprentices, other than adult apprentices or apprentices with dependents, will be paid the rate of pay set out in the following table:

Length of service as an apprentice	Relevant attribute of the person at the time of entering into a training agreement as an apprentice	
	Not completed Year 12	Completed Year 12
	\$ per annum	\$ per annum
1 st year of service	20,430	22,473
2 nd year of service	24,516	26,559
3 rd year of service	30,645	30,645
4 th year of service	35,957	35,957

2. Adult apprentices and apprentices with dependents minimum rates:

An adult apprentice, and an apprentice who maintains dependents, will be paid not less than the weekly minimum adult wage determined by the Commissioner, or the rate prescribed by paragraph 1 of Schedule 3 for the relevant year of the apprenticeship, whichever is the greater.

SCHEDULE 4

Definitions

For the purposes of this Determination the following definitions will apply:

adult Apprentice or Trainee means an employee who is 21 years or older

dependent or dependents in relation to an employee means:

- the spouse (including de facto partner) of the employee; or
- a child or parent of the employee, or of the spouse (including de facto partner) of the employee, being a child or parent who ordinarily resides with the employee and who is wholly or substantially dependent upon the employee; and
- who are not in receipt of income from any other source exceeding the weekly minimum adult wage as determined by the Commissioner.

traineeship means a system of training which has been approved by the relevant State or Territory training authority, which meets the requirements of a training package developed by the relevant Industry Skills Council and endorsed by the National Quality Council, and which leads to an AQF certificate level qualification

training contract means an agreement for a traineeship or apprenticeship between an employer and an employee which is registered with the relevant State or Territory training authority

training package means the competency standards and associated assessment guidelines for an AQF certificate level qualification which have been endorsed for an industry or enterprise by the National Quality Council and placed on the National Training and Information Service with the approval of the Commonwealth, State and Territory Ministers responsible for vocational education and training, and includes any relevant replacement training packages

year 10 includes any year before Year 10.