

NORTHERN TERRITORY OF AUSTRALIA

Public Sector Employment and Management Act 1993

REVOCATION OF DETERMINATION NUMBER 3 OF 2023

I, VICKI TELFER, Commissioner for Public Employment, pursuant to section 14(2) of the *Public Sector Employment and Management Act 1993* and with reference to section 43 of the *Interpretation Act 1978*, revoke Determination Number 3 of 2023.

DETERMINATION NUMBER 4 OF 2023

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

I, VICKI TELFER, 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. In relation to a person employed as an apprentice:
 - a. the minimum salary rates in Schedule 2 of this Determination will apply to the designation of NTPS Apprentice.
3. At the conclusion of the traineeship or apprenticeship, this Determination ceases to apply to the employee.
4. This Determination is to have effect on and from 1 July 2023
5. This Determination will cease to have effect on 31 July 2024 unless revoked sooner.

Dated

5/7/23



VICKI TELFER PSM
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

	Highest year of schooling completed								
	Year 10			Year 11			Year 12		
Salary Level A*	\$ per annum	96%	92%	\$ per annum	96%	92%	\$ per annum	96%	92%
School Leaver	20,048	19,246	18,444	22,072	21,189	20,306	26,255	25,205	24,155
Plus 1 year out of school	22,072	21,189	20,306	26,255	25,205	24,155	30,554	29,332	28,110
Plus 2 years	26,255	25,205	24,155	30,554	29,332	28,110	35,557	34,135	32,712
Plus 3 years	30,554	29,332	28,110	35,557	34,135	32,712	40,711	39,083	37,454
Plus 4 years	35,557	34,135	32,712	40,711	39,083	37,454			
Plus 5 years or more	40,711	39,083	37,454						

	Year 10			Year 11			Year 12		
	\$ per annum	96%	92%	\$ per annum	96%	92%	\$ per annum	96%	92%
Salary Level B*									
School Leaver	20,048	19,246	18,444	22,072	21,189	20,306	25,588	24,564	23,541
Plus 1 year out of school	22,072	21,189	20,306	25,588	24,564	23,541	29,432	28,255	27,077
Plus 2 years	25,588	24,564	23,541	29,432	28,255	27,077	34,524	33,143	31,762
Plus 3 years	29,432	28,255	27,077	34,524	33,143	31,762	39,370	37,795	36,220
Plus 4 years	34,524	33,143	31,762	39,370	37,795	36,220			
Plus 5 years or more	39,370	37,795	36,220						

	Year 10			Year 11			Year 12		
	\$ per annum	96%	92%	\$ per annum	96%	92%	\$ per annum	96%	92%
Salary Level C*									
School Leaver	20,048	19,246	18,444	22,072	21,189	20,306	25,588	24,564	23,541
Plus 1 year out of school	22,072	21,189	20,306	25,588	24,564	23,541	28,937	27,780	26,622
Plus 2 years	25,588	24,564	23,541	28,937	27,780	26,622	32,328	31,035	29,742
Plus 3 years	28,937	27,780	26,622	32,328	31,035	29,742	36,005	34,565	33,125
Plus 4 years	32,328	31,035	29,742	36,005	34,565	33,125			
Plus 5 years or more	36,005	34,565	33,125						

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*	40,711	39,083	37,454	42,260	40,570	38,879	43,867	42,112	40,358
Salary Level B*	39,370	37,795	36,220	40,867	39,232	37,598	42,422	40,725	39,028
Salary Level C*	36,005	34,565	33,125	37,372	35,877	34,382	38,791	37,239	35,688

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		
Salary Level A*	\$ per annum	96%	92%	\$ per annum	96%	92%	\$ per annum	96%	92%
School Leaver	20,809	19,977	19,144	22,912	21,996	21,079	27,252	26,162	25,072
Plus 1 year out of school	22,912	21,996	21,079	27,252	26,162	25,072	31,717	30,448	29,180
Plus 2 years	27,252	26,162	25,072	31,717	30,448	29,180	36,908	35,432	33,955
Plus 3 years	31,717	30,448	29,180	36,908	35,432	33,955	42,260	40,570	38,879
Plus 4 years	36,908	35,432	33,955	42,260	40,570	38,879			
Plus 5 years of more	42,260	40,570	38,879						

	Year 10			Year 11			Year 12		
Salary Level B*	\$ per annum	96%	92%	\$ per annum	96%	92%	\$ per annum	96%	92%
School Leaver	20,809	19,977	19,144	22,912	21,996	21,079	26,558	25,496	24,433
Plus 1 year out of school	22,912	21,996	21,079	26,558	25,496	24,433	30,549	29,327	28,105
Plus 2 years	26,558	25,496	24,433	30,549	29,327	28,105	35,833	34,400	32,966
Plus 3 years	30,549	29,327	28,105	35,833	34,400	32,966	40,867	39,232	37,598
Plus 4 years	35,833	34,400	32,966	40,867	39,232	37,598			
Plus 5 years of more	40,867	39,232	37,598						

	Year 10			Year 11			Year 12		
Salary Level C*	\$ per annum	96%	92%	\$ per annum	96%	92%	\$ per annum	96%	92%
School Leaver	20,809	19,977	19,144	22,912	21,996	21,079	26,558	25,496	24,433
Plus 1 year out of school	22,912	21,996	21,079	26,558	25,496	24,433	30,038	28,836	27,635
Plus 2 years	26,558	25,496	24,433	30,038	28,836	27,635	33,554	32,212	30,870
Plus 3 years	30,038	28,836	27,635	33,554	32,212	30,870	37,372	35,877	34,382
Plus 4 years	33,554	32,212	30,870	37,372	35,877	34,382			
Plus 5 years of more	37,372	35,877	34,382						

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*	42,255	40,565	38,875	43,862	42,108	40,353
Salary Level B*	40,867	39,232	37,598	42,422	40,725	39,028
Salary Level C*	37,377	35,882	34,387	38,791	37,239	35,688

NTPS School Based Traineeships Minimum Rates

	Year 11 or lower	Year 12
Per hour rate Level A, B and C	\$12.64	\$13.92
Per annum rate Level A, B and C	\$24,232	\$26,686

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

Apprentice Minimum Salary Rates

1. Apprentices, other than adult apprentices or apprentices with dependants, will be paid the salary set out in the following table:

	Relevant attribute of the person at the time of entering into a training agreement as an apprentice	
Length of service as an apprentice	Not completed Year 12	Completed Year 12
	\$ per annum	\$ per annum
1st year of service	25,955	28,551
2nd year of service	31,146	33,742
3rd year of service	38,933	38,933
4th year of service	45,681	45,681

2. Adult apprentices and apprentices with dependants minimum rates:

An adult apprentice, and an apprentice who maintains dependants, will be paid not less than the weekly minimum adult wage determined by the Commissioner, or the rate prescribed by paragraph 1 of Schedule 2 for the relevant year of the apprenticeship, whichever is the greater.



