

NORTHERN TERRITORY OF AUSTRALIA

Public Sector Employment and Management Act 1993

REVOCATION OF DETERMINATION NUMBER 4 OF 2023

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 43 of the *Interpretation Act 1978*, revoke Determination Number 4 of 2023.

DETERMINATION NUMBER 7 OF 2024

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. 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 2024.
5. This Determination will cease to have effect on 30 June 2025 unless revoked sooner.

Dated 21 June 2024



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

| | 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 | 20,799 | 19,967 | 19,135 | 22,901 | 21,985 | 21,069 | 27,241 | 26,151 | 25,062 |
| Plus 1 year out of school | 22,901 | 21,985 | 21,069 | 27,241 | 26,151 | 25,062 | 31,702 | 30,434 | 29,166 |
| Plus 2 years | 27,241 | 26,151 | 25,062 | 31,702 | 30,434 | 29,166 | 36,892 | 35,416 | 33,941 |
| Plus 3 years | 31,702 | 30,434 | 29,166 | 36,892 | 35,416 | 33,941 | 42,239 | 40,549 | 38,860 |
| Plus 4 years | 36,892 | 35,416 | 33,941 | 42,239 | 40,549 | 38,860 | | | |
| Plus 5 years of more | 42,239 | 40,549 | 38,860 | | | | | | |

| | 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 B* | | | | | | | | | |
| School Leaver | 20,799 | 19,967 | 19,135 | 22,901 | 21,985 | 21,069 | 26,548 | 25,486 | 24,424 |
| Plus 1 year out of school | 22,901 | 21,985 | 21,069 | 26,548 | 25,486 | 24,424 | 30,538 | 29,316 | 28,095 |
| Plus 2 years | 26,548 | 25,486 | 24,424 | 30,538 | 29,316 | 28,095 | 35,818 | 34,385 | 32,953 |
| Plus 3 years | 30,538 | 29,316 | 28,095 | 35,818 | 34,385 | 32,953 | 40,847 | 39,213 | 37,579 |
| Plus 4 years | 35,818 | 34,385 | 32,953 | 40,847 | 39,213 | 37,579 | | | |
| Plus 5 years of more | 40,847 | 39,213 | 37,579 | | | | | | |

| | 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 C* | | | | | | | | | |
| School Leaver | 20,799 | 19,967 | 19,135 | 22,901 | 21,985 | 21,069 | 26,548 | 25,486 | 24,424 |
| Plus 1 year out of school | 22,901 | 21,985 | 21,069 | 26,548 | 25,486 | 24,424 | 30,022 | 28,821 | 27,620 |
| Plus 2 years | 26,548 | 25,486 | 24,424 | 30,022 | 28,821 | 27,620 | 33,538 | 32,196 | 30,855 |
| Plus 3 years | 30,022 | 28,821 | 27,620 | 33,538 | 32,196 | 30,855 | 37,357 | 35,863 | 34,368 |
| Plus 4 years | 33,538 | 32,196 | 30,855 | 37,357 | 35,863 | 34,368 | | | |
| Plus 5 years of more | 37,357 | 35,863 | 34,368 | | | | | | |

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* | 42,239 | 40,549 | 38,860 | 43,846 | 42,092 | 40,338 | 45,510 | 43,690 | 41,869 |
| Salary Level B* | 40,847 | 39,213 | 37,579 | 42,401 | 40,705 | 39,009 | 44,013 | 42,252 | 40,492 |
| Salary Level C* | 37,357 | 35,863 | 34,368 | 38,775 | 37,224 | 35,673 | 40,247 | 38,637 | 37,027 |

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 | 21,592 | 20,728 | 19,865 | 23,772 | 22,821 | 21,870 | 28,274 | 27,143 | 26,012 |
| Plus 1 year out of school | 23,772 | 22,821 | 21,870 | 28,274 | 27,143 | 26,012 | 32,907 | 31,591 | 30,274 |
| Plus 2 years | 28,274 | 27,143 | 26,012 | 32,907 | 31,591 | 30,274 | 38,296 | 36,764 | 35,232 |
| Plus 3 years | 32,907 | 31,591 | 30,274 | 38,296 | 36,764 | 35,232 | 43,846 | 42,092 | 40,338 |
| Plus 4 years | 38,296 | 36,764 | 35,232 | 43,846 | 42,092 | 40,338 | | | |
| Plus 5 years of more | 43,846 | 42,092 | 40,338 | | | | | | |

| | Year 10 | | | Year 11 | | | Year 12 | | |
|---------------------------|--------------|--------|--------|--------------|--------|--------|--------------|--------|--------|
| | \$ per annum | 96% | 92% | \$ per annum | 96% | 92% | \$ per annum | 96% | 92% |
| Salary Level B* | | | | | | | | | |
| School Leaver | 21,592 | 20,728 | 19,865 | 23,772 | 22,821 | 21,870 | 27,554 | 26,452 | 25,350 |
| Plus 1 year out of school | 23,772 | 22,821 | 21,870 | 27,554 | 26,452 | 25,350 | 31,696 | 30,428 | 29,160 |
| Plus 2 years | 27,554 | 26,452 | 25,350 | 31,696 | 30,428 | 29,160 | 37,179 | 35,692 | 34,205 |
| Plus 3 years | 31,696 | 30,428 | 29,160 | 37,179 | 35,692 | 34,205 | 42,401 | 40,705 | 39,009 |
| Plus 4 years | 37,179 | 35,692 | 34,205 | 42,401 | 40,705 | 39,009 | | | |
| Plus 5 years of more | 42,401 | 40,705 | 39,009 | | | | | | |

| | Year 10 | | | Year 11 | | | Year 12 | | |
|---------------------------|--------------|--------|--------|--------------|--------|--------|--------------|--------|--------|
| | \$ per annum | 96% | 92% | \$ per annum | 96% | 92% | \$ per annum | 96% | 92% |
| Salary Level C* | | | | | | | | | |
| School Leaver | 21,592 | 20,728 | 19,865 | 23,772 | 22,821 | 21,870 | 27,554 | 26,452 | 25,350 |
| Plus 1 year out of school | 23,772 | 22,821 | 21,870 | 27,554 | 26,452 | 25,350 | 31,164 | 29,917 | 28,671 |
| Plus 2 years | 27,554 | 26,452 | 25,350 | 31,164 | 29,917 | 28,671 | 34,811 | 33,419 | 32,026 |
| Plus 3 years | 31,164 | 29,917 | 28,671 | 34,811 | 33,419 | 32,026 | 38,775 | 37,224 | 35,673 |
| Plus 4 years | 34,811 | 33,419 | 32,026 | 38,775 | 37,224 | 35,673 | | | |
| Plus 5 years of more | 38,775 | 37,224 | 35,673 | | | | | | |

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* | 43,841 | 42,087 | 40,334 | 45,505 | 43,685 | 41,865 |
| Salary Level B* | 42,401 | 40,705 | 39,009 | 44,013 | 42,252 | 40,492 |
| Salary Level C* | 38,781 | 37,230 | 35,679 | 40,247 | 38,637 | 37,027 |

NTPS School Based Traineeships Minimum Rates

| | Year 11 or lower | Year 12 |
|---------------------------------|------------------|----------|
| Per hour rate Level A, B and C | \$13.11 | \$14.44 |
| Per annum rate Level A, B and C | \$25,134 | \$27,683 |

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:

| 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 |
| 1st year of service | 26,929 | 29,621 |
| 2nd year of service | 32,314 | 35,007 |
| 3rd year of service | 40,393 | 40,393 |
| 4th year of service | 47,394 | 47,394 |

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.

