

NORTHERN TERRITORY OF AUSTRALIA

*Public Sector Employment and Management Act 1993*

**REVOCATION OF DETERMINATION NUMBER 13 OF 2019**

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 13 of 2019.

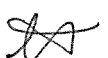
**DETERMINATION NUMBER 5 OF 2020**

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

I, VICKI TELFER, Commissioner for Public Employment, pursuant to section 14(2) of *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;
  - (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 Trade, Business and Innovation;
  - (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 Trade, Business and Innovation.

*Note: This Determination is to be read in conjunction with Determination Number 4 of 2017 or its successor.*



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 2020.

Dated 30/6 / 2020



VICKI TELFER  
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%
<b>Salary Level A*</b>									
School Leaver	17,664	16,957	16,251	19,453	18,675	17,897	23,172	22,245	21,318
Plus 1 year out of school	19,453	18,675	17,897	23,172	22,245	21,318	26,970	25,891	24,812
Plus 2 years	23,172	22,245	21,318	26,970	25,891	24,812	31,383	30,128	28,872
Plus 3 years	26,970	25,891	24,812	31,383	30,128	28,872	35,932	34,495	33,057
Plus 4 years	31,383	30,128	28,872	35,932	34,495	33,057			
Plus 5 years of more	35,932	34,495	33,057						

	Highest year of schooling completed								
	Year 10			Year 11			Year 12		
	\$ per annum	96%	92%	\$ per annum	96%	92%	\$ per annum	96%	92%
<b>Salary Level B*</b>									
School Leaver	17,664	16,957	16,251	19,453	18,675	17,897	22,546	21,644	20,742
Plus 1 year out of school	19,453	18,675	17,897	22,546	21,644	20,742	25,937	24,900	23,862
Plus 2 years	22,546	21,644	20,742	25,937	24,900	23,862	30,418	29,201	27,985
Plus 3 years	25,937	24,900	23,862	30,418	29,201	27,985	34,696	33,308	31,920
Plus 4 years	30,418	29,201	27,985	34,696	33,308	31,920			
Plus 5 years of more	34,696	33,308	31,920						

	Highest year of schooling completed								
	Year 10			Year 11			Year 12		
	\$ per annum	96%	92%	\$ per annum	96%	92%	\$ per annum	96%	92%
<b>Salary Level C*</b>									
School Leaver	17,664	16,957	16,251	19,453	18,675	17,897	22,546	21,644	20,742
Plus 1 year out of school	19,453	18,675	17,897	22,546	21,644	20,742	25,384	24,369	23,353
Plus 2 years	22,546	21,644	20,742	25,384	24,369	23,353	28,363	27,228	26,094
Plus 3 years	25,384	24,369	23,353	28,363	27,228	26,094	31,592	30,328	29,065
Plus 4 years	28,363	27,228	26,094	31,592	30,328	29,065			
Plus 5 years of more	31,592	30,328	29,065						

## 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*	35,932	34,495	33,057	37,299	35,807	34,315	38,718	37,169	35,621
Salary Level B*	34,696	33,308	31,920	36,016	34,575	33,135	37,383	35,888	34,392
Salary Level C*	31,592	30,328	29,065	32,792	31,480	30,169	34,039	32,677	31,316

### 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%
<b>Salary Level A*</b>									
School Leaver	18,337	17,604	16,870	20,194	19,386	18,578	24,054	23,092	22,130
Plus 1 year out of school	20,194	19,386	18,578	24,054	23,092	22,130	27,993	26,873	25,754
Plus 2 years	24,054	23,092	22,130	27,993	26,873	25,754	32,578	31,275	29,972
Plus 3 years	27,993	26,873	25,754	32,578	31,275	29,972	37,299	35,807	34,315
Plus 4 years	32,578	31,275	29,972	37,299	35,807	34,315			
Plus 5 years of more	37,299	35,807	34,315						

	Highest year of schooling completed								
	Year 10			Year 11			Year 12		
	\$ per annum	96%	92%	\$ per annum	96%	92%	\$ per annum	96%	92%
<b>Salary Level B*</b>									
School Leaver	18,337	17,604	16,870	20,194	19,386	18,578	23,402	22,466	21,530
Plus 1 year out of school	20,194	19,386	18,578	23,402	22,466	21,530	26,923	25,846	24,769
Plus 2 years	23,402	22,466	21,530	26,923	25,846	24,769	31,576	30,313	29,050
Plus 3 years	26,923	25,846	24,769	31,576	30,313	29,050	36,016	34,575	33,135
Plus 4 years	31,576	30,313	29,050	36,016	34,575	33,135			
Plus 5 years of more	36,016	34,575	33,135						

	Highest year of schooling completed								
	Year 10			Year 11			Year 12		
	\$ per annum	96%	92%	\$ per annum	96%	92%	\$ per annum	96%	92%
<b>Salary Level C*</b>									
School Leaver	18,337	17,604	16,870	20,194	19,386	18,578	23,402	22,466	21,530
Plus 1 year out of school	20,194	19,386	18,578	23,402	22,466	21,530	26,349	25,295	24,241
Plus 2 years	23,402	22,466	21,530	26,349	25,295	24,241	29,443	28,265	27,088
Plus 3 years	26,349	25,295	24,241	29,443	28,265	27,088	32,792	31,480	30,169
Plus 4 years	29,443	28,265	27,088	32,792	31,480	30,169			
Plus 5 years of more	32,792	31,480	30,169						

## 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*	37,325	35,832	34,339	38,770	37,219	35,668
Salary Level B*	36,011	34,571	33,130	37,388	35,892	34,397
Salary Level C*	32,771	31,460	30,149	34,007	32,647	31,286

### NTPS School Based Traineeships Minimum Rates

	Year 11 or lower	Year 12
Per hour rate Level A, B and C	\$11.14	\$12.28
Per annum rate Level A, B and C	\$21,357	\$23,542

### 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

<b>NTPS Traineeship</b>	<b>AQF Certificate Level</b>
Business Services	I, II, III
Civil Construction	III
Community Services	II, III
Construction, Plumbing and Services Integrated Framework	I, II, III
Correctional Services	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
Food Processing 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
Museum, Library and Library/Information Services	II, III
Public Safety	III
Public Sector	II, III
Telecommunications	II, III
Tourism, Hospitality and Events	I, II, III
Training and Assessment	III
Transport and Distribution	III
Water Industry (Utilities)	III

### SALARY LEVEL B

<b>NTPS Traineeship</b>	<b>AQF Certificate Level</b>
Animal Care and Management	I, II, III
Asset Maintenance	I, II, III
Automotive Industry Retail, Service and Repair	I, II, III
Civil Construction	I
Community Recreation Industry	III
Entertainment	I, II, III
Fitness Industry	III
Food Processing Industry	I, II
Furnishing	I, II, III
Health	II, III
Local Government (Operational Works)	I, II
Outdoor Recreation Industry	I, II, III
Printing and Graphic Arts	II, III
Property Services	I, II, III
Public Safety	I, II
Sport Industry	II, III
Transport and Logistics	I, II
Water Industry	I, II



## SCHEDULE 2

### SALARY LEVEL C

<b>NTPS Traineeship</b>	<b>AQF Certificate Level</b>
Agri-Food	I
Amenity Horticulture	I, II, III
Conservation and Land Management	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 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
1 <sup>st</sup> year of service	22,892	25,181
2 <sup>nd</sup> year of service	27,470	29,759
3 <sup>rd</sup> year of service	34,337	34,337
4 <sup>th</sup> year of service	40,289	40,289

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 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.

**apprentice** means a person undertaking an apprenticeship training program which is developed by the relevant Industry Skills Council and endorsed by the National Quality Council to be an apprenticeship qualification. Typically apprenticeships take four years to complete and traditionally cover skilled trade areas such as engineering and metal fabrication, automotive and mechanical, construction and building and electrical specialisations.

**dependant or dependants** 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 dependant 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.



