

11. TRAINEESHIP RATES OF PAY

11.1 This clause replaces clause 17 (2) (d) of the Applicable Award.

Under clause 17 (2) (d) of the Applicable Award, trainees aged 20 or under are paid in accordance with the *National Training Wage Award 2000* (NTWA). Trainees who are 21 or over are paid the rate prescribed under the *Minimum Conditions of Employment Act 1993*.

The NTWA has not been updated since 2008. To ensure public sector trainees receive pay increases, Public Sector Labour Relations (PSLR) issues an annual *Pay Rates for Public Sector Trainees Circular* (the Circular) containing rates of pay applicable instead of the NTWA rates.

For the first time, the Agreement now directly prescribes rates of pay for trainees, overcoming the problem with the outdated reference in the Applicable Award. On and from 4 November 2019, trainees will receive the rates of pay prescribed in Schedule 2 of the Agreement. The Circular will no longer apply to trainees covered by the Agreement.

11.2 The salary applicable to school-based trainees and junior trainees (under 21) shall be the applicable level 1 General Division Salary as per Schedule 2 – General Division Salaries of this Agreement in accordance with the trainee’s age.

School-based trainees, and trainees aged 20 or under, will proceed to the applicable age-based rate of pay on their birthday.

The Circular provides an hourly rate of pay for school-based trainees that includes a 25% loading in lieu of leave entitlements. The junior rates of pay provided in Schedule 2 do not include a loading, so school-based trainees are entitled to leave.

11.3 The salary applicable to adult trainees shall be the level 1.1 General Division salary as per Schedule 2 – General Division Salaries.

Although clause 11.3 could be interpreted as setting a maximum salary range, the intention is that adult trainees covered by the Agreement will receive incremental pay increases in line with the Applicable Award.

11.4 Despite clause 10.2, the salaries provided for in this clause apply from the date of registration.

Trainees will not receive back pay to 13 June 2019. Clause 11.4 clarifies that the new rates of pay for trainees apply from 4 November 2019.