



Public Sector Labour Relations

Shaping a contemporary public sector workforce

Circular

Circular 1/2020 – Pay Rates for Public Sector Trainees

This Circular replaces Circular to Departments and Organisations No. 8 of 2018. It provides revised pay rates for trainees covered by public sector industrial instruments that reference the *National Training Wage Award 2000*.

The pay rates contained in **Schedule A** apply on and from 9 January 2020.

Public Sector Labour Relations has simplified the traineeship classification structure by:

- a. removing differentiated pay rates linked to outdated 'skill levels';
- b. establishing the same rate of pay for junior and school-based trainees based on age; and
- c. phasing out the 25% loading paid to school-based trainees in lieu of leave entitlements.

Please contact your Labour Relations Adviser should you require further information.

Alex Lyon | **Executive Director**
Public Sector Labour Relations

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Public Sector Traineeship Rates of Pay

Trainees are to be paid according to the minimum rate of pay for employees as per the *Minimum Conditions of Employment Act 1993*. These rates are updated by the annual State Wage General Order.

The following rates are applicable from 9 January 2020:

Age	Hourly rate of pay
Under 16 years old	\$7.90
16 years old	\$9.90
17 years old	\$11.80
18 years old	\$13.80
19 years old	\$15.80
20 years old	\$17.70
Adult (21 years or older)	\$19.66

Please note:

- adult,
- junior, and
- school-based trainees employed on or after 9 January 2020,

accrue leave entitlements under the applicable award and/or industrial agreement.

The following transitional arrangement applies to school-based trainees who commenced prior to 9 January 2020:

1. Trainees under 16 years of age will continue to receive \$10.63 per hour. This rate is inclusive of a 25% loading in lieu of all leave entitlements.
2. All other trainees are to be paid according to the rates prescribed in the above table, but will continue to receive an additional 25% loading in lieu of all leave entitlements.