

TRAINEE SALARIES

Training Solicitors are obliged to pay trainee solicitors a minimum wage under the terms of the National Minimum Wage Act 2000 ("the Act"). From 1 January 2017 the national minimum wage for an experienced adult employee is €9.25 per hour. An experienced adult employee for the purposes of the Act is an employee who has had employment of any kind in any 2 years over the age of 18.

In the office Pre Professional Practice Course I (PPC I) €333.00 per week

Trainee solicitors who work in the office prior to starting the PPC I must receive a wage equivalent to at least €9.25 per hour. The Education Committee has recommended a 36 hour week for trainees. Therefore they must be paid a minimum of €333.00 per week. Four months can be credited against the duration of the two-year training period for those trainees who work in the office before the PPC I.

During the PPC I

Trainees who work in the office of their training solicitor before commencing the PPC I, are, in accordance with the Act, entitled to be paid a wage whilst attending the course. The wage for such trainees while on the PPC I is €277.50 per week based on a course week of 30 hours.

However where a training solicitor agrees to pay the PPC I course fees on behalf of the trainee a reduced rate applies, see the table below.

Where the PPC I Course fee is paid by the training solicitor

75% of minimum wage (€6.94 per hour) for first third of the course (9 weeks)	€6.94 x 30 hours = €208.20 per week
80% of minimum wage (€7.40 per hour) for the second third of the course (10 weeks)	€7.40 x 30 hours = €222.00 per week
90% of minimum wage (€8.33 per hour) for the final portion of the course (10 weeks)	€8.33 x 30 hours = €249.90 per week

During the two year in-office training period €333.00 per week

Trainee solicitors must be paid at least the minimum amount of €9.25 per hour, or €333.00 per week, while in the office. This weekly sum is based on the 36 hour per week recommendation of the Education Committee. This is equivalent to €1,443 per month or €17,316.00 per annum. Hours worked in excess of that must also be paid at the rate of €9.25 per hour.

While attending the Professional Practice Course II (PPC II)

Trainee solicitors, while in attendance on the PPC II, should receive €240.50 per week based on a course week of 26 hours. However where a training solicitor agrees to pay the PPC II course fees on behalf of the trainee a reduced rate applies, see the table below.

Where the PPC II Course fee is paid by the training solicitor

75% of minimum wage (€6.94 per hour) for first third of the course (4 weeks)	€6.94 x 26 hours = €180.44 per week
80% of minimum wage (€7.40 per hour) for the second third of the course (4 weeks)	€7.40 x 26 hours = €192.40 per week
90% of minimum wage (€8.33 per hour) for the final portion of the course (4 weeks)	€8.33 x 26 hours = €216.58 per week

Post Professional Practice Course II (PPC II)

After completion of the PPC II, there is no obligation under the Act to pay trainees a salary higher than the national minimum wage rate of €9.25 per hour.

Enforcement

Trainee Solicitors who are not satisfied that they are being paid their statutory minimum entitlement under the Act, can refer the matter/make a complaint to the Workplace Relations Commission.

The Act provides for a number of criminal offences including the failure by an employer to pay an employee his/her statutory minimum hourly rate of pay entitlement under this Act.

Further information on the NMWA 2000

For further information on the national minimum wage see the [detailed guide to the Minimum Wage Act 2000 \(pdf\)](#) or contact Workplace Relations Customer Services.

Workplace Relations Customer Services/Department of Jobs, Enterprise and Innovation
O'Brien Road, Carlow . Opening Hours: Mon. to Fri. 9.30am to 5pm
Tel: (059) 917 8990 . Locall: 1890 80 80 90
Homepage: <http://www.workplacerelements.ie/e>

Useful contacts

Workplace Relations Commission, O'Brien Road, Carlow. R93 W7W2 Ph: (059) 91 78990 Lo-Call 1890 80 80 90 Fax: (059) 91 78909	Labour Relations Commission Rights Commissioner Service, Tom Johnson House, Haddington Road, Dublin 4. Ph: (01) 613 6700 Fax: (01) 613 6701 Web: www.lrc.ie	The Labour Court, Tom Johnson House, Haddington Road, Dublin 4. Ph: (01) 613 6666 Lo-Call 1890 220 228 Fax: (01) 613 6667 Web: www.labourcourt.ie
--	--	--

This is only a general guide and independent legal advice should be sought in all cases and reference should be made to the detailed provisions of the NMWA 2000 (No 5 of 2000) as inserted by section 13 of the Financial Emergency Measures in the Public Interest Act 2010 (No. 38 of 2010) and all other relevant accompanying regulations.