

## 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 2018 the national minimum wage for an experienced adult employee is €9.55 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) €343.80 per week

Trainee solicitors who work in the office prior to starting the PPC I must receive a wage equivalent to at least €9.55 per hour. The Education Committee has recommended a 36 hour week for trainees. Therefore they must be paid a minimum of €343.80 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 €286.50 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 (€7.16 per hour) for first third of the course (9 weeks)	€7.16 x 30 hours = €214.80 per week
80% of minimum wage (€7.64 per hour) for the second third of the course (10 weeks)	€7.64 x 30 hours = €229.20 per week
90% of minimum wage (€8.60 per hour) for the final portion of the course (10 weeks)	€8.60 x 30 hours = €258.00 per week

### During the two year in-office training period €343.80 per week

Trainee solicitors must be paid at least the minimum amount of €9.55 per hour, or €343.80 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 €1,489.80 per month or €17,877.60 per annum. Hours worked in excess of that must also be paid at the rate of €9.55 per hour.

### While attending the Professional Practice Course II (PPC II)

Trainee solicitors, while in attendance on the PPC II, should receive €248.30 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 (€7.16 per hour) for first third of the course ( 4 weeks )	€7.16 x 26 hours = €186.16 per week
80% of minimum wage (€7.64 per hour) for the second third of the course (4 weeks)	€7.64 x 26 hours = €198.64 per week
90% of minimum wage (€8.60 per hour) for the final portion of the course (4 weeks)	€8.60 x 26 hours = €223.60 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 €9.55 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/>

### Useful contact

Workplace Relations Commission, O'Brien Road, Carlow. R93 W7W2 Ph: (059) 91 78990 Lo-Call 1890 80 80 90 Fax: (059) 91 78909
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**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.**