

PROPOSED
2021 - 2025
JACANA ENERGY
ENTERPRISE AGREEMENT
EXPLANATORY NOTES

**THIS DOCUMENT REFLECTS THE CHANGES IN THE PROPOSED
AGREEMENT COMPARED WITH THE CURRENT AGREEMENT**

Please note:

- i. Reference to the 'current Agreement' means the 2017 - 2021 Jacana Energy Enterprise Agreement (ID AE428022) and reference to the 'new Agreement' means the proposed 2021 - 2025 Jacana Energy Enterprise Agreement.
- ii. Technical changes have been made throughout the new Agreement that are not included in the explanatory notes, including;
 - a. adopting gender neutral language and plain English language where appropriate without affecting entitlements or conditions;
 - b. Cross referencing sub-clause number references in line with new Agreement;
 - c. Changes to number formats (e.g. spelling out of numbers, no comma or space for four digit numbers);
 - d. General grammar and punctuation updates.
- iii. This document is in order of clause numbers under the proposed Agreement. Clause numbers vary from the current Agreement due to the removal of some clauses, and introduction of new clauses.
- iv. Where clauses have been referenced the clause and sub-clause numbers in the explanatory notes are referring to the new Agreement clauses (unless specified otherwise). Where there has been a change to the numbering of a clause, an explanation of how the provision or entitlement has translated from the current Agreement to the proposed Agreement is included.

Information on the proposed Agreement

If you would like further information on the new Agreement, please contact the Employee Relations unit in the Office of the Commissioner for Public Employment on telephone **08 8999 4282** or Nicola Castillon within Jacana Energy on **8943 6519**.

PART 1 – APPLICATION AND OPERATION OF AGREEMENT

1. Title

The title has changed to reflect the 2021 - 2025 Jacana Energy Enterprise Agreement.

2. National Employment Standards (NES)

There is no change to this clause.

3. Definitions

The definition of “Agreement” has been updated to reflect the title of the new Agreement.

A range of definitions which were previously contained within clauses, have been moved to the front of the agreement for ease of reference. These are:

“Additional hours” has been moved from the hours of work clause.

“child” has been updated to mean a child of the person, including a child by birth, an adopted child or step-child. It does not matter whether the child is an adult.

“day” has been moved from the overtime clause.

“de facto partner” has been moved from clauses to this definitions section.

“excess travelling time” has been moved from the overtime clause.

“extended family member” is a new definition to align with new provisions under compassionate leave.

“immediate family” has been moved from the compassionate and personal leave clauses.

“medical certificate” means a certificate signed by a registered health practitioner, unless stated otherwise in the relevant clause.

“month” has been moved from the recreation leave clause.

“ordinary time” has been moved from overtime clause.

“overtime” has been moved from the overtime and hours of duty clauses incorporating the elements of both.

“personal leave year” has been moved from the personal leave clause.

“public holiday” has been moved from the public holiday clause.

“reasonable business grounds” has been moved from the flexible work principles and parental leave clauses.

“registered health practitioner” has been moved from personal leave clause.

“salary” has been moved from overtime clause.

“spouse” has been moved from the clauses to this definitions section.

“stillborn” is a new definition.

“year” moved from recreation leave clause.

4. Parties Covered by this Agreement

There is no change to this clause.

5. Relationship to PSEM Act

This clause has been updated. Reference to By-Laws 16 (Leave Without Pay), 18 (Miscellaneous Leave) and 25 (Meal Allowance) removed as the content of these by-laws is now included in the new Agreement.

6. Objectives of Agreement

A sub clause has been added to state the Employer undertakes that for the term of the Agreement there will be no reduction in current or future employment rights and entitlements, including provision of allowances and leave arrangements.

7. Period of Operation

This is clause 11 in the current Agreement. Updated to reflect nominal expiry of new Agreement to be 30 June 2025.

8. No Extra Claims

This is clause 12 in the current Agreement. There is no change to this clause.

PART 2 – PROCEDURAL MATTERS

This has been renamed – previously was Part B – Consultation and Dispute Resolution.

9. Dispute Settling Procedures

This is clause 13 in the current Agreement. The clause has been changed as follows:

- This clause has been amended to allow all disputes regarding refusals for requests for flexible work or to extend parental leave to be referred to arbitration by a party following unsuccessful attempts at internal resolution and conciliation.
- There is a technical change to sub-clause 13.5 (a) of the current Agreement. In the new clause, the sub-clause contains an additional sentence to outline representatives will be dealt with in good faith.
- A new sub clause has also been added to the 'General' section of the clause, providing a pathway for any disputes which commenced under the current Agreement to be dealt with under the provisions of the new Agreement.
- Internal Resolution (clause 13.6 in the current Agreement) – the sub clauses which deal with internal resolution have been changed to simplify the clause. The new clause provides for the same steps to be taken however, the timeframes in the current clause have been removed and replaced by 'reasonably practicable'.
- Arbitration (clause 13.8 in the current Agreement) – A new sub clause has been added. It clarifies which matters are exempt from the arbitration provisions.

10. Consultative Committee

This is clause 14 in the current Agreement. This was renamed to Jacana Consultative Committee (JCC) and updated:

- A technical change has been made to replace 'general employment related issues' with 'general employment related matters';

- Meeting frequency changed from annually to biannual or on request;
- Commitment made to develop the scope and terms of reference for the committee;
- An acknowledgement included that the JCC does not have decision making authority but will cooperate to resolve matters.

11. Management of Change

This is clause 15 in the current Agreement.

Enhancements made requiring the CEO to consult when a proposal for major change has been developed not when the CEO has made a definite decision. Changes also ensure greater consistency with the FWA and include:

- Requiring the CEO to deal in good faith with an employee representative; and
- The current Agreement contains exemptions from the requirement to consult, which have been removed from the new Agreement (sub clause 15.8 of the current Agreement).

12. Code of Conduct

This is clause 7 in the current Agreement. There is no change to this clause.

13. Workplace Health and Safety

This is clause 8 in the current agreement which has this clause as “Safety, Health, Welfare, Discrimination and Workloads.” This has now been separated into three clauses; “Workplace, Health and Safety”, “Preventing inappropriate Workplace Behaviour and Bullying in the Workplace” and “Workloads”.

Under Workplace Health and Safety the following sub clause was removed as it was not relevant:

“a commitment that no employee be expected to work beyond 16 hours without a rest period (or such less hours as are considered appropriate having regard to agreed guidelines relating to fatigue management, as varied from time to time”.

A sub clause was added supporting sector wide guidelines to ensure work health and safety of employees, including remote employees and where travelling for work is required.

A sub clause was added stating that employees shall be granted reasonable unscheduled short rest breaks (other than meal breaks) during work hours to refresh and to ensure safe systems of work.

14. Preventing inappropriate Workplace Behaviour and Bullying in the Workplace

This was previously Clause 8.3 “Safety, Health, Welfare, Discrimination and Workloads” in the current Agreement. There is no change to the wording of this clause.

15. Workloads

As mentioned above, this was previously under Clause 8 “Safety, Health, Welfare, Discrimination and Workloads.” The clause has been enhanced to ensure an appropriate work life balance for employees.

16. Work Organisation

This is clause 25 of the current Agreement. This was moved from part 3 of the current Agreement. There is no change to this clause.

17. Union Related Matters

This is clause 26 of the current Agreement. This was moved from part 3 of the current Agreement. The clause has removed the current 12 month service requirement prior to accessing paid union delegate training leave.

18. Employment Security

This is clause 9 in the current Agreement. This clause was enhanced by adding a sub clause stating there will be no involuntary redundancies for the term of the Agreement (except for an employee who has been declared potentially surplus and registered on the Office of the Commissioner for Public Employment Redeployment Database for longer than two years).

Sub clause included that Jacana Energy is committed to employment on an ongoing basis as the primary method of employment. However there are certain circumstances when fixed period/casual/contractor or labour hire employment may be appropriate.

19. Redeployment and Redundancy

This is clause 10 in the current Agreement. This was moved from part 1 of the current Agreement. Minor change with addition of a sub clause advising Redeployment and redundancy entitlements are set out in Schedule 4.

PART 3 –GENERAL EMPLOYMENT CONDITIONS

Title has been changed from part B – Consultation and Dispute Resolution to part 3 - General Employment Conditions.

20. Individual Flexible Working Arrangements

This is clause 16 in the current Agreement. Some changes to this clause to more closely align the language with the requirements of the Fair Work Act 2009 cth.

21. Variation to Working Arrangements for Groups of Employees

This is clause 17 of the current Agreement. Minor change to include longer and/or more frequent unpaid breaks, and changes to clause 17.2 that remove the words “if required by the parties”, this sub clause now states “include a mechanism to terminate and/or review the agreement”.

22. Flexible Work – General Principles/Requirements

This new clause replaces all the elements of clause 18 of the current Agreement. This clause has been changed to provide a more comprehensive explanation of the flexible work options available to employees. Greater clarity of permissible reasons for not approving an employee’s request are included in this Agreement as the reasonable business grounds are included in the definition section.

The clause also references that subject to approval, employees may work from home or another location to facilitate flexible work and that only the CEO can refuse work from home requests and only on reasonable business grounds.

23. Recognition of Prior Employment

This is clause 19 of the current Agreement. There is no change to this clause.

24. Types of Employment

This is clause 20 (part-time employment) and clause 21 (casual employment) of the current Agreement. These clauses have been changed to provide details of the different types of employment, and now includes full-time hours, part-time hours and defines a casual employee. Clause also reflects following improvements:

- casual loading which is increased from 20% to 25%;
- minimum three hour engagement term introduced; and
- an employee's rights to request and an employer's obligation to offer conversion from casual employment to full-time or part-time is provided for in NES.

25. Probation

This is clause 22 of the current Agreement. There is no change to this clause.

26. Termination

This is clause 23 of the current Agreement. There is no change to this clause.

27. Training and Development

This is clause 24 of the current Agreement. Clause changed to make it clear that Jacana are committed to individual learning and capability building.

Sub clause included expressing commitment to learning and development opportunities being offered in a fair and equitable manner.

Sub clause included acknowledging the NTPS Aboriginal Employment and Career Development Strategy for 2021 – 2025 and Employment Instruction Number 15 (Special Measures) as a key policy initiative and legislation respectively supporting Aboriginal recruitment, training and career progression.

28. Support and Wellbeing- Employee Assistance Program

This is a new clause which provides employees and their immediate family with access to counselling services for work and non-work related matters.

29. Workplace support for Breastfeeding Employees

This is a new clause which provides for both facilities and breaks for employees who are breastfeeding.

PART 4 – RATES OF PAY AND RELATED MATTERS

Title has been changed from part D to part 4 – Rates of Pay and Related Matters.

30. Rates of Pay and Pay Progression

This is clause 27 of the current Agreement. There is no change to this clause.

31. Salaries and Allowances

This replaces clause 28 in the current Agreement. This clause refers to payable salaries and allowances set out in Schedule 1 and Schedule 2. Reference to percentage salary increases have been removed.

32. Annual lump sum payment

This is a new clause which provides details of a lump sum payment for eligible employees of \$4000 in the first year. A \$2000 lump sum payment will be payable annually thereafter during the term of the agreement.

A sub clause is included which states the Employer agrees that should there be a change to the Northern Territory Government's Wages Policy during the term of the Agreement that provides for additional benefits above those contained in the Agreement (such as an increase to salaries above the value of the annual lump sum) these will be passed on through a determination.

33. Competency Based Increments for Contact Centre Employee

This is clause 29 in the current Agreement. With the reduction in increments this has been changed to state competency based increments will be applied within Jacana Level 1 increments points 1 to 4.

34. Payment of Salaries and Allowances

This is clause 30 in the current Agreement. There is no change to this clause.

35. Performance Development

This is clause 31 in the current Agreement.

A substantive review of the current scheme resulted in the following improvements or changes:

- Reference to 'Met; Met Plus; and Exceed' have been replaced by a "Meeting Expectations" rating.
- To be eligible for a pay progression or a bonus payment an employee must achieve an overall score of 3 in their assessment against the PDP framework through a 1 to 3 numeric scoring system:
 - Not meeting expectations
 - Building Performance
 - Meeting Expectations.
- To recognise the contribution of new employees, an employee who has participated in the PDP process for a minimum of three months and successfully completed the eligibility criteria set by Jacana Energy will be eligible for an administration bonus payment of \$500.
- To support employees to successfully meet the required standard to achieve pay progression through the PDP framework, the following have been added:
 - Where required, additional meetings should be held following the mid-term review to provide employees with the opportunity to be able to reach the agreed standard in the final stage of the cycle.
 - Grievance process to address situations where the employee does not agree with the proposed criteria or an assessment against the criteria in the PDP.

36. Performance Planning, Review and Improvement

This is a new clause, intended to address the need for employees and managers to work together to achieve the required level of performance, where concerns arise.

37. Transition to the new salary structure

This is a new clause which addresses the transition from the current pay structure in the current Agreement to the pay structure in the new Agreement. It includes details of eligibility for a one-off bonus payment associated with the transition to the new salary structure.

38. Superannuation

This is a new clause guaranteeing that employees will receive superannuation contributions in line with Commonwealth legislation.

39. Salary Sacrifice for Employer Superannuation

This is clause 32 in the current Agreement. There is no change to this clause.

40. Salary Sacrifice Packaging

This is clause 33 in the current Agreement. There is no change to this clause.

PART 5 – ALLOWANCES AND SPECIAL RATES

Title has been changed from part E to part 5 – Allowances and Special Rates.

41. Higher Duties Allowance

This is clause 34 in the current Agreement. There is no change to this clause.

42. Relocation Allowance

This is clause 35 in the current Agreement. There is no change to this clause.

43. Relocation Expenses – Employment or Transfer

This is clause 36 in the current Agreement. There is no change to this clause.

44. Travelling Allowance

This is clause 37 in the current Agreement. There is no change to this clause.

45. Allowance for Damaged Clothes

This is clause 38 in the current Agreement. There are no changes to this clause.

46. Motor Vehicle Allowance

This is clause 39 in the current Agreement. There are no changes to this clause.

47. First Aid Allowance

This is clause 40 in the current Agreement. There are no changes to this clause.

48. Northern Territory Allowance

This is clause 41 in the current Agreement. Eligibility date at sub clause (a) has been updated to reflect this allowance only applies to employees who were in receipt of the allowance on the day prior to 23 April 2018 (previously on the day prior to commencement of the current Agreement).

49. Customer Care Development Allowance

This is a new clause introducing a development pathway for JL1 employees in the customer care team who will be able to build supervisory and leadership capability while undertaking this developmental role.

PART 6 – HOURS OF WORK, MEAL BREAKS AND OVERTIME

Title has been changed from part F to part 6- Hours of work, meal breaks and overtime.

50. Hours of Work

This is clause 42 in the current Agreement. Sub clause added to re-iterate employees are only required to commence work at their designated start time.

51. Flexible Working Hours (Flexitime)

This is clause 43 in the current Agreement. There are no changes to this clause.

52. Work at Public Forums

This is clause 44 in the current Agreement. There are no changes to this clause.

53. Overtime

This is clause 45 in the current Agreement. The clause has been updated to:

- Move definitions to the front of the Agreement;
- Minor changes to make the clause easier to read;
- Rest period sub clause enhanced to state that employees must have a 10 hour rest period (increased from 8 hours plus travel time);
- The current Agreement includes a sub clause addressing cases where a part-time employee regularly works overtime. The sentence 'where the manager and employee cannot agree on the increased hours then the regular extra hours identified in the review shall only be paid at ordinary time' has been removed from the new Agreement;
- Excess travelling time now includes employees between the first pay point of Jacana Level 2 and below the top pay point of Jacana Level 3, to accrue time off in lieu at time for time (not paid overtime) that is to be taken within three months or as agreed with the CEO. Any time off in lieu under this clause cannot be taken as payment; and
- Addition of Time off in lieu (TOIL) of overtime payment provisions to allow an employee to access TOIL instead of overtime payments within defined parameters.

54. Meal Breaks and Overtime Meal Allowances

This is clause 46 in the current Agreement. Changed to include the provisions of Public Sector Employment and Management By-law 25 'Meal Allowance' within the clause which also sets out a meal period.

55. Restriction Duty – On Call/Overtime Provision

This is clause 47 in the current Agreement. There are no changes to this clause.

PART 7 – TYPES OF LEAVE AND PUBLIC HOLIDAYS

Title has been changed from part G to part 7 – Types of leave and public holidays

56. Public Holidays

This is clause 48 in the current Agreement.

The definition for public holiday have been moved to the beginning of the Agreement.

57. Christmas Closedown

This is clause 53 in the current Agreement. This clause has been enhanced as follows:

- employees (except casuals) are now granted paid Christmas Closedown leave for the number of days needed to cover an Agency's closedown period between Christmas and New Years' Day;
- employees (except casuals) who are required to work during this period will be able to bank the leave on a time for time worked basis up to the equivalent of three working days to be taken within the following 12 months;
- where Jacana Energy, or part of Jacana Energy does not close down, the employees on recreation leave or long service leave will be entitled to Christmas closedown;
- this leave is subject to operational requirements;
- this leave does not accumulate from year to year or attract leave loading.

58. Compassionate Leave

This is clause 49 in the current Agreement.

The definitions have been moved to the beginning of the Agreement.

Clause changed to reflect enhancements to compassionate leave are as follows:

- Increased from 3 days to 5 days for immediate family members;
- A new provision to allow 5 days paid leave for a stillborn child as immediate family or household member;
- A new provision to allow 3 days leave on the death of an employee's extended family;
- 3 days leave where the employee or their partner experiences a miscarriage.

59. Long Service Leave

This is clause 50 in the current Agreement. There are no changes to the clause.

60. Parental Leave

This is clause 51 in the current Agreement. Clause changed to reflect enhancements to parental leave as follows:

- New entitlement to eight hours paid leave for pregnant employee, or an employee whose partner is pregnant, to attend pre-natal appointments. Unpaid leave available for casuals;
- Paid pre-adoption or permanent care order leave (currently unpaid) to attend interviews or examinations required in order to obtain approval for the employee's adoption or permanent/long term care of a child. No change for casuals who may access unpaid leave for this purpose;

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- Incorporates into the Agreement the parental leave entitlements for foster carer or kinship carer's leave and permanent/long term care order entitlements from the Commissioner's Determination Number 7 of 2020.
- The right to return to work on reduced hours (e.g. part-time) for up to 6 months (currently this is a right to request only). A longer period is possible subject to CEO's agreement.
- Existing entitlement improved to provide for all paid parental leave to be taken at half pay.
- Clauses amended, as required, to address any potential inconsistencies with NES/FW Act due to amendments to that Act during the term of the current Agreement.
- A pregnant employee will not be required to provide a medical certificate (fit to work) where the employee intends to work within the 6 week period immediately prior to the expected date of birth. However, if Primary Caregiver Parental Leave has not already started, it must commence on the date of birth (day of placement) of the child.
- Partner Leave - there is no longer a distinction between the '8 weeks' of Partner Leave (which currently must be taken in the first 12 months) and the longer Partner Leave of 12 months or 3 years (entitlement depends on the employee's years of continuous service). Employees taking Partner Leave have the ability to utilise some of their 12 month or 3 year entitlement in a flexible manner to enable being on parental leave at the same time as their spouse.
- Improvements to payment of employer superannuation guarantee contributions during the first 12 months of parental leave:
 - New entitlement - Superannuation will be payable during paid and unpaid Partner Leave as if the employee had been at work provided the employee has at least 12 month service and their spouse is also an NTPS employee.
 - Improved entitlement - Superannuation paid at double the legislated rate during a period of paid Primary Caregiver Parental Leave or Special Maternity leave (stillbirth). Normal superannuation will be payable on any unpaid parental leave taken in the first 12 months as if the employee had been at work.
- The definition of 'continuous service', which determines an employee's paid parental leave entitlements, has been expanded to enable prior service with other NT Government agencies (e.g. Aboriginal Areas Protection Authority, NT Police) to be recognised.
- Other technical changes:
 - Simplified where possible (e.g. new headings, overall format and greater use of tables)
 - Notice and evidence requirements into one section
 - New definitions for 'miscarriage' and 'stillbirth'
 - Includes signpost clauses to compassionate leave which is available in the case of a miscarriage or stillbirth.

61. Recreation Leave

This is clause 52 in the current Agreement.

The definitions have been moved to the beginning of the Agreement and the clause has been updated removing the requirement to provide notice of personal leave which is taken during a period of approved recreation leave.

62. Recreation Leave at Half Pay

This is Schedule 5 clause 5.2 in the current Agreement. There is no change to this clause.

63. Recreation Leave Loading

This is clause 54 in the current Agreement. There is a minor change to the reporting period reference regarding the Australian Statistician's Northern Territory male average weekly total earnings to change from June quarter to May reference period.

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64. Recreation Leave Airfares

This is clause 55 in the current Agreement. There is no change to this clause.

65. Flexible Lifestyle (Purchased) Leave

This is Schedule 5 – Work Life Balance initiatives, clause 5.3 Purchase of Additional Leave (Purchased Leave) in the current Agreement. The clause has been renamed Flexible Lifestyle Leave.

Improvements to Purchased Leave include:

- An employee can now purchase 8 weeks leave, an increase from the current 6 weeks;
- Under the current Agreement employees are required to exhaust all available recreation leave entitlements prior to accessing the additional leave purchased. Under the new provisions, employees can have an additional balance providing they do not have excess leave and the purchased leave does not put them in excess leave;
- Flexible lifestyle leave can be taken in periods of 2 or more days. Under the current Agreement, purchased leave must be taken in minimum periods of one week.

66. Personal Leave

This is clause 56 in the current Agreement.

The definitions have been moved to the front of the Agreement.

The number of days which an employee can access personal leave without providing documentary evidence has been increased from 3 days to 5 days.

Infectious disease leave and war service leave are under personal leave in the current agreement. The proposed agreement includes stand alone clauses.

67. Infectious Disease Leave

This is clause 56.10 in the current Agreement (under Personal Leave).

The improved provisions provide for evidence that would satisfy a reasonable person for working from another location to be considered prior to utilising recreation leave where required to self-isolate.

There is a new sub clause that acknowledges that if an employee suffers an injury or disease in the course of employment, they may be eligible for worker's compensation entitlements.

68. War Service Leave

This is a new clause providing paid leave where an employee suffers from an illness or condition recognised to be warlike service, including peace-keeping or hazardous operational service.

69. Leave to Attend Arbitration Business

This is clause 57 in the current Agreement. This clause has been amended to align with and include the NTPS provisions provided under By-Law 17 into the new Agreement.

70. Release to attend as a Witness

This is clause 58 in the current Agreement. This clause has been amended to align with and include the NTPS provisions provided under By-Law 21 into the new Agreement.

71. Release for Jury Service

This is clause 59 in the current Agreement. This clause has been amended to align with and include the NTPS provisions provided under By-Law 20 into the new Agreement.

72. Study Assistance and Leave

This is clause 60 in the current Agreement. There is no change to this clause.

73. Domestic, Family and Sexual Violence Leave

This is clause 61 in the current Agreement. Clause updated to reflect the extension of provisions to cover sexual violence which occurs outside the domestic setting. Reference to PSEM By-Law 18 has been removed.

74. Cultural Leave

This is clause 62 in the current agreement. Consistent with improved NTPS common conditions, "Cultural leave" is the umbrella term for the two types of leave: cultural and ceremonial leave, and NAIDOC week leave. Nil change to cultural and ceremonial leave. A new provision providing for up to three hours paid leave to attend NAIDOC week activities where TOIL or flextime not available.

75. Kinship Obligation Leave

This is a new clause in the new Agreement which provides a definition of Australian First Nation's 'kinship' and provides up to 5 days paid leave per annum for 'Sorry Business' or related purposes.

76. Foster and Kinship Carer Leave

This is a new clause. The clause provides for carer placement leave of up to 10 days paid and 10 days unpaid leave on commencing the placement of a child/children with the employee.

This clause also provides for carer assessment and training leave of up to 5 days paid leave for an authorised foster carer or kinship carer or undertaking assessment and training to become an authorised foster carer or kinship carer.

77. Health Screening Leave

This is a new clause providing up to 1 hour paid leave per annum to attend a public health screening program.

78. Defence Service Leave

This is a new clause outlining the entitlements and obligations which relate to defence service.

79. Special Leave without pay

This is a new clause which brings existing miscellaneous leave provisions into the new Agreement.

80. Blood Donor Leave

This is a new clause which brings existing miscellaneous leave provisions into the new Agreement.

81. Leave to engage in voluntary emergency management activities

This is a new clause which brings enhanced miscellaneous leave provisions into the new Agreement. Provisions are extended to include training and reasonable rest time.

82. Gender Transition Leave

This is a new clause providing both paid and unpaid leave for eligible employees who have commenced transitioning their gender.

Schedule 1 Salary Structure

This Schedule contains the new salary structure which has been updated with the removal of the mid increments to commence on 1 July 2022.

Schedule 2 Allowances

This Schedule contains allowance rates from 1 July 2021, and includes the new Customer Care Advisor Allowance (in accordance with clause 49).

Schedule 3 Classification Stream Descriptors and Stream Specific Progression Principles

There are no changes to this Schedule.

Schedule 4 Northern Territory Public Sector Redeployment and Redundancy Entitlements

There are no changes to this Schedule.