NORTHERN TERRITORY OF AUSTRALIA

Public Sector Employment and Management Act 1993

DETERMINATION NUMBER 1026 OF 2026

ABORIGINAL LANGUAGE INTERPRETERS - CASUAL EMPLOYMENT

I, NICOLE HURWOOD, Commissioner for Public Employment, pursuant to section 14(2) of the *Public Sector Employment and Management Act 1993* (the Act) determine:

1. In pursuance of section 13(a) of the Act, that Aboriginal Language Interpreter (AI) Levels 1 to 4 are designations of the Northern Territory Public Sector (NTPS) for the performance of duties within the Aboriginal Interpreter Service (AIS).

2. In pursuance of section 34A(1)(b) of the Act, the duties of AI may only be performed by a person employed on a casual basis under section 29(3)(c) of the Act.

3. In pursuance of section 34A(3) of the Act, that the terms and conditions of employment of an AI are those specified in Schedule 1 of this Determination.

4. In pursuance of section 34A(5) and with reference to section 34A(3), that:

    a. a person may be employed to perform the duties of an AI for a specified period not exceeding 5 years; and

    b. a person's contract may be renewed on more than one occasion provided:

        i. the duties to be performed by the employee during each renewal period must be the same duties that were performed by the employee during the original period of employment; and

        ii. any subsequent casual contract of employment must not be for a period exceeding 5 years.

5. In pursuance of section 31 of the Act, that:

    a. the educational and qualification requirements for the AI designations are those specified in Schedule 2 of this Determination; and

    b. an AI may progress through the levels after being assessed as having met the requirements of a higher level, as specified in Schedule 2 of this Determination, and following the process outlined in the AIS level progression guideline.

6. An AI will be paid the applicable casual pay rate as follows.

    a. for the provision of interpretation services (the applicable rates, including minimum payments, are specified in Table A of Schedule 3);

    b. for full attendance at and competent completion of professional development and training courses authorised by AIS (as specified in Schedule 3).

7. Subject to any minimum payment provisions specified in Schedule 3, an AI will be paid the applicable rate for each hour worked or part there of calculated to the nearest quarter of an hour (15 minutes) per assignment.

8. The casual pay rates specified in Schedule 3 are adjusted by increases applied as follows:
    a. 3% from 17 November 2025
    b. 3% from the first pay period commencing on or after 10 August 2026
    c. 3.5% from the first pay period commencing on or after 10 August 2027
    d. 3.5% from the first pay period commencing on or after 10 August 2028

9. A person must not be appointed to an AI level until they have successfully completed the pre-activation requirements set out in Schedule 2 of this Determination.

10. An AI who has not completed the required professional development and/or maintained the required professional standard, or who is being re-engaged as an AI after not actively interpreting for an extended period, will be assessed and re-classified or recommenced at the AI level equivalent to his/her current competencies.

11. Casual Employees are exempt from Parts 7 *(Employee performance and inability)* and 8 *(Discipline)* and Section 59A *(Appeals about inability, performance and disciplinary decisions)* of the Act, as detailed in Schedule 1 of the *Public Sector Employment and Management Regulations 2011.*

12. All Employment Instructions issued by the Commissioner for Public Employment pursuant to section 16 of the Act apply to a Casual Employee with the exception of:
    a. Employment Instruction Number 2 - Probation
    b. Employment Instruction Number 6 - Employee Performance and Inability
    c. Employment Instruction Number 14- Redeployment and Redundancy Procedures

13. An AI Casual Employee:
    a. does not accrue or become entitled to utilise any paid leave with exception of By-Law 8 - Long Service Leave; and
    b. does not receive payment for public holidays not worked.

14. The Public Sector Employment and Management By-Laws do not apply except for:
    - By-Law 6 - Compassionate Leave;*
    - By-Law 7 - Personal Leave;*
    - By-Law 8 - Long Service Leave
    - By-Law 9 - Parental Leave;*
    - By-Law 26 - Northern Territory Allowance (if eligible);
    - By-Law 30 - Travelling Allowance;
    - By-Law 31 - Camping Allowance; and
    - By-Law 32 - Vehicle Allowance.

*(*Note: Under By-laws 6, 7 and 9 a casual employee may have an entitlement to unpaid leave only in certain circumstances)*

15. In respect of employees, who performed duties between 17 November 2025 and the day immediately before this determination (the transitional period) is entitled to be paid an amount that is equal to the difference between:

    a) The amounts already received, or purportedly received, in return for work performed during the transitional period; and

    b) The amounts they would have entitled to be paid during the transitional period if the entitlements set out in schedule 1 had come into operation on 17 November 2025.

16. This determination may be varied or amended from time to time and, unless revoked earlier, will cease to have effect on the nominal expiry date of the *Northern Territory Public Sector 2025 – 2029 Enterprise Agreement*, or upon the commencement of a replacement enterprise agreement, whichever is the latter.

Dated 22 October 2026

NICOLE HURWOOD
Commissioner for Public Employment

SCHEDULE 1

TERMS AND CONDITIONS OF EMPLOYMENT
(Refers to clause 3 of the Determination)

In pursuance of section 34A(1)(b) of the Act, the terms and conditions of employment of an AI Casual Employee ('the employee') are as follows:

1. The employee is paid at rates specified in clauses 6-7 and Schedule 3 of the Determination.

2. The employee works only when required by the employer (which may or may not be on a regular basis or on fixed days or at fixed hours).

3. The employee is under no obligation to be available for, or to accept an offer of work on any given day.

4. There is no continuing contract of employment with the employer requiring the employee to work on a subsequent occasion at a specified time.

5. Either party may terminate the employment by giving notice:

    a. prior to the commencement of work on a given day; or

    b. where work has already commenced, at the completion of that day's work.

6. An employee who is required to travel to and from a remote community to undertake an interpreting job shall be paid:

    a. an allowance for time away from home base for:

        i. actual travel time; and

        ii. any time not actually travelling and not undertaking an interpreting job within standard business hours (i.e. 08:00 to 16:21 hours);

    at the applicable interpreter level pay rate specified in Schedule 3; and

    b. where applicable, Travelling Allowance (By-law 30), Camping Allowance (By-law 31) and/or Vehicle Allowance (By-law 32) at the applicable rate set out in Determination Number 1 of each year issued by the Commissioner for Public Employment.

7. If the employee attends an interpreting job which is subsequently cancelled, the employee shall be paid at the applicable minimum interpreting pay rate as specified in Schedule 3, and the applicable allowance if required to travel, as per paragraph 6 above.

    a. The employer reserves the right to request the remainder of minimum time be spent at AIS office completing alternate tasks.

SCHEDULE 2

EDUCATIONAL REQUIREMENT/QUALIFICATIONS

(Refer clauses 1, 5 and 9 of the Determination)

Designation as per clause 1	RECRUITMENT AND EDUCATIONAL/QUALIFICATION REQUIREMENT
Pre-activation	**Registration and Recruitment Suitability Assessment** Prior to commencement of employment a person must: (a) complete an application to register as an AI; (b) undertake a language assessment and demonstrate the required level of competency and suitability to successfully complete Induction Training for commencement at the AI Level 1; (c) sign an AI Casual Contract of Employment, complete NTPS Commencement papers and be activated on the AIS database
AI Level 1	**To be classified as an Aboriginal Language Interpreter Level 1** (a) the AI must have completed all Pre-activation requirements as set out above; and (b) undertake and satisfactorily complete interpreter induction training; On completion of the above requirements an AI will be eligible to be paid (at applicable interpreting pay rate specified in Schedule 3) for completion of interpreter induction training.
AI Level 2	**To be classified as an Aboriginal Language Interpreter Level 2** the AI must have completed to a satisfactory level: (a) a minimum of ten hours of interpreting independently as an AI Level 1, not including training hours or shadowing jobs. (b) satisfactory completion of identified interpreter training (as per the AIS Level Progression Guideline).
AI Level 3	**To be classified as an Aboriginal Language Interpreter Level 3** the AI must have completed to a satisfactory level: (a) a minimum of 25 hours of interpreting independently as an AI Level 2, not including training hours or shadowing jobs. (b) satisfactory completion of identified interpreter training (as per the AIS Level Progression Guideline)
AI Level 4	**To be classified as an Aboriginal Language Interpreter Level 4** the AI must have: (a) completed to a satisfactory level a minimum of 50 hours of interpreting independently as an AI Level 3, not including training hours or shadowing jobs; and (b) obtained certification with the National Accreditation Authority for Translators and Interpreters (NAATI) at the Certified Provisional Interpreter (CPI) level. (c) to remain at level 4 the AI must complete all certification requirements to retain CPI level every 3 years, including a minimum of 40 hours of interpreting independently per year (assessed on the anniversary of attainment of Level 4)

SCHEDULE 3

PAY RATES

(Refer clauses 6, 7 and 8 of the Determination)

TABLE A - Interpreting Pay Rates:

Designation	Old Hourly Rate as at 15/08/2024	Hourly Rate as at 17/11/2025	Hourly Rate as at 10/08/2026	Hourly Rate as at 10/08/2027	Hourly Rate as at 10/08/2028
AI Level 1	$50.79	$52.31	$53.88	$55.77	$57.72
AI Level 2	$58.02	$59.76	$61.55	$63.71	$65.94
AI Level 3	$65.31	$67.27	$69.29	$71.71	$74.22
AI Level 4	$72.59	$74.77	$77.01	$79.71	$82.50

**Rates are inclusive of a 25% Casual Loading of the ordinary hourly rate of pay, in lieu of paid leave (except long service leave) and public holidays not worked.*

Minimum interpreting pay rate:

a. On-site: a minimum 2-hour payment will apply for all on-site interpreting assignments.

b. Telephone: a minimum ½ hour (30 minutes) payment will apply for all telephone interpreting assignments.

Training requirements:

a. An AI must attend the full professional development/training course (as authorised by AIS) and competently complete the professional development/training course to be remunerated (at the applicable interpreter level pay rate as specified in Table A).

b. Payment will not be made where a person is assessed as not competent.

c. Payment may be made for partial completion due to a valid reason, pending AIS delegate approval.

d. Travel time will be paid to an AI travelling to or from community to an urban centre for training. Payment of away time is not applicable.