

NORTHERN TERRITORY OF AUSTRALIA

Public Sector Employment and Management Act 1993

DETERMINATION NUMBER 1014 OF 2023

**FILLING VACANCIES - SALARY INCREMENT ON PROMOTION OR TRANSFER ACROSS
CLASSIFICATION STREAMS**

I, VICKI TELFER, the Commissioner for Public Employment pursuant to section 14(2) of the *Public Sector Employment and Management Act 1993*, and with reference to section 13(a) of that Act and clause 9.2(a) of Employment Instruction Number 1 – Filling Vacancies, determine:

1. The Chief Executive Officer of an Agency may determine the salary increment to be paid to an employee on promotion (who is ongoing or on a fixed period contract) during the offer and acceptance stage of the recruitment process, subject to:
 - (a) the vacancy having being advertised as ongoing or for a period greater than 12 months;
 - (b) a merit selection process being conducted; and
 - (c) the employee's prior experience, special expertise or qualifications warrants employment at a higher salary increment having regard to the experience, expertise and qualifications of employees in the workplace where the duties are to be performed.
2. The salary increment of an employee who transfers across different classification streams shall be:
 - (a) the salary increment equal to the employee's nominal salary immediately prior to accepting the transfer; or
 - (b) where there is no directly corresponding salary increment, the salary increment that next constitutes a salary increase when compared against the employee's nominal salary immediately prior to accepting the transfer; or
 - (c) if the transfer is to a classification for which the top salary increment is below the employee's nominal salary immediately prior to accepting the transfer, the employee shall receive the top increment of the new classification.
3. This Determination is to have an effect on and from 9 April 2023.
4. This Determination will cease to have effect on the nominal expiry date of the *Northern Territory Public Sector 2021 – 2025 Enterprise Agreement*, or upon the commencement of the new agreement, whichever is the later, unless revoked earlier.

Dated  April 2023



VICKI TELFER PSM
Commissioner for Public Employment