

NORTHERN TERRITORY OF AUSTRALIA

*Public Sector Employment and Management Act 1993*

**DETERMINATION NUMBER 1038 OF 2024**

HIGHER EDUCATION LOAN PROGRAM REIMBURSEMENT

I, NICOLE HURWOOD, 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, determine that:

1. The Chief Executive Officer of the Department of Education and Training, may approve the reimbursement of a Higher Education Loan Program ('HELP') debt of up to \$3 000 for employees who are appointed after the operative date of this Determination.
2. This Determination only applies to employees covered by the *Northern Territory Public Sector Non-Contract Principals, Teachers and Assistant Teachers' 2021-2024 Enterprise Agreement* ('the Agreement') or its successor.
3. Approval of the reimbursement of a HELP debt will be based upon the recruitment and retention objectives of the Department.
4. Reimbursement will be subject to the following conditions:
  - a. the HELP debt must be related to an initial qualification and not an advanced degree;
  - b. the employee must provide evidence of the debt incurred through either the production of the HELP debt record or evidence of voluntary repayments made;
  - c. approval is granted on appointment; and
  - d. reimbursement is effected after the employee has completed three years of service with the Northern Territory Public Sector.
5. This Determination is to take effect on the date it is signed.
6. This Determination will cease to have effect on 31 December 2027 unless revoked earlier.

Dated 19 September 2024



NICOLE HURWOOD  
Commissioner for Public Employment