Schedule 1 Salary Structures

Administrative and Corporate Salary Table

Designation	Pay Point	Salary Rates Effective 17/07/25	Annual Salary Rates Effective 16/07/26 (3%)	Annual Salary Rates Effective 29/07/27 (3%)	Annual Salary Rates Effective 27/07/28 (3%)	Annual Salary Rates Effective 26/07/29 (3%)
Band 4	4	$ 183,091	$ 188,584	$ 194,242	$ 200,069	$ 206,071
	3	$ 174,357	$ 179,588	$ 184,976	$ 190,525	$ 196,241
	2	$ 166,157	$ 171,142	$ 176,276	$ 181,564	$ 187,011
	1	$ 158,342	$ 163,092	$ 167,985	$ 173,025	$ 178,216
Band 3	5	$ 150,887	$ 155,414	$ 160,076	$ 164,878	$ 169,824
	4	$ 143,823	$ 148,138	$ 152,582	$ 157,159	$ 161,874
	3	$ 137,050	$ 141,162	$ 145,397	$ 149,759	$ 154,252
	2	$ 130,630	$ 134,549	$ 138,585	$ 142,743	$ 147,025
	1	$ 124,487	$ 128,222	$ 132,069	$ 136,031	$ 140,112
Band 2	6	$ 118,680	$ 122,240	$ 125,907	$ 129,684	$ 133,575
	5	$ 113,113	$ 116,506	$ 120,001	$ 123,601	$ 127,309
	4	$ 107,808	$ 111,042	$ 114,373	$ 117,804	$ 121,338
	3	$ 102,781	$ 105,864	$ 109,040	$ 112,311	$ 115,680
	2	$ 97,985	$ 100,925	$ 103,953	$ 107,072	$ 110,284
	1	$ 93,414	$ 96,216	$ 99,102	$ 102,075	$ 105,137
Grad	3	**Band 1**	7	$ 89,069	$ 91,741	$ 94,493	$ 97,328	$ 100,248
	2^^		6	$ 84,915	$ 87,462	$ 90,086	$ 92,789	$ 95,573
	1^		5	$ 80,988	$ 83,418	$ 85,921	$ 88,499	$ 91,154
Under Grad	4		4	$ 77,220	$ 79,537	$ 81,923	$ 84,381	$ 86,912
	3		3	$ 73,641	$ 75,850	$ 78,126	$ 80,470	$ 82,884
	2		2	$ 70,339	$ 72,449	$ 74,622	$ 76,861	$ 79,167
	1		1	$ 67,185	$ 69,201	$ 71,277	$ 73,415	$ 75,617
Trainee	3	$ 59,072	$ 60,844	$ 62,669	$ 64,549	$ 66,485
	2	$ 54,853	$ 56,499	$ 58,194	$ 59,940	$ 61,738
	1	$ 50,171	$ 51,676	$ 53,226	$ 54,823	$ 56,468

^ Graduates with a 3 year degree will commence on pay point 5 of Band 1

^^ Graduates with a 4 year degree will commence on pay point 6 of Band 1

Undergraduates will commence on pay point associated with number of completed years of study eg: year 1 completed - pay point 2

Science and Engineering Professional Salary Table

	Designation	Pay Point	Salary Rates Effective 17/07/25	Annual Salary Rates Effective 16/07/26 (3%)	Annual Salary Rates Effective 29/07/27 (3%)	Annual Salary Rates Effective 27/07/28 (3%)	Annual Salary Rates Effective 26/07/29 (3%)
	Band 4	4	$ 201,145	$ 207,179	$ 213,394	$ 219,796	$ 226,390
		3	$ 192,411	$ 198,183	$ 204,128	$ 210,252	$ 216,560
		2	$ 184,210	$ 189,736	$ 195,428	$ 201,291	$ 207,330
		1	$ 176,394	$ 181,686	$ 187,137	$ 192,751	$ 198,534
	Band 3	5	$ 167,642	$ 172,671	$ 177,851	$ 183,187	$ 188,683
		4	$ 160,577	$ 165,394	$ 170,356	$ 175,467	$ 180,731
		3	$ 153,805	$ 158,419	$ 163,172	$ 168,067	$ 173,109
		2	$ 147,385	$ 151,807	$ 156,361	$ 161,052	$ 165,884
		1	$ 141,242	$ 145,479	$ 149,843	$ 154,338	$ 158,968
	Band 2	6	$ 129,051	$ 132,923	$ 136,911	$ 141,018	$ 145,249
		5	$ 123,486	$ 127,191	$ 131,007	$ 134,937	$ 138,985
		4	$ 118,181	$ 121,726	$ 125,378	$ 129,139	$ 133,013
		3	$ 113,155	$ 116,550	$ 120,047	$ 123,648	$ 127,357
Grad	2^^	2	$ 108,357	$ 111,608	$ 114,956	$ 118,405	$ 121,957
	1^	1	$ 103,787	$ 106,901	$ 110,108	$ 113,411	$ 116,813
	Under Grad	5*	$ 84,385	$ 86,917	$ 89,525	$ 92,211	$ 94,977
		4	$ 80,457	$ 82,871	$ 85,357	$ 87,918	$ 90,556
		3	$ 76,690	$ 78,991	$ 81,361	$ 83,802	$ 86,316
		2	$ 73,110	$ 75,303	$ 77,562	$ 79,889	$ 82,286
		1	$ 69,808	$ 71,902	$ 74,059	$ 76,281	$ 78,569

* 4 Year with Trade or Technical qualification

^ Graduates with a 3 year degree will commence on pay point 1 of Band 2

^^ Graduates with a 4 year degree will commence on pay point 2 of Band 2

Undergraduates will commence on pay point associated with number of completed years of study e.g.: year 1 completed - pay point 2

Technical Coordinator Salary Table

Designation	Pay Point	Salary Rates Effective 17/07/25	Pay Point Structure Effective 16/7/26	Annual Salary Rates Effective 16/07/26 (3%)	Annual Salary Rates Effective 29/07/27 (3%)	Annual Salary Rates Effective 27/07/28 (3%)	Annual Salary Rates Effective 26/07/29 (3%)
Senior Technical Coordinator	3	$ 203,226	3	$ 209,323	$ 215,603	$ 222,071	$ 228,733
	2	$ 194,179	2	$ 200,004	$ 206,004	$ 212,184	$ 218,550
	1	$ 185,445	1	$ 191,008	$ 196,738	$ 202,640	$ 208,719
Technical Coordinator	6	$ 185,445	4	$ 191,008	$ 196,738	$ 202,640	$ 208,719
	5	$ 177,244	3	$ 182,561	$ 188,038	$ 193,679	$ 199,489
	4	$ 169,428	2	$ 174,511	$ 179,746	$ 185,138	$ 190,692
	3	$ 161,975	1	$ 166,834	$ 171,839	$ 176,994	$ 182,304
	2	$ 154,911					
	1	$ 148,139					

Technical Specialist Salary Table

Designation	Pay Point	Salary Rates Effective 17/07/25	Annual Salary Rates Effective 16/07/26 (3%)	Annual Salary Rates Effective 29/07/27 (3%)	Annual Salary Rates Effective 27/07/28 (3%)	Annual Salary Rates Effective 26/07/29 (3%)
Senior Technical Specialist	3	$ 161,975	$ 166,834	$ 171,839	$ 176,994	$ 182,304
	2	$ 154,911	$ 159,558	$ 164,345	$ 169,275	$ 174,353
	1	$ 148,139	$ 152,583	$ 157,160	$ 161,875	$ 166,731
Technical Specialist	6	$ 148,139	$ 152,583	$ 157,160	$ 161,875	$ 166,731
	5	$ 141,718	$ 145,970	$ 150,349	$ 154,859	$ 159,505
	Soft Barrier - Diploma or equivalent skills to progress					
	4	$ 135,576	$ 139,643	$ 143,832	$ 148,147	$ 152,591
	3	$ 129,767	$ 133,660	$ 137,670	$ 141,800	$ 146,054
	2	$ 124,200	$ 127,926	$ 131,764	$ 135,717	$ 139,789
	1	$ 118,896	$ 122,463	$ 126,137	$ 129,921	$ 133,819
Trainee Technical	4	$ 76,690	$ 78,991	$ 81,361	$ 83,802	$ 86,316
	3	$ 73,110	$ 75,303	$ 77,562	$ 79,889	$ 82,286
	2	$ 69,808	$ 71,902	$ 74,059	$ 76,281	$ 78,569
	1	$ 66,654	$ 68,654	$ 70,714	$ 72,835	$ 75,020

Controller Salary Table

Designation	Pay Point	Salary Rates Effective 17/07/25	Annual Salary Rates Effective 16/07/26 (3%)	Annual Salary Rates Effective 29/07/27 (3%)	Annual Salary Rates Effective 27/07/28 (3%)	Annual Salary Rates Effective 26/07/29 (3%)
Senior Network Controller (SNC)	3	$ 161,975	$ 166,834	$ 171,839	$ 176,994	$ 182,304
	2	$ 154,911	$ 159,558	$ 164,345	$ 169,275	$ 174,353
	1	$ 148,139	$ 152,583	$ 157,160	$ 161,875	$ 166,731
	* SNC IT		$ 148,006	$ 152,446	$ 157,019	$ 161,730
Network Controller (NC)	3	$ 129,767	$ 133,660	$ 137,670	$ 141,800	$ 146,054
	2	$ 124,200	$ 127,926	$ 131,764	$ 135,717	$ 139,789
	1	$ 118,896	$ 122,463	$ 126,137	$ 129,921	$ 133,819
	* NC IT		$ 118,789	$ 122,353	$ 126,024	$ 129,805
Generation Controller (GC)	4	$ 148,139	$ 152,583	$ 157,160	$ 161,875	$ 166,731
	3	$ 141,718	$ 145,970	$ 150,349	$ 154,859	$ 159,505
	2	$ 135,576	$ 139,643	$ 143,832	$ 148,147	$ 152,591
	1	$ 129,767	$ 133,660	$ 137,670	$ 141,800	$ 146,054
	* GC IT		$ 129,650	$ 133,540	$ 137,546	$ 141,672

* Commence on IT pay point (97% of PP1) until authorised status

Progress to PP2 through MyPlan process

Eligible for Top of Band Bonus through MyPlan process

Progression between the respective Controller grades is subject to relevant guidelines and not merit

System Controller Transition

System Controllers who transitioned to the Interim Service Coordinator classification under the *2021-2026 Power and Water Enterprise Agreement* (under the Schedule 3 pay parity provisions) will transition to the new Network and Generation Controller classifications as follows:

- Senior Service Coordinators who are authorised as Senior Network Controllers will transition to the new Senior Network Controller classification at their equivalent pay point;
- Service Coordinators (pay points 3, 4, 5, and 6) who are authorised as Generation Controllers, will transition to the equivalent pay points of the new Generation Controller classification; and
- Service Coordinators (pay points 1, 2 and 3) who are Authorised as Network Controllers, will transition to the equivalent pay points of the new Network Controller classification.

Trade Technical Salary Table

Designation	Pay Point	Salary Rates Effective 17/07/25	Annual Salary Rates Effective 16/07/26 (3%)	Annual Salary Rates Effective 29/07/27 (3%)	Annual Salary Rates Effective 27/07/28 (3%)	Annual Salary Rates Effective 26/07/29 (3%)	
Trade Technical	11	$ 129,767	$ 133,660	$ 137,670	$ 141,800	$ 146,054	
	10	$ 124,200	$ 127,926	$ 131,764	$ 135,717	$ 139,789	
	9	$ 118,896	$ 122,463	$ 126,137	$ 129,921	$ 133,819	
	8	$ 113,870	$ 117,286	$ 120,805	$ 124,429	$ 128,162	
	7	$ 109,072	$ 112,344	$ 115,714	$ 119,185	$ 122,761	
	6	$ 101,501	$ 104,546	$ 107,682	$ 110,912	$ 114,239	
	5	$ 97,157	$ 100,072	$ 103,074	$ 106,166	$ 109,351	
	4	$ 93,003	$ 95,793	$ 98,667	$ 101,627	$ 104,676	**Trade**
	3	$ 89,076	$ 91,748	$ 94,500	$ 97,335	$ 100,255	**Assistant**
	2	$ 85,307	$ 87,866	$ 90,502	$ 93,217	$ 96,014	
	1	$ 81,729	$ 84,181	$ 86,706	$ 89,307	$ 91,986	

Schedule 2 Allowances

Allowance	Clause under which entitlement derived	Frequency	Rates Effective 17.07.25 $	Rates Effective 16.07.26 $	Rates Effective 29.07.27 $	Rates Effective 27.07.28 $	Rates Effective 26.07.29 $
Availability *	56	per day	71.77	**73.93**	**76.14**	**78.43**	**80.78**
Consolidated Disability (6%) *	57	per fortnight	236	**244**	**251**	**258**	**266**
Damaged Clothes and Tools	69	-	490	**490**	**490**	**490**	**490**
Extra Duty	58	per annum					
Group 1 - Additional hours							
Category A				**4% of the employee's nominal salary**			
Category B				**8% of the employee's nominal salary**			
Category C				**12% of the employee's nominal salary**			
Category D				**18% of the employee's nominal salary**			
Category E				**24% of the employee's nominal salary**			
Category F				**30% of the employee's nominal salary**			
Group 2 - Callout Ratio *							
1 in 4 or less or 2nd on call(6%)		per annum	6,167	**6,352**	**6,542**	**6,739**	**6,941**
1 in 3 (8%)		per annum	8,222	**8,469**	**8,723**	**8,985**	**9,254**
1 in 2 (12%)		per annum	12,334	**12,704**	**13,085**	**13,477**	**13,882**
First Aid (not payable with CDA)	71	per week	24.60	**25.30**	**26.10**	**26.90**	**27.70**
High Voltage Allowance	62						
Full-time HVA		per fortnight	115	**220**	**227**	**234**	**241**
Regional HVA		per fortnight	N/A	**180**	**185**	**191**	**197**
Overtime Meal	77	per meal	34.80	**35.80**	**36.90**	**38.00**	**39.10**
Pre-eminent Professional	61	per annum	20,115	**20,719**	**21,340**	**21,980**	**22,640**
Team Leader (5.6%)*	65	per fortnight	221	**227**	**234**	**241**	**248**
Tool	68	per week	22.20	**22.90**	**23.60**	**24.30**	**25.00**

* (%) Allowance based on a percentage of the 3rd pay point of Band 2 in the Administrative and Corporate Services salary structure

Allowance	Clause under which entitlement derived	Frequency	Rates Effective 1.01.26 $
Accommodation in conjunction with Fares Out	39 / By-Law 43	per night	**153**
Motor vehicle	70	per km (for employee)	**0.96**
		per km (for carrying goods, passengers or towing)	**0.05**
Professional Development	60		
1 to 5 years continuous service		per annum	**721**
5 years + continuous service (up to)		per annum	**1590**
Relocation	63		
Employee only		per fortnight	**678**
Employee with dependants		per fortnight	**937**
Remote Employee Electricity Subsidy	39		
Remote Locality Rate			
Special Category		per annum	**863**
Category 1		per annum	**1724**
Category 2		per annum	**2589**
Category 3		per annum	**3455**
Remote Locality Dependant/After Hours Rate			
Special Category		per annum	**1079**
Category 1		per annum	**2159**
Category 2		per annum	**3237**
Category 3		per annum	**4319**
Travelling	66		
Accommodation		per night	**106.00**
Incidental		per day	**16.80**
Meal Rates			
Breakfast		-	**21.50**
Lunch		-	**33.10**
Dinner		-	**46.50**
Hardship	67	per day	**43.40**

Note: the rates for the above allowances will be updated in accordance with **clause 43 (i.e. according to CPI) as contained in Determination 1 – Review of Allowances issued 1 January annually.*

Community Language Allowance

Community Language Allowance	Clause under which entitlement derived	Frequency	Rates Effective 17.11.25 $	Rates Effective 13.08.26 $	Rates Effective 12.08.27 $	Rates Effective 10.08.28 $
Base	73	p.a.	1 545	**1 591**	**1 647**	**1 705**
High			2 472	**2 546**	**2 635**	**2 727**

* The Community Language Allowance will be adjusted annually in accordance with the rates contained in the *Northern Territory Public Sector 2025 - 2029 Enterprise Agreement*, Schudule 11 Part B and its successor Agreement.

Attraction and Retention Payments (Technical employees)

Attraction and Retention Payments	Clause under which entitlement derived	First payment on commencement of this Agreement $	Remainder of first payment 2 years after commencement of this Agreement $	Ongoing payment every 2 years thereafter commencement of this Agreement $
Alice Springs or Katherine	72	**1 500**	**4 500**	**6 000**
Tennant Creek or Yulara		**5 000**	**15 000**	**20 000**

New employees recruited to or current employees transferring to eligible location for at least 6 months and on a pro rata basis	Ongoing payment every 2 years after commencement of this Agreement up to total
Alice Springs or Katherine (based on $3K p.a.)	**$6 000**
Tennant Creek or Yulara (based on $10K p.a.)	**$20 000**