

NORTHERN TERRITORY OF AUSTRALIA

Public Sector Employment and Management Act 1993

DETERMINATION NUMBER 4 OF 2022

ECP Lump Sum Payments – Parental Leave Provision

I, VICKI TELFER, 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. Subject to paragraphs 2 - 5, Executive Contract Principals (ECPs) employed under Determination 1027 of 2021 (the Determination), who are employed on the date of commencement of the *Northern Territory Public Sector 2021 - 2025 Enterprise Agreement* (the Agreement), being 7 February 2022 will, in addition to their Total Remuneration Packages, be entitled to receive the lump sum payments provided to Senior Administrative Officer 2 (SAO2) employees under the Agreement as follows:
 - a) For ECPs covered by Schedule 2 of Determination 1027 of 2021 (ECPs who accepted the three year wage freeze):
 - i. \$4,000 (gross)
 - ii. \$2,000 (gross) on or after 10 August 2022
 - iii. \$2,000 (gross) on or after 10 August 2023
 - iv. \$2,000 (gross) on or after 10 August 2024
 - b) For ECPs covered by Schedule 3 of Determination 1027 of 2021 (ECPs who are subject to the four year wage freeze):
 - v. \$2,000 (gross) on or after 10 August 2022
 - vi. \$2,000 (gross) on or after 10 August 2023
 - vii. \$2,000 (gross) on or after 10 August 2024
2. The lump sum payment is payable to ECPs who are working; are on approved paid leave; are on unpaid parental leave or unpaid personal leave; or other leave without pay that is for a period of less than four weeks; on the date the payment is to be made.
3. An ECP engaged under multiple contracts of employment (consistent with section 38A of the PSEM Act) who:
 - a) is eligible to receive a lump sum payment in accordance with clause 33 of the Agreement, is not entitled to the payment under this Determination; or
 - b) is employed under two executive contracts of employment, is only eligible to receive the lump sum payments under one of their executive contracts of employment.
4. An ECP who receives a lump sum payment in accordance with the Agreement, or Determination 4 of 2021, is not entitled to receive a second payment of that lump sum payment under this Determination (e.g. an employee who was a SAO2 and transitioned to ECP conditions).
5. Part time ECPs will be entitled to the full payment (i.e. not pro-rata).
6. For the purpose of clause 81(e) of the Determination (Parental Leave), additional superannuation contributions applicable under clause 92.16(b) of the Agreement will not apply.
7. This Determination is to have effect on and from 7 February 2022.

Dated

10/2/22



Vicki Telfer PSM
Commissioner for Public Employment