

NORTHERN TERRITORY OF AUSTRALIA

*Public Sector Employment and Management Act 1993*

**DETERMINATION NUMBER 1016 OF 2023**

RETENTION AND ATTRACTION ALLOWANCE – ALICE SPRINGS –  
CORRECTIONAL OFFICERS

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. Employees employed on 28 March 2023 who were eligible to vote on the *Correctional Officer (NTPS) 2021 – 2025 Enterprise Agreement* ('the Agreement') and are based in Alice Springs who:
    - a. have 12 months continuous service at the Alice Springs Correctional Centre, will be paid the \$5000 Retention and Attraction Allowance in clause 22.2 of the Agreement (an employee with any leave without pay for a total period of more than one month will be paid the allowance in accordance with clause 1(b)); or
    - b. have not completed 12 months continuous service at the Alice Springs Correctional Centre, will receive a pro rata amount of the \$5000 that is proportionate to the percentage of the 12 months served in Alice Springs.
- (Note: As the date of payment under this Determination occurs before the Fair Work Commission has approved the Agreement, the payment will be treated as an early payment of the lump sums payable under clauses 22.2 and 22.3 of the Agreement).*
2. This Determination provides for payment of the retention and attraction allowance under clause 22.1 of the Agreement to eligible employees, as set out in this Determination, in recognition of the enterprise agreement having been made on 28 March 2023<sup>1</sup>.
  3. The eligible employees in paragraph 1 includes employees who are on all types of paid leave including:
    - a. paid parental leave; and
    - b. employees on workers compensation who have been away from the workplace for less than 12 months.
  4. The allowance will not count for the purposes of calculating overtime or other penalties and allowances.

Dated 30/3/23



VICKI TELFER PSM  
Commissioner for Public Employment

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<sup>1</sup> An enterprise agreement is made when the majority of employees who cast a valid vote approve the agreement. See section 182(1) of the *Fair Work Act* (Cth).