

NORTHERN TERRITORY OF AUSTRALIA

Public Sector Employment and Management Act 1993

REVOCATION OF DETERMINATION 1076 OF 2008

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 43 of the *Interpretation Act 1978*, revoke Determination 1076 of 2008.

DETERMINATION 1009 OF 2020
(REISSUE)

ELECTION STAFF – NORTHERN TERRITORY ELECTORAL COMMISSION

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. Election Staff may be engaged by the Northern Territory Electoral Commission on a casual basis in accordance with the terms and conditions set out in the Schedule.
2. This Determination is to have effect on and from 1 January 2020.
3. The Electoral Commissioner may request that this Determination be amended or revoked.
4. This Determination will cease to have effect from 30 November 2024 unless revoked sooner.

Dated

17/7/23



VICKI TELFER PSM
Commissioner for Public Employment

1. Application

This Schedule applies to Election Staff engaged by the Northern Territory Electoral Commission (NTEC) in a classification set out in this schedule.

2. Engagement

- a. Election Staff are employed on a casual basis and work only when required by the NTEC.
- b. There is no continuing contract of employment requiring Election Staff to work on a subsequent occasion at a specified time.
- c. All Election Staff are subject to the Electoral Commissioner's direction and subject to the direction of any other member of the Commissioner's staff authorised by the Commissioner to give direction.

3. Remuneration Package – Election Day

- a. Election Staff may be paid a remuneration package in recognition of all work performed on and for Election Day.
- b. Election Day remuneration packages are set out at Table 1.
- g. Election Day remuneration packages include compensation for:
 - i. the performance of all duties on Election Day, including overtime;
 - ii. the required training completed prior to Election Day;
 - iii. set up activities prior to Election Day (Managers and Seconds in Charge); and
 - iv. casual loading.
- d. Election Day remuneration packages will be supplemented by the payment of two meal allowances.
- e. If an employee does not perform all of their required duties on Election Day, the Electoral Commissioner may determine that the employee will be paid a pro rata amount of the remuneration package for the day; based on the proportion of the duties actually performed by the employee on the day when compared against the hours that the employee would otherwise have been expected to perform on the day.

4. Remuneration – Early Voting Centres and Administrative staff

- a. Election Staff engaged to perform work in Early Voting Centres and as Administrative Support Staff will be remunerated on an hourly basis.
- b. Remuneration for Election Staff working in Early Voting Centres and as Administrative Support Staff is set out at Table 2.

5. Remuneration – Remote and Regional

- a. Election Staff working in remote locations will be remunerated on the following basis:

- i. a training package is payable for completing the required training prior to the commencement of official duties;
 - ii. a daily rate is payable for days on which travel and official polling occurs;
 - iii. travelling allowance is payable for the period of remote duty, including days that do not involve travel or official polling duties.
- b. Election Staff working out of regional centres (including servicing hospitals and other institutions and returning to the regional centre at the end of each day), will be remunerated on the following basis:
 - i. a training package is payable for completing the required training prior to the commencement of official duties;
 - ii. an hourly rate of pay is payable for all hours worked.
- c. Remuneration for Election Staff working in Remote and Regional areas is set out at Table 3.

6. General

- a. Election Staff will be engaged for a minimum period of one hour on each occasion.
- b. Election Staff receive a casual loading of 25%, in lieu of paid leave and public holidays not worked. The casual loading is incorporated into all remuneration packages and rates of pay set out in Tables 1 – 3.
- c. Election Staff remunerated by hourly rate will receive overtime for work performed on Sundays, public holidays and after 8 hours of continuous duty. The casual loading is not payable when overtime is paid. Overtime rates of pay are set out in Tables 2 and 3.
- d. Voting Area Managers, Voting Centre Managers and Voting Team Leaders will be paid a weekly telephone allowance to compensate for the costs of personal telephone use for NTEC purposes. This allowance is equivalent in value to the meal allowance.
- e. The meal allowance and travelling allowance rates are published each year by the Commissioner for Public Employment.
- f. Remuneration packages and hourly rates of pay will increase on 1 January of each year in accordance with the most recent general salary increase under the *Northern Territory Public Sector 2017-2021 Enterprise Agreement*, or any replacement agreement.



7. Remuneration tables

The remuneration amounts set out in these tables are applicable from 1 January 2020.

Table 1 – Remuneration Packages – Election Day	
Classification	Remuneration Package
Voting Staff	\$514
Declaration Vote Officer	\$659
Second In Charge - Voting Centre	\$871
Voting Centre Manager (1 -3 voting staff)	\$967
Voting Centre Manager (4 - 6 voting staff)	\$1 028
Voting Centre Manager (7+ voting staff)	\$1 090
Voting Area Manager	\$1 287

Table 2 – Early Voting Centres and Administrative Support				
Classification	Hourly rate	Overtime hourly rate	Sunday hourly rate	Public holiday hourly rate
Early Voting Staff/ Administrative Support Officer	\$36.71	\$42.60	\$58.74	\$73.42
Administrative Support Officer (Supervisor)	\$39.93	\$46.34	\$63.89	\$79.86
Deputy Early Voting Centre Manager	\$41.49	\$48.15	\$66.38	\$82.98
Senior Administration Support Officer	\$45.22	\$52.48	\$72.36	\$90.44
Early Voting Centre Manager (1-3 issuing points)	\$46.06	\$53.45	\$73.70	\$92.12
Early Voting Centre Manager (4-6 issuing points)	\$48.94	\$56.80	\$78.31	\$97.88
Early Voting Centre Manager (7 or more issuing points)	\$51.91	\$60.25	\$83.06	\$103.83
Regional Coordinator	\$53.62	\$62.23	\$85.80	\$107.25
Senior Specialist Support Officer	\$78.60	\$91.21	\$125.76	\$157.20

Table 3 - Remote and Regional Voting Staff						
Classification	Training package	Daily rate	Hourly rate	Overtime hourly rate	Sunday hourly rate	Public holiday hourly rate
Voting Team Member	\$120	\$459	\$39.93	\$46.34	\$63.89	\$79.86
Deputy Voting Team Leader	\$270	\$498	\$41.49	\$48.15	\$66.38	\$82.98
Voting Team Leader	\$337	\$622	\$51.91	\$60.25	\$83.06	\$103.83