

NORTHERN TERRITORY OF AUSTRALIA
Public Sector Employment and Management Act 1993

PUBLIC SECTOR INSTRUMENT NUMBER 1140

NTPS GRADUATE PROGRAM

SELECT WITHOUT ADVERTISING

I, VICKI TELFER, the Commissioner for Public Employment, pursuant to sections 14 and 30(1)(b) of the *Public Sector Employment and Management Act 1993* (the Act) and with reference to section 42 of the *Interpretations Act 1978*, approve the Chief Executive Officer of an Agency, or delegate, to select, without advertising, an employee to perform duties for a period exceeding six months, subject to the following conditions:

1. The employee is a Northern Territory Public Sector Graduate Trainee who has successfully completed the:
 - (a) 1 or 2 year Graduate Development Program as evidenced by:
 - (i) successful completion of a recent graduate work evaluation report which is designed to assess the competencies of the graduate and provides a summary of the projects, tasks and training completed during their work placement;
 - (ii) performing at level against the Northern Territory Public Sector Capability Framework - CF 4 (equivalent to an Administrative Officer 4); and
 - (iii) there are no current unsatisfactory performance or conduct issues.
 - (b) Graduate Excellence Program as evidenced by:
 - (i) successful completion of a recent graduate work evaluation report which is designed to assess the competencies of the graduate and provides a summary of the projects, tasks and training completed during their work placement;
 - (ii) performing at level against the Northern Territory Public Sector Capability Framework - CF 5 (equivalent to an Administrative Officer 5); and
 - (iii) there are no current unsatisfactory performance or conduct issues.
2. The employee is selected during or not later than six months after they have successfully completed the requirements of the Graduate Development Program or Graduate Excellence Program.

3. On successful completion of the:
- (a) 1 year Graduate Development Program, where the employee is selected to a vacancy at the:
 - (i) Administrative Officer 4 level, they will be paid at the second increment point; or
 - (ii) Professional 1, they will be paid at the forth increment point.
 - (b) 2 year Graduate Development Program, where the employee is selected to a vacancy at the:
 - (i) Administrative Officer 4 level, they will be paid at the forth increment point; or
 - (ii) Professional 1, they will be paid at the sixth increment point.
 - (c) Graduate Excellence Program, where the employee is selected to a vacancy at the:
 - (i) Administrative Officer 5 level, they will be paid at the first increment point; or
 - (ii) Professional 1, they will be paid at the eight increment point.
4. The appointed or promotion is notified as required by section 30(2) of the Act.
5. This Public Sector Instrument is effective from 1 January 2024.
6. Unless revoked earlier, this instrument will cease to have effect on the nominal expiry date of the *Northern Territory 2021 – 2025 Enterprise Agreement*, or upon the commencement of a new enterprise agreement, whichever is the later.

Dated

23/8/23



VICKI TELFER PSM
Commissioner for Public Employment