

NORTHERN TERRITORY OF AUSTRALIA

Public Sector Employment and Management Act 1993

ECOs on Four Year Wage Freeze

REVOCATION OF DETERMINATION 3 OF 2022

I, VICKI TELFER, Commissioner for Public Employment, pursuant to section 14 of the *Public Sector Employment and Management Act 1993* (the Act), and with reference to section 43 of the *Interpretation Act 1978*, revoke Determination Number 3 of 2022.

Dated

17/8/23



Vicki Telfer PSM
Commissioner for Public Employment

DETERMINATION NUMBER 6 OF 2023

Lump Sum Payments – Alignment with some SAO2 Conditions

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 - 4, Executive Contract Officers (ECOs) employed under Determination 13 of 2011, or Determination 10 of 2019, who are subject to Determination Number 12 of 2019 (ECO wage increases), who were employed on or after the date of commencement of the *Northern Territory Public Sector 2021 - 2025 Enterprise Agreement* (the Agreement), being 7 April 2022 will, in addition to their Total Remuneration Package, receive the lump sum payments provided to Senior Administrative Officer 2 (SAO2) employees under the Agreement as follows:
 - a) \$2,000 (gross) on or after 10 August 2023
 - b) \$2,000 (gross) on or after 10 August 2024
2. The lump sum payment is payable to ECOs 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 ECO engaged under multiple contracts of employment (consistent with section 38A of the 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. Part time ECOs will be entitled to the full lump sum payment (i.e. not pro-rata).
5. ECOs employed under Determination 10 of 2019 shall also receive the same terms and conditions of employment that apply to an ongoing SAO2 in the Northern Territory Public Sector, for the following terms and conditions provided under
 - a. Determination 10 of 2019:
 - i. Compassionate leave (paragraph 43);
 - ii. Purchase of Additional Leave (paragraph 57);



- iii. Recognition of Prior Service for Long Service Leave Purposes (paragraph 74);
 - iv. Parental Leave (paragraph 75), with the exception of additional superannuation contributions applicable under clause 92.16 (b) of the Agreement;
 - v. Requests for Flexible Working Arrangements in Certain Circumstances (paragraph 76);
 - vi. Public Holidays (paragraph 79);
 - vii. Travelling allowance (paragraph 83);
 - viii. Relocation Provisions (paragraph 91);
 - ix. Remote Locality Incentives (paragraph 93); and
- b. The *Northern Territory Public Sector 2021-2025 Enterprise Agreement*:
- i. Cultural and Ceremonial leave (clause 81)
 - ii. NAIDOC Week leave (clause 82)
 - iii. Kinship Obligation leave (clause 83)
 - iv. Domestic, Family and Sexual Violence leave (clause 84)
 - v. Foster and Kinship Carer leave (clause 85)
 - vi. Leave to engage in voluntary emergency management activities (clause 94)
 - vii. Blood Donor leave (clause 95)
 - viii. Health Screening leave (clause 96)
 - ix. Gender Transition leave (clause 97)
 - x. Defence Service leave (clause 98)
 - xi. War Service leave (clause 99)
 - xii. Release for Jury Service (clause 104)
6. An ECO employed under Determination 13 of 2011 shall receive:
- a. the same Compassionate Leave terms and conditions of employment that apply to an ongoing SAO2 in the Northern Territory Public Sector; and
 - b. the same Parental Leave terms and conditions of employment that apply to an ongoing SAO2 in the Northern Territory Public Sector, with the exception of additional superannuation contributions applicable under clause 92.16(b) of the Agreement.
 - c. the same terms and conditions provided under section 5.b. of this Determination.
7. For the purpose of this Determination "Determination 10 of 2019" means Determination 10 of 2019 or its successor Determinations as in force from time to time.
8. This Determination is to have effect until 30 November 2025, unless revoked sooner.

Dated

17/8/23


Vicki Telfer PSM
Commissioner for Public Employment