Schedule 1 Salary Structures

Administrative and Corporate Salary Table

		Designation	Pay Point	Old Salary Rates Effective 17/07/2025	Annual Salary Rates Effective 16/07/2026 (3%)	Annual Salary Rates Effective First Full Pay Period After 16/07/2027 (3%)	Annual Salary Rates Effective First Full Pay Period After 16/07/2028 (3%)	Annual Salary Rates Effective First Full Pay Period After 16/07/2029 (3%)
		Band 4	4	$ 181,748	$ 187,200	$ 192,816	$ 198,600	$ 204,558
			3	$ 173,059	$ 178,251	$ 183,599	$ 189,107	$ 194,780
			2	$ 164,898	$ 169,845	$ 174,940	$ 180,188	$ 185,594
			1	$ 157,118	$ 161,832	$ 166,687	$ 171,688	$ 176,839
		Band 3	5	$ 149,701	$ 154,192	$ 158,818	$ 163,583	$ 168,490
			4	$ 142,670	$ 146,950	$ 151,359	$ 155,900	$ 160,577
			3	$ 135,932	$ 140,010	$ 144,210	$ 148,536	$ 152,992
			2	$ 129,542	$ 133,428	$ 137,431	$ 141,554	$ 145,801
			1	$ 123,429	$ 127,132	$ 130,946	$ 134,874	$ 138,920
		Band 2	6	$ 117,649	$ 121,178	$ 124,813	$ 128,557	$ 132,414
			5	$ 112,109	$ 115,472	$ 118,936	$ 122,504	$ 126,179
			4	$ 106,832	$ 110,037	$ 113,338	$ 116,738	$ 120,240
			3	$ 101,830	$ 104,885	$ 108,032	$ 111,273	$ 114,611
			2	$ 97,056	$ 99,968	$ 102,967	$ 106,056	$ 109,238
			1	$ 92,506	$ 95,281	$ 98,139	$ 101,083	$ 104,115
Grad	3	**Band 1**	7	$ 88,182	$ 90,827	$ 93,552	$ 96,359	$ 99,250
	2^^		6	$ 84,050	$ 86,572	$ 89,169	$ 91,844	$ 94,599
	1^		5	$ 80,141	$ 82,545	$ 85,021	$ 87,572	$ 90,199
Under Grad	4		4	$ 76,391	$ 78,683	$ 81,043	$ 83,474	$ 85,978
	3		3	$ 72,832	$ 75,017	$ 77,268	$ 79,586	$ 81,974
	2		2	$ 69,545	$ 71,631	$ 73,780	$ 75,993	$ 78,273
	1		1	$ 66,406	$ 68,398	$ 70,450	$ 72,564	$ 74,741
		Trainee	3	$ 58,333	$ 60,083	$ 61,885	$ 63,742	$ 65,654
			2	$ 54,135	$ 55,759	$ 57,432	$ 59,155	$ 60,930
			1	$ 49,934	$ 51,432	$ 52,975	$ 54,564	$ 56,201

^ Graduates with a 3 year degree will commence on pay point 5 of Band 1

^^ Graduates with a 4 year degree will commence on pay point 6 of Band 1

Undergraduates will commence on pay point associated with number of completed years of study e.g. year 1 completed = pay point 2

Science and Engineering Professional Salary Table

Designation	Pay Point	Old Salary Rates Effective 17/07/2025	Annual Salary Rates Effective 16/07/2026 (3%)	Annual Salary Rates Effective First Full Pay Period After 16/07/2027 (3%)	Annual Salary Rates Effective First Full Pay Period After 16/07/2028 (3%)	Annual Salary Rates Effective First Full Pay Period After 16/07/2029 (3%)
Band 4	4	$ 199,205	$ 205,181	$ 211,336	$ 217,676	$ 224,206
	3	$ 190,514	$ 196,229	$ 202,116	$ 208,179	$ 214,424
	2	$ 182,354	$ 187,825	$ 193,460	$ 199,264	$ 205,242
	1	$ 174,576	$ 179,813	$ 185,207	$ 190,763	$ 196,486
Band 3	5	$ 165,859	$ 170,835	$ 175,960	$ 181,239	$ 186,676
	4	$ 158,828	$ 163,593	$ 168,501	$ 173,556	$ 178,763
	3	$ 152,090	$ 156,653	$ 161,353	$ 166,194	$ 171,180
	2	$ 145,699	$ 150,070	$ 154,572	$ 159,209	$ 163,985
	1	$ 139,587	$ 143,775	$ 148,088	$ 152,531	$ 157,107
Band 2	6	$ 127,424	$ 131,247	$ 135,184	$ 139,240	$ 143,417
	5	$ 121,886	$ 125,543	$ 129,309	$ 133,188	$ 137,184
	4	$ 116,607	$ 120,105	$ 123,708	$ 127,419	$ 131,242
Grad 3	3	$ 111,606	$ 114,954	$ 118,403	$ 121,955	$ 125,614
Grad 2^^	2	$ 106,832	$ 110,037	$ 113,338	$ 116,738	$ 120,240
Grad 1^	1	$ 102,282	$ 105,350	$ 108,511	$ 111,766	$ 115,119
Under Grad	5*	$ 83,520	$ 86,026	$ 88,607	$ 91,265	$ 94,003
	4	$ 79,611	$ 81,999	$ 84,459	$ 86,993	$ 89,603
	3	$ 75,861	$ 78,137	$ 80,481	$ 82,895	$ 85,382
	2	$ 72,302	$ 74,471	$ 76,705	$ 79,006	$ 81,376
	1	$ 69,014	$ 71,084	$ 73,217	$ 75,414	$ 77,676

* 4 Year with Trade or Technical qualification

^ Graduates with a 3 year degree will commence on pay point 1 of Band 2

^^ Graduates with a 4 year degree will commence on pay point 2 of Band 2

Undergraduates will commence on pay point associated with number of completed years of study e.g. year 1 completed - pay point 2

Technical Coordinator Salary Table

Designation	Pay Point	Old Salary Rates Effective 17/07/2025	Annual Salary Rates Effective 16/07/2026 (3%)	Annual Salary Rates Effective First Full Pay Period After 16/07/2027 (3%)	Annual Salary Rates Effective First Full Pay Period After 16/07/2028 (3%)	Annual Salary Rates Effective First Full Pay Period After 16/07/2029 (3%)
Senior Technical Coordinator	3	$ 201,493	$ 207,538	$ 213,764	$ 220,177	$ 226,782
	2	$ 192,488	$ 198,263	$ 204,211	$ 210,337	$ 216,647
	1	$ 183,797	$ 189,311	$ 194,990	$ 200,840	$ 206,865
Technical Coordinator	6	$ 183,797	$ 189,311	$ 194,990	$ 200,840	$ 206,865
	5	$ 175,638	$ 180,907	$ 186,334	$ 191,924	$ 197,682
	4	$ 167,859	$ 172,895	$ 178,082	$ 183,424	$ 188,927
	3	$ 160,442	$ 165,255	$ 170,213	$ 175,319	$ 180,579
	2	$ 153,411	$ 158,013	$ 162,753	$ 167,636	$ 172,665
	1	$ 146,673	$ 151,073	$ 155,605	$ 160,273	$ 165,081

Technical Specialist Salary Table

Designation	Pay Point	Old Salary Rates Effective 17/07/2025	Annual Salary Rates Effective 16/07/2026 (3%)	Annual Salary Rates Effective First Full Pay Period After 16/07/2027 (3%)	Annual Salary Rates Effective First Full Pay Period After 16/07/2028 (3%)	Annual Salary Rates Effective First Full Pay Period After 16/07/2029 (3%)
Senior Technical Specialist	3	$ 160,442	$ 165,255	$ 170,213	$ 175,319	$ 180,579
	2	$ 153,411	$ 158,013	$ 162,753	$ 167,636	$ 172,665
	1	$ 146,673	$ 151,073	$ 155,605	$ 160,273	$ 165,081
Technical Specialist	6	$ 146,673	$ 151,073	$ 155,605	$ 160,273	$ 165,081
	5	$ 140,282	$ 144,490	$ 148,825	$ 153,290	$ 157,889
	Soft Barrier - Diploma or equivalent skills to progress					
	4	$ 134,170	$ 138,195	$ 142,341	$ 146,611	$ 151,009
	3	$ 128,390	$ 132,242	$ 136,209	$ 140,295	$ 144,504
	2	$ 122,850	$ 126,536	$ 130,332	$ 134,242	$ 138,269
	1	$ 117,572	$ 121,099	$ 124,732	$ 128,474	$ 132,328
Trainee Technical	4	$ 75,861	$ 78,137	$ 80,481	$ 82,895	$ 85,382
	3	$ 72,302	$ 74,471	$ 76,705	$ 79,006	$ 81,376
	2	$ 69,014	$ 71,084	$ 73,217	$ 75,414	$ 77,676
	1	$ 65,876	$ 67,852	$ 69,888	$ 71,985	$ 74,145

Operator Salary Table

Designation	Pay Point	Old Salary Rates Effective 17/07/2025 (3%)	Annual Salary Rates Effective 16/07/2026 (3%)	Annual Salary Rates Effective First Full Pay Period After 16/07/2027 (3%)	Annual Salary Rates Effective First Full Pay Period After 16/07/2028 (3%)	Annual Salary Rates Effective First Full Pay Period After 16/07/2029 (3%)
Senior Operator	2	$ 140,282	$ 144,490	$ 148,825	$ 153,290	$ 157,889
	1	$ 134,170	$ 138,195	$ 142,341	$ 146,611	$ 151,009
Operator	5	$ 128,390	$ 132,242	$ 136,209	$ 140,295	$ 144,504
	4	$ 122,850	$ 126,536	$ 130,332	$ 134,242	$ 138,269
	3	$ 117,572	$ 121,099	$ 124,732	$ 128,474	$ 132,328
	2	$ 112,570	$ 115,947	$ 119,425	$ 123,008	$ 126,698
	1	$ 107,796	$ 111,030	$ 114,361	$ 117,792	$ 121,326

Operator / Maintainer

Designation	Pay Point	Old Salary Rates Effective 17/07/2025 (3%)	Annual Salary Rates Effective 16/07/2026 (3%)	Annual Salary Rates Effective First Full Pay Period After 16/07/2027 (3%)	Annual Salary Rates Effective First Full Pay Period After 16/07/2028 (3%)	Annual Salary Rates Effective First Full Pay Period After 16/07/2029 (3%)
Operator/ Maintainer	7	$ 140,282	$ 144,490	$ 148,825	$ 153,290	$ 157,889
	6	$ 134,170	$ 138,195	$ 142,341	$ 146,611	$ 151,009
	5	$ 128,390	$ 132,242	$ 136,209	$ 140,295	$ 144,504
	4	$ 122,850	$ 126,536	$ 130,332	$ 134,242	$ 138,269
	3	$ 117,572	$ 121,099	$ 124,732	$ 128,474	$ 132,328
	2	$ 112,570	$ 115,947	$ 119,425	$ 123,008	$ 126,698
	1	$ 107,796	$ 111,030	$ 114,361	$ 117,792	$ 121,326

Trade Technical Salary Table

Designation	Pay Point	Old Salary Rates Effective 17/07/2025 (3%)	Annual Salary Rates Effective 16/07/2026 (3%)	Annual Salary Rates Effective First Full Pay Period After 16/07/2027 (3%)	Annual Salary Rates Effective First Full Pay Period After 16/07/2028 (3%)	Annual Salary Rates Effective First Full Pay Period After 16/07/2029 (3%)	
Trade Technical	11	$ 128,390	$ 132,242	$ 136,209	$ 140,295	$ 144,504	
	10	$ 122,850	$ 126,536	$ 130,332	$ 134,242	$ 138,269	
	9	$ 117,572	$ 121,099	$ 124,732	$ 128,474	$ 132,328	
	8	$ 112,570	$ 115,947	$ 119,425	$ 123,008	$ 126,698	
	7	$ 107,796	$ 111,030	$ 114,361	$ 117,792	$ 121,326	
	6	$ 100,173	$ 103,178	$ 106,273	$ 109,461	$ 112,745	
	5	$ 95,848	$ 98,723	$ 101,685	$ 104,736	$ 107,878	
	4	$ 91,716	$ 94,467	$ 97,301	$ 100,220	$ 103,227	Trade Assistant
	3	$ 87,806	$ 90,440	$ 93,153	$ 95,948	$ 98,826	
	2	$ 84,056	$ 86,578	$ 89,175	$ 91,850	$ 94,606	
	1	$ 76,833	$ 79,138	$ 81,512	$ 83,957	$ 86,476	

Schedule 2 Allowances

Allowance	Clause	Frequency	Old Rates Effective 17.07.2025 $	Rates Effective 16.07.2026 $	Rates Effective FFPP on or after 16.07.2027 $	Rates Effective FFPP on or after 16.07.2028 $	Rates Effective FFPP on or after 16.07.2029 $
Availability *	60	per day	71.11	**73.24**	**75.44**	**77.70**	**80.03**
Consolidated Disability (6%) *	61	per fortnight	234	**241**	**249**	**256**	**264**
Damaged Clothes and Tools	75	-	490	**490**	**490**	**490**	**490**
Extra Duty	62	per annum					
Group 1 - Additional hours							
Category A				**4% of the employee's nominal salary**			
Category B				**8% of the employee's nominal salary**			
Category C				**12% of the employee's nominal salary**			
Category D				**18% of the employee's nominal salary**			
Category E				**24% of the employee's nominal salary**			
Category F				**30% of the employee's nominal salary**			
Group 2 - Callout Ratio *							
1 in 4 or less or 2nd on call (6%)		per annum	6,110	**6,293**	**6,482**	**6,676**	**6,877**
1 in 3 (8%)		per annum	8,146	**8,391**	**8,643**	**8,902**	**9,169**
1 in 2 (12%)		per annum	12,220	**12,586**	**12,964**	**13,353**	**13,753**
First Aid (not payable with CDA)	77	per week	24.50	**25.20**	**26.00**	**26.80**	**27.60**
High Voltage	66	per fortnight	115	**180**	**185**	**191**	**197**
Overtime Meal	90	per meal	34.50	**35.50**	**36.60**	**37.70**	**38.80**
Personal Nominee Electrical Licence	74	per annum	N/A	**5,000**	**5,000**	**5,000**	**5,000**
Pre-eminent Professional ~	65	per annum	19,814	**20,518**	**21,134**	**21,768**	**22,421**
Responsibility Allowance #	72	per annum	21,916	**22,574**	**23,251**	**23,948**	**24,667**
Skills and Retention (Steam) Allowance #	73	per annum	5,479	**5,643**	**5,813**	**5,987**	**6,167**
Team Leader (5.6%) *	69	per fortnight	219	**225**	**232**	**239**	**246**
Tool	71	per week	22.10	**22.80**	**23.50**	**24.20**	**24.90**
WH&S Advisor Skills Allowance	78	per annum	12,380	**12,751**	**13,134**	**13,528**	**13,933**

(%) Allowance based on a percentage of the 3rd pay point of Band 2 in the Administrative and Corporate Services salary structure

~ Allowance based on percentage of top of band 4 - Science & Engineering Professional

 # Rates effective from 17.07.2025 were contained in GVA

Note: FFPP – First full pay period

Attraction and retention allowance – Alice Springs

Attraction and Retention Allowance	Clause	Frequency	Old Rate effective from 14.08.25 $	Rate Effective From 14.08.2026 $	Rate Effective from 14.08.2027 $	Rate Effective from 14.08.2028 $	Rate Effective from 14.08.2029 $
Alice Springs	79	per annum	1,000	**1,000**	**2,000**	**3,000**	**3,500**

Community Language Allowance

Community Language Allowance	Clause	Frequency	Old Rate effective from 17.11.2025 $	Rate Effective From 13.08.2026 $	Rate Effective from 12.08.2027 $	Rate Effective from 10.08.2028 $
Base	81	per annum	1,545	**1,591**	**1,647**	**1,705**
High			2,472	**2,546**	**2,635**	**2,727**

The Community Language Allowance will be adjusted annually in accordance with the rates contained in the *Northern Territory Public Sector 2025 - 2029 Enterprise Agreement,* and its successor Agreement.

Allowance	Clause under which entitlement derived	Frequency	Rates Effective 01.01.2026 * $
Accommodation in conjunction with Fares Out	40 / By-Law 43	per night	**153.00**
Motor vehicle	76	per km (for employee)	**0.96**
		per km (for carrying goods, passengers or towing)	**0.05**
Professional Development	64		
1 to 5 years continuous service		per annum	**721**
5 years + continuous service (up to)		per annum	**1,590**
Relocation	67		
Employee only		per fortnight	**678**
Employee with dependants		per fortnight	**937**
Remote Employee Electricity Subsidy	40		
Remote Locality Rate			
Special Category		per annum	**863**
Category 1		per annum	**1,724**
Category 2		per annum	**2,589**
Category 3		per annum	**3,455**
Remote Locality Dependant/After Hours Rate			
Special Category		per annum	**1,079**
Category 1		per annum	**2,159**
Category 2		per annum	**3,237**
Category 3		per annum	**4,319**
Travelling	70		
Accommodation		per night	**106**
Incidental		per day	**16.80**
Meal Rates			
Breakfast			**21.50**
Lunch			**33.10**
Dinner			**46.50**

** Note: The rates for the above allowances will be updated in accordance with **clause 44** (i.e. according to CPI) as contained in Determination 1 – Review of Allowances issued 1 January annually.*