

NORTHERN TERRITORY OF AUSTRALIA

*Public Sector Employment and Management Act 1993*

**REVOCATION OF DETERMINATION 2 OF 2022**  
**RE-ISSUED**

**ECOs who were on Three Year Wage Freeze**

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 2 of 2022.

Dated

17/8/23

Vicki Telfer PSM  
Commissioner for Public Employment

**DETERMINATION NUMBER 5 OF 2023**  
**RE-ISSUED**

**ECO Remuneration Packages - 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. A person employed on an Executive Contract of Employment as defined in section 3 of the Act (i.e. an Executive Contract Officer), and in accordance with Determination 5 of 2019, shall be entitled to receive the applicable total remuneration package (TRP) in accordance with Schedule 1.
2. Subject to paragraphs 3 - 5, Executive Contract Officers (ECOs) employed on or after the date of commencement of the *Northern Territory Public Sector 2021 - 2025 Enterprise Agreement* (the Agreement), being 7 April 2022, under either Determination 13 of 2011 or Determination 5 of 2019, who were subject to Determination Number 14 of 2019 (ECO wage increases) will, in addition to their TRP, 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
3. 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.
4. An ECO engaged under multiple contracts of employment (consistent with section 38A of the PSEM 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.
5. Part time ECOs will be entitled to the full lump sum payment (i.e. not pro-rata).

6. ECOs employed under Determination 5 of 2019 shall also receive the same terms and conditions of employment that apply to an ongoing SAO2 in the Northern Territory Public Sector, only for the following terms and conditions provided under:
  - a. Determination 5 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)
7. 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;
  - 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; and
  - c. the same terms and conditions provided under section 6.b. of this Determination.
8. For the purpose of this Determination "Determination 5 of 2019" means Determination 5 of 2019 or its successor Determinations as in force from time to time.



9. This Determination is to have effect until 30 November 2025, unless revoked sooner.

---

Dated

17/8/23

A handwritten signature in blue ink, appearing to read 'Vicki Telfer', written in a cursive style.

Vicki Telfer PSM  
Commissioner for Public Employment

**SCHEDULE 1**  
**EXECUTIVE CONTRACT OFFICER REMUNERATION**  
**DETERMINATION 5 OF 2019**

**TABLE 1**

<b>Designation</b>	<b>Range</b>	<b>Rates effective 09/08/18 \$ p.a.</b>	<b>Rates effective 17/08/23 \$ p.a.</b>	<b>Rates effective 15/08/24 \$ p.a.</b>
Executive Contract Officer 1	Min	217 533	221 884	226 322
	Max	233 565	238 236	243 001
Executive Contract Officer 2	Min	237 573	242 324	247 170
	Max	254 729	259 824	265 020
Executive Contract Officer 3	Min	259 018	264 198	269 482
	Max	284 592	290 284	296 090
Executive Contract Officer 4	Min	290 986	296 806	302 742
	Max	315 950	322 269	328 714
Executive Contract Officer 5	Min	322 188	328 632	335 205
	Max	353 101	360 163	367 366
Executive Contract Officer 6	Min	360 826	368 043	375 404
	Max	391 848	399 685	407 679

**TABLE 2**

<b>Designation</b>	<b>Range</b>	<b>Rates effective 09/08/18 \$ p.a.</b>	<b>Rates effective 17/08/23 \$ p.a.</b>	<b>Rates effective 15/08/24 \$ p.a.</b>
Executive Contract Principal Level 2	Min	192 399	196 247	200 172
	Max	202 594	206 646	210 779
Executive Contract Principal Level 3	Min	203 899	207 977	212 137
	Max	214 235	218 520	222 890
Executive Contract Principal Level 4	Min	215 529	219 840	224 237
	Max	225 996	230 516	235 126
Executive Contract Principal Level 5	Min	227 285	231 831	236 468
	Max	238 529	243 300	248 166

**TABLE 3**

* Executive Contract Manager	Min	185 336	189 043	192 824
		190 777	194 593	198 485
		201 655	205 688	209 802
	Max	206 655	210 788	215 004