

NORTHERN TERRITORY OF AUSTRALIA

Public Sector Employment and Management Act 1993

EMPLOYMENT AND RATES OF PAY - GRADUATE TRAINEE

NTPS GRADUATE PROGRAM – EFFECTIVE FROM 1 JANUARY 2024

REVOCATION OF DETERMINATION NUMBER 9 OF 2023

I, NICOLE HURWOOD, 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 3 of 2018.

DETERMINATION NUMBER 3 OF 2024

I, NICOLE HURWOOD, Commissioner for Public Employment, pursuant to section 14(2) of the *Public Sector Employment and Management Act 1993*, with reference to section 13(a) of that Act, and Schedule 9 – NTPS Traineeships, Apprenticeships and Graduate Trainees of the *Northern Territory Public Sector 2021 – 2025 Enterprise Agreement*, determine that:

1. The Northern Territory Public Sector Graduate Program (“the NTPS Graduate Program”) refers to the one year or two year Northern Territory Public Sector Graduate Development Program or the one year Graduate Excellence Program.
2. The Chief Executive Officer (CEO), or delegate of an agency participating in the NTPS Graduate Program may employ a Graduate Trainee on a fixed-period basis in accordance with Determination 15 of 2023 (as varied from time to time) for up to a maximum of two years to participate in the NTPS Graduate Program.
3. Annual salary rates for Graduate Trainees are set out in the Schedule.
4. For current Northern Territory Public Sector employees who are successful in being selected to the NTPS Graduate Program, the employee must agree to temporarily transfer to the Graduate Trainee classification for the duration of their NTPS Graduate Program and subject to the commencement increments stipulated in this Determination.
5. Subject to clause 9, the CEO, or delegate, shall employ the Graduate Trainee:
 - a. at the first increment of the annual salary rates for Graduate Trainee contained in the Schedule to this Determination; or
 - b. at the second increment of the annual salary rates for Graduate Trainee contained in the Schedule to this Determination if the graduate has more than two years relevant work experience.
6. Where the Graduate Trainee is undertaking the One or Two Year Graduate Development Program, the CEO or delegate may advance the Graduate Trainee to the next increment of the annual salary rates after completing their first six months employment, provided that such advancement is warranted through an assessment of the Graduate Trainee’s performance and achievement of identified outcomes in the graduate work evaluation report. .

7. Where the Graduate Trainee is undertaking the Two Year NTPS Graduate Development Program, the CEO or delegate may advance the Graduate Trainee to the next increment of the annual salary rates:
 - (i) At the commencement of the second year; and
 - (ii) After a further six months employment;provided that such advancement is warranted through an assessment of the Graduate Trainee's performance and achievement of identified outcomes in the graduate work evaluation report.
8. The CEO, or delegate, may, where there is no break in service, employ a Graduate Trainee who has successfully completed the One Year NTPS Graduate Program to undertake the Graduate Excellence Program and:
 - (i) on commencement may advance the Graduate Trainee to the next increment of the annual salary rates; and
 - (ii) after a further six months may, in recognition of the additional training required under the Graduate Excellence Program, advance the Graduate Trainee to:
 - a. the fifth increment of the annual salary rates if their commencement rate in the Graduate Development Program was at the first increment; or
 - b. The sixth increment of the annual salary rates if their commencement rate in the Graduate Development Program was at the second increment;provided that such advancement under (i) and (ii) is warranted through an assessment of the Graduate Trainee's performance and achievement of identified outcomes in the graduate work evaluation report.
9. This Determination only applies to Graduate Trainees who have not elected to access the conditions contained in clause 8 Rates of pay – Graduate Trainee of Schedule 9 – NTPS Traineeships, Apprenticeships and Graduate Trainees of the *Northern Territory Public Sector 2021 – 2025 Enterprise Agreement (the Agreement)*. Where a Graduate Trainee elects to access the conditions of the Agreement, the Graduate Trainee will be subject to those conditions.
10. Additional terms and conditions of employment for Graduate Trainees are contained in Schedule 9 – NTPS Traineeships, Apprenticeships and Graduate Trainees of the *Northern Territory Public Sector 2021 – 2025 Enterprise Agreement*.
11. The salary of Graduate Trainees who commenced the NTPS Graduate Program prior to 1 January 2024 will translate to the same or next highest salary increment available under the Schedule and the Graduate Trainee's 6 monthly review period will re-start with effect 1 January 2024.
12. On the successful completion of the NTPS Graduate Program the CEO, or delegate, will offer the Graduate Trainee fixed period employment for a minimum of 6 months in a job that is commensurate with the Graduate Trainee Classification in accordance with paragraph 3 of PSI 1104 or its replacement subject to ongoing satisfactory performance.

13. This Determination is effective from 1 January 2024, and provides a revised but not inconsistent salary structure to Schedule 11 - Salaries and Allowances Part A Salaries *Northern Territory Public Sector 2021 – 2025 Enterprise Agreement*.

Note: This Determination provides a revised salary structure whereby increments 1,2 and 3 of the *Northern Territory Public Sector 2021 – 2025 Enterprise Agreement* have been removed to provide a more streamlined salary structure and improved commencement rates for Graduates.

14. Unless revoked earlier, this determination 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 August 2024



NICOLE HURWOOD
Commissioner for Public Employment

SCHEDULE

Increment point	Salary Rates Effective per annum 1 January 2024 (commencement of this Determination)	Salary Rates Effective per annum 15 August 2024
Graduate Trainee		
1	\$ 69 746	\$71 746
2	\$ 73 091	\$75 091
3	\$ 74 408	\$76 408
4	\$ 76 672	\$78 672
5	\$ 78 938	\$80 938
6	\$81 200	\$83 200