

NORTHERN TERRITORY OF AUSTRALIA  
*Public Sector Employment and Management Act 1993*

**REVOCATION OF DETERMINATION 1022 of 2023 AND  
DETERMINATION 1006 OF 2024**

I, NICOLE HURWOOD, Commissioner for Public Employment, under 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 1022 of 2023 and Determination 1006 of 2024.

**DETERMINATION NUMBER 1068 of 2024**

ACTIVATION OF EMERGENCY MANAGEMENT ARRANGEMENTS  
HIGHER DUTIES, ON-CALL, STANDBY, TIME OFF IN LIEU AND OVERTIME

I, NICOLE HURWOOD, Commissioner for Public Employment, under section 14(2) of the *Public Sector Employment and Management Act 1993*, with reference to section 13(a) of that Act, determine that:

1. The Territory Emergency Management Council (TEMC) will approve the commencement and expiry of the entitlements outlined in the attached Schedules for each activation of emergency management arrangements.
2. Employees covered by the enterprise agreements listed in Schedules 1 to 3 who perform extra duties associated with the activation of the emergency management arrangements as defined in the attached Schedules shall be entitled to payments in accordance with the clauses or by-laws listed in Schedules 1 to 3.
3. This Determination may be varied or amended from time to time and, unless revoked earlier, will cease to have effect on 30 June 2028.

Dated 12 December 2024



NICOLE HURWOOD  
Commissioner for Public Employment

## **Schedule 1 – Northern Territory Public Sector 2021 – 2025 Enterprise Agreement**

1. Employees employed under the *Northern Territory Public Sector 2021 – 2025 Enterprise Agreement* (NTPS Agreement) or its successor in classifications with the minimum salary which exceeds the maximum salary of the classification of Administrative Officer 6, who perform:

- (a) duties as part of the required duties associated with the activation of emergency management arrangements; or
- (b) duties within the functional roles of the Australian Inter-service Incident Management System (AIIMS) structure while supporting a Northern Territory Incident Management Team;

shall be entitled to overtime payments and time off in lieu (TOIL) arrangements in accordance with clause 59 and 60 or on-call or standby allowance in accordance with clause 62 of the NTPS Agreement provided that:

- (i) where TOIL or other flexible work arrangements are unavailable or unable to be used, overtime payment may be authorised;
- (ii) the overtime, on-call or standby allowance was approved in advance by the Chief Executive Officer, or delegate, as applicable; and
- (iii) the payment of overtime, on-call or standby allowance shall be at the employee's actual classification.

2. Where an employee is required to perform duties in accordance with paragraph 1(a) or 1(b) above and clause 45 of the NTPS Agreement, the employee will be eligible for the payment of a higher duties allowance for performing the duties of the higher classification upon the completion of at least one day.

**Schedule 3 – Northern Territory Public Sector Educators’ 2024 – 2027  
Enterprise Agreement**

1. Employees employed under the *Northern Territory Public Sector Educators’ 2024 – 2027 Enterprise Agreement* (Educators Agreement) or its successor who perform:

(a) duties as part of the required duties associated with the activation of emergency management arrangements; or

(b) duties within the functional roles of the Australian Inter-service Incident Management System (AIIMS) structure while supporting a Northern Territory Incident Management Team;

shall be entitled to overtime payments and time off in lieu (TOIL) arrangements in accordance with PSEM by-law 37 or on-call or standby allowance in accordance with PSEM by-law 38 provided that:

(i) where TOIL or other flexible work arrangements are unavailable or unable to be used, overtime payment may be authorised;

(ii) the overtime, on-call or standby allowance was approved in advance by the Chief Executive Officer, or delegate, as applicable; and

(iii) the payment of overtime, on-call or standby allowance shall be at the employee’s actual classification.

2. Where an employee is required to perform duties in accordance with clause 45 of the Educators Agreement and in accordance paragraph 1(a) or 1(b) above, the employee will be eligible for the payment of a higher duties allowance for performing the duties of the higher classification upon the completion of at least one day.

## **Schedule 2 – 2021 – 2026 Power and Water Enterprise Agreement**

1. Employees employed under the *Power and Water 2021 – 2026 Enterprise Agreement* (PWC Agreement) or its successor; paid a salary that exceeds the overtime barrier, who perform:
  - (a) duties as part of the required duties associated with the activation of emergency management arrangements; or
  - (b) duties within the functional roles of the Australian Inter-service Incident Management System (AIIMS) structure while supporting a Northern Territory Incident Management Team;shall be entitled to overtime payments in accordance with clause 74, time off in lieu (TOIL) arrangements, and availability allowance in accordance with clause 53 of the PWC Agreement provided that:
  - (iv) where TOIL or other flexible work arrangements are unavailable or unable to be used, overtime payment may be authorised;
  - (v) the overtime or availability allowance was approved in advance by the Chief Executive Officer, or delegate, as applicable; and
  - (vi) the payment of overtime or availability allowance shall be at the employee's actual classification.
2. Where an employee is required to perform duties in accordance with paragraph 1(a) or 1(b) above and clause 56 of the PWC Agreement, except when acting in an executive role, the employee will be eligible for the payment of a higher duties allowance for performing the duties of the higher classification upon the completion of at least one day.
3. Employees that receive Extra Duty Allowance (EDA) shall only be entitled to the arrangements in clause 1 when they exceed their additional hours component as outlined in clause 55.3 of the PWC Agreement.
4. Technical Coordinators and Senior Technical Coordinators shall only be entitled to the arrangements in clause 1 when their additional hours worked exceeds 265 hours per annum as outlined in clause 43 of the PWC Agreement.