

## NORTHERN TERRITORY OF AUSTRALIA

*Public Sector Employment and Management Act*DETERMINATION NUMBER 6 OF 2007  
AND REVOCATION OF DETERMINATION NUMBER 8 OF 2005

I, KENNETH DONALD SIMPSON, the Commissioner for Public Employment:

1. in pursuance of section 14(2) of the *Public Sector Employment and Management Act* and with reference to section 43 of the *Interpretation Act*, revoke Determination No. 8 of 2005; and
2. in pursuance of section 14(2) of the *Public Sector Employment and Management Act* and with reference to section 13(a) of that Act, determine that the salary rates and allowances specified in the Schedules apply to the relevant employees employed at the Power and Water Corporation.

This Determination is to have effect as if it had been signed on 9 August 2007.

Dated 14 NOVEMBER 2007

  
KEN SIMPSON

Commissioner for Public Employment

**Administrative and Corporate Services employee**

Admin Stream	Exist Pay Point	Salary Effective 10.8.06	Salary Effective 9.8.07 (4%)
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New Pay Point	Salary # Effective FPP on or after Lodgement	Salary Effective 21.8.08 (3%)	Salary Effective 20.8.09 (3%)
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*SME	5	98,720	102,669
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1	102,669	105,749	108,921
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Band 4 **SMA	2	85,270	88,681
	1	81,220	84,469
Band 3	5	81,220	84,469
	4	77,340	80,434
	3	73,660	76,606
	2	70,140	72,946
	1	66,810	69,482
Band 2	7	66,810	69,482
	6	63,620	66,165
	5	60,580	63,003
	4	57,700	60,008
	3	54,950	57,148
	2	52,330	54,423
	1	49,840	51,834
Band 1	10	49,840	51,834
	9	47,460	49,358
	8	45,210	47,018
	7	43,050	44,772
	6	41,000	42,640
	5	39,050	40,612
	4	37,190	38,678
	3	35,420	36,837
	2	33,730	35,079
	1	32,140	33,426
Trainee Non-Classified	4	37,380	38,875
	3	32,400	33,696
	2	29,910	31,106
	1	27,420	28,517

2^	93,122	95,915	98,793
1	88,681	91,341	94,081

4	84,469	87,003	89,613
3	80,434	82,847	85,332
2	76,606	78,905	81,272
1	72,946	75,134	77,388

6	69,482	71,567	73,714
5	66,165	68,150	70,194
4	63,003	64,893	66,840
3	60,008	61,808	63,662
2	57,148	58,862	60,628
1	54,423	56,056	57,738

10	51,834	53,389	54,990
9	49,358	50,839	52,364
8	47,018	48,429	49,882
7	44,772	46,115	47,499
6	42,640	43,919	45,237
5	40,612	41,830	43,085
4	38,678	39,838	41,033
3	36,837	37,942	39,080
2	35,079	36,132	37,216
1	33,426	34,428	35,461
4	38,875	40,041	41,243
3	33,696	34,707	35,748
2	31,106	32,040	33,001
1	28,517	29,372	30,253

# To remove dual pay points, the existing pay point 1 of Bands 2, 3 and 4 will cease to apply as of the first pay period (FPP) on or after lodgement of this Agreement. With the exception of employees on a pay point that ceases to apply, employees will not receive a salary increase as a result of renumbering of the remaining pay points. For example, an employee on existing pay point 5 of Band 2 will move to the new pay point 4 of Band 2 on the same salary. Employees on the existing pay point 1 of Bands 2, 3 and 4 will translate to the new pay point 1 in their respective Band level on a higher salary.

^ An additional pay point in the Band 4 - SMA will be accessible on successful completion of the next MyPlan cycle.

- \* SME - Senior Manager Executive
- \*\* SMA - Senior Manager Administrative

**SALARY**

effective 09.08.07, 21.08.08 and 20.08.09

**POWER AND WATER - SALARY SCHEDULE**

**Science & Engineering Professional, Graduate and Undergraduate**

Prof Stream	Exist Pay Point	Prof Stream	Exist Pay Point	Salary Effective 10.8.06	Salary Effective 9.8.07 (4%)
Graduate	4 Yr ~ degree	Band 4	5	98,720	102,669
			4	94,020	97,781
	3		89,540	93,122	
	2		85,270	88,681	
	1		81,220	84,469	
	Band 3	5	81,220	84,469	
		4	77,340	80,434	
		3	73,660	76,606	
		2	70,140	72,946	
		1	66,810	69,482	
	Band 2	7	66,810	69,482	
		6	63,620	66,165	
		5	60,580	63,003	
		4	57,700	60,008	
		3	54,950	57,148	
2		52,330	54,423		
1		49,840	51,834		
3 Yr ~ degree	2		49,840	51,834	
	1		47,460	49,358	
Under Graduate	4*		42,360	44,054	
	4		37,380	38,875	
	3		32,400	33,696	
	2		29,910	31,106	
	1		27,420	28,517	

New Pay Point	Salary # Effective FPP on or after Lodgement	Salary Effective 21.8.08 (3%)	Salary Effective 20.8.09 (3%)
4	102,669	105,749	108,921
3	97,781	100,714	103,736
2	93,122	95,915	98,793
1	88,681	91,341	94,081
4	84,469	87,003	89,613
3	80,434	82,847	85,332
2	76,606	78,905	81,272
1	72,946	75,134	77,388
6	69,482	71,567	73,714
5	66,165	68,150	70,194
4	63,003	64,893	66,840
3	60,008	61,808	63,662
2 <sup>^^</sup>	57,148	58,862	60,628
1 <sup>^</sup>	54,423	56,056	57,738
4*	44,054	45,376	46,737
4	38,875	40,041	41,243
3	33,696	34,707	35,748
2	31,106	32,040	33,001
1	28,517	29,372	30,253

\* 4 Year with Trade or Technical qualification

# To remove dual pay points, the existing pay point 1 in Bands 2, 3 and 4 will cease to apply as of the first pay period (FPP) on or after lodgement of this Agreement. With the exception of employees on a pay point that ceases to apply, employees will not receive a salary increase as a result of renumbering of the remaining pay points. For example, an employee on the existing pay point 5 of Band 2 will move to the new pay point 4 of Band 2 on the same salary. Employees on the existing pay point 1 of Bands 2, 3 and 4 will translate to the new pay point 1 in their respective Band level on a higher salary.

~ Effective from the first pay period on or after lodgement of this Agreement:

All current Graduates will translate to a new pay point as follows:

- 3 year degree pay point 1 will translate to new pay point 1 of Band 2
- 3 year degree pay point 2 will translate to new pay point 2 of Band 2
- 4 year degree pay point 1 will translate to new pay point 2 of Band 2
- 4 year degree pay point 2 will translate to new pay point 3 of Band 2

<sup>^</sup> New Graduates with a 3 year degree will commence on new pay point 1 of Band 2, and

<sup>^^</sup> New Graduates with a 4 year degree will commence on new pay point 2 of Band 2.

**Trainee Technical Specialist, Technician, Technical Specialist and Senior Technical Specialist**

Existing Technical Stream	Exist Band	Exist Pay Point	Salary Effective 10.8.06	Salary Effective 9.8.07 (4%)
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* Effective FPP on or after Lodgement		Salary Effective 21.8.08 (3%)	Salary Effective 20.8.09 (3%)
New Technical Structure and Pay Points	Salary		

STS	Technical Specialist	Exist Band	Exist Pay Point	Salary		STS	Exist Band	Exist Pay Point	Salary	STS	Exist Band	Exist Pay Point	Salary			
				10.8.06	9.8.07 (4%)								21.8.08 (3%)	20.8.09 (3%)		
		3	3	73,660	76,606								7*	80,434	82,847	85,332
		3	2	70,140	72,946								6	76,606	78,905	81,272
		2	7	66,810	69,482								5	72,946	75,134	77,388
		2	6	63,620	66,165								4	69,482	71,567	73,714
		2	5	60,580	63,003								3	66,165	68,150	70,194
		2	4	57,700	60,008								2	63,003	64,893	66,840
		2	3	54,950	57,148								1	60,008	61,808	63,662
	Trainee TS #	2	2	52,330	54,423									57,148	58,862	60,628
		2	1	49,840	51,834									54,423	56,056	57,738
		1	9	47,460	49,358									51,834	53,389	54,990
														49,358	50,839	52,364
														47,018	48,429	49,882
														42,640	43,919	45,237
														36,244	37,331	38,451
														29,848	30,743	31,666

\* An additional pay point in the Technical Specialist and Senior Technical Specialist (STS) structures will be accessible on successful completion of the next MyPlan cycle.

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Trainee Technical Specialists (Trainee TS) on existing pay points will move to corresponding pay points in the new Technician structure on the same salary. Progression through the Technician structure will be in accordance with the criteria set out in Attachment 4 of this Agreement and on achievement of specified targets under the MyPlan program.

**Trainee Service Coordinator, Service Coordinator and Senior Service Coordinator**

Existing Service Coordinator Stream	Exist Band	Exist Pay Point	Salary Effective 10.8.06	Salary Effective 9.8.07 (4%)
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* Effective FPP on or after Lodgement		Salary Effective 21.8.08 (3%)	Salary Effective 20.8.09 (3%)
New Service Coordinator Structure and Pay Points	Salary		

Service Coordinator	SSC	3	4	77,340	80,434
		3	3	73,660	76,606
	3	2	70,140	72,946	
	2	7	66,810	69,482	
	2	6	63,620	66,165	
	2	5	60,580	63,003	
	2	4	57,700	60,008	
	2	3	54,950	57,148	
Trainee SC	2	2	52,330	54,423	
	2	1	49,840	51,834	
	1	9	47,460	49,358	

Service Coordinator	7*	SSC	4*	84,469	87,003	89,613
			3	80,434	82,847	85,332
		2	76,606	78,905	81,272	
		1	72,946	75,134	77,388	
	6		69,482	71,567	73,714	
	5		66,165	68,150	70,194	
	4		63,003	64,893	66,840	
	3		60,008	61,808	63,662	
	2		60,008	61,808	63,662	
Trainee SC		4*	57,148	58,862	60,628	
		3	54,423	56,056	57,738	
		2	51,834	53,389	54,990	
		1	49,358	50,839	52,364	

\* An additional pay point in the Trainee Service Coordinator (Trainee SC), Service Coordinator and Senior Service Coordinator (SSC) structures will be accessible on successful completion of the next MyPlan cycle.

**Service Worker and Senior Service Worker**

<b>Service Worker Stream</b>	<b>Pay Point</b>	<b>Salary Effective 10.8.06</b>	<b>Salary Effective 9.8.07 (4%)</b>	<b>Salary Effective 21.8.08 (3%)</b>	<b>Salary Effective 20.8.09 (3%)</b>
Senior SW	SSW2	73,660	76,606	78,905	81,272
	SSW1	70,140	72,946	75,134	77,388
Service Worker	SW7	66,810	69,482	71,567	73,714
	SW6.5	63,620	66,165	68,150	70,194
	SW6	62,110	64,594	66,532	68,528
	SW5.5	59,140	61,506	63,351	65,251
	SW5	57,700	60,008	61,808	63,662
	SW4.5	54,950	57,148	58,862	60,628
	SW4	53,640	55,786	57,459	59,183
	SW3.5	51,080	53,123	54,717	56,358
	SW3	49,840	51,834	53,389	54,990
	SW2	45,210	47,018	48,429	49,882
	SW1	41,000	42,640	43,919	45,237

**ALLOWANCE rates**  
effective 09.08.07, 21.08.08 and 20.08.09

**POWER AND WATER - ALLOWANCES SCHEDULE**

Allowance	Clause under which entitlement derived	Frequency	old rates	RATES	RATES	RATES	RATES
			effective	EFFECTIVE	EFFECTIVE ON	EFFECTIVE	EFFECTIVE
			10.8.06	9.8.07	LODGEMENT	21.8.08	20.8.09
			\$	\$	OF AGREEMENT	\$	\$
Asbestos	68	per hour	0.71	0.74		0.76	0.78
First Aid (not payable with CDA)	70	per week	14.00	14.60		15.00	15.50
Offshore	61	per day	130.00	135.00		139.00	143.00
Tool		per week					
Metal Tradesman	66		11.50	12.00		12.40	12.80
Plumber	-		12.80	13.30		13.70	14.10
Other Tradesman	-		7.30	7.59		7.82	8.05
Overtime Meal	78	per meal	20.00	20.80		21.40	22.00
Availability (25.5%)	52	per week	270.00	279.00	293.00	302.00	311.00
Availability (3.6%)	52	per day		39.40	41.40	42.70	43.90
Extra Duty	54	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		per annum					
1 in 4 or less or 2nd on call (6%)			3,300.00	3,429.00	3,600.00	3,708.00	3,820.00
1 in 3 (8%)			4,400.00	4,572.00	4,801.00	4,945.00	5,093.00
1 in 2 (12%)			6,590.00	6,858.00	7,201.00	7,417.00	7,639.00
Team Leader (5.6%)	64	per fortnight	118.00	123.00	129.00	133.00	137.00
Consolidated Disability (5%)	53	per fortnight	110.00	110.00	115.00	118.00	122.00
Pre-eminent Professional	58	per annum	3 720 / 5 300	10,267.00		10,575.00	10,892.00
Service Coordinator (5%)	55	per fortnight		110.00	115.00	118.00	122.00
Motor vehicle	69	per km (for employee)		0.60		According to CPI increase	According to CPI increase
		per km (for carrying goods, passengers or towing)		0.03		According to CPI increase	According to CPI increase
HV Field Operator	59	per fortnight		115.00	115.00	115.00	115.00
Professional Development	57						
1 to 5 years continuous service					300.00	300.00	300.00
5 years + continuous service					600.00	600.00	600.00

**ALLOWANCE rates**  
effective 09.08.07, 21.08.08 and 20.08.09

**POWER AND WATER - ALLOWANCES SCHEDULE**

Allowance	Clause under which entitlement derived	Frequency	old rates	RATES	RATES	RATES	RATES
			effective 10.8.06	EFFECTIVE 9.8.07	EFFECTIVE ON LODGEMENT OF AGREEMENT	EFFECTIVE 21.8.08	EFFECTIVE 20.8.09
			\$	\$		\$	\$
<b>Industry Specific Skills</b>	50						
Technicians, Technical Specialists (TS), Senior TS, Service Coordinators (SC), Senior SC, Service Workers (SW), Senior SW and Science & Engineering Professionals		per annum		3,910.00		5,870.00	7,355.00
Trade Assistants		per annum		2,735.00		4,110.00	5,150.00
1st Year Apprentice		per annum		1,095.00		1,645.00	2,060.00
2nd Year Apprentice		per annum		1,370.00		2,055.00	2,575.00
3rd Year Apprentice		per annum		1,915.00		2,875.00	3,605.00
4th Year Apprentice		per annum		2,325.00		3,495.00	4,375.00
UCA means the 2007 - 2010 Power and Water Union Collective Agreement - Working Together to Meet the Challenge							
(%) Allowance based on a percentage of 3rd pay point of Band 2 in the Administrative & Corporate Service Officer salary structure							