

NORTHERN TERRITORY OF AUSTRALIA

Public Sector Employment and Management Act 1993

DETERMINATION NUMBER 1012 OF 2025

OVERTIME FOR EMPLOYEES AT AO7 and SAO1 CLASSIFICATION

COMMUNITY CORRECTIONS - SPECIFIC POSITIONS

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 13(a) of that Act, determine that:

1. Employees within Community Corrections, Department of Corrections employed at the Administrative Officer 7 (AO7) or Senior Administrative Officer 1 (SAO1) classifications shall be entitled to payment of overtime in accordance with clause 59 (Additional Hours and Overtime) and 60 (Time Off In Lieu of Overtime Payment) of the *Northern Territory Public Sector 2021 – 2025 Enterprise Agreement* provided that:
 - (a) The employee is a:
 - (i) Team Leader
 - (ii) Regional Manager; or
 - (iii) an employee in Head Office who has previously been a Probation and Parole Officer, Team Leader, or Regional Manager.
 - (b) The additional hours performed are required as part of:
 - (i) Suitability assessments of prisoners for transition into the community undertaken at the direction of the Commissioner, Department of Corrections; or
 - (ii) Ensuring the statutory functions relating to prisoners, offenders and bailees are fulfilled.
 - (c) Time off in lieu or other flexible work arrangements should be considered in the first instance, however where unavailable or unable to be used, overtime payments may be authorised.
 - (d) The overtime was approved in advance by the Commissioner, Department of Corrections, or delegate, as applicable.
 - (e) The payment of overtime shall be at the employee's classification.

2. This determination is to have effect on the date it is signed.
3. In respect of employees covered by paragraph 1, an employee who was employed on the date this determination is signed, and who worked between 1 January 2025 and the day immediately before this Determination (the transitional period) is entitled to be paid an amount that is equal to the difference between:
 - (a) the amounts already received, or purportedly received, in return for work performed during the transitional period; and
 - (b) the amount they would have been entitled to be paid during the transitional period if the entitlement set out in paragraph 1 had come into operation on 1 January 2025.
4. This determination may be varied from time to time, unless revoked earlier, will cease from 31 December 2025.

Dated 21 February 2025



NICOLE HURWOOD
Commissioner for Public Employment