

NORTHERN TERRITORY OF AUSTRALIA

Public Sector Employment and Management Act 1993

DETERMINATION NUMBER 1018 OF 2026

TECHNICAL RECOGNITION SCHEME

I, NICOLE HURWOOD, the Commissioner for Public Employment for the Northern Territory, pursuant to my powers under Section 14(2) of the *Public Sector Employment and Management Act 1993*, and in accordance with Section 13(a) of that Act determine that:

1. Chief Executive Officers, in their absolute discretion, may grant to an employee holding a specified classification, Technical Recognition Status for a period of 2 years, in accordance with the conditions set down in this Determination.
2. The discretion of the Chief Executive Officer referred to in paragraph 1 must be exercised personally by the Chief Executive Officer.
3. Chief Executive Officers will devise and implement procedures, consistent with this Determination, for the operation of the Scheme in their agency.
4. The allowance for the Technical Recognition Scheme will be 5% of actual salary.
5. The allowance will be paid on a fortnightly basis effective from the date the Chief Executive Officer approves the scheme, for a 2 year period.
6. For the purposes of this Determination, the following classifications are deemed "a specified classification".
 - a. Technical 2 provided the employee has been paid at the maximum salary point for this classification for a minimum period of 2 years at the time of the employee making an application for the scheme;
 - b. Technical 3;
 - c. Technical 4;
 - d. Technical 5; and
 - e. Technical 6.

7. An employee holding a specified classification may submit a written application, via the appropriate nomination process as devised by the Chief Executive Officer of their agency to be granted Technical Recognition.
8. An application under paragraph 7 will address the relevant Key Selection Criteria in accordance with the Appendix of this Determination.
9. Upon receipt of a nomination under paragraph 8, the employee will be invited to submit a written application via the nomination process as, determined by the CEO, addressing the relevant Key Selection Criteria in accordance with the Appendix of this Determination.
10. In making an application, it is the responsibility of the employee to present all material in support of their claims against the relevant Key Selection Criteria.
11. The employee's application must be assessed via the process as devised by the Chief Executive Officer (e.g. by Assessment Panel review, assessment by the Director of the employee's work unit, etc.) of the nominated employee's agency, before being progressed to the Chief Executive Officer for final review and approval.
12. Within a reasonable timeframe of accepting an application, a Chief Executive Officer will review the employee's application against the Key Selection Criteria provided in the Appendix.
13. It is essential that the process devised to assess the employee's application against the Key Selection Criteria, include a recommendation to the Chief Executive Officer advising if the employee should or should not be granted Technical Recognition.
14. The Chief Executive Officer, after considering the application and recommendation provided, will make the final determination as to whether an employee has satisfied the Key Selection Criteria to the extent that, in the opinion of the CEO, the employee has made a significant contribution to warrant the granting of such recognition.
15. In making a recommendation not to grant Technical Recognition, the reasoning must be presented in writing to the Chief Executive Officer against the Key Selection Criteria.
16. A Chief Executive Officer may accept or reject any application or recommendation made as part of the nomination process if it does not demonstrate satisfaction of the relevant Key Selection Criteria.
17. In making a decision to reject an application or recommendation, the Chief Executive Officer will communicate in writing the reasons for the decision, to the employee.
18. The Chief Executive Officer may review an employee's continued eligibility for Technical Recognition should:
 - a. an employee's subsequent performance not meet a standard consistent with the Technical Recognition; or

b. there is a change in the employee's role i.e. higher duties commenced or ceased, or change of agency.

19. This determination will cease to have effect on the nominal expiry of the *Northern Territory Public Sector 2025-2029 Enterprise Agreement*, or upon the commencement of a new Agreement, whichever is the later.

Date 23 March 2026



NICOLE HURWOOD
Commissioner for Public Employment

APPENDIX TO DETERMINATION 1018 OF 2026

GUIDELINES FOR THE APPLICATION PROCESS TO RECEIVE TECHNICAL RECOGNITION

1. General

The Technical Recognition scheme is designed to reward the efforts of those employees whose past, present and future performance is judged to be of a standard higher than that which is required for the job.

The Technical Recognition Scheme attracts the below allowance rate.

Technical Recognition Scheme – 5% of actual salary.

2. Application / Nomination Process

Chief Executive Officers will devise and implement procedures for the nomination or application by employees for the Technical Recognition Scheme. Chief Executive Officers will call for applications or nominations annually, biannually, quarterly or on an ongoing basis according to agency preferences.

3. Selection Criteria

Employees are required to demonstrate in their application that they satisfy relevant selection criteria to warrant the granting of Technical Recognition.

It is not necessary for employees to fully address or satisfy all the Key selection Criteria as some are relevant only to specific technical fields. Employees therefore need only prepare their application against the selection criteria relevant to their position. Employees may also choose to submit information on aspects of their work performance which is additional, or different from, the selection criteria, but that is otherwise relevant to the application.

Assessment of an employee's application must take into account the broader context of the applicant's achievements and ongoing high performance. There is no weighting or order of importance assigned to any of the selection criteria and employees performing at a consistently high standard in operational or service roles are to be assessed on an equal basis.

The allowance will only remain payable while the employee is undertaking the duties of the role in which the allowance was approved. However, in the case of an employee that had the allowance approved during a period of higher duties, the Chief Executive Officer may continue the payment at the employee's nominal level for the remaining period, provided the relevant Key Selection Criteria will still be met and they remain in a relevant Technical role.

4. Assessment Process

Agencies will be responsible for the assessment process that the Chief Executive Officer has devised, and implement procedures for the nomination or application by employees for the Technical Recognition Scheme.

Applications must be assessed in a fair and equitable manner having regard to the designation level and the duties performed by the applicant.

Technical Recognition Scheme

(a) Standard of Performance

Consistent demonstration of high performance in excess of the standards normally required or expected of the employee's role and duties within the agency.

(b) Innovation

Development of new approaches to work that significantly improve efficiency or quality of outcomes and which are adopted by the employee's work unit, agency and more widely.

(c) Professional Mentor / Leadership Role

Recognition as a mentor by technical colleagues and students at various levels including:

- frequency of consultation by other colleagues and being recognised as a "local" expert in their technical field.

(d) Individual Expertise

Providing individual expertise outside of an employee's job requirements which is adding value to the agency.

(e) Specialised / Industry Skills

Employee has specialised skills, experience or qualifications in an industry that adds value to the job or their ability to perform the job at a higher level than expected, particularly in hard to fill roles.