

NORTHERN TERRITORY OF AUSTRALIA

Public Sector Employment and Management Act

REVOCATION OF DETERMINATION 6 OF 2007

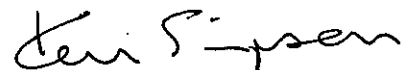
I, KENNETH DONALD SIMPSON, the Commissioner for Public Employment, in pursuance of section 14(2) of the *Public Sector Employment and Management Act* and with reference to section 43(a) of the *Interpretation Act*, revoke Determination Number 6 of 2007.

DETERMINATION NUMBER 9 OF 2011

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 13(a) of that Act, determine that the salary rates and allowances specified in Schedules A to F apply to an employee to whom the *2010-2013 Power and Water Enterprise Agreement – Working Together to Meet the Challenge* applies; and
2. this Determination is to have effect as if it had been signed on 9 August 2010.

Dated 19 MAY 2011



KEN SIMPSON
Commissioner for Public Employment

ADMINISTRATIVE, CORPORATE SERVICES AND TRAINEE NON-CLASSIFIED

Designation	Pay Point	SALARY RATES	SALARY RATES	SALARY RATES	NORTHERN TERRITORY ALLOWANCE			
		EFFECTIVE	EFFECTIVE	EFFECTIVE	COMMENCED		COMMENCED	
		09.08.10	09.08.11	09.08.12	on or after 1.8.87		on or before 31.7.87	
		FFPP#	FFPP#	FFPP#	Dependents		Dependents	
		\$ p.a.	\$ p.a.	\$ p.a.	with	w/o	with	w/o
					\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.
Band 4 - SMA*	4	117 876	121 413	125 055	960	0	960	0
	3	112 189	115 554	119 021	960	0	960	0
	2	106 848	110 054	113 355	960	0	960	0
	1	101 757	104 809	107 954	960	0	960	0
Band 3 - Administrative Corporate Services	5	96 903	99 811	102 805	960	0	960	0
	4	92 301	95 070	97 923	960	0	960	0
	3	87 892	90 529	93 245	960	0	960	0
	2	83 710	86 221	88 808	960	0	960	0
	1	79 710	82 101	84 564	960	0	960	0
Band 2 - Administrative Corporate Services	6	75 925	78 203	80 549	960	0	960	0
	5	72 300	74 469	76 703	960	0	960	0
	4	68 845	70 911	73 038	960	0	960	0
	3	65 572	67 539	69 565	960	0	1 007	47
	2	62 447	64 320	66 250	960	0	1 055	95
	1	59 470	61 254	63 092	960	0	1 143	183
Band 1 - Administrative Corporate Services	7	56 640	58 339	60 089	960	0	1 189	229
	6	53 935	55 553	57 220	960	0	1 246	286
	5	51 378	52 920	54 507	960	0	1 285	325
	4	48 924	50 392	51 903	960	0	1 318	358
	3	46 594	47 992	49 432	960	0	1 397	437
	2	44 441	45 774	47 147	960	0	1 435	475
	1	42 389	43 661	44 970	960	0	1 475	515
Trainee Non-Classified	3	37 104	38 217	39 364	960	0		
	2	34 357	35 388	36 449	960	0		
	1	31 609	32 557	33 534	960	0		

Grad	3
	2 ^{AA}
	1 ^A
Under Grad ⁺	4
	3
	2
	1

Rates effective from first full pay period on or after date specified.

* Senior Manager Administrative (SMA)

^A Graduates with a 3 year degree will commence on pay point 5 of Band 1

^{AA} Graduates with a 4 year degree will commence on pay point 6 of Band 1

+ Undergraduates will commence on pay point associated with number of completed years of study eg: year 1 completed - pay point 2

NB: Progression through the salary points is performance based.

Promotion to a higher designation is dependent on merit selection and availability of positions

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SCIENCE AND ENGINEERING PROFESSIONALS, GRADUATES AND UNDERGRADUATES

Designation	Pay Point	SALARY RATES	SALARY RATES	SALARY RATES	NORTHERN TERRITORY ALLOWANCE			
		EFFECTIVE	EFFECTIVE	EFFECTIVE	COMMENCED on or after 1.8.87		COMMENCED on or before 31.7.87	
		FFPP# 09.08.10 \$ p.a.	FFPP# 09.08.11 \$ p.a.	FFPP# 09.08.12 \$ p.a.	Dependents with - w/o \$ p.a. \$ p.a.		Dependents with - w/o \$ p.a. \$ p.a.	
Band 4 - S&E Professional***	4	117 876	121 413	125 055	960	0	960	0
	3	112 189	115 554	119 021	960	0	960	0
	2	106 848	110 054	113 355	960	0	960	0
	1	101 757	104 809	107 954	960	0	960	0
Band 3 - S&E Professional ***	5	96 903	99 811	102 805	960	0	960	0
	4	92 301	95 070	97 923	960	0	960	0
	3	87 892	90 529	93 245	960	0	960	0
	2	83 710	86 221	88 808	960	0	960	0
	1	79 710	82 101	84 564	960	0	960	0
Band 2 - S&E Professional ***	6	75 925	78 203	80 549	960	0	960	0
	5	72 300	74 469	76 703	960	0	960	0
	4	68 845	70 911	73 038	960	0	960	0
	3	65 572	67 539	69 565	960		1 007 ⁻	47 ⁻
	2	62 447	64 320	66 250	960	0	1 055 ⁻	95 ⁻
	1	59 470	61 254	63 092	960	0	1 143 ⁻	183 ⁻
Under Graduate ⁺	4*	53 935	55 553	57 220	960	0		
	4	51 378	52 920	54 507	960	0		
	3	48 924	50 392	51 903	960	0		
	2	46 594	47 992	49 432	960	0		
	1	44 441	45 774	47 147	960	0		

Grad	3
	2 ^{^^}
	1 [^]

Rates effective from first full pay period on or after date specified.
[^] New Graduates with a 3 year degree will commence on pay point 1 of Band 2.
^{^^} New Graduates with a 4 year degree will commence on pay point 2 of Band 2.
 *** Science and Engineering Professional (S&E Professional)
 ~ Only applicable to S&E Professional Classification
 * 4 Year with Trade or Technical qualification
 + Undergraduates will commence on pay point associated with number of completed years of study eg: year 1 completed - pay point 2
 NB: Progression through the salary points is performance based.
 Promotion to a higher designation is dependent on merit selection and availability of positions

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SERVICE COORDINATOR AND TECHNICAL COORDINATOR

Designation	Pay Point	SALARY RATES	Designation	SALARY RATES	SALARY RATES	SALARY RATES	NORTHERN TERRITORY ALLOWANCE				
		EFFECTIVE		EFFECTIVE	EFFECTIVE	EFFECTIVE	COMMENCED		COMMENCED		
Interim Service Coordinator Stream	Pay Point	FFPP#	Technical Coordinator Stream	25.05.11	FFPP#	FFPP#	Dependents		Dependents		
		09.08.10		09.08.11	09.08.12	with - w/o	with - w/o				
		\$ p.a.		\$ p.a.		\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.		
Senior Service Coordinator	3	96 903	Senior Technical Coordinator	123 770	127 483	131 308	960	0	960	0	
	2	92 301		117 876	121 413	125 055	960	0	960	0	
	1	87 892		112 189	115 554	119 021	960	0	960	0	
Service Coordinator	6	87 892	Technical Coordinator	112 189	115 554	119 021	960	0	960	0	
	5	83710		106 848	110 054	113 355	960	0	960	0	
	4	79710		101 757	104 809	107 954	960	0	966	0	
	3	75 925		96 903	99 811	102 805	960	0	966	0	
	2	72 300		92 301	95 070	97 923	960	0	966	0	
	1	68 845		87 892	90 529	93 245	960	0	1 007	47	
SERVICE COORDINATOR AND TECHNICAL SPECIALIST											
Interim Service Coordinator Stream	Pay Point	FFPP#	New Technical Specialist Stream	25.05.11	FFPP#	FFPP#					
		09.08.10			09.08.11	09.08.12					
Senior Service Coordinator	3	96 903	Senior Technical Specialist	96 903	98 811	102 805	960	0	960	0	
	2	92 301		92 301	95 070	97 923	960	0	960	0	
	1	87 892		87 892	90 529	93 245	960	0	960	0	
Service Coordinator	6	87 892	Technical Specialist	87 892	90 529	93 245	960	0	960	0	
	5	83 710		83 710	86 221	88 808	960	0	960	0	
	Soft Barrier - Diploma/ equivalent skills to progress^										
	4	79 710		79 710	82 101	84 564	960	0	966	0	
	3	75 925		75 925	78 203	80 549	960	0	966	0	
	2	72 300		72 300	74 469	76 703	960	0	966	0	
1	68 845	68 845	70 911	73 038	960	0	1 007	47			

Rates effective from first full pay period on or after date specified

^ A soft barrier at entry to pay point 5 will require a Diploma or equivalent for Technical Specialists to progress past this point.

NB: Progression through the salary points is performance based.

Promotion to a higher designation is dependent on merit selection and availability of positions

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TECHNICAL SPECIALIST

Designation	Pay Point	SALARY RATES	SALARY RATES	SALARY RATES	NORTHERN TERRITORY ALLOWANCE			
		EFFECTIVE	EFFECTIVE	EFFECTIVE	COMMENCED		COMMENCED	
		09.08.10	09.08.11	09.08.12	on or after 1.8.87		on or before 31.7.87	
	FFPP#	FFPP#	FFPP#	Dependents		Dependents		
	\$ p.a.	\$ p.a.	\$ p.a.	with	w/o	with	w/o	
				\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	
Senior Technical Specialist	3	96 903	99 811	102 805	960	0	960	0
	2	92 301	95 070	97 923	960	0	960	0
	1	87 892	90 529	93 245	960	0	960	0
Technical Specialist	6	87 892	90 529	93 245	960	0	960	0
	5	83 710	86 221	88 808	960	0	960	0
	Soft Barrier - Diploma/equivalent skills to progress*							
	4	79 710	82 101	84 564	960	0	966	0
	3	75 925	78 203	80 549	960	0	966	0
	2	72 300	74 469	76 703	960	0	966	0
	1	68 845	70 911	73 038	960	0	1 007	47
Trainee Technical	4	48 924	50 392	51 903	960	0		
	3	46 594	47 992	49 432	960	0		
	2	44 441	45 774	47 147	960	0		
	1	42 389	43 661	44 970	960	0		

Rates effective from first full pay period on or after date specified.
 * A soft barrier at entry to pay point 5 will require a Diploma or equivalent for technicians to progress past this point.
 NB: Progression through the salary points is performance based.
 Promotion to a higher designation is dependent on merit selection and availability of positions.

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SERVICE WORKER AND OPERATOR

Designation	Pay Point	SALARY RATES	SALARY RATES	Designation	New Pay Point	SALARY RATES	SALARY RATES	NORTHERN TERRITORY ALLOWANCE			
		EFFECTIVE	EFFECTIVE			EFFECTIVE	EFFECTIVE	COMMENCED on or after 1.8.87		COMMENCED on or before 31.7.87	
Previous Service Worker Stream		FFPP# 09.08.10	FFPP# 09.08.11	New Operator Stream		FFPP# 01.07.12*	FFPP# 09.08.12	Dependents with - w/o		Dependents with - w/o	
		\$ p.a.	\$ p.a.			\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.
Senior Service Worker	SSW2	83 710	86 221	Senior Operator	2	86 221	88 808	960	0	960	0
	SSW1	79 710	82 101		1	82 101	84 564	960	0	960	0
Service Worker	SW7	75 925	78 203	Operator	5	See 'New Operator Stream Rates' below		960	0	960	0
	SW6.5	72 300	74 469		4			960	0	960	0
	SW6	70 584	72 701		3			960	0	960	0
	SW5.5	67 209	69 225		2			960	0	966	6
	SW5	65 572	67 539		1			960	0	1 007	47
	SW4.5	62 447	64 320					960	0	1 055	95
	SW4	60 958	62 787					960	0	1 095	135

New OPERATOR STREAM RATES *			
		FFPP# 01.07.12*	FFPP# 09.08.12
Operator	5	78 203	80 549
	4	74 469	76 703
	3	70 911	73 038
	2	67 539	69 565
	1	64 320	66 250

SERVICE WORKER (NON OPERATOR) AND TRADE TECHNICAL

Designation	Pay Point	FFPP# 09.08.10	FFPP# 09.08.11	New Technical Stream		FFPP# 01.07.12*	FFPP# 09.08.12					
SERVICE WORKER	SW7	75 925	78 203	Trade Technical	11	78 203	80 549	960	0	960	0	
	SW6.5	72 300	74 469		10	74 469	76 703	960	0	960	0	
	SW6	70 584	72 701		9	70 911	73 038	960	0	960	0	
	SW5.5	67 209	69 225		8	67 539	69 565	960	0	966	6	
	SW5	65 572	67 539		7	64 320	66 250	960	0	1 007	47	
	SW4.5	62 447	64 320		6	61 254	63 092	960	0	1 055	95	
	SW4	60 958	62 787		5	58 339	60 089	960	0	1 095	135	
	SW3.5	58 049	59 790		4	55 553	57 220	960	0	1 143	183	Trade Assistant
	SW3	56 640	58 339		3	52 920	54 507	960	0	1 189	229	
	SW2	51 378	52 920		2	50 392	51 903	960	0	1 285	325	
SW1	46 594	47 992	1	47 992	49 432	960	0	1 397	437			

Rates effective from first full pay period on or after date specified.

* The restructure in 2012 is associated with participation by all PWC employees in the improved performance achievement system from July 2012.

NB: Progression through the salary points is performance based.

Promotion to a higher designation is dependent on merit selection and availability of positions

POWER AND WATER - ALLOWANCES

Allowance	EA Clause ^A under which entitlement derived	Frequency	RATES	RATES	RATES
			EFFECTIVE	EFFECTIVE	EFFECTIVE
			19.08.10	18.08.11	16.08.12
			\$	\$	\$
Availability (25.5%)	51	per day	45.80	47.20	48.60
Consolidated Disability (6%)	52	per fortnight	151.00	155.00	160.00
Damaged Clothes and Tools	64	-	490.00	490.00	490.00
Extra Duty	53	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					
1 in 4 or less or 2nd on call (6%)*		per annum	3,934.00	4,052.00	4,174.00
1 in 3 (8%)*		per annum	5,246.00	5,403.00	5,565.00
1 in 2 (12%)*		per annum	7,869.00	8,105.00	8,348.00
First Aid (not payable with CDA)	66	per week	16.00	16.50	17.00
Industry Specific Skills	49				
Technicians, Technical Specialists (TS), Senior TS, Technical Coordinators (TC), Senior TC, Trade Technicals & Band 2 Science & Engineering Professionals		per annum	7,796.00	8,264.00	8,760.00
Band 3 Science & Engineering Professionals		per annum	10,000.00	12,375.00	14,775.00
Band 4 Science & Engineering Professionals		per annum	12,750.00	14,500.00	16,000.00
Trade Assistants		per annum	5,459.00	5,787.00	6,134.00

POWER AND WATER - ALLOWANCES

Allowance	EA Clause ^A under which entitlement derived	Frequency	RATES	RATES	RATES
			EFFECTIVE	EFFECTIVE	EFFECTIVE
			19.08.10	18.08.11	16.08.12
			\$	\$	\$
HV Field Operator	57	per fortnight	115.00	115.00	115.00
Overtime Meal	74	per meal	22.70	23.40	24.10
Pre-eminent Professional	56	per annum	11,788.00	12,141.00	12,506.00
Team Leader (5.6%)	60	per fortnight	141.00	145.00	149.00
Tool	63	per week	14.50	14.90	15.30
Accommodation in conjunction with Fares Out	35 / By-Law 43	-	109.00	According to CPI	According to CPI
Motor vehicle	65	per km (for employee)	0.69	According to CPI	According to CPI
		per km (for carrying goods, passengers or towing)	0.04	According to CPI	According to CPI
Professional Development	55				
1 to 5 years continuous service		per annum	512.00	According to CPI	According to CPI
5 years + continuous service (up to)		per annum	1,125.00	According to CPI	According to CPI
Relocation	58				
Employee only		-	480.00	According to CPI	According to CPI
Employee with dependants		-	662.00	According to CPI	According to CPI
Remote Employee Electricity Subsidy	35				
Remote Locality Rate					
Special Category		per annum	611.00	According to CPI	According to CPI
Category 1		per annum	1,221.00	According to CPI	According to CPI
Category 2		per annum	1,833.00	According to CPI	According to CPI
Category 3		per annum	2,444.00	According to CPI	According to CPI
Remote Locality Dependant/After Hours Rate					
Special Category		per annum	765.00	According to CPI	According to CPI
Category 1		per annum	1,527.00	According to CPI	According to CPI
Category 2		per annum	2,292.00	According to CPI	According to CPI

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POWER AND WATER - ALLOWANCES

Allowance	EA Clause [^] under which entitlement derived	Frequency	RATES	RATES	RATES
			EFFECTIVE	EFFECTIVE	EFFECTIVE
			19.08.10	18.08.11	16.08.12
			\$	\$	\$
Category 3		per annum	3,054.00	According to CPI	According to CPI
Travelling	61				
Accommodation		-	74.90	According to CPI	According to CPI
Incidental		-	11.80	According to CPI	According to CPI
Meal Rates					
Breakfast		-	15.40	According to CPI	According to CPI
Lunch		-	23.40	According to CPI	According to CPI
Dinner		-	32.90	According to CPI	According to CPI
Hardship	62	-	30.90	According to CPI	According to CPI

[^] 2010 -2013 Power and Water Enterprise Agreement - Working Together to Meet the Challenge

* (%) Allowance based on a percentage of the 3rd pay point of Band 2 in the Administrative & Corporate Service Officer salary structure

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