

NORTHERN TERRITORY OF AUSTRALIA

Public Sector Employment and Management Act 1993

DETERMINATION NUMBER 1019 OF 2022

CHILD PROTECTION MARKET ALLOWANCE

I, VICKI TELFER, Commissioner for Public Employment, pursuant to section 14(2) of the *Public Sector Employment and Management Act 1993* ('the Act') and with reference to section 13(a) of the Act, determine that:

1. A Child Protection Market Allowance ('the Allowance') will be payable to employees employed in child protection roles with the Department of Territory Families, Housing and Communities subject to:
 - a. an employee being employed in a position identified as a 'eligible position' in accordance with paragraph 3 and schedule 1; and
 - b. the amount of the Allowance payable to an employee will be set out in schedule 1.
2. The Allowance:
 - a. will be paid on a fortnightly basis;
 - b. will apply to part time employees on a pro rata basis, based on their weekly ordinary hours of duty;
 - c. is payable during periods of authorised paid leave; and
 - d. does not apply to casual employees employed under section 29(3)(c) of the Act.
3. An 'eligible position' means a position identified by the Chief Executive Officer of the Department of Territory Families, Housing and Communities, as being a position that:
 - a. is a frontline case worker providing case management to children in care and protection cases (child protection practitioners); or
 - b. is a position with case management delegations and decision-making responsibilities (Team Leaders and Managers); or
 - c. is a child protection professional or Family Support Worker in a remote community taking up statutory responsibilities; or
 - d. is a Senior/Aboriginal Community worker that directly supports the above roles through the provision of cultural advice and brokerage; or
 - e. it can be demonstrated, with supporting evidence, that the position is hard to recruit to and there are statutory responsibilities for the position.
4. This Determination is to have effect on and from the commencement date of the Northern Territory Public Sector 2021 – 2025 Enterprise Agreement.



5. This Determination will cease to have effect on the nominal expiry date of the Northern Territory Public Sector 2021 – 2025 Enterprise Agreement, or upon the commencement of a new enterprise agreement, whichever is the later.

Dated 7 April 2022



VICKI TELFER PSM
Commissioner for Public Employment

Schedule 1

Child Protection Market Allowance (CPMA)

Child Protection Workers	CPMA Allowance per annum
Professional 1	\$ 7,238
Professional 2	\$ 8,620
Professional 3	\$10,657
Senior Professional 1	\$12,356
Senior Professional 2	\$11,403

Aboriginal Community Workers	CPMA Allowance per annum
Administrative Officer 4	\$7,109
Administrative Officer 5	\$8,430
Administrative Officer 6	\$9,262

Family Support Practitioners/Workers	CPMA Allowance per annum
Administrative Officer 4	\$ 7,109
Professional 1	\$ 7,238
Professional 2	\$ 8,620
Professional 3	\$10,657
Senior Professional 1	\$12,356

Note: The allowance is calculated on 10% of the commencing salary of the designation listed above with the exception of the following:

Professional 1 – 10% of the fourth increment

Senior Professional 2 – 8% of the first increment

