

NORTHERN TERRITORY OF AUSTRALIA

Public Sector Employment and Management Act 1993

DETERMINATION NUMBER 1020 OF 2022

ATTRACTION AND RETENTION ALLOWANCE – CHILD PROTECTION ROLES
IN KATHERINE AND ALICE SPRINGS

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. An Attraction and Retention Allowance ('the Allowance') will be payable to employees in the Professional classification stream employed in child protection roles with the Department of Territory Families, Housing and Communities in Katherine and Alice Springs subject to:
 - a. an employee being employed in a position identified as an 'eligible position' in accordance with paragraph 3; and
 - b. the amount of the Allowance payable per annum is as per the following table:

Location	Allowance per annum
Katherine	\$11,000
Alice Springs	\$ 4,000

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 Office of the Department of Territory Families, Housing and Communities as being a position that:
 - a. directly relates to the provision of child protection services; and
 - b. either:
 - i. is a frontline case worker providing case management to children in care and protection cases (Child Protection Practitioners); or
 - ii. is a position with case management delegations and decision making responsibilities (Team Leaders and Managers); or



- iii. is a child protection profession or Family Support Worker in a remote community taking up statutory responsibilities; or
 - iv. 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