

NORTHERN TERRITORY OF AUSTRALIA
Public Sector Employment and Management Act

GRADUATE TRAINEE EMPLOYMENT

REVOCATION OF DETERMINATION NUMBER 3 OF 2005

I, KENNETH DONALD SIMPSON, the Commissioner for Public Employment, pursuant to section 14(2) of the *Public Sector Employment and Management Act* and with reference to section 43 of the *Interpretation Act*, revoke Determination Number 3 of 2005.

DETERMINATION NUMBER 7 OF 2013

I, KENNETH DONALD SIMPSON, the Commissioner for Public Employment:

Pursuant to section 14(2) of the *Public Sector Employment and Management Act* (the Act) and with reference to section 13(a) of that Act, determine that:

- (a) "Graduate Trainee" shall be a designation for staffing of the Northern Territory Public Sector;
- (b) the terms and conditions of a Graduate Trainee employed on an on-going basis will be in accordance with the Act, Regulations, By-laws, Employment Instructions and Determinations as varied from time to time;
- (c) "Graduate Trainee" shall be a designation for the purpose of fixed-period employment in accordance with Determination Number 2 of 2012;
- (d) subject to this Determination, the terms and conditions of the Graduate Trainee employed on a fixed-period basis will be in accordance with Determination Number 2 of 2012 as varied from time to time;
- (e) the salary rates and allowances specified in the Schedule apply to the designation "Graduate Trainee", which reflect the percentage increases applied to Administrative Officers;
- (f) the Chief Executive Officer of an Agency participating in the Northern Territory Public Sector Graduate program shall employ the Graduate Trainee:
 - i. at the first increment of the Graduate Trainee designation if the graduate has a three year degree;
 - ii. at the third increment of the Graduate Trainee designation if the graduate has a three year degree and between one and two years' relevant work experience, or a four year degree; and

- iii. at the fifth increment of the Graduate Trainee designation if the graduate has a degree and more than 2 years relevant work experience; and
- (g) the Chief Executive Officer may advance an employee through the incremental levels of the Graduate Trainee salary scale at six month intervals. The advancement must be based upon the Chief Executive Officer's assessment of performance and achievement of identified outcomes.

Dated 28 NOVEMBER 2013



KEN SIMPSON
Commissioner for Public Employment

SCHEDULE

GRADUATE TRAINEE SALARIES AND NORTHERN TERRITORY ALLOWANCE

Designation and increment level	Salary Rates effective 16.08.12 \$ p.a	Salary Rates effective 10.10.13 \$ p.a	Salary Rates effective 14.08.14 \$ p.a	Salary Rates effective 13.08.15 \$ p.a	Salary Rates effective 11.08.16 \$ p.a	Northern Territory Allowance Commenced on or after 01.08.87 with - Dependants - w/o	
Graduate Trainee							
1	50 528	52 044	53 605	55 213	56 869	960	0
2	51 505	53 050	54 642	56 281	57 969	960	0
3	52 502	54 077	55 699	57 370	59 091	960	0
4	54 530	56 166	57 851	59 587	61 375	960	0
5	57 223	58 940	60 708	62 529	64 405	960	0
6	58 283	60 031	61 832	63 687	65 598	960	0
7	60 106	61 909	63 766	65 679	67 649	960	0
8	61 928	63 786	65 700	67 671	69 701	960	0
9	63 749	65 661	67 631	69 660	71 750	960	0

Progression through the incremental levels at six month intervals based on performance and achievement of identified outcomes.