

NORTHERN TERRITORY OF AUSTRALIA

Public Sector Employment and Management Act 1993

DETERMINATION NUMBER 1049 OF 2024

Northern Territory Fire and Rescue Service Alice Springs Incentive Allowances

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

Alice Springs Transfer Incentive Allowance 1

1. A firefighter employed under the *Northern Territory Public Sector Fire and Rescue Service 2021-2025 Enterprise Agreement* who is transferred from their normal place of work to the Alice Springs Fire Station for a period of 22 days or more will be paid an incentive allowance of \$67.36 per day.
2. The allowance is in recognition of a firefighter being transferred to Alice Springs Fire Station to assist with staffing shortages. It is only payable during the deployment to Alice Springs Fire Station.
3. The allowance will not count for the purposes of calculating overtime or other penalties and allowances.
4. The allowance does not apply to employees in receipt of travelling allowance under By-Law 30.

Alice Springs Transfer Incentive Allowance 2

5. A firefighter employed under the *Northern Territory Public Sector Fire and Rescue Service 2021-2025 Enterprise Agreement* (the Agreement) who is transferred from their normal place of work to the Alice Springs Fire Station for a period of 22 days or more will be paid an incentive payment equivalent to the rate of 5.2% of the employee's base annual salary provided in Schedule 3 of the Agreement, converted to a daily rate.
6. The allowance is in recognition of conditions particular to living in Alice Springs and compensates for service in this location including for the cost of living and to assist with recruitment and retention to positions based at the Alice Springs Fire Station. It is only payable during the deployment to Alice Springs Fire Station.
7. The allowance is regarded as part of salary for all purposes.

8. The allowance does not apply to employees in receipt of Track Station Allowance pursuant to Clause 16 of the Agreement or Alice Springs Allowance pursuant to Clause 18 of the Agreement.
9. In respect of employees covered by paragraph 1 or paragraph 5, an employee who was employed on 1 July 2024 and who worked between 1 July 2024 and the day immediately before this Determination became effective (the transitional period) is entitled to be paid an amount that is equal to the difference between:
 - a. The amounts already received, or purportedly received, in return for work performed during the transitional period; and
 - b. The amounts they would have been entitled to be paid during the transitional period if the entitlement set out in this Determination had come into operation on 1 July 2024.
10. This determination will cease to have effect from 8 November 2025 unless revoked earlier.

Dated 11 October 2024.



NICOLE HURWOOD
Commissioner for Public Employment