

NORTHERN TERRITORY OF AUSTRALIA

Public Sector Employment and Management Act

DETERMINATION NUMBER 11 OF 2002

I, JOHN DOUGLAS KIRWAN, 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 43 of the *Interpretation Act*, revoke Determination No. 7 of 2001; and
2. 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 the Schedules apply to the relevant employees employed at the Power and Water Corporation.

This Determination is to have effect as if it had been signed on 15 August 2002.

Dated

2002

(Original signed 12 November 2002)

JOHN KIRWAN
Commissioner for Public Employment

**SALARY and NTA rates
effective 15.8.2002 and 11.9.2003**

**POWER AND WATER - CUSTOMER/CORPORATE SERVICES GROUP,
SENIOR MANAGERS, PROFESSIONALS**

Designation	old salary rates effective 30.8.01 \$ p.a.	Rounded Up	SALARY RATES EFFECTIVE 15.8.02 \$ p.a.	SALARY RATES EFFECTIVE 11.9.03 \$ p.a.	NORTHERN TERRITORY ALLOWANCE			
					COMMENCED on or after 1.8.87		COMMENCED on or before 31.7.87	
					Dependents with \$ p.a.	- w/o \$ p.a.	Dependents with \$ p.a.	- w/o \$ p.a.
Band 1 -	26 480	26 500	27 700	28 848	960	0		
Customer Services Officer	27 826	27 900	29 100	30 248	960	0		
Corporate Services Officer	29 172	29 200	30 400	31 548	960	0		
	30 519	30 600	31 800	32 948	960	0	1 475	515
	31 864	31 900	33 100	34 248	960	0	1 435	475
	33 210	33 300	34 500	35 648	960	0	1 397	437
	34 557	34 600	35 800	36 948	960	0	1 360	400
	35 902	36 000	37 200	38 348	960	0	1 318	358
	37 249	37 300	38 500	39 655	960	0	1 285	325
	38 617	38 700	39 900	41 097	960	0	1 246	286
Band 2 -	40 823	40 900	42 127	43 391	960	0	1 189	229
Customer Services Coordinator	42 522	42 600	43 878	45 194	960	0	1 143	183
Corporate Services Coordinator	44 221	44 300	45 629	46 998	960	0	1 095	135
Professional Officer	45 921	46 000	47 380	48 801	960	0	1 055	95
	47 621	47 700	49 131	50 605	960	0	1 007	47
	49 319	49 400	50 882	52 408	960	0	966	6
	51 018	51 100	52 633	54 212	960	0	960	0
	52 739	52 800	54 384	56 016	960	0	960	0
Band 3 -	54 174	54 200	55 826	57 501	960	0	960	0
Customer Services Manager	56 711	56 800	58 504	60 259	960	0	960	0
Corporate Services Manager	59 249	59 300	61 079	62 911	960	0	960	0
Senior Professional	61 786	61 800	63 654	65 564	960	0	960	0
	64 324	64 400	66 332	68 322	960	0	960	0
Band 4 -	67 304 *	67 400 *	69 422 *	71 505 *	960	0	960	0
Senior Principal Advisor	70 476 *	70 500 *	72 615 *	74 793 *	960	0	960	0
Senior Managers	73 649	73 700	75 911	78 188	960	0	960	0
	76 820	76 900	79 207	81 583	960	0	960	0
	79 992 #	80 000 #	82 400 #	84 872 #	960	0	960	0

* Senior Manager Administrative - minimum and maximum salary points.

Senior Manager Executive - only salary point.

NB: Progression through the salary points is performance based.

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

**SALARY and NTA rates
effective 15.8.2002 and 11.9.2003**

POWER AND WATER - TECHNICALS

Designation	old salary rates effective 30.8.01 \$ p.a.	Rounded Up	SALARY RATES EFFECTIVE 15.8.02 \$ p.a.	SALARY RATES EFFECTIVE 11.9.03 \$ p.a.	NORTHERN TERRITORY ALLOWANCE			
					COMMENCED on or after 1.8.87		COMMENCED on or before 31.7.87	
					Dependents with \$ p.a.	- w/o \$ p.a.	Dependents with \$ p.a.	- w/o \$ p.a.
Technical Specialist	40 823	40 900	42 127	43 391				
	42 522	42 600	43 878	45 194	960	0	1 143	183
	44 221	44 300	45 629	46 998				
	45 921	46 000	47 380	48 801	960	0	1 055	95
	47 621	47 700	49 131	50 605	960	0	1 007	47
	49 319	49 400	50 882	52 408	960	0	966	6
	51 018	51 100	52 633	54 212	960	0	960	0
	52 739	52 800	54 384	56 016	960	0	960	0
	54 174	54 200	55 826	57 501	960	0	960	0
@			58 504	60 259				
Snr Technical Specialist	56 711	56 800	58 504	60 259	960	0	960	0
	59 249	59 300	61 079	62 911	960	0	960	0
* CEO Approval	61 786 *	61 800 *	63 654 *	65 564 *	960	0	960	0
# Manager Technical	67 304	67 400	69 422	71 505	960	0	960	0
	70 476	70 500	72 615	74 793	960	0	960	0
	73 649	73 700	75 911	78 188	960	0	960	0

NB: Progression through the salary points is performance based.

* Chief Executive Officer approval, based on individual assessment, is required.
Refer Determination 1036 of 1999, Clause 5 & Schedule 1.

Progression through the specified salary range for Manager Technical shall be determined by the Chief Executive Officer on an individual performance basis. Refer Determination 1036 of 1999, Clause 5 & Schedule 1.

@ The top of range rate for Technical Specialist - \$58,504 is available for pay progression after 1 January 2003. That is, this pay level is not available to Technical Specialist in the performance pay review on 1 December 2002.

Services Coordinator	42 522	42 600	43 878	45 194	960	0	1 143	183
	44 221	44 300	45 629	46 998	960	0	1 095	135
	45 921	46 000	47 380	48 801	960	0	1 055	95
	47 621	47 700	49 131	50 605	960	0	1 007	47
	49 319	49 400	50 882	52 408	960	0	966	6
	51 018	51 100	52 633	54 212	960	0	960	0
	52 739	52 800	54 384	56 016	960	0	960	0
	54 174	54 200	55 826	57 501	960	0	960	0
	56 711	56 800	58 504	60 259	960	0	960	0
* CEO Approval	59 249 *	59 300 *	61 079 *	62 911 *	960	0	960	0
* CEO Approval	61 786 *	61 800 *	63 654 *	65 564 *	960	0	960	0
* CEO Approval			66 332 *	68 322 *				
^ Technical Officer 6	61 786	61 800	63 654	65 564	960	0	960	0
	64 324	64 400	66 332	68 322	960	0	960	0

NB: Progression through the salary points is performance based.

* Chief Executive Officer approval, based on individual assessment, is required.
Refer Determination 1036 of 1999, Clause 5 & Schedule 1.

^ No new appointments to be made at this level.

**SALARY and NTA rates
effective 15.8.2002 and 11.9.2003**

POWER AND WATER - SERVICE WORKERS

Designation	old salary rates effective 30.8.01 \$ p.a.	Rounded Up	SALARY RATES EFFECTIVE 15.8.02 \$ p.a.	SALARY RATES EFFECTIVE 11.9.03 \$ p.a.	NORTHERN TERRITORY ALLOWANCE			
					COMMENCED on or after 1.8.87		COMMENCED on or before 31.7.87	
					Dependents with \$ p.a.	- w/o \$ p.a.	Dependents with \$ p.a.	- w/o \$ p.a.
SW 1	33 210	33 300	34 500	35 648	960	0	1 397	437
SW 2	37 249	37 300	38 500	39 655	960	0	1 285	325
SW 3	40 823	40 900	42 127	43 391	960	0	1 189	229
SW 3.5			43 878	45 194	960	0	1 143	183
SW 4	44 221	44 300	45 629	46 998	960	0	1 095	135
SW 4.5			47 380	48 801	960	0	1 055	95
SW 5	47 621	47 700	49 131	50 605	960	0	1 007	47
SW 5.5			50 882	52 408	960	0	966	6
SW 6	51 018	51 100	52 633	54 212	960	0	960	0
SW 6.5			54 178	55 803	960	0	960	0
SW 7	54 174	54 200	55 826	57 501	960	0	960	0

Employees at the Service Worker 7 level, who were receiving Special Responsibility Allowance as at 6 July 2000, i.e. specific employees at Channel Island Power Station and Ron Goodin Power Station, will continue to receive the allowance.

Designation	old salary rates effective 30.8.01 \$ p.a.	SALARY RATES EFFECTIVE 15.8.02 \$ p.a.	SALARY RATES EFFECTIVE 11.9.03 \$ p.a.	NORTHERN TERRITORY ALLOWANCE			
				COMMENCED on or after 1.8.87		COMMENCED on or before 31.7.87	
				Dependents with \$ p.a.	- w/o \$ p.a.	Dependents with \$ p.a.	- w/o \$ p.a.
Customer/Corporate Services - Junior Rates							
Under 18 (60% B1)	15 888	16 440	17 309	960	0		
Under 19 (70% B1)	18 536	19 180	20 194	960	0		
Under 20 (81% B1)	21 449	22 194	23 367	960	0		
Under 21 (91% B1)	24 097	24 934	26 252	960	0		
Apprentice							
Under 21 years/No Dependents							
1st yr 60% Adult	15 644	16 170	16 655				
2nd yr 70% Adult	18 252	18 865	19 431				
3rd yr 85% Adult	22 163	22 908	23 595				
4th yr 100% Adult	26 074	26 950	27 759				
Adult							
1st yr 70% SW2	26 074	26 950	27 759	960	0		
2nd yr 75% SW2	27 937	28 875	29 741	960	0		
3rd yr 80% SW2	29 799	30 800	31 724	960	0		
4th yr 85% SW2	31 662	32 725	33 707	960	0		
Technical Officer Trainee							
(Band 1, 9th point)							
U/18 60% Adult	19 444	20 097	20 700	960	0		
U/19 70% Adult	22 685	23 447	24 150	960	0		
U/20 81% Adult	26 250	27 131	27 945	960	0		
U/21 91% Adult	29 490	30 480	31 395	960	0		
Adult 87% B1.9	32 407	33 495	34 500	960	0		
91% B1.9	33 897	35 035	36 086	960	0		
96% B1.9	35 759	36 960	38 069	960	0		
Graduate Trainee							
3 year degree							
entry level B1.8	35 902	37 200	38 348	960	0		
B1.9	37 249	38 500	39 655	960	0		
4 year degree							
entry level B1.9	37 249	38 500	39 655	960	0		
B1.10	38 617	39 900	41 097	960	0		
Undergraduate Professional							
(Band 1, 10th point)							
1st year 55% B1.10	21 239	21 945	22 603	960	0		
2nd year 60% B1.10	23 170	23 940	24 658	960	0		
3rd year 65% B1.10	25 101	25 935	26 713	960	0		
4th year 75% B1.10	28 963	29 925	30 823	960	0		
with Trade/Tech	32 824	33 915	34 932	960	0		
Quals 85% B1.10							

These salary rates are based on percentages or salary points of other Power and Water designations as specified.

ALLOWANCE rates
effective 15.8.2002 and 11.9.2003

POWER AND WATER - ALLOWANCES SCHEDULE

Award/Allowance	Clause	Frequency	old rates	RATES	RATES
			effective	EFFECTIVE	EFFECTIVE
			30.8.01	15.8.02	11.9.03
			\$	\$	\$
Power and Water Authority Employees Award 1988					
Asbestos	Award 21(l)	hour	0.60	0.62	0.64
Availability Allowance (25.5%)	EBA 41	week	199.60	214.50	220.90
Consolidated Disability Allowance (5%)	EBA 45	fortnight	78.30	84.10	86.60
Extra Duty Allowance		per annum			
Group 1 - Additional hours					
Category A (4%)				1 760.00	1 810.00
Category B (8%)	EBA 25 &			3 510.00	3 620.00
Category C (12%)	CPE Det			5 270.00	5 420.00
Category D (18%)	1036 of 1999			7 900.00	8 130.00
Category E (24%)				10 530.00	10 850.00
Category F (30%)				13 160.00	13 560.00
Group 2 - Callout Ratio		per annum			
1 in 4 or less or 2nd on call (6%)	EBA 25 &			2 630.00	2 710.00
1 in 3 (8%)	CPE Det			3 510.00	3 620.00
1 in 2 (12%)	1036 of 1999			5 270.00	5 420.00
First Aid (not payable with CDA)	Award 47	week	2.37 (per day)	12.20	12.60
Overtime Meal Allowance (flat rate)	EBA 28.12	per meal		15.00	15.00
Pre-eminent Professional Allowance	EBA 22.21	per annum			
A (flat rate)				3 500.00	3 500.00
B (flat rate)				5 000.00	5 000.00
Team Leader (5.6%)	EBA 46	fortnight	87.60	94.20	97.00
Tool Allowance	Award 7	week			
Metal Tradesman			9.80	10.10	10.40
Plumber			10.80	11.10	11.40
Other Tradesman			6.20	6.40	6.60

(%) Allowance based on a percentage of the Band 2.2 salary point in accordance with the 2002 - Power and Water Certified Agreement.