

NORTHERN TERRITORY OF AUSTRALIA

Public Sector Employment and Management Act

DETERMINATION NO. 2 OF 2003

I, THEO TSIKOURIS, the acting Commissioner for Public Employment, pursuant to my powers under section 14 of the *Public Sector Employment and Management Act* and in accordance with the provisions of section 13(a) of that Act, hereby revoke Determination No. 5 of 2000 and determine:

1. A remote location is defined as a town, place, community or locality, outside the environs of Darwin, Katherine and Alice Springs, where access to health, education, social, financial, emergency, communication and professional support services are limited. The correlation of these factors, including the costs of goods and services, shall be considered when determining categories of remoteness.


2. An employee stationed at a remote locality specified in Schedule 2 may be entitled, subject to eligibility, in accordance with the provisions contained in Schedule 1, and the level of benefit specified in Schedule 2, to:
 - (a) Rental Concession;
 - (b) Special Study Leave Program;
 - (c) Accommodation Allowance in conjunction with Fares Out;
 - (d) Family Travel Assistance Scheme; and
 - (e) reimbursement of Household Contents Insurance Premiums.

3. The Category 1, 2 and 3 localities set out in Schedule 2 shall be the declared localities for the purposes of By-law 42(1) of the Public Sector Employment and Management By-laws.

4. This Determination should be read in conjunction with Public Sector Employment and Management By-law 43 – Fares Out.

This Determination shall take effect from 1 March 2003.

Dated *21 February* 2003


THEO TSIKOURIS
Acting Commissioner for Public Employment

Schedule 1

A. RENTAL CONCESSION

1. The Chief Executive Officer may determine the rental paid by an eligible employee stationed in a locality specified in Schedule 2 of this Determination.
2. The rental concession specified for the locality in Schedule 2 of this Determination should be considered by the Chief Executive Officer when determining the rental.
3. The rental concession shall only apply to an employee who rents accommodation from their employing Agency or who rents accommodation provided by Territory Housing, and this provision shall not apply to accommodation occupied under any other circumstances.

B. SPECIAL STUDY LEAVE PROGRAM

1. An employee who performs periods of duty in a locality specified in Schedule 2, shall accumulate credit points at the rates specified in Schedule 2 towards eligibility for study leave on full pay to the extent of:
 - (a) one semester, where 20 credit points have been accumulated; or
 - (b) two semesters, where 40 credit points have been accumulated.
2. For the purposes of this Determination, service in a specified locality from 1 January 1990 will be deemed to be eligible service.
3. Credit points towards this provision are applied in respect of each complete year of service, at the rate specified during the period of employment, in a specified locality but service need not be performed on a continuous basis to be eligible.
4. Where an employee has not completed a full year of service due to transfer into or out of a specified locality, credit points may be applied in respect of the period served in each locality.
5. The Commissioner may reassess, as required, a specified locality against a number of relevant factors ranging from the provision of health services to access, and should the 'category of remoteness' be changed, that change will be effective for the ensuing year following notification.
6. Where an employee has accumulated the requisite number of credit points (20 or 40) they may submit to their Chief Executive Officer a proposal for utilisation of the eligible period of special study leave.
7. Approval of special study leave is at the discretion of the Chief Executive Officer and subject to Agency requirements.

Schedule 1

8. a) Special study leave is not an entitlement to which payment in lieu on cessation of employment accrues.

b) Where an employee ceases employment with the Northern Territory Public Sector, he or she forfeits any entitlement to Special Study Leave, including credit points accrued.
9. Special study leave may only be granted for professional development relevant to the employing agency.
10. Subject to clause 11, special study leave granted under this program shall be on full pay at the employee's substantive designation.
11. The Chief Executive Officer may approve leave at half pay to extend the period of study leave under clause 1 to two or four semesters respectively.
12. Higher Education Contributions Scheme (HECS) costs may be reimbursed subject to the conditions applying to that provision under By-law 41.
13. Payment of any other costs associated with the employee's participation in the special study leave program, eg. Short course fees, relocation costs of travel, will be at the discretion of the Chief Executive Officer.

C. ACCOMMODATION ALLOWANCE IN CONJUNCTION WITH FARES OUT

An employee granted a fare out of an isolated locality under By-law 43, shall be entitled to payment of an accommodation allowance for a maximum of three days on the following conditions:

- (a) the rate of payment shall be as determined by the Commissioner for Public Employment ;
- (b) the allowance is provided in respect of the employee only and is not payable in respect of dependants; and
- (c) the allowance is not cumulative and is available only in conjunction with utilisation of a fare out.

Schedule 1

D. FAMILY TRAVEL ASSISTANCE PROGRAM

Where an employee is selected or approved by a Chief Executive Officer to participate in a professional development or in-service training program in an urban centre, the Chief Executive Officer may approve payment of travel costs for the employee's family/recognised dependants to accompany the employee, subject to:

- (a) provision of satisfactory evidence that the claim is in respect of family members or recognised dependants and completion of a Movement Requisition nominating those persons;
- (b) the level of assistance is limited to the actual cost of travel for the employee's family/dependants by the mode of transport which would normally be used by the employee to attend the professional development or in-service training program;
- (c) payment may be approved once only in any calendar year; and
- (d) all other costs incurred in respect of the family/dependants (accommodation, meals etc) are the employee's responsibility.

E. HOUSEHOLD CONTENTS INSURANCE PREMIUMS

1. Where an employee provides proof that they have incurred a higher cost in respect of household contents insurance than they would have incurred had they been stationed at the nearest urban centre, the Chief Executive Officer may approve reimbursement of the difference in household contents insurance costs.
2. In all cases, the Chief Executive Officer shall use the rates charged by the Territory Insurance Office for comparison purposes, notwithstanding that there is no obligation for an employee to use the Territory Insurance Office as their insurer.
3. Reimbursement shall not occur unless the employee produces a paid contents insurance policy and any reimbursement shall not exceed the difference in rates which would have applied if the Territory Insurance Office were the insurer.

Schedule 2

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| <p>SPECIAL CATEGORY</p> <p>Rental Concession</p> <ul style="list-style-type: none"> • 25% of rental <p>Special Study Leave Program</p> <ul style="list-style-type: none"> • No entitlement <p>Accommodation allowance in conjunction with Fares Out</p> <ul style="list-style-type: none"> • No entitlement <p>Family travel assistance program</p> <ul style="list-style-type: none"> • No entitlement <p>Household contents insurance premiums</p> <ul style="list-style-type: none"> • No entitlement | <p>Adelaide River Batchelor Jabiru Pine Creek</p> |
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| <p>CATEGORY 1 REMOTE LOCALITY</p> <p>Rental Concession</p> <ul style="list-style-type: none"> • 50% of rental <p>Special Study Leave Program</p> <ul style="list-style-type: none"> • 2 Study leave credit points for each completed year of remote service in the locality <p>Accommodation allowance in conjunction with Fares Out</p> <ul style="list-style-type: none"> • All localities <p>Family travel assistance program</p> <ul style="list-style-type: none"> • All localities <p>Household contents insurance premiums</p> <ul style="list-style-type: none"> • All localities | <p>Daly Waters Elliot Mataranka Mutitjulu Newcastle Waters Nhulunbuy/ Yirrkala Tennant Creek Ti Tree Trephina Gorge Yulara</p> |
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Schedule 2

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| <p>CATEGORY 2 REMOTE LOCALITY</p> <p>Rental Concession</p> <ul style="list-style-type: none"> • 75% of rental <p>Special Study Leave Program</p> <ul style="list-style-type: none"> • 3 Study leave credit points for each completed year of remote service in the locality <p>Accommodation allowance in conjunction with Fares Out</p> <ul style="list-style-type: none"> • All localities <p>Family travel assistance program</p> <ul style="list-style-type: none"> • All locations <p>Household contents insurance premiums</p> <ul style="list-style-type: none"> • All locations | <p>Alcoota Ali Curung Arcyonga Arltunga Avon downs Bartalumba Bay Barunga Belyuen Beswick Cape Crawford Daly River Douglas Daly Djembrie (Duck Creek/Jilkmingan) Durdee Beach Finke River Gorge Harts Range Hermannsburg/ Ntaria Imanpa Ipolera Keep River Kings Canyon Kulgera Maranboy Maryvale McLaren Creek Milikapiti (Snake Bay) Napperby Nguiu Neutral Junction Ormiston Gorge Point Stuart Pularumpi (Pirlangimpi)(Garden Point) Santa Teresa Stirling Station Timber Creek Tipperary Victoria River Downs Wallace Rockhole Warrogo Wildman River Woolaning (Litchfield Park) Wooliana</p> |
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Schedule 2

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| <p>CATEGORY 3 REMOTE LOCALITY</p> <p>Rental Concession</p> <ul style="list-style-type: none"> • 100% of rental <p>Special Study Leave Program</p> <ul style="list-style-type: none"> • 5 Study leave points for each completed year of remote service in the locality <p>Accommodation allowance in conjunction with Fares Out</p> <ul style="list-style-type: none"> • All localities <p>Family travel assistance program</p> <ul style="list-style-type: none"> • All locations <p>Household contents insurance premiums</p> <ul style="list-style-type: none"> • All locations | <p>Alexandria (Alexandria Downs) Alyangula Amanbidji Ammaroo Angurugu Baniyala Bauhina Downs Biranybirany Bonya (Baikal) Boruwuy Borrooloola Brunette Downs Bulla Camp Bullita Bulman Canteen Creek Cape Don Coburg (Thunder Rock) Dhalinbuy Docker River (Kaltukarjarra) Elcho Island (Galiwinku) Epenarra Finke Gangan Ganjarani Gapuwiyak Garrthalala Gochan-Jiny-Jirra Gunbulanya (Oenpelli) Gururumu Gutjangan Haasts Bluff Hodgson River Kalkarindji Kiana Kidman Springs Kintore (Walungurru) Kulpitara Lajamanu Lake Nash (Alpurrurulam) Mt Allen (Yuelamu) Mt Barkly Mt Liebig Murganella Murnunmurula Murray Downs Milaknurra Mamaruni Maningrida Milakburra Milingimbi Mbunghara Minyerri</p> |
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Schedule 2

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| <p>CATEGORY 3 REMOTE LOCALITY (cont'd)</p> | <p>Nathan River Ngukurr Nudgeburra Numbulwar Nyirripi Palumpa Papunya Peppimenati Pigeon Hole Ramingining Robinson River Rockhampton Downs Ukaka Umbakumba Urapunga Utopia Wadeye (Pt Keats) Walhallow Warruwi Willowra Woodycupildiya Yarralin Yuendumu</p> |
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