

**NORTHERN TERRITORY OF AUSTRALIA*****Public Sector Employment and Management Act*****DETERMINATION NUMBER 3 OF 2005 AND  
REVOCATION OF DETERMINATION NUMBER 9 OF 2003**

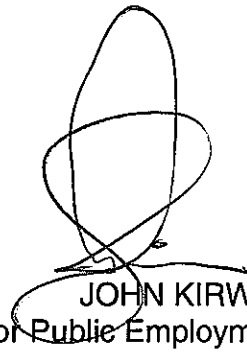
I, JOHN DOUGLAS KIRWAN, the Commissioner for Public Employment:

1. 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 9 of 2003;
2. Pursuant to section 14(2) of the *Public Sector Employment and Management Act*, and with reference to section 13(a) of that Act, determine that:
  - a. In accordance with section 13 (a) of the Act, determine that, "Graduate Trainee," shall be a designation for staffing of the Northern Territory Public Sector;
  - b. The terms and conditions of the Graduate Trainee employed on a permanent basis will be in accordance with the *Public Sector Employment and Management 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 temporary employment in accordance with Determination Number 24 of 1993;
  - d. Subject to this Determination, the terms and conditions of the Graduate Trainee employed on a temporary basis will be in accordance with Determination Number 24 of 1993 as varied from time to time;
  - e. The salary rates and allowances specified in the schedule apply to the designation "Graduate Trainee";
    - i. The salary rates shall be adjusted in accordance with the general salary percentage increases applicable to Administrative Officers;
  - f. A Chief Executive Officer of an Agency participating in the Northern Territory Public Sector Graduate program shall employ the Graduate Trainee:
    - i. at the first salary point of the Graduate Trainee designation if the graduate has a three year degree;
    - ii. at the third salary point 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 salary point of the Graduate Trainee designation if the graduate has a degree and more than 2 years relevant work experience.
  
- 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 shall be based upon the Chief Executive Officer's assessment of performance and achievement of identified outcomes.

This Determination is to have effect as if it had been signed on 12 August 2004.

Dated 17th January 2005.



JOHN KIRWAN  
Commissioner for Public Employment

Graduate Trainee SALARY and NTA rates effective  
12.08.04, 11.08.05 and 10.08.06

GRADUATE TRAINEE

Designation	Salary Rates effective 1.01.04 \$ p.a	Salary Rates effective 12.08.04 \$ p.a	Salary Rates effective 11.08.05 \$ p.a	Salary Rates effective 10.08.06 \$ p.a	Northern Territory Allowance Commenced on or after 01.08.87 with - Dependants - w/o	
Graduate Trainee						
1	37 260	39 123	40 297	41 506	960	0
2	37 983	39 882	41 078	42 310	960	0
3	38 716	40 652	41 872	43 128	960	0
4	40 211	42 222	43 489	44 794	960	0
5	42 198	44 308	45 637	47 006	960	0
6	42 980	45 129	46 483	47 877	960	0
7	44 324	46 540	47 936	49 374	960	0
8	45 667	47 950	49 389	50 871	960	0
9	47 010	49 361	50 842	52 367	960	0
Progression through the incremental levels at six month intervals based on performance and achievement of identified outcomes.						

