

NORTHERN TERRITORY OF AUSTRALIA

Public Sector Employment and Management Act

DETERMINATION NUMBER 8 OF 2005
REVOCATION NUMBER 11 OF 2002

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

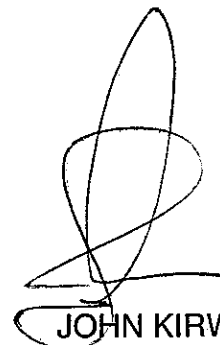
1. in pursuance of section 14(2) of the *Public Sector Employment and Management Act* and with reference to section 43 of the *Interpretation Act*, revoke Determination No. 11 of 2002; and
2. in pursuance of section 14(2) of the *Public Sector Employment and Management Act* and with reference to section 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 12 August 2004.

Dated

15th March

2005



JOHN KIRWAN
Commissioner for Public Employment

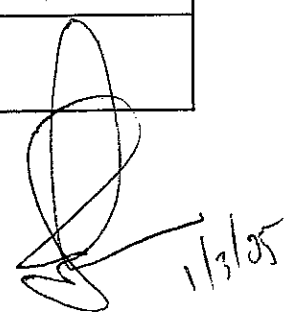
SALARY and NTA rates
effective 12.8.04, 11.8.05 and 10.8.06

**POWER AND WATER - ADMINISTRATIVE,
CORPORATE SERVICES AND PROFESSIONAL**

Designation	old salary rates effective 11.9.03 \$ p.a.	SALARY RATES EFFECTIVE 12.8.04 \$ p.a.	SALARY RATES EFFECTIVE 11.08.05 \$ p.a.	SALARY RATES EFFECTIVE 10.8.06 \$ 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 -	28 848	30 290	31 200	32 140	960	0	1 475	515
	30 248	31 800	32 750	33 730	960	0	1 475	515
Administrative	31 548	33 390	34 390	35 420	960	0	1 475	515
	32 948	35 060	36 110	37 190	960	0	1 475	515
Corporate Services	34 248	36 810	37 910	39 050	960	0	1 435	475
	35 648	38 650	39 810	41 000	960	0	1 397	437
	36 948	40 580			960	0	1 318	358
	38 348	40 580	41 800	43 050	960	0	1 318	358
	39 655	42 610	43 890	45 210	960	0	1 285	325
	41 097	44 740	46 080	47 460	960	0	1 246	286
		46 980	48 390	49 840	960	0	1 189	229
Band 2 -	43 391	46 980	48 390	49 840	960	0	1 189	229
	45 194	49 330	50 810	52 330	960	0	1 143	183
Administrative	46 998	51 800			960	0	1 055	95
	48 801	51 800	53 350	54 950	960	0	1 055	95
Corporate Services	50 605	54 390	56 020	57 700	960	0	1 007	47
	52 408	57 110			960	0	960	0
Professional	54 212	57 110	58 820	60 580	960	0	960	0
	56 016	59 970	61 770	63 620	960	0	960	0
		62 970	64 860	66 810	960	0	960	0
Band 3 -	57 501	62 970	64 860	66 810	960	0	960	0
	60 259	66 120			960	0	960	0
Administrative	62 911	66 120	68 100	70 140	960	0	960	0
	65 564	69 430	71 510	73 660	960	0	960	0
Corporate Services	68 322	72 900	75 090	77 340	960	0	960	0
Professional		76 550	78 850	81 220	960	0	960	0
Band 4 -	71 505 *	76 550 *	78 850 *	81 220 *	960	0	960	0
	74 793 *	80 380 *	82 790 *	85 270 *	960	0	960	0
Administrative	78 188	84 400	86 930	89 540	960	0	960	0
Corporate Services	81 583	88 620	91 280	94 020	960	0	960	0
Professional	84 872 #	93 050 #	95 840 #	98 720 #	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 12.8.04, 11.8.05 and 10.8.06

**POWER AND WATER - TECHNICALS AND
SERVICE COORDINATORS**

Designation	old salary rates effective 11.9.03 \$ p.a.	SALARY RATES EFFECTIVE 12.8.04 \$ p.a.	SALARY RATES EFFECTIVE 11.8.05 \$ p.a.	SALARY RATES EFFECTIVE 10.8.06 \$ 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	43 391	46980#			960	0	1 143	183
	45 194	49330#			960	0	1 055	95
	46 998	51 800			960	0	1 055	95
	48 801	51 800	53 350	54 950	960	0	1 055	95
	50 605	54 390	56 020	57 700	960	0	1 007	47
	52 408	57 110			960	0	966	0
	54 212	57 110	58 820	60 580	960	0	966	0
	56 016	59 970	61 770	63 620	960	0	966	0
	57 501	62 970	64 860	66 810	960	0	966	0
	60 259	66 120	68 100	70 140	960	0	966	0
Snr Technical Specialist	60 259	66 120			960	0	960	0
	62 911	66 120	68 100	70 140	960	0	960	0
	65 564	69 430	71 510	73 660	960	0	960	0
*Manager Technical	71 505	76 550	78 850	81 220	960	0	960	0
	74 793	80 380	82 790	85 270	960	0	960	0
	78 188	84 400	86 930	89 540	960	0	960	0

NB: Progression through the salary points is performance based.
Translated to Trainee Technical Specialist salary points
*Progression through the salary range subject CEO approval

Services Coordinator	45 194	49330#			960	0	1 143	183
	46 998	51 800			960	0	1 055	95
	48 801	51 800	53 350	54 950	960	0	1 055	95
	50 605	54 390	56 020	57 700	960	0	1 007	47
	52 408	57 110			960	0	966	0
	54 212	57 110	58 820	60 580	960	0	966	0
	56 016	59 970	61 770	63 620	960	0	966	0
	57 501	62 970	64 860	66 810	960	0	966	0
	60 259	66 120	68 100	70 140	960	0	966	0
Senior Services Coordinator	62 911	66 120	68 100	70 140	960	0	960	0
	65 564	69 430	71 510	73 660	960	0	960	0
	68 322	72 900	75 090	77 340	960	0	960	0

NB: Progression through the salary points is performance based.
Translated to Trainee Services Coordinator salary points

**SALARY and NTA rates
effective 12.8.04, 11.8.05 and 10.8.06**

**POWER AND WATER - SERVICE WORKERS
AND SENIOR SERVICE WORKERS**

Designation	old salary rates effective 11.9.03 \$ p.a.	SALARY RATES EFFECTIVE 12.8.04 \$ p.a.	SALARY RATES EFFECTIVE 11.8.05 \$ p.a.	SALARY RATES EFFECTIVE 10.8.06 \$ 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	35 648	38 650	39 810	41 000	960	0	1 397	437
SW 2	39 655	42 610	43 890	45 210	960	0	1 285	325
SW 3	43 391	46 980	48 390	49 840	960	0	1 189	229
SW 3.5	45 194	48 150	49 590	51 080	960	0	1 143	183
SW 4	46 998	50 560	52 080	53 640	960	0	1 095	135
SW 4.5	48 801	51 800	53 350	54 950	960	0	1 055	95
SW 5	50 605	54 390	56 020	57 700	960	0	1 007	47
SW 5.5	52 408	55 750	57 420	59 140	960	0	966	6
SW 6	54 212	58 540	60 300	62 110	960	0	960	0
SW 6.5	55 803	59 970	61 770	63 620	960	0	960	0
SW 7	57 501	62 970	64 860	66 810	960	0	960	0
SSW 1		66 120	68 100	70 140	960	0	960	0
SSW 2		69 430	71 510	73 660	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.



SALARY and NTA rates
effective 12.8.04, 11.8.05 and 10.8.06

**POWER AND WATER - APPRENTICES,
TECHNICAL, GRADUATE TRAINEES, UNDERGRADUATES AND
TRAINEE UNCLASSIFIED**

Designation	old salary rates effective 11.9.03 \$ p.a.	SALARY RATES EFFECTIVE 12.8.04 \$ p.a.	SALARY RATES EFFECTIVE 11.8.05 \$ p.a.	SALARY RATES EFFECTIVE 10.8.06 \$ p.a.	NORTHERN TERRITORY ALLOWANCE			
					COMMENCED on or after 1.8.87		COMMENCED on or before 31.7.87	
					Dependents with	- w/o \$ p.a.	Dependents with	- w/o \$ p.a.
Apprentice								
Under 21 years / No Dependents								
1st yr 60% Adult	16 655	23 190	23 886	24 600				
2nd yr 70% Adult	19 431	27 055	27 867	28 700				
3rd yr 85% Adult	23 595	32 853	33 839	34 850				
4th yr 100% Adult	27 759	38 650	39 810	41 000				
Adult SW1	27 759	38 650	39 810	41 000	960	0		
Trainee Service Coordinator								
Band 1.9 - entry		44 740	46 080	47460	960	0		
Band 2.1 - 12 mths exp		46 980	48 390	49840	960	0		
		49 330	50 810	52 330	960	0		
Trainee Technical Specialist								
Band 1.9 - entry		44 740	46 080	47460	960	0		
Band 2.1 - 12 mths exp		46 980	48 390	49840	960	0		
		49 330	50 810	50 810	960	0		
Graduate Trainee								
3 year degree	38 348	44 740	46 080	47460	960	0		
	39 655	46 980	48 390	49840	960	0		
4 year degree	39 655	46 980	48 390	49840	960	0		
	41 097	49 330	50 810	52330	960	0		
Undergraduate and Trainee Non-Classified								
(Band 1, 10th point)								
1st year 55% B1.10	22 603	25 840	26 620	27 420	960	0		
2nd year 60% B1.10	24 658	28 190	29 040	29 910	960	0		
3rd year 65% B1.10	26 713	30 540	31 460	32 400	960	0		
4th year 75% B1.10	30 823	35 230	36 290	37 380	960	0		
with Trade/Tech	34 932	39 930	41 130	42 360	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 12.8.04, 11.8.05 and 10.8.06

POWER AND WATER - ALLOWANCES SCHEDULE

Award/Allowance	Clause	Frequency	old rates	RATES	RATES	RATES
			effective	EFFECTIVE	EFFECTIVE	EFFECTIVE
			11.9.03	12.8.04	11.8.05	10.8.06
			\$	\$	\$	\$
Northern Territory Power and Water Corporation Employees Award 2002 (AW819558)						
Asbestos	Award 33.11	per hour	0.64	0.67	0.69	0.71
Availability Allowance (25.5%)	EBA 49	per week	220.90	250.00	260.00	270.00
Consolidated Disability Allowance (5%)	EBA 50	per fortnight	86.60	100.00	100.00	110.00
Extra Duty Allowance		per annum				
Group 1 - Additional hours						
Category A (4%)			1 810.00	2 070.00	2 130.00	2 200.00
Category B (8%)	EBA 52 &		3 620.00	4 140.00	4 270.00	4 400.00
Category C (12%)	CPE Det		5 420.00	6 220.00	6 400.00	6 590.00
Category D (18%)	1036 of 1999		8 130.00	9 320.00	9 600.00	9 890.00
Category E (24%)			10 850.00	12 430.00	12 800.00	13 190.00
Category F (30%)			13 560.00	15 540.00	16 010.00	16 490.00
Group 2 - Callout Ratio		per annum				
1 in 4 or less or 2nd on call (6%)	EBA 52 &		2 710.00	3 110.00	3 200.00	3 300.00
1 in 3 (8%)	CPE Det		3 620.00	4 140.00	4 270.00	4 400.00
1 in 2 (12%)	1036 of 1999		5 420.00	6 220.00	6 400.00	6 590.00
First Aid (not payable with CDA)	Award 32.13	per week	12.60	13.20	13.60	14.00
Overtime Meal Allowance	EBA 65.3	per meal	15.00	20.00	20.00	20.00
Pre-eminent Professional Allowance	EBA 40.8	per annum				
Minimum			3 500.00	3 500.00	3 610.00	3 720.00
Maximum			5 000.00	5 000.00	5 150.00	5 300.00
Offshore Allowance	EBA 55	per day	130.00	130.00	130.00	130.00
Team Leader (5.6%)	EBA 58	per fortnight	97.00	111.20	114.50	118.00
Tool Allowance	Award 31.2	per week				
Metal Tradesman			10.40	10.90	11.20	11.50
Plumber			11.40	12.00	12.40	12.80
Other Tradesman			6.60	6.90	7.10	7.30
EBA means the 2004 - 2007 Power and Water Certified Agreement – Working Together to Meet the Challenge						
(%) Allowance based on a percentage of the Band 2.3 salary point in accordance with the EBA						