



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2019–20
(C2020/1)

NORTHERN TERRITORY PUBLIC SECTOR ENTERPRISE AWARD
2016
[MA000151]

Northern Territory

JUSTICE ROSS, PRESIDENT
VICE PRESIDENT CATANZARITI
DEPUTY PRESIDENT ASBURY
COMMISSIONER HAMPTON
MR FERGUSON
PROFESSOR WOODEN
MS LABINE-ROMAIN

MELBOURNE, XX JUNE 2020

Annual Wage Review 2019–20.

A. Further to the decision issued by the majority of the Expert Panel in the Annual Wage Review 2019–20 on 19 June 2020 [[\[2020\] FWC FB 3500](#)], the above award is varied as follows:

1. By deleting the table appearing in clause 10.3(a) and inserting the following:

Classification level	Annual pay rate \$
ADMINISTRATIVE/EXECUTIVE OFFICERS	
Administrative Officer 1 (AO1)	42,898
Administrative Officer 2 (AO2)	46,568
Administrative Officer 3 (AO3)	50,471
Administrative Officer 4 (AO4)	53,708
Administrative Officer 5 (AO5)	61,443
Administrative Officer 6 (AO6)	65,985
Administrative Officer 7 (AO7)	74,070

Classification level	Annual pay rate \$
School-based Administrative Officer – see clause K.2	92% of respective salary for the applicable classification
Senior Administrative Officer 1 (SAO1)	78,490
Senior Administrative Officer 2 (SAO2)	90,704
Executive Officer 2 (EO2)	97,821
Executive Officer 3 (EO3)	104,950
PROFESSIONAL Employees	
Professional 1 (P1)	48,902
Professional 2 (P2)	64,952
Professional 3 (P3)	80,295
Senior Professional 1 (SP1)	93,098
Senior Professional 2 (SP2)	107,399
PHYSICAL Employees	
Physical 1 (PH1)	40,851
Physical 2 (PH2)	42,874
Physical 3 (PH3)	43,892
Physical 4 (PH4)	45,783
Physical 5 (PH5)	47,471
Physical 6 (PH6)	50,106
Physical 7 (PH7)	52,674
Physical 8 (PH8)	55,084
Physical 9 (PH9)	58,259
TECHNICAL Employees	
Technical 1 (T1)	43,971
Technical 2 (T2)	51,003
Technical 3 (T3)	55,971
Technical 4 (T4)	62,280
Technical 5 (T5)	68,511
Technical 6 (T6)	74,137

2. By deleting the table appearing in clause 10.4(a) and inserting the following:

Classification level	Annual pay rate \$
ABORIGINAL AND TORRES STRAIT ISLANDER HEALTH PRACTITIONER (ATSIHP)	
ATSIHP Class1	40,850
ATSIHP Class 2	47,119
ATSIHP Class 3	61,736
ATSIHP Class 4	73,496
ATSIHP Class 5	81,334
ATSIHP Class 6	92,115
DENTAL OFFICER	
Dentist 1	75,155
Dentist 2	78,670
Dentist 3	82,350
Senior Dentist	91,076
Dentist Manager	105,482
Clinical Manager	119,598
Principal Dental Advisor	129,350
FIRE AND RESCUE SERVICE	
Recruit (first 3 months)	50,268
Recruit (successive 9 months)	52,846
Firefighter Class D	54,779
Firefighter Class C	56,068
Firefighter Class B	63,157
Firefighter Class A	64,446
Senior Firefighter	67,668
Leading Firefighter	70,891
Station Officer	74,113
Senior Station Officer	83,780
District Officer	96,669
MEDICAL OFFICERS	
Medical Officer Level 1	58,215

Classification level	Annual pay rate \$
Medical Officer Level 2	65,093
Medical Officer Level 3	68,516
Medical Officer Level 4	71,557
Medical Officer Level 5	74,388
Medical Officer Level 6	76,053
Medical Officer Level 7	79,279
Medical Officer Level 8	81,734
Medical Officer Level 9	84,194
Medical Officer Level 10	87,005
Medical Officer Level 11	89,814
Medical Officer Level 12	92,633
Medical Officer Level 13	95,578
Medical Officer Level 14	97,217
Medical Officer Level 15	99,642
Medical Officer Level 16	99,833
Medical Officer Level 17	102,987
Medical Officer Level 18	104,053
Medical Officer Level 19	109,913
Medical Officer Level 20	114,569
Medical Officer Level 21	123,925
Medical Officer Level 22	127,158
Medical Officer Level 23	129,630
Medical Officer Level 24	133,670
NURSES AND MIDWIVES	
Pupil Nurse	40,060
Nurse 1 (Enrolled Nurse) (N1)	
N1 Year 1	45,120
N1 Year 2	46,517
N1 Year 3	47,959
N1 Year 4	49,444
N1 Year 5	51,003
Nurse 2 / Student Midwife (N2)	

Classification level	Annual pay rate \$
N2.1	51,003
N2.2	53,748
N2.3	56,495
N2.4	59,240
N2.5	62,440
N2.6	64,842
N2.7	67,477
Nurse 3 (N3)	
N3.1	70,293
N3.2	73,106
N3.3	75,105
Nurse 4 (N4)	
N4.1	78,223
N4.2	80,960
N4.3	84,039
Nurse 5 (N5)	
N5.1	86,140
N5.2	89,755
Nurse 6 (N6)	
N6.1	94,694
N6.2	98,481
Nurse 7 (N7)	
N7.1	106,378
N7.2	110,192
Nurse 8 (N8)	
N8.1	114,588
N8.2	118,429
PORT SERVICES	
Port Administrative Officer 3 (PAO3)	50,297
Senior Port Administrative Officer 2 (SPAO2)	91,619
Port Service Worker 1 (PSW1)	43,683

Classification level	Annual pay rate \$
Port Service Worker 2 (PSW2)	45,783
Port Service Worker 4 (PSW4)	50,034
Port Service Worker 5 (PSW5)	55,192
TEACHERS AND EDUCATORS	
Assistant Teacher	
Assistant Teacher Level 1 (AT1)	42,964
Assistant Teacher Level 2 (AT2)	45,683
Assistant Teacher Level 3 (AT3)	48,291
Assistant Teacher Level 4 (AT4)	50,387
Assistant Teacher Level 5 (AT5)	52,048
Classroom Teacher	
Classroom Teacher 1 (CT1)	53,708
Classroom Teacher 2 (CT2)	56,403
Classroom Teacher 3 (CT3)	59,096
Classroom Teacher 4 (CT4)	61,790
Classroom Teacher 5 (CT5)	64,484
Classroom Teacher 6 (CT6)	68,944
Classroom Teacher 7 (CT7)	71,638
Classroom Teacher 8 (CT8)	74,331
Classroom Teacher 9 (CT9)	77,024
Senior Teacher	
Senior Teacher 1 (ST1)	85,198
Senior Teacher 2 (ST2)	88,572
Senior Teacher 3 (ST3)	94,139
Senior Teacher 4 (ST4)	96,804
Senior Teacher 5 (ST5)	103,494
Senior Teacher 6 (ST6)	106,764
Senior Teacher 7 (ST7)	110,546
Senior Teacher 8 (ST8)	115,469

3. By deleting the amount "\$14.47" appearing in clause 11.5(c)(i) and inserting "\$14.72".
4. By deleting the amount "\$17.60" appearing in clause 11.5(c)(ii) and inserting "\$17.91".

5. By deleting the amount "\$1012.81" appearing in clause 11.14(a) and inserting "\$1030.65".
6. By deleting the amount "\$1012.81" appearing in clause 11.14(b) and inserting "\$1030.65".
7. By deleting the amount "\$1360.22" appearing in clause 11.14(c) and inserting "\$1384.19".
8. By deleting the amount "\$9.38" appearing in clause 11.14(d)(i) and inserting "\$9.55".
9. By deleting the amount "\$11.91" appearing in clause 11.14(d)(ii) and inserting "\$12.12".
10. By deleting the amount "\$14.34" appearing in clause 11.14(d)(iii) and inserting "\$14.60".
11. By deleting the amount "\$4.34" appearing in clause 11.14(f) and inserting "\$4.42".
12. By deleting the amount "\$28.75" appearing in clause 11.14(g)(i) and inserting "\$29.25".
13. By deleting the amount "\$11.24" appearing in clause 11.14(h)(i) and inserting "\$11.44".
14. By deleting the amount "\$364.21" appearing in clause 11.14(h)(ii) and inserting "\$370.63".
15. By deleting the amounts "38.07", "56.91" and "72.25" appearing in clause 11.18(a) and inserting "38.74", "57.92" and "73.52" respectively.
16. By deleting the amount "\$56.91" appearing in clause 11.18(b) and inserting "\$57.92".
17. By deleting the amount "\$0.35" wherever it appears in clause 11.19(b) and inserting "\$0.36".
18. By deleting the amount "\$0.53" appearing in clause 11.19(c) and inserting "\$0.54".
19. By deleting the amount "\$0.87" appearing in clause 11.20(a) and inserting "\$0.88".
20. By deleting the amount "\$0.67" appearing in clause 11.20(b) and inserting "\$0.68".
21. By deleting the amount "\$0.67" appearing in clause 11.20(c) and inserting "\$0.68".
22. By deleting the amount "\$0.47" wherever it appears in clause 11.20(d) and inserting "\$0.48".
23. By deleting the amount "\$0.90" appearing in clause 11.20(e) and inserting "\$0.92".
24. By deleting the amount "\$8.40" appearing in clause 11.20(f) and inserting "\$8.55".
25. By deleting the amount "\$0.44" appearing in clause 11.20(g)(i) and inserting "\$0.45".

26. By deleting the amount "\$2.54" appearing in clause 11.20(g)(ii) and inserting "\$2.58".
27. By deleting the amount "\$1.63" appearing in clause 11.20(g)(iii) and inserting "\$1.66".
28. By deleting the amount "\$17.91" appearing in clause 11.20(g)(iv) and inserting "\$18.22".
29. By deleting the amount "\$3.15" appearing in clause 11.20(i) and inserting "\$3.20".
30. By deleting the amount "\$3270.95" appearing in clause 11.21 and inserting "\$3328.59".
31. By deleting the amount "\$1.41" appearing in clause 11.22 and inserting "\$1.43".
32. By deleting the amount "\$3.23" appearing in clause 11.23(a) and inserting "\$3.28".
33. By deleting the amount "\$1.82" appearing in clause 11.23(b) and inserting "\$1.85".
34. By deleting the amount "\$4.05" appearing in clause 11.23(c) and inserting "\$4.12".
35. By deleting the amount "\$2.26" appearing in clause 11.23(d) and inserting "\$2.30".
36. By deleting the amount "\$1.03" appearing in clause 16.4(a)(i) and inserting "\$1.04".
37. By deleting the amount "\$2.80" appearing in clause 16.6(d) and inserting "\$2.85".
38. By deleting clause C.5 and inserting the following:

C.5 Minimum Wages

C.5.1 Minimum wages for full-time traineeships

(a) Wage Level A

Subject to clause C.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level A by Appendix C1 are:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
School leaver	338.60	372.90	444.20
Plus 1 year out of school	372.90	444.20	517.00
Plus 2 years out of school	444.20	517.00	601.60

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
Plus 3 years out of school	517.00	601.60	688.80
Plus 4 years out of school	601.60	688.80	
Plus 5 or more years out of school	688.80		

(b) Wage Level B

Subject to clause C.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level B by Appendix C1 are:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
School leaver	338.60	372.90	432.20
Plus 1 year out of school	372.90	432.20	497.20
Plus 2 years out of school	432.20	497.20	583.10
Plus 3 years out of school	497.20	583.10	665.10
Plus 4 years out of school	583.10	665.10	
Plus 5 or more years out of school	665.10		

(c) Wage Level C

Subject to clause C.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level C by Appendix C1 are:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
School leaver	338.60	372.90	432.20
Plus 1 year out of school	372.90	432.20	486.60
Plus 2 years out of school	432.20	486.60	543.70

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
Plus 3 years out of school	486.60	543.70	605.60
Plus 4 years out of school	543.70	605.60	
Plus 5 or more years out of school	605.60		

(d) AQF Certificate Level IV traineeships

- (i) Subject to clause C.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level IV traineeship are the minimum wages for the relevant full-time AQF Certificate Level III traineeship with the addition of 3.8% to those minimum wages.
- (ii) Subject to clause C.5.3 of this schedule, the minimum wages for an adult trainee undertaking a full-time AQF Certificate Level IV traineeship are as follows, provided that the relevant wage level is that for the relevant AQF Certificate Level III traineeship:

Wage level	First year of traineeship	Second and subsequent years of traineeship
	per week	per week
	\$	\$
Wage Level A	715.50	743.20
Wage Level B	690.30	716.70
Wage Level C	628.20	651.90

C.5.2 Minimum wages for part-time traineeships**(a) Wage Level A**

Subject to clauses C.5.2(f) and C.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level I–III traineeship whose

training package and AQF certificate levels are allocated to Wage Level A by Appendix C1 are:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
School leaver	11.14	12.28	14.62
Plus 1 year out of school	12.28	14.62	17.02
Plus 2 years out of school	14.62	17.02	19.79
Plus 3 years out of school	17.02	19.79	22.65
Plus 4 years out of school	19.79	22.65	
Plus 5 or more years out of school	22.65		

(b) Wage Level B

Subject to clauses C.5.2(f) and C.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level B by Appendix C1 are:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
School leaver	11.14	12.28	14.23
Plus 1 year out of school	12.28	14.23	16.36
Plus 2 years out of school	14.23	16.36	19.20
Plus 3 years out of school	16.36	19.20	21.90
Plus 4 years out of school	19.20	21.90	
Plus 5 or more years out of school	21.90		

(c) Wage Level C

Subject to clauses C.5.2(f) and C.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level I–III traineeship whose

training package and AQF certificate levels are allocated to Wage Level C by Appendix C1 are:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
School leaver	11.14	12.28	14.23
Plus 1 year out of school	12.28	14.23	16.01
Plus 2 years out of school	14.23	16.01	17.88
Plus 3 years out of school	16.01	17.88	19.92
Plus 4 years out of school	17.88	19.92	
Plus 5 or more years out of school	19.92		

(d) School-based traineeships

Subject to clauses C.5.2(f) and C.5.3 of this schedule, the minimum wages for a trainee undertaking a school-based AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Levels A, B or C by Appendix C1 are as follows when the trainee works ordinary hours:

Year of schooling	
Year 11 or lower	Year 12
per hour	per hour
\$	\$
11.14	12.28

(e) AQF Certificate Level IV traineeships

- (i)** Subject to clauses C.5.2(f) and C.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level IV traineeship are the minimum wages for the relevant part-time AQF Certificate Level III traineeship with the addition of 3.8% to those minimum wages.
- (ii)** Subject to clauses C.5.2(f) and C.5.3 of this schedule, the minimum wages for an adult trainee undertaking a part-time AQF Certificate Level IV

traineeship are as follows, provided that the relevant wage level is that for the relevant AQF Certificate Level III traineeship:

Wage level	First year of traineeship	Second and subsequent years of traineeship
	per hour \$	per hour \$
Wage Level A	23.52	24.45
Wage Level B	22.68	23.56
Wage Level C	20.67	21.45

(f) Calculating the actual minimum wage

- (i) Where the full-time ordinary hours of work are not 38 or an average of 38 per week, the appropriate hourly minimum wage is obtained by multiplying the relevant minimum wage in clauses C.5.2(a)–(e) of this schedule by 38 and then dividing the figure obtained by the full-time ordinary hours of work per week.
- (ii) Where the approved training for a part-time traineeship is provided fully off-the-job by a registered training organisation, for example at school or at TAFE, the relevant minimum wage in clauses C.5.2(a)–(e) of this schedule applies to each ordinary hour worked by the trainee.
- (iii) Where the approved training for a part-time traineeship is undertaken solely on-the-job or partly on-the-job and partly off-the-job, the relevant minimum wage in clauses C.5.2(a)–(e) of this schedule minus 20% applies to each ordinary hour worked by the trainee.

C.5.3 Other minimum wage provisions

- (a) An employee who was employed by an employer immediately prior to becoming a trainee with that employer must not suffer a reduction in their minimum wage per week or per hour by virtue of becoming a trainee. Casual loadings will be disregarded when determining whether the employee has suffered a reduction in their minimum wage.
- (b) If a qualification is converted from an AQF Certificate Level II to an AQF Certificate Level III traineeship, or from an AQF Certificate Level III to an AQF Certificate Level IV traineeship, then the trainee must be paid the next highest minimum wage provided in this schedule, where a higher minimum wage is provided for the new AQF certificate level.

C.5.4 Default wage rate

The minimum wage for a trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate level are not allocated to a wage level by Appendix C1 is the relevant minimum wage under this schedule for a trainee undertaking an AQF Certificate to Level I–III traineeship whose training package and AQF certificate level are allocated to Wage Level B.

39. By deleting the amount "\$0.73" appearing in clause D.5.2(a)(i) and inserting "\$0.75".
40. By deleting the amount "\$1.21" appearing in clause D.5.2(a)(ii) and inserting "\$1.23".
41. By deleting clause E.1 and inserting the following:

E.1 Wage Related Allowances

The wage related allowances in this award are based on the standard rate as defined in Schedule A – Definitions as the minimum hourly rate for a Physical 4 (PH4) in clause 10.3 = **\$23.10** (38 hour/week).

Wage related allowance	Clause	Payable	% of standard rate	\$
First aid allowance – hold Provide First Aid [HLTAID003] or equivalent	11.5(c)(i)	weekly	63.74%	14.72
First aid allowance – hold Provide Advanced First Aid [HLTAID006] or equivalent	11.5(c)(ii)	weekly	77.55%	17.91
Janitor's duties	11.7		See clause 11.7	
Accident allowance	11.9		see clause 11.9	
Northern Territory Allowance	11.10		See clause 11.10	
Dental Technician	11.14(a)	per annum	4461.7%	1030.65
Senior Dental Technician – Darwin	11.14(b)	per annum	4461.7%	1030.65
Radiographers – C.T. scanner allowance	11.14(c)	per annum	5992.15%	1384.19

Wage related allowance	Clause	Payable	% of standard rate	\$
Orderly (PH2) ambulance duty without first aid qualification	11.14(d)(i)	daily	41.33%	9.55
Orderly (PH2) ambulance duty and holds Provide First Aid [HLTAID003] or equivalent	11.14(d)(ii)	weekly	52.46%	12.12
Orderly (PH2) ambulance duty and holds Provide Advanced First Aid [HLTAID006] or equivalent	11.14(d)(iii)	weekly	63.19%	14.60
Orderly/hospital assistant (PH2) - special functions allowance	11.14(e)	weekly	Clause 11.14(e)	
Orderly PH2 – security/mental health	11.14(f)	weekly	19.13%	4.42
Post mortem and dirty body allowance	11.14(g)(i)	per body	126.63%	29.25
Post modertem allowance	11.14(h)			
Post mortem allowance (other than post mortem assistant)	11.14(h)(i)	per post mortem	49.53%	11.44
Post Mortem Assistant	11.14(h)(ii)	per annum	1604.47%	370.63
Confined spaces (Department of Health)	11.14(i)		See clause 11.20(a)	
Leading hand (Department of Health)	11.14(j)		See clause 11.18	
Intermittent motor driving duties - junior employees	11.15	daily	See clause 11.15	
Intermittent driving duties - school maintenance officer	11.16	per annum	See clause 11.16	
Leading Hand	11.18(a)			
2 up to 10 employees		weekly	167.71%	38.74

Wage related allowance	Clause	Payable	% of standard rate	\$
10 up to 20 employees		weekly	250.72%	57.92
More than 20 employees		weekly	318.28%	73.52
Leading hand (Department of Health employee)	11.18(b)	weekly	250.72%	57.92
High cleaning – above 9 metres	11.19(b)	hourly	1.54%	0.36
High cleaning – each additional 9 metres or part thereof	11.19(b)	hourly	1.54%	0.36
Cleaning grease traps	11.19(c)	hourly	2.33%	0.54
Confined spaces	11.20(a)	hourly	3.83%	0.88
Dirty work	11.20(b)	hourly	2.93%	0.68
Wet places	11.20(c)	hourly	2.93%	0.68
Working at heights – 9 metres	11.20(d)	hourly	2.09%	0.48
Working at heights – for each additional 9 metres	11.20(d)	hourly	2.09%	0.48
Insulation work	11.20(e)	hourly	3.97%	0.92
Toxic substances	11.20(f)	weekly	37.01%	8.55
Drivers/Operations allowance	11.20(g)			
Carting/handling dirty material	11.20(g)(i)	hourly	1.94%	0.45
Carting/handling offensive material	11.20(g)(ii)	hourly	11.18%	2.58
Load/unload furniture	11.20(g)(iii)	daily	7.2%	1.66
Drive vehicle carting garbage	11.20(g)(iv)	weekly	78.89%	18.22

Wage related allowance	Clause	Payable	% of standard rate	\$
Tradesperson's rate	11.20(h)		See clause 11.20(h)	
First aid allowance - Physical	11.20(i)	daily	13.86%	3.20
Government House allowance	11.21	per annum	14409.49%	3328.59
Cleaners - toilet cleaning duty in institutions for children	11.22	daily	6.21%	1.43
Motor (not being a tractor) drawing trailer	11.23			
Loaded single axle trailer	11.23(a)	daily	14.21%	3.28
Empty single axle trailer	11.23(b)	daily	8.0%	1.85
Any other loaded trailer	11.23(c)	daily	17.83%	4.12
Any other empty trailer	11.23(d)	daily	9.94%	2.30
Restriction duty – on-call				
On call allowance	16.4(a)(i)	hourly	4.52%	1.04
On call allowance (Child Protection Practitioners)	16.6(d)	hourly	12.32%	2.85
On-call allowance (Employees governed by Schedule D)				
Any Monday to Friday inclusive	D.5.2(a)(i)	hourly	3.23%	0.75
Saturday/Sunday/Public Holiday/ ADO	D.5.2(a)(ii)	hourly	5.32%	1.23
Ambulance duty (Nurse/Midwife)	F.7.3	hourly	See clause F.7.3	
Teachers in a special school	I.5.1	per annum	10120.77%	2337.90
Teacher of special class	I.5.1	per annum	10120.77%	2337.90

Wage related allowance	Clause	Payable	% of standard rate	\$
Teacher in charge – one teacher school with primary classes	I.5.1	per annum	10120.77%	2337.90
Principal of area school	I.5.1	per annum	16293.59%	3763.82
The teacher in charge in a pre-school with two or more teachers	I.5.1	per annum	16293.59%	3763.82
The teacher in charge in a pre-school with one teacher	I.5.1	per annum	7895.83%	1823.94
Teacher of exemplary practice level 3	I.6	per annum	See clause I.6	
Norther Territory Allowance (Teachers and Educators)	I.10		See clause I.10	
On-call allowance (Port Services)	J.4.9	hourly	8.4%	1.94
Power and Water Wage-Related Allowances				
Lines allowance				
Linesman, linesman's assistant, apprentice linesman or cable joiner	M.27.2(a)		5.5% of base rate for Physical 3	
Linesman A grade and Linesman 2	M.27.2(e)	weekly	98.91%	22.85
Linesman's assistant required to drive truck up to 20 tonnes	M.27.2(f)	daily	90% of Linesman A grade rate	
Distribution allowance	M.27.3(a)	weekly	59.41%	13.72
Forklift allowance – where 2 or more forklifts engaged on any one lift	M.27.4	daily	12.02%	2.78
Mechanical equipment operators allowance – 2 or more cranes	M.27.5	daily	12.02%	2.78
Availability allowance	M.28.2	weekly	25.5% of T3	
Stand-by allowance	M.28.3		Ordinary time rates	

Wage related allowance	Clause	Payable	% of standard rate	\$
Industry allowance – all purpose – engaged on new construction work away from employee's normal place	M.28.4(a)	weekly	141.23%	32.62
Industry allowance – usually employed on other than construction and required to do construction	M.28.4(b)	weekly	141.23%	32.62
Northern Territory Allowance	M.28.5		See clause M.28.5	
Power Station Allowance	M.28.6(a)	weekly	276.85%	63.95
First Aid Allowance	M.28.13	daily	16.15%	3.73
Dirty work	M.29.1	hourly	2.88%	0.67
Wet work	M.29.2	hourly	2.88%	0.67
Work inside oil tanks	M.29.3(a)	hourly	5.71%	1.32
Work on outside oil tanks	M.29.4	hourly	5.71%	1.32
Height money – above 9 metres	M.29.5(a)	hourly	1.59%	0.37
Height money – each additional 9 metres	M.29.5(a)	hourly	1.99%	0.46
Height money - work on swinging scaffold, single plank, bosun's chair	M.29.5(b)	hourly	1.99%	0.46
Insulation work	M.29.6	hourly	4.02%	0.93
Confined spaces	M.29.7	hourly	4.02%	0.93
Boiler cleaning	M.29.8	hourly	9.79%	2.26
Refractory bricklayer allowance	M.29.9	hourly	11.28%	2.61
Toxic substances	M.29.10(a)	hourly	4.32%	1.00
Asbestos	M.29.11	hourly	4.07%	0.94

42. By deleting the table appearing in clause I.5.1 and inserting the following:

Allowances	Per annum \$
Teachers in a special school	2337.90
Teacher of special class	2337.90
Teacher in charge – one teacher school with primary classes	2337.90
Principal of area school	3763.82
The teacher in charge in a pre-school with two or more teachers	3763.82
The teacher in charge in a pre-school with one teacher	1823.94

43. By deleting the amount "\$3224.10" appearing in clause J.2.1 and inserting "\$3280.91".

44. By deleting the amount "\$1.91" appearing in clause J.4.9 and inserting "\$1.94".

45. By deleting the table appearing in clause M.2.1 and inserting the following:

Classification level	Annual pay rate \$
ADMINISTRATIVE OFFICER	
Administrative Officer 1	43,168
Administrative Officer 2	46,872
Administrative Officer 3	50,638
Administrative Officer 4	54,278
Administrative Officer 5	62,106
Administrative Officer 6	66,727
Administrative Officer 7	74,909
Administrative Officer 8	79,368
PROFESSIONAL (other than Engineers)	
Professional 1	52,696
Professional 2	61,597
Professional 3	76,711
Professional 4	83,247
Professional 5	94,428

Classification level	Annual pay rate \$
PROFESSIONAL (Designation: Engineers, see clause M.5)	
Professional 1	54,170
Professional 2	61,729
Professional 3	76,650
Professional 4	83,200
Professional 5	94,345
PHYSICAL	
Physical 1	41,940
Physical 2	44,216
Physical 3	45,717
Physical 4	51,123
Physical 5	52,859
Physical 6	54,822
Physical 7	57,953
Physical 8	61,993
Physical 9	65,511
TECHNICAL and SENIOR TECHNICAL	
Technical 1	45,531
Technical 2	47,838
Technical 3	51,207
Technical 4	54,445
Senior Technical 1	58,425
Senior Technical 2	61,293
Senior Technical 3	64,692
Senior Technical 4	67,129
Senior Technical 5	70,779

46. By deleting the amount "\$22.45" appearing in clause M.27.2(e) and inserting "\$22.85".
47. By deleting the amount "\$13.49" appearing in clause M.27.3(a) and inserting "\$13.72".
48. By deleting the amount "\$2.73" appearing in clause M.27.4 and inserting "\$2.78".

49. By deleting the amount "\$2.73" appearing in clause M.27.5 and inserting "\$2.78".
50. By deleting the amount "\$32.06" appearing in clause M.28.4(a) and inserting "\$32.62".
51. By deleting the amount "\$32.06" appearing in clause M.28.4(b) and inserting "\$32.62".
52. By deleting the amount "\$62.84" appearing in clause M.28.6(a) and inserting "\$63.95".
53. By deleting the amount "\$3.67" appearing in clause M.28.13 and inserting "\$3.73".
54. By deleting the amount "\$0.65" appearing in clause M.29.1 and inserting "\$0.67".
55. By deleting the amount "\$0.65" appearing in clause M.29.2 and inserting "\$0.67".
56. By deleting the amount "\$1.30" appearing in clause M.29.3(a) and inserting "\$1.32".
57. By deleting the amount "\$1.30" appearing in clause M.29.4 and inserting "\$1.32".
58. By deleting the amounts "\$0.36" and "\$0.45" appearing in clause M.29.5(a) and inserting "\$0.37" and "\$0.46" respectively.
59. By deleting the amount "\$0.45" appearing in clause M.29.5(b) and inserting "\$0.46".
60. By deleting the amount "\$0.91" appearing in clause M.29.6 and inserting "\$0.93".
61. By deleting the amount "\$0.91" appearing in clause M.29.7 and inserting "\$0.93".
62. By deleting the amount "\$2.22" appearing in clause M.29.8 and inserting "\$2.26".
63. By deleting the amount "\$2.56" appearing in clause M.29.9 and inserting "\$2.61".
64. By deleting the amount "\$0.98" appearing in clause M.29.10(a) and inserting "\$1.00".
65. By deleting the amount "\$0.92" appearing in clause M.29.11 and inserting "\$0.94".

B. This determination comes into operation on 1 July 2020. In accordance with s.286(5) of the *Fair Work Act 2009* this determination does not take effect in relation to a particular employee until the start of the employee's first full pay period that starts on or after 1 July 2020.

PRESIDENT