



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2020–21
(C2021/1)

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 2021

Annual Wage Review 2020–21.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2020–21 on 16 June 2021 [[2021] FWCFB 3500], the above award is varied as follows:

- 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)	43,970
Administrative Officer 2 (AO2)	47,732
Administrative Officer 3 (AO3)	51,733
Administrative Officer 4 (AO4)	55,051
Administrative Officer 5 (AO5)	62,979
Administrative Officer 6 (AO6)	67,635
Administrative Officer 7 (AO7)	75,922

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)	80,452
Senior Administrative Officer 2 (SAO2)	92,972
Executive Officer 2 (EO2)	100,267
Executive Officer 3 (EO3)	107,574
PROFESSIONAL Employees	
Professional 1 (P1)	50,125
Professional 2 (P2)	66,576
Professional 3 (P3)	82,302
Senior Professional 1 (SP1)	95,425
Senior Professional 2 (SP2)	110,084
PHYSICAL Employees	
Physical 1 (PH1)	41,872
Physical 2 (PH2)	43,946
Physical 3 (PH3)	44,989
Physical 4 (PH4)	46,928
Physical 5 (PH5)	48,658
Physical 6 (PH6)	51,359
Physical 7 (PH7)	53,991
Physical 8 (PH8)	56,461
Physical 9 (PH9)	59,715
TECHNICAL Employees	
Technical 1 (T1)	45,070
Technical 2 (T2)	52,278
Technical 3 (T3)	57,370
Technical 4 (T4)	63,837
Technical 5 (T5)	70,224
Technical 6 (T6)	75,990

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 Class 1	41,871
ATSIHP Class 2	48,297
ATSIHP Class 3	63,279
ATSIHP Class 4	75,333
ATSIHP Class 5	83,367
ATSIHP Class 6	94,418
DENTAL OFFICER	
Dentist 1	77,034
Dentist 2	80,637
Dentist 3	84,409
Senior Dentist	93,353
Dentist Manager	108,119
Clinical Manager	122,588
Principal Dental Advisor	132,584
FIRE AND RESCUE SERVICE	
Recruit (first 3 months)	51,524
Recruit (successive 9 months)	54,167
Firefighter Class D	56,148
Firefighter Class C	57,470
Firefighter Class B	64,736
Firefighter Class A	66,057
Senior Firefighter	69,360
Leading Firefighter	72,663
Station Officer	75,966
Senior Station Officer	85,874
District Officer	99,086
MEDICAL OFFICERS	
Medical Officer Level 1	59,670

Classification level	Annual pay rate \$
Medical Officer Level 2	66,720
Medical Officer Level 3	70,229
Medical Officer Level 4	73,346
Medical Officer Level 5	76,248
Medical Officer Level 6	77,954
Medical Officer Level 7	81,261
Medical Officer Level 8	83,777
Medical Officer Level 9	86,299
Medical Officer Level 10	89,180
Medical Officer Level 11	92,059
Medical Officer Level 12	94,949
Medical Officer Level 13	97,967
Medical Officer Level 14	99,647
Medical Officer Level 15	102,133
Medical Officer Level 16	102,329
Medical Officer Level 17	105,562
Medical Officer Level 18	106,654
Medical Officer Level 19	112,661
Medical Officer Level 20	117,433
Medical Officer Level 21	127,023
Medical Officer Level 22	130,337
Medical Officer Level 23	132,871
Medical Officer Level 24	137,012
NURSES AND MIDWIVES	
Pupil Nurse	41,062
Nurse 1 (Enrolled Nurse) (N1)	
N1 Year 1	46,248
N1 Year 2	47,680
N1 Year 3	49,158
N1 Year 4	50,680
N1 Year 5	52,278
Nurse 2 / Student Midwife (N2)	

Classification level	Annual pay rate \$
N2.1	52,278
N2.2	55,092
N2.3	57,907
N2.4	60,721
N2.5	64,001
N2.6	66,463
N2.7	69,164
Nurse 3 (N3)	
N3.1	72,050
N3.2	74,934
N3.3	76,983
Nurse 4 (N4)	
N4.1	80,179
N4.2	82,984
N4.3	86,140
Nurse 5 (N5)	
N5.1	88,294
N5.2	91,999
Nurse 6 (N6)	
N6.1	97,061
N6.2	100,943
Nurse 7 (N7)	
N7.1	109,037
N7.2	112,947
Nurse 8 (N8)	
N8.1	117,453
N8.2	121,390
PORT SERVICES	
Port Administrative Officer 3 (PAO3)	51,554
Senior Port Administrative Officer 2 (SPAO2)	93,909
Port Service Worker 1 (PSW1)	44,775

Classification level	Annual pay rate \$
Port Service Worker 2 (PSW2)	46,928
Port Service Worker 4 (PSW4)	51,285
Port Service Worker 5 (PSW5)	56,572
TEACHERS AND EDUCATORS	
Assistant Teacher	
Assistant Teacher Level 1 (AT1)	44,038
Assistant Teacher Level 2 (AT2)	46,825
Assistant Teacher Level 3 (AT3)	49,498
Assistant Teacher Level 4 (AT4)	51,647
Assistant Teacher Level 5 (AT5)	53,349
Classroom Teacher	
Classroom Teacher 1 (CT1)	55,051
Classroom Teacher 2 (CT2)	57,813
Classroom Teacher 3 (CT3)	60,573
Classroom Teacher 4 (CT4)	63,335
Classroom Teacher 5 (CT5)	66,096
Classroom Teacher 6 (CT6)	70,668
Classroom Teacher 7 (CT7)	73,429
Classroom Teacher 8 (CT8)	76,189
Classroom Teacher 9 (CT9)	78,950
Senior Teacher	
Senior Teacher 1 (ST1)	87,328
Senior Teacher 2 (ST2)	90,786
Senior Teacher 3 (ST3)	96,492
Senior Teacher 4 (ST4)	99,224
Senior Teacher 5 (ST5)	106,081
Senior Teacher 6 (ST6)	109,433
Senior Teacher 7 (ST7)	113,310
Senior Teacher 8 (ST8)	118,356

3. By deleting the amount "\$14.72" appearing in clause 11.5(c)(i) and inserting "\$15.09".
4. By deleting the amount "\$17.91" appearing in clause 11.5(c)(ii) and inserting "\$18.36".

5. By deleting the amount "\$1030.65" appearing in clause 11.14(a) and inserting "\$1056.08".
6. By deleting the amount "\$1030.65" appearing in clause 11.14(b) and inserting "\$1056.08".
7. By deleting the amount "\$1384.19" appearing in clause 11.14(c) and inserting "\$1418.34".
8. By deleting the amount "\$9.55" appearing in clause 11.14(d)(i) and inserting "\$9.78".
9. By deleting the amount "\$12.12" appearing in clause 11.14(d)(ii) and inserting "\$12.42".
10. By deleting the amount "\$14.60" appearing in clause 11.14(d)(iii) and inserting "\$14.96".
11. By deleting the amount "\$4.42" appearing in clause 11.14(f) and inserting "\$4.53".
12. By deleting the amount "\$29.25" appearing in clause 11.14(g)(i) and inserting "\$29.97".
13. By deleting the amount "\$11.44" appearing in clause 11.14(h)(i) and inserting "\$9.72".
14. By deleting the amount "\$370.63" appearing in clause 11.14(h)(ii) and inserting "\$379.78".
15. By deleting the amounts "38.74", "57.92" and "73.52" appearing in clause 11.18(a) and inserting "39.70", "59.35" and "75.34" respectively.
16. By deleting the amount "\$57.92" appearing in clause 11.18(b) and inserting "\$59.35".
17. By deleting the amount "\$0.54" appearing in clause 11.19(c) and inserting "\$0.55".
18. By deleting the amount "\$0.88" appearing in clause 11.20(a) and inserting "\$0.91".
19. By deleting the amount "\$0.68" appearing in clause 11.20(b) and inserting "\$0.69".
20. By deleting the amount "\$0.68" appearing in clause 11.20(c) and inserting "\$0.69".
21. By deleting the amount "\$0.48" wherever it appears in clause 11.20(d) and inserting "\$0.49".
22. By deleting the amount "\$0.92" appearing in clause 11.20(e) and inserting "\$0.94".
23. By deleting the amount "\$8.55" appearing in clause 11.20(f) and inserting "\$8.76".
24. By deleting the amount "\$0.45" appearing in clause 11.20(g)(i) and inserting "\$0.46".
25. By deleting the amount "\$2.58" appearing in clause 11.20(g)(ii) and inserting "\$2.65".

26. By deleting the amount “\$1.66” appearing in clause 11.20(g)(iii) and inserting “\$1.70”.
27. By deleting the amount “\$18.22” appearing in clause 11.20(g)(iv) and inserting “\$18.67”.
28. By deleting the amount “\$3.20” appearing in clause 11.20(i) and inserting “\$3.28”.
29. By deleting the amount “\$3328.59” appearing in clause 11.21 and inserting “\$3410.73”.
30. By deleting the amount “\$1.43” appearing in clause 11.22 and inserting “\$1.47”.
31. By deleting the amount “\$3.28” appearing in clause 11.23(a) and inserting “\$3.36”.
32. By deleting the amount “\$1.85” appearing in clause 11.23(b) and inserting “\$1.89”.
33. By deleting the amount “\$4.12” appearing in clause 11.23(c) and inserting “\$4.22”.
34. By deleting the amount “\$2.30” appearing in clause 11.23(d) and inserting “\$2.35”.
35. By deleting the amount “\$1.04” appearing in clause 16.4(a)(i) and inserting “\$1.07”.
36. By deleting the amount “\$2.85” appearing in clause 16.6(d) and inserting “\$2.92”.
37. 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 per week	Year 11 per week	Year 12 per week
	\$	\$	\$
School leaver	347.10	382.20	455.30
Plus 1 year out of school	382.20	455.30	529.90
Plus 2 years out of school	455.30	529.90	616.60
Plus 3 years out of school	529.90	616.60	706.00
Plus 4 years out of school	616.60	706.00	

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$

Plus 5 or more years out of school	706.00		
------------------------------------	--------	--	--

(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	347.10	382.20	443.00
Plus 1 year out of school	382.20	443.00	509.60
Plus 2 years out of school	443.00	509.60	597.70
Plus 3 years out of school	509.60	597.70	681.70
Plus 4 years out of school	597.70	681.70	
Plus 5 or more years out of school	681.70		

(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	347.10	382.20	443.00
Plus 1 year out of school	382.20	443.00	498.80
Plus 2 years out of school	443.00	498.80	557.30
Plus 3 years out of school	498.80	557.30	620.70
Plus 4 years out of school	557.30	620.70	

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
Plus 5 or more years out of school	620.70		

(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	733.40	761.80
Wage Level B	707.60	734.60
Wage Level C	643.90	668.20

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	11.42	12.59	14.99
Plus 1 year out of school	12.59	14.99	17.45

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
Plus 2 years out of school	14.99	17.45	20.28
Plus 3 years out of school	17.45	20.28	23.22
Plus 4 years out of school	20.28	23.22	
Plus 5 or more years out of school	23.22		

(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	11.42	12.59	14.59
Plus 1 year out of school	12.59	14.59	16.77
Plus 2 years out of school	14.59	16.77	19.68
Plus 3 years out of school	16.77	19.68	22.45
Plus 4 years out of school	19.68	22.45	
Plus 5 or more years out of school	22.45		

(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	11.42	12.59	14.59
Plus 1 year out of school	12.59	14.59	16.41

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
Plus 2 years out of school	14.59	16.41	18.33
Plus 3 years out of school	16.41	18.33	20.42
Plus 4 years out of school	18.33	20.42	
Plus 5 or more years out of school	20.42		

(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
\$	\$
11.42	12.59

(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	24.11	25.06
Wage Level B	23.25	24.15
Wage Level C	21.19	21.99

(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.

- 38. By deleting the amount “\$0.75” appearing in clause D.5.2(a)(i) and inserting “\$0.76”.
- 39. By deleting the amount “\$1.23” appearing in clause D.5.2(a)(ii) and inserting “\$1.26”.
- 40. 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 = **\$23.67** (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%	24.11
First aid allowance – hold Provide Advanced First Aid [HLTAID006] or equivalent	11.5(c)(ii)	weekly	77.55%	23.25
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%	1056.08
Senior Dental Technician – Darwin	11.14(b)	per annum	4461.7%	1056.08
Radiographers – C.T. scanner allowance	11.14(c)	per annum	5992.15%	1418.34
Orderly (PH2) ambulance duty without first aid qualification	11.14(d)(i)	daily	41.33%	9.78
Orderly (PH2) ambulance duty and holds Provide First Aid [HLTAID003] or equivalent	11.14(d)(ii)	weekly	52.46%	12.42
Orderly (PH2) ambulance duty and holds Provide Advanced First Aid [HLTAID006] or equivalent	11.14(d)(iii)	weekly	63.19%	14.96
Orderly/hospital assistant (PH2) - special functions allowance	11.14(e)	weekly	Clause 11.14(e)	

Wage related allowance	Clause	Payable	% of standard rate	\$
Orderly PH2 – security/mental health	11.14(f)	weekly	19.13%	4.53
Post mortem and dirty body allowance	11.14(g)(i)	per body	126.63%	29.97
Post modertem allowance	11.14(h)			
Post mortem allowance (other than post mortem assistant)	11.14(h)(i)	per post mortem	49.53%	11.72
Post Mortem Assistant	11.14(h)(ii)	per annum	1604.47%	379.78
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%	39.70
10 up to 20 employees		weekly	250.72%	59.35
More than 20 employees		weekly	318.28%	75.34
Leading hand (Department of Health employee)	11.18(b)	weekly	250.72%	59.35
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%	0.55
Confined spaces	11.20(a)	hourly	3.83%	0.91

Wage related allowance	Clause	Payable	% of standard rate	\$
Dirty work	11.20(b)	hourly	2.93%	0.69
Wet places	11.20(c)	hourly	2.93%	0.69
Working at heights – 9 metres	11.20(d)	hourly	2.09%	0.49
Working at heights – for each additional 9 metres	11.20(d)	hourly	2.09%	0.49
Insulation work	11.20(e)	hourly	3.97%	0.94
Toxic substances	11.20(f)	weekly	37.01%	8.76
Drivers/Operations allowance	11.20(g)			
Carting/handling dirty material	11.20(g)(i)	hourly	1.94%	0.46
Carting/handling offensive material	11.20(g)(ii)	hourly	11.18%	2.65
Load/unload furniture	11.20(g)(iii)	daily	7.2%	1.70
Drive vehicle carting garbage	11.20(g)(iv)	weekly	78.89%	18.67
Tradesperson's rate	11.20(h)		See clause 11.20(h)	
First aid allowance - Physical	11.20(i)	daily	13.86%	3.28
Government House allowance	11.21	per annum	14409.49%	3410.73
Cleaners - toilet cleaning duty in institutions for children	11.22	daily	6.21%	1.47
Motor (not being a tractor) drawing trailer	11.23			
Loaded single axle trailer	11.23(a)	daily	14.21%	3.36
Empty single axle trailer	11.23(b)	daily	8.0%	1.89

Wage related allowance	Clause	Payable	% of standard rate	\$
Any other loaded trailer	11.23(c)	daily	17.83%	4.22
Any other empty trailer	11.23(d)	daily	9.94%	2.35
Restriction duty – on-call				
On call allowance	16.4(a)(i)	hourly	4.52%	1.07
On call allowance (Child Protection Practitioners)	16.6(d)	hourly	12.32%	2.92
On-call allowance (Employees governed by Schedule D)				
Any Monday to Friday inclusive	D.5.2(a)(i)	hourly	3.23%	0.76
Saturday/Sunday/Public Holiday/ ADO	D.5.2(a)(ii)	hourly	5.32%	1.26
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%	2395.59
Teacher of special class	I.5.1	per annum	10120.77%	2395.59
Teacher in charge – one teacher school with primary classes	I.5.1	per annum	10120.77%	2395.59
Principal of area school	I.5.1	per annum	16293.59%	3856.69
The teacher in charge in a pre-school with two or more teachers	I.5.1	per annum	16293.59%	3856.69
The teacher in charge in a pre-school with one teacher	I.5.1	per annum	7895.83%	1868.94
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	
Consolidated allowance	J.2.1	per annum	14203.08%	3361.87

Wage related allowance	Clause	Payable	% of standard rate	\$
On-call allowance (Port Services)	J.4.9	hourly	8.4%	1.99
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%	23.41
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%	14.06
Forklift allowance – where 2 or more forklifts engaged on any one lift	M.27.4	daily	12.02%	2.85
Mechanical equipment operators allowance – 2 or more cranes	M.27.5	daily	12.02%	2.85
Availability allowance	M.28.2	weekly	25.5% of T3	
Stand-by allowance	M.28.3		Ordinary time rates	
Industry allowance – all purpose – engaged on new construction work away from employee's normal place	M.28.4(a)	weekly	141.23%	33.43
Industry allowance – usually employed on other than construction and required to do construction	M.28.4(b)	weekly	141.23%	33.43
Northern Territory Allowance	M.28.5		See clause M.28.5	
Power Station Allowance	M.28.6(a)	weekly	276.85%	65.53
First Aid Allowance	M.28.13	daily	16.15%	3.82
Dirty work	M.29.1	hourly	2.88%	0.68

Wage related allowance	Clause	Payable	% of standard rate	\$
Wet work	M.29.2	hourly	2.88%	0.68
Work inside oil tanks	M.29.3(a)	hourly	5.71%	1.35
Work on outside oil tanks	M.29.4	hourly	5.71%	1.35
Height money – above 9 metres	M.29.5(a)	hourly	1.59%	0.38
Height money – each additional 9 metres	M.29.5(a)	hourly	1.99%	0.47
Height money - work on swinging scaffold, single plank, bosun’s chair	M.29.5(b)	hourly	1.99%	0.47
Insulation work	M.29.6	hourly	4.02%	0.95
Confined spaces	M.29.7	hourly	4.02%	0.95
Boiler cleaning	M.29.8	hourly	9.79%	2.32
Refractory bricklayer allowance	M.29.9	hourly	11.28%	2.67
Toxic substances	M.29.10(a)	hourly	4.32%	1.02
Asbestos	M.29.11	hourly	4.07%	0.96

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

Allowances	Per annum \$
Teachers in a special school	2395.59
Teacher of special class	2395.59
Teacher in charge – one teacher school with primary classes	2395.59
Principal of area school	3856.69
The teacher in charge in a pre-school with two or more teachers	3856.69
The teacher in charge in a pre-school with one teacher	1868.94

42. By deleting the amount “\$3280.91” appearing in clause J.2.1 and inserting “\$3361.87”.
43. By deleting the amount “\$1.94” appearing in clause J.4.9 and inserting “\$1.99”.

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

Classification level	Annual pay rate \$
ADMINISTRATIVE OFFICER	
Administrative Officer 1	44,247
Administrative Officer 2	48,044
Administrative Officer 3	51,904
Administrative Officer 4	55,635
Administrative Officer 5	63,659
Administrative Officer 6	68,395
Administrative Officer 7	76,782
Administrative Officer 8	81,352
PROFESSIONAL (other than Engineers)	
Professional 1	54,013
Professional 2	63,137
Professional 3	78,629
Professional 4	85,328
Professional 5	96,789
PROFESSIONAL (Designation: Engineers, see clause M.5)	
Professional 1	55,524
Professional 2	63,272
Professional 3	78,566
Professional 4	85,280
Professional 5	96,704
PHYSICAL	
Physical 1	42,989
Physical 2	45,321
Physical 3	46,860
Physical 4	52,401
Physical 5	54,180
Physical 6	56,193
Physical 7	59,402
Physical 8	63,543

Classification level	Annual pay rate \$
Physical 9	67,149
TECHNICAL and SENIOR TECHNICAL	
Technical 1	46,669
Technical 2	49,034
Technical 3	52,487
Technical 4	55,806
Senior Technical 1	59,886
Senior Technical 2	62,825
Senior Technical 3	66,309
Senior Technical 4	68,807
Senior Technical 5	72,548

45. By deleting the amount "\$22.85" appearing in clause M.27.2(e) and inserting "\$23.41".
46. By deleting the amount "\$13.72" appearing in clause M.27.3(a) and inserting "\$14.06".
47. By deleting the amount "\$2.78" appearing in clause M.27.4 and inserting "\$2.85".
48. By deleting the amount "\$2.78" appearing in clause M.27.5 and inserting "\$2.85".
49. By deleting the amount "\$32.62" appearing in clause M.28.4(a) and inserting "\$33.43".
50. By deleting the amount "\$32.62" appearing in clause M.28.4(b) and inserting "\$33.43".
51. By deleting the amount "\$63.95" appearing in clause M.28.6(a) and inserting "\$65.53".
52. By deleting the amount "\$3.73" appearing in clause M.28.13 and inserting "\$3.82".
53. By deleting the amount "\$0.67" appearing in clause M.29.1 and inserting "\$0.68".
54. By deleting the amount "\$0.67" appearing in clause M.29.2 and inserting "\$0.68".
55. By deleting the amount "\$1.32" appearing in clause M.29.3(a) and inserting "\$1.35".
56. By deleting the amount "\$1.32" appearing in clause M.29.4 and inserting "\$1.35".
57. By deleting the amounts "\$0.37" and "\$0.46" appearing in clause M.29.5(a) and inserting "\$0.38" and "\$0.47" respectively.
58. By deleting the amount "\$0.46" appearing in clause M.29.5(b) and inserting "\$0.47".

59. By deleting the amount "\$0.93" appearing in clause M.29.6 and inserting "\$0.95".
60. By deleting the amount "\$0.93" appearing in clause M.29.7 and inserting "\$0.95".
61. By deleting the amount "\$2.26" appearing in clause M.29.8 and inserting "\$2.32".
62. By deleting the amount "\$2.61" appearing in clause M.29.9 and inserting "\$2.67".
63. By deleting the amount "\$1.00" appearing in clause M.29.10(a) and inserting "\$1.02".
64. By deleting the amount "\$0.94" appearing in clause M.29.11 and inserting "\$0.96".

B. This determination comes into operation from 1 July 2021. 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 2021.

PRESIDENT