



# DRAFT DETERMINATION

*Fair Work Act 2009*  
s.285—Annual wage review

## Annual Wage Review 2018–19 (C2019/1)

### NORTHERN TERRITORY PUBLIC SECTOR ENTERPRISE AWARD 2016 [MA000151]

Northern Territory

JUSTICE ROSS, PRESIDENT  
VICE PRESIDENT HATCHER  
DEPUTY PRESIDENT ASBURY  
COMMISSIONER HAMPTON  
PROFESSOR RICHARDSON  
MR GIBBS  
MR APTED

MELBOURNE, XX JUNE 2019

*Annual Wage Review 2018–19.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2018–19 on 30 May 2019 [[\[2019\] FWCFB 3500](#)], the above award is varied as follows:

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

<b>Classification level</b>	<b>Annual pay rate \$</b>
<b>ADMINISTRATIVE/EXECUTIVE OFFICERS</b>	
Administrative Officer 1 (AO1)	42,160
Administrative Officer 2 (AO2)	45,767
Administrative Officer 3 (AO3)	49,603
Administrative Officer 4 (AO4)	52,784
Administrative Officer 5 (AO5)	60,386
Administrative Officer 6 (AO6)	64,850
Administrative Officer 7 (AO7)	72,796
School-based Administrative Officer – see clause K.2	92% of respective salary for the applicable classification

<b>Classification level</b>	<b>Annual pay rate \$</b>
Senior Administrative Officer 1 (SAO1)	77,140
Senior Administrative Officer 2 (SAO2)	89,144
Executive Officer 2 (EO2)	96,139
Executive Officer 3 (EO3)	103,145
<b>PROFESSIONAL Employees</b>	
Professional 1 (P1)	48,061
Professional 2 (P2)	63,835
Professional 3 (P3)	78,914
Senior Professional 1 (SP1)	91,497
Senior Professional 2 (SP2)	105,552
<b>PHYSICAL Employees</b>	
Physical 1 (PH1)	40,148
Physical 2 (PH2)	42,137
Physical 3 (PH3)	43,137
Physical 4 (PH4)	44,996
Physical 5 (PH5)	46,655
Physical 6 (PH6)	49,244
Physical 7 (PH7)	51,768
Physical 8 (PH8)	54,137
Physical 9 (PH9)	57,257
<b>TECHNICAL Employees</b>	
Technical 1 (T1)	43,215
Technical 2 (T2)	50,126
Technical 3 (T3)	55,008
Technical 4 (T4)	61,209
Technical 5 (T5)	67,333
Technical 6 (T6)	72,862

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

<b>Classification level</b>	<b>Annual pay rate \$</b>
<b>ABORIGINAL AND TORRES STRAIT ISLANDER HEALTH PRACTITIONER (ATSIHP)</b>	
ATSIHP Class 1	40,147
ATSIHP Class 2	46,309
ATSIHP Class 3	60,674
ATSIHP Class 4	72,232

<b>Classification level</b>	<b>Annual pay rate \$</b>
ATSIHP Class 5	79,935
ATSIHP Class 6	90,531
<b>DENTAL OFFICER</b>	
Dentist 1	73,862
Dentist 2	77,317
Dentist 3	80,934
Senior Dentist	89,510
Dentist Manager	103,668
Clinical Manager	117,541
Principal Dental Advisor	127,125
<b>FIRE AND RESCUE SERVICE</b>	
Recruit (first 3 months)	49,403
Recruit (successive 9 months)	51,937
Firefighter Class D	53,837
Firefighter Class C	55,104
Firefighter Class B	62,071
Firefighter Class A	63,338
Senior Firefighter	66,505
Leading Firefighter	69,672
Station Officer	72,838
Senior Station Officer	82,339
District Officer	95,007
<b>MEDICAL OFFICERS</b>	
Medical Officer Level 1	57,214
Medical Officer Level 2	63,973
Medical Officer Level 3	67,338
Medical Officer Level 4	70,326
Medical Officer Level 5	73,109
Medical Officer Level 6	74,745
Medical Officer Level 7	77,915
Medical Officer Level 8	80,328
Medical Officer Level 9	82,746
Medical Officer Level 10	85,509
Medical Officer Level 11	88,269
Medical Officer Level 12	91,040
Medical Officer Level 13	93,934
Medical Officer Level 14	95,545
Medical Officer Level 15	97,928

<b>Classification level</b>	<b>Annual pay rate \$</b>
Medical Officer Level 16	98,116
Medical Officer Level 17	101,216
Medical Officer Level 18	102,263
Medical Officer Level 19	108,023
Medical Officer Level 20	112,599
Medical Officer Level 21	121,794
Medical Officer Level 22	124,971
Medical Officer Level 23	127,400
Medical Officer Level 24	131,371
<b>NURSES AND MIDWIVES</b>	
Pupil Nurse	39,371
Nurse 1 (Enrolled Nurse) (N1)	
N1 Year 1	44,344
N1 Year 2	45,717
N1 Year 3	47,134
N1 Year 4	48,594
N1 Year 5	50,126
Nurse 2 / Student Midwife (N2)	
N2.1	50,126
N2.2	52,824
N2.3	55,523
N2.4	58,221
N2.5	61,366
N2.6	63,727
N2.7	66,316
Nurse 3 (N3)	
N3.1	69,084
N3.2	71,849
N3.3	73,813
Nurse 4 (N4)	
N4.1	76,878
N4.2	79,568
N4.3	82,594
Nurse 5 (N5)	
N5.1	84,658
N5.2	88,211
Nurse 6 (N6)	
N6.1	93,065

<b>Classification level</b>	<b>Annual pay rate \$</b>
N6.2	96,787
Nurse 7 (N7)	
N7.1	104,548
N7.2	108,297
Nurse 8 (N8)	
N8.1	112,617
N8.2	116,392
<b>PORT SERVICES</b>	
Port Administrative Officer 3 (PAO3)	49,432
Senior Port Administrative Officer 2 (SPAO2)	90,043
Port Service Worker 1 (PSW1)	42,932
Port Service Worker 2 (PSW2)	44,996
Port Service Worker 4 (PSW4)	49,173
Port Service Worker 5 (PSW5)	54,243
<b>TEACHERS AND EDUCATORS</b>	
Assistant Teacher	
Assistant Teacher Level 1 (AT1)	42,225
Assistant Teacher Level 2 (AT2)	44,897
Assistant Teacher Level 3 (AT3)	47,460
Assistant Teacher Level 4 (AT4)	49,520
Assistant Teacher Level 5 (AT5)	51,153
Classroom Teacher	
Classroom Teacher 1 (CT1)	52,784
Classroom Teacher 2 (CT2)	55,433
Classroom Teacher 3 (CT3)	58,080
Classroom Teacher 4 (CT4)	60,727
Classroom Teacher 5 (CT5)	63,375
Classroom Teacher 6 (CT6)	67,758
Classroom Teacher 7 (CT7)	70,406
Classroom Teacher 8 (CT8)	73,053
Classroom Teacher 9 (CT9)	75,699
Senior Teacher	
Senior Teacher 1 (ST1)	83,733
Senior Teacher 2 (ST2)	87,049
Senior Teacher 3 (ST3)	92,520
Senior Teacher 4 (ST4)	95,139
Senior Teacher 5 (ST5)	101,714

<b>Classification level</b>	<b>Annual pay rate \$</b>
Senior Teacher 6 (ST6)	104,928
Senior Teacher 7 (ST7)	108,645
Senior Teacher 8 (ST8)	113,483

3. By deleting the amount "\$14.05" appearing in clause 11.5(c)(i) and inserting "\$14.47".
4. By deleting the amount "\$17.09" appearing in clause 11.5(c)(ii) and inserting "\$17.60".
5. By deleting the amount "983.36" appearing in clause 11.14(a) and inserting "\$1012.81".
6. By deleting the amount "\$983.36" appearing in clause 11.14(b) and inserting "\$1012.81".
7. By deleting the amount "\$1320.67" appearing in clause 11.14(c) and inserting "\$1360.22".
8. By deleting the amount "\$9.11" appearing in clause 11.14(d)(i) and inserting "\$9.38".
9. By deleting the amount "\$11.56" appearing in clause 11.14(d)(ii) and inserting "\$11.91".
10. By deleting the amount "\$13.93" appearing in clause 11.14(d)(iii) and inserting "\$14.34".
11. By deleting the amount "\$4.22" appearing in clause 11.14(f) and inserting "\$4.34".
12. By deleting the amount "\$27.91" appearing in clause 11.14(g) and inserting "\$28.75".
13. By deleting the amount "\$10.92" appearing in clause 11.14(h)(i) and inserting "\$11.24".
14. By deleting the amount "\$353.63" appearing in clause 11.14(h)(ii) and inserting "\$364.21".
15. By deleting the amounts "36.96", "55.26" and "70.15" appearing in clause 11.18(a) and inserting "38.07", "56.91" and "72.25" respectively.
16. By deleting the amount "\$55.26" appearing in clause 11.18(b) and inserting "\$56.91".
17. By deleting the amount "\$0.34" wherever it appears in clause 11.19(b) and inserting "\$0.35".
18. By deleting the amount "\$0.51" appearing in clause 11.19(c) and inserting "\$0.53".

19. By deleting the amount "\$0.84" appearing in clause 11.20(a) and inserting "\$0.87".
20. By deleting the amount "\$0.65" appearing in clause 11.20(b) and inserting "\$0.67".
21. By deleting the amount "\$0.65" appearing in clause 11.20(c) and inserting "\$0.67".
22. By deleting the amount "\$0.46" wherever it appears in clause 11.20(d) and inserting "\$0.47".
23. By deleting the amount "\$0.87" appearing in clause 11.20(e) and inserting "\$0.90".
24. By deleting the amount "\$8.16" appearing in clause 11.20(f) and inserting "\$8.40".
25. By deleting the amount "\$0.43" appearing in clause 11.20(g)(i) and inserting "\$0.44".
26. By deleting the amount "\$2.46" appearing in clause 11.20(g)(ii) and inserting "\$2.54".
27. By deleting the amount "\$1.59" appearing in clause 11.20(g)(iii) and inserting "\$1.63".
28. By deleting the amount "\$17.39" appearing in clause 11.20(g)(iv) and inserting "\$17.91".
29. By deleting the amount "\$3.05" appearing in clause 11.20(i) and inserting "\$3.15".
30. By deleting the amount "\$3175.85" appearing in clause 11.21 and inserting "\$3270.95".
31. By deleting the amount "\$1.37" appearing in clause 11.22 and inserting "\$1.41".
32. By deleting the amount "\$3.13" appearing in clause 11.23(a) and inserting "\$3.23".
33. By deleting the amount "\$1.76" appearing in clause 11.23(b) and inserting "\$1.82".
34. By deleting the amount "\$3.93" appearing in clause 11.23(c) and inserting "\$4.05".
35. By deleting the amount "\$2.19" appearing in clause 11.23(d) and inserting "\$2.26".
36. By deleting the amount "\$1.00" appearing in clause 16.4(a)(i) and inserting "\$1.03".
37. By deleting the amount "\$2.72" appearing in clause 16.6(d) and inserting "\$2.80".

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:

	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per week</b>	<b>per week</b>	<b>per week</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	332.80	366.50	436.60
Plus 1 year out of school	366.50	436.60	508.10
Plus 2 years out of school	436.60	508.10	591.30
Plus 3 years out of school	508.10	591.30	677.00
Plus 4 years out of school	591.30	677.00	
Plus 5 or more years out of school	677.00		

**(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:

	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per week</b>	<b>per week</b>	<b>per week</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	332.80	366.50	424.80
Plus 1 year out of school	366.50	424.80	488.60
Plus 2 years out of school	424.80	488.60	573.10
Plus 3 years out of school	488.60	573.10	653.70
Plus 4 years out of school	573.10	653.70	
Plus 5 or more years out of school	653.70		



**(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:

	<b>Highest year of schooling completed</b>		
	<b>Year 10 per week \$</b>	<b>Year 11 per week \$</b>	<b>Year 12 per week \$</b>
School leaver	332.80	366.50	424.80
Plus 1 year out of school	366.50	424.80	478.20
Plus 2 years out of school	424.80	478.20	534.30
Plus 3 years out of school	478.20	534.30	595.20
Plus 4 years out of school	534.30	595.20	
Plus 5 or more years out of school	595.20		

**(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:

<b>Wage level</b>	<b>First year of traineeship per week \$</b>	<b>Second and subsequent years of traineeship per week \$</b>
	Wage Level A	703.20
Wage Level B	678.40	704.40
Wage Level C	617.40	640.70

**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:

	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per hour</b>	<b>per hour</b>	<b>per hour</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	10.95	12.07	14.37
Plus 1 year out of school	12.07	14.37	16.73
Plus 2 years out of school	14.37	16.73	19.45
Plus 3 years out of school	16.73	19.45	22.26
Plus 4 years out of school	19.45	22.26	
Plus 5 or more years out of school	22.26		

**(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:

	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per hour</b>	<b>per hour</b>	<b>per hour</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	10.95	12.07	13.99
Plus 1 year out of school	12.07	13.99	16.08
Plus 2 years out of school	13.99	16.08	18.87
Plus 3 years out of school	16.08	18.87	21.52
Plus 4 years out of school	18.87	21.52	
Plus 5 or more years out of school	21.52		

**(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:

	<b>Highest year of schooling completed</b>		
	<b>Year 10 per hour \$</b>	<b>Year 11 per hour \$</b>	<b>Year 12 per hour \$</b>
School leaver	10.95	12.07	13.99
Plus 1 year out of school	12.07	13.99	15.73
Plus 2 years out of school	13.99	15.73	17.57
Plus 3 years out of school	15.73	17.57	19.58
Plus 4 years out of school	17.57	19.58	
Plus 5 or more years out of school	19.58		

**(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:

<b>Year of schooling</b>	
<b>Year 11 or lower per hour \$</b>	<b>Year 12 per hour \$</b>
10.95	12.07

**(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	23.12	24.03
Wage Level B	22.29	23.15
Wage Level C	20.31	21.08

**(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 “\$0.71” appearing in clause D.5.2(a)(i) and inserting “\$0.73”.
40. By deleting the amount “\$1.17” appearing in clause D.5.2(a)(ii) and inserting “\$1.21”.
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 = **\$22.70** (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%	14.47
First aid allowance – hold Provide Advanced First Aid [HLTAID006] or equivalent	11.5(c)(ii)	weekly	77.55%	17.60
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	4461.70%	1012.81
Senior Dental Technician – Darwin	11.14(b)	per annum	4461.70%	1012.81
Radiographers – C.T. scanner allowance	11.14(c)	per annum	5992.15%	1360.22
Orderly (PH2) ambulance duty without first aid qualification	11.14(d)(i)	daily	41.33%	9.38

<b>Wage related allowance</b>	<b>Clause</b>	<b>Payable</b>	<b>% of standard rate</b>	<b>\$</b>
Orderly (PH2) ambulance duty and holds Provide First Aid [HLTAID003] or equivalent	11.14(d)(ii)	weekly	52.46%	11.91
Orderly (PH2) ambulance duty and holds Provide Advanced First Aid [HLTAID006] or equivalent	11.14(d)(iii)	weekly	63.19%	14.34
Orderly/hospital assistant (PH2) – special functions allowance	11.14(e)	weekly	Clause 11.14(e)	
Orderly PH2 – security/mental health	11.14(f)	per shift	19.13%	4.34
Post mortem and dirty body allowance	11.14(g)	per body	126.63%	28.75
Post mortem allowance	11.14(h)			0.00
Post mortem allowance (other than post mortem assistant)	11.14(h)(i)	per post mortem	49.53%	11.24
Post Mortem Assistant	11.14(h)(ii)	per annum	1604.47%	364.21
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%	38.07
10 up to 20 employees		weekly	250.72%	56.91
More than 20 employees		weekly	318.28%	72.25

<b>Wage related allowance</b>	<b>Clause</b>	<b>Payable</b>	<b>% of standard rate</b>	<b>\$</b>
Leading hand (Department of Health employee)	11.18(b)	weekly	250.72%	56.91
High cleaning – above 9 metres	11.19(b)	hourly	1.54%	0.35
High cleaning – each additional 9 metres or part thereof	11.19(b)	hourly	1.54%	0.35
Cleaning grease traps	11.19(c)	hourly	2.33%	0.53
Confined spaces	11.20(a)	hourly	3.83%	0.87
Dirty work	11.20(b)	hourly	2.93%	0.67
Wet places	11.20(c)	hourly	2.93%	0.67
Working at heights – 9 metres	11.20(d)	hourly	2.09%	0.47
Working at heights – for each additional 9 metres	11.20(d)	hourly	2.09%	0.47
Insulation work	11.20(e)	hourly	3.97%	0.90
Toxic substances	11.20(f)	weekly	37.01%	8.40
Drivers/Operators allowance	11.20(g)			
Carting/handling dirty material	11.20(g)(i)	hourly	1.94%	0.44
Carting/handling offensive material	11.20(g)(ii)	hourly	11.18%	2.54
Load/unload furniture	11.20(g)(iii)	daily	7.20%	1.63
Drive vehicle carting garbage	11.20(g)(iv)	weekly	78.89%	17.91
Tradesperson's rate	11.20(h)		See clause 11.20(h)	
First aid allowance - Physical	11.20(i)	daily	13.86%	3.15
Government House allowance	11.21	per annum	14409.49%	3270.95

<b>Wage related allowance</b>	<b>Clause</b>	<b>Payable</b>	<b>% of standard rate</b>	<b>\$</b>
Cleaners - toilet cleaning duty in institutions for children	11.22	daily	6.21%	1.41
Motor (not being a tractor) drawing trailer	11.23			
Loaded single axle trailer	11.23(a)	daily	14.21%	3.23
Empty single axle trailer	11.23(b)	daily	8.00%	1.82
Any other loaded trailer	11.23(c)	daily	17.83%	4.05
Any other empty trailer	11.23(d)	daily	9.94%	2.26
Restriction duty – on-call				
On call allowance	16.4(a)(i)	hourly	4.52%	1.03
On call allowance (Child Protection Practitioners)	16.6(d)	hourly	12.32%	2.80
<b>On-call allowance (Employees governed by Schedule D)</b>				
Any Monday to Friday inclusive	D.5.2(a)(i)	hourly	3.23%	0.73
Saturday/Sunday/Public Holiday/ ADO	D.5.2(a)(ii)	hourly	5.32%	1.21
Ambulance duty (Nurse/Midwife)	F.7.3	hourly	See clause F.7.3	
Teachers in special school	I.5.1	per annum	10120.77%	2297.41
Teacher of special class	I.5.1	per annum	10120.77%	2297.41
Teacher in charge – one teacher school with primary classes	I.5.1	per annum	10120.77%	2297.41
Principal of area school	I.5.1	per annum	16293.59%	3698.64
The teacher in charge in a pre-school with two or more teachers	I.5.1	per annum	16293.59%	3698.64
The teacher in charge in a pre-school with one teacher	I.5.1	per annum	7895.83%	1792.35
Teacher of exemplary practice level 3	I.6	per annum	See clause I.6	
Northern Territory Allowance (Teachers and	I.10		See clause I.10	



<b>Wage related allowance</b>	<b>Clause</b>	<b>Payable</b>	<b>% of standard rate</b>	<b>\$</b>
Educators)				
Consolidated allowance	J.2	per annum	14203.08%	3224.10
On-call allowance (Port Services)	J.4.9	hourly	8.40%	1.91
<b>Power and Water Wage-Related Allowances</b>				
<b>Lines allowance</b>				
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%	22.45
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%	13.49
Forklift allowance – where 2 or more forklifts engaged on any one lift	M.27.4	daily	12.02%	2.73
Mechanical equipment operators allowance – 2 or more cranes	M.27.5	daily	12.02%	2.73
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%	32.06
Industry allowance – usually employed on other than construction and required to do construction	M.28.4(b)	weekly	141.23%	32.06
Northern Territory Allowance	M.28.5		See clause M.28.5	
Power Station Allowance	M.28.6(a)	weekly	276.85%	62.84

<b>Wage related allowance</b>	<b>Clause</b>	<b>Payable</b>	<b>% of standard rate</b>	<b>\$</b>
First Aid Allowance	M.28.13	daily	16.15%	3.67
Dirty work	M.29.1	hourly	2.88%	0.65
Wet work	M.29.2	hourly	2.88%	0.65
Work inside oil tanks	M.29.3(a)	hourly	5.71%	1.30
Work on outside oil tanks	M.29.4	hourly	5.71%	1.30
Height money – above 9 metres	M.29.5(a)	hourly	1.59%	0.36
Height money – each additional 9 metres	M.29.5(a)	hourly	1.99%	0.45
Height money - work on swinging scaffold, single plank, bosun's chair	M.29.5(b)	hourly	1.99%	0.45
Insulation work	M.29.6	hourly	4.02%	0.91
Confined spaces	M.29.7	hourly	4.02%	0.91
Boiler cleaning	M.29.8	hourly	9.79%	2.22
Refractory bricklayer allowance	M.29.9	hourly	11.28%	2.56
Toxic substances	M.29.10(a)	hourly	4.32%	0.98
Asbestos	M.29.11	hourly	4.07%	0.92

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

<b>Allowances</b>	<b>Per annum \$</b>
Teachers in a special school	2297.41
Teacher of special class	2297.41
Teacher in-charge – one teacher school with primary classes	2297.41
Principal of area school	3698.64
The teacher in charge in a pre-school with two or more teachers	3698.64
The teacher in charge in a pre-school with one teacher	1792.35

43. By deleting the amount “\$3130.36” appearing in clause J.2.1 and inserting “\$3224.10”.

44. By deleting the amount “\$1.85” appearing in clause J.4.9 and inserting “\$1.91”.

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

<b>Classification level</b>	<b>Annual pay rate \$</b>
<b>ADMINISTRATIVE OFFICER</b>	
Administrative Officer 1	42,426
Administrative Officer 2	46,066
Administrative Officer 3	49,767
Administrative Officer 4	53,344
Administrative Officer 5	61,038
Administrative Officer 6	65,579
Administrative Officer 7	73,621
Administrative Officer 8	78,003
<b>PROFESSIONAL (other than Engineers)</b>	
Professional 1	51,790
Professional 2	60,538
Professional 3	75,392
Professional 4	81,815
Professional 5	92,804
<b>PROFESSIONAL (Designation: Engineers, see clause M.5)</b>	
Professional 1	53,238
Professional 2	60,667
Professional 3	75,332
Professional 4	81,769
Professional 5	92,722
<b>PHYSICAL</b>	
Physical 1	41,219
Physical 2	43,456
Physical 3	44,931
Physical 4	50,244
Physical 5	51,950
Physical 6	53,879
Physical 7	56,956
Physical 8	60,927
Physical 9	64,384
<b>TECHNICAL and SENIOR TECHNICAL</b>	
Technical 1	44,748
Technical 2	47,015

<b>Classification level</b>	<b>Annual pay rate \$</b>
Technical 3	50,326
Technical 4	53,509
Senior Technical 1	57,420
Senior Technical 2	60,239
Senior Technical 3	63,579
Senior Technical 4	65,974
Senior Technical 5	69,562

46. By deleting the amount “\$21.80” appearing in clause M.27.2(e) and inserting “\$22.45”.
47. By deleting the amount “\$13.09” appearing in clause M.27.3(a) and inserting “\$13.49”.
48. By deleting the amount “\$2.65” appearing in clause M.27.4 and inserting “\$2.73”.
49. By deleting the amount “\$2.65” appearing in clause M.27.5 and inserting “\$2.73”.
50. By deleting the amount “\$31.13” appearing in clause M.28.4(a) and inserting “\$32.06”.
51. By deleting the amount “\$31.13” appearing in clause M.28.4(b) and inserting “\$32.06”.
52. By deleting the amount “\$61.02” appearing in clause M.28.6(a) and inserting “\$62.84”.
53. By deleting the amount “\$3.56” appearing in clause M.28.13 and inserting “\$3.67”.
54. By deleting the amount “\$0.63” appearing in clause M.29.1 and inserting “\$0.65”.
55. By deleting the amount “\$0.63” appearing in clause M.29.2 and inserting “\$0.65”.
56. By deleting the amount “\$1.26” appearing in clause M.29.3(a) and inserting “\$1.30”.
57. By deleting the amount “\$1.26” appearing in clause M.29.4 and inserting “\$1.30”.
58. By deleting the amounts “\$0.35” and “\$0.44” appearing in clause M.29.5(a) and inserting “\$0.36” and “\$0.45” respectively.
59. By deleting the amount “\$0.44” appearing in clause M.29.5(b) and inserting “\$0.45”.
60. By deleting the amount “\$0.89” appearing in clause M.29.6 and inserting “\$0.91”.
61. By deleting the amount “\$0.89” appearing in clause M.29.7 and inserting “\$0.91”.

62. By deleting the amount "\$2.16" appearing in clause M.29.8 and inserting "\$2.22".
  63. By deleting the amount "\$2.49" appearing in clause M.29.9 and inserting "\$2.56".
  64. By deleting the amount "\$0.95" appearing in clause M.29.10(a) and inserting "\$0.98".
  65. By deleting the amount "\$0.90" appearing in clause M.29.11 and inserting "\$0.92".
- B. This determination comes into operation from 1 July 2019. In accordance with s.166(5) of the *Fair Work Act 2009* this determination does not take effect until the start of the first full pay period that starts on or after 1 July 2019.

PRESIDENT