



DRAFT DETERMINATION

Fair Work Act 2009

s.285—Annual wage review

Annual Wage Review 2024–25

(C2025/1)

NORTHERN TERRITORY PUBLIC SECTOR ENTERPRISE AWARD 2016

[MA000151]

Northern Territory

JUSTICE HATCHER, PRESIDENT
VICE PRESIDENT ASBURY
DEPUTY PRESIDENT MILLHOUSE
DEPUTY PRESIDENT O’NEILL
MS LABINE-ROMAIN
PROFESSOR BAIRD
MR CULLY

SYDNEY, XX JUNE 2025

Annual Wage Review 2024–25.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2024–25 on 3 June 2025 [[2025] 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)	52,300
Administrative Officer 2 (AO2)	56,696
Administrative Officer 3 (AO3)	61,448
Administrative Officer 4 (AO4)	65,389
Administrative Officer 5 (AO5)	74,806
Administrative Officer 6 (AO6)	80,337
Administrative Officer 7 (AO7)	90,179

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)	95,561
Senior Administrative Officer 2 (SAO2)	110,432
Executive Officer 2 (EO2)	119,096
Executive Officer 3 (EO3)	127,775
PROFESSIONAL Employees	
Professional 1 (P1)	59,538
Professional 2 (P2)	79,078
Professional 3 (P3)	97,758
Senior Professional 1 (SP1)	113,345
Senior Professional 2 (SP2)	130,757
PHYSICAL Employees	
Physical 1 (PH1)	49,918
Physical 2 (PH2)	52,274
Physical 3 (PH3)	53,458
Physical 4 (PH4)	55,742
Physical 5 (PH5)	57,795
Physical 6 (PH6)	61,004
Physical 7 (PH7)	64,131
Physical 8 (PH8)	67,064
Physical 9 (PH9)	70,930
TECHNICAL Employees	
Technical 1 (T1)	53,550
Technical 2 (T2)	62,096
Technical 3 (T3)	68,144
Technical 4 (T4)	75,826
Technical 5 (T5)	83,412
Technical 6 (T6)	90,260

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	49,917
ATSIHP Class 2	57,367
ATSIHP Class 3	75,163
ATSIHP Class 4	89,480
ATSIHP Class 5	99,023
ATSIHP Class 6	112,149
DENTAL OFFICER	
Dentist 1	91,500
Dentist 2	95,780
Dentist 3	100,260
Senior Dentist	110,884
Dentist Manager	128,423
Clinical Manager	145,609
Principal Dental Advisor	157,482
FIRE AND RESCUE SERVICE	
Recruit (first 3 months)	61,200
Recruit (successive 9 months)	64,339
Firefighter Class D	66,693
Firefighter Class C	68,262
Firefighter Class B	76,893
Firefighter Class A	78,462
Senior Firefighter	82,385
Leading Firefighter	86,308
Station Officer	90,231
Senior Station Officer	102,001
District Officer	117,693

Classification level	Annual pay rate \$
MEDICAL OFFICERS	
Medical Officer Level 1	70,876
Medical Officer Level 2	79,250
Medical Officer Level 3	83,418
Medical Officer Level 4	87,119
Medical Officer Level 5	90,567
Medical Officer Level 6	92,594
Medical Officer Level 7	96,521
Medical Officer Level 8	99,510
Medical Officer Level 9	102,505
Medical Officer Level 10	105,927
Medical Officer Level 11	109,348
Medical Officer Level 12	112,781
Medical Officer Level 13	116,364
Medical Officer Level 14	118,359
Medical Officer Level 15	121,313
Medical Officer Level 16	121,546
Medical Officer Level 17	125,386
Medical Officer Level 18	126,683
Medical Officer Level 19	133,817
Medical Officer Level 20	139,486
Medical Officer Level 21	150,877
Medical Officer Level 22	154,813
Medical Officer Level 23	157,824
Medical Officer Level 24	162,742
NURSES AND MIDWIVES	
Pupil Nurse	49,451
Nurse 1 (Enrolled Nurse) (N1)	
N1 Year 1	54,933
N1 Year 2	56,634
N1 Year 3	58,390
N1 Year 4	60,197

Classification level	Annual pay rate \$
N1 Year 5	62,096
Nurse 2 / Student Midwife (N2)	
N2.1	62,096
N2.2	65,437
N2.3	68,782
N2.4	72,124
N2.5	76,020
N2.6	78,944
N2.7	82,153
Nurse 3 (N3)	
N3.1	85,580
N3.2	89,006
N3.3	91,439
Nurse 4 (N4)	
N4.1	95,236
N4.2	98,567
N4.3	102,316
Nurse 5 (N5)	
N5.1	104,874
N5.2	109,275
Nurse 6 (N6)	
N6.1	115,289
N6.2	119,899
Nurse 7 (N7)	
N7.1	129,514
N7.2	134,158
Nurse 8 (N8)	
N8.1	139,510
N8.2	144,186

Classification level	Annual pay rate \$
PORT SERVICES	
Port Administrative Officer 3 (PAO3)	61,235
Senior Port Administrative Officer 2 (SPAO2)	111,544
Port Service Worker 1 (PSW1)	53,215
Port Service Worker 2 (PSW2)	55,742
Port Service Worker 4 (PSW4)	60,916
Port Service Worker 5 (PSW5)	67,196
TEACHERS AND EDUCATORS	
Assistant Teacher	
Assistant Teacher Level 1 (AT1)	52,377
Assistant Teacher Level 2 (AT2)	55,618
Assistant Teacher Level 3 (AT3)	58,793
Assistant Teacher Level 4 (AT4)	61,345
Assistant Teacher Level 5 (AT5)	63,368
Classroom Teacher	
Classroom Teacher 1 (CT1)	65,389
Classroom Teacher 2 (CT2)	68,669
Classroom Teacher 3 (CT3)	71,948
Classroom Teacher 4 (CT4)	75,228
Classroom Teacher 5 (CT5)	78,508
Classroom Teacher 6 (CT6)	83,939
Classroom Teacher 7 (CT7)	87,218
Classroom Teacher 8 (CT8)	90,496
Classroom Teacher 9 (CT9)	93,776
Senior Teacher	
Senior Teacher 1 (ST1)	103,727
Senior Teacher 2 (ST2)	107,835
Senior Teacher 3 (ST3)	114,614
Senior Teacher 4 (ST4)	117,858

Classification level	Annual pay rate \$
Senior Teacher 5 (ST5)	126,002
Senior Teacher 6 (ST6)	129,984
Senior Teacher 7 (ST7)	134,588
Senior Teacher 8 (ST8)	140,582

3. By deleting the amount "\$17.32" appearing in clause 11.5(c)(i) and inserting "\$17.92".
4. By deleting the amount "\$21.07" appearing in clause 11.5(c)(ii) and inserting "\$21.81".
5. By deleting the amount "\$1212.24" appearing in clause 11.14(a) and inserting "\$1254.63".
6. By deleting the amount "\$1212.24" appearing in clause 11.14(b) and inserting "\$1254.63".
7. By deleting the amount "\$1628.07" appearing in clause 11.14(c) and inserting "\$1684.99".
8. By deleting the amount "\$11.23" appearing in clause 11.14(d)(i) and inserting "\$11.62".
9. By deleting the amount "\$14.25" appearing in clause 11.14(d)(ii) and inserting "\$14.75".
10. By deleting the amount "\$17.17" appearing in clause 11.14(d)(iii) and inserting "\$17.77".
11. By deleting the amount "\$5.20" appearing in clause 11.14(f) and inserting "\$5.38".
12. By deleting the amount "\$34.41" appearing in clause 11.14(g)(i) and inserting "\$35.61".
13. By deleting the amount "\$13.46" appearing in clause 11.14(h)(i) and inserting "\$13.93".
14. By deleting the amount "\$435.93" appearing in clause 11.14(h)(ii) and inserting "\$451.18".
15. By deleting the amounts "45.57", "68.12" and "86.48" appearing in clause 11.18(a) and inserting "47.16", "70.50" and "89.50" respectively.
16. By deleting the amount "\$68.12" appearing in clause 11.18(b) and inserting "\$70.50".
17. By deleting the amount "\$0.42" wherever it appears in clause 11.19(b) and inserting "\$0.43".
18. By deleting the amount "\$0.63" appearing in clause 11.19(c) and inserting "\$0.66".
19. By deleting the amount "\$1.04" appearing in clause 11.20(a) and inserting "\$1.08".

20. By deleting the amount "\$0.80" appearing in clause 11.20(b) and inserting "\$0.82".
21. By deleting the amount "\$0.80" appearing in clause 11.20(c) and inserting "\$0.82".
22. By deleting the amount "\$0.57" wherever it appears in clause 11.20(d) and inserting "\$0.59".
23. By deleting the amount "\$1.08" appearing in clause 11.20(e) and inserting "\$1.12".
24. By deleting the amount "\$10.06" appearing in clause 11.20(f) and inserting "\$10.41".
25. By deleting the amount "\$0.53" appearing in clause 11.20(g)(i) and inserting "\$0.55".
26. By deleting the amount "\$3.04" appearing in clause 11.20(g)(ii) and inserting "\$3.14".
27. By deleting the amount "\$1.96" appearing in clause 11.20(g)(iii) and inserting "\$2.02".
28. By deleting the amount "\$21.43" appearing in clause 11.20(g)(iv) and inserting "\$22.18".
29. By deleting the amount "\$3.77" appearing in clause 11.20(i) and inserting "\$3.90".
30. By deleting the amount "\$3915.06" appearing in clause 11.21 and inserting "\$4051.95".
31. By deleting the amount "\$1.69" appearing in clause 11.22 and inserting "\$1.75".
32. By deleting the amount "\$3.86" appearing in clause 11.23(a) and inserting "\$4.00".
33. By deleting the amount "\$2.17" appearing in clause 11.23(b) and inserting "\$2.25".
34. By deleting the amount "\$4.84" appearing in clause 11.23(c) and inserting "\$5.01".
35. By deleting the amount "\$2.70" appearing in clause 11.23(d) and inserting "\$2.80".
36. By deleting the amount "\$1.23" appearing in clause 16.4(a)(i) and inserting "\$1.27".
37. By deleting the amount "\$3.35" appearing in clause 16.6(d) and inserting "\$3.46".
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	412.70	454.40	540.50
Plus 1 year out of school	454.40	540.50	629.00
Plus 2 years out of school	540.50	629.00	732.00
Plus 3 years out of school	629.00	732.00	838.00
Plus 4 years out of school	732.00	838.00	
Plus 5 or more years out of school	838.00		

(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	412.70	454.40	526.70
Plus 1 year out of school	454.40	526.70	605.90
Plus 2 years out of school	526.70	605.90	710.60
Plus 3 years out of school	605.90	710.60	810.40
Plus 4 years out of school	710.60	810.40	
Plus 5 or more years out of school	810.40		

(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	412.70	454.40	526.70
Plus 1 year out of school	454.40	526.70	595.60
Plus 2 years out of school	526.70	595.60	665.40
Plus 3 years out of school	595.60	665.40	741.20
Plus 4 years out of school	665.40	741.20	
Plus 5 or more years out of school	741.20		

(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:

Wage level	First year of traineeship	Second and subsequent years of traineeship
	per week	per week
	\$	\$
Wage Level A	869.80	902.80
Wage Level B	841.20	873.20
Wage Level C	769.40	798.50

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	13.57	14.95	17.77
Plus 1 year out of school	14.95	17.77	20.69
Plus 2 years out of school	17.77	20.69	24.07
Plus 3 years out of school	20.69	24.07	27.57
Plus 4 years out of school	24.07	27.57	
Plus 5 or more years out of school	27.57		

(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	13.57	14.95	17.34
Plus 1 year out of school	14.95	17.34	19.93
Plus 2 years out of school	17.34	19.93	23.38
Plus 3 years out of school	19.93	23.38	26.66
Plus 4 years out of school	23.38	26.66	
Plus 5 or more years out of school	26.66		

(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	13.57	14.95	17.34
Plus 1 year out of school	14.95	17.34	19.58
Plus 2 years out of school	17.34	19.58	21.89
Plus 3 years out of school	19.58	21.89	24.37
Plus 4 years out of school	21.89	24.37	
Plus 5 or more years out of school	24.37		

(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
\$	\$
13.57	14.95

(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	28.62	29.69
Wage Level B	27.68	28.72
Wage Level C	25.31	26.27

(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 “\$0.88” appearing in clause D.5.2(a)(i) and inserting “\$0.91”.
40. By deleting the amount “\$1.45” appearing in clause D.5.2(a)(ii) and inserting “\$1.50”.
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 = **\$28.12** (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%	17.92
First aid allowance – hold Provide Advanced First Aid [HLTAID006] or equivalent	11.5(c)(ii)	weekly	77.55%	21.81
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%	1254.63
Senior Dental Technician – Darwin	11.14(b)	per annum	4461.7%	1254.63
Radiographers – C.T. scanner allowance	11.14(c)	per annum	5992.15%	1684.99

Wage related allowance	Clause	Payable	% of standard rate	\$
Orderly (PH2) ambulance duty without first aid qualification	11.14(d)(i)	daily	41.33%	11.62
Orderly (PH2) ambulance duty and holds Provide First Aid [HLTAID003] or equivalent	11.14(d)(ii)	weekly	52.46%	14.75
Orderly (PH2) ambulance duty and holds Provide Advanced First Aid [HLTAID006] or equivalent	11.14(d)(iii)	weekly	63.19%	17.77
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%	5.38
Post mortem and dirty body allowance	11.14(g)(i)	per body	126.63%	35.61
Post mortem allowance	11.14(h)			
Post mortem allowance (other than post mortem assistant)	11.14(h)(i)	per post mortem	49.53%	13.93
Post Mortem Assistant	11.14(h)(ii)	per annum	1604.47%	451.18
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%	47.16

Wage related allowance	Clause	Payable	% of standard rate	\$
10 up to 20 employees		weekly	250.72%	70.50
More than 20 employees		weekly	318.28%	89.50
Leading hand (Department of Health employee)	11.18(b)	weekly	250.72%	70.50
High cleaning – above 9 metres	11.19(b)	hourly	1.54%	0.43
High cleaning – each additional 9 metres or part thereof	11.19(b)	hourly	1.54%	0.43
Cleaning grease traps	11.19(c)	hourly	2.33%	0.66
Confined spaces	11.20(a)	hourly	3.83%	1.08
Dirty work	11.20(b)	hourly	2.93%	0.82
Wet places	11.20(c)	hourly	2.93%	0.82
Working at heights – 9 metres	11.20(d)	hourly	2.09%	0.59
Working at heights – for each additional 9 metres	11.20(d)	hourly	2.09%	0.59
Insulation work	11.20(e)	hourly	3.97%	1.12
Toxic substances	11.20(f)	weekly	37.01%	10.41
Drivers/Operations allowance	11.20(g)			
Carting/handling dirty material	11.20(g)(i)	hourly	1.94%	0.55
Carting/handling offensive material	11.20(g)(ii)	hourly	11.18%	3.14
Load/unload furniture	11.20(g)(iii)	daily	7.2%	2.02
Drive vehicle carting garbage	11.20(g)(iv)	weekly	78.89%	22.18

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%	3.90
Government House allowance	11.21	per annum	14409.49%	4051.95
Cleaners - toilet cleaning duty in institutions for children	11.22	daily	6.21%	1.75
Motor (not being a tractor) drawing trailer	11.23			
Loaded single axle trailer	11.23(a)	daily	14.21%	4.00
Empty single axle trailer	11.23(b)	daily	8.0%	2.25
Any other loaded trailer	11.23(c)	daily	17.83%	5.01
Any other empty trailer	11.23(d)	daily	9.94%	2.80
Restriction duty – on-call				
On call allowance	16.4(a)(i)	hourly	4.52%	1.27
On call allowance (Child Protection Practitioners)	16.6(d)	hourly	12.32%	3.46
On-call allowance (Employees governed by Schedule D)				
Any Monday to Friday inclusive	D.5.2(a)(i)	hourly	3.23%	0.91
Saturday/Sunday/Public Holiday/ ADO	D.5.2(a)(ii)	hourly	5.32%	1.50
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%	2845.96
Teacher of special class	I.5.1	per annum	10120.77%	2845.96

Wage related allowance	Clause	Payable	% of standard rate	\$
Teacher in charge – one teacher school with primary classes	I.5.1	per annum	10120.77%	2845.96
Principal of area school	I.5.1	per annum	16293.59%	4581.76
The teacher in charge in a pre-school with two or more teachers	I.5.1	per annum	16293.59%	4581.76
The teacher in charge in a pre-school with one teacher	I.5.1	per annum	7895.83%	2220.31
Teacher of exemplary practice level 3	I.6	per annum	See clause I.6	
Northern Territory Allowance (Teachers and Educators)	I.10		See clause I.10	
Consolidated allowance	J.2.1	per annum	14203.08%	3993.91
On-call allowance (Port Services)	J.4.9	hourly	8.4%	2.36
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%	27.81
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%	16.71
Forklift allowance – where 2 or more forklifts engaged on any one lift	M.27.4	daily	12.02%	3.38
Mechanical equipment operators allowance – 2 or more cranes	M.27.5	daily	12.02%	3.38
Availability allowance	M.28.2	weekly	25.5% of T3	

Wage related allowance	Clause	Payable	% of standard rate	\$
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%	39.71
Industry allowance – usually employed on other than construction and required to do construction	M.28.4(b)	weekly	141.23%	39.71
Northern Territory Allowance	M.28.5		See clause M.28.5	
Power Station Allowance	M.28.6(a)	weekly	276.85%	77.85
First Aid Allowance	M.28.13	daily	16.15%	4.54
Dirty work	M.29.1	hourly	2.88%	0.81
Wet work	M.29.2	hourly	2.88%	0.81
Work inside oil tanks	M.29.3(a)	hourly	5.71%	1.61
Work on outside oil tanks	M.29.4	hourly	5.71%	1.61
Height money – above 9 metres	M.29.5(a)	hourly	1.59%	0.45
Height money – each additional 9 metres	M.29.5(a)	hourly	1.99%	0.56
Height money - work on swinging scaffold, single plank, bosun’s chair	M.29.5(b)	hourly	1.99%	0.56
Insulation work	M.29.6	hourly	4.02%	1.13
Confined spaces	M.29.7	hourly	4.02%	1.13
Boiler cleaning	M.29.8	hourly	9.79%	2.75
Refractory bricklayer allowance	M.29.9	hourly	11.28%	3.17
Toxic substances	M.29.10(a)	hourly	4.32%	1.21
Asbestos	M.29.11	hourly	4.07%	1.14

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

Allowances	Per annum \$
Teachers in a special school	2845.96
Teacher of special class	2845.96
Teacher in charge – one teacher school with primary classes	2845.96
Principal of area school	4581.76
The teacher in charge in a pre-school with two or more teachers	4581.76
The teacher in charge in a pre-school with one teacher	2220.31

43. By deleting the amount “\$3858.98” appearing in clause J.2.1 and inserting “\$3993.91”.

44. By deleting the amount “\$2.28” appearing in clause J.4.9 and inserting “\$2.36”.

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	52,614
Administrative Officer 2	57,067
Administrative Officer 3	61,652
Administrative Officer 4	66,083
Administrative Officer 5	75,614
Administrative Officer 6	81,239
Administrative Officer 7	91,201
Administrative Officer 8	96,630
PROFESSIONAL (other than Engineers)	
Professional 1	64,158
Professional 2	74,993
Professional 3	93,395
Professional 4	101,351
Professional 5	114,965

Classification level	Annual pay rate \$
PROFESSIONAL (Designation: Engineers, see clause M.5)	
Professional 1	65,950
Professional 2	75,155
Professional 3	93,320
Professional 4	101,294
Professional 5	114,863
PHYSICAL	
Physical 1	51,187
Physical 2	53,834
Physical 3	55,660
Physical 4	62,242
Physical 5	64,354
Physical 6	66,746
Physical 7	70,557
Physical 8	75,476
Physical 9	79,759
TECHNICAL and SENIOR TECHNICAL	
Technical 1	55,434
Technical 2	58,243
Technical 3	62,343
Technical 4	66,286
Senior Technical 1	71,132
Senior Technical 2	74,624
Senior Technical 3	78,761
Senior Technical 4	81,728
Senior Technical 5	86,171

46. By deleting the amount “\$26.87” appearing in clause M.27.2(e) and inserting “\$27.81”.
47. By deleting the amount “\$16.14” appearing in clause M.27.3(a) and inserting “\$16.71”.
48. By deleting the amount “\$3.27” appearing in clause M.27.4 and inserting “\$3.38”.

49. By deleting the amount “\$3.27” appearing in clause M.27.5 and inserting “\$3.38”.
50. By deleting the amount “\$38.37” appearing in clause M.28.4(a) and inserting “\$39.71”.
51. By deleting the amount “\$38.37” appearing in clause M.28.4(b) and inserting “\$39.71”.
52. By deleting the amount “\$75.22” appearing in clause M.28.6(a) and inserting “\$77.85”.
53. By deleting the amount “\$4.39” appearing in clause M.28.13 and inserting “\$4.54”.
54. By deleting the amount “\$0.78” appearing in clause M.29.1 and inserting “\$0.81”.
55. By deleting the amount “\$0.78” appearing in clause M.29.2 and inserting “\$0.81”.
56. By deleting the amount “\$1.55” appearing in clause M.29.3(a) and inserting “\$1.61”.
57. By deleting the amount “\$1.55” appearing in clause M.29.4 and inserting “\$1.61”.
58. By deleting the amounts “\$0.43” and “\$0.54” appearing in clause M.29.5(a) and inserting “\$0.45” and “\$0.56” respectively.
59. By deleting the amount “\$0.54” appearing in clause M.29.5(b) and inserting “\$0.56”.
60. By deleting the amount “\$1.09” appearing in clause M.29.6 and inserting “\$1.13”.
61. By deleting the amount “\$1.09” appearing in clause M.29.7 and inserting “\$1.13”.
62. By deleting the amount “\$2.66” appearing in clause M.29.8 and inserting “\$2.75”.
63. By deleting the amount “\$3.06” appearing in clause M.29.9 and inserting “\$3.17”.
64. By deleting the amount “\$1.17” appearing in clause M.29.10(a) and inserting “\$1.21”.
65. By deleting the amount “\$1.11” appearing in clause M.29.11 and inserting “\$1.14”.

B. This determination comes into operation on 1 July 2025. In accordance with s 286(5) of the *Fair Work Act 2009* (Cth) 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 2025.

PRESIDENT