



## DEPARTMENT OF INFRASTRUCTURE, TRANSPORT, CITIES AND REGIONAL DEVELOPMENT

### Subsection 24(1) Determination (Salaries and Allowances for Non-SES employees) 2019/10

I, Simon Atkinson, Secretary of the Department of Infrastructure, Transport, Cities and Regional Development, acting under subsection 24(1) of the *Public Service Act 1999*, make the following Determination.

Secretary

Department of Infrastructure, Transport, Cities and Regional Development

Date: 24/12/19

#### 1. Definitions

In this Determination:

**Communications and the Arts Enterprise Agreement** means the enterprise agreement approved by the Fair Work Commission on 25 January 2019 in accordance with Part 2-4 of the FW Act and known as the Department of the Communications and the Arts Enterprise Agreement 2018 – 2021;

**Department** means the Department of Infrastructure, Transport, Regional Development and Communications.

**Infrastructure Employee** means a non-SES employee who:

- (a) on 1 February 2020 is employed in the Department under the *Public Service Act 1999*; and
- (b) was employed in the Department of Infrastructure, Transport, Cities and Regional Development on 31 January 2020.

**Former Communications and the Arts Employee** means a non-SES employee who:

- (a) was employed in the Department of the Communications and the Arts on 31 January 2020; and
- (b) was moved by operation of a determination made by the Public Service Commissioner under s 72(1)(a) of the *Public Service Act 1999* to the Department; and
- (c) on 1 February 2020 is employed in the Department under the *Public Service Act 1999*;

**Infrastructure Enterprise Agreement** means the enterprise agreement approved by the Fair Work Commission on 21 March 2016 in accordance with Part 2-4 of the FW Act and known as the Department of Infrastructure and Regional Development Enterprise Agreement 2016.

**FW Act** means the *Fair Work Act 2009 (Cth)*.

## **2. Revocations**

This Determination revokes Determination (Salaries and Allowances for Non-SES employees) 2018/01 made under s 24(1) of the Public Service Act 1999 by the Secretary of the Department of Infrastructure, Transport, Cities and Regional Development on 21 December 2018.

## **3. Period of operation**

This Determination commences on 1 February 2020 and continues in force until whichever of the following occurs first:

- (a) an enterprise agreement that replaces the Infrastructure Enterprise Agreement begins to apply in accordance with the FW Act to employees to whom this Determination applies; or
- (b) this Determination is replaced by another determination made under s.24(1) that:
  - (i) applies to employees; and
  - (ii) is expressed to revoke this Determination.

## **4. Annual salaries – 1 February 2020 – 27 March 2021**

4.1. Each employee in the Department who is a Former Communications and the Arts Employee will receive an increase in salary on 1 February 2020 equivalent to the salary increase (if any) that the Employee would have received under the Communications and the Arts Enterprise Agreement had that Agreement applied to the Employee on 1 February 2020.

4.2. Each employee in the Department who is an Infrastructure Employee (including those to whom clause 12 of the Infrastructure Enterprise Agreement applies) will receive an increase to their salary of 2% on 28 March 2020.

4.3 The salaries (other than those payable to employees to whom clause 12 of the Infrastructure Enterprise Agreement applies) that will apply in accordance with this clause are specified in the Schedule.

## **5. Annual Salary – on and after 28 March 2021**

5.3. Each employee in the Department (including those to whom clause 12 of the Infrastructure Enterprise Agreement applies) will receive an increase to their salary of 2% on 28 March 2021.

4.5. The salaries (other than those payable to employees to whom clause 12 of the Infrastructure Enterprise Agreement applies) that will apply in accordance with this clause are specified in the Schedule.

## **6. Annual Salaries – on commencement or promotion**

5.1. A person who is promoted or commences employment in the Department after the commencement of this Determination will be paid in accordance with Table 2 of the Schedule.

## **7. Allowances**

7.1. The allowances that will apply in accordance with this Determination applies are specified in Tables 3 to 5 of the Schedule. Part-time employees will be entitled to pro-rata payment based on their weekly hours of duty.

7.2 The allowances specified in Tables 3 to 5 of the Schedule will increase by 2% on 28 March 2020 and by 2% on 28 March 2021.

## **8. Salary progression**

For the purposes of clause 30 of the Infrastructure Enterprise Agreement, the salary scales specified in Table 1 of the Schedule have effect in respect of employees in the Department who are Former Communications and Arts Employees until 30 April 2020.

## SCHEDULE – SALARY RATES AND ALLOWANCES

**TABLE 1: SALARY RATES – FORMER COMMUNICATIONS AND ARTS EMPLOYEES**

<b>Column 1</b>	<b>Column 2</b>
<b>Classification &amp; Pay Level</b>	<b>Moving Communications and Arts Employees 1 February 2020</b>
APS 1.1	\$47,722
APS 1.2	\$49,013
APS 1.3	\$51,028
APS 1.4	\$52,406
APS 2.1	\$53,691
APS 2.2	\$55,101
APS 2.3	\$56,532
APS 2.4	\$57,944
APS 2.5	\$59,511
APS 3.1	\$61,061
APS 3.2	\$62,613
APS 3.3	\$64,235
APS 3.4	\$65,970
APS 4.1	\$68,442
APS 4.2	\$70,220
APS 4.3	\$72,024
APS 4.4	\$73,968
APS 5.1	\$76,303
APS 5.2	\$78,453
APS 5.3	\$80,573
APS 5.4	\$83,145
APS 6.1	\$84,139
APS 6.2	\$88,373
APS 6.3	\$91,794
APS 6.4	\$94,273
APS 6.5	\$98,816
EL 1.1	\$108,914
EL 1.2	\$117,090
EL 1.3	\$120,736
EL 2.1	\$126,351
EL 2.2	\$132,851
EL 2.3	\$142,153
EL 2.4	\$146,631
EL 2.5	\$149,775

**TABLE 2: SALARY RATES – INFRASTRUCTURE EMPLOYEES**

<b>Column 1</b>	<b>Column 2</b>	<b>Column 3</b>	<b>Column 4</b>
Classification & Pay Level	Salary Increase 28 March 2019	Salary Increase 28 March 2020	Salary Increase 28 March 2021
APS 1.1	\$45,802	\$46,718	\$47,652
APS 1.2	\$47,199	\$48,143	\$49,106
APS 1.3	\$48,605	\$49,577	\$50,569
APS 1.4	\$50,449	\$51,458	\$52,487
APS 2.1	\$51,872	\$52,909	\$53,967
APS 2.2	\$53,432	\$54,501	\$55,591
APS 2.3	\$55,190	\$56,294	\$57,420
APS 2.4	\$57,265	\$58,410	\$59,578
APS 3.1	\$59,179	\$60,363	\$61,570
APS 3.2	\$60,705	\$61,919	\$63,157
APS 3.3	\$62,234	\$63,479	\$64,749
APS 3.4	\$63,901	\$65,179	\$66,483
APS 4.1	\$65,570	\$66,881	\$68,219
APS 4.2	\$67,661	\$69,014	\$70,394
APS 4.3	\$69,412	\$70,800	\$72,216
APS 4.4	\$71,253	\$72,678	\$74,132
APS 5.1	\$73,203	\$74,667	\$76,160
APS 5.2	\$75,510	\$77,020	\$78,560
APS 5.3	\$77,619	\$79,171	\$80,754
APS 6.1	\$81,015	\$82,635	\$84,288
APS 6.2	\$84,681	\$86,375	\$88,103
APS 6.3	\$88,173	\$89,936	\$91,735
APS 6.4	\$90,804	\$92,620	\$94,472
EL 1.1	\$104,060	\$106,141	\$108,264
EL 1.2	\$106,633	\$108,766	\$110,941
EL 1.3	\$109,793	\$111,989	\$114,229
EL 2.1	\$122,765	\$125,220	\$127,724
EL 2.2	\$128,169	\$130,732	\$133,347
EL 2.3	\$134,809	\$137,505	\$140,255
EL 2.4	\$137,959	\$140,718	\$143,532

**TABLE 3: ADDITIONAL DUTIES ALLOWANCES**

<b>Column 1</b>	<b>Column 2</b>	<b>Column 3</b>	<b>Column 4</b>
Additional duties	Allowance Rates 28 March 2019	Allowance Increase 28 March 2020	Allowance Increase 1 February 2021
Health and Safety Representative	\$28.69 per fortnight	\$29.26 per fortnight	\$29.85 per fortnight
First Aid Officer	\$28.69 per fortnight	\$29.26 per fortnight	\$29.85 per fortnight
Fire/Emergency Warden	\$28.69 per fortnight	\$29.26 per fortnight	\$29.85 per fortnight
Workplace Harassment Contact Officer	\$28.69 per fortnight	\$29.26 per fortnight	\$29.85 per fortnight

**TABLE 4: DEPARTMENTAL LIAISON OFFICER (DLO) ALLOWANCE**

<b>Column 1</b>	<b>Column 2</b>	<b>Column 3</b>	<b>Column 4</b>
Allowance	Allowance Rates 28 March 2019	Allowance Increase 28 March 2020	Allowance Increase 1 February 2021
DLO	\$22,714 per annum	\$23,168 per annum	\$23,631 per annum

**TABLE 5: VEHICLE SAFETY STANDARDS INSPECTOR (VSSI) ALLOWANCE**

<b>Column 1</b>	<b>Column 2</b>	<b>Column 3</b>	<b>Column 4</b>
Allowance	Allowance Rates 28 March 2019	Allowance Increase 28 March 2020	Allowance Increase 1 February 2021
VSSI	\$3,617 per annum	\$3,689 per annum	\$3,763 per annum