



***Public Service Act 1999* (Subsection 24(1)—
Australian Electoral Commission Non-SES
Employees) Determination 2019**

I, Tom Rogers, Electoral Commissioner and Agency Head of the Australian Electoral Commission, make the following Determination under subsection 24(1) of the *Public Service Act 1999* (Cth).

Dated *24th October* 2019

Tom Rogers 
Electoral Commissioner

Contents

1 Name	1
2 Commencement	1
3 Authority.....	1
4 Application.....	1
5 Definitions	1
6 Purpose	1
7 Period of operation.....	1
8 Annual salary increases.....	2
10 Entitlements under Commonwealth laws not affected by this Determination.....	2
Schedule 1—Salaries.....	3

1 Name

This Determination is the Australian Electoral Commission Non SES Employees Determination 2019.

2 Commencement

This Determination commences on the date that it is signed by the Electoral Commissioner.

3 Authority

This Determination is made under subsection 24(1) of the *Public Service Act 1999*.

4 Application

This Determination applies to non-SES employees employed by the Australian Electoral Commission under the provisions of the *Public Service Act 1999* and who are covered by the *Australian Electoral Commission Enterprise Agreement 2016-2019*.

5 Definitions

In this Determination:

Employee means a non-SES employee who is employed by the Australian Electoral Commission under the *Public Service Act 1999* and is covered by the Enterprise Agreement.

Enterprise Agreement means the enterprise agreement approved by the Fair Work Commission on 29 November 2016 and known as the *Australian Electoral Commission Enterprise Agreement 2016-2019*.

6 Purpose

The purpose of this Determination is to provide Employees with increases to their existing salary for which they are eligible under the terms of the Enterprise Agreement.

7 Period of operation

This Determination is in force for the period:

- (a) beginning at the start of the day this Determination commences; and
- (b) ending at the earlier of the following:
 - (i) the start of the day that another enterprise agreement, made in accordance with the *Fair Work Act 2009* that covers the Employees and replaces the Enterprise Agreement, commences operation;
 - (ii) the start of the day that another determination under subsection 24(1) of the *Public Service Act 1999* that applies to the Employees and expressly revokes this Determination comes into force.

8 Annual salary increases

- (1) Employees will receive increases to their salary payable under the Enterprise Agreement as follows:
 - (a) 2% increase in salary, payable from 30 November 2019; and
 - (b) 2% increase in salary, payable from 30 November 2020.
- (2) Each increase is to be calculated based on the salary immediately before the increase.
- (3) Schedule 1 has effect.

Note: Schedule 1 sets out the salaries that are payable to Employees under the Enterprise Agreement consistent with this Determination.

10 Entitlements under Commonwealth laws not affected by this Determination

This Determination operates in conjunction with all relevant Commonwealth Acts (including regulations and instruments made under those Acts).

Schedule 1—Salaries

Note: See subsection 8(3).

1. Broadband and classification or local designation	2. Pay points	3. Pre-Determination Salary	4. Salary (\$) from 30 November 2019	5. Salary (\$) from 30 November 2020	
APS 1	APS 1.1	\$45,243	\$46,148	\$47,071	
	APS 1.2	\$46,764	\$47,699	\$48,653	
	APS 1.3	\$48,030	\$48,991	\$49,970	
	APS 1.4	\$50,006	\$51,006	\$52,026	
APS 2	APS 2.1	\$51,203	\$52,227	\$53,272	
	APS 2.2	\$52,997	\$54,057	\$55,138	
	APS 2.3	\$54,797	\$55,893	\$57,011	
	APS 2.4	\$56,782	\$57,918	\$59,076	
APS 3	APS 3.1	\$58,322	\$59,488	\$60,678	
	Government Lawyer 1.1	APS 3.2	\$60,186	\$61,390	\$62,618
		APS 3.3	\$62,052	\$63,293	\$64,559
Government Lawyer 1.2	APS 3.4	\$63,915	\$65,193	\$66,497	
APS 4	APS 4.1	\$65,004	\$66,304	\$67,630	
	Government Lawyer 1.3	APS 4.2	\$67,081	\$68,423	\$69,791
	APS 4.3	\$69,159	\$70,542	\$71,953	
Government Lawyer 1.4	APS 4.4	\$71,233	\$72,658	\$74,111	
APS 5	APS 5.1	\$72,501	\$73,951	\$75,430	
	Government Lawyer 1.5	APS 5.2	\$74,821	\$76,317	\$77,844
	APS 5.3	\$77,142	\$78,685	\$80,259	
Government Lawyer 1.6	APS 5.4	\$79,455	\$81,044	\$82,665	
APS 6	APS 6.1	\$80,255	\$81,860	\$83,497	
	Government Lawyer 1.7	APS 6.2	\$82,451	\$84,100	\$85,782
	APS 6.3	\$86,596	\$88,328	\$90,094	
Government Lawyer 1.8	APS 6.4	\$89,950	\$91,749	\$93,584	
EL 1	EL 1.1	\$100,225	\$102,230	\$104,274	
	Senior Gov Lawyer 1.1	EL 1.2	\$103,433	\$105,502	\$107,612
	EL 1.3	\$108,238	\$110,403	\$112,611	
Senior Gov Lawyer 1.2	EL 1.4	\$111,483	\$113,713	\$115,987	
Senior Gov Lawyer 1.3	EL 1.5	\$112,943	\$115,202	\$117,506	
EL 2	EL 2.1	\$118,493	\$120,863	\$123,280	
	Principal Gov Lawyer 1.1	EL 2.2	\$119,470	\$121,859	\$124,297
Principal Gov Lawyer 1.2	EL 2.3	\$123,412	\$125,880	\$128,398	
	EL 2.4	\$127,366	\$129,913	\$132,512	
Principal Gov Lawyer 1.3	EL 2.5	\$131,023	\$133,643	\$136,316	
Principal Gov Lawyer 1.4	EL 2.6	\$139,131	\$141,914	\$144,752	

Graduate Broadband APS 3	APS 3.1	\$58,322	\$59,488	\$60,678	
		APS 3.2	\$60,186	\$61,390	\$62,618
		APS 3.3	\$62,052	\$63,293	\$64,559
		APS 3.4	\$63,915	\$65,193	\$66,497
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		APS 5.2	\$74,821	\$76,317	\$77,844
		APS 5.3	\$77,142	\$78,685	\$80,259
		APS 5.4	\$79,455	\$81,044	\$82,665