



Public Service (Subsection 24(1)—Australian Electoral Commission Non-SES Employees) Determination 2021

I, Tom Rogers, Electoral Commissioner of the Australian Electoral Commission, make the following determination.

Dated 18 OCTOBER 2021

[REDACTED]

Tom Rogers
Electoral Commissioner

[REDACTED]

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1 Name

This determination is the *Public Service (Subsection 24(1)—Australian Electoral Commission Non-SES Employees) Determination 2021*.

2 Commencement

This determination commences on the date it is signed.

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 in the Australian Electoral Commission under the *Public Service Act 1999* who are covered by the Australian Electoral Commission Enterprise Agreement.

5 Definitions

In this determination:

Australian Electoral Commission 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*.

Electoral Commissioner means the Electoral Commissioner of the Australian Electoral Commission.

Wage Price Index (WPI) – Private Sector Adjustment means the applicable WPI – Private Sector percentage adjustment under the *Public Sector Workplace Relations Policy 2020*.

6 Purpose

The purpose of this determination is to adjust employees' salaries and allowances for which they are eligible under the terms of the Australian Electoral Commission 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 an enterprise agreement made in accordance with the *Fair Work Act 2009* that covers the employees and replaces

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- the Australian Electoral Commission 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 revokes this determination comes into force.

8 First annual adjustment of salary and allowances

- (1) Employees' salaries are adjusted by 1.9%, with effect from 1 December 2021.

Note: The percentage adjustment in salary is equal to the most recent percentage change in the annual June Private Sector WPI as advised by the Australian Public Service Commission.

- (2) Each adjustment is to be calculated based on the salary immediately before the adjustment under subsection (1).
- (3) Health and Safety Representative Allowance, First Aid Allowance and Multiple Divisional Site Management Payment Allowance are adjusted by the same percentage as their salaries, with effect from 1 December 2021.
- (4) Each adjustment of an allowance is to be calculated based on the allowance immediately before the adjustment under subsection (3).
- (5) Schedule 1 has effect.

9 Second annual adjustment of salary and allowances

- (1) Employees' salaries are adjusted by X% or 2.3%, whichever is the lower, with effect from 1 December 2022.

Note: The applicable percentage adjustment in salary will be inserted in Year 2 in line with the most recently published annual June Private Sector WPI% as advised by the Australian Public Service Commission.

- (2) Each adjustment is to be calculated based on the salary immediately before the adjustment under subsection (1).
- (3) Health and Safety Representative Allowance, First Aid Allowance and Multiple Divisional Site Management Payment are to be adjusted by the same percentage as the salaries, with effect from 1 December 2022.
- (4) Each adjustment of an allowance is to be calculated based on the allowance immediately before the adjustment under subsection (3).
- (5) Schedule 2 is to be changed to reflect the adjustments.

Schedule 1—First annual adjustment—Salary and allowances from 1 December 2021

Note: See section 8.

1 Salary

From 1 December 2021, salary for an employee covered by column 1 of an item of the following table at a pay point described in column 2 of the item is payable at the rate for that pay point (the *new rate*) described in column 3 of the table. This is an adjustment of 1.9% under subsection 8(1) of this determination.

Salary from 1 December 2021			
Item	Column 1 Salary Pay Point	Column 2 Salary amount applicable before commencement of this determination	Column 3 Salary amount applicable from 1 December 2021
APS 1			
1	APS 1.1	\$47,071	\$47,965
2	APS 1.2	\$48,653	\$49,577
3	APS 1.3	\$49,970	\$50,919
4	APS 1.4	\$52,026	\$53,014
APS 2			
5	APS 2.1	\$53,272	\$54,284
6	APS 2.2	\$55,138	\$56,186
7	APS 2.3	\$57,011	\$58,094
8	APS 2.4	\$59,076	\$60,198
APS 3			
9	APS 3.1	\$60,678	\$61,831
10	APS 3.2	\$62,618	\$63,808
Government Lawyer 1.1			
11	APS 3.3	\$64,559	\$65,786
12	APS 3.4	\$66,497	\$67,760
Government Lawyer 1.2			
APS 4			
13	APS 4.1	\$67,630	\$68,915
14	APS 4.2	\$69,791	\$71,117
Government Lawyer 1.3			
15	APS 4.3	\$71,953	\$73,320
16	APS 4.4	\$74,111	\$75,519
Government Lawyer 1.4			

Schedule 1 Salary and allowances from 1 December 2021

Salary from 1 December 2021			
Item	Column 1 Salary Pay Point	Column 2 Salary amount applicable before commencement of this determination	Column 3 Salary amount applicable from 1 December 2021
APS 5			
17	APS 5.1	\$75,430	\$76,863
18	APS 5.2	\$77,844	\$79,323
	Government Lawyer 1.5		
19	APS 5.3	\$80,259	\$81,784
20	APS 5.4	\$82,665	\$84,236
	Government Lawyer 1.6		
APS 6			
21	APS 6.1	\$83,497	\$85,083
22	APS 6.2	\$85,782	\$87,412
	Government Lawyer 1.7		
23	APS 6.3	\$90,094	\$91,806
24	APS 6.4	\$93,584	\$95,362
	Government Lawyer 1.8		
EL 1			
25	EL 1.1	\$104,274	\$106,255
26	EL 1.2	\$107,612	\$109,657
	Senior Gov Lawyer 1.1		
27	EL 1.3	\$112,611	\$114,751
28	EL 1.4	\$115,987	\$118,191
	Senior Gov Lawyer 1.2		
29	EL 1.5	\$117,506	\$119,739
	Senior Gov Lawyer 1.3		
EL 2			
30	EL 2.1	\$123,280	\$125,622
31	EL 2.2	\$124,297	\$126,659
	Principal Gov Lawyer 1.1		
32	EL 2.3	\$128,398	\$130,838
	Principal Gov Lawyer 1.2		
33	EL 2.4	\$132,512	\$135,030
34	EL 2.5	\$136,316	\$138,906
	Principal Gov Lawyer 1.3		
35	EL 2.6	\$144,752	\$147,502
	Principal Gov Lawyer 1.4		

Graduate Broadband Arrangements			
Item	Column 1 Salary Pay Point	Column 2 Salary amount applicable before commencement of this determination	Column 3 Salary amount applicable from 1 December 2021
Graduate Broadband APS 3			
1	APS 3.1	\$60,678	\$61,831
2	APS 3.2	\$62,618	\$63,808
3	APS 3.3	\$64,559	\$65,786
4	APS 3.4	\$66,497	\$67,760
Graduate Broadband APS 4			
5	APS 4.1	\$67,630	\$68,915
6	APS 4.2	\$69,791	\$71,117
7	APS 4.3	\$71,953	\$73,320
8	APS 4.4	\$74,111	\$75,519
Graduate Broadband APS 5			
9	APS 5.1	\$75,430	\$76,863
10	APS 5.2	\$77,844	\$79,323
11	APS 5.3	\$80,259	\$81,784
12	APS 5.4	\$82,665	\$84,236

Schedule 1 Salary and allowances from 1 December 2021

2 Allowances

From 1 December 2021, an allowance described in column 1 of an item of the following table is payable at the rate (the *new rate*) described in column 3 of the table. This is an adjustment of 1.9% under subsection 8(3) of this determination.

Allowances from 1 December 2021

Item	Column 1 Name of allowance	Column 2 Rate of allowance applicable before commencement of this determination	Column 3 Rate of allowance applicable from 1 December 2021
1	Health and Safety Representative Allowance (Per Fortnight)	\$21.00	\$21.40
2	First Aid Allowance (Per Fortnight)	\$25.00	\$25.48
3	Multiple Divisional Site Management Payment (Contingent on four continuous weeks, payment per ten days of work)	\$106.00	\$108.01

Schedule 2—Second annual adjustment—Salary and allowances from 1 December 2022

Note: See section 9.

1 Salary

From 1 December 2022, salary for an employee covered by column 1 of an item of the following table at a pay point described in column 2 of the item is to be payable at the rate for that pay point (the *new rate*) described in column 3 of the table. This is an adjustment of X% or 2.3%, whichever is the lower, under subsection 9(1) of this determination.

Salary from 1 December 2022			
Item	Column 1 Salary Pay Point	Column 2 Salary amount applicable from date before commencement of <i>Schedule 2</i>	Column 3 Salary amount applicable from 1 December 2022
APS 1			
1	APS 1.1	\$47,965	-
2	APS 1.2	\$49,577	-
3	APS 1.3	\$50,919	-
4	APS 1.4	\$53,014	-
APS 2			
5	APS 2.1	\$54,284	-
6	APS 2.2	\$56,186	-
7	APS 2.3	\$58,094	-
8	APS 2.4	\$60,198	-
APS 3			
9	APS 3.1	\$61,831	-
10	APS 3.2	\$63,808	-
Government Lawyer 1.1			
11	APS 3.3	\$65,786	-
12	APS 3.4	\$67,760	-
Government Lawyer 1.2			
APS 4			
13	APS 4.1	\$68,915	-
14	APS 4.2	\$71,117	-
Government Lawyer 1.3			
15	APS 4.3	\$73,320	-
16	APS 4.4	\$75,519	-

Schedule 2 Salary and allowances from 1 December 2022

Salary from 1 December 2022			
Item	Column 1 Salary Pay Point	Column 2 Salary amount applicable from date before commencement of <i>Schedule 2</i>	Column 3 Salary amount applicable from 1 December 2022
	Government Lawyer 1.4		
	APS 5		-
17	APS 5.1	\$76,863	-
18	APS 5.2	\$79,323	-
	Government Lawyer 1.5		
19	APS 5.3	\$81,784	-
20	APS 5.4	\$84,236	-
	Government Lawyer 1.6		
	APS 6		-
21	APS 6.1	\$85,083	-
22	APS 6.2	\$87,412	-
	Government Lawyer 1.7		
23	APS 6.3	\$91,806	-
24	APS 6.4	\$95,362	-
	Government Lawyer 1.8		
	EL 1		-
25	EL 1.1	\$106,255	-
26	EL 1.2	\$109,657	-
	Senior Gov Lawyer 1.1		
27	EL 1.3	\$114,751	-
28	EL 1.4	\$118,191	-
	Senior Gov Lawyer 1.2		
29	EL 1.5	\$119,739	-
	Senior Gov Lawyer 1.3		
	EL 2		-
30	EL 2.1	\$125,622	-
31	EL 2.2	\$126,659	-
	Principal Gov Lawyer 1.1		
32	EL 2.3	\$130,838	-
	Principal Gov Lawyer 1.2		
33	EL 2.4	\$135,030	-
34	EL 2.5	\$138,906	-
	Principal Gov Lawyer 1.3		
35	EL 2.6	\$147,502	-
	Principal Gov Lawyer 1.4		

Salary and allowances from 1 December 2022 Schedule 2

Salary from 1 December 2022			
Item	Column 1 Salary Pay Point	Column 2 Salary amount applicable from date before commencement of <i>Schedule 2</i>	Column 3 Salary amount applicable from 1 December 2022
Graduate Broadband APS 3			
1	APS 3.1	\$61,831	-
2	APS 3.2	\$63,808	-
3	APS 3.3	\$65,786	-
4	APS 3.4	\$67,760	-
Graduate Broadband APS 4			
5	APS 4.1	\$68,915	-
6	APS 4.2	\$71,117	-
7	APS 4.3	\$73,320	-
8	APS 4.4	\$75,519	-
Graduate Broadband APS 5			
9	APS 5.1	\$76,863	-
10	APS 5.2	\$79,323	-
11	APS 5.3	\$81,784	-
12	APS 5.4	\$84,236	-

2 Allowances

From 1 December 2022, an allowance described in column 1 of an item of the following table is to be payable at the rate (the *new rate*) described in column 3 of the table. This is an adjustment of X% or 2.3%, whichever is the lower, under subsection 9(3) of this determination.

Allowances from 1 December 2022			
Item	Column 1 Name of allowance	Column 2 Rate of allowance applicable before commencement of Schedule 2	Column 3 Rate of allowance applicable from 1 December 2022
1	Health and Safety Representative Allowance (Per Fortnight)	\$21.40	-
2	First Aid Allowance (Per Fortnight)	\$25.48	-
3	Multiple Divisional Site Management Payment (Contingent on four continuous weeks, payment per ten days of work)	\$108.01	-