



## **Public Service (Subsection 24(1) - Australian War Memorial Non-SES Employees) Determination 2020/1**

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I, Anne Bennie, Acting Director for the Australian War Memorial, make the following Determination.

Dated *24 March 2020*

Anne Bennie  
Acting Director  
Australian War Memorial

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## **1 Name**

This Determination is the Australian War Memorial – Non-SES Employees Determination 2020/1.

## **2 Commencement**

This Determination commences on the date that it is signed by the Acting Director, Australian War Memorial.

## **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 War Memorial under the provisions of the *Public Service Act 1999* and who are covered by the Australian War Memorial Teamwork Agreement 2017-2020.

## **5 Definitions**

In this Determination:

***Employee*** means a non-SES employee who is employed by the Australian War Memorial 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 3 July 2017 and known as the Australian War Memorial Teamwork Agreement 2017-2020.

## **6 Purpose**

The purpose of this Determination is to provide employees with increases to their existing salary and to allowances 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 an 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 10 July 2020;
  - (b) 2% increase in salary, payable from 10 July 2021; and
  - (c) 2% increase in salary, payable from 10 July 2022.
- (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 except AWM Broadband 1.2 established through Director's Instructions (Administrative) 7.24.

## **9 Allowances**

The following allowances provided for under the Enterprise Agreement will be increased in line with the salary increases prescribed in clause 8(1):

Workplace Representative Allowance – Work Health and Safety  
Workplace Representative Allowance – Workplace Harassment Contact Officer  
Workplace Representative Allowance – Emergency Warden  
First Aid – Level A  
First Aid – Level B  
First Aid – Level C  
Disability Allowance  
Tool Allowance  
Community Language Allowance – Rate 1  
Community Language Allowance – Rate 2  
Restriction Allowance – Public Holiday Rate

## **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 Salaries

<b>Table A—Salaries payable under this Determination</b>					
<b>APS Classification</b>	<b>2. Pay points</b>	<b>3. Pre-Determinati on Salary</b>	<b>4. Salary (\$) from 10 July 2020</b>	<b>5. Salary (\$) from 10 July 2021</b>	<b>6. Salary (\$) from 10 July 2022</b>
APS Level 1	1	43,787	44,663	45,556	46,467
APS Level 1	2	44,698	45,592	46,504	47,434
APS Level 1	3	48,390	49,358	50,345	51,352
APS Level 2	1	50,649	51,662	52,695	53,749
APS Level 2	2	51,490	52,520	53,570	54,642
APS Level 2	3	54,943	56,042	57,163	58,306
APS Level 3	1	56,133	57,256	58,401	59,569
APS Level 3	2	56,998	58,138	59,301	60,487
APS Level 3	3	60,913	62,131	63,374	64,641
APS Level 4	1	62,811	64,067	65,349	66,656
APS Level 4	2	64,024	65,304	66,611	67,943
APS Level 4	3	68,294	69,660	71,053	72,474
APS Level 5	1	69,459	70,848	72,265	73,710
APS Level 5	2	74,392	75,880	77,397	78,945
APS Level 6	1	77,795	79,351	80,938	82,557
APS Level 6	2	80,415	82,023	83,664	85,337
APS Level 6	3	87,043	88,784	90,560	92,371
Executive Level 1	1	99,036	101,017	103,037	105,098
Executive Level 1	2	107,027	109,168	111,351	113,578
Executive Level 2	1	129,150	131,733	134,368	137,055
Executive Level 2	2	133,571	136,242	138,967	141,747
Executive Level 2	3	138,612	141,384	144,212	147,096
Executive Level 2	4	144,072	146,953	149,893	152,890

<b>Table B - Broadbands payable under this Determination</b>						
<b>Broadband and equivalent APS Classification</b>	<b>2. Pay points</b>	<b>3. Pre-Determination on Salary</b>	<b>4. Salary (\$) from 10 July 2020</b>	<b>5. Salary (\$) from 10 July 2021</b>	<b>6. Salary (\$) from 10 July 2022</b>	
Base Broadband	APS1	1	43,787	44,663	45,556	46,467
Base Broadband	APS1	2	44,698	45,592	46,504	47,434
Base Broadband	APS1	3	48,390	49,358	50,345	51,352
Base Broadband	APS2	4	50,649	51,662	52,695	53,749
Base Broadband	APS2	5	51,490	52,520	53,570	54,642
Base Broadband	APS2	6	54,943	56,042	57,163	58,306
AWM Broadband 1	APS2	1	50,649	51,662	52,695	53,749
AWM Broadband 1	APS2	2	54,943	56,042	57,163	58,306
AWM Broadband 1	APS3	3	56,133	57,256	58,401	59,569
AWM Broadband 1	APS3	4	60,913	62,131	63,374	64,641
AWM Broadband 1	APS4	5	62,811	64,067	65,349	66,656
AWM Broadband 1	APS4	6	64,024	65,304	66,611	67,943
AWM Broadband 1.2	APS2	1	50,649	51,662	52,695	53,749
AWM Broadband 1.2	APS2	2	54,943	56,042	57,163	58,306
AWM Broadband 1.2	APS3	3	56,133	57,256	58,401	59,569
AWM Broadband 1.2	APS3	4	60,913	62,131	63,374	64,641
AWM Broadband 2	APS4	1	68,294	69,660	71,053	72,474
AWM Broadband 2	APS5	2	69,459	70,848	72,265	73,710
AWM Broadband 2	APS5	3	74,392	75,880	77,397	78,945
AWM Broadband 2	APS6	4	77,795	79,351	80,938	82,557
AWM Broadband 2	APS6	5	87,043	88,784	90,560	92,371
AWM Broadband 3	APS4	1	62,811	64,067	65,349	66,656
AWM Broadband 3	APS4	2	64,024	65,304	66,611	67,943
AWM Broadband 3	APS5	3	69,459	70,848	72,265	73,710
AWM Broadband 3	APS5	4	74,392	75,880	77,397	78,945
AWM Broadband 4	APS4	1	68,294	69,660	71,053	72,474
AWM Broadband 4	APS4	2	69,459	70,848	72,265	73,710
AWM Broadband 4	APS5	3	74,392	75,880	77,397	78,945

## 2 Allowances

<b>Table C — Allowances</b>					
<b>1. Allowance</b>		<b>2. Pre-determination amount (\$)</b>	<b>3. Allowance (\$)</b> from 10 July 2020	<b>4. Allowance (\$)</b> from 10 July 2021	<b>5. Allowance (\$)</b> from 10 July 2022
<b>Workplace Representative Allowance</b>	Work Health and Safety	26.28 per fortnight	26.81 per fortnight	27.34 per fortnight	27.89 per fortnight
<b>Workplace Representative Allowance</b>	Workplace Harassment Contact Officer	26.28 per fortnight	26.81 per fortnight	27.34 per fortnight	27.89 per fortnight
<b>Workplace Representative Allowance</b>	Emergency Warden	26.28 per fortnight	26.81 per fortnight	27.34 per fortnight	27.89 per fortnight
<b>First Aid</b>	Level A	26.28 per fortnight	26.81 per fortnight	27.34 per fortnight	27.89 per fortnight
<b>First Aid</b>	Level B	31.53 per fortnight	32.16 per fortnight	32.80 per fortnight	33.46 per fortnight
<b>First Aid</b>	Level C	39.43 per fortnight	40.22 per fortnight	41.02 per fortnight	41.84 per fortnight
<b>Disability Allowance</b>		45.79 per fortnight	46.71 per fortnight	47.64 per fortnight	48.59 per fortnight
<b>Tool allowance</b>		91.60 per fortnight	93.43 per fortnight	95.30 per fortnight	97.21 per fortnight
<b>Community Language</b>	Rate 1	962.50 per annum	981.75 per annum	1,001.39 per annum	1,021.41 per annum
<b>Community Language</b>	Rate 2	1,924.99 per annum	1,963.49 per annum	2,002.76 per annum	2,042.81 per annum
<b>Restriction Allowance (Public Holiday Rate)</b>		51.02 per occurrence	52.04 per occurrence	53.08 per occurrence	54.14 per occurrence