

**Public Service (Section 24(1) Department of Agriculture, Fisheries and Forestry Non-SES Employees) Determination 2022/1**

I, Andrew Edgar Francis Metcalfe, Secretary of the Department of Agriculture, Fisheries and Forestry, make the following determination.

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**1 Name**

This determination is the *Public Service (Section 24(1)— Department of Agriculture, Fisheries and Forestry Non-SES Employees) Determination 2022/1.*

**2 Commencement**

This determination commences on the date it is signed.

3 **Authority**

This determination is made under section 24(1) of the *Public Service Act 1999.* **4 Application**

This determination applies to non-SES employees employed in the Department of Agriculture, Fisheries and Forestry under the *Public Service Act 1999* who are covered by the Enterprise Agreement.

**5 Definitions**

In this determination:

***Employee(s)*** means the persons employed in the Department of Agriculture, Fisheries and Forestry under the *Public Service Act 1999* who are covered by the Enterprise Agreement.

***Enterprise Agreement*** means the enterprise agreement approved by the

Fair Work Commission on 23 November 2016 and known as the *Department of*

*the Environment and Energy Enterprise Agreement 2016-2019.*

***24(3) Determination*** means the determination approved by the Minister Assisting the Prime Minister for the Public Service and Cabinet on 30 January 2020 and known as the *Public Service (Terms and Conditions of Employment) (Biosecurity and Veterinarian Employees) Determination 2020.*

**6 Purpose**

The purpose of this determination is to provide employees with adjustments to their existing salary and to allowances for which they are eligible under the terms of the Enterprise Agreement and section 24(3) Determination.

7 **Period of operation**

This determination is in force for the period:

1. beginning at the start of the day this determination commences; and
2. ending at the earlier of the following:

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1. 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; or
2. the start of the day that another determination under section 24(1) of the *Public Service Act 1999* that applies to the employees and expressly revokes this determination comes into force.

**8 Adjustment of salary and allowances**

1. Salaries listed in schedule 1 are adjusted by 3%, with effect on 30 November 2022.
2. The adjustment is to be calculated based on the salary immediately before the adjustment under subsection (1).
3. Allowances listed in schedule 1 are adjusted by the same percentage as salaries, with effect on 30 November 2022.
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.

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**Schedule 1—Salaries and allowances**

Note: See section 8(5).

**1 Salaries**

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| **Table A—Salaries payable under this determination** |
| **Column 1****Classification or local designation** | **Column 2 Pay points** | **Column 3****Pre-determination salary** | **Column 4 Salary on 30 November** 2022 |
| APS 1 | APS1-2.1 | $47,526 | $48,952 |
| APS1-2.2 | $50,377 | $51,888 |
| APS 2 | APS1-2.3 | $54,571 | $56,208 |
| APS1-2.4 | $57,776 | $59,509 |
| APS1-2.5 | $61,570 | $63,417 |
| APS 3 | APS3.1 | $62,007 | $63,867 |
| APS3.2 | $63,868 | $65,784 |
| APS3.3 | $66,951 | $68,960 |
| APS3.4 | $69,363 | $71,444 |
| APS 4 | APS4.1 | $69,905 | $72,002 |
| APS4.2 | $71,886 | $74,043 |
| APS4.3 | $76,103 | $78,386 |
| APS 5 | APS5.1 | $76,260 | $78,548 |
| APS5.2 | $78,546 | $80,902 |
| APS5.3 | $83,658 | $86,168 |
| APS 6 | APS6.1 | $85,833 | $88,408 |
| APS6.2 | $88,405 | $91,057 |
| APS6.3 | $92,576 | $95,353 |
| APS6.4 | $97,454 | $100,378 |
| EL 1 | EL1.1 | $112,294 | $115,663 |
| EL1.2 | $115,342 | $118,802 |

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| --- | --- | --- | --- |
|   | EL1.3 | $120,780 | $124,403 |
| EL 2 | EL2.1 | $132,153 | $136,118 |
| EL2.2 | $136,119 | $140,203 |
| EL2.3 | $140,202 | $144,408 |
| EL2.4 | $148,480 | $152,934 |
| EL2.5 | $153,543 | $158,149 |
| Research Scientists |
| APS 6 | RS 1.1 | $85,833 | $88,408 |
| RS 1.2 | $88,405 | $91,057 |
| RS 1.3 | $92,576 | $95,353 |
| RS 1.4 | $97,454 | $100,378 |
| EL 1 | RS 1.5 | $112,294 | $115,663 |
| RS 1.6 | $115,342 | $118,802 |
| RS 1.7 | $120,780 | $124,403 |
| EL 2 | SRS 1.1 | $128,306 | $132,155 |
| SRS 1.2 | $132,153 | $136,118 |
| SRS 1.3 | $137,525 | $141,651 |
| SRS 1.4 | $141,608 | $145,856 |
| SRS 1.5 | $145,815 | $150,189 |
| SRS 1.6 | $150,152 | $154,657 |
| SRS 1.7 | $158,854 | $163,620 |
| EL 2 | PRS 1.1 | $157,804 | $162,538 |
| PRS 1.2 | $164,166 | $169,091 |
| PRS 1.3 | $169,089 | $174,162 |
| PRS 1.4 | $178,274 | $183,622 |
| EL 2 | SPRS 1.1 | $184,611 | $190,149 |
| SPRS 1.2 | $190,150 | $195,855 |
| SPRS 1.3 | $195,854 | $201,730 |

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|  |  |  |  |
| --- | --- | --- | --- |
|   | SPRS 1.4 | $205,842 | $212,017 |
| Legal Officers |
| APS 3 | LO 1.1 | $69,363 | $71,444 |
| APS 4 | LO 1.2 | $76,103 | $78,386 |
| APS 5 | LO 1.3 | $78,546 | $80,902 |
| APS 6 | LO 1.4 | $83,332 | $85,832 |
| LO 1.5 | $92,576 | $95,353 |
| LO 1.6 | $100,141 | $103,145 |
| EL 1 | SLO 1.1 | $112,294 | $115,663 |
| SLO 1.2 | $118,801 | $122,365 |
| SLO 1.3 | $129,712 | $133,603 |
| SLO 1.4 | $137,525 | $141,651 |
| EL 2 | PLO 1.1 | $145,815 | $150,189 |
| PLO 1.2 | $150,152 | $154,657 |
| PLO 1.3 | $158,854 | $163,620 |
| Public Affairs Officers |
| APS 4 | PAO 1.1 | $69,905 | $72,002 |
| PAO 1.2 | $76,103 | $78,386 |
| APS 5 | PAO 1.3 | $78,546 | $80,902 |
| PAO 1.4 | $83,456 | $85,960 |
| APS 6 | PAO 2.1 | $88,405 | $91,057 |
| PAO 2.2 | $91,058 | $93,790 |
| PAO 2.3 | $100,623 | $103,642 |
| EL 1 | PAO 3.1 | $112,294 | $115,663 |
| PAO 3.2 | $123,801 | $127,515 |
| PAO 3.3 | $132,153 | $136,118 |
| PAO 3.4 | $141,608 | $145,856 |
| EL 2 | SPAO 1.1 | $149,887 | $154,384 |

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|   | SPAO 2.1 | $158,854 | $163,620 |
| Head Office Antarctic Medical Practitioners |
| EL 1 | HO AMP1.1 | $141,991 | $146,251 |
| HO AMP1.2 | $159,741 | $164,533 |
| EL 2 | HO AMP 2.1 | $165,656 | $170,626 |
| HO AMP 2.2 | $183,407 | $188,909 |
| HO AMP 2.3 | $189,322 | $195,002 |
| HO AMP 2.4 | $207,072 | $213,284 |
| HO AMP 2.5 | $212,987 | $219,377 |
| HO AMP 2.6 | $242,569 | $249,846 |
| **Expeditioner Antarctic Medical Practitioners** |
| EL 1 | EAMP 1.1 | $141,991 | $146,251 |
| EAMP 1.2 | $159,741 | $164,533 |
| EL 2 | EAMP 2.1 | $165,656 | $170,626 |
| EAMP 2.2 | $183,407 | $188,909 |
| EAMP 2.3 | $189,322 | $195,002 |
| EAMP 2.4 | $207,072 | $213,284 |
| **Expeditioners** |
| APS 2 | Exp Band 1.1 | $61,457 | $63,301 |
| Exp Band 1.2 | $65,119 | $67,073 |
| APS 3 | Exp Band 1.3 | $68,998 | $71,068 |
| Exp Band 1.4 | $73,118 | $75,312 |
| APS 4 | Exp Band 1.5 | $77,477 | $79,801 |
| Exp Band 1.6 | $82,095 | $84,558 |
| APS 4 | Exp Band 2.1 | $75,502 | $77,767 |
| Exp Band 2.2 | $79,339 | $81,719 |
| APS 5 | Exp Band 2.3 | $83,375 | $85,876 |
| Exp Band 2.4 | $87,618 | $90,247 |

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| APS 6 | Exp Band 2.5 | $92,076 | $94,838 |
| Exp Band 2.6 | $96,764 | $99,667 |
| Exp Band 2.7 | $101,692 | $104,743 |
| EL1 | Exp Band 3.1 | $104,639 | $107,778 |
| Exp Band 3.2 | $109,496 | $112,781 |
| Exp Band 3.3 | $114,578 | $118,015 |
| Exp Band 3.4 | $119,903 | $123,500 |
| EL2 | Exp Band 4.1 | $132,740 | $136,722 |
| Exp Band 4.2 | $140,788 | $145,012 |
| Training Broadband |
| APS 1 | 1 | $47,526 | $48,952 |
| 2 | $50,377 | $51,888 |
| 3 | $54,571 | $56,208 |
| APS 2 | 4 | $57,776 | $59,509 |
| 5 | $61,570 | $63,417 |
| APS 3 | 6 | $62,007 | $63,867 |
| 7 | $63,868 | $65,784 |
| 8 | $66,951 | $68,960 |
| 9 | $69,363 | $71,444 |
| APS 4 | 10 | $69,905 | $72,002 |
| 11 | $71,886 | $74,043 |
| 12 | $76,103 | $78,386 |
| APS 5 | 13 | $76,260 | $78,548 |
| 14 | $78,546 | $80,902 |
| 15 | $83,658 | $86,168 |
| Veterinary Classification |
| EL2 - VO5 | EL 2.10 | $150,264 | $154,772 |
| EL2.09 | $148,483 | $152,937 |

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| Barrier |
| EL2 - VO4 | EL2.08 | $145,785 | $150,159 |
| EL2.07 | $143,248 | $147,545 |
| EL2.06 | $142,176 | $146,441 |
| EL2.05 | $140,870 | $145,096 |
| EL2.04 | $136,632 | $140,731 |
|   |
| ELI - VO3 | EL1.08 | $134,324 | $138,354 |
| EL1.07 | $129,937 | $133,835 |
| EL1.06 | $125,492 | $129,257 |
|   |
| APSE - V02 | APS6.08 | $120,980 | $124,609 |
| APS6.07 | $111,518 | $114,864 |
| APS6.06 | $102,013 | $105,073 |
| APS6.05 | $97,499 | $100,424 |
| APS6.04 | $95,216 | $98,072 |
| APS6.03 | $92,603 | $95,381 |
|   |
| APS5 - VO1 | APS5.04 | $82,406 | $84,878 |
| APS5.03 | $80,614 | $83,032 |
| APS5.02 | $78,442 | $80,795 |
| On-Plant Veterinarian Induction Salaries |
| EL2 - VO4 | APS6.08 | $120,980 | $124,609 |
| APS6.07 | $111,518 | $114,864 |
| APS6.06 | $102,013 | $105,073 |
|   |
| OPV Induction |   | 73942 | $76,160 |
| Transition Veterinary Classification (previous veterinarian structure) |

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| --- | --- | --- | --- |
|   | EL2.06 | $142,176 | $146,441 |
|   | EL2.05 | $140,870 | $145,096 |
|   | EL2.04 | $136,632 | $140,731 |
| EL2 - VO3 | EL2.03 | $134,324 | $138,354 |
|   | EL2.02 | $129,937 | $133,835 |
|   | EL2.01 | $125,492 | $129,257 |

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2 Allowances

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| Table B—Allowances payable under this determination |
| Column 1 Name of allowance | Column 2 Condition | **Column 3****Pre-determination rate of allowance** | Column 4Rate of allowance on 30 November 2022 |
| Overtime Meal Allowance |   | $30.96 | $31.89 |
| Restriction Allowance (AADonly) |   | $26,308 | $27,097 |
| At Sea Allowance |   | $120.40 | $124.01 |
| Camping Allowance |   | $120.40 | $124.01 |
| Additional Camping Allowance |   | $32.26 | $33.23 |
| Cadet Allowance |   | $1,258 | $1,296 |
| Community Language Allowance Rate 1 |   | $1,026 | $1,057 |
| Community Language Allowance Rate 2 |   | $2,048 | $2,109 |
| Community Language Allowance Rate 3 |   | $3,388 | $3,490 |
| Departmental Liaison Officer Allowance |   | $21,346 | $21,986 |
| Study Bursary University Rate |   | $3,076 | $3,168 |
| Study Bursary TAFE etc. Rate |   | $1,538 | $1,584 |

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| --- | --- | --- | --- |
| First Aid - HSR - EM - WCO Allowance |   | $32.26 | $33.23 |
| Outdoor Work Allowance |   | $3,064 | $3,156 |
| Hat Allowance |   | $181 | $186.43 |
| Boot Allowance |   | $238 | $245.14 |
| Diving Allowance |   | $36.73 | $37.83 |
| Krill and Marine Aquarium Maintenance Allowance |   | $131.18 | $135.12 |
| Vacation Assistance | per child | $24.77 | $25.51 |
| Remote Localities Allowance - Norfolk Island | Without Dependants | $7,856 | $8,092 |
| WithDependants | $11,551 | $11,898 |
| Remote Localities Allowance - Kakadu/Jabiru | Without Dependants | $8,702 | $8,963 |
| WithDependants | $12,322 | $12,692 |
| Remote Localities Allowance - Christmas Island | Without Dependants | $11,167 | $11,502 |
| WithDependants | $16,173 | $16,658 |
| Remote Localities Allowance - Uluru — Kata Tjuta | Without Dependants | $13,708 | $14,119 |
| WithDependants | $20,023 | $20,624 |
| Remote Localities Allowance - Cocos (Keeling) Islands | Without Dependants | $14,941 | $15,389 |
| WithDependants | $21,948 | $22,606 |
|   | Without Dependants | $2,791 | $2,875 |

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| --- | --- | --- | --- |
| Remote Localities Allowance — Darwin | WithDependants | $5,122$5,276 |   |
| Remote Localities Allowance — Booderee | Without Dependants | $1,957 | $2,016 |
| WithDependants | $2,992 | $3,082 |
| Leave Fares Assistance Darwin |   | $2,665 | $2,745 |
| Leave Fares Assistance Norfolk Island |   | $2,203 | $2,269 |
| Leave Fares Assistance Kakadu/Jabiru |   | $2,665 | $2,745 |
| Leave Fares Assistance Christmas Island |   | $2,935 | $3,023 |
| Leave Fares Assistance Uluru — Kata Tjuta |   | $2,309 | $2,378 |
| Leave Fares Assistance Cocos (Keeling) Islands |   | $2,901 | $2,988 |
| Darwin Reunion Fares Assistance —NT/SA |   | $2,665 | $2,745 |
| Darwin Reunion Fares Assistance — ACT |   | $3,607 | $3,715 |
| Darwin Reunion Fares Assistance — QLD |   | $2,723 | $2,805 |
| Darwin Reunion Fares Assistance — NSW |   | $3,009 | $3,099 |

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| --- | --- | --- | --- |
| Darwin Reunion Fares Assistance — VIC |   | $3,086 | $3,179 |
| Darwin Reunion Fares Assistance — TAS |   | $3,522 | $3,628 |
| Darwin Reunion Fares Assistance — WA |   | $2,777 | $2,860 |
| Allowance in Lieu of Overtime | Expeditioner | $31,717 | $32,669 |
| Head Office | $31,717 | $32,669 |
| Common Duties Allowance | Expeditioner | $15,860 | $16,336 |
| Head Office | $15,860 | $16,336 |
| Antarctic Allowance | Expeditioner | $15,860 | $16,336 |
| Head Office | $15,860 | $16,336 |
| Wintering Allowance |   | $1,689 | $1,740 |
| Returning Expeditioner Allowance | 1 prior session | $2,815 | $2,899 |
| 2 prior sessions | $5,631 | $5,800 |
| 3 ppriorsessions | $8,445 | $8,698 |
| 4 prior sessions | $11,260 | $11,598 |

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|  |  |  |  |
| --- | --- | --- | --- |
| Additional Responsibilities Allowance | Deputy Station Leader | $7,361 | $7,582 |
| Deputy Field Leader | $7,361 | $7,582 |
| Boat Master— Macquarie Islands | $1,768 | $1,821 |
| Search and Rescue Leader | $1,768 | $1,821 |
| Fire Chief | $1,768 | $1,821 |

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