

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

Dated 17 November 2022.
Pen Signature of Andrew Metcalfe.
Edgar Francis Metcalfe, Secretary of the Department of Agriculture, Fisheries and ForestryI, 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**

|  |  |  |  |
| --- | --- | --- | --- |
| **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 |

*Public Service (Section 24(1) Department of Agriculture, Fisheries and Forestry 9 Non-SES Employees) Determination 2022/1*

2 Allowances

|  |  |  |  |
| --- | --- | --- | --- |
| Table B—Allowances payable under this determination | | | |
| Column 1  Name of  allowance | Column 2 Condition | **Column 3**  **Pre-determination rate of allowance** | Column 4  Rate of allowance on 30 November 2022 |
| Overtime Meal  Allowance |  | $30.96 | $31.89 |
| Restriction  Allowance (AAD  only) |  | $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 |
| With  Dependants | $11,551 | $11,898 |
| Remote Localities  Allowance -  Kakadu/Jabiru | Without  Dependants | $8,702 | $8,963 |
| With  Dependants | $12,322 | $12,692 |
| Remote Localities  Allowance -  Christmas Island | Without  Dependants | $11,167 | $11,502 |
| With  Dependants | $16,173 | $16,658 |
| Remote Localities  Allowance - Uluru —  Kata Tjuta | Without  Dependants | $13,708 | $14,119 |
| With  Dependants | $20,023 | $20,624 |
| Remote Localities  Allowance - Cocos  (Keeling) Islands | Without  Dependants | $14,941 | $15,389 |
| With  Dependants | $21,948 | $22,606 |
|  | Without  Dependants | $2,791 | $2,875 |

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|  |  |  |  |
| --- | --- | --- | --- |
| Remote Localities  Allowance — Darwin | With  Dependants | $5,122  $5,276 |  |
| Remote Localities  Allowance —  Booderee | Without  Dependants | $1,957 | $2,016 |
| With  Dependants | $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 p  prior  sessions | $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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