



Public Service (Australian Human Rights Commission Non-SES Employees) Determination 2019

I, Professor Rosalind Croucher AM, President, and Agency Head of the Australian Human Rights Commission, make the following determination under subsection 24(1) of the Public Service Act 1999.

Dated: 9 October 2019

Signed:

Professor Rosalind Croucher AM
President, Australian Human Rights Commission

1. Name

This determination is the Public Service (Australian Human Rights Commission Non SES Employees) Determination 2019.

2. Commencement

This determination commences on the day it is signed.

3. Authority

This determination is made by the President, Australian Human Rights Commission under subsection 24(1) of the *Public Service Act 1999*.

4. Definitions

In this determination:

Employee means a non-SES employee who is employed in the AHRC under the PS Act and is covered by the Enterprise Agreement

Enterprise Agreement means the enterprise agreement approved by the Fair Work Commission on 10 November 2016 in accordance with the *Fair Work Act 2009* and titled as the 'Australian Human Rights Commission Enterprise Agreement 2016—2019'

FW Act means the *Fair Work Act 2009*

AHRC means the Australian Human Rights Commission as established by the Australian Human Rights Commission Act 1986

PS Act means the *Public Service Act 1999*

5. Application

The determination applies to all non-SES employees, employed by the AHRC under the provisions of the PS Act and who are covered by the Enterprise Agreement.

6. Purpose

The purpose of this determination is to provide employees with increases to their existing salary and specified 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 FW Act, that covers the Employees and replaces the Enterprise Agreement commences operation; or

(ii) the start of the day that another determination under subsection 24(1) of the PS Act 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:

(i) two percent (2%) from 10/11/2019;

(ii) a further two percent (2%) on 10/11/2020; and

(iii) (iii) a further two percent (2%) on 10/11/2021.

(2) Each increase is to be calculated based on the salary immediately before the increase. (3) Schedule 1 has effect, noting that the amounts in the table include rounding to the nearest dollar.

Note: Schedule I sets out the salaries that are payable to employees under the Enterprise Agreement, as increased by this determination.

9. Allowance increases

Allowances payable under clause 54.1-56.1 of the Enterprise Agreement (Fire warden, first aid officer and work health and safety representative allowances) will increase by the same percentage and at the same date as each salary increase.

10. Entitlements under Commonwealth laws

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

Schedule 1—Salaries and Allowances

1 Salaries

Table A—Salaries payable under this determination					
Classification	Pay points	Salary at 9 Nov 2019 (predetermination)	Salary from 10 Nov 2019	Salary from 10 Nov 2020	Salary from 10 Nov 2021
APS Level 1	APSI.1	44266	45151	46054	46975
	APSI.2	47075	48017	48977	49956
	APSI.3	49883	50881	51898	52936
APS Level 2	APS2.1	51476	52506	53556	54627
	APS2.2	54060	55141	56244	57369
	APS2.3	56644	57777	58932	60111
APS Level 3	APS3.1	57061	58202	59366	60554
	APS3.2	59928	61127	62349	63596
	APS3.3	62794	64050	65331	66637
APS Level 4	APS4.1	63595	64867	66164	67488
	APS4.2	66999	68339	6970	71100
	APS4.3	70405	71813	73249	74714
APS Level 5	APS5.1	70933	72352	73799	75275
	APS5.2	74524	76014	77535	79085
	APS5.3	78115	79677	81271	82896
APS Level 6	APS6.1	78520	80090	81692	83326
	APS6.2	84126	85809	87525	89275
	APS6.3	89730	91525	93355	95222
Executive Level 1	ELI.1	98216	100180	102184	104228
	ELI .2	104017	106097	108219	110384
	ELI .3	109817	112013	114254	116539
Executive Level 2	EL2.1	118085	120447	122856	125313
	EL2.2	131014	133634	136307	139033
	EL2.3	138779	141555	144386	147273

2 Allowances

	Allowance at 9/11/19	Allowance at 10/11/19	Allowance at 10/11/20	Allowance at 10/11/21
Fire Warden	\$25.00per fortnight	\$25.50 per fortnight	\$26.00 per fortnight	\$26.55 per fortnight
First Aid Allowance	\$40.00 per fortnight	\$40.80 per fortnight	\$41.60 per fortnight	\$42.45 per fortnight
Health and Safety Representative	\$25.00 per fortnight	\$25.50 per fortnight	\$26.00 per fortnight	\$26.55 per fortnight