



Defence Public Service Determination (Salary adjustment) Determination 2019

I, GREG MORIARTY, Secretary of the Department of Defence, make the following Determination under subsection 24(1) of the *Public Service Act 1999*.

Dated 13 December 2019

A handwritten signature in blue ink that reads 'G Moriarty'. The signature is written in a cursive, flowing style.

Greg Moriarty
Secretary of the Department of Defence

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1 Name

This determination is the *Defence Public Service Determination (Salary adjustment) Determination 2019*.

2 Commencement and cessation

1. This Determination commences on the day after it is signed by the Secretary of the Department of Defence.
2. This Determination ceases on the earlier of the following.
 - a. The commencement date of an enterprise agreement for Defence APS employees issued under the *Fair Work Act 2009* (FW Act) and approved by the Fair Work Commission after the day stated at subsection 2.1.
 - b. The day it is replaced by another determination made under subsection 24(1) of the *Public Service Act 1999* (PS Act).

3 Authority

This Determination is made under subsection 24(1) of the PS Act.

4 Definitions

In this Determination:

Agreement means the Defence Enterprise Agreement 2017-2020, approved by the Fair Work Commission on 9 August 2017 in accordance with Part 2-4 of the FW Act.

Allowances means salary related allowances, disability allowances and other allowances (excluding motor vehicle allowance and part-day travel allowance) provided under Annex D of the Agreement.

Department means the Department of Defence.

Employee means all APS employees of the Department other than the Senior Executive Service employees and equivalent levels and locally engaged employees overseas.

5 Application

This Determination applies to employees of the Department and supplements the Agreement.

Note: This instrument is to be read in conjunction with the Agreement.

6 Purpose

The purpose of this Determination is to provide employees with increases to the rates of salary and allowances that they are eligible for under the terms of the Agreement. This increase is in recognition of the contribution made by employees to improving productivity and efficiency throughout the Department.

7 Rates of salary

1. In order to receive an increase in salary, an employee must be eligible to receive the salary increase in accordance with the terms of the Agreement.
2. An employee's salary will be increased by the following.
 - a. 20 August 2020 – 2%.
 - b. 19 August 2021 – 2%.
 - c. 18 August 2022 – 2%.

Notes:

1. To avoid doubt, the salary increases provided under this determination may be relevant to, or be subject to, other provisions of the Agreement. For Example:
 - a. The salary increases may affect other extraneous payments in accordance with paragraph G2.2.
 - b. An employee may only receive a salary increase if they are eligible under paragraph G2.3.
2. The salary payable to an employee may also be affected by other provisions of the Agreement, such as promotion, assignment, movement or reduction under clause G3, or salary review, progression and regression under clauses G4 and G6.
3. For the purposes of the Agreement, a reference to salary ranges in the Agreement is taken to be a reference to Schedule 1 of this Determination.
4. Notwithstanding the salary increases provided by this instrument, an employee's salary may be affected by, and is subject to, the application of other terms of the Agreement.

8 Rates of allowances

1. If an employee is eligible to receive a salary related allowance under Annex D of the Agreement, the rate of the allowance is increased in accordance with subsection 2.
2. Salary related allowances will be increased by the following.
 - a. 20 August 2020 – 2%.
 - b. 19 August 2021 – 2%.
 - c. 18 August 2022 – 2%.
3. For the purposes of the Agreement, a reference to the rate of an allowance in the Agreement is taken to be a reference to the rate in Schedule 2 of this Determination.

Notes:

1. To avoid doubt, the payment of an allowance in accordance with this instrument will satisfy the Department's obligation to pay the allowance under the Agreement.
2. If a rate of an allowance is not specified in Schedule 2, the rate of the allowance is the rate under the Agreement.

Schedule 1—Salary ranges

Table 1: Standard Classifications

Approved classification	From 20 August 2020		From 19 August 2021		From 18 August 2022	
	Base	Top	Base	Top	Base	Top
APS Level 1	\$46,871	\$52,615	\$47,808	\$53,667	\$48,764	\$54,740
APS Level 2	\$53,044	\$59,632	\$54,105	\$60,825	\$55,187	\$62,042
APS Level 3	\$60,422	\$66,575	\$61,630	\$67,907	\$62,863	\$69,265
APS Level 4	\$68,442	\$74,721	\$69,811	\$76,215	\$71,207	\$77,739
APS Level 5	\$75,109	\$80,450	\$76,611	\$82,059	\$78,143	\$83,700
APS Level 6	\$82,282	\$93,993	\$83,928	\$95,873	\$85,607	\$97,790
Executive Level 1	\$103,994	\$117,305	\$106,074	\$119,651	\$108,195	\$122,044
Executive Level 2	\$120,744	\$144,929	\$123,159	\$147,828	\$125,622	\$150,785
Executive Level 2.1	\$144,930	\$172,476	\$147,829	\$175,926	\$150,786	\$179,445
Executive Level 2.2	\$172,477	\$194,035	\$175,927	\$197,916	\$179,446	\$201,874
Trainee APS (Administrative)	\$26,491	\$36,810	\$27,021	\$37,546	\$27,561	\$38,297
Trainee APS (Technical)	\$50,608	\$56,907	\$51,620	\$58,045	\$52,652	\$59,206

Table 2: Job-specific Classifications

Approved classification and local designation	From 20 August 2020		From 19 August 2021		From 18 August 2022	
	Base	Top	Base	Top	Base	Top
Defence-wide broadbands and local designations with special salary rates:						
APS Level 3-4 (Technical)	\$60,422	\$74,721	\$61,630	\$76,215	\$62,863	\$77,739
APS Level 3-Executive Level 1 (Legal 1)	\$60,422	\$127,344	\$61,630	\$129,891	\$62,863	\$132,489
Barrier	\$93,993		\$95,873		\$97,790	
APS Level 4-5 (Academic Level 1), (Professional), (Public Affairs 1)	\$68,442	\$80,450	\$69,811	\$82,059	\$71,207	\$83,700
APS Level 6-Executive Level 1 (Academic 2)	\$82,282	\$117,305	\$83,928	\$119,651	\$85,607	\$122,044
Executive Level 1 (Public Affairs 3)*	\$103,994	\$127,344	\$106,074	\$129,891	\$108,195	\$132,489
Executive Level 2 (Legal 2)	\$138,139	\$144,930	\$140,902	\$147,829	\$143,720	\$150,786
Science and Technology (Defence Science & Technology Group only):						
APS Level 2-3/4 (S&T Level 1-2)	\$53,044	\$74,721	\$54,105	\$76,215	\$55,187	\$77,739
APS Level 4/5-6 (S&T Level 3-4)**	\$68,442	\$93,993	\$69,811	\$95,873	\$71,207	\$97,790
Executive Level 1 (S&T Level 5)	\$103,994	\$117,305	\$106,074	\$119,651	\$108,195	\$122,044
Executive Level 2 (S&T Level 6)	\$120,744	\$144,929	\$123,159	\$147,828	\$125,622	\$150,785
Executive Level 2 (S&T Level 7)	\$145,319	\$163,537	\$148,225	\$166,808	\$151,190	\$170,144
Executive Level 2 (S&T Level 8)	\$173,836	\$190,185	\$177,313	\$193,989	\$180,859	\$197,869
Medical:						
Medical Officer 1-2	\$103,994	\$144,929	\$106,074	\$147,828	\$108,195	\$150,785
Barrier	\$120,874		\$123,291		\$125,757	
Medical Officer 3	\$149,927	\$155,485	\$152,926	\$158,595	\$155,985	\$161,767
Medical Officer 4	\$163,498	\$178,140	\$166,768	\$181,703	\$170,103	\$185,337

Table 3: Pay Rates for Classifications with Retained Pay Points

Classification and Local Title	From 20 August 2020	From 19 August 2021	From 18 August 2022
APS Level 2 (Former Technical Assistant Grade 2)	\$60,246	\$61,451	\$62,680
APS Level 5 (Former Senior Technical Officer Grade 1)	\$81,071	\$82,692	\$84,346
APS Level 6 (Public Affairs 2)	\$96,829	\$98,766	\$100,741

Schedule 2—Allowances

1 Departmental Liaison Officer Allowance

The annual rates of departmental liaison officer allowance are as follows.

- a. From 20 August 2020 — \$22,020.
- b. From 19 August 2021 — \$22,460.
- c. From 18 August 2022 — \$22,909.

2 First Aid Allowance

The weekly rates of first aid allowance are as follows.

Level of payment	From 20 August 2020	From 19 August 2021	From 18 August 2022
Tier 1	\$11.99	\$12.23	\$12.47
Tier 2	\$18.11	\$18.47	\$18.84

3 Language Proficiency Allowance

The annual rates of language proficiency allowance are as follows.

	Difficulty Grade of Language	Highest language qualification held		
		Intermediate	Higher	Advanced
From 20 August 2020	Grade 1	\$829	\$1,524	\$3,047
	Grade 2	\$1,524	\$3,047	\$4,987
	Grade 3	\$2,634	\$4,848	\$7,199
	Grade 4	\$3,738	\$7,268	\$10,517
From 19 August 2021	Grade 1	\$846	\$1,554	\$3,108
	Grade 2	\$1,554	\$3,108	\$5,087
	Grade 3	\$2,687	\$4,945	\$7,343
	Grade 4	\$3,813	\$7,413	\$10,727
From 18 August 2022	Grade 1	\$863	\$1,585	\$3,170
	Grade 2	\$1,585	\$3,170	\$5,189
	Grade 3	\$2,741	\$5,044	\$7,490
	Grade 4	\$3,889	\$7,561	\$10,942

4 Fire Fighting Allowance

The weekly rates of fire fighting allowance are as follows.

- a. From 20 August 2020 — \$18.11.
- b. From 19 August 2021 — \$18.47.
- c. From 18 August 2022 — \$18.84.

5 Potentially Hazardous Material Allowance

The weekly rates of potentially hazardous material allowance are as follows.

Line	From 20 August 2020	From 19 August 2021	From 18 August 2022
A	\$39.16	\$39.94	\$40.74
B	\$26.32	\$26.85	\$27.39

6 Artificial Environments Disability Allowance (including heights)

1. The hourly, or part hourly, rates of disability allowance for artificial environments are as follows.
 - a. From 20 August 2020 — \$1.12.
 - b. From 19 August 2021 — \$1.14.
 - c. From 18 August 2022 — \$1.16.
2. The hourly, or part hourly, rates of disability allowance for working at heights are as follows.
 - a. From 20 August 2020 — \$0.98.
 - b. From 19 August 2021 — \$1.00.
 - c. From 18 August 2022 — \$1.02.

7 Dirty or Offensive Work (including epoxy-based materials and fumes)

The hourly, or part hourly, rates of disability allowance for dirty or offensive work are as follows.

- a. From 20 August 2020 — \$0.98.
- b. From 19 August 2021 — \$1.00.
- c. From 18 August 2022 — \$1.02.

8 Duty at sea

1. The daily, or part-daily, rates of disability allowance for duty at sea are as follows.

Duty	From 20 August 2020	From 19 August 2021	From 18 August 2022
Surface vessel	\$155.86	\$158.98	\$162.16
Submarine	\$194.82	\$198.72	\$202.69
Sea trials	\$133.12	\$135.78	\$138.50

2. The hourly, or part hourly, rates of overtime for duty at sea are as follows.

Duty	From 20 August 2020	From 19 August 2021	From 18 August 2022
Where an employee works within the bandwidth aboard a small vessel in harbour.	\$5.65	\$5.76	\$5.88
Where an employee works beyond three hours without a return to wharf for a period of at least 45 minutes	\$7.06	\$7.20	\$7.34

9 Flying Disability Allowance

The hourly rates of flying disability allowance are as follows.

- a. From 20 August 2020 — \$15.42.
- b. From 19 August 2021 — \$15.73.
- c. From 18 August 2022 — \$16.04.

10 Protective Clothing and Safety Equipment Allowance

The hourly rates of protective clothing and safety equipment allowance are as follows.

Duty	From 20 August 2020	From 19 August 2021	From 18 August 2022
Where exposed to OTTO Fuel	\$2.54	\$2.59	\$2.64
Welding	\$1.30	\$1.33	\$1.36
Spray equipment operation	\$0.98	\$1.00	\$1.02

11 Climatic Disability Allowance

The hourly, or part hourly, rates of climatic disability allowance are as follows.

- a. From 20 August 2020 — \$1.04.
- b. From 19 August 2021 — \$1.06.
- c. From 18 August 2022 — \$1.08.

13 Special Rates: Storage and Plant Allowance

The daily, or part daily, rates of storage and plant allowance are as follows.

- a. From 20 August 2020 — \$3.22.
- b. From 19 August 2021 — \$3.28.
- c. From 18 August 2022 — \$3.35.

14 Tool Allowance

The weekly rates of tool allowance are as follows.

- a. From 20 August 2020 — \$17.42.
- b. From 19 August 2021 — \$17.77.
- c. From 18 August 2022 — \$18.13.

15 Electrical Licence Allowance

The weekly rates of electrical licence allowance are as follows.

- a. From 20 August 2020 — \$25.68.
- b. From 19 August 2021 — \$26.19.
- c. From 18 August 2022 — \$26.71.