



## Public Service (Section 24(1) – Defence Non-SES Employees) Determination 2023 (No. 1)

---

I, Greg Moriarty, Secretary of the Department of Defence, make the following determination under subsection 24(1) of the *Public Service Act 1999*.

Dated **20 JUNE** 2023

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

Greg Moriarty  
Secretary of the Department of Defence

---

---

## Contents

1 Name .....	1
2 Commencement.....	1
3 Authority .....	1
4 Application .....	1
5 Definitions .....	1
6 Purpose .....	1
7 Period of operation .....	1
8 Adjustment of salary and allowances.....	2
<b>Schedule 1—Salaries and allowances</b> .....	<b>3</b>
1 Salaries .....	3
2 Allowances .....	5

---

## 1 Name

This determination is the Public Service (Section 24(1) – Defence Non-SES Employees) Determination 2023 (No. 1).

## 2 Commencement

This determination commences on the date it is signed.

## 3 Authority

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

## 4 Application

This determination applies to employees employed in the Department of Defence under the *Public Service Act 1999* who are covered by the Enterprise Agreement.

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

## 5 Definitions

In this determination:

***Employee*** means a person employed in the Department of Defence under the *Public Service Act 1999* who is covered by the Enterprise Agreement.

***Enterprise Agreement*** means the enterprise agreement approved by the Fair Work Commission on 9 August 2017 and known as the Defence Enterprise Agreement 2017-2020.

## 6 Purpose

The purpose of this determination is to provide an adjustment to the salary scales for an APS classification or broadband, and the rate of allowances which are payable 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 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.

---

## **8 Adjustment of salary and allowances**

- (1) Subject to subsections (3)-(5), the rate of an employee's salary will be increased by 3.00% on 17 August 2023.
- (2) The adjustment of an employee's salary is to be calculated based on the salary immediately before the adjustment under subsection (1).
- (3) Subsection (1) does not apply to an employee who is not eligible for a pay rise under clause G2.3 of the Enterprise Agreement.
- (4) Subsection (1) does not apply to an employee to whom clause G3.3 of the Enterprise Agreement applies.
- (5) If clause G3.3 of the Enterprise Agreement applies to an employee and the employee's salary would be below the maximum salary for their classification on the commencement of this determination, the employee's salary is increased to the maximum salary for their classification.
- (6) The salary scale for a classification specified in column 1 of a table in item 1 of Schedule 1 is the salary scale specified in column 3 for that classification.
- (7) The allowances referred to in item 2 of Schedule 1 are adjusted by 3.00% on 17 August 2023.
- (8) The adjustment of an allowance is to be calculated based on the rate of the allowance immediately before the adjustment under subsection (7).
- (9) To avoid any doubt, the rate of an allowance specified in column 1 of the relevant table in item 2 of Schedule 1 is the rate specified in column 3 for that allowance.

# Schedule 1—Salaries and allowances

Note: See section 8.

## 1 Salaries

**Table A—Standard Classifications**

Column 1 Classification	Column 2 Pre-determination salary		Column 3 Salary on 17 August 2023	
	Base	Top	Base	Top
APS Level 1	\$48,764	\$54,740	\$50,227	\$56,382
APS Level 2	\$55,187	\$62,042	\$56,843	\$63,903
APS Level 3	\$62,863	\$69,265	\$64,749	\$71,343
APS Level 4	\$71,207	\$77,739	\$73,343	\$80,071
APS Level 5	\$78,143	\$83,700	\$80,487	\$86,211
APS Level 6	\$85,607	\$97,790	\$88,175	\$100,724
Executive Level 1	\$108,195	\$122,044	\$111,441	\$125,705
Executive Level 2	\$125,622	\$150,785	\$129,391	\$155,309
Executive Level 2.1	\$150,786	\$179,445	\$155,310	\$184,828
Executive Level 2.2	\$179,446	\$201,874	\$184,829	\$207,930
Trainee APS (Administrative)	\$27,561	\$38,297	\$28,388	\$39,446
Trainee APS (Technical)	\$52,652	\$59,206	\$54,232	\$60,982

**Table B—Job-specific Classifications**

Column 1 Classification	Column 2 Pre-determination salary		Column 3 Salary on 17 August 2023	
	Base	Top	Base	Top
<b>Defence-wide broadbands and local designations with special pay rates:</b>				
APS Level 3-4 (Technical)	\$62,863	\$77,739	\$64,749	\$80,071
APS Level 3-Executive Level 1 (Legal 1)	\$62,863	\$132,489	\$64,749	\$136,464
Barrier	\$97,790		\$100,724	

**Table B—Job-specific Classifications**

Column 1 Classification	Column 2 Pre-determination salary		Column 3 Salary on 17 August 2023	
	Base	Top	Base	Top
APS Level 4-5 (Academic Level 1), (Professional), (Public Affairs 1)	\$71,207	\$83,700	\$73,343	\$86,211
APS Level 6-Executive Level 1 (Academic 2)	\$85,607	\$122,044	\$88,175	\$125,705
Executive Level 1 (Public Affairs 3)*	\$108,195	\$132,489	\$111,441	\$136,464
Executive Level 2 (Legal 2)	\$143,720	\$150,786	\$148,032	\$155,310
<b>Science and Technology (Defence Science &amp; Technology Group only):</b>				
APS Level 2-3/4 (S&T Level 1-2)	\$55,187	\$77,739	\$56,843	\$80,071
APS Level 4/5-6 (S&T Level 3-4)**	\$71,207	\$97,790	\$73,343	\$100,724
Executive Level 1 (S&T Level 5)	\$108,195	\$122,044	\$111,441	\$125,705
Executive Level 2 (S&T Level 6)	\$125,622	\$150,785	\$129,391	\$155,309
Executive Level 2 (S&T Level 7)	\$151,190	\$170,144	\$155,726	\$175,248
Executive Level 2 (S&T Level 8)	\$180,859	\$197,869	\$186,285	\$203,805
<b>Medical:</b>				
Medical Officer 1-2	\$108,195	\$150,785	\$111,441	\$155,309
Barrier	\$125,757		\$129,530	
Medical Officer 3	\$155,985	\$161,767	\$160,665	\$166,620
Medical Officer 4	\$170,103	\$185,337	\$175,206	\$190,897

\* Employees moving from Executive Level 1 (Public Affairs 3) to Executive Level 2 are to receive a salary on movement not less than the maximum salary payable to Executive Level 1 (Public Affairs 3).

\*\* a. The minimum salary of employees broadbanded as APS Level 4/5-6 (S&T Level 3-4) who hold a relevant degree, is to be 2.1% above the base salary applying to APS Level 4/5-6 (S&T Level 3-4).

b. The minimum salary of employees broadbanded as APS Level 4-5 (S&T Level 3) who hold a relevant TAFE qualification and experience, is to be the same as an APS Level 5.

c. The minimum salary of employees classified as APS Level 6 (S&T Level 4) who hold a relevant PhD prior to engagement, is to be the minimum salary for that classification plus 5 per cent.

**Table C—Pay rates for classifications with retained pay points**

Column 1 Classification	Column 2 Pre-determination salary	Column 3 Salary on 17 August 2023
APS Level 2 (Former Technical Assistant Grade 2)	\$62,680	\$64,560
APS Level 5 (Former Senior Technical Officer Grade 1)	\$84,346	\$86,876
APS Level 6 (Public Affairs 2)	\$100,741	\$103,763

## 2 Allowances

**Table A—Allowances paid per annum**

Column 1 Name of allowance	Column 2 Pre-determination rate of allowance	Column 3 Rate of allowance on 17 August 2023
Departmental Liaison Officer Allowance	\$22,909	\$23,596

### Language Proficiency Allowance

	Highest language qualification held			Highest language qualification held		
	Intermediate	Higher	Advanced	Intermediate	Higher	Advanced
Grade 1	\$863	\$1,585	\$3,170	\$889	\$1,633	\$3,265
Grade 2	\$1,585	\$3,170	\$5,189	\$1,633	\$3,265	\$5,345
Grade 3	\$2,741	\$5,044	\$7,490	\$2,823	\$5,195	\$7,715
Grade 4	\$3,889	\$7,561	\$10,942	\$4,006	\$7,788	\$11,270

**Table B—Allowances paid per week**

Column 1 Name of allowance	Column 2 Pre-determination rate of allowance	Column 3 Rate of allowance on 17 August 2023
First Aid Allowance		
Tier 1	\$12.47	\$12.84
Tier 2	\$18.84	\$19.41
Fire Fighting Allowance	\$18.84	\$19.41
Potentially Hazardous Material Allowance		
Line A	\$40.74	\$41.96
Line B	\$27.39	\$28.21
Tool Allowance	\$18.13	\$18.67

---

**Table B—Allowances paid per week**

<b>Column 1 Name of allowance</b>	<b>Column 2 Pre-determination rate of allowance</b>	<b>Column 3 Rate of allowance on 17 August 2023</b>
Electrical Licence Allowance	\$26.71	\$27.51

---

**Table C—Allowances paid per day**

<b>Column 1 Name of allowance</b>	<b>Column 2 Pre-determination rate of allowance</b>	<b>Column 3 Rate of allowance on 17 August 2023</b>
Storage and Plant Allowance	\$3.35	\$3.45
Duty at sea		
Surface vessel	\$162.16	\$167.02
Submarine	\$202.69	\$208.77
Sea Trials	\$138.50	\$142.66

---

**Table D—Allowances paid per hour**

<b>Column 1 Name of allowance</b>	<b>Column 2 Pre-determination rate of allowance</b>	<b>Column 3 Rate of allowance on 17 August 2023</b>
Overtime for duty at sea		
Where an employee works within the bandwidth aboard a small vessel in harbour	\$5.88	\$6.06
Where an employee works beyond three hours without a return to wharf for a period of at least 45 minutes	\$7.34	\$7.56
Artificial Environments Disability Allowance		
Extreme temperatures and confined spaces	\$1.16	\$1.19
Working at heights	\$1.02	\$1.05
Dirty or Offensive Work (including epoxy-based materials and fumes)	\$1.02	\$1.05
Flying disability allowance	\$16.04	\$16.52



---

---

**Table D—Allowances paid per hour**

<b>Column 1 Name of allowance</b>	<b>Column 2 Pre-determination rate of allowance</b>	<b>Column 3 Rate of allowance on 17 August 2023</b>
<b>Protective Clothing and Safety Equipment Allowance</b>		
Where exposed to OTTO Fuel	\$2.64	\$2.72
Welding	\$1.36	\$1.40
Spray equipment operation	\$1.02	\$1.05
Climatic Disability Allowance	\$1.08	\$1.11