


















# Allowances and other payments

## Factsheet on what the DEWR EA offers

The proposed enterprise agreement (EA) includes a range of allowances, reimbursements and other forms of assistance to support our people. This includes:

Allowance	Outcomes from bargaining	Status
 Higher duties allowance	Enhancement	Where a role needs to be filled for two or more working weeks, higher duties allowance will be paid to any employee temporarily occupying the role. This includes occupying the role on a part time or job sharing basis.
 Workplace responsibility allowance	Enhancement	<b>Increasing to \$30.51 per fortnight</b> on commencement of the EA, with increases over the life of the EA in line with pay increases. Employee Support Officers are also eligible.
 School holiday care allowance	Enhancement	<b>Increasing to \$22.22 per child</b> (up to \$222.16 per family) per week from the commencement of the EA, with increases over the life of the EA in line with CPI.
 Community language allowance	Enhancement	<b>Increasing the allowance to \$1,768 p.a. Introducing a new tier of \$2,979 p.a.</b> for accredited employees who are required to use their language in the course of their duties. All rates will increase with salary increases.
 Departmental Liaison Officer	Enhancement	<b>Increasing to \$22,230 per year.</b> Rate will increase with salary increases.
 Study assistance	Enhancement	<b>Increasing from \$3,000 to up to \$4,000</b> per year.

	Professional qualifications	Enhancement	<b>New entitlement. Reimbursement of related fees up to \$1,000 per year.</b>
	Motor vehicle allowance	Retained	Rate linked to the relevant <b>ATO Determination.</b>
	Travel	Commitment	Travel expenditure arrangements will be reviewed to improve efficiency and effectiveness of travel-related payments and administration. DEWR will not pursue any revised arrangement if it would result in an overall reduction in benefits for employees.
		Retained	\$40 part day travel allowance where travel is for official purposes for a period of 10 hours or more, but no overnight stay is required.
	Overtime meal allowance	Retained	Rate linked to the relevant <b>ATO Determination.</b>
	Cadet book and equipment allowance	Retained	<b>Full reimbursement</b> of fees and reasonable expenses.
	Health allowance	Retained	Annual payment of: <ul style="list-style-type: none"> <li>• APS 1-3: \$500 and</li> <li>• APS 4-EL 2: \$200</li> </ul>
	Restriction allowance	Retained	9% of the ordinary hourly rate for each hour restricted outside the bandwidth.
	Disturbance allowance	Retained	Where household effects are being relocated at the department's expense: <ul style="list-style-type: none"> <li>• \$810 for an employee who relocates alone or</li> <li>• \$1,500 for an employee who relocates with a spouse, partner or dependant.</li> </ul>
	Remote localities assistance	Retained	Four categories of remoteness with associated payments.

## Further information:

For further information on the proposed DEWR EA go to the [DEWR Enterprise Agreement](#) intranet page. If you have any questions, please contact the [DEWRbargaining@dewr.gov.au](mailto:DEWRbargaining@dewr.gov.au) mailbox.