



Public Service (Section 24(1)—Department of Employment and Workplace Relations Non-SES Employees) Determination 2023/1

I, Natalie James, Secretary, Department of Employment and Workplace Relations, make the following determination.

Dated *16th March* 2023

A handwritten signature in blue ink, appearing to be 'Natalie James', is written over a horizontal line.

Natalie James
Secretary, Department of Employment and Workplace Relations

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1 Name

This determination is the *Public Service (Section 24(1)—Department of Employment and Workplace Relations Non-SES Employees) Determination 2023/1*.

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 Employment and Workplace Relations under the *Public Service Act 1999*, to whom the DEWR Determination 2022/2 (Non-SES Employees) applies.

5 Definitions

In this determination:

Employee(s) means the persons employed in the Department of Employment and Workplace Relations under the *Public Service Act 1999* who are covered by the DEWR Determination 2022/2 (Non-SES Employees).

DEWR Determination 2022/2 (Non-SES Employees) means the *Department of Employment and Workplace Relations Determination 2022/2 (Non-SES Employees) pursuant to section 24(1)*.

6 Purpose

The purpose of this determination is to provide employees with adjustments to their existing salary and to certain allowances for which they are eligible under the terms of the DEWR Determination 2022/2 (Non-SES Employees).

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 *Fair Work Act 2009* that covers the employees commences operation; or
 - (ii) 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) Employees' salaries are adjusted as provided by clause 30.a of the DEWR Determination 2022/2 (Non-SES Employees) plus an amount which results in a total adjustment of 3%, with effect on 9 April 2023.
- (2) The adjustment is to be calculated based on the salary immediately before the adjustment under subsection (1).
- (3) Any future adjustment in accordance with clause 30.b of the DEWR Determination 2022/2 (Non-SES Employees) will be applied to the salary immediately before the adjustment provided by that clause.
- (4) Departmental Liaison Officer (DLO) allowance and Workplace Responsibility Allowance (as provided for in clauses 78 and 79 of the DEWR Determination 2022/2 (Non-SES Employees)) are adjusted by the same percentage as salaries (3%), with effect on 9 April 2023.
- (5) Each adjustment of an allowance under subsection (4) is to be calculated based on the allowance immediately before that adjustment.
- (6) Schedule 1 has effect.

Schedule 1—Salaries and allowances

Note: See section 8(6).

1 Salaries

Table A—Salaries payable under this determination

Broadband	Column 1- Classification	Column 2- Pay point	Column 3- Pre-determination salary	Column 4- Salary on 9 April 2023	
	Executive Level 2	4	159,076	163,848	
		3	148,951	153,420	
		2	140,532	144,748	
		1	132,522	136,498	
Hard barrier – Advancement subject to a merit process					
	Executive Level 1	4	124,466	128,200	
		3	118,209	121,755	
		2	115,321	118,781	
		1	112,617	115,996	
Hard barrier – Advancement subject to a merit process					
Broadband 2	APS 6	3	100,710	103,731	
		2	94,564	97,401	
		1	91,584	94,332	
	Soft barrier – Work value/work availability				
	APS 5	3	87,093	89,706	
		2	83,199	85,695	
		1	81,464	83,908	
	Soft barrier – Work value/work availability				
	APS 4	3	78,907	81,274	
		2	75,840	78,115	
		1	73,783	75,996	
	Hard barrier – Advancement subject to a merit process				
Broadband 1	APS 3	2	70,648	72,767	
		1	67,828	69,863	
	Soft barrier – Work value/work availability				
	APS 2	3	64,722	66,664	
		2	63,528	65,434	
		1	60,736	62,558	
	Soft barrier – Work value/work availability				
	APS 1	2	56,541	58,237	
		1	51,711	53,262	
		Age 20	47,057	48,469	
		Age 19	41,886	43,143	
		Age 18	36,198	37,284	
		Under 18	31,027	31,958	

Broadband	Column 1- Classification	Column 2- Pay point	Column 3- Pre-determination salary	Column 4- Salary on 9 April 2023	
Training Broadband	APS 4	3	78,907	81,274	
		2	75,840	78,115	
		1	73,783	75,996	
	Soft barrier – Work value/work availability				
	APS 3	2	70,648	72,767	
		1	67,828	69,863	
	Soft barrier – Work value/work availability				
	APS 2	3	64,722	66,664	
		2	63,528	65,434	
		1	60,736	62,558	
	Soft barrier – Work value/work availability				
	APS 1	2	56,541	58,237	
		1	51,711	53,262	
		Age 20	47,057	48,469	
		Age 19	41,886	43,143	
		Age 18	36,198	37,284	
		Under 18	31,027	31,958	

Column 1- Classification	Column 2- Pay point	Column 3- On commencement	Column 4- Salary on 9 April 2023
IT Specialist (Executive Level 1)	2	136,912	141,019
	1	130,689	134,610

Column 1- Classification	Column 2- Pay point	Column 3- Pre-determination salary	Column 4- Salary on 9 April 2023
Principal Government Lawyer (Executive Level 2)	2	163,053	167,945
	1	150,644	155,163
Hard barrier – Advancement subject to a merit process			
Senior Government Lawyer (Executive Level 1)	3	137,955	142,094
	2	118,207	121,753
	1	112,617	115,996
Soft barrier – Work value/work availability			
Government Lawyer (APS 6)	6	100,710	103,731
	5	94,564	97,401
	4	91,584	94,332
Soft barrier – Work value/work availability			
Government Lawyer (APS 5)	3	83,199	85,695
Soft barrier – Work value/work availability			
Government Lawyer (APS 4)	2	75,840	78,115
Soft barrier – Work value/work availability			
Government Lawyer (APS 3)	1	70,648	72,767

2 Allowances

Table B—Allowances payable under this determination

Column 1 Name of allowance	Column 2 Pre-determination rate of allowance	Column 3 Rate of allowance on 9 April 2023
Departmental Liaison Allowance	\$20,789 per annum	\$21,413 per annum
Workplace Responsibility Allowance	\$28 per fortnight	\$29 per fortnight
