



## **Public Service (Subsection 24(1)—Australian Financial Security Authority Non-SES Employees) Determination 2022**

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I, Gavin McCosker, Chief Executive (acting), Australian Financial Security Authority make the following determination.

Dated *8 Feb 2022* *2022*

A handwritten signature in blue ink, appearing to read 'Gavin McCosker', is written over the printed name.

Gavin McCosker

Chief Executive (acting), Australian Financial Security Authority

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## 1 Name

This determination is the Public Service (*Subsection 24(1)—Australian Financial Security Authority Non-SES Employees*) Determination 2022.

## 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 non-SES employees employed in the Australian Financial Security Authority under the *Public Service Act 1999* who are covered by the AFSA Enterprise Agreement.

## 5 Definitions

In this determination:

*AFSA Enterprise Agreement* means the enterprise agreement approved by the Fair Work Commission on 19 February 2019 and known as the *Australian Financial Security Authority Enterprise Agreement 2018*.

*WPI – Private Sector Adjustment* means the applicable Wage Price Index – Private Sector percentage adjustment under the *Public Sector Workplace Relations Policy 2020*. The Australian Public Service Commission (APSC) publishes advice each year on the applicable WPI (Private) figure that is released by the Australian Bureau of Statistics, applying to remuneration adjustments payable from 1 September to 31 August the following year.

## 6 Purpose

The purpose of this determination is to adjust employees' salaries and allowances for which they are eligible under the terms of the AFSA 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 *Fair Work Act 2009* that covers the employees and replaces the AFSA Enterprise Agreement commences operation;

## Section 8

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- (ii) the start of the day that another determination under subsection 24(1) of the *Public Service Act 1999* that applies to the employees and revokes this determination comes into force.

### 8 First annual adjustment of salary and allowances

- (1) An employee's salary will be adjusted by 1.9%, with effect from 20 February 2022.

Note: The applicable percentage adjustment in salary is the current WPI – Private Sector Adjustment as advised by the Australian Public Service Commission.

- (2) Each adjustment is to be calculated based on the salary immediately before the adjustment under subsection (1).
- (3) The First Aid Allowance is adjusted by the same percentage as employees' salaries, with effect from 20 February 2022.
- (4) The adjustment of the First Aid Allowance is to be calculated based on the allowance immediately before the adjustment under subsection (3).
- (5) The adjustments in clauses 8(1) and 8(3) are set out in Schedule 1.

### 9 Second annual adjustment of salary and allowances

- (1) Subject to clause 9(2), employee's salary will be adjusted by the WPI – Private Sector Adjustment with effect from 20 February 2023.

Note: The applicable WPI – Private Sector Adjustment will be inserted in Year 2 as advised by the Australian Public Service Commission. This adjustment may be an increase percentage, a decreased percentage, or a zero percentage change from the previous year.

- (2) The percentage increase to an employee's salary under clause 9(1) will not exceed 2%.
- (3) Each adjustment is to be calculated based on the employee's salary immediately before the adjustment under subsection (1).
- (4) The First Aid Allowance is to be adjusted by the same percentage as employees' salaries, with effect from 20 February 2023.
- (5) The adjustment of the First Aid Allowance is to be calculated based on the allowance immediately before the adjustment under subsection (4).
- (6) Schedule 2 is to be changed to reflect the adjustments.

### 10 Third annual adjustment of salary and allowances

- (1) Subject to clause 10(2), an employee's salary will be adjusted by the WPI – Private Sector Adjustment Percentage with effect from 20 February 2024.

Note: The applicable WPI – Private Sector Adjustment will be inserted in Year 3 as advised by the Australian Public Service Commission. This adjustment may be an increase percentage, a decreased percentage, or a zero percentage change from the previous year.

- (2) The percentage increase to an employee's salary under clause 10(1) will not exceed 2%.
- (3) The adjustment is to be calculated based on the employee's salary immediately before the adjustment under subsection (1).
- (4) The First Aid Allowance is to be adjusted by the same percentage as employees' salaries, with effect from the 20 February 2024.
- (5) The adjustment of the First Aid Allowance is to be calculated based on the allowance immediately before the adjustment under subsection (4).
- (6) Schedule 3 is to be changed to reflect the adjustments.

## Section 1

## Schedule 1—First annual adjustment—Salary and allowances from 20 February 2022

Note: See section 8.

### 1 Salary

The table below sets out the salary amount which is payable for each salary pay point immediately before the commencement of this determination and upon the adjustment set out in clause 8(1) of this determination.

| Item | Column 1<br>Salary Pay<br>Point | Column 2<br>Salary amount applicable<br>before commencement of<br>this determination | Column 3<br>Salary amount<br>applicable from<br>20 February 2022 |
|------|---------------------------------|--|--|
| 1.   | APS Level 1.1                   | \$48,535   | \$49,457.17  |
| 2.   | APS Level 1.2                   | \$50,164   | \$51,117.12  |
| 3.   | APS Level 1.3                   | \$51,524   | \$52,502.96  |
| 4.   | APS Level 1.4                   | \$53,643   | \$54,662.22  |
| 5.   | APS Level 2.1                   | \$54,930   | \$55,973.67  |
| 6.   | APS Level 2.2                   | \$56,439   | \$57,511.34  |
| 7.   | APS Level 2.3                   | \$58,676   | \$59,790.84  |
| 8.   | APS Level 2.4                   | \$60,910   | \$62,067.29  |
| 9.   | APS Level 3.1                   | \$62,565   | \$63,753.74  |
| 10.  | APS Level 3.2                   | \$64,188   | \$65,407.57  |
| 11.  | APS Level 3.3                   | \$65,820   | \$67,070.58  |
| 12.  | APS Level 3.4                   | \$67,524   | \$68,806.96  |
| 13.  | APS Level 4.1                   | \$69,730   | \$71,054.87  |
| 14.  | APS Level 4.2                   | \$71,945   | \$73,311.96  |
| 15.  | APS Level 4.3                   | \$73,818   | \$75,220.54  |
| 16.  | APS Level 4.4                   | \$75,709   | \$77,147.47  |
| 17.  | APS Level 5.1                   | \$77,776   | \$79,253.74  |
| 18.  | APS Level 5.2                   | \$80,211   | \$81,735.01  |
| 19.  | APS Level 5.3                   | \$82,469   | \$84,035.91  |
| 20.  | APS Level 5.4                   | \$83,999   | \$85,594.98  |
| 21.  | APS Level 6.1                   | \$86,090   | \$87,725.71  |
| 22.  | APS Level 6.2                   | \$88,449   | \$90,129.53  |
| 23.  | APS Level 6.3                   | \$92,895   | \$94,660.01  |
| 24.  | APS Level 6.4                   | \$96,494   | \$98,327.39  |
| 25.  | EL1.1                           | \$102,559  | \$104,507.62   |
| 26.  | EL1.2                           | \$107,686  | \$109,732.03   |
| 27.  | EL1.3                           | \$116,282  | \$118,491.36   |

**Section 2**

| <b>Item</b> | <b>Column 1<br/>Salary Pay<br/>Point</b> | <b>Column 2<br/>Salary amount applicable<br/>before commencement of<br/>this determination</b> | <b>Column 3<br/>Salary amount<br/>applicable from<br/>20 February 2022</b> |
|-------------|--|--|--|
| 28.         | EL1.4                                    | \$120,729  | \$123,022.85   |
| 29.         | EL2.1                                    | \$124,201  | \$126,560.82   |
| 30.         | EL2.2                                    | \$131,027  | \$133,516.51   |
| 31.         | EL2.3                                    | \$140,810  | \$143,485.39   |
| 32.         | EL2.4                                    | \$147,001  | \$149,794.02   |

**2 Allowances**

The table below sets out the amount of the First Aid Allowance that is payable before the commencement of this determination and upon the adjustment set out in clause 8(3) of this determination.

| <b>Item</b> | <b>Column 1</b>     | <b>Column 2<br/>Rate of allowance applicable before<br/>commencement of this determination</b> | <b>Rate of allowance<br/>applicable from<br/>20 February 2022</b> |
|-------------|---------------------|--|---|
| 1           | First Aid Allowance | \$26.15  | \$26.64   |

## Section 1

## Schedule 2—Second annual adjustment—Salary and allowances from 20 February 2023

Note: See section 9.

### 1 Salary

From 20 February 2023, salary for an employee covered by column 1 of an item of the following table at a pay point described in column 2 of the item is to be payable at the rate for that pay point (the *new rate*) described in column 3 of the table. This is the adjustment provided under subsection 9(1) of this determination.

| Item | Column 1<br>Salary Pay<br>Point | Column 2<br>Salary amount applicable<br>before the second annual<br>adjustment | Column 3<br>Salary amount<br>applicable from<br>20 February 2023 |
|------|---------------------------------|--|--|
| 1.   | APS Level 1.1                   | \$49,457.17  |  |
| 2.   | APS Level 1.2                   | \$51,117.12  |  |
| 3.   | APS Level 1.3                   | \$52,502.96  |  |
| 4.   | APS Level 1.4                   | \$54,662.22  |  |
| 5.   | APS Level 2.1                   | \$55,973.67  |  |
| 6.   | APS Level 2.2                   | \$57,511.34  |  |
| 7.   | APS Level 2.3                   | \$59,790.84  |  |
| 8.   | APS Level 2.4                   | \$62,067.29  |  |
| 9.   | APS Level 3.1                   | \$63,753.74  |  |
| 10.  | APS Level 3.2                   | \$65,407.57  |  |
| 11.  | APS Level 3.3                   | \$67,070.58  |  |
| 12.  | APS Level 3.4                   | \$68,806.96  |  |
| 13.  | APS Level 4.1                   | \$71,054.87  |  |
| 14.  | APS Level 4.2                   | \$73,311.96  |  |
| 15.  | APS Level 4.3                   | \$75,220.54  |  |
| 16.  | APS Level 4.4                   | \$77,147.47  |  |
| 17.  | APS Level 5.1                   | \$79,253.74  |  |
| 18.  | APS Level 5.2                   | \$81,735.01  |  |
| 19.  | APS Level 5.3                   | \$84,035.91  |  |
| 20.  | APS Level 5.4                   | \$85,594.98  |  |
| 21.  | APS Level 6.1                   | \$87,725.71  |  |
| 22.  | APS Level 6.2                   | \$90,129.53  |  |
| 23.  | APS Level 6.3                   | \$94,660.01  |  |
| 24.  | APS Level 6.4                   | \$98,327.39  |  |
| 25.  | EL1.1                           | \$104,507.62   |  |



## Section 2

| <b>Item</b> | <b>Column 1<br/>Salary Pay<br/>Point</b> | <b>Column 2<br/>Salary amount applicable<br/>before the second annual<br/>adjustment</b> | <b>Column 3<br/>Salary amount<br/>applicable from<br/>20 February 2023</b> |
|-------------|--|--|--|
| 26.         | EL1.2                                    | \$109,732.03   |  |
| 27.         | EL1.3                                    | \$118,491.36   |  |
| 28.         | EL1.4                                    | \$123,022.85   |  |
| 29.         | EL2.1                                    | \$126,560.82   |  |
| 30.         | EL2.2                                    | \$133,516.51   |  |
| 31.         | EL2.3                                    | \$143,485.39   |  |
| 32.         | EL2.4                                    | \$149,794.02   |  |

**2 Allowances**

The table below sets out the amount of the First Aid Allowance that is payable before the second annual adjustment and upon the adjustment set out in clause 9(4) of this determination.

| <b>Item</b> | <b>Column 1</b>     | <b>Column 2<br/>Rate of allowance applicable before<br/>the second annual adjustment</b> | <b>Rate of allowance<br/>applicable from<br/>20 February 2023</b> |
|-------------|---------------------|--|---|
| 1           | First Aid Allowance | \$26.64  |   |

## Section 1

## Schedule 3—Third annual adjustment—Salary and allowances from 20 February 2024

Note: See section 10.

### 1 Salary

From 20 February 2024, salary for an employee covered by column 1 of an item of the following table at a pay point described in column 2 of the item is to be payable at the rate for that pay point (the *new rate*) described in column 3 of the table. This is the adjustment provided under subsection 10(1) of this determination.

| Item | Column 1<br>Salary Pay<br>Point | Column 2<br>Salary amount applicable<br>before the third annual<br>adjustment | Column 3<br>Salary amount<br>applicable from<br>20 February 2024 |
|------|---------------------------------|---|--|
| 1.   | APS Level 1.1                   |   |  |
| 2.   | APS Level 1.2                   |   |  |
| 3.   | APS Level 1.3                   |   |  |
| 4.   | APS Level 1.4                   |   |  |
| 5.   | APS Level 2.1                   |   |  |
| 6.   | APS Level 2.2                   |   |  |
| 7.   | APS Level 2.3                   |   |  |
| 8.   | APS Level 2.4                   |   |  |
| 9.   | APS Level 3.1                   |   |  |
| 10.  | APS Level 3.2                   |   |  |
| 11.  | APS Level 3.3                   |   |  |
| 12.  | APS Level 3.4                   |   |  |
| 13.  | APS Level 4.1                   |   |  |
| 14.  | APS Level 4.2                   |   |  |
| 15.  | APS Level 4.3                   |   |  |
| 16.  | APS Level 4.4                   |   |  |
| 17.  | APS Level 5.1                   |   |  |
| 18.  | APS Level 5.2                   |   |  |
| 19.  | APS Level 5.3                   |   |  |
| 20.  | APS Level 5.4                   |   |  |
| 21.  | APS Level 6.1                   |   |  |
| 22.  | APS Level 6.2                   |   |  |
| 23.  | APS Level 6.3                   |   |  |
| 24.  | APS Level 6.4                   |   |  |
| 25.  | EL1.1                           |   |  |

Section 2

| <b>Item</b> | <b>Column 1<br/>Salary Pay<br/>Point</b> | <b>Column 2<br/>Salary amount applicable<br/>before the third annual<br/>adjustment</b> | <b>Column 3<br/>Salary amount<br/>applicable from<br/>20 February 2024</b> |
|-------------|--|---|--|
| 26.         | EL1.2                                    |   |  |
| 27.         | EL1.3                                    |   |  |
| 28.         | EL1.4                                    |   |  |
| 29.         | EL2.1                                    |   |  |
| 30.         | EL2.2                                    |   |  |
| 31.         | EL2.3                                    |   |  |
| 32.         | EL2.4                                    |   |  |

**2 Allowances**

The table below sets out the amount of the First Aid Allowance that is payable before the third annual adjustment and upon the adjustment set out in clause 10(4) of this determination.

| <b>Item</b> | <b>Column 1</b>     | <b>Column 2<br/>Rate of allowance applicable before<br/>the third annual adjustment</b> | <b>Rate of allowance<br/>applicable from<br/>20 February 2024</b> |
|-------------|---------------------|---|---|
| 1           | First Aid Allowance |   |   |