

Public Service (Subsection 24(1)—Department of Social Services Non‑SES Employees) Determination 2021

I, Ray Griggs, Secretary, Department of Social Services, make the following determination.

Dated 2021

Ray Griggs AO CSC **[DRAFT ONLY—NOT FOR SIGNATURE]**

Secretary

Department of Social Services

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1 Name

This determination is the *Public Service (Subsection 24(1)—Department of Social Services Non-SES Employees) Determination 2021*.

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 Department of Social Services under the *Public Service Act* *1999* who are covered by the Department of Social Services Enterprise Agreement.

5 Definitions

In this determination:

***Department of Social Services Enterprise Agreement*** means the enterprise agreement approved by the Fair Work Commission on 14 January 2019 and known as the Department of Social Services Enterprise Agreement 2018 to 2021.

***WPI (Wage Price Index)*** means the applicable Wage Price Index – Private Sector percentage adjustment under the *Public Sector Workplace Relations Policy 2020.*

6 Purpose

The purpose of this determination is to adjust employees’ salaries and allowances for which they are eligible under the terms of the Department of Social Services Enterprise Agreement.

7 Period of operation

This determination is in force for the period:

1. beginning at the start of the day this determination commences; and
2. ending at the earlier of the following:
   1. 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 Department of Social Services Enterprise Agreement commences operation;
   2. 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) Employees’ salaries are adjusted by 1.9%, with effect from 22 January 2022.

Note: This percentage adjustment in salary is the published annual June 2021 Private Sector WPI% 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) Workplace Contact Officer Allowance, Community Language Allowance and Departmental Liaison Officer Allowance are adjusted by the same percentage as salaries, with effect from 22 January 2022.

(4) Each adjustment of an allowance is to be calculated based on the allowance immediately before the adjustment under subsection (3).

(5) Schedule 1 has effect.

9 Second annual adjustment of salary and allowances

1. Employees’ salaries are adjusted by X% with effect from 22 January 2023.

Note: The applicable percentage adjustment in salary will be inserted in Year 2 in line with the most recently published annual June Private Sector WPI% 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) Workplace Contact Officer Allowance, Community Language Allowance and Departmental Liaison Officer Allowance are to be adjusted by the same percentage as salaries, with effect from 22 January 2023.

(4) Each adjustment of an allowance is to be calculated based on the allowance immediately before the adjustment under subsection (3).

(5) Schedule 2 is to be changed to reflect the adjustments.

10 Third annual adjustment of salary and allowances

1. Employees’ salaries are to be adjusted by X% with effect from 22 January 2024.

Note: The applicable percentage adjustment in salary will be inserted in Year 3 in line with the most recently published annual June Private Sector WPI% 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) Workplace Contact Officer Allowance, Community Language Allowance and Departmental Liaison Officer Allowance are to be adjusted by the same percentage as salaries, with effect from the 22 January 2024.

(4) Each adjustment of an allowance is to be calculated based on the allowance immediately before the adjustment under subsection (3).

(5) Schedule 3 is to be changed to reflect the adjustments.

Schedule 1—First annual adjustment—Salary and allowances from 22 January 2022

Note: See section 8.

1 Salary

From 22 January 2022, 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 payable at the rate for that pay point (the ***new rate***) described in column 3 of the table. This is an adjustment of 1.9% under subsection 8(1) of this determination.

| Item | Column 1 Salary Pay Point | Column 2 Salary amount applicable before commencement of this determination | Column 3 Salary amount applicable from 22 January 2022 |
| --- | --- | --- | --- |
| 1 | APS1-1 | $47,176 | $48,072 |
| 2 | APS1-2 | $48,845 | $49,773 |
| 3 | APS1-3 | $50,519 | $51,479 |
| 4 | APS1-4 | $52,792 | $53,795 |
|  | | | |
| 5 | APS2-1 | $55,136 | $56,184 |
| 6 | APS2-2 | $56,792 | $57,871 |
| 7 | APS2-3 | $60,606 | $61,758 |
| 8 | APS2-4 | $61,354 | $62,520 |
|  | | | |
| 9 | APS3-1 | $63,719 | $64,930 |
| 10 | APS3-2 | $65,521 | $66,766 |
| 11 | APS3-3 | $68,340 | $69,638 |
| 12 | APS3-4 | $69,137 | $70,451 |
|  | | | |
| 13 | APS4-1 | $72,191 | $73,563 |
| 14 | APS4-2 | $74,176 | $75,585 |
| 15 | APS4-3 | $76,459 | $77,912 |
| 16 | APS4-4 | $77,596 | $79,070 |
|  | | | |
| 17 | APS5-1 | $79,283 | $80,789 |
| 18 | APS5-2 | $80,739 | $82,273 |
| 19 | APS5-3 | $83,713 | $85,304 |
| 20 | APS5-4 | $84,668 | $86,277 |
| 21 | APS6-1 | $86,840 | $88,490 |
| 22 | APS6-2 | $90,821 | $92,547 |
| 23 | APS6-3 | $96,005 | $97,829 |
| 24 | APS6-4 | $97,609 | $99,464 |
|  | | | |
| 25 | EL1-1 | $108,199 | $110,255 |
| 26 | EL1-2 | $114,030 | $116,197 |
| 27 | EL1-3 | $118,422 | $120,672 |
| 28 | EL1-4 | $122,818 | $125,152 |
|  | | | |
| 29 | EL2-1 | $127,529 | $129,952 |
| 30 | EL2-2 | $138,516 | $141,148 |
| 31 | EL2-3 | $144,786 | $147,537 |
| 32 | EL2-4 | $150,358 | $153,215 |
| **ENTRY LEVEL BROADBAND (Trainees, Indigenous Australian Government Development Program participants; Indigenous Apprenticeship Programme; Graduates; Cadet - Research Officer, ICT Cadets)** | | | |
| 33 | APS1-1 | $47,176 | $48,072 |
| 34 | APS1-2 | $48,845 | $49,773 |
| 46 | APS1-3 | $50,519 | $51,479 |
| 36 | APS1-4 | $52,792 | $53,795 |
|  | | | |
| 37 | APS2-1 | $55,136 | $56,184 |
| 38 | APS2-2 | $56,792 | $57,871 |
| 39 | APS2-3 | $60,606 | $61,758 |
| 40 | APS2-4 | $61,354 | $62,520 |
|  | | | |
| 41 | APS3-1 | $63,719 | $64,930 |
| 42 | APS3-2 | $65,521 | $66,766 |
| 43 | APS3-3 | $68,340 | $69,638 |
| 44 | APS3-4 | $69,137 | $70,451 |
|  | | | |
| 45 | APS4-1 | $72,191 | $73,563 |
| 46 | APS4-2 | $74,144 | $75,553 |
| 47 | APS4-3 | $76,459 | $77,912 |
| 48 | APS4-4 | $77,596 | $79,070 |
| 49 | APS5-1 | $79,283 | $80,789 |
| 50 | APS5-2 | $80,739 | $82,273 |
| 51 | APS5-3 | $83,713 | $85,304 |
| 52 | APS5-4 | $84,668 | $86,277 |
| **LEGAL BROADBAND** | | | |
| 53 | APS Level 4 Lawyer | $76,459 | $77,912 |
| 54 | APS Level 4 Lawyer | $77,596 | $79,070 |
| Soft Barrier - Work Value/Availability Barrier | | | |
| 55 | APS Level 5 Lawyer | $83,713 | $85,304 |
| 56 | APS Level 5 - Lawyer | $84,668 | $86,277 |
| Soft Barrier - Work Value/Availability Barrier | | | |
| 57 | APS Level 6 Lawyer | $86,840 | $88,490 |
| 58 | APS Level 6 Lawyer | $90,821 | $92,547 |
| 59 | APS Level 6 Lawyer | $97,609 | $99,464 |
| 60 | APS Level 6 Lawyer | $98,928 | $100,808 |
| Hard Barrier – Advancement subject to a merit process | | | |
| 61 | Executive Level 1 Senior Lawyer | $114,030 | $116,197 |
| 62 | Executive Level 1 Senior Lawyer | $121,261 | $123,565 |
| 63 | Executive Level 1 Senior Lawyer | $122,818 | $125,152 |
| 64 | Executive Level 1 Senior Lawyer | $131,721 | $134,224 |
| Hard Barrier – Advancement subject to a merit process | | | |
| 65 | Executive Level 2 Principal Lawyer | $138,516 | $141,148 |
| 66 | Executive Level 2 Principal Lawyer | $144,056 | $146,793 |
| 67 | Executive Level 2 Principal Lawyer | $150,297 | $153,153 |
| 68 | Executive Level 2 Principal Lawyer | $156,374 | $159,345 |
| Work Value/Availability Barrier | | | |
| 69 | Executive Level 2 Special Counsel | $156,800 | $159,779 |
| **PUBLIC AFFAIRS OFFICERS BROADBAND** | | | |
| 70 | APS Level 4 PAO 1 | $72,191 | $73,563 |
| 71 | APS Level 4 PAO 1 | $74,176 | $75,585 |
| 72 | APS Level 4 PAO 1 | $76,459 | $77,912 |
| 73 | APS Level 4 PAO 1 | $77,596 | $79,070 |
| Soft Barrier - Work Value/Availability Barrier | | | |
| 74 | APS5-1 PAO 1 | $79,283 | $80,789 |
| 75 | APS5-2 PAO 1 | $80,739 | $82,273 |
| 76 | APS5-3 PAO 1 | $83,713 | $85,304 |
| 77 | APS5-4 PAO 1 | $84,668 | $86,277 |
| Hard Barrier – Advancement subject to a merit process | | | |
| 78 | APS6-1 PAO 2 | $86,840 | $88,490 |
| 79 | APS6-2 PAO 2 | $90,821 | $92,547 |
| 80 | APS6-3 PAO 2 | $96,005 | $97,829 |
| 81 | APS6-4 PAO 2 | $98,928 | 100,808 |
| Hard Barrier – Advancement subject to a merit process | | | |
| 82 | Executive Level 1 PAO3 | $108,199 | $110,255 |
| 83 | Executive Level 1 PAO3 | $114,030 | $116,197 |
| 84 | Executive Level 1 PAO3 | $118,422 | $120,672 |
| 85 | Executive Level 1 PAO3 | $122,818 | $125,152 |
| 86 | Executive Level 1 PAO3 | $130,506 | $132,986 |
| Hard Barrier – Advancement subject to a merit process | | | |
| 87 | Executive Level 2 SPAO | $134,511 | $137,067 |
| 88 | Executive Level 2 SPAO | $138,516 | $141,148 |
| 89 | Executive Level 2 SPAO | $144,786 | $147,537 |
| 90 | Executive Level 2 SPAO | $150,358 | $153,215 |

2 Allowances

From 22 January 2022, an allowance described in column 1 of an item of the following table is payable at the rate (the ***new rate***) described in column 3 of the table. This is an adjustment of 1.9% under subsection 8(3) of this determination.

| Allowances from 22 January 2022 | | | |
| --- | --- | --- | --- |
| Item | Column 1 | Column 2 Rate of allowance applicable before commencement of this determination | Column 3 Rate of allowance applicable from 22 January 2022 |
| 1 | Workplace Contact Officer Allowance | $26.50 per fortnight | $27 per fortnight |
| 2 | Community Language Allowance | $1,040 per annum (Rate 1)  $2,086 per annum (Rate 2) | $1,060 per annum (Rate 1)  $2,126 per annum Rate 2) |
| 3 | Departmental Liaison Officer Allowance | $21,409 per annum | $21,816 per annum |

Schedule 2—Second annual adjustment—Salary and allowances from 22 January 2023

Note: See section 9.

1 Salary

From 22 January 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 an adjustment of X% under subsection 9(1) of this determination.

| Salary from 22 January 2023 | | | | | |
| --- | --- | --- | --- | --- | --- |
| Item | Column 1 Salary Pay Point | | Column 2 Salary amount applicable before commencement of this Schedule | | Column 3 Salary amount applicable from  22 January 2023 |
| 1 | | APS1-1 | $48,072 |  | | |
| 2 | | APS1-2 | $49,773 |  | | |
| 3 | | APS1-3 | $51,479 |  | | |
| 4 | | APS1-4 | $53,795 |  | | |
|  | | | | | | |
| 5 | | APS2-1 | $56,184 |  | | |
| 6 | | APS2-2 | $57,871 |  | | |
| 7 | | APS2-3 | $61,758 |  | | |
| 8 | | APS2-4 | $62,520 |  | | |
|  | | | | | | |
| 9 | | APS3-1 | $64,930 |  | | |
| 10 | | APS3-2 | $66,766 |  | | |
| 11 | | APS3-3 | $69,638 |  | | |
| 12 | | APS3-4 | $70,451 |  | | |
|  | | | | | | |
| 13 | | APS4-1 | $73,563 |  | | |
| 14 | | APS4-2 | $75,585 |  | | |
| 15 | | APS4-3 | $77,912 |  | | |
| 16 | | APS4-4 | $79,070 |  | | |
|  | | | | | | |
| 17 | | APS5-1 | $80,789 |  | | |
| 18 | | APS5-2 | $82,273 |  | | |
| 19 | | APS5-3 | $85,304 |  | | |
| 20 | | APS5-4 | $86,277 |  | | |
| 21 | | APS6-1 | $88,490 |  | | |
| 22 | | APS6-2 | $92,547 |  | | |
| 23 | | APS6-3 | $97,829 |  | | |
| 24 | | APS6-4 | $99,464 |  | | |
|  | | | | | | |
| 25 | | EL1-1 | $110,255 |  | | |
| 26 | | EL1-2 | $116,197 |  | | |
| 27 | | EL1-3 | $120,672 |  | | |
| 28 | | EL1-4 | $125,152 |  | | |
|  | | | | | | |
| 29 | | EL2-1 | $129,952 |  | | |
| 30 | | EL2-2 | $141,148 |  | | |
| 31 | | EL2-3 | $147,537 |  | | |
| 32 | | EL2-4 | $153,215 |  | | |
| **ENTRY LEVEL BROADBAND (Trainees, Indigenous Australian Government Development Program participants; Indigenous Apprenticeship Programme; Graduates; Cadet - Research Officer, ICT Cadets)** | | | | | | |
| 33 | | APS1-1 | $48,072 |  | | |
| 34 | | APS1-2 | $49,773 |  | | |
| 46 | | APS1-3 | $51,479 |  | | |
| 36 | | APS1-4 | $53,795 |  | | |
|  | | | | | | |
| 37 | | APS2-1 | $56,184 |  | | |
| 38 | | APS2-2 | $57,871 |  | | |
| 39 | | APS2-3 | $61,758 |  | | |
| 40 | | APS2-4 | $62,520 |  | | |
|  | | | | | | |
| 41 | | APS3-1 | $64,930 |  | | |
| 42 | | APS3-2 | $66,766 |  | | |
| 43 | | APS3-3 | $69,638 |  | | |
| 44 | | APS3-4 | $70,451 |  | | |
|  | | | | | | |
| 45 | | APS4-1 | $73,563 |  | | |
| 46 | | APS4-2 | $75,553 |  | | |
| 47 | | APS4-3 | $77,912 |  | | |
| 48 | | APS4-4 | $79,070 |  | | |
| 49 | | APS5-1 | $80,789 |  | | |
| 50 | | APS5-2 | $82,273 |  | | |
| 51 | | APS5-3 | $85,304 |  | | |
| 52 | | APS5-4 | $86,277 |  | | |
| **LEGAL BROADBAND** | | | | | | |
| 53 | | APS Level 4 Lawyer | $77,912 |  | | |
| 54 | | APS Level 4 Lawyer | $79,070 |  | | |
| Soft Barrier - Work Value/Availability Barrier | | | | | | |
| 55 | | APS Level 5 Lawyer | $85,304 |  | | |
| 56 | | APS Level 5 - Lawyer | $86,277 |  | | |
| Soft Barrier - Work Value/Availability Barrier | | | | | | |
| 57 | | APS Level 6 Lawyer | $88,490 |  | | |
| 58 | | APS Level 6 Lawyer | $92,547 |  | | |
| 59 | | APS Level 6 Lawyer | $99,464 |  | | |
| 60 | | APS Level 6 Lawyer | $100,808 |  | | |
| Hard Barrier – Advancement subject to a merit process | | | | | | |
| 61 | | Executive Level 1 Senior Lawyer | $116,197 |  | | |
| 62 | | Executive Level 1 Senior Lawyer | $123,565 |  | | |
| 63 | | Executive Level 1 Senior Lawyer | $125,152 |  | | |
| 64 | | Executive Level 1 Senior Lawyer | $134,224 |  | | |
| Hard Barrier – Advancement subject to a merit process | | | | | | |
| 65 | | Executive Level 2 Principal Lawyer | $141,148 |  | | |
| 66 | | Executive Level 2 Principal Lawyer | $146,793 |  | | |
| 67 | | Executive Level 2 Principal Lawyer | $153,153 |  | | |
| 68 | | Executive Level 2 Principal Lawyer | $159,345 |  | | |
| Work Value/Availability Barrier | | | | | | |
| 69 | | Executive Level 2 Special Counsel | $159,779 |  | | |
| **PUBLIC AFFAIRS OFFICERS BROADBAND** | | | | | | |
| 70 | | APS Level 4 PAO 1 | $73,563 |  | | |
| 71 | | APS Level 4 PAO 1 | $75,585 |  | | |
| 72 | | APS Level 4 PAO 1 | $77,912 |  | | |
| 73 | | APS Level 4 PAO 1 | $79,070 |  | | |
| Soft Barrier - Work Value/Availability Barrier | | | | | | |
| 74 | | APS5-1 PAO 1 | $80,789 |  | | |
| 75 | | APS5-2 PAO 1 | $82,273 |  | | |
| 76 | | APS5-3 PAO 1 | $85,304 |  | | |
| 77 | | APS5-4 PAO 1 | $86,277 |  | | |
| Hard Barrier – Advancement subject to a merit process | | | | | | |
| 78 | | APS6-1 PAO 2 | $88,490 |  | | |
| 79 | | APS6-2 PAO 2 | $92,547 |  | | |
| 80 | | APS6-3 PAO 2 | $97,829 |  | | |
| 81 | | APS6-4 PAO 2 | $100,808 |  | | |
| Hard Barrier – Advancement subject to a merit process | | | | | | |
| 82 | | Executive Level 1 PAO3 | $110,255 |  | | |
| 83 | | Executive Level 1 PAO3 | $116,197 |  | | |
| 84 | | Executive Level 1 PAO3 | $120,672 |  | | |
| 85 | | Executive Level 1 PAO3 | $125,152 |  | | |
| 86 | | Executive Level 1 PAO3 | $132,986 |  | | |
| Hard Barrier – Advancement subject to a merit process | | | | | | |
| 87 | | Executive Level 2 SPAO | $137,067 |  | | |
| 88 | | Executive Level 2 SPAO | $141,148 |  | | |
| 89 | | Executive Level 2 SPAO | $147,537 |  | | |
| 90 | | Executive Level 2 SPAO | $153,215 |  | | |

2 Allowances

From 22 January 2023, an allowance described in column 1 of an item of the following table is to be payable at the rate (the ***new rate***) described in column 3 of the table. This is an adjustment of X% under subsection 9(3) of this determination.

| Allowances from 22 January 2023 | | | |
| --- | --- | --- | --- |
| Item | Column 1 | Column 2 Rate of allowance applicable before commencement of this Schedule | Column 3 Rate of allowance applicable from 22 January 2023 |
| 1 | Workplace Contact Officer Allowance | $27 per fortnight |  |
| 2 | Community Language Allowance | $1,060 per annum (Rate 1)  $2,126 per annum Rate 2) |  |
| 3 | Departmental Liaison Officer Allowance | $21,816 per annum |  |

Schedule 3—Third annual adjustment—Salary and allowances from 22 January 2024

Note: See section 10.

1 Salary

From 22 January 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 an adjustment of X% under subsection 10(1) of this determination.

| Salary from 22 January 2024 | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Item | | Column 1 Salary Pay Point | | Column 2 Salary amount applicable before commencement of this Schedule | | Column 3 Salary amount applicable from  22 January 2024 | |
|  |  | |  | | To be inserted | |  |
| 1 | | APS1-1 | |  | |  | |
| 2 | | APS1-2 | |  | |  | |
| 3 | | APS1-3 | |  | |  | |
| 4 | | APS1-4 | |  | |  | |
|  | | | | | | | |
| 5 | | APS2-1 | |  | |  | |
| 6 | | APS2-2 | |  | |  | |
| 7 | | APS2-3 | |  | |  | |
| 8 | | APS2-4 | |  | |  | |
|  | | | | | | | |
| 9 | | APS3-1 | |  | |  | |
| 10 | | APS3-2 | |  | |  | |
| 11 | | APS3-3 | |  | |  | |
| 12 | | APS3-4 | |  | |  | |
|  | | | | | | | |
| 13 | | APS4-1 | |  | |  | |
| 14 | | APS4-2 | |  | |  | |
| 15 | | APS4-3 | |  | |  | |
| 16 | | APS4-4 | |  | |  | |
|  | | | | | | | |
| 17 | | APS5-1 | |  | |  | |
| 18 | | APS5-2 | |  | |  | |
| 19 | | APS5-3 | |  | |  | |
| 20 | | APS5-4 | |  | |  | |
| 21 | | APS6-1 | |  | |  | |
| 22 | | APS6-2 | |  | |  | |
| 23 | | APS6-3 | |  | |  | |
| 24 | | APS6-4 | |  | |  | |
|  | | | | | | | |
| 25 | | EL1-1 | |  | |  | |
| 26 | | EL1-2 | |  | |  | |
| 27 | | EL1-3 | |  | |  | |
| 28 | | EL1-4 | |  | |  | |
|  | | | | | | | |
| 29 | | EL2-1 | |  | |  | |
| 30 | | EL2-2 | |  | |  | |
| 31 | | EL2-3 | |  | |  | |
| 32 | | EL2-4 | |  | |  | |
| **ENTRY LEVEL BROADBAND (Trainees, Indigenous Australian Government Development Program participants; Indigenous Apprenticeship Programme; Graduates; Cadet - Research Officer, ICT Cadets)** | | | | | | | |
| 33 | | APS1-1 | |  | |  | |
| 34 | | APS1-2 | |  | |  | |
| 46 | | APS1-3 | |  | |  | |
| 36 | | APS1-4 | |  | |  | |
|  | | | | | | | |
| 37 | | APS2-1 | |  | |  | |
| 38 | | APS2-2 | |  | |  | |
| 39 | | APS2-3 | |  | |  | |
| 40 | | APS2-4 | |  | |  | |
|  | | | | | | | |
| 41 | | APS3-1 | |  | |  | |
| 42 | | APS3-2 | |  | |  | |
| 43 | | APS3-3 | |  | |  | |
| 44 | | APS3-4 | |  | |  | |
|  | | | | | | | |
| 45 | | APS4-1 | |  | |  | |
| 46 | | APS4-2 | |  | |  | |
| 47 | | APS4-3 | |  | |  | |
| 48 | | APS4-4 | |  | |  | |
| 49 | | APS5-1 | |  | |  | |
| 50 | | APS5-2 | |  | |  | |
| 51 | | APS5-3 | |  | |  | |
| 52 | | APS5-4 | |  | |  | |
| **LEGAL BROADBAND** | | | | | | | |
| 53 | | APS Level 4 Lawyer | |  | |  | |
| 54 | | APS Level 4 Lawyer | |  | |  | |
| Soft Barrier - Work Value/Availability Barrier | | | | | | | |
| 55 | | APS Level 5 Lawyer | |  | |  | |
| 56 | | APS Level 5 - Lawyer | |  | |  | |
| Soft Barrier - Work Value/Availability Barrier | | | | | | | |
| 57 | | APS Level 6 Lawyer | |  | |  | |
| 58 | | APS Level 6 Lawyer | |  | |  | |
| 59 | | APS Level 6 Lawyer | |  | |  | |
| 60 | | APS Level 6 Lawyer | |  | |  | |
| Hard Barrier – Advancement subject to a merit process | | | | | | | |
| 61 | | Executive Level 1 Senior Lawyer | |  | |  | |
| 62 | | Executive Level 1 Senior Lawyer | |  | |  | |
| 63 | | Executive Level 1 Senior Lawyer | |  | |  | |
| 64 | | Executive Level 1 Senior Lawyer | |  | |  | |
| Hard Barrier – Advancement subject to a merit process | | | | | | | |
| 65 | | Executive Level 2 Principal Lawyer | |  | |  | |
| 66 | | Executive Level 2 Principal Lawyer | |  | |  | |
| 67 | | Executive Level 2 Principal Lawyer | |  | |  | |
| 68 | | Executive Level 2 Principal Lawyer | |  | |  | |
| Work Value/Availability Barrier | | | | | | | |
| 69 | | Executive Level 2 Special Counsel | |  | |  | |
| **PUBLIC AFFAIRS OFFICERS BROADBAND** | | | | | | | |
| 70 | | APS Level 4 PAO 1 | |  | |  | |
| 71 | | APS Level 4 PAO 1 | |  | |  | |
| 72 | | APS Level 4 PAO 1 | |  | |  | |
| 73 | | APS Level 4 PAO 1 | |  | |  | |
| Soft Barrier - Work Value/Availability Barrier | | | | | | | |
| 74 | | APS5-1 PAO 1 | |  | |  | |
| 75 | | APS5-2 PAO 1 | |  | |  | |
| 76 | | APS5-3 PAO 1 | |  | |  | |
| 77 | | APS5-4 PAO 1 | |  | |  | |
| Hard Barrier – Advancement subject to a merit process | | | | | | | |
| 78 | | APS6-1 PAO 2 | |  | |  | |
| 79 | | APS6-2 PAO 2 | |  | |  | |
| 80 | | APS6-3 PAO 2 | |  | |  | |
| 81 | | APS6-4 PAO 2 | |  | |  | |
| Hard Barrier – Advancement subject to a merit process | | | | | | | |
| 82 | | Executive Level 1 PAO3 | |  | |  | |
| 83 | | Executive Level 1 PAO3 | |  | |  | |
| 84 | | Executive Level 1 PAO3 | |  | |  | |
| 85 | | Executive Level 1 PAO3 | |  | |  | |
| 86 | | Executive Level 1 PAO3 | |  | |  | |
| Hard Barrier – Advancement subject to a merit process | | | | | | | |
| 87 | | Executive Level 2 SPAO | |  | |  | |
| 88 | | Executive Level 2 SPAO | |  | |  | |
| 89 | | Executive Level 2 SPAO | |  | |  | |
| 90 | | Executive Level 2 SPAO | |  | |  | |

2 Allowances

From 22 January 2024, an allowance described in column 1 of an item of the following table is to be payable at the rate (the ***new rate***) described in column 3 of the table. This is an adjustment of X% under subsection 10(3) of this determination.

| Allowances from 22 January 2024 | | | |
| --- | --- | --- | --- |
| Item | Column 1 | Column 2 Rate of allowance applicable before commencement of this Schedule | Column 3 Rate of allowance applicable from 22 January 2024 |
| 1 | Workplace Contact Officer Allowance | To be inserted | |
| 2 | Community Language Allowance |  | |
| 3 | Community Language Allowance |  | |