



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 9th December 2021

Ray Griggs AO CSC
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:

- (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 Department of Social Services Enterprise Agreement commences operation;
 - (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) 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.

Section 1

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

Section 1

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
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

Section 1

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
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			

Section 2

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
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	

Schedule 2 Salary and allowances from 22 January 2023

Section 1

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
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	

Section 1

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
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	

Schedule 2 Salary and allowances from 22 January 2023

Section 1

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
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	

Section 2**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	

Section 1

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		

Section 1

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
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		

Schedule 3 Salary and allowances from 22 January 2024

Section 1

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
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			

Section 1

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
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		

Section 2 Allowances

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		