**DEPARTMENT OF SOCIAL SERVICES**

# Determination under subsection 24(1) of the Public Service Act 1999

*Determination 2015 / 03*

I, FINN PRATT, Secretary of the Department of Social Services, make the following determination under section 24(1) of the *Public Service Act 1999*.

**Application**

This Determination applies to all employees of the Department of Social Services (**DSS**) who are covered by the terms of the *Department of Social Services Enterprise Agreement 2015 – 2018* (**the Agreement**).

**Period of operation**

1. This Determination takes effect from the date of this Determination.
2. This Determination will remain in force until (whichever occurs first of the following):
   1. it is revoked;
   2. it is replaced by another determination that applies to an employee covered by this Determination; or
   3. an enterprise agreement that covers employees who are covered by the terms of **the Agreement** and replaces **the Agreement** commences operation.

**Terms and Conditions**

1. The terms and conditions of employment provided in this Determination supplement the terms and conditions of employment which apply under **the Agreement**.
2. Employees covered by **the Agreement** will be paid the salary rates as set out in Appendix A to this Determination.
3. The general increases set out in clause 3.2 of **the Agreement** will not apply to the salary rates set out in Appendix A to this Determination.
4. Salary advancement as set out in **the Agreement** will continue in accordance with the terms of **the Agreement** but any advancement will be to the pay points set out in Appendix A to this Determination.
5. Employees who, in accordance with clause 3.3 of **the Agreement** are entitled to a one-off payment in year two of **the Agreement**, will receive in year two of **the Agreement** an additional payment of 1.0% of their pre -Agreement salary. For the purpose of this Determination "pre-Agreement salary" has the same meaning as in clause 3.3 of **the Agreement**.

10 November 2015

Finn Pratt

Secretary

**Appendix A**

## SALARIES AND CLASSIFICATION STRUCTURES

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Classification** | **Transition Salary** | **2.1%**  **On Commencement** | **2%**  **12 months after Commencement** | **1.7%**  **24 months after commencement** |
| APS1-1 | 41,974 | 42,855 | 43,712 | 44,455 |
| APS1-2 | 43,458 | 44,371 | 45,258 | 46,028 |
| APS1-3 | 44,947 | 45,891 | 46,809 | 47,605 |
| APS1-4 | 46,970 | 47,956 | 48,915 | 49,747 |
|  | | | | |
| APS2-1 | 49,056 | 50,086 | 51,088 | 51,956 |
| APS2-2 | 50,528 | 51,589 | 52,621 | 53,516 |
| APS2-3 | 53,922 | 55,054 | 56,155 | 57,110 |
| APS2-4 | 54,588 | 55,734 | 56,849 | 57,815 |
|  | | | | |
| APS3-1 | 56,691 | 57,882 | 59,040 | 60,044 |
| APS3-2 | 58,296 | 59,520 | 60,710 | 61,742 |
| APS3-3 | 60,803 | 62,080 | 63,322 | 64,398 |
| APS3-4 | 61,512 | 62,804 | 64,060 | 65,149 |
|  | | | | |
| APS4-1 | 64,229 | 65,578 | 66,890 | 68,027 |
| APS4-2 | 65,996 | 67,382 | 68,730 | 69,898 |
| APS4-3 | 68,027 | 69,456 | 70,845 | 72,049 |
| APS4-4 | 69,038 | 70,488 | 71,898 | 73,120 |
|  | | | | |
| APS5-1 | 70,540 | 72,021 | 73,461 | 74,710 |
| APS5-2 | 71,834 | 73,343 | 74,810 | 76,082 |
| APS5-3 | 74,481 | 76,045 | 77,566 | 78,885 |
| APS5-4 | 75,331 | 76,913 | 78,451 | 79,785 |
|  | | | | |
| APS6-1 | 77,262 | 78,885 | 80,463 | 81,831 |
| APS6-2 | 80,805 | 82,502 | 84,152 | 85,583 |
| APS6-3 | 85,418 | 87,212 | 88,956 | 90,468 |
| APS6-4 | 86,844 | 88,668 | 90,441 | 91,979 |
|  | | | | |
| EL1-1 | 96,266 | 98,288 | 100,254 | 101,958 |
| EL1-2 | 101,454 | 103,585 | 105,657 | 107,453 |
| EL1-3 | 105,362 | 107,575 | 109,727 | 111,592 |
| EL1-4 | 109,273 | 111,568 | 113,799 | 115,734 |
|  | | | | |
| EL2-1 | 113,464 | 115,847 | 118,164 | 120,173 |
| EL2-2 | 123,240 | 125,828 | 128,345 | 130,527 |
| EL2-3 | 128,819 | 131,524 | 134,154 | 136,435 |
| EL2-4 | 133,777 | 136,586 | 139,318 | 141,686 |

**DSS ENTRY LEVEL BROADBAND**

The following local titles are included in the DSS Entry Level Broadband:

* Trainees (T);
* Indigenous Australian Government Development Program (IAGDP) participants (I);
* Indigenous Apprenticeship Programme (A);
* Graduates (G);
* Cadet - Research Officer (R); and
* ICT Cadets (IT).

During the life of this Agreement the Secretary may include other entry level

local titles to this broadband.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **APS**  **Level** | **Local Title** | **Transition Salary** | **2.1%**  **On Commencement** | **2%**  **12 months after Commencement** | **1.7%**  **24 months after Commencement** |
| APS1-1 | DSS Entry Level (T, I, A,G, R, or IT) | 41,974 | 42,855 | 43,712 | 44,455 |
| APS1-2 | DSS Entry Level (T, I, A,G, R, or IT) | 43,458 | 44,371 | 45,258 | 46,028 |
| APS1-3 | DSS Entry Level (T, I, A,G, R, or IT) | 44,947 | 45,891 | 46,809 | 47,605 |
| APS1-4 | DSS Entry Level (T, I, A,G, R, or IT) | 46,970 | 47,956 | 48,915 | 49,747 |
|  | | | | | |
| APS2-1 | DSS Entry Level (T, I, A,G, R, or IT) | 49,056 | 50,086 | 51,088 | 51,956 |
| APS2-2 | DSS Entry Level (T, I, A,G, R, or IT) | 50,528 | 51,589 | 52,621 | 53,516 |
| APS2-3 | DSS Entry Level (T, I, A,G, R, or IT) | 53,922 | 55,054 | 56,155 | 57,110 |
| APS2-4 | DSS Entry Level (T, I, A,G, R, or IT) | 54,588 | 55,734 | 56,849 | 57,815 |
| Soft Barrier | | | | | |
| APS3-1 | DSS Entry Level (T, I, A,G, R, or IT) | 56,691 | 57,882 | 59,040 | 60,044 |
| APS3-2 | DSS Entry Level (T, I, A,G, R, or IT) | 58,296 | 59,520 | 60,710 | 61,742 |
| APS3-3 | DSS Entry Level (T, I, A,G, R, or IT) | 60,803 | 62,080 | 63,322 | 64,398 |
| APS3-4 | DSS Entry Level (T, I, A,G, R, or IT) | 61,512 | 62,804 | 64,060 | 65,149 |
| Soft Barrier | | | | | |
| APS4-1 | DSS Entry Level (T, I, A,G, R, or IT) | 64,229 | 65,578 | 66,890 | 68,027 |
| APS4-2 | DSS Entry Level (T, I, A,G, R, or IT) | 65,996 | 67,382 | 68,730 | 69,868 |
| APS4-3 | DSS Entry Level (T, I, A,G, R, or IT) | 68,027 | 69,456 | 70,845 | 72,049 |
| APS4-4 | DSS Entry Level (T, I, A,G, R, or IT) | 69,038 | 70,488 | 71,898 | 73,120 |
| Soft Barrier | | | | | |
| APS5-1 | DSS Entry Level (T, I, A,G, R, or IT) | 70,540 | 72,021 | 73,461 | 74,710 |
| APS5-2 | DSS Entry Level (T, I, A,G, R, or IT) | 71,834 | 73,343 | 74,810 | 76,082 |
| APS5-3 | DSS Entry Level (T, I, A,G, R, or IT) | 74,481 | 76,045 | 77,566 | 78,885 |
| APS5-4 | DSS Entry Level (T, I, A,G, R, or IT) | 75,331 | 76,913 | 78,451 | 79,785 |

**LEGAL BROADBAND**

The following annual salary rates (pro-rata for part-time employees) will apply to DSS employees employed in the Legal local titles.

| **APS**  **Level** | **Local Title** | **Transition Salary** | **2.1%**  **On Commencement** | **2%**  **12 months after Commencement** | **1.7%**  **24 months after Commencement** |
| --- | --- | --- | --- | --- | --- |
| APS Level 4 | Lawyer | 68,027 | 69,456 | 70,845 | 72,049 |
| APS Level 4 | Lawyer | 69,038 | 70,488 | 71,898 | 73,120 |
| Soft Barrier - Work Value/Availability Barrier | | | | | |
| APS Level 5 | Lawyer | 74,481 | 76,045 | 77,566 | 78,885 |
| APS Level 5 | Lawyer | 75,331 | 76,913 | 78,451 | 79,785 |
| Soft Barrier - Work Value/Availability Barrier | | | | | |
| APS Level 6 | Lawyer | 77,262 | 78,885 | 80,463 | 81,831 |
| APS Level 6 | Lawyer | 80,805 | 82,502 | 84,152 | 85,583 |
| APS Level 6 | Lawyer | 86,844 | 88,668 | 90,441 | 91,979 |
| APS Level 6 | Lawyer | 88,018 | 89,866 | 91,663 | 93,222 |
| Hard Barrier – Advancement subject to a merit process | | | | | |
| Executive Level 1 | Senior Lawyer | 101,454 | 103,585 | 105,657 | 107,453 |
| Executive Level 1 | Senior Lawyer | 107,888 | 110,154 | 112,357 | 114,267 |
| Executive Level 1 | Senior Lawyer | 109,273 | 111,568 | 113,799 | 115,734 |
| Executive Level 1 | Senior Lawyer | 117,195 | 119,656 | 122,049 | 124,124 |
| Hard Barrier – Advancement subject to a merit process | | | | | |
| Executive Level 2 | Principal Lawyer | 123,240 | 125,828 | 128,345 | 130,527 |
| Executive Level 2 | Principal Lawyer | 128,169 | 130,861 | 133,478 | 135,747 |
| Executive Level 2 | Principal Lawyer | 133,722 | 136,530 | 139,261 | 141,628 |
| Executive Level 2 | Principal Lawyer | 139,129 | 142,051 | 144,892 | 147,355 |
| Work Value/Availability Barrier | | | | | |
| Executive Level 2 | Special Counsel\* | 139,507 | 142,437 | 145,286 | 147,756 |

*\*Access to the Special Counsel designation can only be achieved where the Secretary is satisfied that there is a need to undertake high level managerial responsibilities and/or high level technical legal skills in the DSS Legal Practice and the employee has the skills and experience to warrant movement to that local title.*

**PUBLIC AFFAIRS OFFICERS (PAO) BROADBAND**

The following annual salary rates (pro-rata for part-time employees) will apply to DSS employees employed in the Public Affair Officer local titles.

| **APS**  **Level** | **Local Title** | **Transition Salary** | **2.1%**  **On Commencement** | **2%**  **12 months after Commencement** | **1.7%**  **24 months after Commencement** |
| --- | --- | --- | --- | --- | --- |
| APS Level 4 | PAO1 | 64,229 | 65,578 | 66,890 | 68,027 |
| APS Level 4 | PAO1 | 65,996 | 67,382 | 68,730 | 69,898 |
| APS Level 4 | PAO1 | 68,027 | 69,456 | 70,845 | 72,049 |
| APS Level 4 | PAO1 | 69,038 | 70,488 | 71,898 | 73,120 |
| Soft Barrier - Work Value/Availability Barrier | | | | | |
| APS Level 5 | PAO1 | 70,540 | 72,021 | 73,461 | 74,710 |
| APS Level 5 | PAO1 | 71,834 | 73,343 | 74,810 | 76,082 |
| APS Level 5 | PAO1 | 74,481 | 76,045 | 77,566 | 78,885 |
| APS Level 5 | PAO1 | 75,331 | 76,913 | 78,451 | 79,785 |
| Hard Barrier – Advancement subject to a merit process | | | | | |
| APS Level 6 | PAO2 | 77,262 | 78,885 | 80,463 | 81,831 |
| APS Level 6 | PAO2 | 80,805 | 82,502 | 84,152 | 85,583 |
| APS Level 6 | PAO2 | 85,418 | 87,212 | 88,956 | 90,468 |
| APS Level 6 | PAO2 | 88,018 | 89,866 | 91,663 | 93,222 |
| Hard Barrier – Advancement subject to a merit process | | | | | |
| Executive Level 1 | PAO3 | 96,266 | 98,288 | 100,254 | 101,958 |
| Executive Level 1 | PAO3 | 101,454 | 103,585 | 105,657 | 107,453 |
| Executive Level 1 | PAO3 | 105,362 | 107,575 | 109,727 | 111,592 |
| Executive Level 1 | PAO3 | 109,273 | 111,568 | 113,799 | 115,734 |
| Executive Level 1 | PAO3 | 116,114 | 118,552 | 120,923 | 122,979 |
| Hard Barrier – Advancement subject to a merit process | | | | | |
| Executive Level 2 | SPAO | 113,464 | 115,847 | 118,164 | 120,173 |
| Executive Level 2 | SPAO | 123,240 | 125,828 | 128,345 | 130,527 |
| Executive Level 2 | SPAO | 128,819 | 131,524 | 134,154 | 136,435 |
| Executive Level 2 | SPAO | 133,777 | 136,586 | 139,318 | 141,686 |