

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):
 - (a) it is revoked;
 - (b) it is replaced by another determination that applies to an employee covered by this Determination; or
 - (c) an enterprise agreement that covers employees who are covered by the terms of **the Agreement** and replaces **the Agreement** commences operation.

Terms and Conditions

3. The terms and conditions of employment provided in this Determination supplement the terms and conditions of employment which apply under **the Agreement**.
4. Employees covered by **the Agreement** will be paid the salary rates as set out in Appendix A to this Determination.
5. 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.
6. 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.
7. 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
Soft Barrier					
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