



Public Service (Subsection 24(1) National Archives of Australia Non-SES Employees) Determination 2020/5

I, David Fricker, Director-General of the National Archives of Australia make the following Determination.

Dated 26 June 2020



David Fricker

National Archives of Australia

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1 Name

This Determination shall be cited as the National Archives of Australia Determination 2020/5.

2 Commencement

This Determination commences on the date that it is signed by the Director-General of the National Archives of Australia.

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 by the National Archives of Australia under the provisions of the *Public Service Act 1999* and who are covered by the *National Archives of Australia Enterprise Agreement 2017-2020*.

5 Definitions

In this Determination:

COVID-19 Determination means the *Public Service (Terms and Conditions of Employment) (General wage increase deferrals during the COVID-19 pandemic) Determination 2020* made under subsection 24(3) of the *Public Service Act 1999*.

Employee means a non-SES employee who is employed by the National Archives of Australia under the *Public Service Act 1999* and is covered by the Enterprise Agreement.

Enterprise Agreement means the enterprise agreement approved by the Fair Work Commission on 16 June 2017 and known as the *National Archives of Australia Enterprise Agreement 2017-2020*.

6 Purpose

The purpose of this Determination is to provide employees with increases to their existing salary and allowances for which they are eligible under the terms of the 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 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 expressly revokes this Determination comes into force.

8 Annual salary increases

- (1) Employees will receive increases to their salary payable under the Enterprise Agreement as follows:
 - (a) 2% increase in salary, payable from on commencement of this determination;
 - (b) 2% increase in salary, payable from 24 June 2021; and
 - (c) 2% increase in salary, payable from 24 June 2022.
- (2) Each increase is to be calculated based on the salary immediately before the increase.
- (3) Schedule 1 has effect.

Note: Schedule 1 sets out the salaries that are payable to employees under the Enterprise Agreement consistent with this Determination.

Note: The COVID-19 Determination has the effect of deferring the salary increase on commencement of this determination until 6 months after that date.

9 Allowances

The Restriction Duty Allowance and First Aid Allowance as provided for under the Enterprise Agreement will be increased in line with the salary increases prescribed in clause 8(1).

Note: The COVID-19 Determination has the effect of deferring the salary increase on commencement of this determination until 6 months after that date.

10 Entitlements under Commonwealth laws not affected by this Determination

This Determination operates in conjunction with all relevant Commonwealth Acts (including regulations and instruments made under those Acts).

Schedule 1—Salaries

Note: See subsection 8(3).

1 Salaries

Note: The COVID-19 Determination has the effect of deferring the salary increase on commencement of this determination until 6 months after that date.

	APS LEVEL	Current Salary	2% On commencement of this determination	2% 12 months (24 June 2021)	2% 24 months (24 June 2022)
NAA 1	PAS 1-1	\$45,876	\$46,794	\$47,730	\$48,685
	APS 1-2	\$47,558	\$48,510	\$49,481	\$50,471
	APS 1-3	\$49,243	\$50,228	\$51,233	\$52,258
	APS 1-4	\$50,474	\$51,484	\$52,514	\$53,565
NAA 2	APS 2-1	\$52,441	\$53,490	\$54,560	\$55,652
	APS 2-2	\$54,125	\$55,208	\$56,313	\$57,440
	APS 2-3	\$55,807	\$56,924	\$58,063	\$59,225
	APS 2-4	\$57,204	\$58,349	\$59,516	\$60,707
NAA 3 GRADUATE	APS 3-1	\$58,923	\$60,102	\$61,305	\$62,532
	APS 3-2	\$60,606	\$61,819	\$63,056	\$64,318
	APS 3-3	\$62,288	\$63,534	\$64,805	\$66,102
	APS 3-4	\$63,847	\$65,124	\$66,427	\$67,756
NAA 4	APS 4-1	\$65,656	\$66,970	\$68,310	\$69,677
	APS 4-2	\$67,340	\$68,687	\$70,061	\$71,463
	APS 4-3	\$69,023	\$70,404	\$71,813	\$73,250
	APS 4-4	\$70,749	\$72,164	\$73,608	\$75,081
NAA 5	APS 5-1	\$72,389	\$73,837	\$75,314	\$76,821
	APS 5-2	\$74,075	\$75,557	\$77,069	\$78,611
	APS 5-3	\$75,757	\$77,273	\$78,819	\$80,396
	APS 5-4	\$77,651	\$79,205	\$80,790	\$82,406
NAA 6	APS 6-1	\$81,650	\$83,283	\$84,949	\$86,648
	APS 6-2	\$85,018	\$86,719	\$88,454	\$90,224

	APS 6-3	\$88,384	\$90,152	\$91,956	\$93,796
	APS 6-4	\$90,594	\$92,406	\$94,255	\$96,141
EXECUTIVE 1	EL 1-1	\$101,009	\$103,030	\$105,091	\$107,193
	EL 1-2	\$106,061	\$108,183	\$110,347	\$112,554
	EL 1-3	\$108,713	\$110,888	\$113,106	\$115,369
EXECUTIVE 2	EL 2-1	\$121,210	\$123,635	\$126,108	\$128,631
	EL 2-2	\$127,945	\$130,504	\$133,115	\$135,778
	EL 2-3	\$131,143	\$133,766	\$136,442	\$139,171
CADET	CADET APS	\$33,586	\$34,258	\$34,944	\$35,643
PUBLIC AFFAIRS 2	APS LEVEL 6	\$84,049	\$85,730	\$87,445	\$89,194
		\$87,560	\$89,312	\$91,099	\$92,921
		\$91,071	\$92,893	\$94,751	\$96,647
		\$93,345	\$95,212	\$97,117	\$99,060
PUBLIC AFFAIRS 3	EXECUTIVE LEVEL 1	\$111,119	\$113,342	\$115,609	\$117,922
		\$118,966	\$121,346	\$123,773	\$126,249
		\$121,941	\$124,380	\$126,868	\$129,406

2 Allowances

Allowance	Current Allowance	2% On Commence ment of this determinati on	2% 12 months (24 June 2021)	2% 24 months (24 June 2022)
Restriction Duty (per hour)	\$3.05	\$3.11	\$3.17	\$3.24
First Aid (per fortnight)	\$24.18	\$24.66	\$25.16	\$25.66