



Public Service (Section 24(1)—Comcare Non-SES Employees) Determination 2022/1

I, Susan Weston, Chief Executive Officer, make the following determination.

Dated *eighth*
February 2022

A handwritten signature in cursive script, appearing to read 'Susan Weston'.

Susan Weston
Chief Executive Officer

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1 Name

This determination is the *Public Service (Section 24(1)—Comcare Non-SES Employees) Determination 2022/1*.

2 Commencement

This determination commences on the date it is signed.

3 Authority

This determination is made under section 24(1) of the *Public Service Act 1999*.

4 Application

This determination applies to non-SES and equivalent employees employed in Comcare under the *Public Service Act 1999* who are covered by the Enterprise Agreement.

5 Definitions

In this determination:

Enterprise Agreement means the enterprise agreement approved by the Fair Work Commission on 5 April 2016 and known as the *Comcare Enterprise Agreement 2016-2019*.

WPI adjustment percentage means the figure advised by the Australian Public Service Commission to be the year-to-date percentage change in the Wage Price Index for the private sector from the most recently released June quarter. The WPI adjustment percentage at a point in time applies to adjustments to be made under the instrument from 1 September in a calendar year to 31 August in the following calendar year.

6 Purpose

The purpose of this determination is to provide employees with adjustments to their existing salary and to 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;

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- (ii) the start of the day that another determination under section 24(1) of the *Public Service Act 1999* that applies to the employees and expressly 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 12 April 2022.
- (2) The adjustment is to be calculated based on the salary immediately before the adjustment.
- (3) The Workplace Responsibility Allowance is adjusted to \$29.00 per fortnight, with effect from 12 April 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

- (1) Employees' salaries are adjusted by the WPI adjustment percentage with effect from 12 April 2023.

Note: The tables in Schedule 1 will be changed by an amending determination once the amount of the WPI adjustment percentage is advised by the Australian Public Service Commission.

- (2) The adjustment is to be calculated based on the salary immediately before the adjustment.

10 Third annual adjustment of salary

- (1) Employees' salaries are to be adjusted by the WPI adjustment percentage, with effect from 12 April 2024.

Note: The tables in Schedule 1 will be changed by an amending determination once the amount of the WPI adjustment percentage is advised by the Australian Public Service Commission.

- (2) The adjustment is to be calculated based on the salary immediately before the adjustment.

11 Revocation of previous instrument

The Comcare Determination under section 24(1) of the *Public Service Act 1999*, Determination 2018/03 is revoked, with effect from 12 April 2022.

Schedule 1—Salaries and allowances

Note: See section 8(5).

1 Salaries

Table A—Salaries payable under this determination

Column 1 Classification or local designation	Column 2 Pay points	Column 3 Pre- determination salary	Column 4 Salary from 12 April 2022	Column 5 Salary from 12 April 2023	Column 6 Salary from 12 April 2024
APS Salary Rates					
APS 1	APS 1.1	\$49,127	\$50,060		
	APS 1.2	\$50,442	\$51,400		
	APS 1.3	\$52,495	\$53,492		
	APS 1.4	\$53,736	\$54,757		
APS 2	APS 2.1	\$55,203	\$56,252		
	APS 2.2	\$56,639	\$57,715		
	APS 2.3	\$58,092	\$59,196		
	APS 2.4	\$59,530	\$60,661		
	APS 2.5	\$61,128	\$62,289		
APS 3	APS 3.1	\$63,005	\$64,202		
	APS 3.2	\$64,589	\$65,816		
	APS 3.3	\$66,252	\$67,511		
	APS 3.4	\$68,393	\$69,692		
APS 4	APS 4.1	\$70,212	\$71,546		
	APS 4.2	\$72,022	\$73,390		
	APS 4.3	\$73,855	\$75,258		
	APS 4.4	\$76,789	\$78,248		
APS 5	APS 5.1	\$79,177	\$80,681		
	APS 5.2	\$81,393	\$82,939		
	APS 5.3	\$82,892	\$84,467		
	APS 5.4	\$84,939	\$86,553		
APS 6	APS 6.1	\$88,245	\$89,922		
	APS 6.2	\$91,611	\$93,352		
	APS 6.3	\$95,133	\$96,941		
	APS 6.4	\$97,920	\$99,780		
EL 1	EL 1.1	\$109,141	\$111,215		
	EL 1.2	\$113,677	\$115,837		
	EL 1.3	\$119,134	\$121,398		
	EL 1.4	\$124,590	\$126,957		
	EL 1.5	\$130,046	\$132,517		
EL 2	EL 2.1	\$136,544	\$139,138		
	EL 2.2	\$142,676	\$145,387		
	EL 2.3	\$148,809	\$151,636		
	EL 2.4	\$154,942	\$157,886		
Legal Adviser Salary Rates					
Legal Adviser APS 4	LA 4.1	\$72,022	\$73,390		
	LA 4.2	\$73,855	\$75,258		
	LA 4.3	\$76,789	\$78,248		
Legal Adviser APS 5	LA 5.1	\$81,393	\$82,939		
	LA 5.2	\$82,892	\$84,467		
	LA 5.3	\$84,939	\$86,553		
Legal Adviser APS 6	LA 6.1	\$88,245	\$89,922		
	LA 6.2	\$91,611	\$93,352		
	LA 6.3	\$97,574	\$99,428		

Table A—Salaries payable under this determination

Column 1 Classification or local designation	Column 2 Pay points	Column 3 Pre- determination salary	Column 4 Salary from 12 April 2022	Column 5 Salary from 12 April 2023	Column 6 Salary from 12 April 2024	
	LA 6.4	\$104,094	\$106,072			
Senior Legal Adviser EL1	SLA.1	\$112,415	\$114,551			
	SLA.2	\$118,147	\$120,392			
	SLA.3	\$123,879	\$126,233			
	SLA.4	\$129,611	\$132,074			
	SLA.5	\$135,345	\$137,917			
Principal Legal Adviser EL2	PLA.1	\$141,282	\$143,966			
	PLA.2	\$146,718	\$149,506			
	PLA.3	\$152,156	\$155,047			
	PLA.4	\$157,591	\$160,585			
Graduate Salary Rates						
Graduate	APS 2.1	\$55,203	\$56,252			
	APS 2.2	\$56,639	\$57,715			
	APS 2.3	\$58,092	\$59,196			
	APS 2.4	\$59,530	\$60,661			
	APS 2.5	\$61,128	\$62,289			
	APS 3.1	\$63,005	\$64,202			
	APS 3.2	\$64,589	\$65,816			
	APS 3.3	\$66,252	\$67,511			
	APS 3.4	\$68,393	\$69,692			
	APS 4.1	\$70,212	\$71,546			
	APS 4.2	\$72,022	\$73,390			
	APS 4.3	\$73,855	\$75,258			
	APS 4.4	\$76,789	\$78,248			
	Trainee APS (Administrative) Salary Rates					
	Highest year of schooling completed	School Leaver	\$27,510	\$28,033		
		Plus 1 year out of school*	\$31,933	\$32,540		
Plus 2 years		\$35,863	\$36,544			
Plus 3 years or more		\$39,301	\$40,048			
Cadet APS Salary Rates						
Cadet APS (Practical Training)		\$47,549	\$48,452			
		\$49,127	\$50,060			
		\$50,443	\$51,401			
		\$52,495	\$53,492			

Note: Amending determinations will update columns 5 and 6 once the amount of the WPI adjustment percentage is advised by the Australian Public Service Commission.

2 Allowances

Table B—Allowances payable under this determination

Column 1 Name of allowance	Column 2 Pre- determination rate of allowance	Column 3 Rate of allowance from 12 April 2022
Workplace Responsibility Allowance	\$28.00 per fortnight	\$29.00 per fortnight
