

National Library of Australia

## Public Service (Subsection 24(1) – National Library of Australia Non-SES Employees) Determination 2023/01

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I, Dr Marie-Louise Ayres, Director-General of National Library of Australia, make the following Determination.

Dated: 3 February 2023

*M-L. Ayres*

Dr Marie-Louise Ayres

Director-General

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## 1. Name

This determination is the *Public Service (Subsection 24(1) – National Library of Australia Non-SES Employees) Determination 2023/01*.

## 2. Commencement

This determination commences on the day 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 National Library of Australia under the *Public Service Act 1999* who are covered by the Enterprise Agreement.

## 5. Definitions

In this determination:

**Employee(s)** means the persons employed in the National Library of Australia under the *Public Service Act 1999* who are covered by the Enterprise Agreement.

**Enterprise Agreement** means the enterprise agreement approved by the Fair Work Commission on 16 March 2017 and known as the National Library of Australian Enterprise Agreement 2017-2020.

## 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; or
  - 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. Adjustment of salary and allowances**

1. Employees' salaries are adjusted by 3%, with effect on 24 March 2023.
2. The adjustment is to be calculated based on the salary immediately before the adjustment under subsection (1).
3. The First Aid Allowance, Health and Safety Representative (HSR) Allowance and Restriction (On-Call) Allowances are adjusted by the same percentage as salaries, with effect on 24 March 2023.
4. Each adjustment of an allowances is to be calculated based on the allowance immediately before the adjustment under subsection (3).
5. Schedule 1 has effect.

# Schedule 1 – Salaries and allowances

Note: See section 8(5).

## 1. Salaries

Table A – Salaries payable under this Determination			
Classification	Pay Points	Pre-Determination salary	Salary on 24 March 2023
APS1	APS1.1	\$46,912**	\$48,319
	APS1.2	\$48,365	\$49,816
	APS1.3	\$49,999	\$51,499
	APS1.4	\$51,640	\$53,189
APS2	APS2.1	\$53,696	\$55,307
	APS2.2	\$55,491	\$57,156
	APS2.3	\$57,289	\$59,008
	APS2.4	\$59,084	\$60,857
	APS2.5	\$60,880	\$62,706
APS3	APS3.1	\$62,176	\$64,041
	APS3.2	\$63,886	\$65,803
	APS3.3	\$65,630	\$67,599
	APS3.4	\$67,158	\$69,173
APS4	APS4.1	\$68,293	\$70,342
	APS4.2	\$69,802	\$71,896
	APS4.3	\$71,679	\$73,829
	APS4.4	\$73,742	\$75,954
APS5	APS5.1	\$75,996	\$78,276
	APS5.2	\$77,630	\$79,959
	ASP5.3	\$79,287	\$81,666
	APS5.4	\$81,008	\$83,438

**Table A – Salaries payable under this Determination**

<b>Classification</b>	<b>Pay Points</b>	<b>Pre-Determination salary</b>	<b>Salary on 24 March 2023</b>
APS6	APS6.1	\$85,776	\$88,349
	APS6.2	\$88,335	\$90,985
	APS6.3	\$90,963	\$93,692
	APS6.4	\$94,453	\$97,287
	APS6.5 (restricted) *	\$96,529	\$99,425
EL1	EL1.1	\$103,560	\$106,667
	EL1.2	\$107,502	\$110,727
	EL1.3	\$111,405	\$114,747
	EL1.4	\$115,311	\$118,770
	EL1.5	\$119,216	\$122,792
	EL1.6	\$123,121	\$126,815
EL2	EL2.1	\$126,504	\$130,299
	EL2.2	\$132,448	\$136,421
	EL2.3	\$138,392	\$142,544
	EL2.4	\$144,336	\$148,666
	EL2.5	\$150,281	\$154,789
Graduates	Grad.1	\$62,176	\$64,041
	Grad.2	\$63,886	\$65,803
	Grad.3	\$65,630	\$67,599
	Grad.4	\$67,158	\$69,173
	Grad.5	\$68,293	\$70,342
	Grad.6	\$69,802	\$71,896
	Grad.7	\$71,679	\$73,829
	Grad.8	\$73,742	\$75,954

\* Refer to clause C2.6 of the National Library of Australia Enterprise Agreement 2017-2020

\*\* Note: The APS Award minimum rate for an APS 1 level was lifted to \$46,912 on 1 July 2022. The APS 1.1 salary rate in column 2 has been lifted to the award minimum rate.

## 2. Allowances

<b>Table B – Allowances payable under this determination</b>		
<b>Name of allowances</b>	<b>Pre-Determination rate of allowance</b>	<b>Rate of allowance 24 March 2023</b>
First Aid Allowance	\$27.05	\$27.90
Health and Safety Representative (HSR) Allowance	\$27.05	\$27.90
Restriction Allowance (on-call) – hourly rate	\$3.45	\$3.55
Restriction Allowance (on-call) – Saturday, Sunday or public holiday (daily rate)	\$11.35	\$11.70