

Public Service (Subsection 24(1) – National Library of Australia Non-SES Employees) Determination 2020

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

Dated: **14** February 2020

M-L. Ayres

Dr Marie-Louise Ayres
Director-General

Contents

1.	Name	3
2.	Commencement	3
3.	Authority	3
4.	Application	3
5.	Definitions	3
6.	Purpose	3
7.	Period of Operation	3
8.	Annual salary increases	4
9.	Allowances	4
10.	Entitlements under Commonwealth laws not affected by this Determination	4
 Schedule 1 – Salaries and Allowances		5
1.	Salaries	5
2.	Allowances	6

1. Name

This Determination is the NLA EA Determination 2020.

2. Commencement

This Determination commences on the date that it is signed by the Director-General.

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

5. Definitions

In this Determination:

Employee means a non-SES employee who is employed by the National Library 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 March 2017 and known as the National Library of Australia Enterprise Agreement 2017-2020.

6. Purpose

The purpose of this Determination is to provide employees with increases to their existing salary and to certain 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

- a. Employees will receive increases to their salary payable under the Enterprise Agreement as follows:
 - i. 2% increase in salary, payable from 24 March 2020;
 - ii. 2% increase in salary, payable from 24 March 2021;
 - iii. 2% increase in salary, payable from 24 March 2022.
- b. Each increase is to be calculated based on the salary immediately before the increase.
- c. Schedule 1 has effect.

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

9. Allowances

The First Aid Allowance, Health and Safety Representative (HSR) Allowance and Restriction (On-Call) Allowance as provided for under the Enterprise Agreement will have a one-off increase of 4%, payable from 24 March 2020.

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 and Allowances

Note: See clause 8c

1. Salaries

Table A - Salaries payable under this Determination					
Classification	Pay Point	Pre-Determination Salary	Salary (\$) from 24 March 2020	Salary (\$) from 24 March 2021	Salary (\$) from 24 March 2022
APS1	APS1.1	\$44,026	\$44,907	\$45,805	\$46,721
	APS1.2	\$45,575	\$46,487	\$47,417	\$48,365
	APS1.3	\$47,116	\$48,058	\$49,019	\$49,999
	APS1.4	\$48,661	\$49,634	\$50,627	\$51,640
APS2	APS2.1	\$50,599	\$51,611	\$52,643	\$53,696
	APS2.2	\$52,290	\$53,336	\$54,403	\$55,491
	APS2.3	\$53,985	\$55,065	\$56,166	\$57,289
	APS2.4	\$55,675	\$56,789	\$57,925	\$59,084
	APS2.5	\$57,369	\$58,516	\$59,686	\$60,880
APS3	APS3.1	\$58,590	\$59,762	\$60,957	\$62,176
	APS3.2	\$60,201	\$61,405	\$62,633	\$63,886
	APS3.3	\$61,844	\$63,081	\$64,343	\$65,630
	APS3.4	\$63,284	\$64,550	\$65,841	\$67,158
APS4	APS4.1	\$64,354	\$65,641	\$66,954	\$68,293
	APS4.2	\$65,775	\$67,091	\$68,433	\$69,802
	APS4.3	\$67,545	\$68,896	\$70,274	\$71,679
	APS4.4	\$69,488	\$70,878	\$72,296	\$73,742
APS5	APS5.1	\$71,613	\$73,045	\$74,506	\$75,996
	APS5.2	\$73,153	\$74,616	\$76,108	\$77,630
	APS5.3	\$74,714	\$76,208	\$77,732	\$79,287
	APS5.4	\$76,336	\$77,863	\$79,420	\$81,008
APS6	APS6.1	\$80,828	\$82,445	\$84,094	\$85,776
	APS6.2	\$83,240	\$84,905	\$86,603	\$88,335
	APS6.3	\$85,716	\$87,430	\$89,179	\$90,963
	APS6.4	\$89,005	\$90,785	\$92,601	\$94,453
	APS6.5 (restricted)*	\$90,961	\$92,780	\$94,636	\$96,529
EL1	EL1.1	\$97,586	\$99,538	\$101,529	\$103,560

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

Table A - Salaries payable under this Determination					
Classification	Pay Point	Pre-Determination Salary	Salary (\$) from 24 March 2020	Salary (\$) from 24 March 2021	Salary (\$) from 24 March 2022
	EL1.2	\$101,301	\$103,327	\$105,394	\$107,502
	EL1.3	\$104,979	\$107,079	\$109,221	\$111,405
	EL1.4	\$108,660	\$110,833	\$113,050	\$115,311
	EL1.5	\$112,339	\$114,586	\$116,878	\$119,216
	EL1.6	\$116,020	\$118,340	\$120,707	\$123,121
EL2	EL2.1	\$119,208	\$121,592	\$124,024	\$126,504
	EL2.2	\$124,809	\$127,305	\$129,851	\$132,448
	EL2.3	\$130,410	\$133,018	\$135,678	\$138,392
	EL2.4	\$136,011	\$138,731	\$141,506	\$144,336
	EL2.5	\$141,613	\$144,445	\$147,334	\$150,281
Graduates	Grad.1	\$58,590	\$59,762	\$60,957	\$62,176
	Grad.2	\$60,201	\$61,405	\$62,633	\$63,886
	Grad.3	\$61,844	\$63,081	\$64,343	\$65,630
	Grad.4	\$63,284	\$64,550	\$65,841	\$67,158
	Grad.5	\$64,354	\$65,641	\$66,954	\$68,293
	Grad.6	\$65,775	\$67,091	\$68,433	\$69,802
	Grad.7	\$67,545	\$68,896	\$70,274	\$71,679
	Grad.8	\$69,488	\$70,878	\$72,296	\$73,742

2. Allowances

Table B - Allowances		
Allowance	Pre-Determination amount	Allowance from 24 March 2020
First Aid Allowance	\$26.00	\$27.05
Health and Safety Representative (HSR) Allowance	\$26.00	\$27.05
Restriction Allowance (on-call) - hourly rate	\$3.30	\$3.45
Restriction Allowance (on-call) - Saturday, Sunday or public holiday (daily rate)	\$10.90	\$11.35