



DEPARTMENT OF EDUCATION AND TRAINING

Determination under subsection 24(1) of the Public Service Act 1999

Determination 2018/10

I, **Marcus Markovic**, Acting Secretary, Department of Education and Training, make the following Determination under subsection 24(1) of the *Public Service Act 1999*.

Dated: 21 December 2018

A handwritten signature in blue ink, consisting of a long horizontal stroke followed by a large loop at the end.

Acting Secretary  
Department of Education and Training

1. Citation

The Determination may be cited as Determination 2018/10.

2. Application

The Determination applies to all non-SES employees, employed in the Department of Education and Training under the PS Act.

3. Definitions

In this determination:

**Department** means the Department of Education and Training.

**Employee** means a non-SES employee who is employed in the Department of Education and Training under the PS Act and is covered by the Enterprise Agreement.

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**Enterprise Agreement** means the enterprise agreement approved by the Fair Work Commission on 1 April 2016 in accordance with Part 2-4 of the FW Act and known as the *Department of Education and Training Enterprise Agreement 2016 – 2019*.

**FW Act** means the *Fair Work Act 2009* (Cth).

**PS Act** means the *Public Service Act 1999* (Cth).

### 4. Purpose

The purpose of this Determination is to provide employees with increases to their existing salary and to allowances listed at 6(b) for which they are eligible under the terms of the Enterprise Agreement, which will be maintained for the period of this Determination.

### 5. Period and operation of scope

This Determination commences on the date that it is signed by the Secretary and continues in force until whichever of the following occurs first:

- a) a replacement enterprise agreement for the Enterprise Agreement commences operation in accordance with the FW Act; or
- b) it is replaced by another determination made under section 24 of the PS Act that applies to the Employees and expressly revokes this determination.

### 6. Annual salary and allowance increases

- a) Employees will receive increases on their salary payable under the Enterprise Agreement totalling 6.0% as follows:
  - i. 2.0% from 9 April 2019;
  - ii. a further 2.0% on 9 April 2020; and
  - iii. a further 2.0% on 9 April 2021.
- b) Workplace Responsibility Allowance (including First Aid Officer, Emergency Warden or Health and Safety Representative Allowance) as provided for under the Enterprise Agreement will be increased in line with the salary increases prescribed in clause 6(a).
- c) Salary tables and allowances are at Attachment A.

### 7. 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).

Department of Education and Training: Table A General Classifications, broadbands and salary increases

Broadband	Classification	Pay point	8/04/2018	9/04/2019 2%	9/04/2020 2%	9/04/2021 2%	
	Executive Level 2	4	147,106	150,048	153,049	156,110	
		3	137,743	140,498	143,308	146,174	
		2	129,958	132,557	135,208	137,912	
		1	122,550	125,001	127,501	130,051	
<b>Hard barrier – Advancement subject to a merit process</b>							
	Executive Level 1	4	115,100	117,402	119,750	122,145	
		3	109,314	111,500	113,730	116,005	
		2	106,644	108,777	110,952	113,171	
		1	104,143	106,226	108,350	110,517	
<b>Hard barrier – Advancement subject to a merit process</b>							
Education and Training Broadband 2	APS 6	3	93,132	94,995	96,895	98,832	
		2	87,448	89,197	90,981	92,801	
		1	84,692	86,386	88,114	89,876	
	<b>Soft barrier – Work value/work availability</b>						
	APS 5	3	80,539	82,150	83,793	85,469	
		2	76,939	78,478	80,047	81,648	
		1	75,334	76,841	78,377	79,945	
	<b>Soft barrier – Work value/work availability</b>						
	APS 4	3	72,970	74,429	75,918	77,436	
		2	70,133	71,536	72,966	74,426	
		1	68,231	69,596	70,988	72,407	
	<b>Hard barrier – Advancement subject to a merit process</b>						
Education and Training Broadband 1	APS 3	2	65,332	66,639	67,971	69,331	
		1	62,724	63,978	65,258	66,563	
	<b>Soft barrier – Work value/work availability</b>						
	APS 2	3	59,852	61,049	62,270	63,515	
		2	58,747	59,922	61,120	62,343	
		1	56,166	57,289	58,435	59,604	
	<b>Soft barrier – Work value/work availability</b>						
	APS 1	2	52,287	53,333	54,399	55,487	
		1	47,820	48,776	49,752	50,747	
		Age 20	43,516	44,386	45,274	46,180	
		Age 19	38,734	39,509	40,299	41,105	
		Age 18	33,474	34,143	34,826	35,523	
Under 18		28,692	29,266	29,851	30,448		

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Department of Education and Training: Table B - Government Lawyer Broadband and salary increases

Classification	Pay point	Current	9/04/2019 2%	9/04/20 2%	9/04/21 2%
Principal Government Lawyer (Executive Level 2)	2	150,784	153,800	156,876	160,013
	1	139,308	142,094	144,936	147,835
<b>Hard barrier – Advancement subject to a merit process</b>					
Senior Government Lawyer (Executive Level 1)	3	127,574	130,125	132,728	135,383
	2	109,312	111,498	113,728	116,003
	1	104,143	106,226	108,350	110,517
<b>Soft barrier– Work value/work availability</b>					
Government Lawyer (APS 6)	6	93,132	94,995	96,895	98,832
	5	87,448	89,197	90,981	92,801
	4	84,692	86,386	88,114	89,876
<b>Soft barrier– Work value/work availability</b>					
Government Lawyer (APS 5)	3	76,939	78,478	80,047	81,648
<b>Soft barrier– Work value/work availability</b>					
Government Lawyer (APS 4)	2	70,133	71,536	72,966	74,426
<b>Soft barrier– Work value/work availability</b>					
Government Lawyer (APS 3)	1	65,332	66,639	67,971	69,331

Department of Education and Training: Table C Information Technology Specialist Designation salary increases

Classification	Pay point	Current	9/04/2019 2%	9/04/20 2%	9/04/21 2%
IT Specialist (Executive Level 1)	2	126,610	129,142	131,725	134,359
	1	120,855	123,272	125,738	128,252

Department of Education and Training: Table D Workplace Responsibility Allowance increases

Workplace Responsibility Allowance	Current	9/04/2019 2%	9/04/20 2%	9/04/21 2%
	26.00 fn	26.50 fn	27.00 fn	27.50 fn