



Austrade (Non-SES Employee Remuneration Determination 2022) — 2021/02

I, Xavier Simonet, Chief Executive Officer of the Australian Trade and Investment Commission (Austrade), make the following determination.

Dated 20 December 2021

A handwritten signature in blue ink, appearing to read 'X. Simonet', is written over a thin horizontal line.

Xavier Simonet
Chief Executive Officer of Austrade

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1 Name

This determination is the *Austrade (Non SES Employee Remuneration Determination 2022) — 2021/02*.

2 Commencement

This determination commences on the date 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 Australian Trade and Investment Commission (Austrade) under the *Public Service Act 1999* who are covered by the Austrade Enterprise Agreement.

5 Definitions

In this determination:

Austrade Enterprise Agreement means the enterprise agreement approved by the Fair Work Commission on 15 January 2019 and known as the *Austrade Enterprise Agreement 2019–2022*.

6 Purpose

The purpose of this determination is to adjust employees' salaries and allowances for which they are eligible under the terms of the Austrade 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 Austrade 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 revokes this determination comes into force.

8 First annual adjustment of salary and allowances

- (1) Subject to subsection 8(3), employees' salaries are adjusted by 1.9 per cent, with effect from 22 January 2022.

- (2) Each adjustment is to be calculated based on the salary immediately before the adjustment under subsection 8(1).
- (3) If an employee's salary is already exceeding or if an adjustment to salary in accordance with subsections 8(1) and 8(2) would result in an employee's salary exceeding, the salary set out in Column 3 of Schedule 1 for the pay point applicable to the employee, the employee's salary will be maintained or adjusted to the salary for the applicable pay point and not higher.
- (4) The First Aid, Fire Warden and Liaison Officer Allowances are adjusted by the same percentage as salaries, with effect from 22 January 2022.
- (5) Each adjustment of an allowance is to be calculated based on the allowance immediately before the adjustment under subsection 8(4).
- (6) Schedule 1, column 3 has effect.

9 Second annual adjustment of salary and allowances

- (1) Subject to subsection 9(3), employees' salaries are adjusted by X% with effect from 22 January 2023.

Note: The applicable percentage adjustment in salary will be inserted in Year 2 in line with the most recently published annual June Private Sector WPI% as advised by the Australian Public Service Commission.

- (2) Each adjustment is to be calculated based on the salary immediately before the adjustment under subsection 9(1).
- (3) If an employee's salary is already exceeding or if an adjustment to salary in accordance with subsections 9(1) and 9(2) would result in an employee's salary exceeding, the salary set out in Column 4 of Schedule 1 for the pay point applicable to the employee, the employee's salary will be maintained or adjusted to the salary for the applicable pay point and not higher.
- (4) The First Aid, Fire Warden and Liaison Officer Allowances are to be adjusted by the same percentage as salaries, with effect from 22 January 2023.
- (5) Each adjustment of an allowance is to be calculated based on the allowance immediately before the adjustment under subsection 9(4).
- (6) Schedule 1, column 4 is to be changed to reflect the adjustments.

10 Third annual adjustment of salary and allowances

- (1) Subject to subsection 10(3), employees' salaries are to be adjusted by X% with effect from 22 January 2024.

Note: The applicable percentage adjustment in salary will be inserted in Year 3 in line with the most recently published annual June Private Sector WPI% as advised by the Australian Public Service Commission.

- (2) Each adjustment is to be calculated based on the salary immediately before the adjustment under subsection 10(1).

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- (3) If an employee's salary is already exceeding, or if an adjustment to salary in accordance with subsections 10(1) and 10(2) would result in an employee's salary exceeding, the salary set out in Column 5 of Schedule 1 for the pay point applicable to the employee, the employee's salary will be maintained or adjusted to the salary for the applicable pay point and not higher.
 - (4) The First Aid, Fire Warden and Liaison Officer Allowances are to be adjusted by the same percentage as salaries, with effect from 22 January 2024.
 - (5) Each adjustment of an allowance is to be calculated based on the allowance immediately before the adjustment under subsection 10(4).
 - (6) Schedule 1, column 5 is to be changed to reflect the adjustments.

Schedule 1—Annual adjustments—Salary and allowances

Note: See section 8-first annual adjustment, section 9-second annual adjustment and section 10-third annual adjustment.

1 Salary

From 22 January 2022, the salary for an employee covered by a pay point prescribed by column 1 is payable at the rate for that pay point described in column 3 of the table. This is an adjustment of 1.9 per cent under subsection 8(1) of this determination.

From 22 January 2023, the salary for an employee covered by a pay point prescribed by column 1 is payable at the rate for that pay point described in column 4 of the table. This is an adjustment of X per cent under subsection 9(1) of this determination.

From 22 January 2024, the salary for an employee covered by a pay point prescribed by column 1 is payable at the rate for that pay point described in column 5 of the table. This is an adjustment of X per cent under subsection 10(1) of this determination.

Salary					
Item	Column 1 Salary Pay Point	Column 2 Salary amount applicable before commencement of this determination	Column 3 Salary amount applicable from 22 January 2022	Column 4 Salary amount applicable from 22 January 2023	Column 5 Salary amount applicable from 22 January 2024
1.	APS1.1	\$53,278	\$54,290		
2.	APS2.1	\$55,407	\$56,460		
3.	APS2.2	\$57,624	\$58,719		
4.	APS3.1	\$59,929	\$61,068		
5.	APS3.2	\$62,326	\$63,510		
6.	APS3.3	\$64,822	\$66,054		
7.	APS3.4	\$67,415	\$68,696		
8.	APS4.1	\$70,109	\$71,441		
9.	APS4.2	\$73,089	\$74,478		
10.	APS4.3	\$76,185	\$77,633		
11.	APS5.1	\$79,232	\$80,737		
12.	APS5.2	\$82,402	\$83,968		
13.	APS5.3	\$85,841	\$87,472		
14.	APS6.1	\$89,426	\$91,125		
15.	APS6.2	\$93,158	\$94,928		
16.	APS6.3	\$97,090	\$98,935		
17.	EL1.1	\$103,401	\$105,366		
18.	EL1.2	\$107,536	\$109,579		
19.	EL1.3	\$111,838	\$113,963		
20.	EL1.4	\$116,312	\$118,522		
21.	EL2.1	\$120,963	\$123,261		
22.	EL2.2	\$125,683	\$128,071		
23.	EL2.3	\$130,585	\$133,066		
24.	EL2.4	\$135,676	\$138,254		
25.	EL2.5	\$140,968	\$143,646		
26.	EL2.6	\$146,606	\$149,392		
27.	EL2.7	\$152,104	\$154,994		
28.	EL2.8	\$157,809	\$160,807		
29.	EL2.9	\$163,726	\$166,837		

2 Allowances

From 22 January 2022, an allowance described in column 1 is payable at the rate described in column 3 of the table. This is an adjustment of 1.9 per cent under subsection 8(4) of this determination.

From 22 January 2023, an allowance described in column 1 is payable at the rate described in column 4 of the table. This is an adjustment of X per cent under subsection 9(4) of this determination.

From 22 January 2024, an allowance described in column 1 is payable at the rate described in column 5 of the table. This is an adjustment of X per cent under subsection 10(4) of this determination.

Allowances					
Item	Column 1 Name of allowance	Column 2 Rate of allowance applicable before commencement of this determination	Column 3 Rate of allowance applicable from 22 January 2022	Column 4 Rate of allowance applicable from 22 January 2023	Column 5 Rate of allowance applicable from 22 January 2024
1.	First aid allowance	\$22.16 /fortnight	\$22.58 /fortnight		
2.	Senior first aid allowance	\$27.14 /fortnight	\$27.66 /fortnight		
3.	Fire warden allowance	\$13.61 /fortnight	\$13.87 /fortnight		
4.	Liaison officer allowance	\$17,914 /annum	\$18,254 /annum		