



## **Public Service (Subsection 24(1) - Australian Research Council Non-SES Employees) Determination 2020/01**

---

I, **Professor Sue Thomas, Chief Executive Officer** for the **Australian Research Council**, make the following Determination.

**Dated 03 March 2020**

**Professor Sue Thomas  
Chief Executive Officer**

---

---

## Contents

1 Name .....	1
2 Commencement.....	1
3 Authority .....	1
4 Application .....	1
5 Definitions.....	1
6 Purpose .....	1
7 Period of operation.....	1
8 Annual salary increases.....	2
9 Allowances .....	2
10 Entitlements under Commonwealth laws not affected by this Determination .....	2
<b>Schedule 1—Salaries</b> .....	<b>3</b>
1 Salaries .....	3
2 Allowances .....	4

## 1 Name

This Determination is the **Australian Research Council Determination 2020/01**.

## 2 Commencement

This Determination commences on the date that it is signed by the **Chief Executive Officer**.

## 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 **Australian Research Council** under the provisions of the *Public Service Act 1999* and who are covered by **the ARC Enterprise Agreement 2017-2020**.

## 5 Definitions

In this Determination:

**Employee** means a non-SES employee who is employed by the **Australian Research Council** 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 **23 March 2017** and known as **ARC Enterprise Agreement 2017-2020**.

## 6 Purpose

The purpose of this Determination is to provide employees with increases 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;

- (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**

- (1) Employees will receive increases to their salary payable under the Enterprise Agreement as follows:
  - (a) 2% increase in salary, payable from **30 March 2020**;
  - (b) 2% increase in salary, payable from **30 March 2021**; and
  - (c) 2% increase in salary, payable from **30 March 2022**.
- (2) Each increase is to be calculated based on the salary immediately before the increase.
- (3) 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 allowances provided for under the Enterprise Agreement will be increased in line with the salary increases prescribed in clause 8(1).

Meal Allowance  
First Aid Allowance  
Fire Warden Allowance  
Floor Warden Allowance  
Health and Safety Representative  
Deputy Health and Safety Representative  
Harassment Contact Officer  
Part Day Travel Allowance

## **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

### 1 Salaries

Note: See subsection 8(3).

<b>Table A—Salaries payable under this Determination</b>					
<b>Classification</b>	<b>Pay Point</b>	<b>Pre-Determination Salary</b>	<b>Salary (\$) from 30 March 2020</b>	<b>Salary (\$) from 30 March 2021</b>	<b>Salary (\$) from 30 March 2022</b>
<b>EL 2.2</b>	EL2.2.2	\$136,861	\$139,598	\$142,390	\$145,238
	EL2.2.1	\$132,514	\$135,164	\$137,868	\$140,625
<b>EL 2.1</b>	EL2.1.3	\$132,196	\$134,840	\$137,537	\$140,287
	EL2.1.2	\$128,315	\$130,881	\$133,499	\$136,169
	EL2.1.1	\$121,417	\$123,845	\$126,322	\$128,849
<b>EL 1</b>	EL1.4	\$108,970	\$111,149	\$113,372	\$115,640
	EL1.3	\$106,312	\$108,438	\$110,607	\$112,819
	EL1.2	\$103,721	\$105,795	\$107,911	\$110,070
	EL1.1	\$101,191	\$103,215	\$105,279	\$107,385
<b>APS 6</b>	APS6.5	\$88,479	\$90,249	\$92,054	\$93,895
	APS6.4	\$86,069	\$87,790	\$89,546	\$91,337
	APS6.3	\$83,725	\$85,400	\$87,107	\$88,850
	APS6.2	\$81,447	\$83,076	\$84,737	\$86,432
	APS6.1	\$79,227	\$80,812	\$82,428	\$84,076
<b>APS 5</b>	APS5.3	\$75,622	\$77,134	\$78,677	\$80,251
	APS5.2	\$73,563	\$75,034	\$76,535	\$78,066
	APS5.1	\$71,558	\$72,989	\$74,449	\$75,938
<b>APS 4</b>	APS4.3	\$69,607	\$70,999	\$72,419	\$73,868
	APS4.2	\$67,714	\$69,068	\$70,450	\$71,859
	APS4.1	\$65,868	\$67,185	\$68,529	\$69,900
<b>APS 3</b>	APS3.3	\$61,916	\$63,154	\$64,417	\$65,706
	APS3.2	\$60,230	\$61,435	\$62,663	\$63,917
	APS3.1	\$58,591	\$59,763	\$60,958	\$62,177
<b>APS 2</b>	APS2.4	\$56,993	\$58,133	\$59,296	\$60,481
	APS2.3	\$55,442	\$56,551	\$57,682	\$58,835
	APS2.2	\$53,934	\$55,013	\$56,113	\$57,235
	APS2.1	\$52,463	\$53,512	\$54,583	\$55,674
<b>APS 1</b>	APS1.2	\$49,771	\$50,766	\$51,782	\$52,817
	APS1.1	\$48,529	\$49,500	\$50,490	\$51,499

## 2 Allowances

<b>Allowance</b>	<b>Pre-Determination Salary</b>	<b>Allowance (\$) from 30 March 2020</b>	<b>Allowance (\$) from 30 March 2021</b>	<b>Allowance (\$) from 30 March 2022</b>
<b>Meal</b>	\$26.65	\$27.18	\$27.73	\$28.28
<b>First Aid</b>	\$24.40	\$24.89	\$25.39	\$25.89
<b>Fire warden</b>	\$18.55	\$18.92	\$19.30	\$19.69
<b>Floor Warden</b>	\$26.65	\$27.18	\$27.73	\$28.28
<b>Health and Safety Representative</b>	\$26.65	\$27.18	\$27.73	\$28.28
<b>Deputy Health and Safety Representative</b>	\$18.55	\$18.92	\$19.30	\$19.69
<b>Harassment Contact Officer</b>	\$26.65	\$27.18	\$27.73	\$28.28
<b>Part Day Travel Allowance</b>	\$46.65	\$47.58	\$48.53	\$49.51