



**Public Service (Subsection 24(1) — National Museum of Australia Non-SES Employees)
Determination 2020**

I, Mathew Trinca, Director for the National Museum of Australia, make the following Determination.

Dated 24 December 2020

A handwritten signature in blue ink, appearing to read 'M. Trinca', with a long horizontal flourish extending to the right.

Mathew Trinca (AM)
Director
National Museum of Australia

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1 Name

This Determination is the ‘Salaries and Allowances for non-SES employees Determination 2020’.

2 Commencement

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

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

5 Definitions

In this Determination:

COVID-19 Determination means the *Public Service (Terms and Conditions of Employment) (General wage increase deferrals during the COVID-19 pandemic) Determination 2020* made under subsection 24(3) of the *Public Service Act 1999*.

Employee means a non-SES employee who is employed by the National Museum 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 9 May 2017 and known as the *National Museum 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 allowances for which they are eligible under the terms of the Enterprise Agreement (EA).

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 a 1.7% increase to their salary payable under the Enterprise Agreement, payable from commencement.
- (2) The 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. The COVID-19 Determination has the effect of deferring the on commencement salary increase for 6 months.

9 Allowances

The following allowances, as provided for under the Enterprise Agreement, will be increased in line with the salary increases prescribed in clause 8(1):

- Additional Responsibilities Allowance (First Aid Officer, Workplace Health and Safety Representative, Workplace Support Officer and Fire Warden) (EA 3.40).

10 Entitlements under Commonwealth laws not affected by this Determination

This Determination operates in conjunction with all relevant Commonwealth Acts (including regulations made under those Acts).

Schedule 1 – Salaries and Allowances

Note: See subsection 8(3)

1 Salaries

Table A – Salaries payable under this Determination – Non-Rostered Staff

1. Broadband and classification or local classification	2. Pay points	3. Pre-Determination Salary	4. Salary (\$) from commencement
Trainee APS (Administrative)	Trainee APS 1.1 (under 18 years – 60% of minimum APS1.1. salary)	26,748	27,203
Trainee APS (Administrative)	Trainee APS 1.1 (at 18 years – 70% of minimum APS1.1. salary)	31,206	31,737
Trainee APS (Administrative)	Trainee APS 1.1 (at 19 years – 81% of minimum APS1.1. salary)	36,110	36,724
Trainee APS (Administrative)	Trainee APS 1.1 (at 20 years – 91% of minimum APS1.1. salary)	40,568	41,257
Trainee APS (Technical)	Trainee APS 3.1	57,463	58,440
Cadet APS (practical training)	Cadet PT 1.1	44,580	45,338
Cadet APS (full-time study)	Cadet FTS 1.1	26,748	27,203
Graduate APS	GAPS 3.1	57,463	58,440
APS Level 1	APS 1.1	44,580	45,338
APS Level 1	APS 1.2	46,076	46,859
APS Level 1	APS 1.3	47,325	48,130
APS Level 1	APS 1.4	49,271	50,109
APS Level 2	APS 2.1	50,451	51,309
APS Level 2	APS 2.2	51,840	52,721
APS Level 2	APS 2.3	53,201	54,105
APS Level 2	APS 2.4	54,584	55,512
APS Level 2	APS 2.5	55,948	56,899
APS Level 3	APS 3.1	57,463	58,440
APS Level 3	APS 3.2	58,958	59,960
APS Level 3	APS 3.3	60,455	61,483
APS Level 3	APS 3.4	62,023	63,077
APS Level 4	APS 4.1	65,052	66,158

1. Broadband and classification or local classification	2. Pay points	3. Pre-Determination Salary	4. Salary (\$) from commencement
APS Level 4	APS 4.2	66,084	67,207
APS Level 4	APS 4.3	67,801	68,954
APS Level 4	APS 4.4	69,541	70,723
APS Level 5	APS 5.1	71,435	72,649
APS Level 5	APS 5.2	73,675	74,927
APS Level 5	APS 5.3	75,748	77,036
APS Level 6	APS 6.1	79,076	80,420
APS Level 6	APS 6.2	81,240	82,621
APS Level 6	APS 6.3	85,325	86,776
APS Level 6	APS 6.4	88,629	90,136
Executive Level 1	Executive level 1.1	102,626	104,371
Executive Level 1	Executive Level 1.2	106,573	108,385
Executive Level 1	Executive Level 1.3	110,151	112,024
Executive Level 2	Executive level 2.1	119,997	122,037
Executive Level 2	Executive level 2.2	128,985	131,178
Executive Level 2	Executive level 2.3	133,307	135,573

Table B – Salaries payable under this Determination – Rostered Staff

1. Broadband and classification or local classification	2. Pay points	3. Pre-Determination Salary	4. Salary (\$) from commencement
Trainee APS (Administrative)	Trainee APS 1.1 (under 18 years – 60% of minimum APS1.1. salary)	29,104	29,598
Trainee APS (Administrative)	Trainee APS 1.1 (at 18 years – 70% of minimum APS1.1. salary)	33,954	34,531
Trainee APS (Administrative)	Trainee APS 1.1 (at 19 years – 81% of	39,290	39,958

	minimum APS1.1. salary)		
Trainee APS (Administrative)	Trainee APS 1.1 (at 20 years – 91% of minimum APS1.1. salary)	44,140	44,891
APS Level 1	APS 1.1	48,506	49,331
APS Level 1	APS 1.2	50,135	50,987
APS Level 1	APS 1.3	51,492	52,367
APS Level 1	APS 1.4	53,610	54,521
APS Level 2	APS 2.1	54,893	55,826
APS Level 2	APS 2.2	56,405	57,364
APS Level 2	APS 2.3	57,885	58,869
APS Level 2	APS 2.4	59,389	60,399
APS Level 2	APS 2.5	60,876	61,911
APS Level 3	APS 3.1	62,524	63,587
APS Level 3	APS 3.2	64,151	65,242
APS Level 3	APS 3.3	65,779	66,897
APS Level 3	APS 3.4	67,483	68,630
APS Level 4	APS 4.1	70,780	71,983
APS Level 4	APS 4.2	71,903	73,125
APS Level 4	APS 4.3	73,771	75,025
APS Level 4	APS 4.4	75,663	76,949
APS Level 5	APS 5.1	77,725	79,046
APS Level 5	APS 5.2	80,161	81,524
APS Level 5	APS 5.3	82,417	83,818
APS Level 6	APS 6.1	86,038	87,501
APS Level 6	APS 6.2	88,393	89,896
APS Level 6	APS 6.3	92,838	94,416
APS Level 6	APS 6.4	96,435	98,074

2 Allowances

Table C – Allowances

1. Allowance	2. Pre-determination amount (\$)	3. Allowance (\$) from commencement
Additional Responsibilities Allowance (First Aid Officer) (EA 3.40)	25.00	25.43
Additional Responsibilities Allowance (Workplace Health and Safety Representative) (EA 3.40)	25.00	25.43
Additional Responsibilities Allowance (Workplace Support Officer) (EA 3.40)	25.00	25.43
Additional Responsibilities Allowance (Fire Warden) (EA 3.40)	25.00	25.43