




Public Service (Subsection 24(1)— National Museum of Australia Non-SES Employees) Determination 2024/02

I, Ms Katherine McMahon, Director of the National Museum of Australia, make the following determination.

Dated *3 March* 2024


Katherine McMahon
Director

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 Adjustment of salary	2
9 One-off payment	2
Schedule 1—Salaries	3

1 Name

This determination is the *Public Service (Subsection 24(1)—National Museum of Australia Non-SES Employees) Determination 2024/02*.

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 or equivalent that are employed by the National Museum of Australia and proposed to be covered by the *National Museum of Australia Enterprise Agreement 2024-2027*.

5 Definitions

In this determination:

Base salary means the employee's base salary including, if applicable, higher duties allowance and casual loading. For employees on maintained salaries, the base salary will be the maintained salary including, if applicable, higher duties allowance and casual loading.

Enterprise agreement means the *National Museum of Australia Enterprise Agreement 2024-2027* made in accordance with section 182 of the *Fair Work Act 2009*.

Reference date means the date the enterprise agreement is made in accordance with section 182 of the *Fair Work Act 2009*.

6 Purpose

The purpose of this determination is to provide employees with a one-off payment and increases to base salary. This is being provided in recognition of employees having reached in-principle agreement on the enterprise agreement on or before 14 March 2024.

7 Period of operation

- (1) 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:

Section 8 Adjustment of salary

- (i) the start of the day that another determination under section 24(1) of the *Public Service Act 1999* that applies to the employees and expressly revokes this determination comes into force.
- (ii) the start of the day that an enterprise agreement made in accordance with the *Fair Work Act 2009* that covers the employees commences operation.

8 Adjustment of salary

- (1) Schedule 1 has effect.

9 One-off payment

- (1) Employees will receive a one-off payment on the next practicable pay date on or after the reference date equal to 0.92 per cent of the employee's base salary as at the reference date. Subject to paragraph 9(3), employees will not be entitled to the one-off payment if the employee is, on the reference date:
 - (a) on leave without pay;
 - (b) absent from work without pay; or
 - (c) receiving workers' compensation payments under the *Safety, Rehabilitation and Compensation Act 1988*.
- (2) The payment in (1) is to be calculated:
 - (a) for part-time employees, pro-rated based on their agreed part-time hours as at the reference date, subject to (3);
 - (b) for casual employees, based on their average weekly hours worked as a proportion of the full-time equivalent weekly hours. The weekly hours will be averaged over the 12 month period immediately prior to reference date, or over the employee's period of employment where that period is less than 12 months. A casual employee's base salary for this purpose includes casual loading.
- (3) If the Agency Head considers that the one-off payment does not appropriately reflect the pay an employee would have received between 21 December 2023 and the first pay date on or after the reference date, the Agency Head may determine that the payment is pro-rated based on different agreed hours. This includes, but is not limited to, the following circumstances:
 - (a) where an employee is not otherwise entitled to a payment under paragraph 9(1); and
 - (b) where an employee's full-time or agreed part-time hours at the reference date is less than their regular or average agreed hours in the 12 month period immediately prior to the reference date.

Schedule 1—Salaries

Note: See section 8.

Part 1: Salary rates for non-rostered employees

Column 1	Column 2	Column 3	Column 4	Column 5	Column 6
Classification	Salary levels	As at 31 August 2023	From 14 March 2024	From 13 March 2025	From 12 March 2026
		\$	\$	\$	\$
APS level 1	APS level 1.1	49,601	Lifted by pay fragmentation		
APS level 1	APS level 1.2	49,601	52,000	Lifted	
APS level 1	APS level 1.3	50,515	52,536	54,532	57,497
APS level 1	APS level 1.4	52,593	55,120	57,215	59,160
APS level 1	APS level 1.5			57,787	60,946
APS level 2	APS level 2.1	53,853	56,774	59,520	Lifted
APS level 2	APS level 2.2	55,335	57,548	59,735	62,775
APS level 2	APS level 2.3	56,787	59,058	61,302	63,386
APS level 2	APS level 2.4	58,264	60,595	62,898	65,037
APS level 2	APS level 2.5	59,719	62,108	64,468	66,660
APS level 2	APS level 2.6			64,877	68,425
APS level 3	APS level 3.1	61,337	63,790	66,823	Lifted
APS level 3	APS level 3.2	62,932	65,449	67,936	70,477
APS level 3	APS level 3.3	64,531	67,112	69,662	72,031
APS level 3	APS level 3.4	66,203	68,851	71,467	73,897
APS level 3	APS level 3.5		69,476	72,837	75,313
APS level 3	APS level 3.6				76,820
APS level 4	APS level 4.1	69,437	72,214	75,022	Lifted
APS level 4	APS level 4.2	70,539	73,361	76,149	79,125
APS level 4	APS level 4.3	72,372	75,267	78,127	80,783
APS level 4	APS level 4.4	74,229	77,198	80,132	82,856
APS level 4	APS level 4.5		78,001	81,775	84,555
APS level 4	APS level 4.6				86,246
APS level 5	APS level 5.1	76,250	80,341	84,228	Lifted
APS level 5	APS level 5.2	78,642	81,788	84,896	88,834
APS level 5	APS level 5.3	80,855	84,089	87,284	90,252
APS level 5	APS level 5.4		87,572	91,809	94,931
APS level 5	APS level 5.5				96,829
APS level 6	APS level 6.1	84,406	Lifted by pay fragmentation		
APS level 6	APS level 6.2	86,717	90,199	94,563	99,734
APS level 6	APS level 6.3	91,078	94,721	98,320	101,663
APS level 6	APS level 6.4	94,604	98,388	102,127	105,599
APS level 6	APS level 6.5		101,022	104,861	108,426
APS level 6	APS level 6.6			105,910	111,701
Executive level 1	Executive level 1.1	109,545	113,927	118,256	122,277
Executive level 1	Executive level 1.2	113,757	118,307	122,803	126,978
Executive level 1	Executive level 1.3	117,577	122,280	126,927	131,243
Executive level 1	Executive level 1.4				132,713
Executive level 2	Executive level 2.1	128,087	133,210	138,272	142,973
Executive level 2	Executive level 2.2	137,680	143,187	148,628	153,681
Executive level 2	Executive level 2.3	142,293	147,985	153,608	158,831

Part 2: Salary rates for rostered employees

Column 1	Column 2	Column 3	Column 4	Column 5	Column 6
Classification	Salary levels	As at 31 August 2023	From 14 March 2024	From 13 March 2025	From 12 March 2026
		\$	\$	\$	\$
APS level 1	APS level 1.1	51,776	53,847	55,893	57,793
APS level 1	APS level 1.2	53,515	55,656	57,771	59,735
APS level 1	APS level 1.3	54,963	57,162	59,334	61,351
APS level 1	APS level 1.4	57,224	59,513	61,774	63,874
APS level 2	APS level 2.1	58,594	60,938	63,254	65,405
APS level 2	APS level 2.2	60,208	62,616	64,995	67,205
APS level 2	APS level 2.3	61,788	64,260	66,702	68,970
APS level 2	APS level 2.4	63,393	65,929	68,434	70,761
APS level 2	APS level 2.5	64,980	67,579	70,147	72,532
APS level 3	APS level 3.1	66,739	69,409	72,047	74,497
APS level 3	APS level 3.2	68,476	71,215	73,921	76,434
APS level 3	APS level 3.3	70,213	73,022	75,797	78,374
APS level 3	APS level 3.4	72,032	74,913	77,760	80,404
APS level 4	APS level 4.1	75,552	78,574	81,560	84,333
APS level 4	APS level 4.2	76,749	79,819	82,852	85,669
APS level 4	APS level 4.3	78,744	81,894	85,006	87,896
APS level 4	APS level 4.4	80,763	83,994	87,186	90,150
APS level 5	APS level 5.1	82,964	86,283	89,562	92,607
APS level 5	APS level 5.2	85,565	88,988	92,370	95,511
APS level 5	APS level 5.3	87,973	91,492	94,969	98,198
APS level 6	APS level 6.1	91,839	95,513	99,142	102,513
APS level 6	APS level 6.2	94,352	98,126	101,855	105,318
APS level 6	APS level 6.3	99,096	103,060	106,976	110,613
APS level 6	APS level 6.4	102,935	107,052	111,120	114,898