



Public Service (Subsection 24(1) — Administrative Appeals Tribunal Non-SES Employees) Determination 2020

I, Sian Leathem, Registrar for the Administrative Appeals Tribunal, and acting under subsection 24(1) of the *Public Service Act 1999*, hereby make the following Determination.

Dated 4 March 2020

Sian Leathem
Registrar, Administrative Appeals Tribunal

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.....	3
Schedule 1—Salaries		4
1	Salaries.....	4
2	Allowances.....	5

1 Name

This Determination is the *Public Service (Subsection 24(1) — Administrative Appeals Tribunal Non-SES Employees) Determination 2020*.

2 Commencement

This Determination commences on the date it is signed by the Registrar.

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 Administrative Appeals Tribunal under the provisions of the *Public Service Act 1999* and who are covered by the *AAT Enterprise Agreement 2017-2020*.

5 Definitions

In this Determination:

Employee means a non-SES employee who is employed by the Administrative Appeals Tribunal 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 2 June 2017 and known as the *AAT Enterprise Agreement 2017-2020*.

6 Purpose

The purpose of this Determination is to provide employees with increases to their existing salary and to salary-related 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; or

- (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 in receipt of salaries aligned with the standard AAT classification structure as detailed in Table B.1 of the *Enterprise Agreement* will receive increases to their salary as follows:
 - (a) 2% increase in salary, payable from 10 June 2020,
 - (b) 2% increase in salary, payable from 10 June 2021, and
 - (c) 2% increase in salary, payable from 10 June 2022.
- (2) Each increase is to be calculated based on the salary immediately before the increase.
- (3) Other than where they are in receipt of an individual flexibility arrangement, employees who were formerly employees of the MRT-RRT or SSAT and who receive a salary specified in Table B.2 of the *Enterprise Agreement* will receive salary increases and/or lump sum amounts in accordance with Schedule 1 Table B.
- (4) Employees who were formerly employees of the MRT-RRT or SSAT and who receive a base salary specified in Table B.2 of the *Enterprise Agreement*, and whose total remuneration is determined by an individual flexibility arrangement, will receive base salary increases in accordance with Schedule 1 Table B. For the avoidance of doubt, such employees are not eligible for lump sum amounts.
- (5) Employees who have individual flexibility arrangements in place where the base salary is aligned with the standard AAT classification structure, will receive increases to their base salaries applicable in 8(1).
- (6) Where an employee's base salary exceeds the standard AAT classification structure and they are not covered by clauses 8(3), 8(4) or 8(5), they will receive salary increases where they become applicable at their classification under Schedule 1 Table A.
- (7) 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 Conferencing allowance and Workplace Responsibility allowances, including First Aid Officer allowance, Health and Safety Representative allowance, Workplace Harassment Officer allowance, Secure Room Custodian allowance and Fire Warden allowance, as provided for under

the Enterprise Agreement, will be increased in line with the salary increases prescribed in clause 8(1).

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

Note: See section 8.

1 Salaries

Table A— Annual salaries payable under this Determination under clause 8(1)					
Classification	Pay points	Pre-Determination Salary	Salary (\$) from 10 June 2020	Salary (\$) from 10 June 2021	Salary (\$) from 10 June 2022
Executive Level 2	3	\$135,746	\$138,461	\$141,230	\$144,055
	2	\$128,021	\$130,581	\$133,193	\$135,857
	1	\$119,403	\$121,791	\$124,227	\$126,711
Executive Level 1	3	\$117,370	\$119,717	\$122,112	\$124,554
	2	\$105,889	\$108,007	\$110,167	\$112,370
	1	\$99,718	\$101,712	\$103,747	\$105,822
APS Level 6	3	\$90,167	\$91,970	\$93,810	\$95,686
	2	\$82,653	\$84,306	\$85,992	\$87,712
	1	\$78,730	\$80,305	\$81,911	\$83,549
APS Level 5	3	\$77,067	\$78,608	\$80,181	\$81,784
	2	\$74,955	\$76,454	\$77,983	\$79,543
	1	\$72,676	\$74,130	\$75,612	\$77,124
APS Level 4	3	\$70,749	\$72,164	\$73,607	\$75,079
	2	\$68,028	\$69,389	\$70,776	\$72,192
	1	\$65,161	\$66,464	\$67,794	\$69,149
APS Level 3 / Graduate	2	\$63,104	\$64,366	\$65,653	\$66,966
	1	\$60,782	\$61,998	\$63,238	\$64,502
APS Level 2	3	\$57,744	\$58,899	\$60,077	\$61,278
	2	\$54,538	\$55,629	\$56,741	\$57,876
	1	\$51,330	\$52,357	\$53,404	\$54,472
APS Level 1	3	\$50,127	\$51,130	\$52,152	\$53,195
	2	\$47,746	\$48,701	\$49,675	\$50,668
	1	\$45,357	\$46,264	\$47,189	\$48,133
Trainee APS		\$45,357	\$46,264	\$47,189	\$48,133

Table B—Annual salaries and lump sum amounts payable under this Determination under clause 8(3)					
Classification	Pay points	Pre-Determination Salary	Salary (\$) from 10 June 2020	Salary (\$) from 10 June 2021	Salary (\$) from 10 June 2022
Former MRT-RRT					
Executive Level 2	4	\$139,536	\$142,327	\$144,055	\$144,055
Executive Level 1 (SLO)	4	\$123,164	\$124,554	\$124,554	\$124,554
Lump sum amount			\$2,021	\$2,513	\$2,563
APS Level 5	3	\$77,205	\$78,608	\$80,181	\$81,784
Lump sum amount			\$168	-	-
Former SSAT					
APS Level 6	4	\$90,377	\$91,970	\$93,810	\$95,686
Lump sum amount			\$257	-	-
APS Level 5	2	\$78,755	\$80,330	\$81,784	\$81,784
Lump sum amount			-	\$492	\$1,575
APS Level 4	3	\$72,314	\$73,760	\$75,079	\$75,079
Lump sum amount			-	\$411	\$1,505

2 Allowances

Table C — Allowances				
Allowance	Pre-determination amount (\$)	3. Allowance (\$) from 10 June 2020	4. Allowance (\$) from 10 June 2021	5. Allowance (\$) from 10 June 2022
Workplace Harassment Officer	\$380.55	\$388.17	\$395.93	\$403.85
First Aid Officer	\$761.10	\$776.33	\$791.86	\$807.70
Health and Safety Representative	\$761.10	\$776.33	\$791.86	\$807.70
Fire Warden	\$761.10	\$776.33	\$791.86	\$807.70
Secure Room Custodian	\$1,383.85	\$1,411.66	\$1,439.89	\$1,468.69
Conferencing	2% of salary	In line with salary increases	In line with salary increases	In line with salary increases