



## AUSTRALIAN INSTITUTE OF HEALTH AND WELFARE

### Subsection 24(1) Determination (Salaries and Allowances for Non-SES employees) 2019/01

I, Barry Sandison, Chief Executive Officer of the Australian Institute of Health and Welfare, acting under subsection 24(1) of the *Public Service Act 1999*, make the following Determination.

Chief Executive Officer  
Australian Institute of Health and Welfare

24 / 9 / 19

#### 1. Definitions

##### 1.1. In this Determination:

***Institute*** means the Australian Institute of Health and Welfare.

***Employee*** means a non-SES employee who is:

- (a) employed in the Institute under the *Public Service Act 1999*; and
- (b) covered by the Enterprise Agreement.

##### 1.2. ***Enterprise Agreement*** means the enterprise agreement approved by the Fair Work Commission on 12 October 2016 in accordance with Part 2-4 of the FW Act and known as the *Australian Institute of Health and Welfare Enterprise Agreement 2016*.

***FW Act*** means the *Fair Work Act 2009* (Cth).

#### 2. Application

##### 2.1. This Determination applies to each employee and supplements the Enterprise Agreement.

#### 3. Period of operation

##### 3.1. This Determination commences on the date it is signed and continues in force until whichever of the following occurs first:

- a) an enterprise agreement that replaces the Enterprise Agreement begins to apply in accordance with the FW Act to employees to whom this Determination applies;
- b) this Determination is replaced by another determination made under s 24(1) that:
  - (i) applies to employees; and
  - (ii) is expressed to revoke this Determination.

#### **4. Annual salaries and allowances**

- 4.1. Subject to clause 4.3 of this Determination, employees will receive increases to their nominal salary as follows:
  - a) 2% of salary on 19 October 2019;
  - b) 2% of salary on 19 October 2020;
  - c) 2% of salary on 19 October 2021.
- 4.2. The Corporate Role Allowances (clauses 218 – 224 of the EA) will increase by 2% per annum on the same days as the salary increases specified in paragraph 4.1.
- 4.3. Where an employee is being maintained on a higher salary than the current maximum pay point for their classification provided by this Determination, the employee will not receive a salary increase until such time as the salary in the Determination for the highest pay-point in that classification becomes higher than their current salary as set out in clause 189 of the EA.
- 4.4. The salaries (other than those payable to employees to whom clause 189 of the Enterprise Agreement applies) and allowances that will apply to employees in accordance with this Determination are specified in **Appendix A**.

## APPENDIX A: SALARY AND ALLOWANCES

Classification	(18 October 2019)	(19 October 2019)	(19 October 2020)	(19 October 2021)
EL2.3	139,288	142,074	144,915	147,814
EL2.2	131,616	134,248	136,933	139,672
EL2.1	123,941	126,420	128,948	131,527
EL1.3	112,974	115,233	117,538	119,889
EL1.2	107,111	109,253	111,438	113,667
EL1.1	101,275	103,301	105,367	107,474
APS6.3	91,534	93,365	95,232	97,137
APS6.2	86,893	88,631	90,403	92,212
APS6.1	82,801	84,457	86,146	87,869
APS5.3	79,073	80,654	82,268	83,913
APS5.2	77,038	78,579	80,150	81,753
APS5.1	73,824	75,300	76,806	78,343
APS4.3	71,719	73,153	74,616	76,109
APS4.2	69,331	70,718	72,132	73,575
APS4.1	66,218	67,542	68,893	70,271
APS3.3	64,640	65,933	67,251	68,596
APS3.2	61,829	63,066	64,327	65,613
APS3.1	59,078	60,260	61,465	62,694
APS2.3	56,900	58,038	59,199	60,383
APS2.2	54,003	55,083	56,185	57,308
APS2.1	51,945	52,984	54,044	55,124
APS1.3	50,111	51,113	52,135	53,178
APS1.2	46,795	47,731	48,686	49,659
APS1.1	44,670	45,563	46,475	47,404

**CORPORATE ROLE ALLOWANCES**

Role	(18 October 2019)	(19 October 2019)	(19 October 2020)	(19 October 2021)
First Aid Officer	26.00 per fortnight	26.52 per fortnight	27.05 per fortnight	27.59 per fortnight
Emergency Warden	15.50 per fortnight	15.81 per fortnight	16.13 per fortnight	16.45 per fortnight
Workplace Harassment Contact Officer	15.50 per fortnight	15.81 per fortnight	16.13 per fortnight	16.45 per fortnight
Workplace Health and Safety Representative	15.50 per fortnight	15.81 per fortnight	16.13 per fortnight	16.45 per fortnight
Emergency Out-of-Hours Contact Officer	31.00 per fortnight	31.62 per fortnight	32.25 per fortnight	32.90 per fortnight