



Australian National Audit Office

Subsection 24(1) Non-SES Employees

Determination 1/2022

I, Grant Hehir, Auditor-General of the Australian National Audit Office, make the following determination under subsection 24(1) of the *Public Service Act 1999*.

Dated 11 March 2022

Grant Hehir

Auditor-General, Australian National Audit Office

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1 Name

This determination is the *Australian National Audit Office Subsection 24(1) Non-SES Employees) Determination 1/2022*.

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 employed in the Australian National Audit Office under the *Public Service Act 1999* who are covered by the Australian National Audit Office Enterprise Agreement 2016-2019.

5 Definitions

In this determination:

Australian National Audit Office Enterprise Agreement means the enterprise agreement approved by the Fair Work Commission on 14 April 2016 and known as the Australian National Audit Office Enterprise Agreement 2016-2019.

Employee means an employee of the ANAO to whom this determination applies.

Wage Price Index (WPI) – Private Sector Adjustment means the applicable WPI – Private Sector adjustment under the Public Sector Workplace Relations Policy 2020.

6 Purpose

The purpose of this determination is to adjust employees' salaries and allowances for which they are eligible under the terms of the Australian National Audit Office Enterprise Agreement 2016-2019.

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 Australian National Audit Officer 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 revokes this determination comes into force.

8 First annual adjustment of salary and allowances

- (1) Employees' salaries are adjusted by 1.9%, with effect from 22 April 2022.
- (2) Each adjustment is to be calculated based on the salary immediately before the adjustment under subsection (1).
- (3) The First Aid Allowance, Fire Warden Allowance, Diversity Contact Officer Allowance, Health and Safety Representative Allowance and Restriction Allowance, as described at clause 31.3 to 31.7 of the ANAO Enterprise Agreement 2016-2019, are adjusted by 1.9% with effect from 22 April 2022.
- (4) Schedule 1 has effect from 22 April 2022.

9 Second annual adjustment of salary

- (1) Employees' salaries are adjusted by the June 2022 WPI - Private Sector Adjustment as advised by the Australian Public Service Commission with effect from 22 April 2023. The applicable percentage adjustment in salary will be inserted in Year 2.
- (2) Each adjustment is to be calculated based on the salary immediately before the adjustment under subsection (1).
- (3) Schedule 2 is to be changed to reflect the adjustment.

10 Third annual adjustment of salary

- (1) Employees' salaries are adjusted by the June 2023 WPI – Private Sector Adjustment as advised by the Australian Public Service Commission with effect from 22 April 2024. The applicable percentage adjustment in salary will be inserted in Year 3.
- (2) Each adjustment is to be calculated based on the salary immediately before the adjustment under subsection (1).
- (3) Schedule 3 is to be changed to reflect the adjustment.

11 Revocation of Australian National Audit Office Determination under Section 24(1) of the *Public Service Act 1999* – Determination 01/2019

The Australian National Audit Office Determination under subsection 24(1) of the *Public Service Act 1999* – Determination 01/2019 is revoked, with effect from 21 April 2022.

Schedule 1—First annual adjustment—Salary and allowances from 22 April 2022

Note: See section 8.

1 Salary

From 22 April 2022, an employee covered by a pay point at column 1 of the following table at a salary described in column 2 is payable at the rate for that pay point (the **new rate**) described in column 3 of the table. This is an adjustment of 1.9% under subsection 8(1) of this determination.

Column 1	Column 2	Column 3
	Salary amount applicable before commencement of this Determination	Salary from 22 April 2022 1.9% adjustment
	Band 5	Band 5
EL2.7	\$ 157,419	\$ 160,410
EL2.6	\$ 152,204	\$ 155,096
EL2.5	\$ 146,990	\$ 149,783
EL2.4	\$ 141,776	\$ 144,470
EL2.3	\$ 136,562	\$ 139,157
EL2.2	\$ 131,347	\$ 133,843
EL2.1	\$ 126,134	\$ 128,531

	Band 4	Band 4
EL1.4	\$ 123,779	\$ 126,131
EL1.3	\$ 119,132	\$ 121,396
EL1.2	\$ 114,486	\$ 116,661
EL1.1	\$ 109,841	\$ 111,928

	Band 3	Band 3
APS6.4	\$ 102,866	\$ 104,820
APS6.3	\$ 98,323	\$ 100,191
APS6.2	\$ 93,911	\$ 95,695
APS6.1	\$ 89,499	\$ 91,199

	Broadband 2	Broadband 2
APS5.4	\$ 88,028	\$ 89,701
APS5.3	\$ 85,566	\$ 87,192
APS5.2	\$ 83,174	\$ 84,754
APS5.1	\$ 80,783	\$ 82,318
APS4.3	\$ 77,299	\$ 78,768
APS4.2	\$ 73,817	\$ 75,220
APS4.1	\$ 70,333	\$ 71,669

	Broadband 1	Broadband 1
APS3.3	\$ 69,969	\$ 71,298
APS3.2	\$ 67,335	\$ 68,614
APS3.1	\$ 64,698	\$ 65,927
APS2.5	\$ 64,697	\$ 65,926
APS2.4	\$ 63,382	\$ 64,586
APS2.3	\$ 62,065	\$ 63,244
APS2.2	\$ 60,747	\$ 61,901
APS2.1	\$ 59,430	\$ 60,559
APS1.5	\$ 59,429	\$ 60,558
APS1.4	\$ 56,793	\$ 57,872
APS1.3	\$ 54,159	\$ 55,188
APS1.2	\$ 51,522	\$ 52,501
APS1.1	\$ 48,888	\$ 49,817

Graduate Training Broadband		
	Broadband 3	Broadband 3
APS4.3	\$ 77,299	\$ 78,768
APS4.2	\$ 73,817	\$ 75,220
APS4.1	\$ 70,333	\$ 71,669
APS 3.3	\$ 69,969	\$ 71,298
APS 3.2	\$ 67,335	\$ 68,614
APS 3.1	\$ 64,698	\$ 65,927

2 Allowances

From 22 April 2022, an allowance described in column 1 of the following table is payable at the rate (the **new rate**) described in column 3 of the table. This is a one-off adjustment of 1.9% under subsection 8(3) of this determination.

Allowances from 22 April 2022

Column 1	Column 2	Column 3
Name of Allowance	Rate of allowance applicable before commencement of this Determination	Rate of allowance applicable from 22 April 2022
First Aid Allowance	\$ 23	\$ 23.44
Fire Warden Allowance	\$ 17	\$ 17.32
Diversity Contact Officer Allowance	\$ 17	\$ 17.32
Health and Safety Representative Allowance	\$ 17	\$ 17.32
Restriction Allowance	\$ 99	\$ 100.88

Schedule 2—Second annual adjustment—Salary from 22 April 2023

Note: See section 9.

1 Salary

From 22 April 2023, salary for an employee covered by column 1 of the following table at a pay point described in column 2 is to be payable at the rate for that pay point (the **new rate**) described in column 3 of the table. This is an adjustment of the June 2022 WPI - Private Sector Adjustment as advised by the Australian Public Service Commission under subsection 9(1) of this determination.

Note: Column 3 will be completed after publication of the June 2022 WPI – Private Sector Adjustment by the Australian Public Service Commission in accordance with section 9.

Column 1	Column 2	Column 3
	Salary amount applicable before commencement of this Schedule	Salary from 22 April 2023 WPI - Private % adjustment
	Band 5	Band 5
EL2.7	\$ 160,410	
EL2.6	\$ 155,096	
EL2.5	\$ 149,783	
EL2.4	\$ 144,470	
EL2.3	\$ 139,157	
EL2.2	\$ 133,843	
EL2.1	\$ 128,531	

	Band 4	Band 4
EL1.4	\$ 126,131	
EL1.3	\$ 121,396	
EL1.2	\$ 116,661	
EL1.1	\$ 111,928	

	Band 3	Band 3
APS6.4	\$ 104,820	
APS6 .3	\$ 100,191	
APS6 .2	\$ 95,695	
APS6 .1	\$ 91,199	

	Broadband 2	Broadband 2
APS5.4	\$ 89,701	
APS5.3	\$ 87,192	
APS5.2	\$ 84,754	
APS5.1	\$ 82,318	
APS4.3	\$ 78,768	
APS4.2	\$ 75,220	
APS4.1	\$ 71,669	

	Broadband 1	Broadband 1
APS3.3	\$ 71,298	
APS3.2	\$ 68,614	
APS3.1	\$ 65,927	
APS2.5	\$ 65,926	
APS2.4	\$ 64,586	
APS2.3	\$ 63,244	
APS2.2	\$ 61,901	
APS2.1	\$ 60,559	
APS1.5	\$ 60,558	
APS1.4	\$ 57,872	
APS1.3	\$ 55,188	
APS1.2	\$ 52,501	
APS1.1	\$ 49,817	

Graduate Training Broadband		
	Broadband 3	Broadband 3
APS4.3	\$ 78,768	
APS4.2	\$ 75,220	
APS4.1	\$ 71,669	
APS 3.3	\$ 71,298	
APS 3.2	\$ 68,614	
APS 3.1	\$ 65,927	

Schedule 3—Third annual adjustment—Salary from 22 April 2024

Note: See section 10.

1 Salary

From 22 April 2024, salary for an employee covered by column 1 of the following table at a pay point described in column 2 is to be payable at the rate for that pay point (the **new rate**) described in column 3 of the table. This is an adjustment of the June 2023 WPI - Private Sector Adjustment as advised by the Australian Public Service Commission under subsection 10(1) of this determination.

Note: Column 2 and Column 3 will be completed after publication of the June 2023 WPI – Private Sector Adjustment by the Australian Public Service Commission in accordance with section 10.

Column 1	Column 2	Column 3
	Salary amount applicable before commencement of this Schedule	Salary from 22 April 2024 WPI - Private adjustment
	Band 5	Band 5
EL2.7		
EL2.6		
EL2.5		
EL2.4.		
EL2.3		
EL2.2		
EL2.1		

	Band 4	Band 4
EL1.4		
EL1.3		
EL1.2		
EL1.1		

	Band 3	Band 3
APS6 .4		
APS6 .3		
APS6 .2		
APS6 .1		

	Broadband 2	Broadband 2
APS5.4		
APS5.3		
APS5.2		
APS5.1		
APS4.3		
APS4.2		
APS4.1		

	Broadband 1	Broadband 1
APS3.3		
APS3.2		
APS3.1		
APS2.5		
APS2.4		
APS2.3		
APS2.2		
APS2.1		
APS1.5		
APS1.4		
APS1.3		
APS1.2		
APS1.1		

Graduate Training Broadband		
	Broadband 3	Broadband 3
APS4.3		
APS4.2		
APS4.1		
APS 3.3		
APS 3.2		
APS 3.1		