



Determination under Section 24(1) of the *Public Service Act 1999*

Determination 01/2019

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

Application

1. This Determination applies to all employees of the Australian National Audit Office (**ANAO**) who are covered by the terms of the *Australian National Audit Office Enterprise Agreement 2016-2019 (the Agreement)*.

Definitions

2. In this Determination:
ANAO means the Australian National Audit Office
Employee means a non-SES employee employed by the ANAO under the *Public Service Act 1999*, who is covered by **the Agreement**.

Purpose

3. The purpose of this Determination is to provide employees with increases to their existing salary.

Period of operation

4. This Determination takes effect from the date of this Determination.
5. This Determination will remain in operation until (whichever occurs first of the following):
 - a. it is revoked;
 - b. it is replaced by another determination that applies to all employees covered by this Determination (or, if the new determination applies only to one or some employees, this Determination will cease to apply to that employee or employees when it is replaced by the new determination but will continue to apply to all other employees); or
 - c. an Enterprise Agreement that covers employees who are covered by the terms of **the Agreement** and has replaced **the Agreement** commences operation.

Terms and Conditions

6. The terms and conditions of employment provided in this Determination supplement the terms and conditions of employment which apply under **the Agreement**.

7. Subject to clause 8 of this Determination, employees will receive the increases to their nominal salary payable set out in **Appendix A** to this Determination on each of the dates identified in Columns B, C and D.
8. Where at a date identified in Column B, C or D of **Appendix A** of this Determination an employee is receiving a salary which is higher than the nominal salary provided by that Column for their classification and pay point, the employee will not receive an increase under clause 7, until such time as their excess salary has been fully absorbed into the increases provided by clause 7 of this Determination. For the avoidance of doubt, an employee in receipt of a nominal salary less than 2% more than the nominal salary provided for their classification in Column B, C or D of **Appendix A** at the date provided by that Column, will receive a partial salary increase under clause 7 of this Determination, such that their salary shall be in accordance with **Appendix A**.
9. This Determination operates in conjunction with all relevant Commonwealth Acts (including regulations and instruments under those Acts).



Grant Hehir
Auditor-General of Australia
Australian National Audit Office
2 April 2019

Specific general wage increase for each salary scale

	Current Structure		New Salary Scales		
	Column A Current structure since 2% increase 21/04/2018		Column B 22/04/2019 2% increase	Column C 22/04/2020 2% increase	Column D 22/04/2021 2% increase
	Band 5		Band 5	Band 5	Band 5
EL 2	\$148,339	7	\$151,306	\$154,332	\$157,419
	\$143,425	6	\$146,294	\$149,220	\$152,204
	\$138,512	5	\$141,282	\$144,108	\$146,990
	\$133,599	4	\$136,271	\$138,996	\$141,776
	\$128,685	3	\$131,259	\$133,884	\$136,562
	\$123,771	2	\$126,246	\$128,771	\$131,346
	\$118,858	1	\$121,235	\$123,660	\$126,133

	Band 4		Band 4	Band 4	Band 4
EL 1	\$116,640	4	\$118,973	\$121,352	\$123,779
	\$112,261	3	\$114,506	\$116,796	\$119,132
	\$107,883	2	\$110,041	\$112,242	\$114,487
	\$103,506	1	\$105,576	\$107,688	\$109,842

	Band 3		Band 3	Band 3	Band 4
APS 6	\$96,933	4	\$98,872	\$100,849	\$102,866
	\$92,652	3	\$94,505	\$96,395	\$98,323
	\$88,494	2	\$90,264	\$92,069	\$93,910
	\$84,337	1	\$86,024	\$87,744	\$89,499

	Broadband 2		Broadband 2	Broadband 2	Broadband 2
APS 5	\$82,951	4	\$84,610	\$86,302	\$88,028
	\$80,631	3	\$82,244	\$83,889	\$85,567
	\$78,377	2	\$79,945	\$81,544	\$83,175
	\$76,124	1	\$77,646	\$79,199	\$80,783
APS 4	\$72,841	3	\$74,298	\$75,784	\$77,300
	\$69,559	2	\$70,950	\$72,369	\$73,816
	\$66,276	1	\$67,602	\$68,954	\$70,333

	Broadband 1		Broadband 1	Broadband 1	Broadband 1
APS 3	\$65,933	3	\$67,252	\$68,597	\$69,969
	\$63,451	2	\$64,720	\$66,014	\$67,334
	\$60,966	1	\$62,185	\$63,429	\$64,698
APS 2	\$60,965	5	\$62,184	\$63,428	\$64,697
	\$59,726	4	\$60,921	\$62,139	\$63,382
	\$58,485	3	\$59,655	\$60,848	\$62,065
	\$57,243	2	\$58,388	\$59,556	\$60,747
	\$56,002	1	\$57,122	\$58,264	\$59,429
APS 1	\$56,001	5	\$57,121	\$58,263	\$59,428
	\$53,517	4	\$54,587	\$55,679	\$56,793
	\$51,035	3	\$52,056	\$53,097	\$54,159
	\$48,550	2	\$49,521	\$50,511	\$51,521
	\$46,068	1	\$46,989	\$47,929	\$48,888

Graduate Training Broadband					
	Broadband 3		Broadband 3	Broadband 3	Broadband 3
APS 4	\$72,841	3	\$74,298	\$75,784	\$77,300
	\$69,559	2	\$70,950	\$72,369	\$73,816
	\$66,276	1	\$67,602	\$68,954	\$70,333
APS 3	\$65,933	3	\$67,252	\$68,597	\$69,969
	\$63,451	2	\$64,720	\$66,014	\$67,334
	\$60,966	1	\$62,185	\$63,429	\$64,698