



## **Public Service (Subsection 24(1)—Australian Fisheries Management Authority Non-SES Employees) Determination 2022/01**

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I, Mr Wez Norris, Chief Executive Officer, Australian Fisheries Management Authority, make the following determination.

Dated 04 April 2022

A handwritten signature in black ink, appearing to read 'W. Norris', is written over a faint, illegible printed name.

Mr Wez Norris

Chief Executive Officer, Australian Fisheries Management Authority

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## 1 Name

This determination is the *Public Service (Subsection 24(1)—Australian Fisheries Management Authority Non-SES Employees) Determination 2022/01*.

## 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 Fisheries Management Authority* under the *Public Service Act 1999* who are covered by the *Australian Fisheries Management Authority Enterprise Agreement 2016*.

## 5 Definitions

In this determination:

*Australian Fisheries Management Authority Enterprise Agreement* means the enterprise agreement approved by the Fair Work Commission on 16 June 2016 and known as the *Australian Fisheries Management Authority Enterprise Agreement 2016*.

## 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 Fisheries Management Authority 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 *Australian Fisheries Management Authority 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 on Thursday, 23 June 2022.
- (2) Each adjustment is to be calculated based on the salary immediately before the adjustment under subsection (1).
- (3) At Sea Allowance, Land Based Operations Allowance, Community Language Allowance, Restriction Allowance and On-call Allowance are adjusted by the same percentage as their salaries, with effect on Thursday, 23 June 2022.
- (4) Each adjustment of an allowance is to be calculated based on the allowance immediately before the adjustment under subsection (3).
- (5) Schedule 1 has effect.

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## 9 Second annual adjustment of salary and allowances

- (1) Employees' salaries are adjusted by X% with effect on Friday, 23 June 2023.

Note: The applicable percentage adjustment in salary will be inserted in Year 2 in line with the most recently published annual June Private Sector WPI% as advised by the Australian Public Service Commission.

- (2) Each adjustment is to be calculated based on the salary immediately before the adjustment under subsection (1).
- (3) At Sea Allowance, Land Based Operations Allowance, Community Language Allowance, Restriction Allowance and On-call Allowance are to be adjusted by the same percentage as their salaries, with effect on Friday, 23 June 2023.
- (4) Each adjustment of an allowance is to be calculated based on the allowance immediately before the adjustment under subsection (3).
- (5) Schedule 2 is to be changed to reflect the adjustments.

## 10 Third annual adjustment of salary and allowances

- (1) Employees' salaries are to be adjusted by X% with effect on Sunday, 23 June 2024.
- (2) Each adjustment is to be calculated based on the salary immediately before the adjustment under subsection (1).
- (3) At Sea Allowance, Land Based Operations Allowance, Community Language Allowance, Restriction Allowance and On-call Allowance are to be adjusted by the same percentage as their salaries, with effect on Sunday, 23 June 2024.
- (4) Each adjustment of an allowance is to be calculated based on the allowance immediately before the adjustment under subsection (3).
- (5) Schedule 3 is to be changed to reflect the adjustments.

## **11 Revocation of Australian Fisheries Management Authority Determination 2019/1.**

The Australian Fisheries Management Authority Determination 2019/1 of 2 April 2019 made under subsection 24(1) of the *Public Service Act 1999* is revoked, with effect from 23 June 2022.

# Schedule 1 - First annual adjustment - Salary and allowances on Thursday, 23 June 2022

## 1 Salary

On Thursday, 23 June 2022, salary for an employee covered by column 1 of an item of the following table at a pay point described in column 2 of the item 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.

<b>Salary on Thursday, 23 June 2022</b>			
<b>Item</b>	<b>Column 1 Salary Pay Point</b>	<b>Column 2 Salary amount applicable before commencement of this determination</b>	<b>Column 3 Salary amount applicable on Thursday, 23 June 2022</b>
1	APS 1.1	\$46,524	\$47,408
2	APS 1.2	\$50,452	\$51,411
3	APS 1.3	\$54,369	\$55,402
4	APS 2.1	\$58,289	\$59,396
5	APS 2.2	\$60,249	\$61,394
6	APS 2.3	\$62,214	\$63,396
7	APS 3.1	\$63,804	\$65,016
8	APS 3.2	\$66,572	\$67,837
9	APS 3.3	\$69,343	\$70,661
10	APS 4.1	\$72,110	\$73,480
11	APS 4.2	\$74,880	\$76,303
12	APS 4.3	\$77,097	\$78,562
13	APS 5.1	\$79,471	\$80,981
14	APS 5.2	\$84,171	\$85,770
15	APS 6.1	\$88,868	\$90,556
16	APS 6.2	\$93,573	\$95,351
17	APS 6.3	\$98,272	\$100,139
18	EL 1.1	\$109,320	\$111,397
19	EL 1.2	\$114,280	\$116,451
20	EL 1.3	\$117,507	\$119,740
21	EL 1.4	\$121,503	\$123,812
22	EL 2.1	\$128,255	\$130,692
23	EL 2.2	\$135,736	\$138,315
24	EL 2.3	\$142,741	\$145,453
25	EL 2.4	\$149,526	\$152,367

**Graduates Salary on Thursday, 23 June 2022**

<b>Item</b>	<b>Column 1 Salary Pay Point</b>	<b>Column 2 Salary amount applicable before commencement of this determination</b>	<b>Column 3 Salary amount applicable on Thursday, 23 June 2022</b>
Commencement	APS 3.1	\$63,804	\$65,016
Six months service	APS 3.2	\$66,572	\$67,837
Completion of graduate program	APS 4.1	\$72,110	\$73,480

**Trainees Salary on Thursday, 23 June 2022**

<b>Item</b>	<b>Column 1 Salary Pay Point</b>	<b>Column 2 Salary amount applicable before commencement of this determination</b>	<b>Column 3 Salary amount applicable on Thursday, 23 June 2022</b>
Commencement	APS 2.1	\$58,289	\$59,396
Six months service	APS 2.2	\$60,249	\$61,394
Completion of graduate program	APS 3.1	\$63,804	\$65,016

**Observers (Daily Rate) on Thursday, 23 June 2022**

<b>Item</b>	<b>Column 1 Pay Point</b>	<b>Column 2 Daily Rate amount applicable before commencement of this determination</b>	<b>Column 3 Daily rate amount applicable on Thursday, 23 June 2022</b>
1	APS 1.1	\$214.04	\$218.11
2	APS 1.2	\$232.12	\$236.53
3	APS 1.3	\$250.13	\$254.88
4	APS 2.1	\$268.18	\$273.28
5	APS 2.2	\$277.19	\$282.46
6	APS 2.3	\$286.23	\$291.67
7	APS 3.1	\$293.53	\$299.11
8	APS 3.2	\$306.29	\$312.11
9	APS 3.3	\$319.02	\$325.08



**Observers (Daily Rate) on Thursday, 23 June 2022**

<b>Item</b>	<b>Column 1 Pay Point</b>	<b>Column 2 Daily Rate amount applicable before commencement of this determination</b>	<b>Column 3 Daily rate amount applicable on Thursday, 23 June 2022</b>
10	APS 4.1	\$331.75	\$338.05
11	APS 4.2	\$344.49	\$351.04
12	APS 4.3	\$354.70	\$361.44

## 2. Allowances

On Thursday, 23 June 2022, an allowance described in column 1 of an item of the following table is payable at the rate (the *new rate*) described in column 2 of the table. This is an adjustment of 1.9% under subsection 8(3) of this determination.

**Allowances on Thursday 23 June 2022**

<b>Item</b>	<b>Column 1 Allowances</b>	<b>Column 2 Rate of allowance applicable before commencement of this determination</b>	<b>Column 3 Rate of allowance applicable on Thursday, 23 June 2022</b>
1	At Sea Allowance - Observers	\$257.42	\$262.31
2	At Sea Allowance – Fisheries Officers	\$241.39	\$245.98
3	At Sea Allowance – Office Based Staff	\$141.08	\$143.76
4	Land Based Allowance	\$180.41	\$183.84
5	On Call Allowance	\$2.53	\$2.58
6	Restriction Allowance – Shift Workers (daily rate)	\$33.34	\$33.97
7	Restriction Allowance (daily rate)		
	- Monday to Friday, excluding	\$55.60	\$56.66

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**Allowances on Thursday 23 June 2022**


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<b>Item</b>	<b>Column 1 Allowances</b>	<b>Column 2 Rate of allowance applicable before commencement of this determination</b>	<b>Column 3 Rate of allowance applicable on Thursday, 23 June 2022</b>
	public holidays	\$112.91	\$115.06
	- Saturday and Sunday, excluding public holidays	\$168.51	\$171.71
	- Public holidays		
8	Community Language Allowance		
	Level 1 – (i) Passes the National Accreditation Authority for Translators and Interpreters (NAATI) Language Aide Test; or (ii) Recognised level of competency to deliver client services in languages for which NAATI does not test	\$1,107	\$1,128
	Level 2 – (i) Paraprofessional interpreter and higher; or (ii) Recognised tertiary qualification in interpreting; or (iii) Recognised level of competency to deliver client services in ATSI languages	\$2,573	\$2,622

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## Schedule 2 - Second annual adjustment - Salary and allowances on Friday, 23 June 2023

Note: See section 9

### 1 Salary

On Friday, 23 June 2023, salary for an employee covered by column 1 of an item of the following table at a pay point described in column 2 of the item 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 X% under subsection 9(1) of this determination.

<b>Salary on Friday, 23 June 2023</b>			
<b>Item</b>	<b>Column 1 Salary Pay Point</b>	<b>Column 2 Salary amount applicable before commencement of this schedule</b>	<b>Column 3 Salary amount applicable on Friday, 23 June 2023</b>
1	APS 1.1	\$47,408	
2	APS 1.2	\$51,411	
3	APS 1.3	\$55,402	
4	APS 2.1	\$59,396	
5	APS 2.2	\$61,394	
6	APS 2.3	\$63,396	
7	APS 3.1	\$65,016	
8	APS 3.2	\$67,837	
9	APS 3.3	\$70,661	
10	APS 4.1	\$73,480	
11	APS 4.2	\$76,303	
12	APS 4.3	\$78,562	
13	APS 5.1	\$80,981	
14	APS 5.2	\$85,770	
15	APS 6.1	\$90,556	
16	APS 6.2	\$95,351	
17	APS 6.3	\$100,139	
18	EL 1.1	\$111,397	
19	EL 1.2	\$116,451	
20	EL 1.3	\$119,740	
21	EL 1.4	\$123,812	

**Salary on Friday, 23 June 2023**

<b>Item</b>	<b>Column 1 Salary Pay Point</b>	<b>Column 2 Salary amount applicable before commencement of this schedule</b>	<b>Column 3 Salary amount applicable on Friday, 23 June 2023</b>
22	EL 2.1	\$130,692	
23	EL 2.2	\$138,315	
24	EL 2.3	\$145,453	
25	EL 2.4	\$152,367	

**Graduates Salary on Friday, 23 June 2023**

<b>Item</b>	<b>Column 1 Salary Pay Point</b>	<b>Column 2 Salary amount applicable before commencement of this schedule</b>	<b>Column 3 Salary amount applicable on Friday, 23 June 2023</b>
Commencement	APS 3.1	\$65,016	
Six months service	APS 3.2	\$67,837	
Completion of graduate program	APS 4.1	\$73,480	

**Trainees Salary on Friday, 23 June 2023**

<b>Item</b>	<b>Column 1 Salary Pay Point</b>	<b>Column 2 Salary amount applicable before commencement of this schedule</b>	<b>Column 3 Salary amount applicable on Friday, 23 June 2023</b>
Commencement	APS 2.1	\$59,396	
Six months service	APS 2.2	\$61,394	
Completion of graduate program	APS 3.1	\$65,016	

**Observers (Daily Rate) on Friday, 23 June 2023**

<b>Item</b>	<b>Column 1 Pay Point</b>	<b>Column 2 Daily Rate amount applicable before commencement of this schedule</b>	<b>Column 3 Daily rate amount applicable on Friday, 23 June 2023</b>
1	APS1.1	\$218.11	
2	APS 1.2	\$236.53	
3	APS 1.3	\$254.88	
4	APS 2.1	\$273.28	
5	APS 2.2	\$282.46	
6	APS 2.3	\$291.67	
7	APS 3.1	\$299.11	
8	APS 3.2	\$312.11	
9	APS 3.3	\$325.08	
10	APS 4.1	\$338.05	
11	APS 4.2	\$351.04	
12	APS 4.3	\$361.44	

## 2 Allowances

On Friday 23 June 2023, an allowance described in column 1 of an item of the following table is to be payable at the rate (the *new rate*) described in column 2 of the table. This is an adjustment of X% under subsection 9(3) of this determination.

**Allowances on Friday, 23 June 2023**

<b>Item</b>	<b>Column 1 Allowance</b>	<b>Column 2 Rate of allowance applicable before commencement of this schedule</b>	<b>Column 3 Rate of allowance applicable on Friday, 23 June 2023</b>
1	At Sea Allowance - Observers	\$262.31	
2	At Sea Allowance – Fisheries Officers	\$245.98	
3	At Sea Allowance – Office Based Staff	\$143.76	
4	Land Based Allowance	\$183.84	

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**Allowances on Friday, 23 June 2023**


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<b>Item</b>	<b>Column 1 Allowance</b>	<b>Column 2 Rate of allowance applicable before commencement of this schedule</b>	<b>Column 3 Rate of allowance applicable on Friday, 23 June 2023</b>
5	On Call Allowance	\$2.58	
6	Restriction Allowance – Shift Workers (daily rate)	\$33.97	
7	Restriction Allowance (daily rate)		
	- Monday to Friday, excluding public holidays	\$56.66	
	- Saturday and Sunday, excluding public holidays	\$115.06	
	- Public holidays	\$171.71	
8	Community Language Allowance		
	Level 1 – (i) Passes the National Accreditation Authority for Translators and Interpreters (NAATI) Language Aide Test; or (ii) Recognised level of competency to deliver client services in languages for which NAATI does not test	\$1,128	
	Level 2 – (i) Paraprofessional interpreter and higher; or (ii) Recognised tertiary qualification in interpreting; or	\$2,622	

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**Allowances on Friday, 23 June 2023**

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<b>Item</b>	<b>Column 1 Allowance</b>	<b>Column 2 Rate of allowance applicable before commencement of this schedule</b>	<b>Column 3 Rate of allowance applicable on Friday, 23 June 2023</b>
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(iii) Recognised  
level of competency  
to deliver client  
services in ATSI  
languages

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## Schedule 3 - Third annual adjustment - Salary and allowances on Sunday, 23 June 2024

Note: See section 10

### 1 Salary

On Sunday, 23 June 2024, salary for an employee covered by column 1 of an item of the following table at a pay point described in column 2 of the item 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 X% under subsection 10(1) of this determination.

<b>Salary on Sunday, 23 June 2024</b>			
<b>Item</b>	<b>Column 1 Salary Pay Point</b>	<b>Column 2 Salary amount applicable before commencement of this schedule</b>	<b>Column 3 Salary amount applicable on Sunday, 23 June 2024</b>
1	APS 1.1		
2	APS 1.2		
3	APS 1.3		
4	APS 2.1		
5	APS 2.2		
6	APS 2.3		
7	APS 3.1		
8	APS 3.2		
9	APS 3.3		
10	APS 4.1		
11	APS 4.2		
12	APS 4.3		
13	APS 5.1		
14	APS 5.2		
15	APS 6.1		
16	APS 6.2		
17	APS 6.3		
18	EL 1.1		
19	EL 1.2		
20	EL 1.3		



**Salary on Sunday, 23 June 2024**

<b>Item</b>	<b>Column 1 Salary Pay Point</b>	<b>Column 2 Salary amount applicable before commencement of this schedule</b>	<b>Column 3 Salary amount applicable on Sunday, 23 June 2024</b>
21	EL 1.4		
22	EL 2.1		
23	EL 2.2		
24	EL 2.3		
25	EL 2.4		

**Graduates Salary on Sunday, 23 June 2024**

<b>Item</b>	<b>Column 1 Salary Pay Point</b>	<b>Column 2 Salary amount applicable before commencement of this schedule</b>	<b>Column 3 Salary amount applicable on Sunday, 23 June 2024</b>
Commencement	APS 3.1		
Six months service	APS 3.2		
Completion of graduate program	APS 4.1		

**Trainees Salary on Sunday, 23 June 2024**

<b>Item</b>	<b>Column 1 Salary Pay Point</b>	<b>Column 2 Salary amount applicable before commencement of this schedule</b>	<b>Column 3 Salary amount applicable on Sunday, 23 June 2024</b>
Commencement	APS 2.1		
Six months service	APS 2.2		
Completion of graduate program	APS 3.1		

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**Observers (Daily Rate) on Sunday, 23 June 2024**


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<b>Item</b>	<b>Column 1 Pay Point</b>	<b>Column 2 Daily Rate amount applicable before commencement of this schedule</b>	<b>Column 3 Daily rate amount applicable on Sunday, 23 June 2024</b>
1	APS1.1		
2	APS 1.2		
3	APS 1.3		
4	APS 2.1		
5	APS 2.2		
6	APS 2.3		
7	APS 3.1		
8	APS 3.2		
9	APS 3.3		
10	APS 4.1		
11	APS 4.2		
12	APS 4.3		

## 2 Allowances

On Sunday, 23 June 2024, an allowance described in column 1 of an item of the following table is to be payable at the rate (the *new rate*) described in column 2 of the table. This is an adjustment of X% under subsection 10(3) of this determination.

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**Allowances on Sunday, 23 June 2024**


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<b>Item</b>	<b>Column 1 Allowance</b>	<b>Column 2 Rate of allowance applicable before commencement of this schedule</b>	<b>Column 3 Rate of allowance applicable on Sunday, 23 June 2024</b>
1	At Sea Allowance - Observers		
2	At Sea Allowance – Fisheries Officers		
3	At Sea Allowance – Office Based Staff		
4	Land Based Allowance		
5	On Call Allowance		

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**Allowances on Sunday, 23 June 2024**


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<b>Item</b>	<b>Column 1 Allowance</b>	<b>Column 2 Rate of allowance applicable before commencement of this schedule</b>	<b>Column 3 Rate of allowance applicable on Sunday, 23 June 2024</b>
6	Restriction Allowance – Shift Workers (daily rate)		
7	Restriction Allowance (daily rate) <ul style="list-style-type: none"> <li>- Monday to Friday, excluding public holidays</li> <li>- Saturday and Sunday, excluding public holidays</li> </ul> Public holidays		
8	Community Language Allowance Level 1 – (i) Passes the National Accreditation Authority for Translators and Interpreters (NAATI) Language Aide Test; or (ii) Recognised level of competency to deliver client services in languages for which NAATI does not test  Level 2 – (i) Paraprofessional interpreter and higher; or (ii) Recognised tertiary qualification in interpreting; or (iii) Recognised level of competency to deliver client services in ATSI languages		

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**Allowances on Sunday, 23 June 2024**

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<b>Item</b>	<b>Column 1 Allowance</b>	<b>Column 2 Rate of allowance applicable before commencement of this schedule</b>	<b>Column 3 Rate of allowance applicable on Sunday, 23 June 2024</b>
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