



**Australian Government**

**Australian Fisheries Management Authority**

**AUSTRALIAN FISHERIES MANAGEMENT AUTHORITY**

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

**Determination 2019/1**

I, Anna Willock, Acting Chief Executive Officer of the Australian Fisheries Management Authority (AFMA), make the following determination under subsection 24(1) of the *Public Service Act 1999*.

Dated 2 April 2019

A handwritten signature in black ink that reads "Anna Willock".

Anna Willock  
Acting Chief Executive Officer  
Australian Fisheries Management Authority

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**1. Citation**

The Determination shall be cited as *Determination 2019/01*.

**2. Application**

The Determination applies to all non-SES employees, employed in AFMA under the *Public Service Act 1999* and who are covered by the Enterprise Agreement.

**3. Definitions**

In this Determination:

**AFMA** means the Australian Fisheries Management Authority.

**Employee** means a non-SES employee who is employed in AFMA under the PS Act and is covered by the Enterprise Agreement.

**Enterprise Agreement** means the enterprise agreement approved by the Fair Work Commission on 16 June 2016 in accordance with Part 2-4 of the FW Act and known as the *Australian Fisheries Management Authority Enterprise Agreement 2016*.

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

**PS Act** means the Public Service Act 1999 (Cth).

#### **4. Purpose**

The purpose of this determination is to provide employees with increases to their existing salary and to allowances detailed in clause 6(b) for which they are eligible under the terms of the Enterprise Agreement.

#### **5. Period and operation of scope**

This Determination commences on 23 June 2019 and continues in force until whichever of the following occurs first:

- a) a replacement enterprise agreement for the Enterprise Agreement commences operation in accordance with the FW Act; or
- b) it is replaced by another determination made under section 24 of the PS Act that applies to the Employees and expressly revokes this Determination.

#### **6. Annual salary and allowance increases**

- a) Employees will receive increases on their salary payable under the Enterprise Agreement totalling 6.0% as follows:
  - i. 2.0% from 23 June 2019
  - ii. A further 2.0% from 23 June 2020; and
  - iii. A further 2.0% from 23 June 2021.
- b) At Sea Allowance, Land Based Operation Allowance, Community Language Allowance, Restriction Allowance and On-call Allowance provided under the Enterprise Agreement will be increased in line with the salary increases prescribed in clause 6(a).
- c) Schedule 1 lists classifications, base salary rates, allowances and their dates of effect.

#### **7. 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: CLASSIFICATIONS, BASE SALARY RATE  
AND ALLOWANCES**

<b>Classification</b>	<b>23 June 2019</b>	<b>23 June 2020</b>	<b>23 June 2021</b>
APS 1.1	\$44,718	\$45,612	\$46,524
APS 1.2	\$48,493	\$49,463	\$50,452
APS 1.3	\$52,258	\$53,303	\$54,369
APS 2.1	\$56,026	\$57,146	\$58,289
APS 2.2	\$57,909	\$59,068	\$60,249
APS 2.3	\$59,799	\$60,994	\$62,214
APS 3.1	\$61,326	\$62,553	\$63,804
APS 3.2	\$63,987	\$65,266	\$66,572
APS 3.3	\$66,650	\$67,983	\$69,343
APS 4.1	\$69,310	\$70,696	\$72,110
APS 4.2	\$71,972	\$73,412	\$74,880
APS 4.3	\$74,103	\$75,585	\$77,097
APS 5.1	\$76,385	\$77,912	\$79,471
APS 5.2	\$80,902	\$82,520	\$84,171
APS 6.1	\$85,417	\$87,125	\$88,868
APS 6.2	\$89,940	\$91,738	\$93,573
APS 6.3	\$94,456	\$96,345	\$98,272
EL 1.1	\$105,075	\$107,177	\$109,320
EL 1.2	\$109,843	\$112,040	\$114,280
EL 1.3	\$112,944	\$115,202	\$117,507
EL 1.4	\$116,785	\$119,121	\$121,503
EL 2.1	\$123,275	\$125,741	\$128,255
EL 2.2	\$130,465	\$133,074	\$135,736
EL 2.3	\$137,198	\$139,942	\$142,741
EL 2.4	\$143,720	\$146,594	\$149,526

# SCHEDULE 1: CLASSIFICATIONS, BASE SALARY RATE AND ALLOWANCES

## OBSERVERS (DAILY RATE)

Classification	23 June 2019	23 June 2020	23 June 2021
APS 1.1	\$205.72	\$209.84	\$214.04
APS 1.2	\$223.10	\$227.57	\$232.12
APS 1.3	\$240.41	\$245.22	\$250.13
APS 2.1	\$257.76	\$262.92	\$268.18
APS 2.2	\$266.42	\$271.75	\$277.19
APS 2.3	\$275.11	\$280.62	\$286.23
APS 3.1	\$282.13	\$287.77	\$293.53
APS 3.2	\$294.39	\$300.28	\$306.29
APS 3.3	\$306.63	\$312.77	\$319.02
APS 4.1	\$318.87	\$325.25	\$331.75
APS 4.2	\$331.11	\$337.73	\$344.49
APS 4.3	\$340.92	\$347.74	\$354.70

## GRADUATES

Salary	Classification - Graduate Broadband	23 June 2019	23 June 2020	23 June 2021
Commencement	APS 3.1	\$61,326	\$62,553	\$63,804
Six months service	APS 3.2	\$63,987	\$65,266	\$66,572
Completion of graduate program	APS 4.1	\$69,310	\$70,696	\$72,110

## TRAINEES

Salary	Classification - Trainee Broadband	23 June 2019	23 June 2020	23 June 2021
Commencement	APS 2.1	\$56,026	\$57,146	\$58,289
Six months service	APS 2.2	\$57,909	\$59,068	\$60,249
Completion of trainee program	APS 3.1	\$61,326	\$62,553	\$63,804

## **SCHEDULE 1: CLASSIFICATIONS, BASE SALARY RATE AND ALLOWANCES**

### **AT SEA ALLOWANCE - OBSERVERS**

<b>23 June 2019</b>	<b>23 June 2020</b>	<b>23 June 2021</b>
\$247.42	\$252.37	\$257.42

### **AT SEA ALLOWANCE - FISHERIES OFFICER**

<b>23 June 2019</b>	<b>23 June 2020</b>	<b>23 June 2021</b>
\$232.02	\$236.66	\$241.39

### **AT SEA ALLOWANCE - OFFICE BASED STAFF**

<b>23 June 2019</b>	<b>23 June 2020</b>	<b>23 June 2021</b>
\$135.60	\$138.31	\$141.08

### **LAND BASED ALLOWANCE**

<b>23 June 2019</b>	<b>23 June 2020</b>	<b>23 June 2021</b>
\$173.40	\$176.87	\$180.41

### **RESTRICTION ALLOWANCE – SHIFT WORKERS (DAILY RATE)**

<b>23 June 2019</b>	<b>23 June 2020</b>	<b>23 June 2021</b>
\$32.05	\$32.69	\$33.34

### **RESTRICTION ALLOWANCE (DAILY RATE)**

	<b>23 June 2019</b>	<b>23 June 2020</b>	<b>23 June 2021</b>
Monday to Friday, excluding public Holidays	\$53.44	\$54.51	\$55.60
Saturday and Sunday, excluding public holidays	\$108.53	\$110.70	\$112.91
Public holidays	\$161.97	\$165.21	\$168.51

## SCHEDULE 1: CLASSIFICATIONS, BASE SALARY RATE AND ALLOWANCES

### ON CALL ALLOWANCE

23 June 2019	23 June 2020	23 June 2021
\$2.43	\$2.48	\$2.53

### COMMUNITY LANGUAGE ALLOWANCE

Level	Qualification Standard	23 June 2019	23 June 2020	23 June 2021
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	\$1,064	\$1,085	\$1,107
Level 2	(i) NAATI Paraprofessional interpreter and higher; or (ii) Recognised tertiary qualification in interpreting; or (iii) Recognised level of competency to deliver client services in ATSI languages	\$2,474	\$2,523	\$2,573