



## **Public Service (Subsection 24(1) Australian Radiation and Nuclear Safety Agency Non-SES Employees) Determination 2020/1**

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I, Dr Carl-Magnus Larsson, Chief Executive Officer for the Australian Radiation Protection and Nuclear Safety Agency, make the following Determination.

Dated 01/09/2020

Dr Carl-Magnus Larsson  
Chief Executive Officer  
Australian Radiation Protection and Nuclear Safety Agency

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## 1 Name

This Determination shall be cited as the Australian Radiation Protection and Nuclear Safety Agency Determination 2020/1.

## 2 Commencement

This Determination commences on the date that it is signed by the Chief Executive Officer.

## 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 by the Australian Radiation and Nuclear Safety Agency under the provisions of the *Public Service Act 1999* and who are covered by the Enterprise Agreement.

## 5 Definitions

In this Determination:

**COVID-19 Determination** means the *Public Service (Terms and Conditions of Employment) (General wage increase deferrals during the COVID-19 pandemic) Determination 2020* made under subsection 24(3) of the *Public Service Act 1999*.

**Employee** means a non-SES employee who is employed by the Australian Radiation Protection and Nuclear Safety Agency under the *Public Service Act 1999* and is covered by the Enterprise Agreement.

**Enterprise Agreement** means the enterprise agreement approved by the Fair Work Commission on 24 August 2017 and known as the ARPANSA Agreement 2017-2020.

## 6 Purpose

The purpose of this Determination is to provide employees with increases to their existing salary and allowances for which they are eligible under the terms of the 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 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 expressly revokes this Determination comes into force.

## **8 Annual salary increases**

- (1) Employees will receive increases to their salary payable under the Enterprise Agreement as follows:
  - (a) 2% increase in salary, payable on commencement;
  - (b) 2% increase in salary, payable 12 months from commencement; and
  - (c) 2% increase in salary, payable 24 months from commencement.
- (2) Each increase is to be calculated based on the salary immediately before the increase.
- (3) Schedule 1 has effect.

Note: Schedule 1 sets out the salaries that are payable to employees under the Enterprise Agreement consistent with this Determination.

Note: The COVID-19 Determination has the effect of deferring the initial pay increase by six months from commencement.

## **9 Allowances**

- (1) Field Allowance, Overtime, Restriction allowance, First Aid, Fire Warden, Harassment Contact Officer, Public Interest Disclosure and WH&S Rep as provided for under the Enterprise Agreement will be increased in line with the salary increases prescribed in clause 8(1).

Note: The COVID-19 Determination has the effect of deferring the initial pay increase by six months from commencement.

## **10 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—Salaries

Note: See subsection 8(3).

### Salaries

Note: The COVID-19 Determination has the effect of deferring the initial pay increase by six months from commencement.

<b>Rates of Pay and Adjustments</b>				
<b>APS Classification</b>	<b>Prior to Lodgement</b>	<b>On commencement</b>	<b>12 months from commencement</b>	<b>24 months from commencement</b>
<b>APS Level 1</b>	\$	\$	\$	\$
Under 18 (60%)	27,950	28,509	29,079	29,661
at 18 (70%)	32,608	33,260	33,925	34,604
at 19 (81%)	37,734	38,489	39,258	40,044
at 20 (91%)	42,391	43,239	44,104	44,986
Adult	46,584	47,516	48,466	49,435
	49,260	50,245	51,250	52,275
	51,105	52,127	53,170	54,233
	52,951	54,010	55,090	56,192
<b>APS Level 2</b>	54,539	55,630	56,742	57,877
	56,316	57,442	58,591	59,763
	58,094	59,256	60,441	61,650
	59,872	61,069	62,291	63,537
<b>APS Level 3</b>	62,100	63,342	64,609	65,901
	64,563	65,854	67,171	68,515
	67,023	68,363	69,731	71,125
	69,485	70,875	72,292	73,738

## Salaries - Schedule 1

<b>APS Level 4</b>	71,570	73,001	74,461	75,951
	73,179	74,643	76,135	77,658
	74,788	76,284	77,809	79,366
<b>APS Level 5</b>	77,032	78,573	80,144	81,747
	78,955	80,534	82,145	83,788
	80,879	82,497	84,147	85,829
<b>APS Level 6</b>	83,305	84,971	86,671	88,404
	87,300	89,046	90,827	92,643
	91,292	93,118	94,980	96,880
	95,287	97,193	99,137	101,119
<b>Executive Level 1</b>	102,914	104,972	107,072	109,213
	108,674	110,847	113,064	115,326
	114,430	116,719	119,053	121,434
	118,412	120,780	123,196	125,660
<b>Executive Level 2</b>	125,754	128,269	130,834	133,451
	133,099	135,761	138,476	141,246
	140,443	143,252	146,117	149,039
	142,805	145,661	148,574	151,546
<b>Executive Level 2 (upper)</b>	148,516	151,486	154,516	157,606
	152,230	155,275	158,380	161,548
	156,035	159,156	162,339	165,586

	159,515	162,705	165,959	169,279
<b>Training Classifications</b>				
<b>APS Classification</b>	<b>Prior to Lodgement</b>	<b>On commencement</b>	<b>12 months from commencement</b>	<b>24 months from commencement</b>
<b>ARPANSA Graduate</b>				
APS Level 3	62100	63,342	64,609	65,901
	64563	65,854	67,171	68,515
	67023	68,363	69,731	71,125
	69485	70,875	72,292	73,738
APS Level 4	71570	73,001	74,461	75,951
	73179	74,643	76,135	77,658
	74788	76,284	77,809	79,366
APS Level 5	77032	78,573	80,144	81,747
	78955	80,534	82,145	83,788
	80879	82,497	84,147	85,829

## 2 Allowances

<b>Allowance (Salary related)</b>	<b>Prior to lodgement (per fortnight)</b>	<b>On commencement</b>	<b>12 months from commencement</b>	<b>24 months from commencement</b>
First Aid	\$ 37.00	\$ 37.74	\$38.49	\$39.25
Fire Warden	\$ 37.00	\$ 37.74	\$38.49	\$39.25
Harassment Contact Officer	\$ 37.00	\$ 37.74	\$38.49	\$39.25
Public Interest Disclosure	\$ 37.00	\$ 37.74	\$38.49	\$39.25

Salaries - **Schedule 1**

WH&S Rep	\$ 37.00	\$ 37.74	\$38.49	\$39.25
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