



Public Service (Subsection 24(1)—OPC Non-SES Employees) Determination 2021

I, Meredith Leigh, First Parliamentary Counsel, Office of Parliamentary Counsel, make the following determination.

Dated **9 NOVEMBER** 2021

Meredith Leigh
First Parliamentary Counsel, Office of Parliamentary Counsel

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1 Name

This determination is the *Public Service (Subsection 24(1)—OPC Non-SES Employees) Determination 2021*.

2 Commencement

This determination commences on 12 May 2022.

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 Office of Parliamentary Counsel under the provisions of the *Public Service Act 1999* and who are covered by the OPC Enterprise Agreement.

5 Definitions

In this determination:

applicable private sector WPI adjustment percentage for 12 May in a calendar year means the percentage advised by the Australian Public Service Commission to be the annual private sector Wage Price Index adjustment for the June quarter of the previous calendar year.

OPC Enterprise Agreement means the enterprise agreement approved by the Fair Work Commission on 5 May 2016 and known as the Office of Parliamentary Counsel Enterprise Agreement 2016-2019.

6 Purpose

The purpose of this determination is to provide employees with adjustments to their existing salary and to allowances for which they are eligible under the terms of the OPC 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 OPC 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 First annual adjustment in salary and allowances

- (1) Employees' salaries are increased by 1.9%, with effect from 12 May 2022.
 - Note: The percentage increase in salary is the annual private sector Wage Price Index adjustment published for the June 2021 quarter, as advised by the Australian Public Service Commission.
- (2) The increase is to be calculated based on the salary immediately before the increase.
 - Note: The salary immediately before the increase was the salary applicable under the OPC Enterprise Agreement, as increased by the *Public Service (Subsection 24(1)—OPC Non-SES Employees) Determination 2018*.
- (3) The following allowances are increased by the same percentage as salaries, with effect from 12 May 2022:
 - (a) first aid certificate allowance;
 - (b) overtime meal allowance.
- (4) Each increase of an allowance is to be calculated based on the allowance immediately before the increase under subsection (3).
- (5) The following allowances are increased as follows, with effect from 12 May 2022:
 - (a) prescription eyewear allowance, currently \$568 every 2 years, to be increased in line with CPI to \$597 every 2 years;
 - (b) semi-official telephone allowance, currently \$39 per fortnight, to be increased in line with CPI to \$41 per fortnight.
- (6) Schedule 1 has effect.

9 Second annual adjustment in salary and allowances

- (1) Employees' salaries are adjusted by the applicable private sector WPI adjustment percentage for 12 May 2023, with effect from 12 May 2023.
 - Note: The tables in Schedule 1 will be changed by an amending determination once the amount of the relevant private sector WPI adjustment percentage is advised by the Australian Public Service Commission.
- (2) The adjustment is to be calculated based on the salary immediately before the adjustment.
- (3) The following allowances are adjusted by the same percentage as salaries, with effect from 12 May 2023:
 - (a) first aid certificate allowance;
 - (b) overtime meal allowance.
- (4) Each adjustment of an allowance is to be calculated based on the allowance immediately before the adjustment under subsection (3).

10 Third annual adjustment in salary and allowances

- (1) Employees' salaries are adjusted by the applicable private sector WPI adjustment percentage for 12 May 2024, with effect from 12 May 2024.

Note: The tables in Schedule 1 will be changed by an amending determination once the amount of the relevant private sector WPI adjustment percentage is advised by the Australian Public Service Commission.

- (2) The adjustment is to be calculated based on the salary immediately before the adjustment.
- (3) The following allowances are adjusted by the same percentage as salaries, with effect from 12 May 2024:
- (a) first aid certificate allowance;
 - (b) overtime meal allowance.
- (4) Each adjustment of an allowance is to be calculated based on the allowance immediately before the adjustment under subsection (3).

11 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).

12 Revocation of previous instrument

The Public Service (Subsection 24(1)—OPC Non-SES Employees) Determination 2018 is revoked.

Clause 1

Schedule 1—Salaries and allowances

Note: See subsection 8(6).

1 Salaries**Table A—Salaries payable under this determination—employees other than drafters**

Column 1 Broadband and classification or local designation	Column 2 Pay points	Column 3 Pre- determination salary	Column 4 Salary from 12 May 2022	Column 5 Salary from 12 May 2023	Column 6 Salary from 12 May 2024
OPC Broadband A APS Level 1	APS1.1	49,339	50,276		
	APS1.2	50,992	51,961		
	APS1.3	52,374	53,369		
	APS1.4	54,527	55,563		
OPC Broadband A APS Level 2	APS2.1	55,833	56,894		
	APS2.2	57,371	58,461		
	APS2.3	58,879	59,998		
	APS2.4	60,407	61,555		
	APS2.5	61,918	63,094		
OPC Broadband A APS Level 3	APS3.1	63,596	64,804		
	APS3.2	65,249	66,489		
	APS3.3	66,907	68,178		
	APS3.4	68,641	69,945		
OPC Broadband B APS Level 4	APS4.1	70,879	72,226		
	APS4.2	73,134	74,524		
	APS4.3	75,036	76,462		
	APS4.4	76,960	78,422		
OPC Broadband B APS Level 5	APS5.1	79,056	80,558		
	APS5.2	81,537	83,086		
	APS5.3	83,833	85,426		
OPC Broadband B APS Level 6	APS6.1	85,388	87,010		
	APS6.2	87,514	89,177		
	APS6.3	89,909	91,617		
	APS6.4	94,429	96,223		
	APS6.5	98,086	99,950		
Executive Level 1	E1.1	108,510	110,572		
	E1.2	117,247	119,475		
	E1.3	124,818	127,190		
	E1.4	131,759	134,262		
Executive Level 2	E2.1	124,818	127,190		
	E2.2	131,759	134,262		
	E2.3	141,702	144,394		
	E2.4	146,488	149,271		
	E2.5	150,269	153,124		

Note: Amending determinations will update columns 5 and 6 once the amount of the applicable private sector WPI adjustment percentage is advised by the Australian Public Service Commission. This is expected to be in 2022 (for column 5) and in 2023 (for column 6).

Clause 2

Table B—Salaries payable under this determination—drafters

Column 1 Classification or local designation	Column 2 Pay points	Column 3 Pre- determination Salary	Column 4 Salary from 12 May 2022	Column 5 Salary from 12 May 2023	Column 6 Salary from 12 May 2024
Assistant	APC1.1 (APS 3.3)	66,907	68,178		
Parliamentary	APC1.2 (APS 4.3)	75,036	76,462		
Counsel Grade 1 (<i>APC 1</i>)	APC1.3 (APS 5.2)	81,537	83,086		
	APC1.4 (APS 6.1)	85,388	87,010		
	APC1.5 (APS 6.3)	89,909	91,617		
	APC1.6 (APS 6.5)	98,086	99,950		
	APC1.7 (APS 6.6)	108,510	110,572		
	APC1.8 (APS 6.7)	117,247	119,475		
	APC1.9 (APS 6.8)	124,818	127,190		
Assistant	APC2.1 (E1.1)	108,510	110,572		
Parliamentary	APC2.2 (E1.2)	117,247	119,475		
Counsel Grade 2 (<i>APC 2</i>)	APC2.3 (E1.3)	124,818	127,190		
	APC2.4 (E1.4)	131,759	134,262		
Assistant	APC3.1 (E2.1)	124,818	127,190		
Parliamentary	APC3.2 (E2.2)	131,759	134,262		
Counsel Grade 3 (<i>APC 3</i>)	APC3.3 (E2.3)	141,702	144,394		
	APC3.4 (E2.4)	146,488	149,271		
	APC3.5 (E2.5)	150,269	153,124		

Note: Amending determinations will update columns 5 and 6 once the amount of the applicable private sector WPI adjustment percentage is advised by the Australian Public Service Commission. This is expected to be in 2022 (for column 5) and in 2023 (for column 6).

2 Allowances**Table C—Allowances payable under this determination**

Column 1 Name of allowance	Column 2 Pre- determination rate of allowance	Column 3 Rate of allowance from 12 May 2022	Column 4 Rate of allowance from 12 May 2023	Column 5 Rate of allowance from 12 May 2024
First aid allowance (per week)	\$16.85	\$17.17		
Overtime meal allowance (per occasion)	\$33.70	\$34.34		

Note: Amending determinations will update columns 4 and 5 once the amount of the applicable private sector WPI adjustment percentage is advised by the Australian Public Service Commission. This is expected to be in 2022 (for column 4) and in 2023 (for column 5).

