



Public Service (Subsection 24(1)—Comcare Non-SES Employees) Determination 2024

I, Greg Vines, Chief Executive Officer, make the following determination.

Dated *26/02* 2024



Greg Vines
Chief Executive Officer

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1 Name

This determination is the *Public Service (Subsection 24(1)—Comcare Non-SES Employees) Determination 2024*.

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 or equivalent that are employed by Comcare and proposed to be covered by the Comcare Enterprise Agreement 2024 -2027.

5 Definitions

In this determination:

Base salary means the employee's base salary including, if applicable, higher duties allowance and casual loading. For employees on maintained salaries, the base salary will be the maintained salary including, if applicable, higher duties allowance and casual loading.

Enterprise agreement means the *Comcare Enterprise Agreement 2024-2027* made in accordance with section 182 of the *Fair Work Act 2009*.

Reference date means the date the enterprise agreement is made in accordance with section 182 of the *Fair Work Act 2009*.

6 Purpose

The purpose of this determination is to provide employees with a one-off payment and increases to base salary. This is being provided in recognition of employees having reached in-principle agreement on the enterprise agreement before 14 March 2024.

7 Period of operation

- (1) 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 another determination under section 24(1) of the *Public Service Act 1999* that applies to the employees and expressly revokes this determination comes into force.

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- (ii) the start of the day that an enterprise agreement made in accordance with the *Fair Work Act 2009* that covers the employees commences operation.

8 Adjustment of salary

- (1) Schedule 1 has effect.

9 One-off payment

- (1) Employees will receive a one-off payment on the next practicable pay date on or after the reference date equal to 0.92 per cent of the employee's base salary as at the reference date. Subject to paragraph 9(3), employees will not be entitled to the one-off payment if the employee is, on the reference date:
 - (a) on leave without pay;
 - (b) absent from work without pay; or
 - (c) receiving workers' compensation payments under the *Safety, Rehabilitation and Compensation Act 1988*.
- (2) The payment in (1) is to be calculated:
 - (a) for part-time employees, pro-rated based on their agreed part-time hours as at the reference date, subject to (3);
 - (b) for casual employees, based on their average weekly hours worked as a proportion of the full-time equivalent weekly hours. The weekly hours will be averaged over the 12-month period immediately prior to reference date, or over the employee's period of employment where that period is less than 12-months. A casual employee's base salary for this purpose includes casual loading.
- (3) If the Agency Head considers that the one-off payment does not appropriately reflect the pay an employee would have received between 21 December 2023 and the first pay date on or after the reference date, the Agency Head may determine that the payment is pro-rated based on different agreed hours. This includes, but is not limited to, the following circumstances:
 - (a) where an employee is not otherwise entitled to a payment under paragraph 9(1); and
 - (b) where an employee's full-time or agreed part-time hours at the reference date is less than their regular or average agreed hours in the 12-month period immediately prior to the reference date.

Schedule 1—Salaries

Note: See section 8.

APS and Executive Level Employees					
Column 1	Column 2	Column 3	Column 4	Column 5	Column 6
Classification	Salary levels	As at 31 August 2023	From 14 March 2024	From 13 March 2025	From 12 March 2026
APS 1	APS1.1	\$51,562	\$53,624	\$55,662	\$57,555
	APS1.2	\$52,942	\$55,060	\$57,152	\$59,095
	APS1.3	\$55,097	\$57,301	\$59,478	\$61,500
	APS1.4	\$56,400	\$58,656	\$60,885	\$62,955
APS 2	APS2.1	\$57,940	\$60,258	\$62,548	\$64,675
	APS2.2	\$59,446	\$61,824	\$64,173	\$66,355
	APS2.3	\$60,972	\$63,411	\$65,821	\$68,059
	APS2.4	\$62,481	\$64,980	\$67,449	\$69,742
	APS2.5	\$64,158	\$66,724	\$69,260	\$71,615
APS 3	APS3.1	\$66,128	\$68,773	\$71,386	\$73,813
	APS3.2	\$67,790	\$70,502	\$73,181	\$75,669
	APS3.3	\$69,536	\$72,317	\$75,065	\$77,617
	APS3.4	\$71,783	\$74,654	\$77,491	\$80,126
APS 4	APS4.1	\$73,692	\$76,640	\$79,552	\$82,257
	APS4.2	\$75,592	\$78,616	\$81,603	\$84,378
	APS4.3	\$77,516	\$80,617	\$83,680	\$86,525
	APS4.4	\$80,595	\$83,819	\$87,004	\$89,962
APS 5	APS5.1	\$83,101	\$86,425	\$89,709	\$92,759
	APS5.2	\$85,427	\$88,844	\$92,220	\$95,355
	APS5.3	\$87,001	\$90,481	\$93,919	\$97,112
	APS5.4	\$89,150	\$92,716	\$96,239	\$99,511
APS 6	APS6.1	\$92,620	\$96,325	\$99,985	\$103,384
	APS6.2	\$96,153	\$99,999	\$103,799	\$107,328
	APS6.3	\$99,849	\$103,843	\$107,789	\$111,454
	APS6.4	\$102,773	\$106,884	\$110,946	\$114,718
EL 1	EL1.1	\$114,551	\$119,133	\$123,660	\$127,864
	EL1.2	\$119,312	\$124,084	\$128,799	\$133,178
	EL1.3	\$125,040	\$130,042	\$134,984	\$139,573
	EL1.4	\$130,766	\$135,997	\$141,165	\$145,965
	EL1.5	\$136,493	\$141,953	\$147,347	\$152,357
EL 2	EL2.1	\$143,312	\$149,044	\$154,708	\$159,968
	EL2.2	\$149,749	\$155,739	\$161,657	\$167,153
	EL2.3	\$156,185	\$162,432	\$168,604	\$174,337
	EL2.4	\$162,623	\$169,128	\$175,555	\$181,524

Legal Advisors					
Column 1	Column 2	Column 3	Column 4	Column 5	Column 6
Classification	Salary levels	As at 31 August 2023	From 14 March 2024	From 13 March 2025	From 12 March 2026
Legal Advisor APS4	LA 4.1	\$75,592	\$78,616	\$81,603	\$84,378
	LA 4.2	\$77,516	\$80,617	\$83,680	\$86,525
	LA 4.3	\$80,595	\$83,819	\$87,004	\$89,962
Legal Advisor APS5	LA 5.1	\$85,427	\$88,844	\$92,220	\$95,355
	LA 5.2	\$87,001	\$90,481	\$93,919	\$97,112
	LA 5.3	\$89,150	\$92,716	\$96,239	\$99,511
Legal Advisor APS6	LA 6.1	\$92,620	\$96,325	\$99,985	\$103,384
	LA 6.2	\$96,153	\$99,999	\$103,799	\$107,328
	LA 6.3	\$102,411	\$106,507	\$110,554	\$114,313
	LA 6.4	\$109,254	\$113,624	\$117,942	\$121,952
Senior Legal Adviser (EL1)	SLA.1	\$117,988	\$122,708	\$127,371	\$131,702
	SLA.2	\$124,004	\$128,964	\$133,865	\$138,416
	SLA.3	\$130,020	\$135,221	\$140,359	\$145,131
	SLA.4	\$136,036	\$141,477	\$146,853	\$151,846
	SLA.5	\$142,055	\$147,737	\$153,351	\$158,565
Principle Legal Adviser (EL2)	PLA.1	\$148,285	\$154,216	\$160,076	\$165,519
	PLA.2	\$153,991	\$160,151	\$166,237	\$171,889
	PLA.3	\$159,698	\$166,086	\$172,397	\$178,258
	PLA.4	\$165,403	\$172,019	\$178,556	\$184,627

Graduate Broadband					
Column 1	Column 2	Column 3	Column 4	Column 5	Column 6
Classification	Salary levels	As at 31 August 2023	From 14 March 2024	From 13 March 2025	From 12 March 2026
Graduate Broadband	APS4.1	\$73,692	\$76,640	\$79,552	\$82,257
	APS4.2	\$75,592	\$78,616	\$81,603	\$84,378
	APS4.3	\$77,516	\$80,617	\$83,680	\$86,525
	APS4.4	\$80,595	\$83,819	\$87,004	\$89,962
	APS5.1	\$83,101	\$86,425	\$89,709	\$92,759
	APS5.2	\$85,427	\$88,844	\$92,220	\$95,355
	APS5.3	\$87,001	\$90,481	\$93,919	\$97,112
	APS5.4	\$89,150	\$92,716	\$96,239	\$99,511

Training Broadband					
Column 1	Column 2	Column 3	Column 4	Column 5	Column 6
Classification	Salary levels	As at 31 August 2023	From 14 March 2024	From 13 March 2025	From 12 March 2026
Training Broadband	APS1.1	\$51,562	\$53,624	\$55,662	\$57,555
	APS1.2	\$52,942	\$55,060	\$57,152	\$59,095
	APS1.3	\$55,097	\$57,301	\$59,478	\$61,500
	APS1.4	\$56,400	\$58,656	\$60,885	\$62,955
	APS2.1	\$57,940	\$60,258	\$62,548	\$64,675
	APS2.2	\$59,446	\$61,824	\$64,173	\$66,355
	APS2.3	\$60,972	\$63,411	\$65,821	\$68,059
	APS2.4	\$62,481	\$64,980	\$67,449	\$69,742
	APS2.5	\$64,158	\$66,724	\$69,260	\$71,615
	APS3.1	\$66,128	\$68,773	\$71,386	\$73,813
	APS3.2	\$67,790	\$70,502	\$73,181	\$75,669
	APS3.3	\$69,536	\$72,317	\$75,065	\$77,617
	APS3.4	\$71,783	\$74,654	\$77,491	\$80,126
	APS4.1	\$73,692	\$76,640	\$79,552	\$82,257
	APS4.2	\$75,592	\$78,616	\$81,603	\$84,378
	APS4.3	\$77,516	\$80,617	\$83,680	\$86,525
APS4.4	\$80,595	\$83,819	\$87,004	\$89,962	

