



## COMCARE

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

#### Determination 2018/03

I, Jennifer Taylor, Chief Executive Officer of COMCARE, make the following Determination under subsection 24(1) of the Public Service Act 1999.

Dated: 20<sup>th</sup> December 2018

Jennifer Taylor  
Chief Executive Officer

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#### 1. Citation

The Determination may be cited as Determination 2018/03.

#### 2. Application

The Determination applies to all non-SES employees, employed in Comcare under the PS Act and who are covered by the Enterprise Agreement.

#### 3. Definitions

In this Determination:

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

**Enterprise Agreement** means the enterprise agreement approved by the Fair Work Commission on 5 April 2016 in accordance with Part 2-4 of the FW Act and known as the *Comcare Enterprise Agreement 2016-2019*.

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

**NED** means nominal expiry date.

**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 for which they are eligible under the terms of the Enterprise Agreement.

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

This Determination commences when it is signed by the Chief Executive Officer 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 FA 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 the date following the NED of Enterprise Agreement (12 April 2019);
  - ii. a further 2.0% 12 months from the date following the NED (12 April 2020);  
and
  - iii. a further 2.0% 24 months from the date following the NED (12 April 2021).
- b. Workplace responsibility allowance as provided under the Enterprise Agreement will be increased to \$28.00 from the NED of the Enterprise Agreement.

#### **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).

APS Salary Rates

Classification		2% 12 April 2019	2% 12 April 2020	2% 12 April 2021 **
APS 1	APS 1.1	\$47,219	\$48,163	\$49,127
	APS 1.2	\$48,483	\$49,453	\$50,442
	APS 1.3	\$50,457	\$51,466	\$52,495
	APS 1.4	\$51,649	\$52,682	\$53,736
APS 2	APS 2.1	\$53,059	\$54,120	\$55,203
	APS 2.2	\$54,440	\$55,529	\$56,639
	APS 2.3	\$55,836	\$56,953	\$58,092
	APS 2.4	\$57,218	\$58,362	\$59,530
	APS 2.5	\$58,754	\$59,929	\$61,128
APS 3	APS 3.1	\$60,558	\$61,769	\$63,005
	APS 3.2	\$62,081	\$63,323	\$64,589
	APS 3.3	\$63,679	\$64,953	\$66,252
	APS 3.4	\$65,737	\$67,052	\$68,393
APS 4	APS 4.1	\$67,486	\$68,836	\$70,212
	APS 4.2	\$69,225	\$70,610	\$72,022
	APS 4.3	\$70,987	\$72,407	\$73,855
	APS 4.4	\$73,807	\$75,283	\$76,789
APS 5	APS 5.1	\$76,102	\$77,624	\$79,177
	APS 5.2	\$78,232	\$79,797	\$81,393
	APS 5.3	\$79,673	\$81,266	\$82,892
	APS 5.4	\$81,641	\$83,274	\$84,939
APS 6	APS 6.1	\$84,818	\$86,514	\$88,245
	APS 6.2	\$88,054	\$89,815	\$91,611
	APS 6.3	\$91,439	\$93,268	\$95,133
	APS 6.4	\$94,118	\$96,000	\$97,920
EL 1	EL 1.1	\$104,903	\$107,001	\$109,141
	EL 1.2	\$109,263	\$111,448	\$113,677
	EL 1.3	\$114,508	\$116,798	\$119,134
	EL 1.4	\$119,752	\$122,147	\$124,590
	EL 1.5	\$124,996	\$127,496	\$130,046
EL 2	EL 2.1	\$131,242	\$133,867	\$136,544
	EL 2.2	\$137,136	\$139,879	\$142,676
	EL 2.3	\$143,031	\$145,892	\$148,809
	EL 2.4	\$148,925	\$151,904	\$154,942

## Legal Advisers

Local Title	Classification	2% 12 April 2019	2% 12 April 2020	2% 12 April 2021 **
Legal	LA 4.1	\$69,225	\$70,610	\$72,022
Adviser	LA 4.2	\$70,987	\$72,407	\$73,855
APS 4	LA 4.3	\$73,807	\$75,283	\$76,789
Legal	LA 5.1	\$78,232	\$79,797	\$81,393
Adviser	LA 5.2	\$79,673	\$81,266	\$82,892
APS 5	LA 5.3	\$81,641	\$83,274	\$84,939
Legal	LA 6.1	\$84,818	\$86,514	\$88,245
Adviser	LA 6.2	\$88,054	\$89,815	\$91,611
APS 6	LA 6.3	\$93,785	\$95,661	\$97,574
	LA 6.4	\$100,052	\$102,053	\$104,094
Senior	SLA.1	\$108,050	\$110,211	\$112,415
Legal	SLA.2	\$113,559	\$115,830	\$118,147
Adviser	SLA.3	\$119,069	\$121,450	\$123,879
(EL 1)	SLA.4	\$124,578	\$127,070	\$129,611
	SLA.5	\$130,089	\$132,691	\$135,345
Principal	PLA.1	\$135,796	\$138,512	\$141,282
Legal	PLA.2	\$141,021	\$143,841	\$146,718
Adviser	PLA.3	\$146,248	\$149,173	\$152,156
(EL 2)	PLA.4	\$151,472	\$154,501	\$157,591

## Graduates

Local Title	Classification	2% 12 April 2019	2% 12 April 2020	2% 12 April 2021 **
	APS 2.1	\$53,059	\$54,120	\$55,203
	APS 2.2	\$54,440	\$55,529	\$56,639
	APS 2.3	\$55,836	\$56,953	\$58,092
	APS 2.4	\$57,218	\$58,362	\$59,530
	APS 2.5	\$58,754	\$59,929	\$61,128
	APS 3.1	\$60,558	\$61,769	\$63,005
Graduate	APS 3.2	\$62,081	\$63,323	\$64,589
	APS 3.3	\$63,679	\$64,953	\$66,252
	APS 3.4	\$65,737	\$67,052	\$68,393
	APS 4.1	\$67,486	\$68,836	\$70,212
	APS 4.2	\$69,225	\$70,610	\$72,022
	APS 4.3	\$70,987	\$72,407	\$73,855
	APS 4.4	\$73,807	\$75,283	\$76,789

### Cadet APS Salary Rates

Classification	2% 12 April 2019	2% 12 April 2020	2% 12 April 2021 **
	\$45,703	\$46,617	\$47,549
Cadet APS	\$47,219	\$48,163	\$49,127
(Practical Training)	\$48,484	\$49,454	\$50,443
	\$50,457	\$51,466	\$52,495

### Trainee APS (Administrative) Salary Rates

Highest year of schooling completed	2% 12 April 2019	2% 12 April 2020	2% 12 April 2021 **
School leaver	\$26,442	\$26,971	\$27,510
Plus 1 year out of school*	\$30,693	\$31,307	\$31,933
Plus 2 years	\$34,470	\$35,159	\$35,863
Plus 3 years or more	\$37,775	\$38,531	\$39,301

\* For the purposes of this table, 'out of school' will refer only to periods out of school beyond Year 10, and will be deemed to:

- > include any period of schooling beyond Year 10 which was not part of nor contributed to a complete year of schooling
- > include any period during which a Trainee repeats in whole or part of a year beyond Year 10
- > not include any period during a calendar year in which schooling is completed, and
- > have effect on an anniversary date being 1 January each year.

\*\* NB Consistent with the Australian Government's direction that all APS pay increases which come into effect after 14 April 2020 be deferred by six (6) months, Comcare's pay increase due on 12 April 2021 for APS and EL staff will be deferred to 12 October 2021.