



**Public Service (Section 24(1) — Department of
Climate Change, Energy, the Environment and
Water Non-SES Employees)
Determination 2022/01**

I, David Fredericks, Secretary of the Department of Climate Change, Energy, the Environment and Water, make the following determination.

Dated

18 Nov 2022

David Fredericks

Secretary of the Department of Climate Change, Energy, the Environment and Water

Contents

1 Name	1
2 Commencement	1
3 Authority	1
4 Application.....	1
5 Definitions.....	1
6 Purpose.....	1
7 Period of operation.....	2
8 Adjustment of salary and allowances.....	2
Schedule 1—Salaries and allowances	3
1 Salaries.....	3
2 Allowances.....	9

1 Name

This determination is the *Public Service (Section 24(1)—Department of Climate Change, Energy, the Environment and Water Non-SES Employees) Determination 2022/01*.

2 Commencement

This determination commences on the date it is signed.

3 Authority

This determination is made under section 24(1) of the *Public Service Act 1999*.

4 Application

This determination applies to non-SES employees employed in the Department of Climate Change, Energy, the Environment and Water under the *Public Service Act 1999*, to whom the Section 24(3) Determination applies.

5 Definitions

In this determination:

Section 24(3) Determination means the *Public Service (Terms and Conditions of Employment) (Department of Climate Change, Energy, the Environment and Water) Determination 2022*.

Employee(s) means the persons employed in the Department of Climate Change, Energy, the Environment and Water to whom the Section 24(3) Determination applies, and includes any employee whose salary is above the corresponding pay point for their classification.

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 Section 24(3) Determination.

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 Section 24(3) Determination commences operation; or
 - (ii) 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.

8 Adjustment of salary and allowances

- (1) Employees' salaries are adjusted by 3% with effect on 30 November 2022.
- (2) The adjustment is to be calculated based on the employee's salary immediately before the adjustment under subsection (1).
- (3) The allowances listed in Schedule 1 are adjusted by the same percentage as salaries, with effect on 30 November 2022.
- (4) Each adjustment of an allowance is to be calculated based on the allowance immediately before the adjustment under subsection (3).
- (5) Schedule 1 has effect.

Schedule 1—Salaries and allowances

Note: See section 8(5).

1 Salaries

Table A—Salaries payable under this determination			
Column 1 Classification or local designation	Column 2 Pay points	Column 3 Pre-determination salary	Column 4 Salary on 30 November 2022
APS 1	APS1-2.1	\$47,526	\$48,952
	APS1-2.2	\$50,377	\$51,888
APS 2	APS1-2.3	\$54,571	\$56,208
	APS1-2.4	\$57,776	\$59,509
	APS1-2.5	\$61,570	\$63,417
APS 3	APS3.1	\$62,007	\$63,867
	APS3.2	\$63,868	\$65,784
	APS3.3	\$66,951	\$68,960
	APS3.4	\$69,363	\$71,444
APS 4	APS4.1	\$69,905	\$72,002
	APS4.2	\$71,886	\$74,043
	APS4.3	\$76,103	\$78,386
APS 5	APS5.1	\$76,260	\$78,548
	APS5.2	\$78,546	\$80,902
	APS5.3	\$83,658	\$86,168
APS 6	APS6.1	\$85,833	\$88,408
	APS6.2	\$88,405	\$91,057
	APS6.3	\$92,576	\$95,353
	APS6.4	\$97,454	\$100,378
EL 1	EL1.1	\$112,294	\$115,663

	EL1.2	\$115,342	\$118,802
	EL1.3	\$120,780	\$124,403
EL 2	EL2.1	\$132,153	\$136,118
	EL2.2	\$136,119	\$140,203
	EL2.3	\$140,202	\$144,408
	EL2.4	\$148,480	\$152,934
	EL2.5	\$153,543	\$158,149
Research Scientists			
APS 6	RS 1.1	\$85,833	\$88,408
	RS 1.2	\$88,405	\$91,057
	RS 1.3	\$92,576	\$95,353
	RS 1.4	\$97,454	\$100,378
EL 1	RS 1.5	\$112,294	\$115,663
	RS 1.6	\$115,342	\$118,802
	RS 1.7	\$120,780	\$124,403
EL 2	SRS 1.1	\$128,306	\$132,155
	SRS 1.2	\$132,153	\$136,118
	SRS 1.3	\$137,525	\$141,651
	SRS 1.4	\$141,608	\$145,856
	SRS 1.5	\$145,815	\$150,189
	SRS 1.6	\$150,152	\$154,657
	SRS 1.7	\$158,854	\$163,620
EL 2	PRS 1.1	\$157,804	\$162,538
	PRS 1.2	\$164,166	\$169,091
	PRS 1.3	\$169,089	\$174,162
	PRS 1.4	\$178,274	\$183,622
EL 2	SPRS 1.1	\$184,611	\$190,149

	SPRS 1.2	\$190,150	\$195,855
	SPRS 1.3	\$195,854	\$201,730
	SPRS 1.4	\$205,842	\$212,017
Legal Officers			
APS 3	LO 1.1	\$69,363	\$71,444
APS 4	LO 1.2	\$76,103	\$78,386
APS 5	LO 1.3	\$78,546	\$80,902
APS 6	LO 1.4	\$83,332	\$85,832
	LO 1.5	\$92,576	\$95,353
	LO 1.6	\$100,141	\$103,145
EL 1	SLO 1.1	\$112,294	\$115,663
	SLO 1.2	\$118,801	\$122,365
	SLO 1.3	\$129,712	\$133,603
	SLO 1.4	\$137,525	\$141,651
EL 2	PLO 1.1	\$145,815	\$150,189
	PLO 1.2	\$150,152	\$154,657
	PLO 1.3	\$158,854	\$163,620
Public Affairs Officers			
APS 4	PAO 1.1	\$69,905	\$72,002
	PAO 1.2	\$76,103	\$78,386
APS 5	PAO 1.3	\$78,546	\$80,902
	PAO 1.4	\$83,456	\$85,960
APS 6	PAO 2.1	\$88,405	\$91,057
	PAO 2.2	\$91,058	\$93,790
	PAO 2.3	\$100,623	\$103,642
EL 1	PAO 3.1	\$112,294	\$115,663
	PAO 3.2	\$123,801	\$127,515

	PAO 3.3	\$132,153	\$136,118
	PAO 3.4	\$141,608	\$145,856
EL 2	SPAO 1.1	\$149,887	\$154,384
	SPAO 2.1	\$158,854	\$163,620
Head Office Antarctic Medical Practitioners			
EL 1	HO AMP1.1	\$141,991	\$146,251
	HO AMP1.2	\$159,741	\$164,533
EL 2	HO AMP 2.1	\$165,656	\$170,626
	HO AMP 2.2	\$183,407	\$188,909
	HO AMP 2.3	\$189,322	\$195,002
	HO AMP 2.4	\$207,072	\$213,284
	HO AMP 2.5	\$212,987	\$219,377
	HO AMP 2.6	\$242,569	\$249,846
Expeditioner Antarctic Medical Practitioners			
EL 1	EAMP 1.1	\$141,991	\$146,251
	EAMP 1.2	\$159,741	\$164,533
EL 2	EAMP 2.1	\$165,656	\$170,626
	EAMP 2.2	\$183,407	\$188,909
	EAMP 2.3	\$189,322	\$195,002
	EAMP 2.4	\$207,072	\$213,284
Expeditioners			
APS 2	Exp Band 1.1	\$61,457	\$63,301
	Exp Band 1.2	\$65,119	\$67,073
APS 3	Exp Band 1.3	\$68,998	\$71,068
	Exp Band 1.4	\$73,118	\$75,312
APS 4	Exp Band 1.5	\$77,477	\$79,801
	Exp Band 1.6	\$82,095	\$84,558

APS 4	Exp Band 2.1	\$75,502	\$77,767
	Exp Band 2.2	\$79,339	\$81,719
APS 5	Exp Band 2.3	\$83,375	\$85,876
	Exp Band 2.4	\$87,618	\$90,247
APS 6	Exp Band 2.5	\$92,076	\$94,838
	Exp Band 2.6	\$96,764	\$99,667
	Exp Band 2.7	\$101,692	\$104,743
EL1	Exp Band 3.1	\$104,639	\$107,778
	Exp Band 3.2	\$109,496	\$112,781
	Exp Band 3.3	\$114,578	\$118,015
	Exp Band 3.4	\$119,903	\$123,500
EL2	Exp Band 4.1	\$132,740	\$136,722
	Exp Band 4.2	\$140,788	\$145,012
Training Broadband			
APS 1	1	\$47,526	\$48,952
	2	\$50,377	\$51,888
	3	\$54,571	\$56,208
APS 2	4	\$57,776	\$59,509
	5	\$61,570	\$63,417
APS 3	6	\$62,007	\$63,867
	7	\$63,868	\$65,784
	8	\$66,951	\$68,960
	9	\$69,363	\$71,444
APS 4	10	\$69,905	\$72,002
	11	\$71,886	\$74,043
	12	\$76,103	\$78,386
APS 5	13	\$76,260	\$78,548

	14	\$78,546	\$80,902
	15	\$83,658	\$86,168

2 Allowances

Table B—Allowances payable under this determination			
Column 1 Name of allowance	Column 2 Condition	Column 3 Pre-determination rate of allowance	Column 4 Rate of allowance on 30 November 2022
Overtime Meal Allowance		\$30.96	\$31.89
Restriction Allowance (AAD only)		\$26,308	\$27,097
At Sea Allowance		\$120.40	\$124.01
Camping Allowance		\$120.40	\$124.01
Additional Camping Allowance		\$32.26	\$33.23
Cadet Allowance		\$1,258	\$1,296
Community Language Allowance Rate 1		\$1,026	\$1,057
Community Language Allowance Rate 2		\$2,048	\$2,109
Community Language Allowance Rate 3		\$3,388	\$3,490
Departmental Liaison Officer Allowance		\$21,346	\$21,986
Study Bursary University Rate		\$3,076	\$3,168

Study Bursary TAFE etc. Rate		\$1,538	\$1,584
First Aid - HSR – EM - WCO Allowance		\$32.26	\$33.23
Outdoor Work Allowance		\$3,064	\$3,156
Hat Allowance		\$181	\$186.43
Boot Allowance		\$238	\$245.14
Diving Allowance		\$36.73	\$37.83
Krill and Marine Aquarium Maintenance Allowance		\$131.18	\$135.12
Vacation Assistance (per child)		\$24.77	\$25.51
Remote Localities Allowance - Norfolk Island	Without Dependants	\$7,856	\$8,092
	With Dependants	\$11,551	\$11,898
Remote Localities Allowance - Kakadu/Jabiru	Without Dependants	\$8,702	\$8,963
	With Dependants	\$12,322	\$12,692
Remote Localities Allowance - Christmas Island	Without Dependants	\$11,167	\$11,502
	With Dependants	\$16,173	\$16,658

Remote Localities Allowance - Uluru – Kata Tjuta	Without Dependants	\$13,708	\$14,119
	With Dependants	\$20,023	\$20,624
Remote Localities Allowance - Cocos (Keeling) Islands	Without Dependants	\$14,941	\$15,389
	With Dependants	\$21,948	\$22,606
Remote Localities Allowance – Darwin	Without Dependants	\$2,791	\$2,875
	With Dependants	\$5,122	\$5,276
Remote Localities Allowance – Booderee	Without Dependants	\$1,957	\$2,016
	With Dependants	\$2,992	\$3,082
Leave Fares Assistance Darwin		\$2,665	\$2,745
Leave Fares Assistance Norfolk Island		\$2,203	\$2,269
Leave Fares Assistance Kakadu/Jabiru		\$2,665	\$2,745

Leave Fares Assistance Christmas Island		\$2,935	\$3,023
Leave Fares Assistance Uluru – Kata Tjuta		\$2,309	\$2,378
Leave Fares Assistance Cocos (Keeling) Islands		\$2,901	\$2,988
Darwin Reunion Fares Assistance – NT/SA		\$2,665	\$2,745
Darwin Reunion Fares Assistance – ACT		\$3,607	\$3,715
Darwin Reunion Fares Assistance – QLD		\$2,723	\$2,805
Darwin Reunion Fares Assistance – NSW		\$3,009	\$3,099
Darwin Reunion Fares Assistance – VIC		\$3,086	\$3,179
Darwin Reunion Fares Assistance – TAS		\$3,522	\$3,628
Darwin Reunion Fares Assistance – WA		\$2,777	\$2,860
Allowance in Lieu of Overtime	Expeditioner	\$31,717	\$32,669

	Head Office	\$31,717	\$32,669
Common Duties Allowance	Expeditioner	\$15,860	\$16,336
	Head Office	\$15,860	\$16,336
Antarctic Allowance	Expeditioner	\$15,860	\$16,336
	Head Office	\$15,860	\$16,336
Wintering Allowance		\$1,689	\$1,740
Returning Expeditioner Allowance	1 prior session	\$2,815	\$2,899
	2 prior sessions	\$5,631	\$5,800
	3 prior sessions	\$8,445	\$8,698
	4 prior sessions	\$11,260	\$11,598
Additional Responsibilities Allowance	Deputy Station Leader	\$7,361	\$7,582
	Deputy Field Leader	\$7,361	\$7,582
	Boat Master – Macquarie Islands	\$1,768	\$1,821
	Search and Rescue Leader	\$1,768	\$1,821
	Fire Chief	\$1,768	\$1,821