



**Public Service (Subsection 24(1)— Department
of Climate Change, Energy, the Environment
and Water Non-SES Employees)
Determination 2024/01**

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

Dated 26 March 2024

A handwritten signature in black ink, consisting of a series of loops and a long horizontal stroke at the end.

David Fredericks PSM
Secretary of the Department of Climate Change, Energy, the Environment and Water

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1 Name

This determination is the *Public Service (Subsection 24(1)— Department of Climate Change, Energy, the Environment and Water Non SES Employees) Determination 2024/01*.

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 the Department of Climate Change, Energy, the Environment and Water and proposed to be covered by the *Department of Climate Change, Energy, the Environment and Water 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 *Department of Climate Change, Energy, the Environment and Water 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.
 - (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.

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
General stream					
APS1	APS1-2.1	\$48,952	\$52,000	\$54,516	\$57,497
APS1	APS1-2.2	\$51,888	\$53,964	\$56,015	\$57,920
APS1	APS1-2.3		\$55,120	\$57,215	\$59,160
APS1	APS1-2.4			\$57,787	\$60,946
APS2	APS1-2.5	\$56,208	\$58,456	\$60,677	\$62,740
APS2	APS1-2.6	\$59,509	\$61,889	\$64,241	\$66,425
APS2	APS1-2.7	\$63,417	\$65,954	\$68,460	\$70,788
APS3	APS3.1	\$63,867	\$66,422	\$68,946	\$71,290
APS3	APS3.2	\$65,784	\$68,415	\$71,015	\$73,430
APS3	APS3.3	\$68,960	\$71,718	\$74,443	\$76,974
APS3	APS3.4	\$71,444	\$74,302	\$77,125	\$79,747
APS4	APS4.1	\$72,002	\$74,882	\$77,728	\$80,371
APS4	APS4.2	\$74,043	\$77,005	\$79,931	\$82,649
APS4	APS4.3	\$78,386	\$81,521	\$84,619	\$87,496
APS5	APS5.1	\$78,548	\$81,690	\$84,794	\$88,834
APS5	APS5.2	\$80,902	\$84,138	\$87,335	\$90,304
APS5	APS5.3	\$86,168	\$89,615	\$93,020	\$96,183
APS5	APS5.4				\$96,829
APS6	APS6.1	\$88,408	\$91,944	\$95,438	\$99,734
APS6	APS6.2	\$91,057	\$94,699	\$98,298	\$101,640
APS6	APS6.3	\$95,353	\$99,167	\$102,935	\$106,435
APS6	APS6.4	\$100,378	\$104,393	\$108,360	\$112,044
EL1	EL1.1	\$115,663	\$120,290	\$124,861	\$129,106
EL1	EL1.2	\$118,802	\$123,554	\$128,249	\$132,609
EL1	EL1.3	\$124,403	\$129,379	\$134,295	\$138,861
EL2	EL2.1	\$136,118	\$141,563	\$146,942	\$151,938
EL2	EL2.2	\$140,203	\$145,811	\$151,352	\$156,498
EL2	EL2.3	\$144,408	\$150,184	\$155,891	\$161,191
EL2	EL2.4	\$152,934	\$159,051	\$165,095	\$170,708
EL2	EL2.5	\$158,149	\$164,475	\$170,725	\$176,530
Research Scientist					
APS6	RS1.1	\$88,408	\$91,944	\$95,438	\$99,734
APS6	RS1.2	\$91,057	\$94,699	\$98,298	\$101,640
APS6	RS1.3	\$95,353	\$99,167	\$102,935	\$106,435
APS6	RS1.4	\$100,378	\$104,393	\$108,360	\$112,044
EL1	RS1.5	\$115,663	\$120,290	\$124,861	\$129,106
EL1	RS1.6	\$118,802	\$123,554	\$128,249	\$132,609
EL1	RS1.7	\$124,403	\$129,379	\$134,295	\$138,861
EL2	SRS1.1	\$132,155	\$137,441	\$142,664	\$147,515
EL2	SRS1.2	\$136,118	\$141,563	\$146,942	\$151,938

EL2	SRS1.3	\$141,651	\$147,317	\$152,915	\$158,114
EL2	SRS1.4	\$145,856	\$151,690	\$157,454	\$162,807
EL2	SRS1.5	\$150,189	\$156,197	\$162,132	\$167,644
EL2	SRS1.6	\$154,657	\$160,843	\$166,955	\$172,631
EL2	SRS1.7	\$163,620	\$170,165	\$176,631	\$182,636
EL2	PRS1.1	\$162,538	\$169,040	\$175,464	\$181,430
EL2	PRS1.2	\$169,091	\$175,855	\$182,537	\$188,743
EL2	PRS1.3	\$174,162	\$181,128	\$188,011	\$194,403
EL2	PRS1.4	\$183,622	\$190,967	\$198,224	\$204,964
EL2	SPRS1.1	\$190,149	\$197,755	\$205,270	\$212,249
EL2	SPRS1.2	\$195,855	\$203,689	\$211,429	\$218,618
EL2	SPRS1.3	\$201,730	\$209,799	\$217,771	\$225,175
EL2	SPRS1.4	\$212,017	\$220,498	\$228,877	\$236,659
Legal Officer					
APS3	LO1.1	\$71,444	\$74,302	\$77,125	\$79,747
APS4	LO1.2	\$78,386	\$81,521	\$84,619	\$87,496
APS5	LO1.3	\$80,902	\$84,138	\$87,335	\$90,304
APS6	LO1.4	\$85,832	\$90,199	\$94,563	\$99,734
APS6	LO1.5	\$95,353	\$99,167	\$102,935	\$106,435
APS6	LO1.6	\$103,145	\$107,271	\$111,347	\$115,133
EL1	SLO1.1	\$115,663	\$120,290	\$124,861	\$129,106
EL1	SLO1.2	\$122,365	\$127,260	\$132,096	\$136,587
EL1	SLO1.3	\$133,603	\$138,947	\$144,227	\$149,131
EL1	SLO1.4	\$141,651	\$147,317	\$152,915	\$158,114
EL2	PLO1.1	\$150,189	\$156,197	\$162,132	\$167,644
EL2	PLO1.2	\$154,657	\$160,843	\$166,955	\$172,631
EL2	PLO1.3	\$163,620	\$170,165	\$176,631	\$182,636
Public Affairs Officer					
APS4	PAO1.1	\$72,002	\$74,882	\$77,728	\$80,371
APS4	PAO1.2	\$78,386	\$81,521	\$84,619	\$87,496
APS5	PAO1.3	\$80,902	\$84,138	\$87,335	\$90,304
APS5	PAO1.4	\$85,960	\$89,398	\$92,795	\$95,950
APS6	PAO2.1	\$91,057	\$94,699	\$98,298	\$101,640
APS6	PAO2.2	\$93,790	\$97,542	\$101,249	\$104,691
APS6	PAO2.3	\$103,642	\$107,788	\$111,884	\$115,688
EL1	PAO3.1	\$115,663	\$120,290	\$124,861	\$129,106
EL1	PAO3.2	\$127,515	\$132,616	\$137,655	\$142,335
EL1	PAO3.3	\$136,118	\$141,563	\$146,942	\$151,938
EL1	PAO3.4	\$145,856	\$151,690	\$157,454	\$162,807
EL2	SPAO1	\$154,384	\$160,559	\$166,660	\$172,326
EL2	SPAO2	\$163,620	\$170,165	\$176,631	\$182,636
Head Office Antarctic Medical Practitioner					
EL1	HOAMP1.1	\$146,251	\$152,101	\$157,881	\$163,249
EL1	HOAMP1.2	\$164,533	\$171,114	\$177,616	\$183,655
EL2	HOAMP2.1	\$170,626	\$177,451	\$184,194	\$190,457
EL2	HOAMP2.2	\$188,909	\$196,465	\$203,931	\$210,865
EL2	HOAMP2.3	\$195,002	\$202,802	\$210,508	\$217,665
EL2	HOAMP2.4	\$213,284	\$221,815	\$230,244	\$238,072
EL2	HOAMP2.5	\$219,377	\$228,152	\$236,822	\$244,874

EL2	HOAMP2.6	\$249,846	\$259,840	\$269,714	\$278,884
Expeditioner Employees					
APS2	EXP1.1	\$63,301	\$65,833	\$68,335	\$70,658
APS2	EXP1.2	\$67,073	\$69,756	\$72,407	\$74,869
APS3	EXP1.3	\$71,068	\$73,911	\$76,720	\$79,328
APS3	EXP1.4	\$75,312	\$78,324	\$81,300	\$84,064
APS4	EXP1.5	\$79,801	\$82,993	\$86,147	\$89,076
APS4	EXP1.6	\$84,558	\$87,940	\$91,282	\$94,386
APS4	EXP2.1	\$77,767	\$80,878	\$83,951	\$86,805
APS4	EXP2.2	\$81,719	\$84,988	\$88,218	\$91,217
APS5	EXP2.3	\$85,876	\$89,311	\$92,705	\$95,857
APS5	EXP2.4	\$90,247	\$93,857	\$97,424	\$100,736
APS6	EXP2.5	\$94,838	\$98,632	\$102,380	\$105,861
APS6	EXP2.6	\$99,667	\$103,654	\$107,593	\$111,251
APS6	EXP2.7	\$104,743	\$108,933	\$113,072	\$116,916
EL1	EXP3.1	\$107,778	\$112,089	\$116,348	\$121,755
EL1	EXP3.2	\$112,780	\$117,291	\$121,748	\$125,887
EL1	EXP3.3	\$118,015	\$122,736	\$127,400	\$131,732
EL1	EXP3.4	\$123,500	\$128,440	\$133,321	\$137,854
EL2	EXP4.1	\$136,722	\$142,191	\$147,594	\$152,612
EL2	EXP4.2	\$145,012	\$150,812	\$156,543	\$161,865
Expeditioner Antarctic Medical Practitioner					
EL1	EAMP1.1	\$146,251	\$152,101	\$157,881	\$163,249
EL1	EAMP1.2	\$164,533	\$171,114	\$177,616	\$183,655
EL2	EAMP2.1	\$170,626	\$177,451	\$184,194	\$190,457
EL2	EAMP2.2	\$188,909	\$196,465	\$203,931	\$210,865
EL2	EAMP2.3	\$195,002	\$202,802	\$210,508	\$217,665
EL2	EAMP2.4	\$213,284	\$221,815	\$230,244	\$238,072
Training Broadband					
APS1	Training 1	\$48,952	\$52,000	\$54,516	\$57,497
APS1	Training 2	\$51,888	\$53,964	\$56,015	\$57,920
APS1	Training 3	\$56,208	\$58,456	\$60,677	\$62,740
APS2	Training 4	\$59,509	\$61,889	\$64,241	\$66,425
APS2	Training 5	\$63,417	\$65,954	\$68,460	\$70,788
APS3	Training 6	\$63,867	\$66,422	\$68,946	\$71,290
APS3	Training 7	\$65,784	\$68,415	\$71,015	\$73,430
APS3	Training 8	\$68,960	\$71,718	\$74,443	\$76,974
APS3	Training 9	\$71,444	\$74,302	\$77,125	\$79,747
APS4	Training 10	\$72,002	\$74,882	\$77,728	\$80,371
APS4	Training 11	\$74,043	\$77,005	\$79,931	\$82,649
APS4	Training 12	\$78,386	\$81,521	\$84,619	\$87,496
APS5	Training 13	\$78,548	\$81,690	\$84,794	\$88,343
APS5	Training 14	\$80,902	\$84,138	\$87,335	\$90,304
APS5	Training 15	\$86,168	\$89,615	\$93,020	\$96,183