

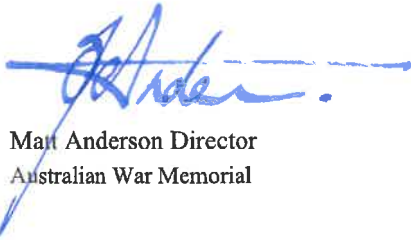


**Public Service (Section 24(1)—Australian War  
Memorial Non-SES Employees)  
Determination 2023/2**

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I, Matt Anderson, Director for the Australian War Memorial, make the following determination.

Dated *26<sup>th</sup> of April* 2023



Matt Anderson Director  
Australian War Memorial

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# Contents

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

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## 1 Name

This determination is the *Public Service (Section 24(1)—Australian War Memorial Non-SES Employees) Determination 2023/2*.

## 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

- (a) This Determination applies to non-SES employees employed by the Australian War Memorial under the provisions of the *Public Service Act 1999* who are covered by the Australian War Memorial Teamwork Agreement 2017-2020.
- (b) This Determination fully revokes the Public Service (Section 24(1)—Australian War Memorial Non-SES Employees) Determination 2023/1.

## 5 Definitions

In this Determination:

*Employee* means a non-SES employee who is employed by the Australian War Memorial under the *Public Service Act 1999* and is covered by the Enterprise Agreement.

*Enterprise Agreement* means the enterprise agreement approved by the Fair Work Commission on 3 July 2017 and known as the Australian War Memorial Teamwork Agreement 2017-2020.

## 6 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.

## 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 Enterprise Agreement 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.

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## 8 Adjustment of salary and allowances

- (1) Employees' salaries are adjusted by 3%, with effect on 10 July 2023.
- (2) The adjustment is to be calculated based on the salary immediately before the adjustment under subsection (1).
- (3) The following allowances are adjusted by the same percentage as salaries, with effect on 10 July 2023:
  - Workplace Representative Allowance - Work Health and Safety
  - Workplace Representative Allowance - Workplace Harassment Contact Officer
  - Workplace Representative Allowance - Emergency Warden
  - First Aid - Level A
  - First Aid - Level B
  - First Aid - Level C
  - Disability Allowance
  - Tool Allowance
  - Community Language Allowance – Rate 1
  - Community Language Allowance – Rate 2
  - Restriction Allowance - Public Holiday Rate
- (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			
APS Classification	Pay points	Pre-determination salary	Salary on 10 July 2023
APS Level 1 *	1	46,467	47,861
APS Level 1 *	2	47,434	48,857
APS Level 1	3	51,352	52,893
APS Level 2	1	53,749	55,361
APS Level 2	2	54,642	56,281
APS Level 2	3	58,306	60,055
APS Level 3	1	59,569	61,356
APS Level 3	2	60,487	62,302
APS Level 3	3	64,641	66,580
APS Level 4	1	66,656	68,656
APS Level 4	2	67,943	69,981
APS Level 4	3	72,474	74,648
APS Level 5	1	73,710	75,921
APS Level 5	2	78,945	81,313
APS Level 6	1	82,557	85,034
APS Level 6	2	85,337	87,897
APS Level 6	3	92,371	95,142
Executive Level 1	1	105,098	108,251
Executive Level 1	2	113,578	116,985
Executive Level 2	1	137,055	141,167
Executive Level 2	2	141,747	145,999
Executive Level 2	3	147,096	151,509
Executive Level 2	4	152,890	157,477

\* Due to the FWC decision of 1 July 2023 the rates for an APS 1.1 and 1.2 will be paid in accordance with the Australian Public Service Award and not this Determination.

<b>Table A - Broad band Salaries payable under this Determination</b>						
<b>Broadband</b>	<b>APS Equivalent Classification</b>	<b>AWM Broadband</b>	<b>Pay Points</b>	<b>Pre-determination Salary</b>	<b>Salary on 10 July 2023</b>	
Base Broadband	APS1		1	46,467	47,861	
Base Broadband	APS1		2	47,434	48,857	
Base Broadband	APS1	Base entry. Progression beyond a barrier to the APS Level 2 will be subject to there being appropriate work available at that level and satisfactory performance reflected in the employee's Achievement & Development Plan (ADP).	3	51,352	52,893	
Base Broadband	APS2		4	53,749	55,361	
Base Broadband	APS2		5	54,642	56,281	
Base Broadband	APS2		6	58,306	60,055	
AWM Broadband 1	APS2		Applies to technical and trade related roles where completion of a trade level certificate would be required and post-trade qualifications and/or substantial work experience are desirable for advancement beyond the fourth point.	1	53,749	55,361
AWM Broadband 1	APS2			2	58,306	60,055
AWM Broadband 1	APS3	3		59,569	61,356	
AWM Broadband 1	APS3	4		64,641	66,580	
AWM Broadband 1	APS4	5		66,656	68,656	
AWM Broadband 1	APS4	6		67,943	69,981	
AWM Broadband 1.2	APS2	Applies to Registration and Conservation Assistant roles. Advancement to the APS3 Level requires substantial demonstrated work experience in the role.	1	53,749	55,361	
AWM Broadband 1.2	APS2		2	58,306	60,055	
AWM Broadband 1.2	APS3		3	59,569	61,356	
AWM Broadband 1.2	APS3		4	64,641	66,580	
AWM Broadband 1.3	APS3	Applies to Visitor Services roles required to regularly backfill Visitor Services supervisory roles on weekends and public holidays.	1	60,487	62,302	
AWM Broadband 1.3	APS3		2	64,641	66,580	
AWM Broadband 1.3	APS4	Advancement to the APS4 Level requires a technical qualification in workplace assessment (Cert IV or similar).	3	66,656	68,656	
AWM Broadband 1.3	APS4		4	67,943	69,981	
AWM Broadband 1.3	APS4		5	72,474	74,648	
AWM Broadband 1.4	APS3	Applies to Registration Officer roles	1	59,569	61,356	
AWM Broadband 1.4	APS3		2	60,487	62,302	
AWM Broadband 1.4	APS3		3	64,641	66,580	
AWM Broadband 1.4	APS4	Advancement to APS4 requires substantial demonstrated work experience as outlined in job description.	4	66,656	68,656	
AWM Broadband 1.4	APS4		5	67,943	69,981	
AWM Broadband 1.4	APS4		6	72,474	74,648	

<b>Broadband</b>	<b>APS Equivalent Classification</b>	<b>AWM Broadband</b>	<b>Pay Points</b>	<b>Pre-determination Salary</b>	<b>Salary on 10 July 2023</b>
AWM Broadband 1.4	APS5	Advancement to APS5 requires an in-house merit select process	7	73,710	75,921
AWM Broadband 1.4	APS5		8	78,945	81,313
AWM Broadband 2	APS4	Applies to the management of tradespersons engaged in the Workshop. Progression beyond the third point requires the employee to have significant input to the management of the Workshop. Completion of a trade Certificate would be required and post-trade qualifications and/or substantial work experience are desirable for advancement beyond the third point.	1	72,474	74,648
AWM Broadband 2	APS5		2	73,710	75,921
AWM Broadband 2	APS5		3	78,945	81,313
AWM Broadband 2	APS6		4	82,557	85,034
AWM Broadband 2	APS6		5	92,371	95,142
AWM Broadband 3	APS4	Applies to employees engaged to assist in professional functions of the Memorial. A barrier at the third point provides for advancement of persons with relevant qualifications and/or substantial work experience.	1	66,656	68,656
AWM Broadband 3	APS4		2	67,943	69,981
AWM Broadband 3	APS5		3	73,710	75,921
AWM Broadband 3	APS5		4	78,945	81,313
AWM Broadband 4	APS4	Applies to qualified employees engaged to assist in public affairs functions of the Memorial. A barrier at the third point provides for advancement of persons with relevant qualifications and/or substantial work experience.	1	72,474	74,648
			2	73,710	75,921
AWM Broadband 4	APS5		3	78,945	81,313

## 2 Allowances

<b>Table B—Allowances payable under this determination</b>				
<b>Allowance</b>		<b>Payment Frequency</b>	<b>Pre-determination rate of allowances</b>	<b>Rate of allowance on 10 July 2023</b>
Workplace Representative Allowance	Work Health and Safety	Fortnightly	27.89	28.73
Workplace Representative Allowance	Workplace Harassment Contact Officer	Fortnightly	27.89	28.73
Workplace Representative Allowance	Emergency Warden	Fortnightly	27.89	28.73
First Aid	Level A	Fortnightly	27.89	28.73
First Aid	Level B	Fortnightly	33.46	34.46
First Aid	Level C	Fortnightly	41.84	43.10
Disability Allowance		Fortnightly	48.59	50.05
Tool Allowance		Fortnightly	97.21	100.13
Community Language Allowance	Rate 1	Annual	1,021.41	1,052.05
Community Language Allowance	Rate 2	Annual	2,042.81	2,104.09
Restriction Allowance	(Public Holiday Daily Rate)	Per Occurrence	54.14	55.76