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## 1 Name

This determination is the *Public Service (Subsection 24(1)—Professional Services Review Non-SES Employees) Determination 2024/2*.

## 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 Professional Services Review and proposed to be covered by the Professional Services Review 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 Professional Services Review 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 employed on the reference date will receive a one-off payment on the next practicable pay date on or after the reference date. The one-off payment is equal to 0.92 per cent of the employee's base salary immediately before the salary increase at Column 4 of Schedule 1 being applied. 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 paragraph 9(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 paragraph 9(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.

Table A – Base salaries					
Column 1	Column 2	Column 3 Salary (\$)	Column 4 Salary (\$)	Column 5 Salary (\$)	Column 6 Salary (\$)
Classification	Salary levels	As at 31 August 2023	From 14 March 2024	From 13 March 2025	From 12 March 2026
EL2	5	153,043	159,165	165,213	170,830
EL2	4	148,333	154,266	160,128	165,572
EL2	3	143,626	149,371	155,047	160,319
EL2	2	131,967	137,246	142,461	147,305
EL2	1	123,756	128,706	133,597	140,675
EL1	4	123,350	128,284	133,159	137,686
EL1	3	121,234	126,083	130,874	135,324
EL1	2	116,227	120,876	125,469	129,735
EL1	1	110,472	114,891	119,257	123,312
APS6	5	102,709	106,817	110,876	114,646
APS6	4	98,301	102,233	106,118	109,726
APS6	3	96,467	100,326	104,138	107,679
APS6	2	91,670	95,337	98,960	102,325
APS6	1	87,431	90,928	94,563	99,734
APS5	5				96,829
APS5	4		87,572	91,809	94,931
APS5	3	83,479	86,818	90,117	93,181
APS5	2	81,084	84,327	87,531	90,507
APS5	1	78,928	82,085	85,204	88,834
APS4	4	77,874	80,989	84,067	86,925
APS4	3	76,820	79,893	82,929	85,749
APS4	2	74,544	77,526	80,472	83,208
APS4	1	72,539	75,441	78,308	80,970
APS3	4	70,953	73,791	76,595	79,199
APS3	3	68,047	70,769	73,458	75,956
APS3	2	65,973	68,612	71,219	73,640
APS3	1	64,151	66,717	69,252	71,607
APS2	5				68,425
APS2	4	61,180	63,627	66,045	68,291
APS2	3	59,480	61,859	64,210	66,393
APS2	2	57,747	60,057	62,339	64,459
APS2	1	55,420	57,637	59,827	62,775
APS1	5				60,946
APS1	4	53,874	56,029	58,158	60,135
APS1	3	51,368	53,423	55,453	57,497
APS1	2	49,668	52,000	54,516	57,497
APS1	1	47,971	52,000	54,516	57,497

Schedule 1 Salaries

Table B – Base Salaries - Legal					
Column 1	Column 2	Column 3 Salary (\$)	Column 4 Salary (\$)	Column 5 Salary (\$)	Column 6 Salary (\$)
Local Title	Salary levels	As at 31 August 2023	From 14 March 2024	From 13 March 2025	From 12 March 2026
Legal EL2	3	160,590	167,014	173,361	179,255
Legal EL2	2	153,619	159,764	165,835	171,473
Legal EL2	1	148,655	154,601	160,476	165,932
Legal EL1	3	135,927	141,364	146,736	151,725
Legal EL1	2	125,133	130,138	135,083	139,676
Legal EL1	1	114,623	119,208	123,738	127,945
Legal APS6	4				111,701
Legal APS6	3	98,632	102,577	106,475	110,095
Legal APS6	2	93,721	97,470	101,174	104,614
Legal APS6	1	89,385	92,960	96,492	99,773
Legal APS5	1	82,733	86,042	89,312	92,349
Legal APS4	1	77,561	80,663	83,728	86,575