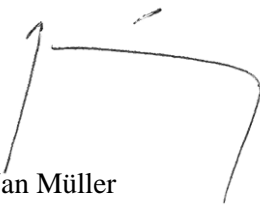




Public Service (Subsection 24(1) National Film & Sound Archive Non-SES Employees) Determination 2020/1

I, Jan Müller, CEO for the National Film & Sound Archive, make the following Determination.

Dated 4/09/2020



Jan Müller

National Film & Sound Archive

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1 Name

This Determination shall be cited as the National Film & Sound Archive Determination 2020/1.

2 Commencement

This Determination commences on the date that it is signed by the Chief Executive Officer.

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 employed by the National Film & Sound Archive under the provisions of the *Public Service Act 1999* and who are covered by the National Film & Sound Archive Enterprise Agreement 2017 – 2020.

5 Definitions

In this Determination:

COVID-19 Determination means the *Public Service (Terms and Conditions of Employment) (General wage increase deferrals during the COVID-19 pandemic) Determination 2020* made under subsection 24(3) of the *Public Service Act 1999*.

Employee means a non-SES employee who is employed by the National Film & Sound Archive 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 14 September 2017 and known as the National Film & Sound Archive Enterprise Agreement 2017 – 2020.

6 Purpose

The purpose of this Determination is to provide employees with increases to their existing salary and 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;
- (ii) the start of the day that another determination under subsection 24(1) of the *Public Service Act 1999* that applies to the employees and expressly revokes this Determination comes into force.

8 Annual salary increases

- (1) Employees will receive increases to their salary payable under the Enterprise Agreement as follows:
 - (a) 2% increase in salary, payable from 22 September 2020;
 - (b) 2% increase in salary, payable from 22 September 2021; and
 - (c) 2% increase in salary, payable from 22 September 2022.
- (2) Each increase is to be calculated based on the salary immediately before the increase.
- (3) Schedule 1 has effect.

Note: Schedule 1 sets out the salaries that are payable to employees under the Enterprise Agreement consistent with this Determination.

Note: The COVID-19 Determination has the effect of deferring the 22 September 2020 salary increase until 22 March 2021.

9 Allowances

The Workplace Support Allowance and On-Call Allowance as provided for under the Enterprise Agreement will be increased in line with the initial salary increase prescribed in clause 8(1).

Note: The COVID-19 Determination has the effect of deferring any 22 September 2020 salary-related allowance increase until 22 March 2021.

10 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).

Schedule 1—Salaries

Note: See subsection 8(3).

1 Salaries

Note: *The COVID-19 Determination has the effect of deferring the 22 September 2020 salary and allowance increases in this Schedule until 22 March 2021

	Increments	NFSA Current Pay rate	*22 September 2020 2%	22 September 2021 2%	22 September 2022 2%
APS1	1.1	\$44,763	\$45,658	\$46,571	\$47,503
	1.2	\$46,242	\$47,167	\$48,110	\$49,072
	1.3	\$47,522	\$48,472	\$49,442	\$50,431
	1.4	\$49,396	\$50,384	\$51,392	\$52,419
APS2	2.1	\$50,705	\$51,719	\$52,753	\$53,809
	2.2	\$51,936	\$52,975	\$54,034	\$55,115
	2.3	\$53,277	\$54,343	\$55,429	\$56,538
	2.4	\$54,644	\$55,737	\$56,852	\$57,989
	2.5	\$55,988	\$57,108	\$58,250	\$59,415
APS3	3.1	\$57,662	\$58,815	\$59,992	\$61,191
	3.2	\$58,964	\$60,143	\$61,346	\$62,573
	3.3	\$60,443	\$61,652	\$62,885	\$64,143
	3.4	\$62,214	\$63,458	\$64,727	\$66,022
	3.5	\$64,221	\$65,505	\$66,816	\$68,152
APS4	4.1	\$65,063	\$66,364	\$67,692	\$69,045
	4.2	\$66,735	\$68,070	\$69,431	\$70,820
	4.3	\$68,428	\$69,797	\$71,192	\$72,616
	4.4	\$69,414	\$70,802	\$72,218	\$73,663
APS5	5.1	\$72,155	\$73,598	\$75,070	\$76,571
	5.2	\$73,496	\$74,966	\$76,465	\$77,995
	5.3	\$75,547	\$77,058	\$78,599	\$80,171
	5.4	\$76,338	\$77,865	\$79,422	\$81,010
APS6	6.1	\$79,460	\$81,049	\$82,670	\$84,324
	6.2	\$81,476	\$83,106	\$84,768	\$86,463
	6.3	\$85,093	\$86,795	\$88,531	\$90,301
	6.4	\$88,712	\$90,486	\$92,296	\$94,142
EL1	1.1	\$100,446	\$102,455	\$104,504	\$106,594
	1.2	\$102,763	\$104,818	\$106,915	\$109,053
	1.3	\$107,437	\$109,586	\$111,777	\$114,013
EL2	2.1	\$119,230	\$121,615	\$124,047	\$126,528
	2.2	\$127,972	\$130,531	\$133,142	\$135,805
	2.3	\$132,246	\$134,891	\$137,589	\$140,341

2 Allowances

Allowance	NFSA Current allowance rate	*22 September 2020
Workplace Support Allowance	\$24.38 per fortnight	\$24.87 per fortnight
On-Call Allowance	\$4.24 per hour	\$4.32 per hour