



Public Service (Subsection 24(1)—Independent Parliamentary Expenses Authority Non-SES Employees) Determination 2022 -1

I, Nicole Pearson, A/g Chief Executive Officer of the Independent Parliamentary Expenses Authority, make the following determination.

Dated 15 NOVEMBER . 2022.

Nicole Pearson

A/g Chief Executive Officer of the Independent Parliamentary Expenses Authority

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1 Name

This determination is the *Public Service (Subsection 24(1)—Independent Parliamentary Expenses Authority Non-SES Employees) Determination 2022-1*.

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 employed in the Independent Parliamentary Expenses Authority under the *Public Service Act 1999* who are covered by the *Independent Parliamentary Expenses Authority Enterprise Agreement*.

5 Definitions

In this determination:

Independent Parliamentary Expenses Authority Enterprise Agreement means the enterprise agreement approved by the Fair Work Commission on 9 November 2018 and known as the *Independent Parliamentary Expenses Authority Enterprise Agreement 2018-2021*.

6 Purpose

The purpose of this determination is to adjust employees' salaries and allowances for which they are eligible under the terms of the Independent Parliamentary Expenses Authority 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 Independent Parliamentary Expenses Authority 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 revokes this determination comes into force.

8 First annual adjustment of salary and allowances

- (1) Employees' salaries are adjusted by 1.9%, with effect from 25 November 2021.

Note: The percentage adjustment in salary is equal to the published annual June 2021 Private Sector WPI% as advised by the Australian Public Service Commission.

- (2) Each adjustment is to be calculated based on the salary immediately before the adjustment under subsection (1).
- (3) First Aid Allowance and Restriction Allowance are adjusted by the same percentage as their salaries, with effect from 25 November 2021.
- (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.

9 Second annual adjustment of salary and allowances

- (1) Employees' salaries are adjusted by 3% with effect from 25 November 2022.

Note: The percentage adjustment in salary is equal to the interim workplace relation policy as advised by the Australian Public Service Commission. Please see the Public Service (Subsection 24(1) – Independent Parliamentary Expenses Authority Non-SES Employees) Amendment Determination 2022/01.

- (2) Each adjustment is to be calculated based on the salary immediately before the adjustment under subsection (1).
- (3) First Aid Allowance and Restriction Allowance are to be adjusted by the same percentage as salaries, with effect from 25 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 2 has effect.

10 Third annual adjustment of salary and allowances

- (1) Employees' salaries are to be adjusted by X% with effect from 25 November 2023.

Note: The applicable percentage adjustment in salary will be inserted in Year 3 in line with the most recently published annual June Private Sector WPI% as advised by the Australian Public Service Commission.

- (2) Each adjustment is to be calculated based on the salary immediately before the adjustment under subsection (1).
 - (3) First Aid Allowance and Restriction Allowance are to be adjusted by the same percentage as salaries, with effect from the 25 November 2023.
 - (4) Each adjustment of an allowance is to be calculated based on the allowance immediately before the adjustment under subsection (3).
 - (5) Schedule 3 is to be changed to reflect the adjustments.
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Schedule 1—First annual adjustment—Salary and allowances from 25 November 2021

Note: See section 8.

1 Salary

From 25 November 2021, salary for an employee covered by column 1 of an item of the following table at a pay point described in column 2 of the item is payable at the rate for that pay point described in column 3 of the table. This is an adjustment of 1.9% under subsection 8(1) of this determination.

Salary from 25 November 2021			
Item	Column 1 Salary Pay Point	Column 2 Salary amount applicable before commencement of this determination	Column 3 Salary amount applicable from 25 November 2021
1	APS1 - 1st pay point	48,019	48,931
2	APS1 - 2nd pay point	48,743	49,669
3	APS1 - 3rd pay point	49,466	50,406
4	APS1 - 4th pay point	50,553	51,514
5	APS1 - 5th pay point	52,000	52,988
6	APS1 - 6th pay point	53,569	54,587
7	APS1 - 7th pay point	55,380	56,432
8	APS2 - 1st pay point	55,137	56,185
9	APS2 - 2nd pay point	56,101	57,167
10	APS2 - 3rd pay point	57,187	58,274
11	APS2 - 4th pay point	58,274	59,381
12	APS2 - 5th pay point	59,602	60,734
13	APS2 - 6th pay point	61,290	62,455
14	APS2 - 7th pay point	63,100	64,299
15	APS3 - 1st pay point	61,290	62,455
16	APS3 - 2nd pay point	62,859	64,053
17	APS3 - 3rd pay point	64,549	65,775
18	APS3 - 4th pay point	65,996	67,250
19	APS3 - 5th pay point	67,685	68,971
20	APS3 - 6th pay point	69,133	70,447
21	APS3 - 7th pay point	70,700	72,043

Salary from 25 November 2021			
Item	Column 1 Salary Pay Point	Column 2 Salary amount applicable before commencement of this determination	Column 3 Salary amount applicable from 25 November 2021
22	APS4 - 1st pay point	69,133	70,447
23	APS4 - 2nd pay point	70,821	72,167
24	APS4 - 3rd pay point	72,149	73,520
25	APS4 - 4th pay point	73,959	75,364
26	APS4 - 5th pay point	75,407	76,840
27	APS4 - 6th pay point	77,095	78,560
28	APS4 - 7th pay point	78,904	80,403
29	APS5 - 1st pay point	77,095	78,560
30	APS5 - 2nd pay point	78,422	79,912
31	APS5 - 3rd pay point	80,231	81,755
32	APS5 - 4th pay point	81,679	83,231
33	APS5 - 5th pay point	83,248	84,830
34	APS5 - 6th pay point	84,817	86,429
35	APS5 - 7th pay point	86,505	88,149
36	APS6 - 1st pay point	84,817	86,429
37	APS6 - 2nd pay point	86,867	88,517
38	APS6 - 3rd pay point	88,798	90,485
39	APS6 - 4th pay point	90,968	92,696
40	APS6 - 5th pay point	92,900	94,665
41	APS6 - 6th pay point	94,949	96,753
42	APS6 - 7th pay point	97,002	98,845
43	APS6 - 8th pay point (Highest pay point)	103,517	105,484
44	APS6 - Maximum guidepoint	110,513	112,613
45	EL1 - 1st pay point	109,790	111,876
46	EL1 - 2nd pay point	112,082	114,212
47	EL1 - 3rd pay point	114,254	116,425
48	EL1 - 4th pay point	116,668	118,885
49	EL1 - 5th pay point	118,717	120,973
50	EL1 - 6th pay point	121,132	123,434
51	EL1 - 7th pay point	124,870	127,243

Salary from 25 November 2021

Item	Column 1 Salary Pay Point	Column 2 Salary amount applicable before commencement of this determination	Column 3 Salary amount applicable from 25 November 2021
52	EL1 - 8th pay point (Highest pay point)	132,955	135,481
53	EL1 - Maximum guidepoint	141,640	144,331
54	EL2 - 1st pay point	134,039	136,586
55	EL2 - 2nd pay point	136,211	138,799
56	EL2 - 3rd pay point	138,865	141,503
57	EL2 - 4th pay point	141,519	144,208
58	EL2 - 5th pay point	143,933	146,668
59	EL2 - 6th pay point	146,587	149,372
60	EL2 - 7th pay point	149,121	151,954
61	EL2 - 8th pay point (Highest pay point)	157,806	160,804
62	EL2 - Maximum guidepoint	166,976	170,149
IPEA Broadband: Career Starter Program			
63	APS1 - 1st pay point	48,019	48,931
64	APS2 - 1st pay point	55,137	56,185

2 Allowances

From 25 November 2021, an allowance described in column 3 of an item of the following table is payable at the rate described in column 2 of the table. This is an adjustment of 1.9% under subsection 8(3) of this determination.

Allowances from 25 November 2021

Item	Column 1 Allowance	Column 2 Rate of allowance applicable before commencement of this determination	Column 3 Rate of allowance applicable from 25 November 2021
1	First Aid Allowance	\$24.30 p.f.	24.76 p.f.
2	Restriction Allowance 38-53 days	\$12,522 p.a.	12,760 p.a.
3	Restriction Allowance	\$13,460 p.a.	13,716 p.a.

Allowances from 25 November 2021			
Item	Column 1 Allowance	Column 2 Rate of allowance applicable before commencement of this determination	Column 3 Rate of allowance applicable from 25 November 2021
	54-68 days		
4	Restriction Allowance	\$16,248 p.a.	16,557 p.a.
	69-95 days		
5	Restriction Allowance	\$182.00 p.d.	185.00 p.d.
	Short-term rate		

Schedule 2—Second annual adjustment—Salary and allowances from 25 November 2022

Note: See section 9.

1 Salary

From 25 November 2022, salary for an employee covered by column 1 of an item of the following table at a pay point described in column 2 of the item is to be payable at the rate for that pay point described in column 3 of the table. This is an adjustment of 3% under subsection 9(1) of this determination.

Salary from 25 November 2022			
Item	Column 1 Salary Pay Point	Column 2 Salary amount applicable before commencement of Schedule 2	Column 3 Salary amount applicable from 25 November 2022
1	APS1 - 1st pay point	48,931	50,399
2	APS1 - 2nd pay point	49,669	51,159
3	APS1 - 3rd pay point	50,406	51,918
4	APS1 - 4th pay point	51,514	53,059
5	APS1 - 5th pay point	52,988	54,578
6	APS1 - 6th pay point	54,587	56,225
7	APS1 - 7th pay point	56,432	58,125
8	APS2 - 1st pay point	56,185	57,871
9	APS2 - 2nd pay point	57,167	58,882
10	APS2 - 3rd pay point	58,274	60,022
11	APS2 - 4th pay point	59,381	61,162
12	APS2 - 5th pay point	60,734	62,556
13	APS2 - 6th pay point	62,455	64,329
14	APS2 - 7th pay point	64,299	66,228
15	APS3 - 1st pay point	62,455	64,329
16	APS3 - 2nd pay point	64,053	65,975
17	APS3 - 3rd pay point	65,775	67,748
18	APS3 - 4th pay point	67,250	69,268
19	APS3 - 5th pay point	68,971	71,040
20	APS3 - 6th pay point	70,447	72,560
21	APS3 - 7th pay point	72,043	74,204

Salary from 25 November 2022			
Item	Column 1 Salary Pay Point	Column 2 Salary amount applicable before commencement of Schedule 2	Column 3 Salary amount applicable from 25 November 2022
22	APS4 - 1st pay point	70,447	72,560
23	APS4 - 2nd pay point	72,167	74,332
24	APS4 - 3rd pay point	73,520	75,726
25	APS4 - 4th pay point	75,364	77,625
26	APS4 - 5th pay point	76,840	79,145
27	APS4 - 6th pay point	78,560	80,917
28	APS4 - 7th pay point	80,403	82,815
29	APS5 - 1st pay point	78,560	80,917
30	APS5 - 2nd pay point	79,912	82,309
31	APS5 - 3rd pay point	81,755	84,208
32	APS5 - 4th pay point	83,231	85,728
33	APS5 - 5th pay point	84,830	87,375
34	APS5 - 6th pay point	86,429	89,022
35	APS5 - 7th pay point	88,149	90,793
36	APS6 - 1st pay point	86,429	89,022
37	APS6 - 2nd pay point	88,517	91,173
38	APS6 - 3rd pay point	90,485	93,200
39	APS6 - 4th pay point	92,696	95,477
40	APS6 - 5th pay point	94,665	97,505
41	APS6 - 6th pay point	96,753	99,656
42	APS6 - 7th pay point	98,845	101,810
43	APS6 - 8th pay point (Highest pay point)	105,484	108,649
44	APS6 - Maximum guidepoint	112,613	115,991
45	EL1 - 1st pay point	111,876	115,232
46	EL1 - 2nd pay point	114,212	117,638
47	EL1 - 3rd pay point	116,425	119,918
48	EL1 - 4th pay point	118,885	122,452
49	EL1 - 5th pay point	120,973	124,602
50	EL1 - 6th pay point	123,434	127,137
51	EL1 - 7th pay point	127,243	131,060

Salary from 25 November 2022			
Item	Column 1 Salary Pay Point	Column 2 Salary amount applicable before commencement of Schedule 2	Column 3 Salary amount applicable from 25 November 2022
52	EL1 - 8th pay point (Highest pay point)	135,481	139,545
53	EL1 - Maximum guidepoint	144,331	148,661
54	EL2 - 1st pay point	136,586	140,684
55	EL2 - 2nd pay point	138,799	142,963
56	EL2 - 3rd pay point	141,503	145,748
57	EL2 - 4th pay point	144,208	148,534
58	EL2 - 5th pay point	146,668	151,068
59	EL2 - 6th pay point	149,372	153,853
60	EL2 - 7th pay point	151,954	156,513
61	EL2 - 8th pay point (Highest pay point)	160,804	165,628
62	EL2 - Maximum guidepoint	170,149	175,253
IPEA Broadband: Career Starter Program			
63	APS1 - 1st pay point	48,931	50,399
64	APS2 - 1st pay point	56,185	57,871

2 Allowances

From 25 November 2022, an allowance described in column 1 of an item of the following table is to be payable at the rate described in column 3 of the table. This is an adjustment of 3% under subsection 9(3) of this determination.

Allowances from 25 November 2022			
Item	Column 1 Allowance	Column 2 Rate of allowance applicable before commencement of Schedule 2	Column 3 Rate of allowance applicable from 25 November 2022
1	First Aid Allowance	\$24.76 p.f.	\$25.50 p.f.
2	Restriction Allowance 38-53 days	\$12,760 p.a.	\$13,143 p.a.
3	Restriction Allowance 54-68 days	\$13,716 p.a.	\$14,127 p.a.

Allowances from 25 November 2022			
Item	Column 1 Allowance	Column 2 Rate of allowance applicable before commencement of Schedule 2	Column 3 Rate of allowance applicable from 25 November 2022
4	Restriction Allowance 69-95 days	\$16,557 p.a.	\$17,054 p.a
5	Restriction Allowance Short-term rate	\$185.00 p.d.	\$191.00 p.d

Schedule 3—Third annual adjustment—Salary and allowances from 25 November 2023

Note: See section 10.

1 Salary

From 25 November 2023, salary for an employee covered by column 1 of an item of the following table at a pay point described in column 2 of the item is to be payable at the rate for that pay point (the *new rate*) described in column 3 of the table. This is an adjustment of X% under subsection 10(1) of this determination.

Salary from 25 November 2023			
Item	Column 1 Salary Pay Point	Column 2 Salary amount applicable before commencement of Schedule 3	Column 3 Salary amount applicable from 25 November 2023
1	APS1 - 1st pay point	50,399	Insert details
2	APS1 - 2nd pay point	51,159	Insert details
3	APS1 - 3rd pay point	51,918	Insert details
4	APS1 - 4th pay point	53,059	Insert details
5	APS1 - 5th pay point	54,578	Insert details
6	APS1 - 6th pay point	56,225	Insert details
7	APS1 - 7th pay point	58,125	Insert details
8	APS2 - 1st pay point	57,871	Insert details
9	APS2 - 2nd pay point	58,882	Insert details
10	APS2 - 3rd pay point	60,022	Insert details
11	APS2 - 4th pay point	61,162	Insert details
12	APS2 - 5th pay point	62,556	Insert details
13	APS2 - 6th pay point	64,329	Insert details
14	APS2 - 7th pay point	66,228	Insert details
15	APS3 - 1st pay point	64,329	Insert details
16	APS3 - 2nd pay point	65,975	Insert details
17	APS3 - 3rd pay point	67,748	Insert details
18	APS3 - 4th pay point	69,268	Insert details
19	APS3 - 5th pay point	71,040	Insert details
20	APS3 - 6th pay point	72,560	Insert details

Salary from 25 November 2023			
Item	Column 1 Salary Pay Point	Column 2 Salary amount applicable before commencement of Schedule 3	Column 3 Salary amount applicable from 25 November 2023
21	APS3 - 7th pay point	74,204	Insert details
22	APS4 - 1st pay point	72,560	Insert details
23	APS4 - 2nd pay point	74,332	Insert details
24	APS4 - 3rd pay point	75,726	Insert details
25	APS4 - 4th pay point	77,625	Insert details
26	APS4 - 5th pay point	79,145	Insert details
27	APS4 - 6th pay point	80,917	Insert details
28	APS4 - 7th pay point	82,815	Insert details
29	APS5 - 1st pay point	80,917	Insert details
30	APS5 - 2nd pay point	82,309	Insert details
31	APS5 - 3rd pay point	84,208	Insert details
32	APS5 - 4th pay point	85,728	Insert details
33	APS5 - 5th pay point	87,375	Insert details
34	APS5 - 6th pay point	89,022	Insert details
35	APS5 - 7th pay point	90,793	Insert details
36	APS6 - 1st pay point	89,022	Insert details
37	APS6 - 2nd pay point	91,173	Insert details
38	APS6 - 3rd pay point	93,200	Insert details
39	APS6 - 4th pay point	95,477	Insert details
40	APS6 - 5th pay point	97,505	Insert details
41	APS6 - 6th pay point	99,656	Insert details
42	APS6 - 7th pay point	101,810	Insert details
43	APS6 - 8th pay point (Highest pay point)	108,649	Insert details
44	APS6 - Maximum guidepoint	115,991	Insert details
45	EL1 - 1st pay point	115,232	Insert details
46	EL1 - 2nd pay point	117,638	Insert details
47	EL1 - 3rd pay point	119,918	Insert details
48	EL1 - 4th pay point	122,452	Insert details
49	EL1 - 5th pay point	124,602	Insert details
50	EL1 - 6th pay point	127,137	Insert details

Salary from 25 November 2023			
Item	Column 1 Salary Pay Point	Column 2 Salary amount applicable before commencement of Schedule 3	Column 3 Salary amount applicable from 25 November 2023
51	EL1 - 7th pay point	131,060	Insert details
52	EL1 - 8th pay point (Highest pay point)	139,545	Insert details
53	EL1 - Maximum guidepoint	148,661	Insert details
54	EL2 - 1st pay point	140,684	Insert details
55	EL2 - 2nd pay point	142,963	Insert details
56	EL2 - 3rd pay point	145,748	Insert details
57	EL2 - 4th pay point	148,534	Insert details
58	EL2 - 5th pay point	151,068	Insert details
59	EL2 - 6th pay point	153,853	Insert details
60	EL2 - 7th pay point	156,513	Insert details
61	EL2 - 8th pay point (Highest pay point)	165,628	Insert details
62	EL2 - Maximum guidepoint	175,253	Insert details
IPEA Broadband: Career Starter Program			
63	APS1 - 1st pay point	50,399	Insert details
64	APS2 - 1st pay point	57,871	Insert details

2 Allowances

From 25 November 2023, an allowance described in column 1 of an item of the following table is to be payable at the rate (the **new rate**) described in column 3 of the table. This is an adjustment of X% under subsection 10(3) of this determination.

Allowances from 25 November 2023			
Item	Column 1 Insert name of allowance	Column 2 Rate of allowance applicable before commencement of Schedule 3	Column 3 Rate of allowance applicable from 25 November 2023
1	First Aid Allowance	\$25.50 p.f.	Insert details
2	Restriction Allowance 38-53 days	\$13,143 p.a.	Insert details
3	Restriction Allowance 54-68 days	\$14,127 p.a.	Insert details

Allowances from 25 November 2023			
Item	Column 1 Insert name of allowance	Column 2 Rate of allowance applicable before commencement of Schedule 3	Column 3 Rate of allowance applicable from 25 November 2023
4	Restriction Allowance 69-95 days	\$17,054 p.a.	Insert details
5	Restriction Allowance Short-term rate	\$191 p.d.	Insert details