Public Service (Subsection 24(1)—Australian Bureau of Statistics Non-SES Employees) Determination 2022

I, Dr David Gruen AO, Australian Statistician, make the following determination.

Dated 17 February 2022

David Gruen.

Dr David Gruen AO
Australian Statistician

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1 Name

This determination is the *Public Service (Subsection 24(1)—Australian Bureau of Statistics Non-SES Employees) Determination 2022*.

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 Australian Bureau of Statistics under the *Public Service Act 1999* who are covered by the *Australian Bureau of Statistics Enterprise Agreement 2019*.

5 Definitions

In this determination:

Australian Bureau of Statistics Enterprise Agreement means the enterprise agreement approved by the Fair Work Commission on 6 June 2019 and known as the *Australian Bureau of Statistics Enterprise Agreement 2019*.

WPI – Private Sector Adjustment means the applicable Wage Price Index – Private Sector percentage adjustment under the *Public Sector Workplace Relations Policy 2020*, as advised by the Australian Public Service Commission.

6 Purpose

The purpose of this determination is to adjust employees' salaries and allowances for which they are eligible under the terms of the Australian Bureau of Statistics 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 Australian Bureau of Statistics 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 14 June 2022.

Note: The rate of this adjustment is the applicable WPI – Private Sector Adjustment for the period 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) All employees covered by this determination will receive the salary adjustment in subsection (1), except where an employee's salary is above the maximum of the relevant salary range and the Australian Statistician has specified that the employee will be maintained on that salary until such time as the salary differential is absorbed by ABS salary increases.

(4) First Aid Allowance, Restriction Allowance, Flying Disability Allowance, Community Language Allowance, and School Holiday Family Care (maximum reimbursement amount) are adjusted by the same percentage as salaries, with effect from 14 June 2022.

(5) Each adjustment of an allowance is to be calculated based on the allowance immediately before the adjustment under subsection (4).

(6) Schedule 1 has effect.

9 Second annual adjustment of salary and allowances

(1) Employees' salaries are adjusted by X% with effect from 14 June 2023.

Note: The applicable WPI – Private Sector Adjustment will be inserted in Year 2 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) All employees covered by this determination will receive the salary adjustment in subsection (1), except where an employee's salary is above the maximum of the relevant salary range and the Australian Statistician has specified that the employee will be maintained on that salary until such time as the salary differential is absorbed by ABS salary increases.

(4) First Aid Allowance, Restriction Allowance, Flying Disability Allowance, Community Language Allowance, and School Holiday Family Care (maximum reimbursement amount) are to be adjusted by the same percentage as salaries, with effect from 14 June 2023.

(5) Each adjustment of an allowance is to be calculated based on the allowance immediately before the adjustment under subsection (4).

(6) Schedule 2 is to be changed to reflect the adjustments.

10 Third annual adjustment of salary and allowances

(1) Employees' salaries are to be adjusted by X% with effect from 14 June 2024.

Note: The applicable WPI – Private Sector Adjustment will be inserted in Year 3 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) All employees covered by this determination will receive the salary adjustment in subsection (1), except where an employee's salary is above the maximum of the relevant salary range and the Australian Statistician has specified that the employee will be maintained on that salary until such time as the salary differential is absorbed by ABS salary increases.

(4) First Aid Allowance, Restriction Allowance, Flying Disability Allowance, Community Language Allowance, and School Holiday Family Care (maximum reimbursement amount) are to be adjusted by the same percentage as salaries, with effect from the 14 June 2024.

(5) Each adjustment of an allowance is to be calculated based on the allowance immediately before the adjustment under subsection (4).

(6) Schedule 3 is to be changed to reflect the adjustments.

Schedule 1—First annual adjustment—Salary and allowances from 14 June 2022

Note: See section 8.

1 Salary

From 14 June 2022, salary for an employee covered by column 1 of an item of the following tables at a pay point described in column 2 of the item is payable at the rate for that pay point (the ***new rate***) described in column 3 of the table. This is an adjustment of 1.9% under subsection 8(1) of this determination.

ABS Salary Rates

Column 1 **Classification and Pay Point**		Column 2 **Salary amount applicable before commencement of this determination**	Column 3 **Salary amount applicable from 14 June 2022**
APS 1	**1**	$45,485	$46,349
	2	$48,330	$49,248
	3	$51,820	$52,805
APS 2	**1**	$52,014	$53,002
	2	$55,265	$56,315
	3	$58,649	$59,763
APS 3	**1**	$59,256	$60,382
	2	$62,957	$64,153
	3	$66,796	$68,065
APS 4	**1**	$66,852	$68,122
	2	$70,906	$72,253
	3	$75,195	$76,624
APS 5	**1**	$75,200	$76,629
	2	$79,773	$81,289
	3	$84,468	$86,073
APS 6	**1**	$84,476	$86,081
	2	$89,755	$91,460
	3	$95,401	$97,214
EL 1	**1**	$103,786	$105,758
	2	$111,883	$114,009
	3	$119,974	$122,254
EL 2	**1**	$129,569	$132,031
	2	$139,674	$142,328
	3	$149,780	$152,626
	4	$155,874	$158,836

Graduate ABS Broadband (GradABS)

Column 1 **Classification and Pay Point**			Column 2 **Salary amount applicable before commencement of this determination**	Column 3 **Salary amount applicable from 14 June 2022**
GradABS	**1**	**APS 3**	$60,954	$62,112
	2	**APS 3**	$64,763	$65,993
	3	**APS 3**	$66,796	$68,065
	4	**APS 4**	$66,852	$68,122
	5	**APS 4**	$70,906	$72,253
	6	**APS 4**	$75,195	$76,624

Cadet ABS

Column 1 **Classification and Age**		Column 2 **Salary amount applicable before commencement of this determination**	Column 3 **Salary amount applicable from 14 June 2022**
Cadet APS (Full Time Study)	**Under 18 years**	$15,402	$15,695
	At 18 years	$17,970	$18,311
	At 19 years	$20,794	$21,189
	At 20 years	$23,358	$23,802
	Adult minimum	$25,672	$26,160
	Adult maximum	$28,237	$28,774
Cadet APS (Practical Training)	**Under 18 years**	$27,021	$27,534
	At 18 years	$31,525	$32,124
	At 19 years	$36,479	$37,172
	At 20 years	$40,983	$41,762
	Adult minimum	$45,485	$46,349
	Adult maximum	$51,820	$52,805
Operational Classification for Cadet APS Classification – APS3		$59,256	$60,382

Trainee APS - Skill Level A

Column 1 **Level of Schooling**		**Skill Level A (weekly rates)**	
		Column 2 **Salary amount applicable before commencement of this determination**	Column 3 **Salary amount applicable from 14 June 2022**
Year 10	**School leaver (50.0%)**	$347.10	$354
	School leaver (33.0%)	$347.10	$354
	Plus 1 year out	$382.20	$389
	Plus 2 years out	$455.30	$464
	Plus 3 years out	$529.90	$540
	Plus 4 years out	$616.60	$628
	Plus 5 or more years	$706.00	$719
Year 11	**School leaver (50.0%)**	$382.20	$389
	School leaver (33.0%)	$382.20	$389
	Plus 1 year out	$455.30	$464
	Plus 2 years out	$529.90	$540
	Plus 3 years out	$616.60	$628
	Plus 4 years out	$706.00	$719
Year 12	**School leaver**	$455.30	$464
	Plus 1 year out	$529.90	$540
	Plus 2 years out	$616.60	$628
	Plus 3 years out	$706.00	$719

Trainee APS - Skill Level B

Column 1 **Level of Schooling**		**Skill Level B (weekly rates)**	
		Column 2 **Salary amount applicable before commencement of this determination**	Column 3 **Salary amount applicable from 14 June 2022**
Year 10	**School leaver (50.0%)**	$347.10	$354
	School leaver (33.0%)	$347.10	$354
	Plus 1 year out	$382.20	$389
	Plus 2 years out	$443.00	$451
	Plus 3 years out	$509.60	$519
	Plus 4 years out	$597.70	$609
	Plus 5 or more years	$681.70	$695
Year 11	**School leaver (50.0%)**	$382.20	$389
	School leaver (33.0%)	$382.20	$389
	Plus 1 year out	$443.00	$451
	Plus 2 years out	$509.60	$519
	Plus 3 years out	$597.70	$609
	Plus 4 years out	$681.70	$695
Year 12	**School leaver**	$443.00	$451
	Plus 1 year out	$509.60	$519
	Plus 2 years out	$597.70	$609
	Plus 3 years out	$681.70	$695
Classification		Annual Rate	Annual Rate
Trainee APS (Administrative)		$45,485	$46,349
Trainee APS (Technical)		$59,256	$60,382

2 Allowances

From 14 June 2022, an allowance described in column 1 of an item of the following table is payable at the rate (the ***new rate***) described in column 3 of the table. This is an adjustment of 1.9% under subsection 8(4) of this determination.

Column 1 **Allowance**	Column 2 **Rate of Allowance applicable before commencement of this determination**	Column 3 **Rate of allowance applicable from 14 June 2022**
First Aid Allowance - Fortnightly Rate	$23.48	$23.93
Restriction Allowance - Hourly Rate	$5.48	$5.58
Flying Disability Allowance - Hourly Rate	$14.32	$14.59
Community Language Allowance - Annual Rate 1	$1,024.00	$1,043.00
Community Language Allowance - Annual Rate 2	$2,039.00	$2,078.00
School Holiday Family Care (maximum reimbursement)	$29.88	$30.45

Schedule 2—Second annual adjustment—Salary and allowances from 14 June 2023

Note: See section 9.

1 Salary

From 14 June 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 9(1) of this determination.

ABS Salary Rates

Column 1 **Classification and Pay Point**		Column 2 **Salary amount applicable before commencement of this Schedule**	Column 3 **Salary amount applicable from 14 June 2023**
APS 1	**1**	$46,349	
	2	$49,248	
	3	$52,805	
APS 2	**1**	$53,002	
	2	$56,315	
	3	$59,763	
APS 3	**1**	$60,382	
	2	$64,153	
	3	$68,065	
APS 4	**1**	$68,122	
	2	$72,253	
	3	$76,624	
APS 5	**1**	$76,629	
	2	$81,289	
	3	$86,073	
APS 6	**1**	$86,081	
	2	$91,460	
	3	$97,214	
EL 1	**1**	$105,758	
	2	$114,009	
	3	$122,254	
EL 2	**1**	$132,031	
	2	$142,328	
	3	$152,626	
	4	$158,836	

Graduate ABS Broadband (GradABS)

Column 1 **Classification and Pay Point**			Column 2 **Salary amount applicable before commencement of this Schedule**	Column 3 **Salary amount applicable from 14 June 2023**
GradABS	**1**	**APS 3**	$62,112	
	2	**APS 3**	$65,993	
	3	**APS 3**	$68,065	
	4	**APS 4**	$68,122	
	5	**APS 4**	$72,253	
	6	**APS 4**	$76,624	

Cadet ABS

Column 1 **Classification and Age**		Column 2 **Salary amount applicable before commencement of this Schedule**	Column 3 **Salary amount applicable from 14 June 2023**
Cadet APS (Full Time Study)	**Under 18 years**	$15,695	
	At 18 years	$18,311	
	At 19 years	$21,189	
	At 20 years	$23,802	
	Adult minimum	$26,160	
	Adult maximum	$28,774	
Cadet APS (Practical Training)	**Under 18 years**	$27,534	
	At 18 years	$32,124	
	At 19 years	$37,172	
	At 20 years	$41,762	
	Adult minimum	$46,349	
	Adult maximum	$52,805	
Operational Classification for Cadet APS Classification – APS3		$60,382	

Trainee APS - Skill Level A

Column 1 **Level of Schooling**		**Skill Level A (weekly rates)**	
		Column 2 **Salary amount applicable before commencement of this Schedule**	Column 3 **Salary amount applicable from 14 June 2023**
Year 10	**School leaver (50.0%)**	$354	
	School leaver (33.0%)	$354	
	Plus 1 year out	$389	
	Plus 2 years out	$464	
	Plus 3 years out	$540	
	Plus 4 years out	$628	
	Plus 5 or more years	$719	
Year 11	**School leaver (50.0%)**	$389	
	School leaver (33.0%)	$389	
	Plus 1 year out	$464	
	Plus 2 years out	$540	
	Plus 3 years out	$628	
	Plus 4 years out	$719	
Year 12	**School leaver**	$464	
	Plus 1 year out	$540	
	Plus 2 years out	$628	
	Plus 3 years out	$719	

Trainee APS - Skill Level B

Column 1 **Level of Schooling**		**Skill Level B (weekly rates)**	
		Column 2 **Salary amount applicable before commencement of this Schedule**	Column 3 **Salary amount applicable from 14 June 2023**
Year 10	**School leaver (50.0%)**	$354	
	School leaver (33.0%)	$354	
	Plus 1 year out	$389	
	Plus 2 years out	$451	
	Plus 3 years out	$519	
	Plus 4 years out	$609	
	Plus 5 or more years	$695	
Year 11	**School leaver (50.0%)**	$389	
	School leaver (33.0%)	$389	
	Plus 1 year out	$451	
	Plus 2 years out	$519	
	Plus 3 years out	$609	
	Plus 4 years out	$695	
Year 12	**School leaver**	$451	
	Plus 1 year out	$519	
	Plus 2 years out	$609	
	Plus 3 years out	$695	
Classification		Annual Rate	Annual Rate
Trainee APS (Administrative)		$46,349	
Trainee APS (Technical)		$60,382	

2 Allowances

From 14 June 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 9(4) of this determination.

Column 1 **Allowance**	Column 2 **Rate of Allowance applicable before commencement of this Schedule**	Column 3 **Rate of allowance applicable from 14 June 2023**
First Aid Allowance - Fortnightly Rate	$23.93	
Restriction Allowance - Hourly Rate	$5.58	
Flying Disability Allowance - Hourly Rate	$14.59	
Community Language Allowance - Annual Rate 1	$1,043.00	
Community Language Allowance - Annual Rate 2	$2,078.00	
School Holiday Family Care (maximum reimbursement)	$30.45	

Schedule 3—Third annual adjustment—Salary and allowances from 14 June 2024

Note: See section 10.

1 Salary

From 14 June 2024, 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.

ABS Salary Rates

Column 1 **Classification and Pay Point**		Column 2 **Salary amount applicable before commencement of this Schedule**	Column 3 **Salary amount applicable from 14 June 2024**
APS 1	**1**		
	2		
	3		
APS 2	**1**		
	2		
	3		
APS 3	**1**		
	2		
	3		
APS 4	**1**		
	2		
	3		
APS 5	**1**		
	2		
	3		
APS 6	**1**		
	2		
	3		
EL 1	**1**		
	2		
	3		
EL 2	**1**		
	2		
	3		
	4		

Graduate ABS Broadband (GradABS)

Column 1 **Classification and Pay Point**			Column 2 **Salary amount applicable before commencement of this Schedule**	Column 3 **Salary amount applicable from 14 June 2024**
GradABS	**1**	**APS 3**		
	2	**APS 3**		
	3	**APS 3**		
	4	**APS 4**		
	5	**APS 4**		
	6	**APS 4**		

Cadet ABS

Column 1 **Classification and Age**		Column 2 **Salary amount applicable before commencement of this Schedule**	Column 3 **Salary amount applicable from 14 June 2024**
Cadet APS (Full Time Study)	**Under 18 years**		
	At 18 years		
	At 19 years		
	At 20 years		
	Adult minimum		
	Adult maximum		
Cadet APS (Practical Training)	**Under 18 years**		
	At 18 years		
	At 19 years		
	At 20 years		
	Adult minimum		
	Adult maximum		
Operational Classification for Cadet APS Classification – APS3			

Trainee APS - Skill Level A

Column 1 **Level of Schooling**		**Skill Level A (weekly rates)**	
		Column 2 **Salary amount applicable before commencement of this Schedule**	Column 3 **Salary amount applicable from 14 June 2024**
Year 10	**School leaver (50.0%)**		
	School leaver (33.0%)		
	Plus 1 year out		
	Plus 2 years out		
	Plus 3 years out		
	Plus 4 years out		
	Plus 5 or more years		
Year 11	**School leaver (50.0%)**		
	School leaver (33.0%)		
	Plus 1 year out		
	Plus 2 years out		
	Plus 3 years out		
	Plus 4 years out		
Year 12	**School leaver**		
	Plus 1 year out		
	Plus 2 years out		
	Plus 3 years out		

Trainee APS - Skill Level B

Column 1 **Level of Schooling**		**Skill Level B (weekly rates)**	
		Column 2 **Salary amount applicable before commencement of this Schedule**	Column 3 **Salary amount applicable from 14 June 2024**
Year 10	**School leaver (50.0%)**		
	School leaver (33.0%)		
	Plus 1 year out		
	Plus 2 years out		
	Plus 3 years out		
	Plus 4 years out		
	Plus 5 or more years		
Year 11	**School leaver (50.0%)**		
	School leaver (33.0%)		
	Plus 1 year out		
	Plus 2 years out		
	Plus 3 years out		
	Plus 4 years out		
Year 12	**School leaver**		
	Plus 1 year out		
	Plus 2 years out		
	Plus 3 years out		
Classification		Annual Rate	Annual Rate
Trainee APS (Administrative)			
Trainee APS (Technical)			

2 Allowances

From 14 June 2024, 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(4) of this determination.

Column 1 **Allowance**	Column 2 **Rate of Allowance applicable before commencement of this Schedule**	Column 3 **Rate of allowance applicable from 14 June 2024**
First Aid Allowance - Fortnightly Rate		
Restriction Allowance - Hourly Rate		
Flying Disability Allowance - Hourly Rate		
Community Language Allowance - Annual Rate 1		
Community Language Allowance - Annual Rate 2		
School Holiday Family Care (maximum reimbursement)		