



## **Public Service (Subsection 24(1)—Tertiary Education Quality and Standards Agency Non-SES Employees) Determination 2021/1**

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I, Alistair Maclean, Chief Executive Officer, Tertiary Education Quality and Standards Agency, make the following determination.

Dated 28 March 2022

Alistair Maclean  
Chief Executive Officer, Tertiary Education Quality and Standards Agency

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## 1 Name

This determination is the *Public Service (Subsection 24(1)—Tertiary Education Quality and Standards Agency Non-SES Employees) Determination 2021/1*.

## 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 Tertiary Education Quality and Standards Agency under the *Public Service Act 1999* who are covered by the Tertiary Education Quality and Standards Agency Enterprise Agreement.

## 5 Definitions

In this determination:

***Tertiary Education Quality and Standards Agency Enterprise Agreement*** means the enterprise agreement approved by the Fair Work Commission on 11 May 2018 and known as the Tertiary Education Quality and Standards Agency Enterprise Agreement 2018-2021.

***WPI – Private Sector Adjustment*** means the applicable Wage Price Index - Private Sector percentage adjustment under the *Public Sector Workplace Relations Policy 2020*.<sup>1</sup>

<sup>1</sup>The Australian Public Service Commission (APSC) publishes advice each year on the applicable WPI (Private) figure that is released by the Australian Bureau of Statistics, applying to remuneration adjustments payable from 1 September to 31 August the following year.

## 6 Purpose

The purpose of this determination is to adjust employees' salaries and allowances for which they are eligible under the terms of the Tertiary Education Quality and Standards Agency 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:

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- (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 Tertiary Education Quality and Standards Agency 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 1.7%, with effect from 19 November 2021.

Note: The applicable percentage adjustment in salary is the most recently published WPI – Private Sector Adjustment as advised by the Australian Public Service Commission.

Note: The first pay adjustment is paused so that it occurs six months after the nominal expiry date of the current enterprise agreement in line with the Public Sector Workplace Relations Policy 2020, which has the effect of deferring the 19 May 2021 salary adjustment until 19 November 2021.

- (2) Each adjustment is to be calculated based on the salary immediately before the adjustment under subsection (1).
- (3) Health and Safety Representative, Fire Warden and First Aid Officer allowances are adjusted by the same percentage as salaries, with effect from 19 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 in line with the WPI – Private Sector Adjustment from the most recently released June quarter with effect from 19 May 2022.

Note: The applicable WPI – Private Sector Adjustment will be inserted in Year 2 as advised by the Australian Public Service Commission. This adjustment may be an increased percentage, a decreased percentage, or a zero percentage change from the previous year.

- (2) Each adjustment is to be calculated based on the salary immediately before the adjustment under subsection (1).
- (3) Health and Safety Representative, Fire Warden and First Aid Officer allowances are to be adjusted by the same percentage as salaries, with effect from 19 May 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 is to be changed to reflect the adjustments.

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## **10 Third annual adjustment of salary and allowances**

- (1) Employees' salaries are to be adjusted in line with the WPI – Private Sector Adjustment from the most recently released June quarter with effect from 19 May 2023.

Note: The applicable WPI – Private Sector Adjustment will be inserted in Year 3 as advised by the Australian Public Service Commission. This adjustment may be an increased percentage, a decreased percentage, or a zero percentage change from the previous year.

- (2) Each adjustment is to be calculated based on the salary immediately before the adjustment under subsection (1).
- (3) Health and Safety Representative, Fire Warden and First Aid Officer allowances are to be adjusted by the same percentage as salaries, with effect from the 19 May 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.

## Schedule 1—First annual adjustment—Salary and allowances from 19 November 2021

Note: See section 8.

### 1 Salary

From 19 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 (the *new rate*) described in column 3 of the table. This is an adjustment of 1.7% under subsection 8(1) of this determination.

Salary from 19 November 2021			
Item	Column 1 Salary Pay Point	Column 2 Salary amount applicable before commencement of this determination	Column 3 Salary amount applicable from 19 November 2021
1	EL 2.4	147,817	150,330
	EL 2.3	138,409	140,761
	EL 2.2	130,587	132,807
	EL 2.1	123,142	125,236
2	EL 1.4	115,657	117,624
	EL 1.3	109,841	111,709
	EL 1.2	107,160	108,982
	EL 1.1	104,645	106,424
3	APS 6.3	93,583	95,174
	APS 6.2	87,871	89,365
	APS 6.1	85,102	86,548
4	APS 5.3	80,928	82,304
	APS 5.2	77,311	78,625
	APS 5.1	75,699	76,986
5	APS 4.3	73,322	74,569
	APS 4.2	70,472	71,670
	APS 4.1	68,556	69,721
6	APS 3.2	65,649	66,765
	APS 3.1	63,028	64,099
7	APS 2.3	60,141	61,164
	APS 2.2	59,030	60,034
	APS 2.1	56,437	57,396
8	APS 1.2	52,539	53,432
	APS 1.1	48,051	48,868
9	<b>Age Rates</b>		
	20	43,728	44,472
	19	38,923	39,585
	18	33,636	34,208
	Under 18	28,830	29,320



**2 Allowances**

From 19 November 2021, 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 1.7% under subsection 8(3) of this determination.

<b>Allowances from 19 November 2021</b>			
<b>Item</b>	<b>Column 1 Name of allowance</b>	<b>Column 2 Rate of allowance applicable before commencement of this determination</b>	<b>Column 3 Rate of allowance applicable from 19 November 2021</b>
1	Health and Safety Representative allowance	\$23.34	\$23.74
2	Fire Warden allowance	\$23.34	\$23.74
3	First Aid Officer (Standard A) allowance	\$23.34	\$23.74
4	First Aid Officer (Standard B) allowance	\$26.53	\$26.98
5	First Aid Officer (Standard C) allowance	\$31.83	\$32.37

## Schedule 2—Second annual adjustment—Salary and allowances from 19 May 2022

Note: See section 9.

### 1 Salary

From 19 May 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 (the *new rate*) described in column 3 of the table. This is an adjustment of the WPI – Private Sector Adjustment under subsection 9(1) of this determination.

Salary from 19 May 2022			
Item	Column 1 Salary Pay Point	Column 2 Salary amount applicable before the second annual adjustment	Column 3 Salary amount applicable from 19 May 2022
1	EL 2.4	150,330	153,186
	EL 2.3	140,761	143,435
	EL 2.2	132,807	135,330
	EL 2.1	125,236	127,615
2	EL 1.4	117,624	119,859
	EL 1.3	111,709	113,831
	EL 1.2	108,982	111,053
	EL 1.1	106,424	108,446
3	APS 6.3	95,174	96,982
	APS 6.2	89,365	91,063
	APS 6.1	86,548	88,192
4	APS 5.3	82,304	83,868
	APS 5.2	78,625	80,119
	APS 5.1	76,986	78,449
5	APS 4.3	74,569	75,986
	APS 4.2	71,670	73,032
	APS 4.1	69,721	71,046
6	APS 3.2	66,765	68,034
	APS 3.1	64,099	65,317
7	APS 2.3	61,164	62,326
	APS 2.2	60,034	61,175
	APS 2.1	57,396	58,487
8	APS 1.2	53,432	54,447
	APS 1.1	48,868	49,796
9	<b>Age Rates</b>		
	20	44,472	45,317
	19	39,585	40,337
	18	34,208	34,858
	Under 18	29,320	29,877

## 2 Allowances

From 19 May 2022, 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 the WPI – Private Sector Adjustment under subsection 9(3) of this determination.

<b>Allowances from 19 May 2022</b>			
<b>Item</b>	<b>Column 1 Name of allowance</b>	<b>Column 2 Rate of allowance applicable before the second annual adjustment</b>	<b>Column 3 Rate of allowance applicable from 19 May 2022</b>
1	Health and Safety Representative allowance	\$23.74	\$24.19
2	Fire Warden allowance	\$23.74	\$24.19
3	First Aid Officer (Standard A) allowance	\$23.74	\$24.19
4	First Aid Officer (Standard B) allowance	\$26.98	\$27.49
5	First Aid Officer (Standard C) allowance	\$32.37	\$32.99

## Schedule 3—Third annual adjustment—Salary and allowances from 19 May 2023

Note: See section 10.

### 1 Salary

From 19 May 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 the WPI – Private Sector Adjustment under subsection 10(1) of this determination.

Salary from 19 May 2023			
Item	Column 1 Salary Pay Point	Column 2 Salary amount applicable before the third annual adjustment	Column 3 Salary amount applicable from 19 May 2023
1	EL 2.4	153,186	To be determined
	EL 2.3	143,435	
	EL 2.2	135,330	
	EL 2.1	127,615	
2	EL 1.4	119,859	To be determined
	EL 1.3	113,831	
	EL 1.2	111,053	
	EL 1.1	108,446	
3	APS 6.3	96,982	To be determined
	APS 6.2	91,063	
	APS 6.1	88,192	
4	APS 5.3	83,868	To be determined
	APS 5.2	80,119	
	APS 5.1	78,449	
5	APS 4.3	75,986	To be determined
	APS 4.2	73,032	
	APS 4.1	71,046	
6	APS 3.2	68,034	To be determined
	APS 3.1	65,317	
7	APS 2.3	62,326	To be determined
	APS 2.2	61,175	
	APS 2.1	58,487	
8	APS 1.2	54,447	To be determined
	APS 1.1	49,796	
9	<b>Age Rates</b>		To be determined
	20	45,317	
	19	40,337	
	18	34,858	
	Under 18	29,877	

## 2 Allowances

From 19 May 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 2 of the table. This is an adjustment of the WPI – Private Sector Adjustment under subsection 10(3) of this determination.

<b>Allowances from 19 May 2023</b>			
<b>Item</b>	<b>Column 1 Name of allowance</b>	<b>Column 2 Rate of allowance applicable before the third annual adjustment</b>	<b>Column 3 Rate of allowance applicable from 19 May 2023</b>
1	Health and Safety Representative allowance	\$24.19	To be determined
2	Fire Warden allowance	\$24.19	To be determined
3	First Aid Officer (Standard A) allowance	\$24.19	To be determined
4	First Aid Officer (Standard B) allowance	\$27.49	To be determined
5	First Aid Officer (Standard C) allowance	\$32.99	To be determined