



Public Service Act (Subsection 24(1))—National Blood Authority Non-SES Employees Determination 2024/2

I, John Cahill, General Manager, National Blood Authority, make the following determination.

Dated

7

March 2024

John Cahill
General Manager

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1 Name

This determination is the *Public Service Act (Subsection 24(1))—National Blood Authority Non-SES Employee 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 National Blood Authority and proposed to be covered by the *National Blood Authority 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 *National Blood Authority 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 will receive a one-off payment on the next practicable pay date on or after the reference date equal to 0.92 per cent of the employee's base salary as at the reference date. 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 (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 (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.

APS Salary Structure

Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7
Classification	Salary levels	As at 31 August 2023	Following roll-in of recognition and retention payment	From 14 March 2024	From 13 March 2025	From 12 March 2026
APS1	1	\$48,998	\$49,864	\$52,000*	\$54,516*	\$57,497*
	2	\$50,749	\$51,615	\$53,680	\$55,720	\$57,614
	3	\$52,486	\$53,352	\$55,486	\$57,594	\$59,552
	4	\$55,046	\$55,912	\$58,148	\$60,358	\$62,410
APS2	1	\$57,287	\$58,153	\$60,479	\$62,777	\$64,911
	2	\$59,007	\$59,873	\$62,268	\$64,634	\$66,832
	3	\$60,776	\$61,642	\$64,108	\$66,544	\$68,806
	4	\$62,513	\$63,379	\$65,914	\$68,419	\$70,745
APS3	1	\$66,200	\$67,066	\$69,749	\$72,399	\$74,861
	2	\$68,706	\$69,572	\$72,355	\$75,104	\$77,658
	3	\$70,049	\$70,915	\$73,752	\$76,555	\$79,158
	4	\$73,381	\$74,247	\$77,217	\$80,151	\$82,876
APS4	1	\$75,005	\$75,871	\$78,906	\$81,904	\$84,689
	2	\$77,068	\$77,934	\$81,051	\$84,131	\$86,991
	3	\$79,253	\$80,119	\$83,324	\$86,490	\$89,431
APS5	1	\$81,580	\$82,446	\$85,744	\$89,002	\$92,028
	2	\$83,796	\$84,662	\$88,048	\$91,394	\$94,501
	3	\$86,104	\$86,970	\$90,449	\$93,886	\$97,078
APS6	1	\$89,995	\$90,861	\$94,495	\$98,086	\$101,421
	2	\$94,358	\$95,224	\$99,033	\$102,796	\$106,291
	3	\$99,305	\$100,171	\$104,178	\$108,137	\$111,814
	4	\$101,526	\$102,392	\$106,488	\$110,535	\$114,293
EL1	1	\$111,076	\$111,942	\$116,420	\$120,844	\$124,953
	2	\$115,405	\$116,271	\$120,922	\$125,517	\$129,785
	3	\$121,143	\$122,009	\$126,889	\$131,711	\$136,189
	4	\$126,156	\$127,022	\$132,103	\$137,123	\$141,785
EL2	1	\$132,002	\$132,868	\$138,183	\$143,434	\$148,311
	2	\$143,917	\$144,783	\$150,574	\$156,296	\$161,610
	3	\$148,721	\$149,587	\$155,570	\$161,482	\$166,972

*pay fragmentation adjustment

Legal Salary Structure

Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7
Broadband	Salary levels	As at 31 August 2023	Following roll-in of recognition and retention payment	From the later of commencement of the agreement or 14 March 2024	From 13 March 2025	From 12 March 2026
Legal 1	APS3	\$72,884	\$73,750	\$76,700	\$79,615	\$82,322
	Soft barrier – subject to satisfactory performance, work availability and capability					
	APS4	\$78,095	\$78,961	\$82,119	\$85,240	\$88,138
	Soft barrier – subject to satisfactory performance, work availability and capability					
	APS5	\$83,299	\$84,165	\$87,532	\$90,858	\$93,947
	Soft barrier – subject to satisfactory performance, work availability and capability					
	APS6.1	\$88,493	\$89,359	\$92,933	\$96,464	\$99,744
	APS6.2	\$93,714	\$94,580	\$98,363	\$102,101	\$105,572
	APS6.3	\$98,924	\$99,790	\$103,782	\$107,726	\$111,389
	Soft barrier – subject to satisfactory performance, work availability and capability					
	EL1.1	\$110,596	\$111,462	\$115,920	\$120,325	\$124,416
	EL1.2	\$121,478	\$122,344	\$127,238	\$132,073	\$136,563
	EL1.3	\$133,904	\$134,770	\$140,161	\$145,487	\$150,434
	Hard barrier – subject to merit					
Legal 2	EL2.1	\$144,037	\$144,903	\$150,699	\$156,426	\$161,744
	EL2.2	\$152,507	\$153,373	\$159,508	\$165,569	\$171,198
	EL2.3	\$157,320	\$158,186	\$164,513	\$170,764	\$176,570