



Public Service (Subsection 24(1) Murray-Darling Basin Authority Non-SES Employees) Determination 2020/1

I, Phillip Glyde, Chief Executive for the Murray-Darling Basin Authority, make the following Determination.

Dated 11 May 2020

Phillip Glyde

Murray-Darling Basin Authority

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1 Name

This Determination shall be cited as the MDBA Determination 2020/1.

2 Commencement

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

3 Authority

This Determination is made under subsection 24(1) of the *Public Service Act 1999*.

4 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 Murray-Darling Basin Authority 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 3 July 2017 and known as the Murray-Darling Basin Authority Enterprise Agreement 2017-2020.

5 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.

6 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.

7 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 11 July 2020;
 - (b) 2% increase in salary, payable from 11 July 2021; and
 - (c) 2% increase in salary, payable from 11 July 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 11 July 2020 salary increase until 11 January 2021.

8 Allowances

Allowances paid for employees who are assigned the role of First Aid Officer, Emergency Warden, Health and Safety Representative or Harassment Contact Officer as provided for under the Enterprise Agreement, will be increased in line with the salary increases prescribed in clause 7(1).

Note: The COVID-19 Determination has the effect of deferring any 11 July 2020 salary-related allowance increase until 11 January 2021.

9 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 11 July 2020 salary increases in this Schedule until 11 January 2021.

Table 1—Salaries payable under this Determination: APS Classifications					
1. Broadband and classification or local designation	2. Pay Points	3. Pre-Determination Salary	4. Salary (\$) from 11 July 2020	5. Salary (\$) from 11 July 2021	6. Salary (\$) from 11 July 2022
EL2	EL2.5	142,369	145,216	148,121	151,083
	EL2.4	137,348	140,095	142,897	145,755
	EL2.3	135,069	137,770	140,526	143,336
	EL2.2	127,737	130,292	132,898	135,556
	EL2.1	120,801	123,217	125,681	128,195
EL1	E11.3	114,245	116,530	118,861	121,238
	EL1.2	109,676	111,870	114,107	116,389
	EL1.1	103,847	105,924	108,042	110,203
APS6	6.4	95,439	97,348	99,295	101,281
	6.3	92,436	94,285	96,170	98,094
	6.2	89,530	91,321	93,147	95,010
	6.1	86,715	88,449	90,218	92,023
APS5	5.4	83,992	85,672	87,385	89,133
	5.3	81,349	82,976	84,636	86,328
	5.2	78,793	80,369	81,976	83,616
	5.1	76,317	77,843	79,400	80,988
APS4	4.4	73,840	75,317	76,823	78,360
	4.3	71,827	73,264	74,729	76,223
	4.2	69,871	71,268	72,694	74,148
	4.1	67,970	69,329	70,716	72,130
APS3	3.4	66,118	67,440	68,789	70,165
	3.3	64,316	65,602	66,914	68,253
	3.2	62,565	63,816	65,093	66,394
	3.1	60,861	62,078	63,320	64,586
APS2	2.4	57,587	58,739	59,914	61,112
	2.3	55,986	57,106	58,248	59,413
	2.2	54,430	55,519	56,629	57,762
	2.1	52,915	53,973	55,053	56,154
APS1	1.4	50,013	51,013	52,034	53,074
	1.3	48,621	49,593	50,585	51,597
	1.2	47,268	48,213	49,178	50,161
	1.1	45,953	46,872	47,810	48,766

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	4.2	69,871	71,268	72,694	74,148
	4.1	67,970	69,329	70,716	72,130
APS 3 Indigenous Australian Government Development Program	3.4	66,118	67,440	68,789	70,165
	3.3	64,316	65,602	66,914	68,253
	3.2	62,565	63,816	65,093	66,394
	3.1	60,861	62,078	63,320	64,586
APS 2 APSC Pathways Trainees	2.4	57,587	58,739	59,914	61,112
	2.3	55,986	57,106	58,248	59,413
	2.2	54,430	55,519	56,629	57,762
	2.1	52,915	53,973	55,053	56,154

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	2.2	54,430	55,519	56,629	57,762
	2.1	52,915	53,973	55,053	56,154

2 Allowances

Note: The COVID-19 Determination has the effect of deferring the 11 July 2020 salary increases in this Schedule until 11 January 2021 and allowances for the roles below will be increased in line with those arrangements.

1. Allowance	2. Pre-determination amount (\$)	3. Allowance (\$) from 11 July 2020	4. Allowance (\$) from 11 July 2021	5. Allowance (\$) from 11 July 2022
First Aid Officer	\$32/fortnight	\$33/fortnight	\$33/fortnight	\$34/fortnight
Emergency Warden,				
Health and Safety Representative				
Harassment Contact Officer				