



Public Service (Subsection 24(1)— Workplace Gender Equality Agency Non-SES Employees) Determination 2024/01

I, Mary Wooldridge, Chief Executive Officer (CEO) of the Workplace Gender Equality Agency, make the following determination.

Dated 12th March 2024

A handwritten signature in black ink that reads 'Mary Wooldridge'. The signature is written in a cursive style with a horizontal line underneath the name.

Mary Wooldridge
CEO Workplace Gender Equality Agency

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1 Name

This determination is the *Public Service (Subsection 24(1)—Workplace Gender Equality Agency Non-SES Employees) Determination 2024.01*.

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 Workplace Gender Equality Agency and proposed to be covered by the Workplace Gender Equality Agency 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 Workplace Gender Equality Agency 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.

Column 1	Column 2	Column 3	Column 4	Column 5	Column 6
Classification	Salary levels	As at 31 August 2023	From 14 March 2024	From 13 March 2025	From 12 March 2026
Executive Level 2	3	150,649	156,675	162,629	168,158
	2	144,182	149,949	155,647	160,939
	1	132,244	137,534	142,760	147,614
Executive Level 1	3	122,526	127,427	132,269	136,766
	2	117,836	122,549	127,206	131,531
	1	113,545	118,087	122,574	126,742
APS 6	3	100,288	104,300	108,263	111,944
	2	92,765	96,476	100,142	103,547
	1	87,791	91,303	94,773	99,734
APS 5	3	86,329	89,782	93,194	96,829
	2	84,006	87,366	90,686	93,769
	1	81,474	84,733	87,953	90,943
APS 4	3	78,921	82,078	85,197	88,094
	2	74,993	77,993	80,957	83,710
	1	72,714	75,623	78,497	81,166
APS 3	3	70,867	73,702	76,503	79,104
	2	67,375	70,070	72,733	75,206
	1	65,709	68,337	70,934	73,346
APS 2	3	63,635	66,180	68,695	71,031
	2	59,449	61,827	64,176	66,358
	1	57,738	60,048	62,330	64,449
APS 1	3	56,183	58,430	60,650	62,712
	2	52,638	54,744	56,824	58,756
	1	51,103	53,147	55,167	57,497