



Public Service (Subsection 24(1)—Organ and Tissue Authority Non-SES Employees) Determination 2022/01

I, Lucinda Barry, Chief Executive Officer of the Organ and Tissue Authority, make the following determination.

Dated 3 February 2022

A handwritten signature in black ink, appearing to read 'Lucinda Barry', written in a cursive style.

Lucinda Barry
Chief Executive Officer, Organ and Tissue Authority

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1 Name

This determination is the *Public Service (Subsection 24(1)—Organ and Tissue Authority Non-SES Employees) Determination 2022/01*.

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 employed in the Organ and Tissue Authority under the *Public Service Act 1999* who are covered by the Organ and Tissue Authority Enterprise Agreement 2016-2019.

5 Definitions

In this determination:

Organ and Tissue Authority Enterprise Agreement means the enterprise agreement approved by the Fair Work Commission on 9 February 2016 and known as the *Organ and Tissue Authority Enterprise Agreement 2016–2019*.

Wage Price Index (WPI) – Private Sector Adjustment means the applicable WPI – Private Sector adjustment under the *Public Sector Workplace Relations Policy 2020*

6 Purpose

The purpose of this determination is to adjust employees' salaries and allowances for which they are eligible under the terms of the *Organ and Tissue Authority 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 *Organ and Tissue Authority 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 16 February 2022.

Note: The percentage adjustment in salary is equal to the most recent percentage change in the annual June Private Sector WPI 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) Workplace Responsibility Allowance are adjusted by the same percentage as salaries, with effect from 16 February 2022.
- (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 by X% with effect from 16 February 2023.

Note: The applicable percentage adjustment in salary will be inserted in Year 2 in line with the most recently published annual June Private Sector WPI% 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) Workplace Responsibility Allowance is to be adjusted by the same percentage as salaries, with effect from 16 February 2023.
- (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.

10 Third annual adjustment of salary and allowances

- (1) Employees' salaries are to be adjusted by X% with effect from 16 February 2024.

Note: The applicable percentage adjustment in salary will be inserted in Year 3 in line with the most recently published annual June Private Sector WPI% 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) Workplace Responsibility Allowance is to be adjusted by the same percentage as salaries, with effect from the 16 February 2024.
- (4) Each adjustment of an allowance is to be calculated based on the allowance immediately before the adjustment under subsection (3).

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

11 Revocation of insert name of determination

The Determination 2019/01 made under subsection 24(1) of the *Public Service Act 1999* is revoked, with effect from 16 February 2022.

Schedule 1—First annual adjustment—Salary and allowances from 16 February 2022

Note: See section 8.

1 Salary

From 16 February 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 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.

| Salary from 16 February 2022 | | | |
|-------------------------------------|---|--|--|
| Item | Column 1 Salary Pay Point | Column 2 Salary amount applicable before commencement of this determination | Column 3 Salary amount applicable from 16 February 2022 |
| 1 | Trainee APS | \$47,270 | \$48,168 |
| 2 | Graduate APS | \$63,844 | \$65,057 |
| 3 | Senior Public Affairs Officer Grade 2.1 (SPAO2) | \$150,596 | \$153,457 |
| 4 | Senior Public Affairs Officer Grade 2.2 (SPAO2) | \$156,684 | \$159,661 |
| 5 | Under 18 years | \$28,363 | \$28,902 |
| 6 | At 18 years | \$33,088 | \$33,717 |
| 7 | At 19 years | \$38,288 | \$39,015 |
| 8 | At 20 years | \$43,016 | \$43,833 |
| 9 | APS 1.1 | \$47,270 | \$48,168 |
| 10 | APS 1.2 | \$48,942 | \$49,872 |
| 11 | APS 1.3 | \$50,617 | \$51,579 |
| 12 | APS 1.4 | \$53,087 | \$54,096 |
| 13 | APS 2.1 | \$55,246 | \$56,296 |
| 14 | APS 2.2 | \$56,904 | \$57,985 |
| 15 | APS 2.3 | \$58,612 | \$59,726 |
| 16 | APS 2.4 | \$60,288 | \$61,433 |
| 17 | APS 3.1 | \$63,844 | \$65,057 |
| 18 | APS 3.2 | \$65,652 | \$66,899 |
| 19 | APS 3.3 | \$67,555 | \$68,839 |
| 20 | APS 3.4 | \$70,766 | \$72,111 |

Schedule 1

Section 2

| Salary from 16 February 2022 | | | |
|-------------------------------------|--------------------------------------|--|--|
| Item | Column 1 Salary Pay Point | Column 2 Salary amount applicable before commencement of this determination | Column 3 Salary amount applicable from 16 February 2022 |
| 21 | APS 4.1 | \$72,333 | \$73,707 |
| 22 | APS 4.2 | \$74,324 | \$75,736 |
| 23 | APS 4.3 | \$76,428 | \$77,880 |
| 24 | APS 5.1 | \$78,674 | \$80,169 |
| 25 | APS 5.2 | \$80,813 | \$82,348 |
| 26 | APS 5.3 | \$83,038 | \$84,616 |
| 27 | APS 6.1 | \$86,791 | \$88,440 |
| 28 | APS 6.2 | \$91,001 | \$92,730 |
| 29 | APS 6.3 | \$95,769 | \$97,589 |
| 30 | APS 6.4 | \$97,914 | \$99,774 |
| 31 | EL1.1 | \$106,656 | \$108,682 |
| 32 | EL1.2 | \$111,296 | \$113,411 |
| 33 | EL1.3 | \$116,828 | \$119,048 |
| 34 | EL1.4 | \$121,642 | \$123,953 |
| 35 | EL2.1 | \$127,251 | \$129,669 |
| 36 | EL2.2 | \$138,790 | \$141,427 |
| 37 | EL2.3 | \$143,424 | \$146,149 |
| 38 | EL2.4 | \$150,657 | \$153,519 |

2 Allowances

From 16 February 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(3) of this determination.

| Allowances from 16 February 2022 | | | |
|---|--|--|--|
| Item | Column 1 Workplace Responsibility Allowance | Column 2 Rate of allowance applicable before commencement of this determination | Column 3 Rate of allowance applicable from 16 February 2022 |
| 1 | Workplace Responsibility Allowance | \$32.90 per fortnight | \$33.53 per fortnight |

Schedule 2—Second annual adjustment—Salary and allowances from 16 February 2023

Note: See section 9.

1 Salary

From 16 February 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.

| Salary from 16 February 2023 | | | |
|-------------------------------------|---|--|--|
| Item | Column 1 Salary Pay Point | Column 2 Salary amount applicable before commencement of Schedule 2 | Column 3 Salary amount applicable from 16 February 2023 |
| 1 | Trainee APS | \$48,168 | Insert details |
| 2 | Graduate APS | \$65,057 | Insert details |
| 3 | Senior Public Affairs Officer Grade 2.1 (SPAO2) | \$153,457 | Insert details |
| 4 | Senior Public Affairs Officer Grade 2.2 (SPAO2) | \$159,661 | Insert details |
| 5 | Under 18 years | \$28,902 | Insert details |
| 6 | At 18 years | \$33,717 | Insert details |
| 7 | At 19 years | \$39,015 | Insert details |
| 8 | At 20 years | \$43,833 | Insert details |
| 9 | APS 1.1 | \$48,168 | Insert details |
| 10 | APS 1.2 | \$49,872 | Insert details |
| 11 | APS 1.3 | \$51,579 | Insert details |
| 12 | APS 1.4 | \$54,096 | Insert details |
| 13 | APS 2.1 | \$56,296 | Insert details |
| 14 | APS 2.2 | \$57,985 | Insert details |
| 15 | APS 2.3 | \$59,726 | Insert details |
| 16 | APS 2.4 | \$61,433 | Insert details |
| 17 | APS 3.1 | \$65,057 | Insert details |
| 18 | APS 3.2 | \$66,899 | Insert details |
| 19 | APS 3.3 | \$68,839 | Insert details |
| 20 | APS 3.4 | \$72,111 | Insert details |

Schedule 2

Section 2

| Salary from 16 February 2023 | | | |
|-------------------------------------|--------------------------------------|--|--|
| Item | Column 1 Salary Pay Point | Column 2 Salary amount applicable before commencement of Schedule 2 | Column 3 Salary amount applicable from 16 February 2023 |
| 21 | APS 4.1 | \$73,707 | Insert details |
| 22 | APS 4.2 | \$75,736 | Insert details |
| 23 | APS 4.3 | \$77,880 | Insert details |
| 24 | APS 5.1 | \$80,169 | Insert details |
| 25 | APS 5.2 | \$82,348 | Insert details |
| 26 | APS 5.3 | \$84,616 | Insert details |
| 27 | APS 6.1 | \$88,440 | Insert details |
| 28 | APS 6.2 | \$92,730 | Insert details |
| 29 | APS 6.3 | \$97,589 | Insert details |
| 30 | APS 6.4 | \$99,774 | Insert details |
| 31 | EL1.1 | \$108,682 | Insert details |
| 32 | EL1.2 | \$113,411 | Insert details |
| 33 | EL1.3 | \$119,048 | Insert details |
| 34 | EL1.4 | \$123,953 | Insert details |
| 35 | EL2.1 | \$129,669 | Insert details |
| 36 | EL2.2 | \$141,427 | Insert details |
| 37 | EL2.3 | \$146,149 | Insert details |
| 38 | EL2.4 | \$153,519 | Insert details |

2 Allowances

From 16 February 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(3) of this determination.

| Allowances from 16 February 2023 | | | |
|---|--|--|--|
| Item | Column 1 Workplace Responsibility Allowance | Column 2 Rate of allowance applicable before commencement of Schedule 2 | Column 3 Rate of allowance applicable from 16 February 2023 |
| 1 | Workplace Responsibility Allowance | \$33.53 per fortnight | Insert details |

Schedule 3—Third annual adjustment—Salary and allowances from 16 February 2024

Note: See section 10.

1 Salary

From 16 February 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.

| Salary from 16 February 2024 | | | |
|-------------------------------------|---|--|--|
| Item | Column 1 Salary Pay Point | Column 2 Salary amount applicable before commencement of Schedule 3 | Column 3 Salary amount applicable from 16 February 2024 |
| 1 | Trainee APS | Insert details | Insert details |
| 2 | Graduate APS | Insert details | Insert details |
| 3 | Senior Public Affairs Officer Grade 2.1 (SPAO2) | Insert details | Insert details |
| 4 | Senior Public Affairs Officer Grade 2.2 (SPAO2) | Insert details | Insert details |
| 5 | Under 18 years | Insert details | Insert details |
| 6 | At 18 years | Insert details | Insert details |
| 7 | At 19 years | Insert details | Insert details |
| 8 | At 20 years | Insert details | Insert details |
| 9 | APS 1.1 | Insert details | Insert details |
| 10 | APS 1.2 | Insert details | Insert details |
| 11 | APS 1.3 | Insert details | Insert details |
| 12 | APS 1.4 | Insert details | Insert details |
| 13 | APS 2.1 | Insert details | Insert details |
| 14 | APS 2.2 | Insert details | Insert details |
| 15 | APS 2.3 | Insert details | Insert details |
| 16 | APS 2.4 | Insert details | Insert details |
| 17 | APS 3.1 | Insert details | Insert details |
| 18 | APS 3.2 | Insert details | Insert details |
| 19 | APS 3.3 | Insert details | Insert details |
| 20 | APS 3.4 | Insert details | Insert details |

Schedule 3

Section 2 Allowances

| Salary from 16 February 2024 | | | |
|-------------------------------------|--------------------------------------|--|--|
| Item | Column 1 Salary Pay Point | Column 2 Salary amount applicable before commencement of Schedule 3 | Column 3 Salary amount applicable from 16 February 2024 |
| 21 | APS 4.1 | Insert details | Insert details |
| 22 | APS 4.2 | Insert details | Insert details |
| 23 | APS 4.3 | Insert details | Insert details |
| 24 | APS 5.1 | Insert details | Insert details |
| 25 | APS 5.2 | Insert details | Insert details |
| 26 | APS 5.3 | Insert details | Insert details |
| 27 | APS 6.1 | Insert details | Insert details |
| 28 | APS 6.2 | Insert details | Insert details |
| 29 | APS 6.3 | Insert details | Insert details |
| 30 | APS 6.4 | Insert details | Insert details |
| 31 | EL1.1 | Insert details | Insert details |
| 32 | EL1.2 | Insert details | Insert details |
| 33 | EL1.3 | Insert details | Insert details |
| 34 | EL1.4 | Insert details | Insert details |
| 35 | EL2.1 | Insert details | Insert details |
| 36 | EL2.2 | Insert details | Insert details |
| 37 | EL2.3 | Insert details | Insert details |
| 38 | EL2.4 | Insert details | Insert details |

2 Allowances

From 16 February 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(3) of this determination.

| Allowances from 16 February 2024 | | | |
|---|--|--|--|
| Item | Column 1 Workplace Responsibility Allowance | Column 2 Rate of allowance applicable before commencement of Schedule 3 | Column 3 Rate of allowance applicable from 16 February 2024 |
| 1 | Workplace Responsibility Allowance | Insert details | Insert details |