



Public Service (Subsection 24(1)— NDIS Quality and Safeguards Commission Non-SES Employees) Determination 2024

I, Michael Phelan, Acting NDIS Quality and Safeguards Commissioner, make the following determination.

Dated 20 March 2024

[Signed]

Michael Phelan
Acting NDIS Quality and Safeguards Commissioner

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1 Name

This determination is the *Public Service (Subsection 24(1)— NDIS Quality and Safeguards Commission (Non-SES Employees) Determination 2024*.

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 NDIS Quality and Safeguards Commission and proposed to be covered by the *NDIS Quality and Safeguards Commission Enterprise Agreement 2024 to 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 *NDIS Quality and Safeguards Commission Enterprise Agreement 2024 to 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 in-principle agreement on the Enterprise Agreement being reached on 15 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; and
- (ii) the start of the day that the Enterprise Agreement 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.

Classification	As at 31 August 2023	From 14 March 2024	From 13 March 2025	From 12 March 2026
APS1-1	\$48,862	\$50,816	\$52,748	\$54,541
APS1-2	\$50,310	\$52,322	\$54,311	\$56,157
APS1-3	\$52,035	\$54,116	\$56,173	\$58,083
APS1-4	\$54,376	\$56,551	\$58,700	\$60,696
APS2-1	\$56,790	\$59,062	\$61,306	\$63,390
APS2-2	\$58,496	\$60,836	\$63,148	\$65,295
APS2-3	\$62,424	\$64,921	\$67,388	\$69,679
APS2-4	\$63,195	\$65,723	\$68,220	\$70,540
APS3-1	\$65,631	\$68,256	\$70,850	\$73,259
APS3-2	\$67,487	\$70,186	\$72,854	\$75,331
APS3-3	\$70,390	\$73,206	\$75,987	\$78,571
APS3-4	\$71,211	\$74,059	\$76,874	\$79,487
APS4-1	\$74,357	\$77,331	\$80,270	\$82,999
APS4-2	\$76,401	\$79,457	\$82,476	\$85,281
APS4-3	\$78,753	\$81,903	\$85,015	\$87,906
APS4-4	\$79,924	\$83,121	\$86,280	\$89,213
APS5-1	\$81,661	\$84,927	\$88,155	\$91,152
APS5-2	\$83,161	\$86,487	\$89,774	\$92,826
APS5-3	\$86,224	\$89,673	\$93,081	\$96,245
APS5-4	\$87,208	\$90,696	\$94,143	\$97,344
APS6-1	\$89,445	\$93,023	\$96,558	\$99,841
APS6-2	\$93,546	\$97,288	\$100,985	\$104,418
APS6-3	\$98,885	\$102,840	\$106,748	\$110,378
APS6-4	\$100,537	\$104,558	\$108,532	\$112,222
EL1-1	\$111,445	\$115,903	\$120,307	\$124,398

Schedule 1 Salaries

Classification	As at 31 August 2023	From 14 March 2024	From 13 March 2025	From 12 March 2026
EL1-2	\$117,451	\$122,149	\$126,791	\$131,102
EL1-3	\$121,975	\$126,854	\$131,674	\$136,151
EL1-4	\$126,503	\$131,563	\$136,563	\$141,206
EL2-1	\$131,355	\$136,609	\$141,800	\$146,622
EL2-2	\$142,671	\$148,378	\$154,016	\$159,253
EL2-3	\$149,130	\$155,095	\$160,989	\$166,462
EL2-4	\$154,869	\$161,064	\$167,184	\$172,868

Entry Level Broadband

Classification	As at 31 August 2023	From 14 March 2024	From 13 March 2025	From 12 March 2026
APS1-1	\$48,862	\$50,816	\$52,748	\$54,541
APS1-2	\$50,310	\$52,322	\$54,311	\$56,157
APS1-3	\$52,035	\$54,116	\$56,173	\$58,083
APS1-4	\$54,376	\$56,551	\$58,700	\$60,696
APS2-1	\$56,790	\$59,062	\$61,306	\$63,390
APS2-2	\$58,496	\$60,836	\$63,148	\$65,295
APS2-3	\$62,424	\$64,921	\$67,388	\$69,679
APS2-4	\$63,195	\$65,723	\$68,220	\$70,540
APS3-1	\$65,631	\$68,256	\$70,850	\$73,259
APS3-2	\$67,487	\$70,186	\$72,854	\$75,331
APS3-3	\$70,390	\$73,206	\$75,987	\$78,571
APS3-4	\$71,211	\$74,059	\$76,874	\$79,487
APS4-1	\$74,357	\$77,331	\$80,270	\$82,999
APS4-2	\$76,401	\$79,457	\$82,476	\$85,281
APS4-3	\$78,753	\$81,903	\$85,015	\$87,906
APS4-4	\$79,924	\$83,121	\$86,280	\$89,213
APS5-1	\$81,661	\$84,927	\$88,155	\$91,152
APS5-2	\$83,161	\$86,487	\$89,774	\$92,826

Classification	As at 31 August 2023	From 14 March 2024	From 13 March 2025	From 12 March 2026
APS5-3	\$86,224	\$89,673	\$93,081	\$96,245
APS5-4	\$87,208	\$90,696	\$94,143	\$97,344

Legal Broadband

Classification	Local Title	As at 31 August 2023	From 14 March 2024	From 13 March 2025	From 12 March 2026
APS Level 4	Lawyer	\$78,753	\$81,903	\$85,015	\$87,906
APS Level 4	Lawyer	\$79,924	\$83,121	\$86,280	\$89,213
APS Level 5	Lawyer	\$86,224	\$89,673	\$93,081	\$96,245
APS Level 5	Lawyer	\$87,208	\$90,696	\$94,143	\$97,344
APS Level 6	Lawyer	\$89,445	\$93,023	\$96,558	\$99,841
APS Level 6	Lawyer	\$93,546	\$97,288	\$100,985	\$104,418
APS Level 6	Lawyer	\$100,537	\$104,558	\$108,532	\$112,222
APS Level 6	Lawyer	\$101,896	\$105,972	\$109,999	\$113,739
Executive Level 1	Senior Lawyer	\$117,451	\$122,149	\$126,791	\$131,102
Executive Level 1	Senior Lawyer	\$124,899	\$129,895	\$134,831	\$139,415
Executive Level 1	Senior Lawyer	\$126,503	\$131,563	\$136,563	\$141,206
Executive Level 1	Senior Lawyer	\$135,673	\$141,100	\$146,462	\$151,441
Executive Level 2	Principal Lawyer	\$142,671	\$148,378	\$154,016	\$159,253
Executive Level 2	Principal Lawyer	\$148,378	\$154,313	\$160,177	\$165,623
Executive Level 2	Principal Lawyer	\$154,806	\$160,998	\$167,116	\$172,798
Executive Level 2	Principal Lawyer	\$161,065	\$167,508	\$173,873	\$179,785
Executive Level 2	Special Counsel*	\$161,504	\$167,964	\$174,347	\$180,275

Schedule 1 Salaries

Public Affairs Officer Broadband

Classification	Local Title	As at 31 August 2023	From 14 March 2024	From 13 March 2025	From 12 March 2026
APS Level 4	PAO1	\$74,357	\$77,331	\$80,270	\$82,999
APS Level 4	PAO1	\$76,401	\$79,457	\$82,476	\$85,281
APS Level 4	PAO1	\$78,753	\$81,903	\$85,015	\$87,906
APS Level 4	PAO1	\$79,924	\$83,121	\$86,280	\$89,213
APS Level 5	PAO1	\$81,661	\$84,927	\$88,155	\$91,152
APS Level 5	PAO1	\$83,161	\$86,487	\$89,774	\$92,826
APS Level 5	PAO1	\$86,224	\$89,673	\$93,081	\$96,245
APS Level 5	PAO1	\$87,208	\$90,696	\$94,143	\$97,344
APS Level 6	PAO2	\$89,445	\$93,023	\$96,558	\$99,841
APS Level 6	PAO2	\$93,546	\$97,288	\$100,985	\$104,418
APS Level 6	PAO2	\$98,885	\$102,840	\$106,748	\$110,378
APS Level 6	PAO2	\$101,896	\$105,972	\$109,999	\$113,739
Executive Level 1	PAO3	\$111,445	\$115,903	\$120,307	\$124,398
Executive Level 1	PAO3	\$117,451	\$122,149	\$126,791	\$131,102
Executive Level 1	PAO3	\$121,975	\$126,854	\$131,674	\$136,151
Executive Level 1	PAO3	\$126,503	\$131,563	\$136,563	\$141,206
Executive Level 1	PAO3	\$134,421	\$139,798	\$145,110	\$150,044
Executive Level 2	SPAO	\$138,546	\$144,088	\$149,563	\$154,648
Executive Level 2	SPAO	\$142,671	\$148,378	\$154,016	\$159,253
Executive Level 2	SPAO	\$149,130	\$155,095	\$160,989	\$166,462
Executive Level 2	SPAO	\$154,869	\$161,064	\$167,184	\$172,868