



Department of Communications and the Arts

Determination under subsection 24(1) of the Public Service Act 1999

Determination 2016/02

I, Dr Heather Smith, Secretary of the Department of Communications and the Arts, make the following Determination under subsection 24(1) of the *Public Service Act 1999*.

Dated: 1 April 2016

DR HEATHER SMITH
Secretary
Department of Communications and the Arts

1 Citation

The Determination may be cited as *Determination 2016/02*.

2 Application

The Determination applies to all non-SES employees, employed in the Department of Communications and the Arts under the *Public Service Act 1999* and who are covered by the Enterprise Agreement.

3 Definitions

In this Determination:

Department means the Department of Communications and the Arts.

Employee means a non-SES employee who is employed in the Department under the PS Act and covered by the Enterprise Agreement.

Enterprise Agreement means the agreement made on 22 July 2015 in accordance with Part 2-4 of the *Fair Work Act 2009* and known as the 'Department of Communications Enterprise Agreement 2015-2018'.

PS Act means the *Public Service Act 1999* (Cth).

4 Purpose

The purpose of this Determination is to provide additional annual increases to the base salary (and allowances) for Employees.

5 Period and operation of scope

This Determination commences on 1 April 2016 and continues in force until (whichever occurs first of the following):

- a) the expiration of the Enterprise Agreement;
- b) it is revoked;
- c) it is replaced by another determination made under section 24 of the PS Act that applies to the Employee; or
- d) the Enterprise Agreement is replaced by another enterprise agreement covering the Employees and such a replacement agreement is made in accordance with Part 2-4 of the *Fair Work Act 2009*.

6 Annual salary increases

In addition to the remuneration increases provided for in the Enterprise Agreement, Employees are entitled to a base salary increase of:

- a) 1% on and from 7 August 2016; and
- b) 0.5% on and from 7 August 2017.

7 Salary rates and salary advancement

The salary ranges and pay points that will apply, as a result of the base salary increases provided for under this Determination, are set out in Appendix 1 (noting that the amounts include rounding to the nearest dollar).

8 Allowance rates

In addition to the allowance increases provided for in the Enterprise Agreement at clauses 5.1, 5.2, 2.3 and 5.12, Employees are entitled to a base allowance increase of:

- a) 1% on and from 7 August 2016; and
- b) 0.5% on and from 7 August 2017.

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).