



**Department of Communications and the Arts**  
**Determination under subsection 24(1) of the Public Service Act 1999**  
**Determination 2016/04**

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: 22 April 2016

DR HEATHER SMITH  
Secretary  
Department of Communications and the Arts

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**1 Citation**

The Determination may be cited as *Determination 2016/04*.

**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.

**2A Revocation of Determination 2016/02**

Determination 2016/02, as made by the Secretary of the Department of Communications and the Arts on 1 April 2016 under subsection 24(1) of the *Public Service Act 1999*, is revoked.

**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 the date of this Determination 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) 0.5% on and from 7 August 2016; and
- b) 1% 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) 0.5% on and from 7 August 2016; and
- b) 1% 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).