



**Australian Transport Safety Bureau  
(Subsection 24(1) — Australian Transport Safety Bureau  
Non-SES Employees)  
Determination No. 2021/01**

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I, Colin McNamara, Acting Chief Commissioner/Chief Executive Officer of the Australian Transport Safety Bureau, make the following determination.

4 August 2021

A handwritten signature in black ink, consisting of several overlapping loops and a long horizontal stroke extending to the right.

Colin McNamara  
A/g Chief Commissioner/Chief Executive Officer

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## 1 Name

This determination is the Australian Transport Safety Bureau (Subsection 24(1)—Australian Transport Safety Bureau Non-SES Employees) Determination No. 2021/01

## 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 Australian Transport Safety Bureau under the *Public Service Act 1999* and who are covered by the *Australian Transport Safety Bureau Enterprise Agreement 2015*.

## 5 Definitions

In this determination:

***Enterprise Agreement*** means the enterprise agreement approved by the Fair Work Commission on 27 July 2015 and known as the *Australian Transport Safety Bureau Enterprise Agreement 2015*.

***Employee*** means a non-SES employee who is employed by the Australian Transport Safety Bureau under the *Public Service Act 1999* and is covered by the Enterprise Agreement.

## 6 Purpose

The purpose of this Determination is to provide employees with adjustments to their existing salaries and allowances for which they are eligible under the terms of the 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 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 1.7%, with effect from 4 August 2021.

Note: The applicable percentage adjustment in salary is 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) First Aid, Fire Warden, Investigator On-call Allowance (IOCA), and Health and Safety representative allowances are adjusted by the same percentage as salaries, with effect from 4 August 2021.
- (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 4 August 2022

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) First Aid, Fire Warden, Investigator On-call Allowance (IOCA), and Health and Safety representative allowances are to be adjusted by the same percentage as salaries, with effect from 4 August 2022.
- (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 4 August 2023.

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) First Aid, Fire Warden, Investigator On-call Allowance (IOCA), and Health and Safety representative allowances are to be adjusted by the same percentage as salaries, with effect from 4 August 2023.
- (4) Each adjustment of an allowance is to be calculated based on the allowance immediately before the adjustment under subsection (3).
- (5) Schedule 3 is to be changed to reflect the adjustments.

## 11 Entitlements under Commonwealth laws not affected by this Determination

This Determination operates in conjunction with all relevant Commonwealth Acts (including regulations made under those Acts).

## Schedule 1—First annual adjustment—salary and allowances from 4 August 2021

Note: From 4 August 2021, salary for an eligible employee covered by column 1 of an item of the following tables 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 tables. This is an adjustment of 1.7% (WPI) under subsection 8(1) of this determination.

**Table A – General classifications**

Column 1 Classification	Column 2 Salary amount applicable before commencement of this determination	Column 3 Salary amount applicable from 4 August 2021
APS 1.1	46,954	47,752
APS 1.2	48,389	49,212
APS 1.3	49,830	50,677
APS 1.4	51,718	52,597
APS 2.1	53,175	54,079
APS 2.2	54,776	55,707
APS 2.3	56,579	57,541
APS 2.4	58,707	59,705
APS 3.1	60,669	61,700
APS 3.2	62,232	63,290
APS 3.3	63,798	64,882
APS 3.4	65,508	66,622
APS 4.1	67,221	68,364
APS 4.2	69,362	70,541
APS 4.3	71,158	72,368
APS 4.4	73,045	74,287
APS 5.1	75,045	76,321
APS 5.2	77,410	78,726
APS 5.3	79,575	80,928
APS 5.4	81,031	82,409
APS 6.1	82,943	84,353
APS 6.2	86,849	88,325
APS 6.3	90,755	92,298
APS 6.4	94,666	96,275
EL1.1	104,273	106,046
EL1.2	108,212	110,052
EL1.3	112,556	114,469
EL1.4	115,102	117,059
EL2.1	123,914	126,021
EL2.2	128,849	131,039
EL2.3	135,778	138,086
EL2.4	141,431	143,835

**Table B – Broadband Legal**

Column 1 Classification	Column 2 Salary amount applicable before commencement of this schedule	Column 3 Salary amount applicable from 4 August 2021
APS 6.1 LAW	81,369	82,752
APS 6.2 LAW	85,274	86,724
APS 6.3 LAW	93,088	94,670
EL1.1 SLAW	104,234	106,006
EL1.2 SLAW	112,556	114,469
EL1.3 SLAW	126,365	128,513
EL2.1 PLAW	135,778	138,086
EL2.2 PLAW	143,413	145,851

**Table C – Broadband Transport Safety Investigator**

Column 1 Classification	Column 2 Salary amount applicable before commencement of this schedule	Column 3 Salary amount applicable from 4 August 2021
APS 6.1 TSI	92,885	94,464
APS 6.2 TSI	96,791	98,436
EL1.1 STSI	112,556	114,469
EL1.2 STSI	120,279	122,324
EL2.1 STSI	128,849	131,039
EL2.2 STSI	141,431	143,835
EL2.1 TLTSI	147,320	149,824
EL2.2 TLTSI	152,296	154,885

**Table D – Allowances**

Column 1 Classification	Column 2 Salary amount applicable before commencement of this schedule	Column 3 Salary amount applicable from 4 August 2021
IOCA	10,596	10,776
First Aid Officer	582	592
Fire Warden	582	592
Health and Safety Representative	582	592

## Schedule 2–Second annual adjustment–salary and allowances from 4 August 2022

Note: From 4 August 2022, salary for an eligible employee covered by column 1 of an item of the following tables 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 tables. This is an adjustment of the WPI under subsection 9(1) of this determination.

**Table A – General classifications**

Column 1 Classification	Column 2 Salary amount applicable before commencement of this schedule	Column 3 Salary amount applicable from 4 August 2022
APS 1.1	47,752	48,659
APS 1.2	49,212	50,147
APS 1.3	50,677	51,640
APS 1.4	52,597	53,596
APS 2.1	54,079	55,107
APS 2.2	55,707	56,765
APS 2.3	57,541	58,634
APS 2.4	59,705	60,839
APS 3.1	61,700	62,872
APS 3.2	63,290	64,493
APS 3.3	64,882	66,115
APS 3.4	66,622	67,888
APS 4.1	68,364	69,663
APS 4.2	70,541	71,881
APS 4.3	72,368	73,743
APS 4.4	74,287	75,698
APS 5.1	76,321	77,771
APS 5.2	78,726	80,222
APS 5.3	80,928	82,466
APS 5.4	82,409	83,975
APS 6.1	84,353	85,956
APS 6.2	88,325	90,003
APS 6.3	92,298	94,052
APS 6.4	96,275	98,104
EL1.1	106,046	108,061
EL1.2	110,052	112,143
EL1.3	114,469	116,644
EL1.4	117,059	119,283
EL2.1	126,021	128,415
EL2.2	131,039	133,529
EL2.3	138,086	140,710
EL2.4	143,835	146,568



**Table B – Broadband Legal**

Column 1 Classification	Column 2 Salary amount applicable before commencement of this schedule	Column 3 Salary amount applicable from 4 August 2022
APS 6.1 LAW	82,752	84,324
APS 6.2 LAW	86,724	88,372
APS 6.3 LAW	94,670	96,469
EL1.1 SLAW	106,006	108,020
EL1.2 SLAW	114,469	116,644
EL1.3 SLAW	128,513	130,955
EL2.1 PLAW	138,086	140,710
EL2.2 PLAW	145,851	148,622

**Table C – Broadband Transport Safety Investigator**

Column 1 Classification	Column 2 Salary amount applicable before commencement of this schedule	Column 3 Salary amount applicable from 4 August 2022
APS 6.1 TSI	94,464	96,259
APS 6.2 TSI	98,436	100,306
EL1.1 STSI	114,469	116,644
EL1.2 STSI	122,324	124,648
EL2.1 STSI	131,039	133,529
EL2.2 STSI	143,835	146,568
EL2.1 TLTSI	149,824	152,671
EL2.2 TLTSI	154,885	157,828

**Table D – Allowances**

Column 1 Classification	Column 2 Salary amount applicable before commencement of this schedule	Column 3 Salary amount applicable from 4 August 2022
IOCA	10,776	10,981
First Aid Officer	592	603
Fire Warden	592	603
Health and Safety Representative	592	603

# Schedule 3–Third annual adjustment–salary and allowances from 4 August 2023

Note: From 4 August 2023, salary for an eligible employee covered by column 1 of an item of the following tables 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 tables. This is an adjustment of the WPI under subsection 10(1) of this determination.

**Table A – General classifications**

Column 1 Classification	Column 2 Salary amount applicable before commencement of this schedule	Column 3 Salary amount applicable from 4 August 2023
APS 1.1	Insert details	Insert details
APS 1.2	Insert details	Insert details
APS 1.3	Insert details	Insert details
APS 1.4	Insert details	Insert details
APS 2.1	Insert details	Insert details
APS 2.2	Insert details	Insert details
APS 2.3	Insert details	Insert details
APS 2.4	Insert details	Insert details
APS 3.1	Insert details	Insert details
APS 3.2	Insert details	Insert details
APS 3.3	Insert details	Insert details
APS 3.4	Insert details	Insert details
APS 4.1	Insert details	Insert details
APS 4.2	Insert details	Insert details
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APS 5.4	Insert details	Insert details
APS 6.1	Insert details	Insert details
APS 6.2	Insert details	Insert details
APS 6.3	Insert details	Insert details
APS 6.4	Insert details	Insert details
EL1.1	Insert details	Insert details
EL1.2	Insert details	Insert details
EL1.3	Insert details	Insert details
EL1.4	Insert details	Insert details
EL2.1	Insert details	Insert details
EL2.2	Insert details	Insert details
EL2.3	Insert details	Insert details
EL2.4	Insert details	Insert details

**Table B – Broadband Legal**

Column 1 Classification	Column 2 Salary amount applicable before commencement of this schedule	Column 3 Salary amount applicable from 4 August 2023
APS 6.1 LAW	Insert details	Insert details
APS 6.2 LAW	Insert details	Insert details
APS 6.3 LAW	Insert details	Insert details
EL1.1 SLAW	Insert details	Insert details
EL1.2 SLAW	Insert details	Insert details
EL1.3 SLAW	Insert details	Insert details
EL2.1 PLAW	Insert details	Insert details
EL2.2 PLAW	Insert details	Insert details

**Table C – Broadband Transport Safety Investigator**

Column 1 Classification	Column 2 Salary amount applicable before commencement of this schedule	Column 3 Salary amount applicable from 4 August 2023
APS 6.1 TSI	Insert details	Insert details
APS 6.2 TSI	Insert details	Insert details
EL1.1 STSI	Insert details	Insert details
EL1.2 STSI	Insert details	Insert details
EL2.1 STSI	Insert details	Insert details
EL2.2 STSI	Insert details	Insert details
EL2.1 TLTSI	Insert details	Insert details
EL2.2 TLTSI	Insert details	Insert details

**Table D – Allowances**

Column 1 Classification	Column 2 Salary amount applicable before commencement of this schedule	Column 3 Salary amount applicable from 4 August 2023
IOCA	Insert details	Insert details
First Aid Officer	Insert details	Insert details
Fire Warden	Insert details	Insert details
Health and Safety Representative	Insert details	Insert details