



## **Public Service (Subsection 24(1)—National Capital Authority Non-SES Employees) Determination 2021/1**

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I, Gillian Sally Barnes, Chief Executive, National Capital Authority, make the following determination.

Dated 15 March 2021

Gillian Sally Barnes  
Chief Executive, National Capital Authority



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## 1 Name

This determination is the *Public Service (Subsection 24(1)—National Capital Authority Non-SES Employees) Determination 2021/1*

## 2 Commencement

This determination commences on the date it is signed by Gillian Sally Barnes, Chief Executive, National Capital Authority.

## 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 National Capital Authority under the *Public Service Act 1999* who are covered by the National Capital Authority Enterprise Agreement 2018-2021.

## 5 Definitions

In this determination:

***National Capital Authority Enterprise Agreement*** means the enterprise agreement approved by the Fair Work Commission on 6 March 2018 and known as the ***National Capital Authority Enterprise Agreement 2018-2021***.

***WPI – Private Sector Adjustment*** means the applicable Wage Price Index - Private Sector percentage adjustment under the *Public Sector Workplace Relations Policy 2020*.

Note: The Australian Public Service Commission (APSC) publishes advice each year on the applicable WPI (Private) figure that is released by the Australian Bureau of Statistics, applying to remuneration adjustments payable from 1 September to 31 August the following year.

***COVID-19 Determination*** means the Public Service (Terms and Conditions of Employment) (General wage increase deferrals during the COVID-19 pandemic) Determination 2020 made under subsection 24(3) of the Public Service Act 1999.

## Section 6

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### 6 Purpose

The purpose of this determination is to adjust employees' salaries under the terms of the National Capital Authority Enterprise Agreement 2018-2021.

### 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 National Capital 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

- (1) Employees' salaries are adjusted by 1.7%, with effect from commencement of this determination.

Note:

- (a) The applicable percentage adjustment in salary is the most recently published annual June Private Sector WPI% as advised by the Australian Public Service Commission.
  - (b) The COVID-19 Determination has the effect of deferring the first salary adjustment for 6 months from commencement.
- (2) Each adjustment is to be calculated based on the salary immediately before the adjustment under subsection (1).
  - (3) Schedule 1 has effect.

### 9 Second annual adjustment of salary

- (1) Employees' salaries are adjusted by 1.9%, with effect from 12 months from commencement.

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) Schedule 2 is to be changed to reflect the adjustments.

## 10 Third annual adjustment of salary

- (1) Employees' salaries are to be adjusted by X% with effect from 24 months from commencement.

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

Schedule 1 Salary from commencement of determination

Section 1

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## Schedule 1—First annual adjustment—Salary from commencement of determination

Note: See section 8.

### 1 Salary

From the commencement of the determination, salary for an employee covered by a classification in column 1 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 1.7% under subsection 8(1) of this determination.

Note: 1. The COVID-19 Determination has the effect of deferring the first salary adjustment for 6 months from commencement.

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#### Salary from commencement of determination<sup>1</sup>

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Item	Column 1 Salary Pay Point	Column 2 Salary amount applicable before commencement of this determination	Column 3 Salary amount applicable from commencement of determination <sup>1</sup>
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Salary from commencement of determination **Schedule 1**

**Section 1**

<b>Classification</b>	<b>Pay Points and salary prior to commencement Increase -</b>	<b>Salary from commencement 1.7%</b>
<b>Executive Level 2</b>	\$149,265	\$151,803
	\$142,268	\$144,687
	\$135,271	\$137,571
	\$130,115	\$132,327
	\$127,936	\$130,111
	\$123,796	\$125,901
	\$116,211	\$118,187
<b>Executive Level 1</b>	\$108,450	\$110,294
	\$106,118	\$107,922
	\$104,952	\$106,736
	\$102,233	\$103,971
	\$98,455	\$100,129
<b>APS Level 6</b>	\$93,290	\$94,876
	\$88,626	\$90,133
	\$84,833	\$86,275
	\$81,673	\$83,061
	\$77,764	\$79,086
<b>APS Level 5</b>	\$75,215	\$76,494
	\$72,506	\$73,739
	\$70,517	\$71,716
<b>APS Level 4</b>	\$69,385	\$70,565
	\$68,561	\$69,727
	\$66,564	\$67,696
	\$64,898	\$66,001
	\$63,255	\$64,330
<b>APS Level 3</b>	\$61,805	\$62,856
	\$61,146	\$62,185
	\$59,366	\$60,375
	\$57,868	\$58,852
	\$56,433	\$57,392
<b>APS Level 2</b>	\$55,159	\$56,097
	\$53,554	\$54,464
	\$52,247	\$53,135
	\$50,925	\$51,791
	\$49,617	\$50,460
<b>APS Level 1</b>	\$47,161	\$47,963
	\$45,296	\$46,066
	\$44,105	\$44,855
	\$42,670	\$43,395

Schedule 2 Salary from 12 months from commencement of determination

Section 1

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## Schedule 2—Second annual adjustment—Salary from 12 months from commencement of Determination

Note: See section 9.

### 1 Salary

From 12 months from commencement of this determination, 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 4 of the table. This is an adjustment of 1.9% under subsection 9(1) of this determination.

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#### Salary from 12 months from commencement of this determination

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Item	Column 1 Salary Pay Point	Column 2 Salary amount applicable before commencement of this determination	Column 3 Salary amount applicable from commencement of determination <sup>1</sup>	Column 4 Salary amount applicable from 12 months from commencement of this determination
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**Salary from 12 months from commencement of this determination**

Classification	Pay Points and salary prior to commencement Increase -	Salary from commencement	Salary from 12 months from commencement
		1.7% 15 March 2021  Deferred (Govt Policy) to 15 September 2021	1.9% 15 March 2022
<b>Executive Level 2</b>	\$149,265	\$151,802	\$154,687
	\$142,268	\$144,686	\$147,436
	\$135,271	\$137,570	\$140,185
	\$130,115	\$132,326	\$134,841
	\$127,936	\$130,110	\$132,583
	\$123,796	\$125,900	\$128,293
	\$116,211	\$118,187	\$120,433
<b>Executive Level 1</b>	\$108,450	\$110,294	\$112,390
	\$106,118	\$107,922	\$109,973
	\$104,952	\$106,736	\$108,764
	\$102,233	\$103,971	\$105,946
	\$98,455	\$100,129	\$102,031
<b>APS Level 6</b>	\$93,290	\$94,876	\$96,679
	\$88,626	\$90,133	\$91,846
	\$84,833	\$86,275	\$87,914
	\$81,673	\$83,061	\$84,639
	\$77,764	\$79,086	\$80,589
<b>APS Level 5</b>	\$75,215	\$76,494	\$77,947
	\$72,506	\$73,739	\$75,140
	\$70,517	\$71,716	\$73,079
<b>APS Level 4</b>	\$69,385	\$70,565	\$71,906
	\$68,561	\$69,727	\$71,052
	\$66,564	\$67,696	\$68,982
	\$64,898	\$66,001	\$67,255
	\$63,255	\$64,330	\$65,552
<b>APS Level 3</b>	\$61,805	\$62,856	\$64,050
	\$61,146	\$62,185	\$63,367
	\$59,366	\$60,375	\$61,522
	\$57,868	\$58,852	\$59,970
	\$56,433	\$57,392	\$58,482
<b>APS Level 2</b>	\$55,159	\$56,097	\$57,163
	\$53,554	\$54,464	\$55,499
	\$52,247	\$53,135	\$54,145
	\$50,925	\$51,791	\$52,775
	\$49,617	\$50,460	\$51,419
<b>APS Level 1</b>	\$47,161	\$47,962	\$48,874
	\$45,296	\$46,066	\$46,941
	\$44,105	\$44,854	\$45,707
	\$42,670	\$43,395	\$44,220

## **Schedule 3—Third annual adjustment—Salary from 24 months from commencement of Determination**

Note: See section 10.

### **1 Salary**

From 24 months from commencement of this determination, 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 5 of the table. This is an adjustment of X% under subsection 10(1) of this determination.

<b>Salary from 24 months from commencement of this determination</b>					
<b>Item</b>	<b>Column 1 Salary Pay Point</b>	<b>Column 2 Salary amount applicable before commencement of this determination</b>	<b>Column 3 Salary amount applicable from commencement of determination<sup>1</sup></b>	<b>Column 4 Salary amount applicable from 12 months from commencement of this determination</b>	<b>Column 5 Salary amount applicable from 24 months from commencement of this determination</b>





**Australian Government**

**Australian Public Service Commission**

**AUSTRALIAN PUBLIC SERVICE COMMISSIONER**

Ms Sally Barnes  
Chief Executive  
National Capital Authority

5-117  
Dear Ms Barnes

**Approval of Remuneration Proposal and Draft Determination:  
National Capital Authority**

Thank you for providing a remuneration proposal and draft determination for consideration under the *Public Sector Workplace Relations Policy 2020* (the Policy).

I agree that you may make the following remuneration offer to non-Senior Executive Service employees under a three year determination:

a. general wage adjustments:

1. of 1.7% from commencement (deferred by six months in line with the Government's wage pause decision);
- ii. in line with the applicable WPI private sector change 12 months from commencement;
- iii. in line with the applicable WPI private sector change 24 months from commencement.

The proposed remuneration adjustments in line with WPI changes are consistent with the Policy.

I recognise that cost estimates for remuneration adjustments are based on WPI forecasts from the 2020-21 Federal Budget papers and that you are aware that these forecasts are subject to change and are not final.

As per the announcement by Assistant Minister Morton on 9 April 2020, the next pay increase from 14 April 2020 will be deferred by 6 months. This means that the initial pay increase will be effective six months from commencement of the determination. No other pay increases for the duration of this determination will be affected and will commence from their scheduled dates.

Should circumstances change that require you to make revisions to the above remuneration proposal, the Commission must be consulted to determine whether any further approvals will be required. If changing circumstances mean the proposal becomes unaffordable, this approval no longer stands and your proposal should be revised.

We have assessed the proposed determination and consider it to be consistent with the Policy. I have therefore approved the draft determination. If employees were to seek, and be granted a majority support determination to engage in bargaining, further approval will be required.

I draw your attention to my letter of 26 March 2020 advising of the Government's expectation that Agency Heads suspend increases to all Senior Executive Service remuneration, entitlements and allowances for the duration of the COVID-19 pandemic. This policy remains in place.

I also draw your attention to paragraph 6 of the Policy, which states that agencies are responsible for ensuring that workplace arrangements supporting agreements are consistent with the Policy. This includes arrangements supporting the operation of staff consultative committees. The Commission is available to provide guidance on these matters.

If you have any queries regarding this matter, please contact John Preuss on (02) 6202 3735.

Yours sincerely



Peter Woolcott AO  
15 March 2021