



Public Service (Subsection 24(1)—Office of National Intelligence Non-SES Employees) Determination 2022/01

I, Andrew Shearer, Director-General of the Office of National Intelligence, make the following determination under subsection 24 (1) of the *Public Service Act 1999*

Dated **17 March** 2022

A handwritten signature in black ink, which appears to read 'Andrew Shearer'.

Andrew Shearer
Office of National Intelligence

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1 Name

This determination is the *Public Service (Subsection 24(1)—Office of National Intelligence Non-SES Employees) Determination 2022/01*

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 Office of National Intelligence under the *Public Service Act 1999* who are covered by the *Office of National Assessments Enterprise Agreement 2016—2019*

5 Definitions

In this determination:

Allowances means Corporate Responsibility (First Aid, Fire Warden, and Health and Safety Representative) provided under clause 27 1 of the ONI Enterprise Agreement and Restriction allowances provided under clause 24 1 of the ONI Enterprise Agreement

Base salary means the employee's annual rate of pay not including any loadings, overtime or allowances

ONI Enterprise Agreement means the enterprise agreement approved by the Fair Work Commission on 27 April 2016 in accordance with section 182 of the *Fair Work Act 2009* and known as the *Office of National Assessments Enterprise Agreement 2016-2019*

Employees means non-SES employees who are employed in ONI under the *Public Service Act 1999* and who are covered by the ONI Enterprise Agreement.

ONI means the Office of National Intelligence

6 Purpose

The purpose of this determination is to adjust employees' salaries and Allowances for which they are eligible under the terms of the ONI 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

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(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 ONI 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' Base salaries are adjusted by 1.9%, with effect on 4 May 2022.

Note The applicable percentage adjustment in Base salary for Year 1 is the most recently published annual June Private Sector Wage Price Index% as advised by the Australian Public Service Commission

- (2) Each adjustment is to be calculated based on the Base salary immediately before the adjustment under subsection (1)
- (3) Allowances are adjusted in line with the Base salary increase prescribed in subsection (1), with effect on 4 May 2022.
- (4) Each adjustment of an allowance is to be calculated based on the rate of allowance applicable immediately before the adjustment under subsection (3)
- (5) Schedule 1 has effect

9 Second annual adjustment of salary and allowances

(1) Employees' Base salaries are to be adjusted by X% with effect on 4 May 2023

Note The applicable percentage adjustment in Base salary will be inserted in Year 2 in line with the most recently published annual June Private Sector Wage Price Index% as advised by the Australian Public Service Commission

- (2) Each adjustment is to be calculated based on the Base salary immediately before the adjustment under subsection (1)
- (3) Allowances are to be adjusted in line with the Base salary increase prescribed in subsection (1), with effect on 4 May 2023
- (4) Each adjustment of an allowance in subsection (3) is to be calculated based on the rate of allowance applicable 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' Base salaries are to be adjusted by X% with effect on 4 May 2024

Note The applicable percentage adjustment in Base salary will be inserted in Year 3 in line with the most recently published annual June Private Sector Wage Price Index% as advised by the Australian Public Service Commission

- (2) Each adjustment is to be calculated based on the Base salary immediately before the adjustment under subsection (1)
- (3) Allowances are to be adjusted in line with the Base salary increase prescribed in subsection (1), with effect on 4 May 2024
- (4) Each adjustment of an allowance in subsection (3) is to be calculated based on the rate of allowance applicable immediately before the adjustment under subsection (3)
- (5) Schedule 3 is to be changed to reflect the adjustments

11 Revocation of Office of National Intelligence Determination 2019/01

The Office of National Intelligence Determination 2019/01 made under subsection 24(1) of the *Public Service Act 1999* is revoked with effect on the day this determination commences

Section 1

Schedule 1—First annual adjustment—Salary and allowances on 4 May 2022

Note See section 8

1 Salary

On 4 May 2022, the base 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 payable at the rate for that pay point (the *new rate*) described in column 3 of the table. This is an adjustment of 1.9% under subsection 8(1) of this determination.

Base salary on 4 May 2022

| Item | | Column 1 Pay Point | Column 2 Base salary amount applicable before commencement of this determination | Column 3 Base salary amount applicable on 4 May 2022 |
|-------------|-------------|-----------------------|--|---|
| ONI Band 1C | APS Level 1 | 1 | \$ 50,756 | \$ 51,720 |
| | | 2 | \$ 52,402 | \$ 53,398 |
| | | 3 | \$ 53,775 | \$ 54,797 |
| | | 4 | \$ 55,918 | \$ 56,980 |
| | APS Level 2 | 1 | \$ 57,216 | \$ 58,303 |
| | | 2 | \$ 58,742 | \$ 59,858 |
| | | 3 | \$ 60,241 | \$ 61,386 |
| | | 4 | \$ 61,760 | \$ 62,933 |
| | | 5 | \$ 63,259 | \$ 64,461 |
| | | 6 | \$ 64,322 | \$ 65,544 |
| ONI Band 1B | APS Level 3 | 1 | \$ 64,924 | \$ 66,158 |
| | | 2 | \$ 66,567 | \$ 67,832 |
| | | 3 | \$ 68,211 | \$ 69,507 |
| | | 4 | \$ 69,934 | \$ 71,263 |
| | APS Level 4 | 1 | \$ 72,163 | \$ 73,534 |
| | | 2 | \$ 74,402 | \$ 75,816 |
| | | 3 | \$ 76,292 | \$ 77,742 |
| | | 4 | \$ 78,203 | \$ 79,689 |
| | | 5 | \$ 79,556 | \$ 81,068 |
| | ONI Band 1A | APS Level 5 | 1 | \$ 80,286 |
| 2 | | | \$ 82,749 | \$ 84,321 |
| 3 | | | \$ 85,029 | \$ 86,645 |
| 4 | | | \$ 87,399 | \$ 89,060 |

Section 2

| | | | | |
|------------|-------------------|---|------------|------------|
| | APS Level 6 | 1 | \$ 89,529 | \$ 91,230 |
| | | 2 | \$ 91,932 | \$ 93,679 |
| | | 3 | \$ 96,467 | \$ 98,300 |
| | | 4 | \$ 100,134 | \$ 102,037 |
| | | 5 | \$ 101,869 | \$ 103,805 |
| ONI Band 2 | Executive Level 1 | 1 | \$ 110,466 | \$ 112,565 |
| | | 2 | \$ 114,869 | \$ 117,052 |
| | | 3 | \$ 119,269 | \$ 121,535 |
| | | 4 | \$ 122,734 | \$ 125,066 |
| | | 5 | \$ 124,860 | \$ 127,232 |
| ONI Band 3 | Executive Level 2 | 1 | \$ 127,287 | \$ 129,705 |
| | | 2 | \$ 132,358 | \$ 134,873 |
| | | 3 | \$ 137,642 | \$ 140,257 |
| | | 4 | \$ 144,297 | \$ 147,039 |
| | | 5 | \$ 149,124 | \$ 151,957 |
| | | 6 | \$ 151,709 | \$ 154,591 |

2 Allowances

On 4 May 2022, an allowance described in column 1 of an item of the following table is payable at the rate (the new rate) described in column 3 of the table. This is an adjustment of 1.9% under subsection 8(3) of this determination.

| Allowances on 4 May 2022 | | |
|---|--|---|
| Column 1 Name of allowance | Column 2 Rate of allowance applicable before commencement of this determination | Column 3 Rate of allowance on 4 May 2022 |
| Corporate Responsibility Allowances (First Aid Officers, Fire Wardens, Health & Safety Representatives) (per fortnight) | \$ 23 35 | \$ 23 79 |
| Restriction Allowance (per hour) | \$ 3 08 | \$ 3 14 |

Section 1

Schedule 2—Second annual adjustment—Salary and allowances on 4 May 2023

Note See section 9

1 Salary

On 4 May 2023, the Base 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 3 of the table. This is an adjustment of X% under subsection 9(1) of this determination.

Base salary on 4 May 2023

| Item | | Column 1 Pay Point | Column 2 Base salary amount applicable before the commencement of this Schedule | Column 3 Base salary amount applicable on 4 May 2023 |
|-------------|-------------|-----------------------|---|---|
| ONI Band 1C | APS Level 1 | 1 | \$ 51,720 | \$ TBA |
| | | 2 | \$ 53,398 | \$ TBA |
| | | 3 | \$ 54,797 | \$ TBA |
| | | 4 | \$ 56,980 | \$ TBA |
| | APS Level 2 | 1 | \$ 58,303 | \$ TBA |
| | | 2 | \$ 59,858 | \$ TBA |
| | | 3 | \$ 61,386 | \$ TBA |
| | | 4 | \$ 62,933 | \$ TBA |
| | | 5 | \$ 64,461 | \$ TBA |
| | | 6 | \$ 65,544 | \$ TBA |
| ONI Band 1B | APS Level 3 | 1 | \$ 66,158 | \$ TBA |
| | | 2 | \$ 67,832 | \$ TBA |
| | | 3 | \$ 69,507 | \$ TBA |
| | | 4 | \$ 71,263 | \$ TBA |
| | APS Level 4 | 1 | \$ 73,534 | \$ TBA |
| | | 2 | \$ 75,816 | \$ TBA |
| | | 3 | \$ 77,742 | \$ TBA |
| | | 4 | \$ 79,689 | \$ TBA |
| | | 5 | \$ 81,068 | \$ TBA |
| | ONI Band 1A | APS Level 5 | 1 | \$ 81,811 |
| 2 | | | \$ 84,321 | \$ TBA |
| 3 | | | \$ 86,645 | \$ TBA |
| 4 | | | \$ 89,060 | \$ TBA |

Section 2

| | | | | |
|------------|-------------------|---|------------|--------|
| | APS Level 6 | 1 | \$ 91,230 | \$ TBA |
| | | 2 | \$ 93,679 | \$ TBA |
| | | 3 | \$ 98,300 | \$ TBA |
| | | 4 | \$ 102,037 | \$ TBA |
| | | 5 | \$ 103,805 | \$ TBA |
| ONI Band 2 | Executive Level 1 | 1 | \$ 112,565 | \$ TBA |
| | | 2 | \$ 117,052 | \$ TBA |
| | | 3 | \$ 121,535 | \$ TBA |
| | | 4 | \$ 125,066 | \$ TBA |
| | | 5 | \$ 127,232 | \$ TBA |
| ONI Band 3 | Executive Level 2 | 1 | \$ 129,705 | \$ TBA |
| | | 2 | \$ 134,873 | \$ TBA |
| | | 3 | \$ 140,257 | \$ TBA |
| | | 4 | \$ 147,039 | \$ TBA |
| | | 5 | \$ 151,957 | \$ TBA |
| | | 6 | \$ 154,591 | \$ TBA |

2 Allowances

On 4 May 2023, an allowance described in column 1 of an item of the following table is to be payable at the rate (the new rate) described in column 3 of the table. This is an adjustment of X% under subsection 9(3) of this determination.

| Allowances on 4 May 2023 | | |
|---|--|---|
| Column 1 Name of allowance | Column 2 Rate of allowance before the commencement of this Schedule | Column 3 Rate of allowance on 4 May 2023 |
| Corporate Responsibility Allowances (First Aid Officers, Fire Wardens, Health & Safety Representatives) (per fortnight) | \$ 23 79 | TBA |
| Restriction Allowance (per hour) | \$ 3 14 | TBA |

Section 1

Schedule 3—Third annual adjustment—Salary and allowances on 4 May 2024

Note See section 10

1 Salary

On 4 May 2024, the Base 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 3 of the table. This is an adjustment of X% under subsection 10(1) of this determination.

Base salary on 4 May 2024

| Item | | Column 1 Pay Point | Column 2 Base salary amount applicable before the commencement of this Schedule | Column 3 Base salary amount applicable on 4 May 2024 |
|-------------|-------------|-----------------------|---|---|
| ONI Band 1C | APS Level 1 | 1 | \$ TBA | \$ TBA |
| | | 2 | \$ TBA | \$ TBA |
| | | 3 | \$ TBA | \$ TBA |
| | | 4 | \$ TBA | \$ TBA |
| | APS Level 2 | 1 | \$ TBA | \$ TBA |
| | | 2 | \$ TBA | \$ TBA |
| | | 3 | \$ TBA | \$ TBA |
| | | 4 | \$ TBA | \$ TBA |
| | | 5 | \$ TBA | \$ TBA |
| | | 6 | \$ TBA | \$ TBA |
| ONI Band 1B | APS Level 3 | 1 | \$ TBA | \$ TBA |
| | | 2 | \$ TBA | \$ TBA |
| | | 3 | \$ TBA | \$ TBA |
| | | 4 | \$ TBA | \$ TBA |
| | APS Level 4 | 1 | \$ TBA | \$ TBA |
| | | 2 | \$ TBA | \$ TBA |
| | | 3 | \$ TBA | \$ TBA |
| | | 4 | \$ TBA | \$ TBA |
| | | 5 | \$ TBA | \$ TBA |
| | ONI Band 1A | APS Level 5 | 1 | \$ TBA |
| 2 | | | \$ TBA | \$ TBA |
| 3 | | | \$ TBA | \$ TBA |
| 4 | | | \$ TBA | \$ TBA |

Section 2

| | | | | |
|------------|-------------------|---|--------|--------|
| | APS Level 6 | 1 | \$ TBA | \$ TBA |
| | | 2 | \$ TBA | \$ TBA |
| | | 3 | \$ TBA | \$ TBA |
| | | 4 | \$ TBA | \$ TBA |
| | | 5 | \$ TBA | \$ TBA |
| ONI Band 2 | Executive Level 1 | 1 | \$ TBA | \$ TBA |
| | | 2 | \$ TBA | \$ TBA |
| | | 3 | \$ TBA | \$ TBA |
| | | 4 | \$ TBA | \$ TBA |
| | | 5 | \$ TBA | \$ TBA |
| ONI Band 3 | Executive Level 2 | 1 | \$ TBA | \$ TBA |
| | | 2 | \$ TBA | \$ TBA |
| | | 3 | \$ TBA | \$ TBA |
| | | 4 | \$ TBA | \$ TBA |
| | | 5 | \$ TBA | \$ TBA |
| | | 6 | \$ TBA | \$ TBA |

2 Allowances

On 4 May 2024, an allowance described in column 1 of an item of the following table is to be payable at the rate (the new rate) described in column 3 of the table. This is an adjustment of X% under subsection 10(3) of this determination

| Allowances on 4 May 2024 | | |
|---|--|---|
| Column 1 Name of allowance | Column 2 Rate of allowance before the commencement of this Schedule | Column 3 Rate of allowance on 4 May 2024 |
| Corporate Responsibility Allowances (First Aid Officers, Fire Wardens, Health & Safety Representatives) (per fortnight) | TBA | TBA |
| Restriction Allowance (per hour) | TBA | TBA |