



DETERMINATION 8/2018

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

I, Nicole Rose, Chief Executive Officer (CEO) of the Australian Transaction Reports and Analysis Centre (AUSTRAC), make the following determination under subsection 24(1) of the *Public Service Act 1999*.

Application

1. This Determination applies to all non-SES employees employed by AUSTRAC under the *Public Service Act 1999*, who are covered by the AUSTRAC Enterprise Agreement 2016-2019.

Definitions

2. In this Determination,

AUSTRAC means the Australian Transaction Reports and Analysis Centre

Employee means a non-SES employee employed by AUSTRAC under the *Public Service Act 1999*, who is covered by the AUSTRAC Enterprise Agreement 2016-2019

Enterprise Agreement means the Enterprise Agreement approved by the Fair Work Commission on 21 March 2016 in accordance with Part 2-4 of the *Fair Work Act 2009* and known as the AUSTRAC Enterprise Agreement 2016-2019

Purpose

3. The purpose of this Determination is to provide Employees with increases to their existing salary for which they are eligible under the terms of the Enterprise Agreement.

Period and operation of scope

4. This determination commences operation on the date it is signed by the CEO and continues in force until whichever of the following occurs first:
 - a) A replacement for the Enterprise Agreement commences operation in accordance with the *Fair Work Act 2009*, or
 - b) It is replaced by another Determination made under section 24 of the *Public Service Act 1999* that applies to the Employees and expressly revokes this Determination.

Salary Increases

5. Attachment A, Attachment B, Attachment C and Attachment D of the Enterprise Agreement, provide salary ranges and salary points for each classification within AUSTRAC.
6. The salary points specified at Column V of each Attachment will increase cumulatively as follows:
 - a) 2% from 29 March 2019,
 - b) 2% from 29 March 2020, and
 - c) 2% from 29 March 2021.

7. Employees will receive increased salary as specified in clause 6 above, in accordance with the terms of the Enterprise Agreement.
8. Salary rates to apply under this Determination, for each classification, are set out in Attachment 1.

Entitlement under Commonwealth Laws not affected by the Determination

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



Nicole Rose PSM
AUSTRAC Chief Executive Officer
20 December 2018

Salary Ranges and Salary Points

ADMINISTRATIVE

ENTERPRISE AGREEMENT ATTACHMENT A: AUSTRAC Administrative Broadband 1				
Work Value Range (Approved APS Classification Level)	Enterprise Agreement Column V	Salary from 29 March 2019 (2% increase)	Salary from 29 March 2020 (2% increase)	Salary from 29 March 2021 (2% increase)
APS Level 1	48,016	48,976	49,956	50,955
	48,920	49,898	50,896	51,914
	49,826	50,823	51,839	52,876
	50,735	51,750	52,785	53,841
	51,640	52,673	53,726	54,801
	52,545	53,596	54,668	55,761
APS Level 2	54,356	55,443	56,552	57,683
	55,262	56,367	57,494	58,644
	56,168	57,291	58,437	59,606
	57,075	58,217	59,381	60,569
	57,980	59,140	60,323	61,529
	58,886	60,064	61,265	62,490
APS Level 3	59,792	60,988	62,208	63,452
	60,696	61,910	63,148	64,411
	61,604	62,836	64,093	65,375
	62,509	63,759	65,034	66,335
	63,415	64,683	65,977	67,297
	64,322	65,608	66,920	68,258
APS Level 4	65,226	66,531	67,862	69,219
	66,132	67,455	68,804	70,180
	67,039	68,380	69,748	71,143
	67,944	69,303	70,689	72,103
	69,303	70,689	72,103	73,545
	70,663	72,076	73,518	74,988
71,568	72,999	74,459	75,948	
72,927	74,386	75,874	77,391	
74,288	75,774	77,289	78,835	

Salary Ranges and Salary Points

ENTERPRISE AGREEMENT ATTACHMENT A: AUSTRAC Administrative Broadband 2				
Work Value Range (Approved APS Classification Level)	Enterprise Agreement Column V	Salary from 29 March 2019 (2% increase)	Salary from 29 March 2020 (2% increase)	Salary from 29 March 2021 (2% increase)
APS Level 5	75,193	76,697	78,231	79,796
	76,098	77,620	79,172	80,755
	77,004	78,544	80,115	81,717
	77,911	79,469	81,058	82,679
	78,815	80,391	81,999	83,639
	79,723	81,317	82,943	84,602
	80,628	82,241	83,886	85,564
	82,441	84,090	85,772	87,487
APS Level 6	84,251	85,936	87,655	89,408
	86,063	87,784	89,540	91,331
	87,875	89,633	91,426	93,255
	89,686	91,480	93,310	95,176
	91,500	93,330	95,197	97,101
	93,742	95,617	97,529	99,480
	95,981	97,901	99,859	101,856

ENTERPRISE AGREEMENT ATTACHMENT A: Executive Level Work Value Range				
Work Value Range (Approved APS Classification Level)	Enterprise Agreement Column V	Salary from 29 March 2019 (2% increase)	Salary from 29 March 2020 (2% increase)	Salary from 29 March 2021 (2% increase)
Executive Level 1	102,963	105,022	107,122	109,264
	104,532	106,623	108,755	110,930
	106,274	108,399	110,567	112,778
	108,016	110,176	112,380	114,628
	110,194	112,398	114,646	116,939
	112,371	114,618	116,910	119,248
	114,115	116,397	118,725	121,100
	117,214	119,558	121,949	124,388
Executive Level 2	120,011	122,411	124,859	127,356
	123,207	125,671	128,184	130,748
	125,924	128,442	131,011	133,631
	128,642	131,215	133,839	136,516
	132,268	134,913	137,611	140,363
	134,985	137,685	140,439	143,248
	137,702	140,456	143,265	146,130
	141,792	144,628	147,521	150,471

Salary Ranges and Salary Points

LEGAL

ENTERPRISE AGREEMENT ATTACHMENT B: AUSTRAC Legal Broadband 1				
Work Value Range (Approved APS Classification Level)	Enterprise Agreement Column V	Salary from 29 March 2019 (2% increase)	Salary from 29 March 2020 (2% increase)	Salary from 29 March 2021 (2% increase)
APS Level 4 (Legal Officer Level 1)	67,039	68,380	69,748	71,143
	67,944	69,303	70,689	72,103
	69,303	70,689	72,103	73,545
	70,663	72,076	73,518	74,988
	71,568	72,999	74,459	75,948
	72,927	74,386	75,874	77,391
	74,288	75,774	77,289	78,835
APS Level 5 (Legal Officer Level 1)	75,193	76,697	78,231	79,796
	76,098	77,620	79,172	80,755
	77,004	78,544	80,115	81,717
	77,911	79,469	81,058	82,679
	78,815	80,391	81,999	83,639
	79,723	81,317	82,943	84,602
	80,628	82,241	83,886	85,564
	82,441	84,090	85,772	87,487

ENTERPRISE AGREEMENT ATTACHMENT B: AUSTRAC Legal Work Value Range				
Work Value Range (Approved APS Classification Level)	Enterprise Agreement Column V	Salary from 29 March 2019 (2% increase)	Salary from 29 March 2020 (2% increase)	Salary from 29 March 2021 (2% increase)
APS Level 6 (Legal Officer Level 2)	84,251	85,936	87,655	89,408
	86,063	87,784	89,540	91,331
	87,875	89,633	91,426	93,255
	89,686	91,480	93,310	95,176
	91,500	93,330	95,197	97,101
	93,742	95,617	97,529	99,480
	95,981	97,901	99,859	101,856
Executive Level 1 (Senior Legal Officer)	102,963	105,022	107,122	109,264
	104,532	106,623	108,755	110,930
	106,274	108,399	110,567	112,778
	108,016	110,176	112,380	114,628
	110,194	112,398	114,646	116,939
	112,371	114,618	116,910	119,248
	114,115	116,397	118,725	121,100
117,214	119,558	121,949	124,388	
Executive Level 2 (Principal Legal Officer)	120,011	122,411	124,859	127,356
	123,207	125,671	128,184	130,748
	125,924	128,442	131,011	133,631
	128,642	131,215	133,839	136,516
	132,268	134,913	137,611	140,363
	134,985	137,685	140,439	143,248
	137,702	140,456	143,265	146,130
	141,792	144,628	147,521	150,471

Salary Ranges and Salary Points

INFORMATION AND COMMUNICATION TECHNOLOGY (ICT)

ENTERPRISE AGREEMENT ATTACHMENT C: AUSTRAC ICT Work Value Range				
Work Value Range (Approved APS Classification Level)	Enterprise Agreement Column V	Salary from 29 March 2019 (2% increase)	Salary from 29 March 2020 (2% increase)	Salary from 29 March 2021 (2% increase)
APS Level 4 (ICT Officer 1)	67,039	68,380	69,748	71,143
	67,944	69,303	70,689	72,103
	69,303	70,689	72,103	73,545
	70,663	72,076	73,518	74,988
	71,568	72,999	74,459	75,948
	72,927	74,386	75,874	77,391
	74,288	75,774	77,289	78,835
APS Level 5 (ICT Officer 2)	75,193	76,697	78,231	79,796
	76,098	77,620	79,172	80,755
	77,004	78,544	80,115	81,717
	77,911	79,469	81,058	82,679
	78,815	80,391	81,999	83,639
	79,723	81,317	82,943	84,602
	80,628	82,241	83,886	85,564
82,441	84,090	85,772	87,487	
APS Level 6 (Senior ICT Officer)	84,251	85,936	87,655	89,408
	86,063	87,784	89,540	91,331
	87,875	89,633	91,426	93,255
	89,686	91,480	93,310	95,176
	91,500	93,330	95,197	97,101
	93,742	95,617	97,529	99,480
	95,981	97,901	99,859	101,856
Executive Level 1 (Manager, ICT)	102,963	105,022	107,122	109,264
	104,532	106,623	108,755	110,930
	106,274	108,399	110,567	112,778
	108,016	110,176	112,380	114,628
	110,194	112,398	114,646	116,939
	112,371	114,618	116,910	119,248
	114,115	116,397	118,725	121,100
117,214	119,558	121,949	124,388	
Executive Level 2 (Director, ICT)	120,011	122,411	124,859	127,356
	123,207	125,671	128,184	130,748
	125,924	128,442	131,011	133,631
	128,642	131,215	133,839	136,516
	132,268	134,913	137,611	140,363
	134,985	137,685	140,439	143,248
	137,702	140,456	143,265	146,130
141,792	144,628	147,521	150,471	

Salary Ranges and Salary Points

AUSTRAC GRADUATE

ENTERPRISE AGREEMENT ATTACHMENT D: AUSTRAC Graduate Broadband 1				
Work Value Range (Approved APS Classification Level)	Enterprise Agreement Column V	Salary from 29 March 2019 (2% increase)	Salary from 29 March 2020 (2% increase)	Salary from 29 March 2021 (2% increase)
APS Level 3	60,696	61,910	63,148	64,411
	61,604	62,836	64,093	65,375
	62,509	63,759	65,034	66,335
	63,415	64,683	65,977	67,297
	64,322	65,608	66,920	68,258
	65,226	66,531	67,862	69,219
	66,132	67,455	68,804	70,180
	APS Level 4	67,039	68,380	69,748
67,944		69,303	70,689	72,103
69,303		70,689	72,103	73,545
70,663		72,076	73,518	74,988
71,568		72,999	74,459	75,948
72,927		74,386	75,874	77,391
74,288		75,774	77,289	78,835
APS Level 5		75,193	76,697	78,231
	76,098	77,620	79,172	80,755
	77,004	78,544	80,115	81,717
	77,911	79,469	81,058	82,679
	78,815	80,391	81,999	83,639
	79,723	81,317	82,943	84,602
	80,628	82,241	83,886	85,564
	82,441	84,090	85,772	87,487