

OFFICIAL



PARLIAMENT OF AUSTRALIA

DEPARTMENT OF PARLIAMENTARY SERVICES



## **Parliamentary Service (Subsection 24(1)— Department of Parliamentary Services Non-SES Employees) Determination no 2021/01**

---

I, Rob Stefanic, Secretary of the Department of Parliamentary Services, make the following determination.

22 December 2020

A handwritten signature in black ink, appearing to be 'R Stefanic', written over a horizontal line.

Rob Stefanic  
Secretary

---

OFFICIAL



---

## Contents

1 Name .....	1
2 Commencement .....	1
3 Authority .....	1
4 Application .....	1
5 Definitions .....	1
6 Purpose .....	1
7 Period of operation .....	1
8 First annual adjustment of salary and allowances .....	2
9 Second annual adjustment of salary and allowances .....	2
10 Third annual adjustment of salary and allowances .....	2
<b>Schedule 1—First annual adjustment—Salary and allowances from 12 July 2021</b>	<b>4</b>
1 Salary .....	4
2 Allowances .....	8
<b>Schedule 2—Second annual adjustment—Salary and allowances from 12 January 2022</b>	<b>9</b>
1 Salary .....	9
2 Allowances .....	13
<b>Schedule 3—Third annual adjustment—Salary and allowances from 12 January 2023</b>	<b>14</b>
1 Salary .....	14
2 Allowances .....	14



### 1 Name

This determination is the *Parliamentary Service (Subsection 24(1)—Department of Parliamentary Services Non-SES Employees) Determination 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 *Parliamentary Service Act 1999*.

### 4 Application

This determination applies to non-SES employees employed in the Department of Parliamentary Services under the *Parliamentary Service Act 1999* who are covered by the Department of Parliamentary Services Enterprise Agreement.

### 5 Definitions

In this determination:

***Department of Parliamentary Services Enterprise Agreement*** means the enterprise agreement approved by the Fair Work Commission on 5 January 2018 and known as the Department of Parliamentary Services Enterprise Agreement 2017.

### 6 Purpose

The purpose of this determination is to adjust employees' salaries and allowances for which they are eligible under the terms of the Department of Parliamentary Services 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 Department of Parliamentary Services Enterprise Agreement commences operation;
  - (ii) the start of the day that another determination under subsection 24(1) of the *Parliamentary Service Act 1999* that applies to the employees and revokes this determination comes into force.

Section 8

---

**8 First annual adjustment of salary and allowances**

- (1) Employees' salaries are adjusted by 1.7%, with effect from 12 July 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 Allowance, Loading Dock Screening Allowance, Restriction Duty Allowance, Annualised Shift Penalties Allowance – Visitor Services and Annualised Shift Penalties Allowance – Parliament Shop are adjusted by the same percentage as salaries, with effect from 12 July 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 1.9% with effect from 12 January 2022

Note: The rate of this adjustment is the applicable WPI – Private Sector Adjustment for the period 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 Allowance, Loading Dock Screening Allowance, Restriction Duty Allowance, Annualised Shift Penalties Allowance – Visitor Services and Annualised Shift Penalties Allowance – Parliament Shop are adjusted by the same percentage as salaries, with effect from 12 January 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 has effect.

**10 Third annual adjustment of salary and allowances**

- (1) Employees' salaries are to be adjusted by X% with effect from 12 January 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 Allowance, Loading Dock Screening Allowance, Restriction Duty Allowance, Annualised Shift Penalties Allowance – Visitor Services and

Annualised Shift Penalties Allowance – Parliament Shop are to be adjusted by the same percentage as salaries, with effect from 12 January 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.

**OFFICIAL**

**Schedule 1** Salary and allowances from 12 July 2021

Section 1

**Schedule 1—First annual adjustment—Salary and allowances from 12 July 2021**

Note: See section 8.

**1 Salary**

From 12 July 2021, 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 1.7% under subsection 8(1) of this determination.

<b>Salary</b>		
<b>Column 1 Classification</b>	<b>Column 2 Salary amount applicable before commencement of this determination</b>	<b>Column 3 Salary amount applicable from 12 July 2021</b>
<b>PSL 1</b>		
PSL1.1*	\$46,270	\$47,057
PSL1.2*	\$47,889	\$48,703
PSL1.3*	\$49,565	\$50,408
PSL1.4	\$50,381	\$51,237
PSL1.5	\$52,145	\$53,031
PSL1.6	\$53,970	\$54,887
PSL1.7	\$55,859	\$56,809
PSL1.8	\$57,814	\$58,797
PSL1.9	\$58,676	\$59,673
* This classification only applies to employees working in the Catering Work Group		
<b>PSL 2</b>		
PSL2.1	\$59,851	\$60,868
PSL2.2	\$61,945	\$62,998
PSL2.3	\$64,252	\$65,344
<b>PSL 3</b>		
PSL3.1	\$65,682	\$66,799
PSL3.2	\$68,638	\$69,805
<b>PSL 4</b>		
PSL4.1	\$70,010	\$71,200
PSL4.2	\$72,460	\$73,692
PSL4.3	\$74,996	\$76,271
PSL4.4	\$76,074	\$77,367
<b>PSL 5</b>		



**OFFICIAL**

Salary and allowances from 12 July 2021 **Schedule 1**

Section 1

<b>Salary</b>		
<b>Column 1 Classification</b>	<b>Column 2 Salary amount applicable before commencement of this determination</b>	<b>Column 3 Salary amount applicable from 12 July 2021</b>
PSL5.1	\$77,594	\$78,913
PSL5.2	\$80,310	\$81,675
PSL5.3	\$83,246	\$84,661
<b>PSL 6</b>		
PSL6.1	\$84,910	\$86,353
PSL6.2	\$87,882	\$89,376
PSL6.3	\$90,957	\$92,503
PSL6.4	\$94,141	\$95,741
PSL6.5	\$95,433	\$97,055
<b>PEL 1</b>		
PEL1.1	\$103,329	\$105,086
PEL1.2	\$106,946	\$108,764
PEL1.3	\$110,689	\$112,571
PEL1.4	\$114,563	\$116,511
PEL1.5	\$117,977	\$119,983
<b>PEL 2</b>		
PEL2.1	\$120,335	\$122,381
PEL2.2	\$124,546	\$126,663
PEL2.3	\$128,906	\$131,097
PEL2.4	\$133,417	\$135,685
PEL2.5	\$138,087	\$140,434
PEL2.6*	\$142,687	\$145,113

\*Advancement to PEL2.6 is only available to employees rated “highly effective” or better as a result of the Performance Management Scheme set out in Part 5 of the Department of Parliamentary Services Enterprise Agreement.

<b>Broadband Arrangements</b>			
<b>Column 1 Classification</b>	<b>Column 2 Pay Point</b>	<b>Column 3 Salary amount applicable before commencement of this determination</b>	<b>Column 4 Salary amount applicable from 12 July 2021</b>
<b>Landscape Services (PSL 1/2/3)</b>			
PSL 1	1	\$55,312	\$56,252
	2	\$57,248	\$58,221
	3	\$57,954	\$58,939

**OFFICIAL**

**Schedule 1** Salary and allowances from 12 July 2021

Section 1

<b>Broadband Arrangements</b>			
<b>Column 1 Classification</b>	<b>Column 2 Pay Point</b>	<b>Column 3 Salary amount applicable before commencement of this determination</b>	<b>Column 4 Salary amount applicable from 12 July 2021</b>
PSL 2	1	\$59,909	\$60,927
	2	\$62,006	\$63,060
	3	\$64,252	\$65,344
PSL 3	1	\$65,682	\$66,799
	2	\$68,638	\$69,805
<b>Landscape Services (PSL 4/5)</b>			
PSL 4	1	\$70,010	\$71,200
	2	\$72,460	\$73,692
	3	\$74,996	\$76,271
	4	\$76,074	\$77,367
PSL 5	1	\$77,594	\$78,913
	2	\$80,310	\$81,675
	3	\$83,246	\$84,661
<b>Parliamentary Security Service (PSL 1/2)</b>			
PSL 1	1	\$55,312	\$56,252
	2	\$57,248	\$58,221
	3	\$57,954	\$58,939
PSL 2	1	\$59,909	\$60,927
	2	\$62,006	\$63,060
	3	\$64,252	\$65,344
<b>Electrical, Mechanical and Fabric Services (PSL 2/3)</b>			
PSL 2	1	\$59,909	\$60,927
	2	\$61,485	\$62,530
PSL 3	1	\$66,436	\$67,565
	2	\$68,638	\$69,805
The Parliamentary Library workgroup has broadbanded the PSL 4 and PSL 5 classifications in the Research Branch.			
<b>Research Branch (PSL 4/5)</b>			
PSL 4	1	\$70,010	\$71,200
	2	\$72,460	\$73,692
	3	\$74,996	\$76,271
	4	\$76,074	\$77,367
PSL 5	1	\$77,594	\$78,913
	2	\$80,310	\$81,675
	3	\$83,246	\$84,661

**OFFICIAL**

Salary and allowances from 12 July 2021 **Schedule 1**

Section 1

<b>Broadband Arrangements</b>			
<b>Column 1 Classification</b>	<b>Column 2 Pay Point</b>	<b>Column 3 Salary amount applicable before commencement of this determination</b>	<b>Column 4 Salary amount applicable from 12 July 2021</b>
The Parliamentary Library workgroup has broadbanded the PSL 4 and PSL 5 classifications in Library Collections and Database Branch.			
<b>Library Collections and Database (PSL 4/5)</b>			
PSL 4	1	\$70,010	\$71,200
	2	\$72,460	\$73,692
	3	\$74,996	\$76,271
	4	\$76,074	\$77,367
PSL 5	1	\$77,594	\$78,913
	2	\$80,310	\$81,675
	3	\$83,246	\$84,661
ParlAV workgroup has broadbanded the PSL 4 and PSL 5 classifications, which undertake broadcast operations, audio visual, videotape, and multi-media and master control work.			
<b>ParlAV (PSL 4/5)</b>			
PSL 4	1	\$70,010	\$71,200
	2	\$72,460	\$73,692
	3	\$74,996	\$76,271
	4	\$76,074	\$77,367
PSL 5	1	\$77,594	\$78,913
	2	\$80,310	\$81,675
	3	\$83,246	\$84,661
Hansard workgroup has broadbanded the PSL 5 and PSL 6 classifications undertaking editing work.			
<b>Hansard Editors (PSL 5/6)</b>			
PSL 5	1	\$77,594	\$78,913
	2	\$80,310	\$81,675
	3	\$83,246	\$84,661
PSL 6	1	\$84,910	\$86,353
	2	\$87,882	\$89,376
	3	\$90,957	\$92,503
	4	\$94,141	\$95,741
	5	\$95,433	\$97,055

## OFFICIAL

Salary and allowances from 12 July 2021

### Section 2

---

#### 2 Allowances

From 12 July 2021, an allowance described in column 1 of an item of the following table is payable at the rate (the *new rate*) described in column 2 of the table. This is an adjustment of 1.7% under subsection 8(3) of this determination.

---

<b>Allowances from 12 July 2021</b>		
<b>Column 1</b> <b>Name of allowance</b>	<b>Column 2</b> <b>Rate of allowance</b> <b>applicable before</b> <b>commencement of</b> <b>this determination</b>	<b>Column 3</b> <b>Rate of allowance</b> <b>applicable from</b> <b>12 July 2021</b>
First Aid Allowance (per week)	\$21.86	\$22.23
Loading Dock Screening Allowance (per hour)	\$0.87	\$0.88
Restriction Duty Allowance – Daily (24hrs)	\$54.60	\$55.53
Restriction Duty Allowance – Weekly	\$382.20	\$388.70
Annualised Shift Penalties Allowance – Visitor Services (per annum)	\$10,190	\$10,363
Annualised Shift Penalties Allowance – Parliament Shop (per annum)	\$10,346	\$10,522

---

## Schedule 2— Second annual adjustment—Salary and allowances from 12 January 2022

Note: See section 9.

### 1 Salary

From 12 January 2022, 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 9(1) of the Department of Parliamentary Services Non-SES Employees Determination 2021/01.

Salary from 12 January 2022		
Column 1 Classification	Column 2 Salary amount applicable from 12 July 2021	Column 3 Salary amount applicable from 12 January 2022
<b>PSL1</b>		
PSL1.1*	\$47,057	\$47,951
PSL1.2*	\$48,703	\$49,628
PSL1.3*	\$50,408	\$51,366
PSL1.4	\$51,237	\$52,211
PSL1.5	\$53,031	\$54,039
PSL1.6	\$54,887	\$55,930
PSL1.7	\$56,809	\$57,888
PSL1.8	\$58,797	\$59,914
PSL1.9	\$59,673	\$60,807
* This classification only applies to employees working in the Catering Work Group		
<b>PSL2</b>		
PSL2.1	\$60,868	\$62,024
PSL2.2	\$62,998	\$64,195
PSL2.3	\$65,344	\$66,586
<b>PSL3</b>		
PSL3.1	\$66,799	\$68,068
PSL3.2	\$69,805	\$71,131
<b>PSL4</b>		
PSL4.1	\$71,200	\$72,553
PSL4.2	\$73,692	\$75,092
PSL4.3	\$76,271	\$77,720
PSL4.4	\$77,367	\$78,837

**OFFICIAL**

**Schedule 2** Salary and allowances from 12 January 2022

Section 1

<b>Salary from 12 January 2022</b>		
<b>Column 1 Classification</b>	<b>Column 2 Salary amount applicable from 12 July 2021</b>	<b>Column 3 Salary amount applicable from 12 January 2022</b>
<b>PSL5</b>		
PSL5.1	\$78,913	\$80,412
PSL5.2	\$81,675	\$83,227
PSL5.3	\$84,661	\$86,270
<b>PSL6</b>		
PSL6.1	\$86,353	\$87,994
PSL6.2	\$89,376	\$91,074
PSL6.3	\$92,503	\$94,261
PSL6.4	\$95,741	\$97,560
PSL6.5	\$97,055	\$98,899
<b>PEL1</b>		
PEL1.1	\$105,086	\$107,083
PEL1.2	\$108,764	\$110,831
PEL1.3	\$112,571	\$114,710
PEL1.4	\$116,511	\$118,725
PEL1.5	\$119,983	\$122,263
<b>PEL2</b>		
PEL2.1	\$122,381	\$124,706
PEL2.2	\$126,663	\$129,070
PEL2.3	\$131,097	\$133,588
PEL2.4	\$135,685	\$138,263
PEL2.5	\$140,434	\$143,102
PEL2.6*	\$145,113	\$147,870
*Advancement to PEL2.6 is only available to employees rated “highly effective” or better as a result of the Performance Management Scheme set out in Part 5 of the Department of Parliamentary Services Enterprise Agreement.		

<b>Broadband Arrangements from 12 January 2022</b>			
<b>Column 1 Classification</b>	<b>Column 2 Pay Point</b>	<b>Column 3 Salary amount applicable from 12 July 2021</b>	<b>Column 4 Salary amount applicable from 12 January 2022</b>
<b>Landscape Services (PSL1/2/3)</b>			
PSL1	1	\$56,252	\$57,321
	2	\$58,221	\$59,327

**OFFICIAL**

Salary and allowances from 12 January 2022 **Schedule 2**

Section 1

<b>Broadband Arrangements from 12 January 2022</b>			
<b>Column 1 Classification</b>	<b>Column 2 Pay Point</b>	<b>Column 3 Salary amount applicable from 12 July 2021</b>	<b>Column 4 Salary amount applicable from 12 January 2022</b>
	3	\$58,939	\$60,059
PSL2	1	\$60,927	\$62,085
	2	\$63,060	\$64,258
	3	\$65,344	\$66,586
PSL3	1	\$66,799	\$68,068
	2	\$69,805	\$71,131
<b>Landscape Services (PSL4/5)</b>			
PSL4	1	\$71,200	\$72,553
	2	\$73,692	\$75,092
	3	\$76,271	\$77,720
	4	\$77,367	\$78,837
PSL5	1	\$78,913	\$80,412
	2	\$81,675	\$83,227
	3	\$84,661	\$86,270
<b>Parliamentary Security Service (PSL1/2)</b>			
PSL1	1	\$56,252	\$57,321
	2	\$58,221	\$59,327
	3	\$58,939	\$60,059
PSL2	1	\$60,927	\$62,085
	2	\$63,060	\$64,258
	3	\$65,344	\$66,586
<b>Electrical, Mechanical and Fabric Services (PSL2/3)</b>			
PSL2	1	\$60,927	\$62,085
	2	\$62,530	\$63,718
PSL3	1	\$67,565	\$68,849
	2	\$69,805	\$71,131
The Parliamentary Library workgroup has broadbanded the PSL4 and PSL5 classifications in the Research Branch.			
<b>Research Branch (PSL4/5)</b>			
PSL4	1	\$71,200	\$72,553
	2	\$73,692	\$75,092
	3	\$76,271	\$77,720
	4	\$77,367	\$78,837
PSL5	1	\$78,913	\$80,412

**OFFICIAL**

**Schedule 2** Salary and allowances from 12 January 2022

Section 1

<b>Broadband Arrangements from 12 January 2022</b>			
<b>Column 1 Classification</b>	<b>Column 2 Pay Point</b>	<b>Column 3 Salary amount applicable from 12 July 2021</b>	<b>Column 4 Salary amount applicable from 12 January 2022</b>
	2	\$81,675	\$83,227
	3	\$84,661	\$86,270
The Parliamentary Library workgroup has broadbanded the PSL4 and PSL5 classifications in Library Collections and Database Branch.			
<b>Library Collections and Database (PSL 4/5)</b>			
PSL4	1	\$71,200	\$72,553
	2	\$73,692	\$75,092
	3	\$76,271	\$77,720
	4	\$77,367	\$78,837
PSL5	1	\$78,913	\$80,412
	2	\$81,675	\$83,227
	3	\$84,661	\$86,270
ParlAV workgroup has broadbanded the PSL4 and PSL5 classifications, which undertake broadcast operations, audio visual, videotape, and multi-media and master control work.			
<b>ParlAV (PSL4/5)</b>			
PSL4	1	\$71,200	\$72,553
	2	\$73,692	\$75,092
	3	\$76,271	\$77,720
	4	\$77,367	\$78,837
PSL5	1	\$78,913	\$80,412
	2	\$81,675	\$83,227
	3	\$84,661	\$86,270
Hansard workgroup has broadbanded the PSL5 and PSL6 classifications undertaking editing work.			
<b>Hansard Editors (PSL5/6)</b>			
PSL5	1	\$78,913	\$80,412
	2	\$81,675	\$83,227
	3	\$84,661	\$86,270
PSL6	1	\$86,353	\$87,994
	2	\$89,376	\$91,074
	3	\$92,503	\$94,261
	4	\$95,741	\$97,560
	5	\$97,055	\$98,899



**OFFICIAL**Salary and allowances from 12 January 2022 **Schedule 2**

Section 2

**2 Allowances**

From 12 January 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 9(3) of the Department of Parliamentary Services Non-SES Employees Determination 2021/01.

<b>Allowances from 12 January 2022</b>		
<b>Column 1 Name of allowance</b>	<b>Column 2 Rate of allowance applicable from 12 July 2021</b>	<b>Column 3 Rate of allowance applicable from 12 January 2022</b>
First Aid Allowance (per week)	\$22.23	\$22.65
Loading Dock Screening Allowance (per hour)	\$0.88	\$0.90
Restriction Duty Allowance – Daily (24hrs)	\$55.53	\$56.59
Restriction Duty Allowance – Weekly	\$388.70	\$396.09
Annualised Shift Penalties Allowance – Visitor Services (per annum)	\$10,363	\$10,560
Annualised Shift Penalties Allowance – Parliament Shop (per annum)	\$10,522	\$10,722

## Section 1

## Schedule 3—Third annual adjustment—Salary and allowances from 12 January 2023

Note: See section 10.

### 1 Salary

From 12 January 2023, 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.

Salary from 12 January 2023			
Item	Column 1 Salary Pay Point	Column 2 Salary amount applicable before commencement of this determination	Column 3 Salary amount applicable from 12 January 2023
1	Insert salary Pay Point	Insert details	Insert details
2	Insert Salary Pay Point	Insert details	Insert details
3	Insert Salary Pay Point	Insert details	Insert details
4	Insert Salary Pay Point	Insert details	Insert details

### 2 Allowances

From 12 January 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 2 of the table. This is an adjustment of X% under subsection 10(3) of this determination.

Allowances from 12 January 2023			
Item	Column 1 Insert name of allowance	Column 2 Rate of allowance applicable before commencement of this determination	Column 3 Rate of allowance applicable from 12 January 2023
1	Insert allowance name	Insert details	Insert details

**OFFICIAL**

Salary and allowances from 12 January 2023 **Schedule 3**

Section 2 Allowances

---

---

**Allowances from 12 January 2023**

---

<b>Item</b>	<b>Column 1 Insert name of allowance</b>	<b>Column 2 Rate of allowance applicable before commencement of this determination</b>	<b>Column 3 Rate of allowance applicable from 12 January 2023</b>
2	Insert allowance name	Insert details	Insert details
3	Insert allowance name	Insert details	Insert details
4	Insert allowance name	Insert details	Insert details

---