



Public Service (Subsection 24(1) Office of the Commonwealth Ombudsman Authority Non-SES Employees) Determination 2020/2

I, Michael Manthorpe, Commonwealth Ombudsman for the Office of the Commonwealth Ombudsman, make the following Determination.

Dated 30 July 2020

Michael Manthorpe PSM

Commonwealth Ombudsman

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1 Name

This Determination shall be cited as the Office of the Commonwealth Ombudsman Determination 2020/2.

2 Commencement

This Determination commences on the date that it is signed by the Commonwealth Ombudsman.

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 by the Office of the Commonwealth Ombudsman under the provisions of the *Public Service Act 1999* and who are covered by the Office of the Commonwealth Ombudsman Enterprise Agreement 2017–2020.

5 Definitions

In this Determination:

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*.

Employee means a non-SES employee who is employed by the Office of the Commonwealth Ombudsman under the *Public Service Act 1999* and is covered by the Enterprise Agreement.

Enterprise Agreement means the enterprise agreement approved by the Fair Work Commission on 24 August 2017 and known as the Office of the Commonwealth Ombudsman Enterprise Agreement 2017–2020.

6 Purpose

The purpose of this Determination is to provide employees with increases to their existing salary 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 expressly revokes this Determination comes into force.

8 Annual salary increases

- (1) Employees will receive increases to their salary payable under the Enterprise Agreement as follows:
- (a) 2% increase in salary, payable from 1 September 2020;
 - (b) 2% increase in salary, payable from 1 September 2021; and
 - (c) 2% increase in salary, payable from 1 September 2022.
- (2) Each increase is to be calculated based on the salary immediately before the increase.
- (3) Schedule 1 has effect.

Note: Schedule 1 sets out the salaries that are payable to employees under the Enterprise Agreement consistent with this Determination.

Note: The COVID-19 Determination has the effect of deferring the 1 September 2020 salary increase until 1 March 2021.

9 Allowances

The First Aid allowance, Health and Safety Representatives allowance, Workplace Harassment Contact Officer allowance, Emergency Control Wardens allowance and Community Language allowance as provided for under the Enterprise Agreement will be increased in line with the salary increases prescribed in clause 7(1).

Note: The COVID-19 Determination has the effect of deferring any 1 September 2020 salary-related allowance increase until 1 March 2021.

10 Entitlements under Commonwealth laws not affected by this Determination

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

Schedule 1—Salaries

Note: See subsection 8(3).

1 Salaries

Note: The COVID-19 Determination has the effect of deferring the 1 September 2020 salary and allowance increases in this Schedule until 1 March 2021.

Table A—Salaries payable under this Determination					
Ombudsman Band	Pay points	Pre-Determination Salary	Salary from 1 September 2020	Salary from 1 September-2021	Salary from 1 September-2022
OMB1	APS 1.1	\$45,929	\$46,848	\$47,785	\$48,741
	APS 1.2	\$47,473	\$48,422	\$49,390	\$50,378
	APS 1.3	\$48,759	\$49,734	\$50,729	\$51,744
	APS 1.4	\$50,766	\$51,781	\$52,817	\$53,873
OMB2	APS 2.1	\$51,980	\$53,020	\$54,080	\$55,162
	APS 2.2	\$53,412	\$54,480	\$55,570	\$56,681
	APS 2.3	\$54,817	\$55,913	\$57,031	\$58,172
	APS 2.4	\$56,239	\$57,364	\$58,511	\$59,681
	APS 2.5	\$57,642	\$58,795	\$59,971	\$61,170
OMB3	APS 3.1	\$59,207	\$60,391	\$61,599	\$62,831
	APS 3.2	\$60,746	\$61,961	\$63,200	\$64,464
	APS 3.3	\$62,288	\$63,534	\$64,805	\$66,101
	APS 3.4	\$63,903	\$65,181	\$66,485	\$67,814
OMB4	APS 4.1	\$65,988	\$67,308	\$68,654	\$70,027
	APS 4.2	\$68,086	\$69,448	\$70,837	\$72,254
	APS 4.3	\$69,857	\$71,254	\$72,679	\$74,133
	APS 4.4	\$71,645	\$73,078	\$74,540	\$76,031
	APS 5.1	\$73,598	\$75,070	\$76,571	\$78,102
	APS 5.2	\$75,908	\$77,426	\$78,975	\$80,554
	APS 5.3	\$78,043	\$79,604	\$81,196	\$82,820
OMB5	APS 6.1	\$79,494	\$81,084	\$82,706	\$84,360
	APS 6.2	\$81,472	\$83,101	\$84,763	\$86,458
	APS 6.3	\$83,700	\$85,374	\$87,081	\$88,823
	APS 6.4	\$87,908	\$89,666	\$91,459	\$93,288
	APS 6.5	\$91,313	\$93,139	\$95,002	\$96,902

Table A—Salaries payable under this Determination

Ombudsman Band	Pay points	Pre-Determination Salary	Salary from 1 September 2020	Salary from 1 September-2021	Salary from 1 September-2022
OMB6	EL 1.1	\$101,905	\$103,943	\$106,022	\$108,142
	EL 1.2	\$110,041	\$112,242	\$114,487	\$116,777
OMB7	EL 2.1	\$118,654	\$121,027	\$123,448	\$125,917
	EL 2.2	\$125,145	\$127,648	\$130,201	\$132,805
	EL 2.3	\$134,489	\$137,179	\$139,923	\$142,721

Table B—Salaries payable under this Determination – Office Training Broadband

Ombudsman Band	Pay points	Pre-Determination Salary	Salary from 1 September 2020	Salary from 1 September-2021	Salary from 1 September-2022
Training Broadband	APS 1.1	\$45,929	\$46,848	\$47,785	\$48,741
	APS 1.2	\$47,473	\$48,422	\$49,390	\$50,378
	APS 1.3	\$48,759	\$49,734	\$50,729	\$51,744
	APS 1.4	\$50,766	\$51,781	\$52,817	\$53,873
	APS 2.1	\$51,980	\$53,020	\$54,080	\$55,162
	APS 2.2	\$53,412	\$54,480	\$55,570	\$56,681
	APS 2.3	\$54,817	\$55,913	\$57,031	\$58,172
	APS 2.4	\$56,239	\$57,364	\$58,511	\$59,681
	APS 2.5	\$57,642	\$58,795	\$59,971	\$61,170
	APS 3.1	\$59,207	\$60,391	\$61,599	\$62,831
	APS 3.2	\$60,746	\$61,961	\$63,200	\$64,464
	APS 3.3	\$62,288	\$63,534	\$64,805	\$66,101
	APS 3.4	\$63,903	\$65,181	\$66,485	\$67,814
	APS 4.1	\$65,988	\$67,308	\$68,654	\$70,027
	APS 4.2	\$68,086	\$69,448	\$70,837	\$72,254
	APS 4.3	\$69,857	\$71,254	\$72,679	\$74,133
	APS 4.4	\$71,645	\$73,078	\$74,540	\$76,031

2 Allowances

Table C — Allowances				
Allowance	Pre-Determination Allowance	Allowance from 1 September 2020	Allowance from 1 September 2021	Allowance from 1 September 2022
First Aid	\$33.95	\$34.63	\$35.32	\$36.03
Health and Safety Representatives	\$33.95	\$34.63	\$35.32	\$36.03
Workplace Harassment Contact Officers	\$33.95	\$34.63	\$35.32	\$36.03
Emergency Control Wardens	\$33.95	\$34.63	\$35.32	\$36.03
Community Language Rate 1	\$848	\$865	\$882	\$900
Community Language Rate 2	\$1696	\$1730	\$1765	\$1800