



## **Public Service (Subsection 24(1)—National Mental Health Commission Non-SES Employees) Determination 2020/1**

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I, Christine Morgan, Chief Executive Officer for the National Mental Health Commission, make the following Determination.

Dated 13<sup>th</sup> March, 2020

Christine Morgan  
Chief Executive Officer  
National Mental Health Commission

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## 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 Annual salary increases.....	2
9 Allowances.....	2
10 Entitlements under Commonwealth laws not affected by this Determination.....	2
<b>Schedule 1—Salaries</b>	<b>3</b>
<b>Schedule 2—Allowances</b>	<b>4</b>

## 1 Name

This Determination is the National Mental Health Commission Non-SES Determination 2020/1.

## 2 Commencement

This Determination commences on the date that it is signed by the National Mental Health Commission, Chief Executive Officer.

## 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 National Mental Health Commission under the provisions of the *Public Service Act 1999* and who are covered by the *National Mental Health Commission Enterprise Agreement 2017-2020*.

## 5 Definitions

In this Determination:

**Employee** means a non-SES employee who is employed by the National Mental Health Commission 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 9 March 2017 and is known as the *National Mental Health Commission 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 16 March 2020;
  - (b) 2% increase in salary, payable from 16 March 2021; and
  - (c) 2% increase in salary, payable from 16 March 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.

## **9 Allowances**

- (1) The Health and Safety Representative Allowance, Fire Warden Allowance and First Aid Allowance as provided for under the Enterprise Agreement will be increased in line with the salary increases prescribed in clause 8(1).
- (2) Schedule 2 has effect.

## **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).

Classification	Pay point	Current	16 March 2020	16 March 2021	16 March 2022
<b>EL 2</b>	<b>Zone of Discretion</b>	<b>\$157,864</b>	<b>\$161,021</b>	<b>\$164,241</b>	<b>\$167,526</b>
	EL 2.4	\$149,069	\$152,050	\$155,091	\$158,193
	EL 2.3	\$141,130	\$143,953	\$146,832	\$149,769
	EL 2.2	\$133,190	\$135,854	\$138,571	\$141,342
	EL 2.1	\$125,251	\$127,756	\$130,311	\$132,917
<b>EL1</b>	<b>Zone of Discretion</b>	<b>\$131,168</b>	<b>\$133,791</b>	<b>\$136,467</b>	<b>\$139,196</b>
	EL 1.4	\$122,646	\$125,099	\$127,601	\$130,153
	EL 1.3	\$117,634	\$119,987	\$122,386	\$124,834
	EL 1.2	\$112,623	\$114,875	\$117,172	\$119,515
	EL 1.1	\$107,611	\$109,763	\$111,958	\$114,197
<b>APS 6</b>	<b>Zone of Discretion</b>	<b>\$103,083</b>	<b>\$105,145</b>	<b>\$107,248</b>	<b>\$109,393</b>
	APS 6.4	\$94,103	\$95,985	\$97,905	\$99,863
	APS 6.3	\$91,201	\$93,025	\$94,885	\$96,783
	APS 6.2	\$87,885	\$89,643	\$91,436	\$93,265
	APS 6.1	\$83,738	\$85,413	\$87,121	\$88,863
<b>APS 5</b>	APS 5.4	\$79,594	\$81,186	\$82,810	\$84,466
	APS 5.3	\$77,934	\$79,493	\$81,083	\$82,705
	APS 5.2	\$75,862	\$77,379	\$78,927	\$80,506
	APS 5.1	\$73,375	\$74,842	\$76,339	\$77,866
<b>APS 4</b>	APS 4.4	\$71,715	\$73,149	\$74,612	\$76,104
	APS 4.3	\$69,643	\$71,036	\$72,457	\$73,906
	APS 4.2	\$67,986	\$69,346	\$70,733	\$72,148
	APS 4.1	\$65,914	\$67,232	\$68,577	\$69,949
<b>APS 3</b>	APS 3.4	\$63,840	\$65,117	\$66,419	\$67,747
	APS 3.3	\$62,183	\$63,427	\$64,696	\$65,990
	APS 3.2	\$60,523	\$61,733	\$62,968	\$64,227
	APS 3.1	\$59,281	\$60,467	\$61,676	\$62,910
<b>APS 2</b>	APS 2.4	\$57,620	\$58,772	\$59,947	\$61,146
	APS 2.3	\$55,965	\$57,084	\$58,226	\$59,391
	APS 2.2	\$53,475	\$54,544	\$55,635	\$56,748
	APS 2.1	\$51,818	\$52,854	\$53,911	\$54,989
<b>APS 1</b>	APS 1.4	\$50,574	\$51,585	\$52,617	\$53,669
	APS 1.3	\$48,501	\$49,471	\$50,460	\$51,469
	APS 1.2	\$47,258	\$48,203	\$49,167	\$50,150
	APS 1.1	\$46,016	\$46,936	\$47,875	\$48,832

## Schedule 2—Allowances

Note: See subsection 9(2).

<b>Table B — Allowances</b>				
<b>1. Allowance</b>	<b>2. Pre-determination amount (\$)</b>	<b>3. Allowance (\$) from 16 March 2020</b>	<b>4. Allowance (\$) from 16 March 2021</b>	<b>5. Allowance (\$) from 16 March 2022</b>
<b>Health and Safety Representative allowance</b>	<b>\$27.87</b>	<b>\$28.43</b>	<b>\$29.00</b>	<b>\$29.58</b>
<b>Fire Warden Allowance</b>	<b>\$31.21</b>	<b>\$31.83</b>	<b>\$32.47</b>	<b>\$33.12</b>
<b>First Aid Allowance</b>	<b>\$31.21</b>	<b>\$31.83</b>	<b>\$32.47</b>	<b>\$33.12</b>