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I, Michael Phelan, Chief Executive Officer of the Australian Criminal Intelligence Commission, acting under subsection 24(1) of the *Public Service Act 1999*, make the following Determination.

A handwritten signature in blue ink, appearing to read 'M Phelan', is written over the printed name of the Chief Executive Officer.

Michael Phelan APM  
Chief Executive Officer  
Australian Criminal Intelligence Commission  
Date 8/11/19

1. Citation

1.1. This Determination may be cited as *Determination 2019/1*.

2. Application

2.1. This Determination applies to all non-SES employees of the Australian Criminal Intelligence Commission who are covered by the terms of the *Australian Criminal Intelligence Commission Enterprise Agreement 2016-19 (the Agreement)*.

3. Authority

3.1 This Determination is made under subsection 24(1) of the *Public Service Act 1999*.

4. Definitions

In this determination:

4.1. **ACIC** means the Australian Criminal Intelligence Commission.

4.2. **Employee** means a non-SES employee who is:

- a) employed by the ACIC under the *Public Service Act 1999*; and
- b) covered by **the Agreement**

4.3. **Enterprise Agreement (the Agreement)** means the *Australian Criminal Intelligence Commission Enterprise Agreement 2016-19* approved by the Fair Work Commission.

4.4. **FW Act** means the *Fair Work Act 2009* (Cth).

4.5. **PS Act** means *Public Service Act 1999* (Cth).

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### 5. Purpose

- 5.1. The purpose of this Determination is to provide employees with increases to their existing salary and applicable allowances for which they are eligible under the terms and conditions of the Agreement.

### 6. Period of operation

- 6.1. This Determination commences on the date it is signed and continues in force until whichever of the following occurs first:
- a) An enterprise agreement that replaces the Agreement begins to apply in accordance with the FW Act to whom this Determination applies;
  - b) This Determination is replaced by another determination made under s24(1) of the PS Act that:
    - i. applies to employees; and
    - ii. is expressed to revoke this Determination
  - c) It is revoked.

### 7. Annual salary and allowance increases

- 7.1. Employees will receive increases to their salary payable under the Enterprise Agreement totalling 6% as follows:
- a) 2% from 30 December 2019
  - b) a further 2% on 30 December 2020; and
  - c) a further 2% on 30 December 2021.
- 7.2. Salary tables are at Appendix A.
- 7.3. The First Aid and Language allowance will increase at the same rate and on the same day as the salary increases specified in clause 7.1.
- 7.4. The Operations Team Leader allowance and On-call allowance will automatically increase as per Clause 7.1; both allowances are calculated by multiplying a percentage of base salary.
- 7.5. Where at a date identified in 7.1 of this Determination an employee is receiving a salary which is higher than the maximum pay point provided for their classification in Appendix A, the employee will not receive an increase under clause 7.1, until such time as their excess salary has been fully absorbed into the increases provided by clause 7.1. For avoidance of doubt, an employee in receipt of a base salary less than 2% more than the maximum pay point provided for in their classification and applicable pay point in Appendix A at the date provided for in 7.1, the employee will receive a partial salary increase under clause 7.1 of this Determination, such that their salary should be in accordance with Appendix A.

### 8. One-off salary supplement

- 8.1. Employees in receipt of a salary which is higher than the maximum pay point for their classification following the application of the general increase on 30 December 2019, will receive a one-off supplement equal to 2% of their current base salary.

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9. Entitlements under Commonwealth Laws not affected by this Determination

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

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**APPENDIX A**

Specific general wage increase for each salary scale

Classification	Existing rates	30/12/2019	30/12/2020	30/12/2021	
		2.0%	2.0%	2.0%	
<b>Executive Level 2</b>					
EL2.3	\$140,369	\$143,176	\$146,040	\$148,961	
EL2.2	\$132,479	\$135,129	\$137,831	\$140,588	
EL2.1	\$124,585	\$127,077	\$129,618	\$132,211	
<b>Executive Level 1</b>					
EL1.4	\$120,219	\$122,623	\$125,076	\$127,577	
EL1.3	\$113,121	\$115,383	\$117,691	\$120,045	
EL1.2	\$106,023	\$108,143	\$110,306	\$112,512	
EL1.1	\$99,717	\$101,711	\$103,746	\$105,820	
<b>APS6</b>					
6.4	\$89,505	\$91,295	\$93,121	\$94,983	
6.3	\$85,644	\$87,357	\$89,104	\$90,886	
6.2	\$81,781	\$83,417	\$85,085	\$86,787	
6.1	\$79,093	\$80,675	\$82,288	\$83,934	
<b>APS5</b>					
5.4	\$76,867	\$78,404	\$79,972	\$81,572	
5.3	\$75,532	\$77,043	\$78,583	\$80,155	
5.2	\$73,947	\$75,426	\$76,934	\$78,473	
5.1	\$72,489	\$73,939	\$75,418	\$76,926	
<b>APS4 &amp; ICT Graduates</b>					
4.4	\$71,085	\$72,507	\$73,957	\$75,436	<b>ACIC Trainee</b>
4.3	\$69,214	\$70,598	\$72,010	\$73,450	
4.2	\$67,344	\$68,691	\$70,065	\$71,466	
4.1	\$65,469	\$66,778	\$68,114	\$69,476	
<b>APS3 &amp; APS Graduates</b>					
3.4	\$64,284	\$65,570	\$66,881	\$68,219	
3.3	\$62,710	\$63,964	\$65,243	\$66,548	
3.2	\$61,136	\$62,359	\$63,606	\$64,878	
3.1	\$59,561	\$60,752	\$61,967	\$63,207	
<b>APS2</b>					
2.4	\$57,088	\$58,230	\$59,394	\$60,582	
2.3	\$55,219	\$56,323	\$57,450	\$58,599	
2.2	\$53,349	\$54,416	\$55,504	\$56,614	
2.1	\$51,483	\$52,513	\$53,563	\$54,634	
<b>APS1</b>					
1.4	\$49,531	\$50,522	\$51,532	\$52,563	
1.3	\$47,955	\$48,914	\$49,892	\$50,890	
1.2	\$46,385	\$47,313	\$48,259	\$49,224	
1.1	\$44,815	\$45,711	\$46,626	\$47,558	

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