



## **Public Service (Subsection 24(1)—National Portrait Gallery of Australia Non-SES Employees) Determination 2024**

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I, Bree Pickering, Director, National Portrait Gallery), make the following determination.

Dated 4/3/2024

Bree Pickering  
Director, National Portrait Gallery

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## 1 Name

This determination is the *Public Service (Subsection 24(1)—National Portrait Gallery of Australia Non-SES Employees) Determination 2024*.

## 2 Commencement

This determination commences on the date it is signed.

## 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 or equivalent that are employed by the National Portrait Gallery and proposed to be covered by the *National Portrait Gallery Enterprise Agreement 2024 – 2027*.

## 5 Definitions

In this determination:

**Base salary** means the employee's base salary including, if applicable, higher duties allowance and casual loading. For employees on maintained salaries, the base salary will be the maintained salary including, if applicable, higher duties allowance and casual loading.

**Enterprise agreement** means the *National Portrait Gallery Enterprise Agreement 2024 – 2027* made in accordance with section 182 of the *Fair Work Act 2009*.

**Reference date** means the date the enterprise agreement is made in accordance with section 182 of the *Fair Work Act 2009*.

## 6 Purpose

The purpose of this determination is to provide employees with a one-off payment and increases to base salary. This is being provided in recognition of employees having reached in-principle agreement on the enterprise agreement before 14 March 2024.

## 7 Period of operation

- (1) 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 another determination under section 24(1) of the *Public Service Act 1999* that applies to the employees and expressly revokes this determination comes into force.
- (ii) the start of the day that an enterprise agreement made in accordance with the *Fair Work Act 2009* that covers the employees commences operation.

## 8 Adjustment of salary

- (1) Schedule 1 has effect.

## 9 One-off payment

- (1) Employees will receive a one-off payment on the next practicable pay date on or after the reference date equal to 0.92 per cent of the employee's base salary as at the reference date. Subject to paragraph 9(3), employees will not be entitled to the one-off payment if the employee is, on the reference date:
  - (a) on leave without pay;
  - (b) absent from work without pay; or
  - (c) receiving workers' compensation payments under the *Safety, Rehabilitation and Compensation Act 1988*.
- (2) The payment in (1) is to be calculated:
  - (a) for part-time employees, pro-rated based on their agreed part-time hours as at the reference date, subject to (3);
  - (b) for casual employees, based on their average weekly hours worked as a proportion of the full-time equivalent weekly hours. The weekly hours will be averaged over the 12 month period immediately prior to reference date, or over the employee's period of employment where that period is less than 12 months. A casual employee's base salary for this purpose includes casual loading.
- (3) If the Agency Head considers that the one-off payment does not appropriately reflect the pay an employee would have received between 21 December 2023 and the first pay date on or after the reference date, the Agency Head may determine that the payment is pro-rated based on different agreed hours. This includes, but is not limited to, the following circumstances:
  - (a) where an employee is not otherwise entitled to a payment under paragraph 9(1); and
  - (b) where an employee's full-time or agreed part-time hours at the reference date is less than their regular or average agreed hours in the 12 month period immediately prior to the reference date.

## Schedule 1—Salaries

Note: See section 8.

<b>Classification</b>	<b>Salary levels</b>	<b>As at 31 August 2023</b>	<b>From 14 March 2024</b>	<b>From 13 March 2025</b>	<b>From 12 March 2026</b>
APS 1	1.1	\$50,995	\$53,035	\$55,050	\$57,497
APS 1	1.2	\$52,705	\$54,813	\$56,896	\$58,830
APS 1	1.3	\$54,498	\$56,678	\$58,832	\$60,832
APS 1	1.4	\$56,356	\$58,610	\$60,837	\$62,905
APS 2	2.1	\$57,710	\$60,018	\$62,299	\$64,417
APS 2	2.2	\$59,299	\$61,671	\$64,014	\$66,190
APS 2	2.3	\$60,854	\$63,288	\$65,693	\$67,927
APS 2	2.4	\$62,437	\$64,934	\$67,401	\$69,693
APS 3	3.1	\$64,445	\$67,023	\$69,570	\$71,935
APS 3	3.2	\$66,116	\$68,761	\$71,374	\$73,801
APS 3	3.3	\$67,795	\$70,507	\$73,186	\$75,674
APS 3	3.4	\$69,551	\$72,333	\$75,082	\$77,635
APS 4	4.1	\$71,821	\$74,694	\$77,532	\$80,168
APS 4	4.2	\$73,759	\$76,709	\$79,624	\$82,331
APS 4	4.3	\$75,824	\$78,857	\$81,854	\$84,637
APS 4	4.4	\$77,982	\$81,101	\$84,183	\$87,045
APS 5	5.1	\$79,947	\$83,145	\$86,305	\$89,239
APS 5	5.2	\$81,961	\$85,239	\$88,478	\$91,486
APS 5	5.3	\$84,024	\$87,385	\$90,706	\$93,790
APS 5	5.4	\$86,141	\$89,587	\$92,991	\$96,153
APS 5	5.5				\$96,829*

**Schedule 1** Salaries  
**Section 9** One-off payment

<b>Classification</b>	<b>Salary levels</b>	<b>As at 31 August 2023</b>	<b>From the later of commencement of the agreement or 14 March 2024</b>	<b>From 13 March 2025</b>	<b>From 12 March 2026</b>
APS 6	6.1	\$89,147	\$92,713	\$96,236	\$99,734
APS 6	6.2	\$92,043	\$95,725	\$99,363	\$102,741
APS 6	6.3	\$95,034	\$98,835	\$102,591	\$106,079
APS 6	6.4	\$98,122	\$102,047	\$105,925	\$109,526
APS 6	6.5	\$101,309	\$105,361	\$109,365	\$113,083
APS 6	6.6	\$104,601	\$108,785	\$112,919	\$116,758
EL 1	EL1.1	\$110,753	\$115,183	\$119,560	\$123,625
EL 1	EL1.2	\$114,445	\$119,023	\$123,546	\$127,747
EL 1	EL1.3	\$118,137	\$122,862	\$127,531	\$131,867
EL 1	EL1.4	\$121,828	\$126,701	\$131,516	\$135,988
EL 1	EL1.5	\$125,970	\$131,009	\$135,987	\$140,611
EL 1	EL1.6	\$130,441	\$135,659	\$140,814	\$145,602
EL 2	EL2.1	\$134,701	\$140,089	\$145,412	\$150,356
EL 2	EL2.2	\$138,172	\$143,699	\$149,160	\$154,231
EL 2	EL2.3	\$141,733	\$147,402	\$153,003	\$158,205
EL 2	EL2.4	\$145,386	\$151,201	\$156,947	\$162,283
EL 2	EL2.5	\$149,132	\$155,097	\$160,991	\$166,465
EL 2	EL2.6	\$152,977	\$159,096	\$165,142	\$170,757