



Determination under Subsection 24(1) of the Public Service Act 1999

Determination 2019/01

I, Finn Pratt, Secretary of the Department of the Environment and Energy, acting under subsection 24(1) of the *Public Service Act 1999*, hereby make the following Determination.

A handwritten signature in blue ink, appearing to read 'Finn Pratt', with a long horizontal stroke extending to the right.

Finn Pratt
Secretary
Department of the Environment and Energy

Date: 30 Sep 19

1. Definitions

1.1. In this Determination:

Department means the Department of the Environment and Energy

Employee means a non-SES employee who is:

- (a) employed in the Department under the *Public Service Act 1999*
- (b) covered by the Enterprise Agreement 2016-19

Enterprise Agreement means the enterprise agreement which commenced on 30 November 2016 and was approved by the Fair Work Commission in accordance with Part 2-4 of the *Fair Work Act 2009* and known as the *Department of the Environment and Energy Enterprise Agreement 2016-2019*.

2. Application

2.1. This Determination applies to each employee and supplements the Enterprise Agreement.

3. Purpose

3.1. The purpose of this Determination is to provide employees with increases to the salary and allowance rates for which they are eligible under the terms of the Enterprise Agreement.

4. Period of Operation

4.1. This Determination commences on the date it is signed and continues to be in force until whichever of the following occurs first:

- (a) an enterprise agreement that replaces the current Enterprise Agreement begins to apply in accordance with the *Fair Work Act 2009* to employees to whom this Determination applies;
- (b) this Determination is replaced by another determination made under subsection 24(1) of the *Public Service Act 1999* that:
 - (i) applies to employees; and
 - (ii) is expressed to revoke this Determination.

5. Salaries and allowances

5.1. Employees will receive the following salary increases:

- (a) 2% salary increase on 30 November 2019
- (b) 2% salary increase on 30 November 2020
- (c) 2% salary increase on 30 November 2021

5.2. Allowances in schedule 2 of the Enterprise Agreement will increase at the same rate and on the same day as the salary increases specified in paragraph 5.1.

5.3. The salaries and allowances that will apply to employees in accordance with this Determination are specified in the Schedule.

6. Entitlements under Commonwealth laws not affected by this determination

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