



**Subsection 24(1) Determination
Salaries and allowances for Non-SES employees
2020/1**

I, Michael Schwager, being a Delegate of the Secretary of the Department of Industry, Science, Energy and Resources, acting under subsection 24(1) of the *Public Service Act 1999*, make the following Determination.

Michael Schwager
Director General
IP Australia

Date: 10 March 2020

1. Definitions

1.1. In this Determination:

Agency means IP Australia

Employee means a non-SES employee who is:

- a) employed in the Agency under the *Public Service Act 1999*; and
- b) covered by the Enterprise Agreement.

Enterprise Agreement means the *IP Australia Enterprise Agreement 2017*.

2. Application

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

3. Period of operation

3.1. 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 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 s24(1) that:
 - (i) applies to employees; and
 - (ii) is expressly to revoke this Determination.

4. Annual salaries and allowances

4.1. Employees will receive salary increases as set out in:

- a) Table 1 - Rates of pay;
- b) Table 2 - Examiner of Patents rates of pay;
- c) Table 3 - Examiner of Trade Marks and Designs Broadband rates of pay;
- d) Table 4 - Examiner of Plant Breeder's Rights rates of pay;
- e) Table 5 - Training classifications rates of pay.

4.2. Employees who are on a salary rate in column 2 for their applicable table will receive salary increases as set out in columns 3, 4 and 5 on the dates indicated.

4.3. Allowances at Attachment D of the Enterprise Agreement that are increased by salary increases during the life of the Agreement will be adjusted in accordance with Table 6.

TABLE 1: RATES OF PAY

Column 1	Column 2	Column 3	Column 4	Column 5
Classification & Pay Level	Salary Rates Pre-determination	Salary Rates 12 May 2020	Salary Rates 12 May 2021	Salary Rates 12 May 2022
APS 1.1	\$46,212	\$47,136	\$48,079	\$49,041
APS 1.2	\$47,896	\$48,854	\$49,831	\$50,828
APS 1.3	\$49,579	\$50,571	\$51,582	\$52,614
APS 1.4	\$51,266	\$52,291	\$53,337	\$54,404
APS 2.1	\$53,149	\$54,212	\$55,296	\$56,402
APS 2.2	\$54,832	\$55,929	\$57,047	\$58,188
APS 2.3	\$56,512	\$57,642	\$58,795	\$59,971
APS 2.4	\$58,194	\$59,358	\$60,545	\$61,756
APS 3.1	\$59,749	\$60,944	\$62,163	\$63,406
APS 3.2	\$61,446	\$62,675	\$63,928	\$65,207
APS 3.3	\$63,141	\$64,404	\$65,692	\$67,006
APS 3.4	\$64,840	\$66,137	\$67,460	\$68,809
APS 4.1	\$66,483	\$67,813	\$69,169	\$70,552
APS 4.2	\$68,341	\$69,708	\$71,102	\$72,524
APS 4.3	\$70,199	\$71,603	\$73,035	\$74,496
APS 4.4	\$72,060	\$73,501	\$74,971	\$76,471
APS 5.1	\$74,028	\$75,509	\$77,019	\$78,559
APS 5.2	\$75,796	\$77,312	\$78,858	\$80,435
APS 5.3	\$77,562	\$79,113	\$80,696	\$82,309
APS 5.4	\$79,331	\$80,918	\$82,536	\$84,187
APS 6.1	\$80,846	\$82,463	\$84,112	\$85,794
APS 6.2	\$84,511	\$86,201	\$87,925	\$89,684
APS 6.3	\$88,173	\$89,936	\$91,735	\$93,570
APS 6.4	\$91,838	\$93,675	\$95,548	\$97,459
EL 1.1	\$101,475	\$103,505	\$105,575	\$107,686
EL 1.2	\$105,721	\$107,835	\$109,992	\$112,192
EL 1.3	\$109,963	\$112,162	\$114,406	\$116,694
EL 1.4	\$114,210	\$116,494	\$118,824	\$121,201
EL 2.1	\$124,308	\$126,794	\$129,330	\$131,917
EL 2.2	\$131,173	\$133,796	\$136,472	\$139,202
EL 2.3	\$138,040	\$140,801	\$143,617	\$146,489
EL 2.4	\$144,912	\$147,810	\$150,766	\$153,782

TABLE 2: EXAMINER OF PATENTS RATES OF PAY

Column 1	Column 2	Column 3	Column 4	Column 5
Examiner of Patents Pay Level	Salary Rates Pre-determination	Salary Rates 12 May 2020	Salary Rates 12 May 2021	Salary Rates 12 May 2022
1	\$76,583	\$78,115	\$79,677	\$81,270
2 (Progression Point 1)	\$78,531	\$80,102	\$81,704	\$83,338
3 (Progression Point 2)	\$82,162	\$83,805	\$85,481	\$87,191
4 (Progression Point 3)	\$84,372	\$86,059	\$87,781	\$89,536
5	\$88,915	\$90,693	\$92,507	\$94,357
6	\$93,459	\$95,328	\$97,235	\$99,179
7	\$97,740	\$99,695	\$101,689	\$103,722
8	\$102,025	\$104,066	\$106,147	\$108,270
9	\$107,217	\$109,361	\$111,549	\$113,780

TABLE 3: EXAMINER OF TRADE MARKS AND DESIGNS BROADBAND RATES OF PAY

Column 1	Column 2	Column 3	Column 4	Column 5
Examiner of Trade Marks and Designs Broadband	Salary Rates Pre-determination	Salary Rates 12 May 2020	Salary Rates 12 May 2021	Salary Rates 12 May 2022
APS 4.1 (1)	\$66,483	\$67,813	\$69,169	\$70,552
APS 4.2 (2)	\$68,341	\$69,708	\$71,102	\$72,524
APS 4.3 (3) (Progression Point 1)	\$70,199	\$71,603	\$73,035	\$74,496
APS 5.1 (4) (Progression Point 2)	\$74,028	\$75,509	\$77,019	\$78,559
APS 5.2 (5) (Progression Point 3)	\$75,796	\$77,312	\$78,858	\$80,435
APS 5.3 (6)	\$77,562	\$79,113	\$80,696	\$82,309
APS 6.1 (7)	\$80,846	\$82,463	\$84,112	\$85,794
APS 6.2 (8)	\$84,511	\$86,201	\$87,925	\$89,684
APS 6.3 (9)	\$88,173	\$89,936	\$91,735	\$93,570
APS 6.4 (10)	\$91,838	\$93,675	\$95,548	\$97,459
APS 6.6 (11)	\$95,794	\$97,710	\$99,664	\$101,657

TABLE 4: EXAMINER OF PLANT BREEDER'S RIGHTS RATES OF PAY

Column 1	Column 2	Column 3	Column 4	Column 5
Examiner of Plant Breeder's Rights Broadband Level	Salary Rates Pre- determination	Salary Rates 12 May 2020	Salary Rates 12 May 2021	Salary Rates 12 May 2022
APS 5.1 (1)	\$74,028	\$75,509	\$77,019	\$78,559
APS 5.2 (2) (Progression Point 1)	\$75,796	\$77,312	\$78,858	\$80,435
APS 5.3 (3) (Progression Point 2)	\$77,562	\$79,113	\$80,696	\$82,309
APS 6.1 (4) (Progression Point 3)	\$80,846	\$82,463	\$84,112	\$85,794
APS 6.2 (5)	\$84,511	\$86,201	\$87,925	\$89,684
APS 6.3 (6)	\$88,173	\$89,936	\$91,735	\$93,570
APS 6.4 (7)	\$91,838	\$93,675	\$95,548	\$97,459
APS 6.6 (8)	\$95,794	\$97,710	\$99,664	\$101,657

TABLE 5: TRAINING CLASSIFICATIONS RATES OF PAY

Column 1	Column 2	Column 3	Column 4	Column 5
Training Classification and Level	Salary Rates Pre-determination	Salary Rates 12 May 2020	Salary Rates 12 May 2021	Salary Rates 12 May 2022
Trainee and Trainee APS (Technical) APS 1.1	\$46,212	\$47,136	\$48,079	\$49,041
Trainee and Trainee APS (Technical) APS 1.2	\$47,896	\$48,854	\$49,831	\$50,828
Trainee and Trainee APS (Technical) APS 1.3	\$49,580	\$50,572	\$51,583	\$52,615
Trainee and Trainee APS (Technical) APS 1.4	\$51,266	\$52,291	\$53,337	\$54,404
Cadet - Full time study APS 1.1	\$26,576	\$27,108	\$27,650	\$28,203
Cadet - Full time study APS 1.2	\$27,419	\$27,967	\$28,527	\$29,097
Cadet - Work Placement APS 2.1	\$53,149	\$54,212	\$55,296	\$56,402
Cadet - Work Placement APS 2.2	\$54,832	\$55,929	\$57,047	\$58,188
Cadet - Work Placement APS 2.3	\$56,512	\$57,642	\$58,795	\$59,971
Cadet - Work Placement APS 2.4	\$58,194	\$59,358	\$60,545	\$61,756
Graduate APS APS 3.1	\$59,749	\$60,944	\$62,163	\$63,406
Graduate APS APS 3.2	\$61,446	\$62,675	\$63,928	\$65,207
Graduate APS APS 3.3	\$63,141	\$64,404	\$65,692	\$67,006
Graduate APS APS 3.4	\$64,840	\$66,137	\$67,460	\$68,809

TABLE 6: ALLOWANCE RATES

Column 1	Column 2	Column 3	Column 4	Column 5
Allowance	Salary Rates Pre- determination	Rate 12 May 2020	Rate 12 May 2021	Rate 12 May 2022
On-Call Allowance (Clause 50) Per Fortnight	\$58.25	\$59.42	\$60.60	\$61.82
First Aid Allowance (Clause 67) Per Fortnight	\$25.50	\$26.01	\$26.53	\$27.06
Emergency Control Officer Allowance (Clause 67) Per Fortnight	\$25.50	\$26.01	\$26.53	\$27.06
Equity and Diversity Contact Officer Allowance (Clause 67) Per Fortnight	\$25.50	\$26.01	\$26.53	\$27.06
Health and Safety Officer Allowance (Clause 67) Per Fortnight	\$25.50	\$26.01	\$26.53	\$27.06
Patent and Document Translation Allowance (Clause 70) Per Fortnight	\$37.39	\$38.14	\$38.90	\$39.68
Vacation Care Subsidy (Clause 231) Per Day	\$29.26	\$29.85	\$30.44	\$31.05