

## Defence Housing Australia

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

Determination 2018/22

I, Jan Mason, Managing Director of Defence Housing Australia (DHA), make the following Determination under subsection 24(1) of the *Public Service Act 1999*.

Dated: 13 November 2018



Jan Mason  
Managing Director

**1. Citation**

The Determination may be cited as 2018/22.

**2. Application**

The Determination applies to all non-SES employees, employed by DHA under the *Public Service Act 1999* (PS Act) and who are covered by the *Defence Housing Australia Enterprise Agreement 2015* (DHA EA).

**3. Definitions**

In this Determination:

**DHA** means Defence Housing Australia.

**DHA EA** means the Defence Housing Australia Enterprise Agreement 2015

**Employee** means a non-SES employee who is employed in DHA under the PS Act and is covered by the DHA EA.

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

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

**4. Purpose**

The purpose of this Determination is to provide employees with increases to their existing salary and salary related allowances for which they are eligible under the terms of the DHA EA.

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### 5. **Period and operation of scope**

This Determination commences on 18 January 2019 and continues in force until whichever of the following occurs first:

- (a) A replacement enterprise agreement for the DHA EA commences operation in accordance with the FW Act; or
- (b) It is replaced by another determination made under section 24 of the PS Act that applies to the Employees and expressly revokes this Determination.

### 6. **Annual Salary and allowance increases**

- (a) Employees will receive increases on their salary payable under the DHA EA totalling 4.0% as follows:
  - i. 2.0% from commencement (18 January 2019); and
  - ii. a further 2.0% on 18 January 2020
- (b) Salaries contained in Appendix 1 of the DHA EA will be increased in accordance with Schedule 1 to this determination with effect from the dates shown.
- (c) Additional role allowances described in clause 56 of the DHA EA will be increased by 2.0% to \$25.84 on 18 January 2019 and by a further 2.0% to \$26.36 on 18 January 2020.

### 7. **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).

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**Schedule 1 to Determination 2018/22**

The salaries shown in Appendix 1 of the *Defence Housing Australia Enterprise Agreement 2015* are increased as shown in the table below with effect from the dates indicated.

DHA Level	Pay Point	Current Salary	Salary on 18/1/2019 (2% increase)	Salary on 18/1/2020 (2% increase)
<b>Broadband 1</b>				
DHA Level 1 (APS Level 1)	Minimum	\$47,686	\$48,640	\$49,613
	Maximum	\$53,326	\$54,393	\$55,481
DHA Level 2 (APS Level 2)	Minimum	\$52,279	\$53,325	\$54,392
	Maximum	\$58,617	\$59,789	\$60,985
<b>Broadband 2</b>				
DHA Level 3 (APS Level 3)	Minimum	\$58,881	\$60,059	\$61,260
	Maximum	\$65,243	\$66,548	\$67,879
DHA Level 4 (APS Level 4)	Minimum	\$65,059	\$66,360	\$67,687
	Maximum	\$72,700	\$74,154	\$75,637
<b>Broadband 3</b>				
DHA Level 5 (APS Level 5)	Minimum	\$73,298	\$74,764	\$76,259
	Maximum	\$80,003	\$81,603	\$83,235
DHA Level 6 (APS Level 6)	Minimum	\$80,914	\$82,532	\$84,183
	Maximum	\$93,034	\$94,895	\$96,793
<b>Executive Level</b>				
Executive Level 1	Minimum	\$98,236	\$100,201	\$102,205
	Maximum	\$119,889	\$122,287	\$124,733
Executive Level 2	Minimum	\$116,741	\$119,076	\$121,458
	Maximum	\$149,790	\$152,786	\$155,842