



ASD Terms and Conditions of Employment (Non-SES) Determination 2020 (Amendment) 2022 – Pay Increase

I, ABIGAIL JANE BRADSHAW, Acting Director-General Australian Signals Directorate, make the following instrument under subsection 38A(3) of the *Intelligence Services Act 2001*.

Dated 14 October 2022

A handwritten signature in blue ink, appearing to be 'ajb', written over a horizontal line.

a/g Director-General
Australian Signals Directorate

1 Name

This instrument is the *ASD Terms and Conditions of Employment (Non-SES) Determination 2020 (Amendment) 2022 – Pay Increase*.

2 Commencement

This instrument commences on the day it is signed.

3 Authority

This instrument is made under subsection 38A(3) of the *Intelligence Services Act 2001*.

4 Definitions

In this instrument:

ASD Employment Determination 2020 means the *ASD Terms and Conditions of Employment (Non-SES) Determination 2020*.

4 Amendment of ASD Determination 2020

ASD Employment Determination 2020 is amended as follows:

G2 Adjustments to rates of pay

New subparagraph G2.1d is inserted after subparagraph G2.1c as follows:

d. 1 per cent from 14 October 2022, which is expected to be paid from December 2022.

Annex C – Salary Scales

Table 1: Standard Classifications is replaced with:

Approved classification	From date specified in subparagraph G2.1a (2.00%)		From date specified in subparagraph G2.1b (2.00%)		From date specified in subparagraph G2.1c (2.00%)		From date specified in subparagraph G2.1d (1.00%)	
	Base	Top	Base	Top	Base	Top	Base	Top
ASD Level 1	46,871	52,615	47,808	53,667	48,764	54,740	49,252	55,287
ASD Level 2	53,044	59,632	54,105	60,825	55,187	62,042	55,739	62,662
ASD Level 3	60,422	66,575	61,630	67,907	62,863	69,265	63,492	69,958
ASD Level 4	68,442	74,721	69,811	76,215	71,207	77,739	71,919	78,516
ASD Level 5	75,109	80,450	76,611	82,059	78,143	83,700	78,924	84,537
ASD Level 6	82,282	93,993	83,928	95,873	85,607	97,790	86,463	98,768
ASD Executive Level 1	103,994	117,305	106,074	119,651	108,195	122,044	109,277	123,264
ASD Executive Level 2	120,744	144,929	123,159	147,828	125,622	150,785	126,878	152,293
ASD Executive Level 2.1	144,930	172,476	147,829	175,926	150,786	179,445	152,294	181,239
ASD Executive Level 2.2	172,477	194,035	175,927	197,916	179,446	201,874	181,240	203,893
Trainee ASD (Technical)	50,608	56,907	51,620	58,045	52,652	59,206	53,179	59,798

Table 2: Job-specific Classifications is replaced with:

Approved classification and local designation	From date specified in subparagraph G2.1a (2.00%)		From date specified in subparagraph G2.1b (2.00%)		From date specified in subparagraph G2.1c (2.00%)		From date specified in subparagraph G2.1d (1.00%)	
	Base	Top	Base	Top	Base	Top	Base	Top
<i>Broadbands and local designations with special salary rates:</i>								
ASD Level 3-4 (Technical)	60,422	74,721	61,630	76,215	62,863	77,739	63,492	78,516
ASD Level 3-Executive Level 1 (Legal 1)	60,422	127,344	61,630	129,891	62,863	132,489	63,492	133,814
Barrier	93,993		95,873		97,790		98,768	
ASD Level 4-5 (Academic Level 1), (Professional), (Public Affairs 1)	68,442	80,450	69,811	82,059	71,207	83,700	71,919	84,537
ASD Level 6-Executive Level 1 (Academic 2)	82,282	117,305	83,928	119,651	85,607	122,044	86,463	123,264
Executive Level 1 (Public Affairs 3)*	103,994	127,344	106,074	129,891	108,195	132,489	109,277	133,814
Executive Level 2 (Legal 2)	138,139	144,930	140,902	147,829	143,720	150,786	145,157	152,294
<i>Medical:</i>								
Medical Officer 1-2	103,994	144,929	106,074	147,828	108,195	150,785	109,277	152,293
Barrier	120,874		123,291		125,757		127,015	
Medical Officer 3	149,927	155,485	152,926	158,595	155,985	161,767	157,545	163,385
Medical Officer 4	163,498	178,140	166,768	181,703	170,103	185,337	171,804	187,190

Annex D – Allowances, Salary related allowances

Departmental Liaison Officer Allowance

New subparagraph 1.d. is inserted after 1.c. as follows:

d. \$ 23,138 per annum from date specified in subparagraph G2.1d

First Aid Allowance

Table 1: 'First Aid Allowance' rates is replaced with:

LEVEL OF PAYMENT	EMPLOYEE ROLE/RESPONSIBILITY	RATE PER WEEK			
		From date specified in sub paragraph G2.1a	From date specified in sub paragraph G2.1b	From date specified in sub paragraph G2.1c	From the date specified in sub paragraph in G2.1d
Tier 1	Administer first aid in the workplace and may include undertaking simple or low level maintenance of a first aid room with minimal use.	\$11.99	\$12.23	\$12.47	\$12.59
Tier 2	Administer first aid in the workplace and must also include: undertaking complex or high level maintenance of a first aid room with frequent use; and/or administering first aid in workplaces where 'high risk' work is performed.	\$18.11	\$18.47	\$18.84	\$19.03

Language Proficiency Allowance

Table 3: 'Rates (annual)'

The following is inserted after the table headed 'From the date specified in subparagraph G2.1c':

From date specified in subparagraph G2.1d

DIFFICULTY GRADE OF LANGUAGE	HIGHEST LANGUAGE QUALIFICATION HELD		
	Intermediate	Higher	Advanced
Grade 1	\$872	\$1,601	\$3,202
Grade 2	\$1,601	\$3,202	\$5,241
Grade 3	\$2,768	\$5,094	\$7,565
Grade 4	\$3,928	\$7,637	\$11,051

Fire Fighting Allowance

Table 4: 'Fire Fighting Allowance' is replaced with:

APPROPRIATE QUALIFICATIONS	RATE PER WEEK				
	From date specified in subparagraph G2.1a	From date specified in subparagraph G2.1b	From date specified in subparagraph G2.1c	From date specified in subparagraph G2.1d	
A "fire fighting qualification" recognised by the Australian Fire Fighting Authorities Council	\$18.11	\$18.47	\$18.47	\$19.03	\$18.84
A recognised "basic first aid qualification"					

Potentially Hazardous Material Allowance

Table 5: 'Rates of Potentially Hazardous Material Allowance' is replaced with:

DUTY	RATE PER WEEK			
	From date specified in subparagraph G2.1a	From date specified in subparagraph G2.1b	From date specified in subparagraph G2.1c	From date specified in subparagraph G2.1d
A Inspection and certification of dangerous goods	\$39.16	\$39.94	\$40.74	\$41.15
B Manufacturing, filling or breaking down of explosives ordnance	\$26.32	\$26.85	\$27.39	\$27.66

Dirty or Offensive Work (including epoxy-based materials and fumes)

In paragraph 15, new subparagraph (iv) is inserted after (iii) as follows:

(iv) \$1.03 per hour or part thereof from date specified in subparagraph G2.1d;

Protective Clothing and Safety Equipment Allowance

Table 6: 'Protective Clothing and Safety Equipment Allowance' is replaced with:

DUTY	RATE PER HOUR			
	From date specified in subparagraph G2.1a	From date specified in subparagraph G2.1b	From date specified in subparagraph G2.1c	From date specified in subparagraph G2.1d
Where exposed to OTTO Fuel	\$2.54	\$2.59	\$2.64	\$2.75
Welding	\$1.30	\$1.33	\$1.36	\$1.42
Spray equipment operation	\$0.98	\$1.00	\$1.02	\$1.06

Tool Allowance

New subparagraph 21.d is inserted after 21.c as follows:

d. \$18.87 per week from the date specified in subparagraph G2.1d.

Electrical Licence Allowance

New subparagraph 23.d is inserted after 23.c as follows:

d. \$27.81 per week from the date specified in subparagraph G2.1d.