



Indigenous Land and Sea Corporation (Non-SES Employees) Determination 2022

I, Mr Joseph Morrison, Group Chief Executive Officer, Indigenous Land and Sea Corporation, make the following determination under Board Resolution No. 730 and subsection 192S(2) of the *Aboriginal and Torres Strait Islander Act 2005*.

Dated 4 April 2022

A handwritten signature in black ink, appearing to read 'Joseph Morrison'.

Mr Joseph Morrison
Group Chief Executive Officer, Indigenous Land and Sea Corporation

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1 Name

This determination is the *Indigenous Land and Sea Corporation (Non-SES Employees) Determination 2022*.

2 Definitions

In this determination:

ILSC Enterprise Agreement means the enterprise agreement approved by the Fair Work Commission on 8 April 2019 and known as the *Indigenous Land Corporation Enterprise Agreement*.

3 Purpose

The purpose of this determination is to adjust employees' salaries and allowances for which they are eligible under the terms of the ILSC Enterprise Agreement.

4 Authority

This determination is made under subsection 192S(2) of the *Aboriginal and Torres Strait Islander Act 2005 (ATSI Act)*.

5 Application

This determination applies to non-SES employees (**the Employees**) employed in the Indigenous Land and Sea Corporation under the ATSI Act who are covered by the ILSC Enterprise Agreement.

6 Commencement

This determination commences on the day it is signed (**Commencement Date**).

7 Period of operation

This determination is in force for the period:

- a. beginning on the Commencement Date; and
- b. ending at the earlier of:
 - i. the day that an enterprise agreement made in accordance with the *Fair Work Act 2009* that covers the Employees and replaces the ILSC Enterprise Agreement commences operation; or
 - ii. the start of the day that another determination under subsection 192S(2) of the ATSI Act that applies to the Employees.

8 First adjustment of salary and allowances

- (1) The Employees' salaries are adjusted by 1.9%, with effect on 23 November 2022 (**First Adjustment Date**).

- (2) Each adjustment is to be calculated based on the salary immediately before the First Adjustment Date.
- (3) First Aid, Fire Warden, Harassment Contact Officer and Health & Safety Representative allowances are adjusted by the same percentage as their salaries, with effect on the First Adjustment Date.
- (4) Each adjustment of an allowance is to be calculated based on the allowance immediately before the First Adjustment Date.
- (5) Schedule 1 has effect.

9 Second adjustment of salary and allowances

- (1) The Employees' salaries are adjusted by X% consistent with the Private Sector Wage Price Index (June 2022 quarter), with effect on 23 May 2023 (**Second Adjustment Date**).

Note: The applicable percentage adjustment in salary will be inserted in Year 2 in line with the most recently published annual June Private Sector WPI% as advised by the Australian Public Service Commission.

- (2) Each adjustment is to be calculated based on the salary immediately before the Second Adjustment Date
- (3) First Aid, Fire Warden, Harassment Contact Officer and Health & Safety Representative allowances are to be adjusted by the same percentage as their salaries, with effect on the Second Adjustment Date.
- (4) Each adjustment of an allowance is to be calculated based on the allowance immediately before the Second Adjustment Date.
- (5) Schedule 1 is to be changed to reflect the adjustments.

10 Third adjustment of salary and allowances

- (1) Employees' salaries are to be adjusted by X% consistent with the Private Sector Wage Price Index (June 2023 quarter) with effect on 23 May 2024 (**Third Adjustment Date**).

Note: The applicable percentage adjustment in salary will be inserted in Year 3 in line with the most recently published annual June Private Sector WPI% as advised by the Australian Public Service Commission.

- (2) Each adjustment is to be calculated based on the salary immediately before the Third Adjustment Date.
- (3) First Aid, Fire Warden, Harassment Contact Officer and Health & Safety Representative allowances are to be adjusted by the same percentage as their salaries, with effect on the Third Adjustment Date.

- (4) Each adjustment of an allowance is to be calculated based on the allowance immediately before the Third Adjustment Date.
- (5) Schedule 1 is to be changed to reflect the adjustments.

Schedule 1—Adjustments - Salary and allowances

1 Salary

First adjustment of salary

On 23 November 2022, salary for an employee covered by column 1 of an item of the following tables at a pay point described in column 2 will be adjusted in accordance with subsection 8(1) of this determination to the salary which is set out in column 3 of the table. This is an adjustment of 1.9% under subsection 8(1) of this determination.

Second adjustment of salary

On 23 May 2023, the salary rates set out in column 3 will be adjusted to the corresponding salary set out in column 4 of the table. This is an adjustment of X% under subsection 9(1) of this determination.

Third adjustment of salary

On 23 May 2024, the salary rates set out in column 4 will be adjusted to the corresponding salary set out in column 5 of the table. This is an adjustment of X% under subsection 10(1) of this determination.

Salary Tables

Item	Column 1 Salary Pay Point	Column 2 Salary amount applicable before commencement of this determination	Column 3 Salary amount applicable on 23 November 2022	Column 4 Salary amount applicable on 23 May 2023	Column 5 Salary amount applicable on 23 May 2024
1	ILC1.1	\$49,321	\$50,259		
2	ILC1.2	\$50,634	\$51,597		
3	ILC1.3	\$51,982	\$52,970		
4	ILC1.4	\$54,786	\$55,827		
5	ILC1.5	\$56,245	\$57,314		
6	ILC1.6	\$57,744	\$58,842		
7	ILC2.1	\$61,120	\$62,282		
8	ILC2.2	\$62,898	\$64,094		
9	ILC2.3	\$64,726	\$65,956		
10	ILC2.4	\$68,546	\$69,849		
11	ILC2.5	\$70,540	\$71,881		
12	ILC2.6	\$72,590	\$73,970		
13	ILC3.1	\$75,550	\$76,986		
14	ILC3.2	\$77,996	\$79,478		
15	ILC3.3	\$79,476	\$80,987		
16	ILC3.4	\$84,414	\$86,018		
17	ILC3.5	\$87,995	\$89,667		
18	ILC3.6	\$91,728	\$93,471		
19	EL1.1	\$100,599	\$102,511		
20	EL1.2	\$105,563	\$107,569		
21	EL1.3	\$110,529	\$112,630		
22	EL2.1	\$121,759	\$124,073		
23	EL2.2	\$128,373	\$130,813		
24	EL2.3	\$135,283	\$137,854		

Legal Structure

Item	Column 1 Salary Pay Point	Column 2 Salary amount applicable before commencement of this determination	Column 3 Salary amount applicable on 23 November 2022	Column 4 Salary amount applicable on 23 May 2023	Column 5 Salary amount applicable on 23 May 2024
25	L1.1	\$59,843	\$60,981		
26	L1.2	\$64,045	\$65,262		
27	L1.3	\$68,386	\$69,686		
28	L1.4	\$72,959	\$74,346		
29	L1.5	\$77,684	\$79,160		
30	L1.6	\$82,734	\$84,306		
31	L1.7	\$87,997	\$89,669		
32	L1.8	\$95,251	\$97,061		
33	L1.9	\$103,189	\$105,150		
34	L1.10	\$111,127	\$113,239		
35	L1.11	\$119,064	\$121,327		
36	L1.12	\$125,679	\$128,067		
37	L2.1	\$132,736	\$135,258		
38	L2.2	\$138,215	\$140,842		

2 AllowancesFirst adjustment of allowances

On 23 November 2022, an allowance described in column 1 of an item of the following table is payable at the rate described in column 3 of the table. This is an adjustment of 1.9% under subsection 8(3) of this determination.

Second adjustment of allowances

On 23 May 2023, an allowance described in column 1 of an item of the following table is to be payable at the rate described in column 4 of the table. This is an adjustment of X% under subsection 9(3) of this determination.

Third adjustment of allowances

On 23 May 2024, an allowance described in column 1 of an item of the following table is to be payable at the rate described in column 5 of the table. This is an adjustment of X% under subsection 10(3) of this determination.

Allowances Table

Item	Column 1 Allowance Name	Column 2 Rate of allowance applicable before commencement of this determination	Column 3 Rate of allowance applicable on 23 November 2022	Column 4 Rate of allowance applicable on 23 May 2023	Column 5 Rate of allowance applicable on 23 May 2024
1	First Aid Allowance	\$19.14	\$19.50		
2	Fire Warden Allowance	\$19.14	\$19.50		
3	Harassment Contact Officer Allowance	\$19.14	\$19.50		
4	Health & Safety Representative Allowance	\$19.14	\$19.50		