



Public Service (Subsection 24(1)—Department of Finance Non-SES Employees) Determination 2022/01

I, Rosemary Huxtable, Secretary, Department of Finance, make the following
determination.

Dated *Eighteenth* January 2022

Rosemary Huxtable
Secretary of the Department of Finance

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1 Name

This determination is the *Public Service (Subsection 24(1) – Department of Finance Non-SES Employees) Determination 2022/01*.

2 Commencement

This determination commences on the date it is signed.

3 Authority

This determination is made under subsection 24(1) of the *Public Service Act 1999*.

4 Application

This determination applies to non-SES employees employed in the Department of Finance under the *Public Service Act 1999* who are covered by the *Department of Finance Enterprise Agreement 2019*.

5 Definitions

In this determination:

Department of Finance Enterprise Agreement means the enterprise agreement approved by the Fair Work Commission on 14 February 2019 and known as the *Department of Finance Enterprise Agreement 2019*.

Wage Price Index (WPI) – Private Sector Adjustment Wage Price Index (WPI) – Private Sector Adjustment means the applicable WPI – Private Sector adjustment under the *Public Sector Workplace Relations Policy 2020*.

6 Purpose

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

7 Period of operation

This determination is in force for the period:

(a) beginning at the start of the day this determination commences; and

(b) ending at the earlier of the following:

- (i) the start of the day that an enterprise agreement made in accordance with the *Fair Work Act 2009* that covers the employees and replaces the Department of Finance Enterprise Agreement commences operation;

- (ii) the start of the day that another determination under subsection 24(1) of the *Public Service Act 1999* that applies to the employees and revokes this determination comes into force.

8 First annual adjustment of salary and allowances

- (1) Subject to section 8(3), employees' salaries are adjusted by 1.9%, with effect from 22 February 2022, unless an employee would be ineligible for an annual salary increase having regard to clause 2.11 of the Department of Finance Enterprise Agreement in which case the employee's salary will only be adjusted in accordance with the terms set out in that clause.
- (2) Each adjustment is to be calculated based on the salary immediately before the adjustment under subsection (1).
- (3) If an adjustment to salary in accordance with subsections 8(1) and 8(2) would result in an employee's salary exceeding the salary set out in Column 3 of Schedule 1 for the pay point or maximum guidepoint applicable to the employee, the employee's salary will be adjusted to the salary for the applicable pay point or maximum guidepoint and not higher.
- (4) Each allowance set out in the Allowances Table in Schedule 1 is adjusted by 1.9%, with effect from 22 February 2022.
- (5) Each adjustment of an allowance is to be calculated based on the allowance immediately before the adjustment under subsection (4).
- (6) Schedule 1 has effect.

9 Second annual adjustment of salary and allowances

- (1) Subject to section 9(3), employees' salaries are adjusted by X% with effect from 22 February 2023, unless an employee would be ineligible for an annual salary increase having regard to clause 2.11 of the Department of Finance Enterprise Agreement in which case the employee's salary will only be adjusted in accordance with the terms set out in that clause.
- Note: The applicable percentage adjustment in salary will be inserted in Year 2 in line with the Wage Price Index (WPI) – Private Sector Adjustment.
- (2) Each adjustment is to be calculated based on the salary immediately before the adjustment under subsection (1).
 - (3) If an adjustment to salary in accordance with subsections 9(1) and 9(2) would result in an employee's salary exceeding the salary set out in Column 3 of Schedule 2 for the pay point or maximum guidepoint applicable to the employee, the employee's salary will be adjusted to the salary for the applicable pay point or maximum guidepoint and not higher.
 - (4) Each allowance set out in the Allowances Table in Schedule 2 is to be adjusted by the same percentage as salaries, with effect from 22 February 2023.

- (5) Each adjustment of an allowance is to be calculated based on the allowance immediately before the adjustment under subsection (4).
- (6) Schedule 2 is to be changed to reflect the adjustments.

10 Third annual adjustment of salary and allowances

- (1) Subject to section 10(3), employees' salaries are to be adjusted by X% with effect from 22 February 2024, unless an employee would be ineligible for an annual salary increase having regard to clause 2.11 of the Department of Finance Enterprise Agreement in which case the employee's salary will only be adjusted in accordance with the terms set out in that clause.

Note: The applicable percentage adjustment in salary will be inserted in Year 3 in line with the Wage Price Index (WPI) – Private Sector Adjustment.

- (2) Each adjustment is to be calculated based on the salary immediately before the adjustment under subsection (1).
- (3) If an adjustment to salary in accordance with subsections 10(1) and 10(2) would result in an employee's salary exceeding the salary set out in Column 3 of Schedule 3 for the pay point or maximum guidepoint applicable to the employee, the employee's salary will be adjusted to the salary for the applicable pay point or maximum guidepoint and not higher.
- (4) Each allowance set out in the Allowances Table in Schedule 3 is to be adjusted by the same percentage as salaries, with effect from 22 February 2024.
- (5) Each adjustment of an allowance is to be calculated based on the allowance immediately before the adjustment under subsection (4).
- (6) Schedule 3 is to be changed to reflect the adjustments.

Schedule 1—First annual adjustment—Salary and allowances from 22 February 2022

Note: See section 8.

1 Salary

From 22 February 2022, salary for an employee who is eligible for salary adjustment under section 8 who is covered by column 1 of an item of the following table at a pay point described in column 2 of the item is payable at the rate for that pay point (the *new rate*) described in column 3 of the table. This is an adjustment of 1.9% under subsection 8(1) of this determination.

Item	Column 1 Salary Pay Point		Column 2 Salary amount applicable before commencement of this determination	Column 3 Salary amount applicable from 22 February 2022
1.	APS Level 1	Min guidepoint	\$48,979	\$49,910
2.	APS Level 1	1 st	\$49,718	\$50,663
3.	APS Level 1	2 nd	\$50,456	\$51,415
4.	APS Level 1	3 rd	\$51,564	\$52,544
5.	APS Level 1	4 th	\$53,040	\$54,048
6.	APS Level 1	5 th	\$54,640	\$55,678
7.	APS Level 1	6 th	\$56,488	\$57,561
8.	APS Level 2	Min guidepoint	\$56,241	\$57,310
9.	APS Level 2	1 st	\$57,224	\$58,311
10.	APS Level 2	2 nd	\$58,331	\$59,439
11.	APS Level 2	3 rd	\$59,441	\$60,570
12.	APS Level 2	4 th	\$60,795	\$61,950
13.	APS Level 2	5 th	\$62,517	\$63,705
14.	APS Level 2	6 th	\$64,363	\$65,586
15.	APS Level 3	Min guidepoint	\$62,517	\$63,705
16.	APS Level 3	1 st	\$64,116	\$65,334
17.	APS Level 3	2 nd	\$65,840	\$67,091
18.	APS Level 3	3 rd	\$67,316	\$68,595
19.	APS Level 3	4 th	\$69,039	\$70,351
20.	APS Level 3	5 th	\$70,516	\$71,856
21.	APS Level 3	6 th	\$72,115	\$73,485

Item	Column 1 Salary Pay Point		Column 2 Salary amount applicable before commencement of this determination	Column 3 Salary amount applicable from 22 February 2022
22.	APS Level 4	Min guidepoint	\$70,516	\$71,856
23.	APS Level 4	1 st	\$72,237	\$73,610
24.	APS Level 4	2 nd	\$73,592	\$74,990
25.	APS Level 4	3 rd	\$75,438	\$76,871
26.	APS Level 4	4 th	\$76,916	\$78,377
27.	APS Level 4	5 th	\$78,637	\$80,131
28.	APS Level 4	6 th	\$80,483	\$82,012
29.	APS Level 5	Min guidepoint	\$78,637	\$80,131
30.	APS Level 5	1 st	\$79,990	\$81,510
31.	APS Level 5	2 nd	\$81,837	\$83,392
32.	APS Level 5	3 rd	\$83,314	\$84,897
33.	APS Level 5	4 th	\$84,913	\$86,526
34.	APS Level 5	5 th	\$86,513	\$88,157
35.	APS Level 5	6 th	\$88,236	\$89,912
36.	APS Level 6	Min guidepoint	\$86,513	\$88,157
37.	APS Level 6	1 st	\$88,605	\$90,288
38.	APS Level 6	2 nd	\$90,574	\$92,295
39.	APS Level 6	3 rd	\$92,788	\$94,551
40.	APS Level 6	4 th	\$94,758	\$96,558
41.	APS Level 6	5 th	\$96,849	\$98,689
42.	APS Level 6	6 th	\$98,943	\$100,823
43.	APS Level 6	7 th	\$105,587	\$107,593
44.	APS Level 6	Max guidepoint	\$112,723	\$114,865
For maximum guidepoint refer to clause 2.10 of the Department of Finance Enterprise Agreement 2019 – Zone of discretion				

Schedule 1 Salary and allowances from 22 February 2022

Item	Column 1 Salary Pay Point		Column 2 Salary amount applicable before commencement of this determination	Column 3 Salary amount applicable from 22 February 2022
45.	Executive Level 1	Min guidepoint	\$111,987	\$114,115
46.	Executive Level 1	1 st	\$114,325	\$116,497
47.	Executive Level 1	2 nd	\$116,540	\$118,754
48.	Executive Level 1	3 rd	\$119,001	\$121,262
49.	Executive Level 1	4 th	\$121,092	\$123,393
50.	Executive Level 1	5 th	\$123,555	\$125,903
51.	Executive Level 1	6 th	\$127,368	\$129,788
52.	Executive Level 1	7 th	\$135,614	\$138,191
53.	Executive Level 1	Max guidepoint	\$144,474	\$147,219
For maximum guidepoint refer to clause 2.10 of the Department of Finance Enterprise Agreement 2019 – Zone of discretion				
54.	Executive Level 2	Min guidepoint	\$136,721	\$139,319
55.	Executive Level 2	1 st	\$138,936	\$141,576
56.	Executive Level 2	2 nd	\$141,643	\$144,334
57.	Executive Level 2	3 rd	\$144,351	\$147,094
58.	Executive Level 2	4 th	\$146,812	\$149,601
59.	Executive Level 2	5 th	\$149,519	\$152,360
60.	Executive Level 2	6 th	\$152,104	\$154,994
61.	Executive Level 2	7 th	\$160,963	\$164,021
62.	Executive Level 2	Max guidepoint	\$170,316	\$173,552
For maximum guidepoint refer to clause 2.10 of the Department of Finance Enterprise Agreement 2019 – Zone of discretion				

Casual COMCAR Driver Salary Tables

Item	Column 1 Per Hour (incorporating casual loading)	Column 2 Salary amount applicable before commencement of this determination	Column 3 Salary amount applicable from 22 February 2022
1.	Monday to Friday rate	\$41.32	\$42.11
2.	Saturday rate	\$53.93	\$54.95
3.	Sunday rate	\$54.70	\$55.74
4.	Public holiday rate	\$66.87	\$68.14
5.	Special duties Monday to Friday rate	\$49.58	\$50.52
6.	Special duties Saturday rate	\$64.72	\$65.95
7.	Special duties Sunday rate	\$65.64	\$66.89
8.	Special duties Public Holiday rate	\$80.24	\$81.76

Ongoing drivers base salary Tables

Item	Column 1 Base Salary	Column 2 Salary amount applicable before commencement of this determination	Column 3 Salary amount applicable from 22 February 2022
1.	Pool driver	\$63,678	\$64,888
2.	Supervising driver	\$68,071	\$69,364

2 Allowances

From 22 February 2022, an allowance described in column 1 of an item of the following table is payable at the rate (the *new rate*) described in column 3 of the table. This is an adjustment of 1.9% under subsection 8(4) of this determination.

Item	Column 1 Allowance	Column 2 Rate of allowance applicable before commencement of this determination	Column 3 Rate of allowance applicable from 22 February 2022
1.	First Aid Allowance	\$24.78	\$25.25
2.	Departmental Liaison Officer	\$18,414	\$18,764
Restriction Rates			
3.	38 – 53 days (or part thereof)	\$12,772	\$13,015
4.	54 – 68 days (or part thereof)	\$13,729	\$13,990
5.	69 – 95 days (or part thereof)	\$16,574	\$16,889
COMCAR Roster Allowance			
6.	National Operations Centre Officer (APS 3)	\$14,563	\$14,840
7.	National Operations Centre Officer (APS 4)	\$17,546	\$17,879
8.	Team Leader (APS 5)	\$12,254	\$12,487
COMCAR Operational Allowances			
9.	COMCAR State Managers	\$14,778	\$15,059
10.	COMCAR Assistant Managers and COMCAR Depot Supervisors	\$6,330	\$6,450
11.	COMCAR Supervisor driving allowance	\$9,281	\$9,457
COMCAR Ongoing drivers allowance			
12.	National Flexibility Allowance (NFA)	\$10,928	\$11,136
13.	State/Territory Allowance component of NFA	\$4,419	\$4,503
14.	National Flexibility Allowance total	\$15,344	\$15,636
15.	Dedicated Driver Allowance (inclusive of State/Territory Allowance where applicable)	\$22,846	\$23,280

Schedule 2—Second annual adjustment—Salary and allowances from 22 February 2023

Note: See section 9.

1 Salary

From 22 February 2023, salary for an employee who is eligible for salary adjustment under section 9 who is covered by column 1 of an item of the following table at a pay point described in column 2 of the item is to be payable at the rate for that pay point (the *new rate*) described in column 3 of the table. This is an adjustment of X% under subsection 9(1) of this determination.

Item	Column 1 Salary Pay Point		Column 2 Salary amount applicable before commencement of this Schedule	Column 3 Salary amount applicable from 22 February 2023
1.	APS Level 1	Min guidepoint	\$49,910	
2.	APS Level 1	1 st	\$50,663	
3.	APS Level 1	2 nd	\$51,415	
4.	APS Level 1	3 rd	\$52,544	
5.	APS Level 1	4 th	\$54,048	
6.	APS Level 1	5 th	\$55,678	
7.	APS Level 1	6 th	\$57,561	
8.	APS Level 2	Min guidepoint	\$57,310	
9.	APS Level 2	1 st	\$58,311	
10.	APS Level 2	2 nd	\$59,439	
11.	APS Level 2	3 rd	\$60,570	
12.	APS Level 2	4 th	\$61,950	
13.	APS Level 2	5 th	\$63,705	
14.	APS Level 2	6 th	\$65,586	
15.	APS Level 3	Min guidepoint	\$63,705	
16.	APS Level 3	1 st	\$65,334	
17.	APS Level 3	2 nd	\$67,091	
18.	APS Level 3	3 rd	\$68,595	
19.	APS Level 3	4 th	\$70,351	
20.	APS Level 3	5 th	\$71,856	
21.	APS Level 3	6 th	\$73,485	

Schedule 2 Salary and allowances from 22 February 2023

Item	Column 1 Salary Pay Point		Column 2 Salary amount applicable before commencement of this Schedule	Column 3 Salary amount applicable from 22 February 2023
22.	APS Level 4	Min guidepoint	\$71,856	
23.	APS Level 4	1 st	\$73,610	
24.	APS Level 4	2 nd	\$74,990	
25.	APS Level 4	3 rd	\$76,871	
26.	APS Level 4	4 th	\$78,377	
27.	APS Level 4	5 th	\$80,131	
28.	APS Level 4	6 th	\$82,012	
29.	APS Level 5	Min guidepoint	\$80,131	
30.	APS Level 5	1 st	\$81,510	
31.	APS Level 5	2 nd	\$83,392	
32.	APS Level 5	3 rd	\$84,897	
33.	APS Level 5	4 th	\$86,526	
34.	APS Level 5	5 th	\$88,157	
35.	APS Level 5	6 th	\$89,912	
36.	APS Level 6	Min guidepoint	\$88,157	
37.	APS Level 6	1 st	\$90,288	
38.	APS Level 6	2 nd	\$92,295	
39.	APS Level 6	3 rd	\$94,551	
40.	APS Level 6	4 th	\$96,558	
41.	APS Level 6	5 th	\$98,689	
42.	APS Level 6	6 th	\$100,823	
43.	APS Level 6	7 th	\$107,593	
44.	APS Level 6	Max guidepoint	\$114,865	
For maximum guidepoint refer to clause 2.10 Finance Enterprise Agreement 2019 – Zone of discretion				

Item	Column 1 Salary Pay Point		Column 2 Salary amount applicable before commencement of this Schedule	Column 3 Salary amount applicable from 22 February 2023
45.	Executive Level 1	Min guidepoint	\$114,115	
46.	Executive Level 1	1 st	\$116,497	
47.	Executive Level 1	2 nd	\$118,754	
48.	Executive Level 1	3 rd	\$121,262	
49.	Executive Level 1	4 th	\$123,393	
50.	Executive Level 1	5 th	\$125,903	
51.	Executive Level 1	6 th	\$129,788	
52.	Executive Level 1	7 th	\$138,191	
53.	Executive Level 1	Max guidepoint	\$147,219	
For maximum guidepoint refer to clause 2.10 Finance Enterprise Agreement 2019 – Zone of discretion				
54.	Executive Level 2	Min guidepoint	\$139,319	
55.	Executive Level 2	1 st	\$141,576	
56.	Executive Level 2	2 nd	\$144,334	
57.	Executive Level 2	3 rd	\$147,094	
58.	Executive Level 2	4 th	\$149,601	
59.	Executive Level 2	5 th	\$152,360	
60.	Executive Level 2	6 th	\$154,994	
61.	Executive Level 2	7 th	\$164,021	
62.	Executive Level 2	Max guidepoint	\$173,552	
For maximum guidepoint refer to clause 2.10 Finance Enterprise Agreement 2019 – Zone of discretion				

Casual COMCAR Driver Salary Tables

Item	Column 1 Per Hour (incorporating casual loading)	Column 2 Salary amount applicable before commencement of this Schedule	Column 3 Salary amount applicable from 22 February 2023
1.	Monday to Friday rate	\$42.11	
2.	Saturday rate	\$54.95	
3.	Sunday rate	\$55.74	
4.	Public holiday rate	\$68.14	
5.	Special duties Monday to Friday rate	\$50.52	
6.	Special duties Saturday rate	\$65.95	
7.	Special duties Sunday rate	\$66.89	
8.	Special duties Public Holiday rate	\$81.76	

Ongoing drivers base salary Tables

Item	Column 1 Base Salary	Column 2 Salary amount applicable before commencement of this Schedule	Column 3 Salary amount applicable from 22 February 2023
1.	Pool driver	\$64,888	
2.	Supervising driver	\$69,364	

2 Allowances

From 22 February 2023, an allowance described in column 1 of an item of the following table is to be payable at the rate (the *new rate*) described in column 3 of the table. This is an adjustment of X% under subsection 9(4) of this determination.

Item	Column 1 Allowance	Column 2 Rate of allowance applicable before commencement of this Schedule	Column 3 Rate of allowance applicable from 22 February 2023
1.	First Aid Allowance	\$25.25	
2.	Departmental Liaison Officer	\$18,764	
Restriction Rates			
3.	38 – 53 days (or part thereof)	\$13,015	
4.	54 – 68 days (or part thereof)	\$13,990	
5.	69 – 95 days (or part thereof)	\$16,889	
COMCAR Roster Allowance			
6.	National Operations Centre Officer (APS 3)	\$14,840	
7.	National Operations Centre Officer (APS 4)	\$17,879	
8.	Team Leader (APS 5)	\$12,487	
COMCAR Operational Allowances			
9.	COMCAR State Managers	\$15,059	
10.	COMCAR Assistant Managers and COMCAR Depot Supervisors	\$6,450	
11.	COMCAR Supervisor driving allowance	\$9,457	
COMCAR Ongoing drivers allowance			
12.	National Flexibility Allowance (NFA)	\$11,136	
13.	State/Territory Allowance component of NFA	\$4,503	
14.	National Flexibility Allowance total	\$15,636	
15.	Dedicated Driver Allowance (inclusive of State/Territory Allowance where applicable)	\$23,280	

Schedule 3—Third annual adjustment—Salary and allowances from 22 February 2024

Note: See section 10.

1 Salary

From 22 February 2024, salary for an employee who is eligible for salary adjustment under section 10 who is covered by column 1 of an item of the following table at a pay point described in column 2 of the item is to be payable at the rate for that pay point (the *new rate*) described in column 3 of the table. This is an adjustment of X% under subsection 10(1) of this determination.

Item	Column 1 Salary Pay Point		Column 2 Salary amount applicable before commencement of this Schedule	Column 3 Salary amount applicable from 22 February 2024
1.	APS Level 1	Min guidepoint		
2.	APS Level 1	1 st		
3.	APS Level 1	2 nd		
4.	APS Level 1	3 rd		
5.	APS Level 1	4 th		
6.	APS Level 1	5 th		
7.	APS Level 1	6 th		
8.	APS Level 2	Min guidepoint		
9.	APS Level 2	1 st		
10.	APS Level 2	2 nd		
11.	APS Level 2	3 rd		
12.	APS Level 2	4 th		
13.	APS Level 2	5 th		
14.	APS Level 2	6 th		
15.	APS Level 3	Min guidepoint		
16.	APS Level 3	1 st		
17.	APS Level 3	2 nd		
18.	APS Level 3	3 rd		
19.	APS Level 3	4 th		
20.	APS Level 3	5 th		
21.	APS Level 3	6 th		

Item	Column 1 Salary Pay Point		Column 2 Salary amount applicable before commencement of this Schedule	Column 3 Salary amount applicable from 22 February 2024
22.	APS Level 4	Min guidepoint		
23.	APS Level 4	1 st		
24.	APS Level 4	2 nd		
25.	APS Level 4	3 rd		
26.	APS Level 4	4 th		
27.	APS Level 4	5 th		
28.	APS Level 4	6 th		
29.	APS Level 5	Min guidepoint		
30.	APS Level 5	1 st		
31.	APS Level 5	2 nd		
32.	APS Level 5	3 rd		
33.	APS Level 5	4 th		
34.	APS Level 5	5 th		
35.	APS Level 5	6 th		
36.	APS Level 6	Min guidepoint		
37.	APS Level 6	1 st		
38.	APS Level 6	2 nd		
39.	APS Level 6	3 rd		
40.	APS Level 6	4 th		
41.	APS Level 6	5 th		
42.	APS Level 6	6 th		
43.	APS Level 6	7 th		
44.	APS Level 6	Max guidepoint		
For maximum guidepoint refer to clause 2.10 of the Department of Finance Enterprise Agreement 2019 – Zone of discretion				

Schedule 3 Salary and allowances from 22 February 2024

Item	Column 1 Salary Pay Point		Column 2 Salary amount applicable before commencement of this Schedule	Column 3 Salary amount applicable from 22 February 2024
45.	Executive Level 1	Min guidepoint		
46.	Executive Level 1	1 st		
47.	Executive Level 1	2 nd		
48.	Executive Level 1	3 rd		
49.	Executive Level 1	4 th		
50.	Executive Level 1	5 th		
51.	Executive Level 1	6 th		
52.	Executive Level 1	7 th		
53.	Executive Level 1	Max guidepoint		
For maximum guidepoint refer to clause 2.10 of the Department of Finance Enterprise Agreement 2019 – Zone of discretion				
54.	Executive Level 2	Min guidepoint		
55.	Executive Level 2	1 st		
56.	Executive Level 2	2 nd		
57.	Executive Level 2	3 rd		
58.	Executive Level 2	4 th		
59.	Executive Level 2	5 th		
60.	Executive Level 2	6 th		
61.	Executive Level 2	7 th		
62.	Executive Level 2	Max guidepoint		
For maximum guidepoint refer to clause 2.10 of the Department of Finance Enterprise Agreement 2019 – Zone of discretion				

Casual COMCAR Driver Salary Tables

Item	Column 1 Per Hour (incorporating casual loading)	Column 2 Salary amount applicable before commencement of this Schedule	Column 3 Salary amount applicable from 22 February 2024
1.	Monday to Friday rate		
2.	Saturday rate		
3.	Sunday rate		
4.	Public holiday rate		
5.	Special duties Monday to Friday rate		
6.	Special duties Saturday rate		
7.	Special duties Sunday rate		
8.	Special duties Public Holiday rate		

Ongoing drivers base salary Tables

Item	Column 1 Base Salary	Column 2 Salary amount applicable before commencement of this Schedule	Column 3 Salary amount applicable from 22 February 2024
1.	Pool driver		
2.	Supervising driver		

2 Allowances

From 22 February 2024, an allowance described in column 1 of an item of the following table is to be payable at the rate (the *new rate*) described in column 3 of the table. This is an adjustment of X% under subsection 10(4) of this determination.

Item	Column 1 Allowance	Column 2 Rate of allowance applicable before commencement of this Schedule	Column 3 Rate of allowance applicable from 22 February 2024
1.	First Aid Allowance		
2.	Departmental Liaison Officer		
Restriction Rates			
3.	38 – 53 days (or part thereof)		
4.	54 – 68 days (or part thereof)		
5.	69 – 95 days (or part thereof)		
COMCAR Roster Allowance			
6.	National Operations Centre Officer (APS 3)		
7.	National Operations Centre Officer (APS 4)		
8.	Team Leader (APS 5)		
COMCAR Operational Allowances			
9.	COMCAR State Managers		
10.	COMCAR Assistant Managers and COMCAR Depot Supervisors		
11.	COMCAR Supervisor driving allowance		
COMCAR Ongoing drivers allowance			
12.	National Flexibility Allowance (NFA)		
13.	State/Territory Allowance component of NFA		
14.	National Flexibility Allowance total		
15.	Dedicated Driver Allowance (inclusive of State/Territory Allowance where applicable)		