

Members of Parliament (Staff) Act 1984

DETERMINATION TO PROVIDE A ONE-OFF PAYMENT

I, **DON FARRELL**, Special Minister of State, for and on behalf of the Prime Minister, determine under subsections 13(2) of the *Members of Parliament (Staff) Act 1984* (the MOP(S) Act):

Name

1. This determination is the *Members of Parliament (Staff) Act 1984 Determination to provide a one-off payment 2024/21*

Application

2. This determination applies to staff that were employed under the *Members of Parliament (Staff) Act 1984* during the reference period and proposed to be covered by the *Commonwealth Members of Parliament Staff Enterprise Agreement 2024-27*.

Definitions

3. In this determination:

Base salary means the employee's base salary including, if applicable, higher duties allowance and casual loading. For employees on maintained salaries, the base salary will be the maintained salary including, if applicable, higher duties allowance and casual loading.

Enterprise agreement means the *Commonwealth Members of Parliament Staff Enterprise Agreement 2024-27* made in accordance with section 182 of the *Fair Work Act 2009*.

Reference period means the period employees voted on the enterprise agreement in accordance with section 182 of the *Fair Work Act 2009*.

Purpose

4. The purpose of this determination is to provide eligible employees with a one-off payment in accordance with the *Australian Government Public Sector Workplace Relations Policy 2023* and the Government Parameters for non-APS bargaining on pay and conditions.

Period of operation

5. This determination is in force for the period:
 - (a) beginning at the start of the day this determination commences; and
 - (b) ending the start of the day that an enterprise agreement made in accordance with the *Fair Work Act 2009* that covers the employees covered by this determination commences operation.

One-off payment

6. Eligible employees who were employed during the reference period and are proposed to be covered by the Enterprise Agreement will receive a one-off payment on the next practicable pay date on or after the date the payment is calculated. Employees will not be entitled to the one-off payment if the employee was, during the entire reference period:
 - (a) on leave without pay (except for parental leave without pay); or
 - (b) absent from work without pay.
7. The payment in paragraph 6 is to be an amount paid equally to all eligible employees, calculated on 0.92 per cent of their combined annual salaries and on the following:
 - (a) for part-time ongoing and non-ongoing employees, a pro-rated annual salary value based on their agreed part-time hours during the reference period, subject to paragraph 6;
 - (b) for casual employees, a pro-rated annual salary value based on their hours worked during the reference period. A casual employee's base salary for this purpose includes casual loading.
8. The payment in paragraph 6 cannot be provided where the determination is no longer in force.

Dated this 10th day of September 2024

DON FARRELL

Special Minister of State