

SCHEDULE 4: PROFESSIONAL STAFF SALARIES

	Administrative increase paid on 20 June 2009 (4.5% increase)	Administrative increase paid on 3 July 2010 (3% increase)	To be paid on first full pay period on or after 30 June 2011 (3% increase)	To be paid on first full pay period on or after 30 June 2012 (3% increase)	To be paid on first full pay period on or after 31 Dec 2012 (4.5% increase)
HEO 1					
J18# 1	\$24,892	\$25,639	\$26,408	\$27,200	\$28,424
J19# 2	\$28,803	\$29,667	\$30,557	\$31,474	\$32,890
J20# 3	\$32,359	\$33,330	\$34,330	\$35,360	\$36,951
* 4	\$35,559	\$36,626	\$37,725	\$38,857	\$40,606
5	\$35,961	\$37,040	\$38,151	\$39,296	\$41,064
6	\$36,566	\$37,663	\$38,793	\$39,957	\$41,755
7	\$37,171	\$38,286	\$39,435	\$40,618	\$42,446
HEO 2					
J18# 1	\$26,869	\$27,675	\$28,505	\$29,360	\$30,681
J19# 2	\$31,091	\$32,024	\$32,985	\$33,975	\$35,504
J20# 3	\$34,929	\$35,977	\$37,056	\$38,168	\$39,886
* 4	\$38,384	\$39,536	\$40,722	\$41,944	\$43,831
5	\$39,195	\$40,371	\$41,582	\$42,829	\$44,756
6	\$40,002	\$41,202	\$42,438	\$43,711	\$45,678
7	\$40,807	\$42,031	\$43,292	\$44,591	\$46,598
HEO 3					
J18# 1	\$28,284	\$29,133	\$30,007	\$30,907	\$32,298
J19# 2	\$32,728	\$33,710	\$34,721	\$35,763	\$37,372
J20# 3	\$36,768	\$37,871	\$39,007	\$40,177	\$41,985
* 4	\$40,405	\$41,617	\$42,866	\$44,152	\$46,139
5	\$41,818	\$43,073	\$44,365	\$45,696	\$47,752
6	\$43,235	\$44,532	\$45,868	\$47,244	\$49,370
7	\$44,649	\$45,988	\$47,368	\$48,789	\$50,985
8	\$46,063	\$47,445	\$48,868	\$50,334	\$52,599
HEO 4					
1	\$46,468	\$47,862	\$49,298	\$50,777	\$53,062
2	\$47,878	\$49,314	\$50,793	\$52,317	\$54,671
3	\$49,495	\$50,980	\$52,509	\$54,084	\$56,518
4	\$51,112	\$52,645	\$54,224	\$55,851	\$58,364
HEO 5					
1	\$52,323	\$53,893	\$55,510	\$57,175	\$59,748
2	\$54,142	\$55,766	\$57,439	\$59,162	\$61,824
3	\$56,164	\$57,849	\$59,584	\$61,372	\$64,134
4	\$58,388	\$60,140	\$61,944	\$63,802	\$66,673
HEO 5/6					
1	\$48,081	\$49,523	\$51,009	\$52,539	\$54,903
2	\$49,296	\$50,775	\$52,298	\$53,867	\$56,291
3	\$50,506	\$52,021	\$53,582	\$55,189	\$57,673
4	\$58,587	\$60,345	\$62,155	\$64,020	\$66,901
5	\$60,205	\$62,011	\$63,871	\$65,787	\$68,747
6	\$61,822	\$63,677	\$65,587	\$67,555	\$70,595
7	\$63,437	\$65,340	\$67,300	\$69,319	\$72,438

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HEO 6					
1	\$58,587	\$60,345	\$62,155	\$64,020	\$66,901
2	\$60,205	\$62,011	\$63,871	\$65,787	\$68,747
3	\$61,822	\$63,677	\$65,587	\$67,555	\$70,595
4	\$63,437	\$65,340	\$67,300	\$69,319	\$72,438
HEO 7					
1	\$64,647	\$66,586	\$68,584	\$70,642	\$73,821
2	\$66,465	\$68,459	\$70,513	\$72,628	\$75,896
3	\$68,484	\$70,539	\$72,655	\$74,835	\$78,203
4	\$70,509	\$72,624	\$74,803	\$77,047	\$80,514
5	\$72,526	\$74,702	\$76,943	\$79,251	\$82,817
HEO 8					
1	\$72,729	\$74,911	\$77,158	\$79,473	\$83,049
2	\$74,750	\$76,993	\$79,303	\$81,682	\$85,358
3	\$76,773	\$79,076	\$81,448	\$83,891	\$87,666
4	\$79,192	\$81,568	\$84,015	\$86,535	\$90,429
5	\$81,821	\$84,276	\$86,804	\$89,408	\$93,431
HEO 9					
1	\$84,852	\$87,398	\$90,020	\$92,721	\$96,893
2	\$87,678	\$90,308	\$93,017	\$95,808	\$100,119
3	\$90,909	\$93,636	\$96,445	\$99,338	\$103,808
HEO 10					
1	\$93,908	\$96,725	\$99,627	\$102,616	\$107,234
2	\$97,008	\$99,918	\$102,916	\$106,003	\$110,773
3	\$100,210	\$103,216	\$106,312	\$109,501	\$114,429
SENIOR MANAGER					
LEVEL 1	\$107,698	\$110,929	\$114,257	\$117,685	\$122,981
LEVEL 2	\$120,939	\$124,567	\$128,304	\$132,153	\$138,100
LEVEL 3	\$129,210	\$133,086	\$137,079	\$141,191	\$147,545

* First step of adult rates.

Junior rates for HEO1, 2 and 3 are determined as a percentage of the first step of the relevant classification as follows:

18 years: 70%;
19 years: 81%;
20 years: 91%.

** Apprentice rates are determined as a percentage of the HEO3 salary scale as follows:

Step 1: 48%;
Step 2: 42%; Step 3: 75%;
Step 4: 88%;
Step 5 (adult): 94%.

@ Junior Rates apply to the administrative, general and technical streams of HEO1 and HEO2 and to the technical stream of HEO3.

Senior Managers:

These positions are personal classifications and appointment is made on the basis that they are managerial positions with remuneration packages negotiated to reflect the external market demand for persons with the skills, attributes and professional reputation to fill such positions and the status the position is given within the University. Appointment to this structure will be organisationally driven and at the discretion of Executive Managers. Individuals do not automatically progress through the levels or cannot seek to be reclassified within this structure.