

**SCHEDULE 4: CASUAL PROFESSIONAL STAFF RATES OF PAY**

	Existing rate of pay	Rate of pay effective from 3 March 2018 (\$2000 uplift)	Rate of pay effective from 2 March 2019 (1.5% increase)	Rate of pay effective from 14 March 2020 (1.5% increase + \$400 uplift)	Rate of pay effective from 13 March 2021 (1.5% increase)
HEO 1	per hour <sup>a</sup>	per hour <sup>a</sup>	per hour <sup>a</sup>	per hour <sup>a</sup>	per hour <sup>a</sup>
J18# 1	\$20.93	\$22.24	\$22.57	\$23.17	\$23.52
J19# 2	\$24.22	\$25.53	\$25.91	\$26.56	\$26.96
J20# 3	\$27.21	\$28.52	\$28.95	\$29.64	\$30.09
* 4	\$29.90	\$31.21	\$31.68	\$32.41	\$32.90
5	\$30.24	\$31.55	\$32.02	\$32.76	\$33.25
6	\$30.75	\$32.06	\$32.54	\$33.29	\$33.78
7	\$31.26	\$32.56	\$33.05	\$33.81	\$34.32
HEO 2					
J18# 1	\$22.59	\$23.90	\$24.26	\$24.88	\$25.26
J19# 2	\$26.14	\$27.45	\$27.86	\$28.54	\$28.97
J20# 3	\$29.37	\$30.68	\$31.14	\$31.87	\$32.35
* 4	\$32.27	\$33.58	\$34.09	\$34.86	\$35.38
5	\$32.96	\$34.26	\$34.78	\$35.56	\$36.10
6	\$33.64	\$34.94	\$35.47	\$36.26	\$36.81
7	\$34.31	\$35.62	\$36.16	\$36.96	\$37.51
HEO 3					
J18# 1	\$23.78	\$25.09	\$25.47	\$26.11	\$26.50
J19# 2	\$27.52	\$28.83	\$29.26	\$29.96	\$30.41
J20# 3	\$30.92	\$32.23	\$32.71	\$33.46	\$33.96
* 4	\$33.98	\$35.28	\$35.81	\$36.61	\$37.16
5	\$35.16	\$36.47	\$37.02	\$37.83	\$38.40
6	\$36.36	\$37.66	\$38.23	\$39.06	\$39.65
7	\$37.54	\$38.85	\$39.43	\$40.29	\$40.89
8	\$38.73	\$40.04	\$40.64	\$41.51	\$42.14
HEO 4					
1	\$39.07	\$40.38	\$40.99	\$41.86	\$42.49
2	\$40.26	\$41.57	\$42.19	\$43.08	\$43.73
3	\$41.62	\$42.93	\$43.57	\$44.48	\$45.15
4	\$42.98	\$44.29	\$44.95	\$45.89	\$46.57
HEO 5					
1	\$44.00	\$45.30	\$45.98	\$46.94	\$47.64
2	\$45.52	\$46.83	\$47.54	\$48.51	\$49.24
3	\$47.23	\$48.53	\$49.26	\$50.26	\$51.02
4	\$49.10	\$50.40	\$51.16	\$52.19	\$52.97
HEO 6					
1	\$49.26	\$50.57	\$51.33	\$52.36	\$53.15
2	\$50.62	\$51.93	\$52.71	\$53.76	\$54.57
3	\$51.98	\$53.29	\$54.09	\$55.16	\$55.99
4	\$53.34	\$54.65	\$55.47	\$56.56	\$57.41

	Existing rate of pay	Rate of pay effective from 3 March 2018 (\$2000 uplift)	Rate of pay effective from 2 March 2019 (1.5% increase)	Rate of pay effective from 14 March 2020 (1.5% increase + \$400 uplift)	Rate of pay effective from 13 March 2021 (1.5% increase)
HEO 7	per hour <sup>⌘</sup>	per hour <sup>⌘</sup>	per hour <sup>⌘</sup>	per hour <sup>⌘</sup>	per hour <sup>⌘</sup>
1	\$54.36	\$55.67	\$56.50	\$57.61	\$58.48
2	\$55.89	\$57.20	\$58.05	\$59.19	\$60.07
3	\$57.59	\$58.89	\$59.78	\$60.94	\$61.85
4	\$59.29	\$60.60	\$61.51	\$62.69	\$63.63
5	\$60.98	\$62.29	\$63.23	\$64.44	\$65.40
HEO 8					
1	\$61.15	\$62.46	\$63.40	\$64.61	\$65.58
2	\$62.85	\$64.16	\$65.12	\$66.36	\$67.36
3	\$64.55	\$65.86	\$66.85	\$68.11	\$69.14
4	\$66.59	\$67.90	\$68.92	\$70.21	\$71.26
5	\$68.80	\$70.11	\$71.16	\$72.49	\$73.57
HEO 9					
1	\$71.35	\$72.66	\$73.75	\$75.11	\$76.24
2	\$73.72	\$75.03	\$76.16	\$77.56	\$78.73
3	\$76.44	\$77.75	\$78.91	\$80.36	\$81.57
HEO 10					
1	\$78.96	\$80.27	\$81.48	\$82.96	\$84.20
2	\$81.57	\$82.88	\$84.12	\$85.64	\$86.93
3	\$84.26	\$85.57	\$86.85	\$88.42	\$89.74

\* First step of adult rates.

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

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%.

⌘ Per hour rates rounded to the nearest cent.