

SCHEDULE 3: PROFESSIONAL STAFF ANNUAL SALARIES

	Existing annual salary	Salary effective from 3 March 2018 (\$2000 uplift)	Salary effective from 2 March 2019 (1.5% increase)	Salary effective from 14 March 2020 (1.5% increase + \$400 uplift)	Salary effective from 13 March 2021 (1.5% increase)
HEO 1					
J18# 1	\$31,998	\$33,998	\$34,508	\$35,426	\$35,957
J19# 2	\$37,026	\$39,026	\$39,611	\$40,605	\$41,214
J20# 3	\$41,598	\$43,598	\$44,252	\$45,316	\$45,996
* 4	\$45,712	\$47,712	\$48,428	\$49,554	\$50,297
5	\$46,227	\$48,227	\$48,950	\$50,084	\$50,835
6	\$47,006	\$49,006	\$49,741	\$50,887	\$51,650
7	\$47,784	\$49,784	\$50,531	\$51,689	\$52,464
HEO 2					
J18# 1	\$34,539	\$36,539	\$37,087	\$38,043	\$38,614
J19# 2	\$39,969	\$41,969	\$42,599	\$43,638	\$44,293
J20# 3	\$44,902	\$46,902	\$47,606	\$48,720	\$49,451
* 4	\$49,342	\$51,342	\$52,112	\$53,294	\$54,093
5	\$50,383	\$52,383	\$53,169	\$54,367	\$55,183
6	\$51,422	\$53,422	\$54,223	\$55,436	\$56,268
7	\$52,457	\$54,457	\$55,274	\$56,503	\$57,351
HEO 3					
J18# 1	\$36,359	\$38,359	\$38,934	\$39,918	\$40,517
J19# 2	\$42,072	\$44,072	\$44,733	\$45,804	\$46,491
J20# 3	\$47,266	\$49,266	\$50,005	\$51,155	\$51,922
* 4	\$51,941	\$53,941	\$54,750	\$55,971	\$56,811
5	\$53,757	\$55,757	\$56,593	\$57,842	\$58,710
6	\$55,580	\$57,580	\$58,444	\$59,721	\$60,617
7	\$57,397	\$59,397	\$60,288	\$61,592	\$62,516
8	\$59,214	\$61,214	\$62,132	\$63,464	\$64,416
HEO 4					
1	\$59,735	\$61,735	\$62,661	\$64,001	\$64,961
2	\$61,546	\$63,546	\$64,499	\$65,866	\$66,854
3	\$63,625	\$65,625	\$66,609	\$68,008	\$69,028
4	\$65,704	\$67,704	\$68,720	\$70,151	\$71,203
HEO 5					
1	\$67,262	\$69,262	\$70,301	\$71,756	\$72,832
2	\$69,598	\$71,598	\$72,672	\$74,162	\$75,274
3	\$72,199	\$74,199	\$75,312	\$76,842	\$77,995
4	\$75,057	\$77,057	\$78,213	\$79,786	\$80,983

HEO 5/6					
1	\$61,808	\$63,808	\$64,765	\$66,136	\$67,128
2	\$63,370	\$65,370	\$66,351	\$67,746	\$68,762
3	\$64,925	\$66,925	\$67,929	\$69,348	\$70,388
4	\$75,316	\$77,316	\$78,476	\$80,053	\$81,254
5	\$77,393	\$79,393	\$80,584	\$82,193	\$83,426
6	\$79,473	\$81,473	\$82,695	\$84,335	\$85,600
7	\$81,548	\$83,548	\$84,801	\$86,473	\$87,770
HEO 6					
1	\$75,316	\$77,316	\$78,476	\$80,053	\$81,254
2	\$77,393	\$79,393	\$80,584	\$82,193	\$83,426
3	\$79,473	\$81,473	\$82,695	\$84,335	\$85,600
4	\$81,548	\$83,548	\$84,801	\$86,473	\$87,770
HEO 7					
1	\$83,105	\$85,105	\$86,382	\$88,078	\$89,399
2	\$85,441	\$87,441	\$88,753	\$90,484	\$91,841
3	\$88,038	\$90,038	\$91,389	\$93,160	\$94,557
4	\$90,639	\$92,639	\$94,029	\$95,839	\$97,277
5	\$93,231	\$95,231	\$96,659	\$98,509	\$99,987
HEO 8					
1	\$93,493	\$95,493	\$96,925	\$98,779	\$100,261
2	\$96,092	\$98,092	\$99,563	\$101,456	\$102,978
3	\$98,690	\$100,690	\$102,200	\$104,133	\$105,695
4	\$101,801	\$103,801	\$105,358	\$107,338	\$108,948
5	\$105,179	\$107,179	\$108,787	\$110,819	\$112,481
HEO 9					
1	\$109,077	\$111,077	\$112,743	\$114,834	\$116,557
2	\$112,709	\$114,709	\$116,430	\$118,576	\$120,355
3	\$116,862	\$118,862	\$120,645	\$122,855	\$124,698
HEO 10					
1	\$120,720	\$122,720	\$124,561	\$126,829	\$128,731
2	\$124,704	\$126,704	\$128,605	\$130,934	\$132,898
3	\$128,819	\$130,819	\$132,781	\$135,173	\$137,201
SENIOR MANAGER~					
LEVEL 1	\$138,446	\$140,446	\$142,553	\$145,091	\$147,267
LEVEL 2	\$155,467	\$157,467	\$159,829	\$162,626	\$165,065
LEVEL 3	\$166,099	\$168,099	\$170,620	\$173,579	\$176,183

* 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%.

~ 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 Area Managers. Individuals do not automatically progress through the levels or cannot seek to be reclassified within this structure.