

Schedule 3: Professional staff annual salaries

	Existing annual salary	Salary effective from 1 July 2023 (4.2% increase)	Salary effective from 29 June 2024 (3.5% increase)	Salary effective from 28 June 2025 (3.5% increase)
HEO 1				
J18# 1	\$36,676	\$38,216	\$39,554	\$40,938
J19# 2	\$42,038	\$43,804	\$45,337	\$46,924
J20# 3	\$46,916	\$48,886	\$50,597	\$52,368
* 4	\$51,303	\$53,458	\$55,329	\$57,266
5	\$51,852	\$54,030	\$55,921	\$57,878
6	\$52,683	\$54,896	\$56,817	\$58,806
7	\$53,513	\$55,761	\$57,713	\$59,733
HEO 2				
J18# 1	\$39,386	\$41,040	\$42,476	\$43,963
J19# 2	\$45,179	\$47,077	\$48,725	\$50,430
J20# 3	\$50,440	\$52,558	\$54,398	\$56,302
* 4	\$55,175	\$57,492	\$59,504	\$61,587
5	\$56,287	\$58,651	\$60,704	\$62,829
6	\$57,393	\$59,804	\$61,897	\$64,063
7	\$58,498	\$60,955	\$63,088	\$65,296
HEO 3				
J18# 1	\$41,327	\$43,063	\$44,570	\$46,130
J19# 2	\$47,421	\$49,413	\$51,142	\$52,932
J20# 3	\$52,960	\$55,184	\$57,115	\$59,114
* 4	\$57,947	\$60,381	\$62,494	\$64,681
5	\$59,884	\$62,399	\$64,583	\$66,843
6	\$61,829	\$64,426	\$66,681	\$69,015
7	\$63,766	\$66,444	\$68,770	\$71,177
8	\$65,704	\$68,464	\$70,860	\$73,340
HEO 4				
1	\$66,260	\$69,043	\$71,460	\$73,961
2	\$68,191	\$71,055	\$73,542	\$76,116
3	\$70,409	\$73,366	\$75,934	\$78,592
4	\$72,627	\$75,677	\$78,326	\$81,067
HEO 5				
1	\$74,289	\$77,409	\$80,118	\$82,922
2	\$76,779	\$80,004	\$82,804	\$85,702
3	\$79,555	\$82,896	\$85,797	\$88,800
4	\$82,603	\$86,072	\$89,085	\$92,203

	Existing annual salary	Salary effective from 1 July 2023 (4.2% increase)	Salary effective from 29 June 2024 (3.5% increase)	Salary effective from 28 June 2025 (3.5% increase)
HEO 5/6				
1	\$68,471	\$71,347	\$73,844	\$76,429
2	\$70,137	\$73,083	\$75,641	\$78,288
3	\$71,796	\$74,811	\$77,429	\$80,139
4	\$82,879	\$86,360	\$89,383	\$92,511
5	\$85,095	\$88,669	\$91,772	\$94,984
6	\$87,312	\$90,979	\$94,163	\$97,459
7	\$89,525	\$93,285	\$96,550	\$99,929
HEO 6				
1	\$82,879	\$86,360	\$89,383	\$92,511
2	\$85,095	\$88,669	\$91,772	\$94,984
3	\$87,312	\$90,979	\$94,163	\$97,459
4	\$89,525	\$93,285	\$96,550	\$99,929
HEO 7				
1	\$91,187	\$95,017	\$98,343	\$101,785
2	\$93,678	\$97,612	\$101,028	\$104,564
3	\$96,448	\$100,499	\$104,016	\$107,657
4	\$99,223	\$103,390	\$107,009	\$110,754
5	\$101,987	\$106,270	\$109,989	\$113,839
HEO 8				
1	\$102,266	\$106,561	\$110,291	\$114,151
2	\$105,038	\$109,450	\$113,281	\$117,246
3	\$107,809	\$112,337	\$116,269	\$120,338
4	\$111,127	\$115,794	\$119,847	\$124,042
5	\$114,731	\$119,550	\$123,734	\$128,065
HEO 9				
1	\$118,888	\$123,881	\$128,217	\$132,705
2	\$122,762	\$127,918	\$132,395	\$137,029
3	\$127,192	\$132,534	\$137,173	\$141,974
HEO 10				
1	\$131,306	\$136,821	\$141,610	\$146,566
2	\$135,556	\$141,249	\$146,193	\$151,310
3	\$139,945	\$145,823	\$150,927	\$156,209
Senior manager~				
Level 1	\$150,212	\$156,521	\$161,999	\$167,669
Level 2	\$168,366	\$175,437	\$181,577	\$187,932
Level 3	\$179,707	\$187,255	\$193,809	\$200,592

* 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.