

Schedule 4: Casual professional staff rates of pay

	Existing rate of pay	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	(per hour)	(per hour)	(per hour)	(per hour)
J18# 1	\$23.99	\$25.00	\$25.87	\$26.78
J19# 2	\$27.50	\$28.65	\$29.66	\$30.69
J20# 3	\$30.69	\$31.98	\$33.10	\$34.25
* 4	\$33.56	\$34.97	\$36.19	\$37.46
5	\$33.92	\$35.34	\$36.58	\$37.86
6	\$34.46	\$35.91	\$37.16	\$38.47
7	\$35.00	\$36.47	\$37.75	\$39.07
HEO 2				
J18# 1	\$25.76	\$26.84	\$27.78	\$28.76
J19# 2	\$29.55	\$30.79	\$31.87	\$32.99
J20# 3	\$32.99	\$34.38	\$35.58	\$36.83
* 4	\$36.09	\$37.61	\$38.92	\$40.28
5	\$36.82	\$38.36	\$39.71	\$41.10
6	\$37.54	\$39.12	\$40.49	\$41.90
7	\$38.26	\$39.87	\$41.27	\$42.71
HEO 3				
J18# 1	\$27.03	\$28.17	\$29.15	\$30.17
J19# 2	\$31.02	\$32.32	\$33.45	\$34.62
J20# 3	\$34.64	\$36.10	\$37.36	\$38.67
* 4	\$37.90	\$39.50	\$40.88	\$42.31
5	\$39.17	\$40.82	\$42.24	\$43.72
6	\$40.44	\$42.14	\$43.62	\$45.14
7	\$41.71	\$43.46	\$44.98	\$46.56
8	\$42.98	\$44.78	\$46.35	\$47.97
HEO 4				
1	\$43.34	\$45.16	\$46.74	\$48.38
2	\$44.60	\$46.48	\$48.10	\$49.79
3	\$46.06	\$47.99	\$49.67	\$51.41
4	\$47.51	\$49.50	\$51.23	\$53.03

	Existing rate of pay	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	(per hour)	(per hour)	(per hour)	(per hour)
1	\$48.59	\$50.63	\$52.41	\$54.24
2	\$50.22	\$52.33	\$54.16	\$56.06
3	\$52.04	\$54.22	\$56.12	\$58.08
4	\$54.03	\$56.30	\$58.27	\$60.31
HEO 6				
1	\$54.21	\$56.49	\$58.47	\$60.51
2	\$55.66	\$58.00	\$60.03	\$62.13
3	\$57.11	\$59.51	\$61.59	\$63.75
4	\$58.56	\$61.02	\$63.15	\$65.36
HEO 7				
1	\$59.65	\$62.15	\$64.33	\$66.58
2	\$61.28	\$63.85	\$66.08	\$68.40
3	\$63.09	\$65.74	\$68.04	\$70.42
4	\$64.90	\$67.63	\$70.00	\$72.45
5	\$66.71	\$69.51	\$71.94	\$74.46
HEO 8				
1	\$66.89	\$69.70	\$72.14	\$74.67
2	\$68.71	\$71.59	\$74.10	\$76.69
3	\$70.52	\$73.48	\$76.05	\$78.71
4	\$72.69	\$75.74	\$78.39	\$81.14
5	\$75.05	\$78.20	\$80.94	\$83.77
HEO 9				
1	\$77.77	\$81.03	\$83.87	\$86.80
2	\$80.30	\$83.67	\$86.60	\$89.63
3	\$83.20	\$86.69	\$89.73	\$92.87
HEO 10				
1	\$85.89	\$89.50	\$92.63	\$95.87
2	\$88.67	\$92.39	\$95.63	\$98.97
3	\$91.54	\$95.38	\$98.72	\$102.18

* 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.