

**Senate Community Affairs Committee**  
**ANSWERS TO ESTIMATES QUESTIONS ON NOTICE**  
**SOCIAL SERVICES PORTFOLIO**  
**2013-14 Supplementary Estimates Hearings**

**Outcome Number:** Cross Outcome - Across Programs

**Question No:** 27

**Topic:** Enterprise Agreements

**Hansard Page:** 21/11/2013 CA30

**Senator Moore** asked:

Can you provide the different enterprise bargain levels of salary for all agencies that make up the new DSS.

**Answer:**

The tables below compare enterprise agreement (EA) salaries for employees from incoming departments with salaries for employees of the Department of Social Services (DSS) covered by the FaHCSIA EA 2012 – 2014.

The incoming departments are:

- Department of Employment (Employment), the former Department of Education, Employment and Workplace Relations
- Department of Industry (Industry), the former Department of Innovation, Industry, Science and Research
- Department of Prime Minister & Cabinet (PM&C)
- Department of Immigration and Border Protection (DIBP), the former Department of Immigration and Citizenship
- Department of Health (Health), the former Department of Health and Ageing

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**Transition of Department of Employment (Employment), the former  
 Department of Education, Employment and Workplace Relations, to  
 DSS Salary Points**

<b>Broadband</b>	<b>Classification</b>	<b>Pay Point</b>	<b>Employment 15 August 2013 (3.85%)</b>	<b>DSS 3 June 2013 (2%)</b>
Employment Broadband 2	Exec Level 2	4	139,311	
		3	130,444	128,819
		2	123,072	120,857
		1	116,056	113,464
	Exec Level 1	4	109,001	
		3	103,521	105,362
		2	100,993	101,454
		1	98,624	96,266
	APS 6	3	88,197	85,418
		2	82,814	80,040
		1	80,204	77,262
	APS 5	3	76,271	74,481
		2	72,862	71,834
		1	71,342	69,185
	APS 4	3	69,103	68,027
		2	66,417	63,621
		1	64,615	61,288
Employment Broadband 1	APS 3	3		60,803
		2	61,870	56,620
		1	59,400	54,290
	APS 2	3	56,680	53,922
		2	55,634	50,030
		1	53,190	47,785
	APS 1	3		46,970
		2	49,516	43,295
		1	45,286	41,049

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**Transition of Department of Industry (Industry), the former  
 Department of Innovation, Industry, Science and Research, to DSS  
 Salary Points**

Classification	Pay Point	Industry 1 July 2013 (3.0%)	DSS 3 June 2013 (2%)
<b>Exec Level 2</b>	3	123,787	128,819
	2	117,732	120,857
	1	111,677	113,464
<b>Exec Level 1</b>			
	3	101,278	105,362
	2	97,626	101,454
<b>APS 6</b>	1	93,975	96,266
	3	83,488	85,418
<b>APS 5</b>	2	78,842	80,040
	1	74,196	77,262
<b>APS 4</b>	3	71,069	74,481
	2	69,191	71,834
	1	67,312	69,185
<b>APS 3</b>			
	3	65,398	68,027
	2	62,912	63,621
<b>APS 2</b>	1	60,428	61,288
	3	58,472	60,803
<b>APS 1</b>	2	56,051	56,620
	1	53,913	54,290
<b>APS 2</b>	3	52,709	53,922
	2	49,912	50,030
	1	47,336	47,785
<b>APS 1</b>			
	3	46,425	46,970
	2	44,127	43,295
<b>APS 1</b>	1	41,827	41,049

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**Transition of Department of Prime Minister & Cabinet (PM&C) to  
DSS Salary Points**

Classification	Pay Point	PM&C 1 July 2013 (2.5%)	DSS 3 June 2013 (2%)
<b>Exec Level 2</b>	<b>Zone of Discretion</b>	<b>148,759</b>	
	4	140,471	
	3	132,990	128,819
	2	125,508	120,857
	1	118,027	113,464
<b>Exec Level 1</b>	<b>Zone of Discretion</b>	<b>123,603</b>	
	4	115,572	
	3	110,849	105,362
	2	106,127	101,454
	1	101,404	96,266
<b>APS 6</b>	<b>Zone of Discretion</b>	<b>97,137</b>	
	4	88,675	
	3	85,941	85,418
	2	82,816	80,040
	1	78,908	77,262
<b>APS 5</b>	4	75,003	
	3	73,439	74,481
	2	71,486	71,834
	1	69,143	69,185
<b>APS 4</b>	4	67,579	
	3	65,626	68,027
	2	64,065	63,621
	1	62,112	61,288
<b>APS 3</b>	4	60,158	
	3	58,596	60,803
	2	57,032	56,620
	1	55,862	54,290

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<b>APS 2</b>	4	54,297	
	3	52,737	53,922
	2	50,391	50,030
	1	48,829	47,785
<b>APS 1</b>	4	47,657	
	3	45,704	46,970
	2	44,532	43,295
	1	43,362	41,049

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**Transition of Department of Immigration and Border Protection  
(DIBP), the former Department of Immigration and Citizenship, to  
DSS Salary Points**

Classification	Pay Point	DIBP 4 July 2013 (2.0%)	DSS 3 June 2013 (2%)
<b>Exec Level 2</b>	4	128,120	
	3	118,179	128,819
	2	114,070	120,857
	1	109,959	113,464
<b>Exec Level 1</b>	3	103,393	105,362
	2	95,083	101,454
	1	92,801	96,266
<b>APS 6</b>	3	85,301	85,418
	2	78,054	80,040
	1	74,321	77,262
<b>APS 5</b>	3	72,856	74,481
	2	68,948	71,834
	1	67,638	69,185
<b>APS 4</b>	3	66,904	68,027
	2	62,027	63,621
	1	60,452	61,288
<b>APS 3</b>	3	59,933	60,803
	2	55,553	56,620
	1	53,937	54,290
<b>APS 2</b>	4	53,353	
	3	49,935	53,922
	2	48,667	50,030
	1	47,424	47,785
<b>APS 1</b>	3	47,004	46,970
	2	43,825	43,295
	1	42,419	41,049

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**Transition of Department of Health (Health), the former Department of Health and Ageing, to DSS Salary Points**

Classification	Pay Point	Health 1 July 2013 (2.5%)	DSS 3 June 2013 (2%)
Exec Level 2	4	133,777	
	3	127,355	128,819
	2	123,240	120,857
	1	112,992	113,464
Exec Level 1	4	108,013	
	3	103,738	105,362
	2	98,827	101,454
	1	94,705	96,266
APS 6	4	86,943	
	3	85,039	85,418
	2	80,805	80,040
	1	77,067	77,262
APS 5	3	74,451	74,481
	2	70,716	71,834
	1	68,843	69,185
APS 4	3	67,865	68,027
	2	65,996	63,621
	1	64,229	61,288
APS 3	4	62,837	
	3	59,987	60,803
	2	58,296	56,620
	1	56,691	54,290

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<b>APS 2</b>	4	53,533	
	3	52,045	53,922
	2	50,528	50,030
	1	49,056	47,785
<b>APS 1</b>	4	47,140	
	3	44,947	46,970
	2	43,458	43,295
	1	41,974	41,049