

**SENATE EMPLOYMENT, WORKPLACE RELATIONS AND EDUCATION
LEGISLATION COMMITTEE**

**2005-2006 ADDITIONAL SENATE ESTIMATES HEARING
16 FEBRUARY 2006
EMPLOYMENT AND WORKPLACE RELATIONS PORTFOLIO**

QUESTIONS ON NOTICE

Outcome: Corporate

Question Number: W747-06

Question:

Senator Wong asked in writing:

Page 5 of the AWA Handbook refers to broad salary bands which have been provided as a guide for the negotiation of an appropriate salary rate. The handbook states 'An AWA allows negotiation of a higher pay level when it is considered appropriate to recognise particular skills, experience and performance of an existing employee or where a higher level of pay is needed to attract and retain quality employees with particular skills'. Please table a copy of these broad salary bands.

Answer:

The broad salary bands referred to in the AWA Handbook are the salary bands in the *DEWR Certified Agreement 2005 – 2008* (attached).

Classifications, DEWR Broadbands and Salaries

The salary reference points in each of the broadbands are minimum and maximum salary.

APS classification	Salary rates at 31 December 2003		Salary rates effective from certification	DEWR Broadband	Salaries effective from certification	Salaries effective 12 months from certification	Salaries effective 24 months from certification
Executive Level 2	Exec 2.5	\$89 916	\$93 513	DEWR Broadband 3	\$95 050	\$98 900	\$102 900
	Exec 2.4	\$87 067	\$90 550				
	Exec2.3	\$82 500	\$85 800				
	Exec2.2	\$79 685	\$82 872				
	Exec2.1	\$76 626	\$79 691				
Executive Level 1		\$81 144**	\$84 390**	DEWR Broadband 2			
	Exec1.3	\$72 139	\$75 025		Salary reference point	\$79 690	\$82 900
	Exec1.2	\$68 974	\$71 733		Salary reference point	\$84 390**	\$87 766**
	Exec1.1	\$66 989	\$69 669			\$79 689	\$82 899
APS Level 6				DEWR Broadband 1			
		\$61 047**	\$63 489**				
	APS6.5	\$59 603	\$61 987				
	APS6.4	\$57 326	\$59 619				
	APS6.3	\$55 265	\$57 476				
	APS6.2	\$53 759	\$55 909				
APS Level 5	APS6.1	\$52 296	\$54 388		Salary reference point	\$54 385	\$56 600
	APS5.3	\$50 952	\$52 990		Salary reference point	\$54 384	\$56 599
	APS5.2	\$49 564	\$51 547				
	APS5.1	\$48 051	\$49 973		Salary reference point	\$49 970	\$52 000
APS Level 4	APS4.4	\$46 770	\$48 641		Salary reference point	\$49 969	\$51 999
	APS4.3	\$45 562	\$47 384				
	APS4.2	\$44 410	\$46 186				
	APS4.1	\$43 043	\$44 765			\$44 760	\$46 600
APS Level 3				DEWR Broadband 1			
	APS3.4	\$41 703	\$43 371				
	APS3.3	\$40 614	\$42 239		Salary reference point	\$40 165	\$41 800
	APS3.2	\$39 619	\$41 204		Salary reference point	\$40 164	\$41 799
APS Level 2	APS3.1	\$38 623	\$40 168				
	APS2.4	\$37 621	\$39 126		Salary reference point	\$36 010	\$37 500
	APS2.3	\$36 597	\$38 061				
	APS2.2	\$35 601	\$37 025		Salary reference point	\$36 009	\$37 499
APS Level 1	APS2.1	\$34 629	\$36 014				
	APS1.4	\$33 114	\$34 439				
	APS1.3	\$31 906	\$33 182				
	APS1.2	\$30 985	\$32 224				
	APS1.1	\$30 065	\$31 268		Minimum	\$31 268	\$32 600
	20 years	\$27 359	\$28 454			\$28 454	\$29 666
	19 years	\$24 352	\$25 327			\$25 327	\$26 406
	18 years	\$21 046	\$21 888			\$21 888	\$22 820
	Under 18	\$18 039	\$18 761			\$18 761	\$19 560
						\$20 400	

** Salary retention point applying only to particular existing employees on that point on date of certification.

