

**SCHEDULE 2 PROFESSIONAL STAFF SALARY SCALES**

**PROFESSIONAL STAFF SALARY SCALES**

	Existing annual salary	Annual salary on 8 August 2009 2% increase	Annual salary on 20 February 2010 2% increase	Annual salary on 21 August 2010 2% increase	Annual salary on 30 June 2011 4% increase	Annual salary on 30 June 2012 4% increase	Annual salary on 30 June 2013 4.5% increase
<b>HEO 1</b>							
1	\$33,480	\$34,150	\$34,833	\$35,530	\$36,951	\$38,429	\$40,158
2	\$34,240	\$34,925	\$35,624	\$36,336	\$37,789	\$39,301	\$41,070
3	\$35,000	\$35,700	\$36,414	\$37,142	\$38,628	\$40,173	\$41,981
<b>HEO 2</b>							
1	\$36,143	\$36,866	\$37,603	\$38,355	\$39,889	\$41,485	\$43,352
2	\$37,093	\$37,835	\$38,592	\$39,364	\$40,939	\$42,577	\$44,493
3	\$38,047	\$38,808	\$39,584	\$40,376	\$41,991	\$43,671	\$45,636
4	\$38,710	\$39,484	\$40,274	\$41,079	\$42,722	\$44,431	\$46,430
<b>HEO 3</b>							
1	\$38,047	\$38,808	\$39,584	\$40,376	\$41,991	\$43,671	\$45,636
2	\$39,471	\$40,260	\$41,065	\$41,886	\$43,561	\$45,303	\$47,342
3	\$40,899	\$41,717	\$42,551	\$43,402	\$45,138	\$46,944	\$49,056
4	\$42,327	\$43,174	\$44,037	\$44,918	\$46,715	\$48,584	\$50,770
5	\$43,753	\$44,628	\$45,521	\$46,431	\$48,288	\$50,220	\$52,480
6	\$44,702	\$45,596	\$46,508	\$47,438	\$49,336	\$51,309	\$53,618
<b>HEO 4</b>							
1	\$43,753	\$44,628	\$45,521	\$46,431	\$48,288	\$50,220	\$52,480
2	\$44,702	\$45,596	\$46,508	\$47,438	\$49,336	\$51,309	\$53,618
3	\$45,653	\$46,566	\$47,497	\$48,447	\$50,385	\$52,400	\$54,758
4	\$46,606	\$47,538	\$48,489	\$49,459	\$51,437	\$53,494	\$55,901
5	\$47,558	\$48,509	\$49,479	\$50,469	\$52,488	\$54,588	\$57,044
6	\$49,459	\$50,448	\$51,457	\$52,486	\$54,585	\$56,768	\$59,323
<b>HEO 5</b>							
1	\$47,558	\$48,509	\$49,479	\$50,469	\$52,488	\$54,588	\$57,044
2	\$49,459	\$50,448	\$51,457	\$52,486	\$54,585	\$56,768	\$59,323
3	\$51,363	\$52,390	\$53,438	\$54,507	\$56,687	\$58,954	\$61,607
4	\$53,261	\$54,326	\$55,413	\$56,521	\$58,782	\$61,133	\$63,884
5	\$55,166	\$56,269	\$57,394	\$58,542	\$60,884	\$63,319	\$66,168
6	\$56,594	\$57,726	\$58,881	\$60,059	\$62,461	\$64,959	\$67,882
<b>HEO 6</b>							
1	\$55,166	\$56,269	\$57,394	\$58,542	\$60,884	\$63,319	\$66,168
2	\$56,594	\$57,726	\$58,881	\$60,059	\$62,461	\$64,959	\$67,882
3	\$58,021	\$59,181	\$60,365	\$61,572	\$64,035	\$66,596	\$69,593
4	\$59,448	\$60,637	\$61,850	\$63,087	\$65,610	\$68,234	\$71,305
5	\$60,873	\$62,090	\$63,332	\$64,599	\$67,183	\$69,870	\$73,014

	Existing annual salary	Annual salary on 8 August 2009 2% increase	Annual salary on 20 February 2010 2% increase	Annual salary on 21 August 2010 2% increase	Annual salary on 30 June 2011 4% increase	Annual salary on 30 June 2012 4% increase	Annual salary on 30 June 2013 4.5% increase
<b>HEO 7</b>							
1	\$60,873	\$62,090	\$63,332	\$64,599	\$67,183	\$69,870	\$73,014
2	\$62,776	\$64,032	\$65,313	\$66,619	\$69,284	\$72,055	\$75,297
3	\$64,676	\$65,970	\$67,289	\$68,635	\$71,380	\$74,235	\$77,576
4	\$66,580	\$67,912	\$69,270	\$70,655	\$73,481	\$76,420	\$79,859
5	\$68,481	\$69,851	\$71,248	\$72,673	\$75,580	\$78,603	\$82,140
<b>HEO 8</b>							
1	\$68,481	\$69,851	\$71,248	\$72,673	\$75,580	\$78,603	\$82,140
2	\$71,335	\$72,762	\$74,217	\$75,701	\$78,729	\$81,878	\$85,563
3	\$74,190	\$75,674	\$77,187	\$78,731	\$81,880	\$85,155	\$88,987
4	\$77,424	\$78,972	\$80,551	\$82,162	\$85,448	\$88,866	\$92,865
<b>HEO 9</b>							
1	\$81,417	\$83,045	\$84,706	\$86,400	\$89,856	\$93,450	\$97,655
2	\$82,938	\$84,597	\$86,289	\$88,015	\$91,536	\$95,197	\$99,481
3	\$84,268	\$85,953	\$87,672	\$89,425	\$93,002	\$96,722	\$101,074
<b>HEO 10</b>							
1	\$84,425	\$86,114	\$87,836	\$89,593	\$93,177	\$96,904	\$101,265

**GRANDPARENTED**

	Existing annual salary	Annual salary on 8 August 2009 2% increase	Annual salary on 20 February 2010 2% increase	Annual salary on 21 August 2010 2% increase	Annual salary on 30 June 2011 4% increase	Annual salary on 30 June 2012 4% increase	Annual salary on 30 June 2013 4.5% increase
<b>Level 4GP</b>							
7	\$51,364	\$52,391	\$53,439	\$54,508	\$56,688	\$58,956	\$61,609
<b>Level 5GP</b>							
7	\$58,020	\$59,180	\$60,364	\$61,571	\$64,034	\$66,595	\$69,592
<b>Level 8GP</b>							
6	\$82,937	\$84,596	\$86,288	\$88,014	\$91,535	\$95,196	\$99,480

**JUNIORS**

	<b>Existing annual salary</b>	<b>Annual salary on 8 August 2009 2% increase</b>	<b>Annual salary on 20 February 2010 2% increase</b>	<b>Annual salary on 21 August 2010 2% increase</b>	<b>Annual salary on 30 June 2011 4% increase</b>	<b>Annual salary on 30 June 2012 4% increase</b>	<b>Annual salary on 30 June 2013 4.5% increase</b>
<b>16-18 years</b>	\$33,480	\$34,150	\$34,833	\$35,530	\$36,951	\$38,429	\$40,158

**SCHEDULE 3 SECURITY AND GROUNDS STAFF SALARY SCALES**

**GROUNDS STAFF**

	Existing annual salary	Annual salary on 8 August 2009 2% increase	Annual salary on 20 February 2010 2% increase	Annual salary on 21 August 2010 2% increase	Annual salary on 30 June 2011 4% increase	Annual salary on 30 June 2012 4% increase	Annual salary on 30 June 2013 4.5% increase
<b>Level 1</b>							
1	\$31,274	\$31,899	\$32,537	\$33,188	\$34,516	\$35,897	\$37,512
<b>Level 2</b>							
1	\$33,637	\$34,310	\$34,996	\$35,696	\$37,124	\$38,609	\$40,346
2	\$34,520	\$35,210	\$35,914	\$36,632	\$38,097	\$39,621	\$41,404
3	\$35,406	\$36,114	\$36,836	\$37,573	\$39,076	\$40,639	\$42,468
4	\$36,028	\$36,749	\$37,484	\$38,234	\$39,763	\$41,354	\$43,215
<b>Level 3</b>							
1	\$35,406	\$36,114	\$36,836	\$37,573	\$39,076	\$40,639	\$42,468
2	\$36,735	\$37,470	\$38,219	\$38,983	\$40,542	\$42,164	\$44,061
3	\$38,062	\$38,823	\$39,599	\$40,391	\$42,007	\$43,687	\$45,653
4	\$39,388	\$40,176	\$40,980	\$41,800	\$43,472	\$45,211	\$47,246
5	\$40,716	\$41,530	\$42,361	\$43,208	\$44,936	\$46,733	\$48,836
6	\$41,603	\$42,435	\$43,284	\$44,150	\$45,916	\$47,753	\$49,902
<b>Level 4</b>							
1	\$40,716	\$41,530	\$42,361	\$43,208	\$44,936	\$46,733	\$48,836
2	\$41,604	\$42,436	\$43,285	\$44,151	\$45,917	\$47,754	\$49,903
3	\$42,488	\$43,338	\$44,205	\$45,089	\$46,893	\$48,769	\$50,964
4	\$43,374	\$44,241	\$45,126	\$46,029	\$47,870	\$49,785	\$52,025
5	\$44,258	\$45,143	\$46,046	\$46,967	\$48,846	\$50,800	\$53,086
6	\$46,028	\$46,949	\$47,888	\$48,846	\$50,800	\$52,832	\$55,209

**SECURITY STAFF (NON GRANDPARENTED)**

	Existing annual salary	Annual salary on 8 August 2009 2% increase	Annual salary on 20 February 2010 2% increase	Annual salary on 21 August 2010 2% increase	Annual salary on 30 June 2011 4% increase	Annual salary on 30 June 2012 4% increase	Annual salary on 30 June 2013 4.5% increase
<b>HEO 4</b>							
1	\$43,753	\$44,628	\$45,521	\$46,431	\$48,288	\$50,220	\$52,480
2	\$44,702	\$45,596	\$46,508	\$47,438	\$49,336	\$51,309	\$53,618
3	\$45,653	\$46,566	\$47,497	\$48,447	\$50,385	\$52,400	\$54,758
4	\$46,606	\$47,538	\$48,489	\$49,459	\$51,437	\$53,494	\$55,901
5	\$47,558	\$48,509	\$49,479	\$50,469	\$52,488	\$54,588	\$57,044
6	\$49,459	\$50,448	\$51,457	\$52,486	\$54,585	\$56,768	\$59,323

**SECURITY STAFF (GRANDPARENTED)**

	<b>Existing annual salary</b>	<b>Annual salary on 8 August 2009 2% increase</b>	<b>Annual salary on 20 February 2010 2% increase</b>	<b>Annual salary on 21 August 2010 2% increase</b>	<b>Annual salary on 30 June 2011 4% increase</b>	<b>Annual salary on 30 June 2012 4% increase</b>	<b>Annual salary on 30 June 2013 4.5% increase</b>
	\$55,330	\$56,437	\$57,566	\$58,717	\$61,066	\$63,509	\$66,367

**SCHEDULE 4 DOCUMENT SERVICES STAFF SALARY SCALES**

	Existing annual salary	Annual salary on 8 August 2009 3% increase	Annual salary on 20 February 2010 2% increase	Annual salary on 21 August 2010 2% increase	Annual salary on 30 June 2011 4% increase	Annual salary on 30 June 2012 4% increase	Annual salary on 30 June 2013 4.5% increase
<b>HEO 1</b>							
1	\$31,597	\$32,545	\$33,196	\$33,860	\$35,214	\$36,623	\$38,271
2	\$32,315	\$33,284	\$33,950	\$34,629	\$36,014	\$37,455	\$39,140
3	\$33,033	\$34,024	\$34,704	\$35,398	\$36,814	\$38,287	\$40,010
<b>HEO 2</b>							
1	\$34,111	\$35,134	\$35,837	\$36,554	\$38,016	\$39,537	\$41,316
2	\$35,007	\$36,057	\$36,778	\$37,514	\$39,015	\$40,576	\$42,402
3	\$35,907	\$36,984	\$37,724	\$38,478	\$40,017	\$41,618	\$43,491
4	\$36,534	\$37,630	\$38,383	\$39,151	\$40,717	\$42,346	\$44,252
<b>HEO 3</b>							
1	\$35,907	\$36,984	\$37,724	\$38,478	\$40,017	\$41,618	\$43,491
2	\$37,252	\$38,370	\$39,137	\$39,920	\$41,517	\$43,178	\$45,121
3	\$38,599	\$39,757	\$40,552	\$41,363	\$43,018	\$44,739	\$46,752
4	\$39,946	\$41,144	\$41,967	\$42,806	\$44,518	\$46,299	\$48,382
5	\$41,292	\$42,531	\$43,382	\$44,250	\$46,020	\$47,861	\$50,015
6	\$42,187	\$43,453	\$44,322	\$45,208	\$47,016	\$48,897	\$51,097
<b>HEO 4</b>							
1	\$41,292	\$42,531	\$43,382	\$44,250	\$46,020	\$47,861	\$50,015
2	\$42,187	\$43,453	\$44,322	\$45,208	\$47,016	\$48,897	\$51,097
3	\$43,085	\$44,378	\$45,266	\$46,171	\$48,018	\$49,939	\$52,186
4	\$43,984	\$45,304	\$46,210	\$47,134	\$49,019	\$50,980	\$53,274
5	\$44,884	\$46,231	\$47,156	\$48,099	\$50,023	\$52,024	\$54,365
6	\$46,678	\$48,078	\$49,040	\$50,021	\$52,022	\$54,103	\$56,538
<b>HEO 5</b>							
1	\$44,884	\$46,231	\$47,156	\$48,099	\$50,023	\$52,024	\$54,365
2	\$46,678	\$48,078	\$49,040	\$50,021	\$52,022	\$54,103	\$56,538
3	\$48,475	\$49,929	\$50,928	\$51,947	\$54,025	\$56,186	\$58,714
4	\$50,265	\$51,773	\$52,808	\$53,864	\$56,019	\$58,260	\$60,882
5	\$52,064	\$53,626	\$54,699	\$55,793	\$58,025	\$60,346	\$63,062
6	\$53,411	\$55,013	\$56,113	\$57,235	\$59,524	\$61,905	\$64,691
<b>HEO 6</b>							
1	\$52,064	\$53,626	\$54,699	\$55,793	\$58,025	\$60,346	\$63,062
2	\$53,411	\$55,013	\$56,113	\$57,235	\$59,524	\$61,905	\$64,691
3	\$54,759	\$56,402	\$57,530	\$58,681	\$61,028	\$63,469	\$66,325
4	\$56,105	\$57,788	\$58,944	\$60,123	\$62,528	\$65,029	\$67,955
5	\$57,460	\$59,184	\$60,357	\$61,564	\$64,027	\$66,588	\$69,584

	Existing annual salary	Annual salary on 8 August 2009 3% increase	Annual salary on 20 February 2010 2% increase	Annual salary on 21 August 2010 2% increase	Annual salary on 30 June 2011 4% increase	Annual salary on 30 June 2012 4% increase	Annual salary on 30 June 2013 4.5% increase
<b>HEO 7</b>							
1	\$57,450	\$59,174	\$60,357	\$61,564	\$64,027	\$66,588	\$69,584
2	\$59,246	\$61,023	\$62,243	\$63,488	\$66,028	\$68,669	\$71,759
3	\$61,039	\$62,870	\$64,127	\$65,410	\$68,026	\$70,747	\$73,931
4	\$62,836	\$64,721	\$66,015	\$67,335	\$70,028	\$72,829	\$76,106
5	\$64,630	\$66,569	\$67,900	\$69,258	\$72,028	\$74,909	\$78,280
<b>HEO 8</b>							
1	\$64,630	\$66,569	\$67,900	\$69,258	\$72,028	\$74,909	\$78,280
2	\$67,323	\$69,343	\$70,730	\$72,145	\$75,031	\$78,032	\$81,543
3	\$70,018	\$72,119	\$73,561	\$75,032	\$78,033	\$81,154	\$84,806
4	\$73,071	\$75,263	\$76,768	\$78,303	\$81,435	\$84,692	\$88,503
<b>HEO 9</b>							
1	\$76,839	\$79,144	\$80,727	\$82,342	\$85,636	\$89,061	\$93,069
2	\$78,274	\$80,622	\$82,234	\$83,879	\$87,234	\$90,723	\$94,806
3	\$79,528	\$81,914	\$83,552	\$85,223	\$88,632	\$92,177	\$96,325
<b>HEO 10</b>							
1	\$79,676	\$82,066	\$83,707	\$85,381	\$88,796	\$92,348	\$96,504

**GRANDPARENTED**

	Existing annual salary	Annual salary on 8 August 2009 3% increase	Annual salary on 20 February 2010 2% increase	Annual salary on 21 August 2010 2% increase	Annual salary on 30 June 2011 4% increase	Annual salary on 30 June 2012 4% increase	Annual salary on 30 June 2013 4.5% increase
<b>Level 4GP</b>							
7	\$48,476	\$49,930	\$50,929	\$51,948	\$54,026	\$56,187	\$58,715