

# *Commonwealth Remuneration Guide*

*Featuring analysis of salary rates in the Commonwealth by 1<sup>st</sup> Quartile,  
Median, 3<sup>rd</sup> Quartile and Average over a 3 year period from January  
2009 to January 2012*

*February 2009*

*Another HBA Research Publication*

# **HBA COMMONWEALTH REMUNERATION GUIDE FEBRUARY 2009 EDITION**

## **Introduction**

Welcome to the February 2009 edition of the HBA Commonwealth Remuneration Guide ©.

The production of HBA's latest Guide continues our practice of providing the most comprehensive up to date and accurate information on salary rates delivered through agency agreements across the Commonwealth. Information in this format and level of detail is unavailable elsewhere. The Guide represents hundreds of hours of research presented in some 180 pages.

## **'Snapshot' Feature and Comparative Salary Information**

The Guide provides comparative information on salary rates being paid from January 2009 up to and including January 2012, at 6 monthly intervals, drawn from 75 "live" mainstream certified or collective agreements applying to agencies of all sizes in the Commonwealth public sector.

The Guide also includes our 'Snapshot' feature. This has proved to be a most useful analysis tool for agencies, as it provides valuable information and analysis on what the Commonwealth is paying at the minimum and maximum of each of the eight APS classification levels (APS1-6 and EL1 and 2). Details are provided at 6 monthly intervals showing the following:

- first quartile (25<sup>th</sup> percentile);
- median (50<sup>th</sup> percentile);
- third quartile (75<sup>th</sup> percentile); and
- average rates (total of the rates divided by the number of agencies subject to analysis).

This is essential information for agencies engaged in salary bargaining or addressing market issues relating to attraction and retention of a high performing workforce. In an environment where salary differentials between agencies can vary by thousands of dollars at level, it is now more important than ever to know where you are placed in the market and what you need to offer in order to remain competitive.

## **What's in the Guide?**

### **Section 1 – About the Guide**

Provides information on what is contained within the Guide and how to use it; and also lists the 75 agencies subject to our analysis.

### **Section 2 – HBA Snapshot**

The HBA Snapshot provides a series of comparison charts followed by analysis tables that allow you to tell at a glance what is being paid in the Commonwealth through certified and collective agreements at the various quartiles.

This can be a powerful tool in agreement making as it takes the guesswork out of where your agency currently fits within the 'industry'. It also allows agencies to look at the out years up to and including January 2012.

### **Section 3 – Comparative Salary Tables**

Contains comparative salary tables for 75 live mainstream agreements selected for this Guide. In this Edition we have separated classifications into the following groupings:

APS1-3  
APS4-6  
Executive Levels 1 and 2

This new format is visually clearer and allows you to tell at a glance what agencies are paying at the APS1-6 and Executive Levels 1 and 2 through the agreement making process.

#### ***Understanding the Salary Tables***

##### *Pay scales*

To assist in tracking pay ranges across the various agency agreements listed, the tables show minimum and maximum pay points for each identified classification level rounded to the nearest \$500.00 for APS1-6 levels and to the nearest \$1,000 for Executive levels 1 and 2 as far as practicable. The actual pay rate is identified in each agency entry.

This is particularly useful in circumstances where you want to compare your pay rates with other agencies that may be competitors for labour or where there may be some historical nexus between individual agencies or groups of agencies.

### **Section 4 – Agency Data**

Contains detailed information by individual agency relating to live certified agreements. The information includes the duration of the agreement, quantum and timing of pay increases, bonuses, and actual pay rates (including all pay points) by classification over the life of the agreement. It also details how the agency is dealing with broadbanding, overtime and higher duties. Reference is also made to performance pay arrangements.

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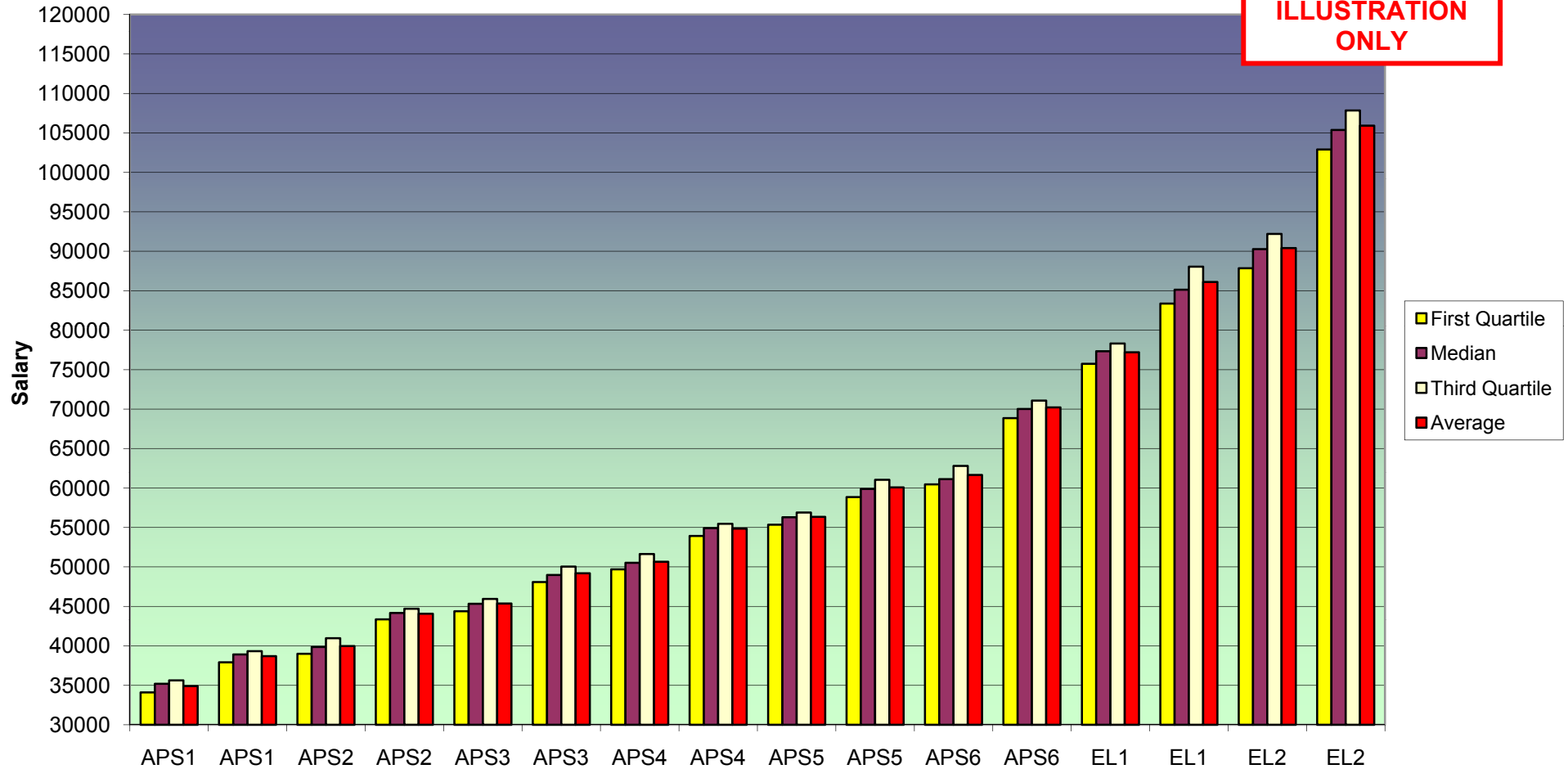
## AGENCY INDEX

The following 75 agencies are included in the February 2009 edition of the Commonwealth Remuneration Guide. Note that agency titles used in this edition are as specified in the relevant agreements, although some name changes resulted from the machinery of government changes following the November 2007 federal election. Such changes should be reflected in future agreements upon renewal.

- ✚ Administrative Appeals Tribunal
- ✚ Attorney General's Department
- ✚ AusAID
- ✚ AUSTRAC
- ✚ Australian Communications and Media Authority
- ✚ Australian Competition and Consumer Commission
- ✚ Australian Crime Commission
- ✚ Australian Customs Service
- ✚ Australian Film Commission
- ✚ Australian Industrial Registry
- ✚ Australian Institute of Family Studies
- ✚ Australian Institute of Health and Welfare
- ✚ Australian National Audit Office
- ✚ Australian Public Service Commission
- ✚ Australian Radiation Protection and Nuclear Safety Agency
- ✚ Australian Securities and Investments Commission
- ✚ Australian Taxation Office
- ✚ Australian War Memorial
- ✚ Bureau of Meteorology
- ✚ Centrelink
- ✚ Child Support Agency
- ✚ Comcare
- ✚ Commonwealth Rehabilitation Service
- ✚ ComSuper
- ✚ Defence Housing Authority
- ✚ Department of Agriculture, Fisheries and Forestry
- ✚ Department of Communications, Information Technology and the Arts
- ✚ Department of Defence
- ✚ Department of Education, Science and Training
- ✚ Department of Employment and Workplace Relations
- ✚ Department of Families, Housing, Community Services and Indigenous Affairs
- ✚ Department of Foreign Affairs and Trade
- ✚ Department of Health and Ageing
- ✚ Department of Immigration & Citizenship
- ✚ Department of Industry, Tourism and Resources
- ✚ Department of Parliamentary Services
- ✚ Department of the Environment and Heritage
- ✚ Department of the House of Representatives
- ✚ Department of the Prime Minister and Cabinet
- ✚ Department of the Senate
- ✚ Department of Transport and Regional Services
- ✚ Department of Veterans' Affairs
- ✚ Family Court of Australia
- ✚ Federal Court of Australia
- ✚ Federal Magistrates Court of Australia
- ✚ Food Standards Australia and New Zealand
- ✚ Geoscience Australia
- ✚ Great Barrier Reef Marine Park Authority
- ✚ High Court Administration
- ✚ Human Rights and Equal Opportunity Commission
- ✚ Insolvency and Trustee Service Australia (ITSA)
- ✚ IP Australia
- ✚ Medicare Australia
- ✚ Migration Review Tribunal & Refugee Review Tribunal
- ✚ National Archives of Australia
- ✚ National Blood Authority
- ✚ National Capital Authority
- ✚ National Film and Sound Archive
- ✚ National Gallery of Australia
- ✚ National Library of Australia
- ✚ National Measurement Institute
- ✚ National Museum of Australia
- ✚ National Native Title Tribunal
- ✚ Office of National Assessments
- ✚ Office of the Commonwealth Director of Public Prosecutions
- ✚ Office of the Commonwealth Ombudsman
- ✚ Office of the Official Secretary to the Governor-General
- ✚ Office of the Privacy Commissioner
- ✚ Office of the Workplace Ombudsman
- ✚ Productivity Commission
- ✚ Questacon
- ✚ Royal Australian Mint
- ✚ Social Security Appeals Tribunal
- ✚ Treasury
- ✚ Workplace Authority

# HBA Snapshot Analysis January 2008

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# HBA Snapshot Analysis January 2008

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	APS1 Min	APS1 Max	APS2 Min	APS2 Max	APS3 Min	APS3 Max	APS4 Min	APS4 Max	APS5 Min	APS5 Max	APS6 Min	APS6 Max	EL1 Min	EL1 Max	EL2 Min	EL2 Max
<b>First Quartile</b>	34091	37921	38993	43357	44382	48078	49696	53917	55346	58857	60466	68847	75736	83362	87849	102900
<b>Median</b>	35194	38906	39861	44173	45329	48986	50517	54917	56293	59885	61121	70011	77329	85135	90269	105371
<b>Third Quartile</b>	35622	39324	40969	44704	45944	50039	51641	55462	56897	61043	62805	71085	78303	88043	92188	107839
<b>Average</b>	<b>34889</b>	<b>38697</b>	<b>39965</b>	<b>44074</b>	<b>45356</b>	<b>49192</b>	<b>50654</b>	<b>54850</b>	<b>56348</b>	<b>60079</b>	<b>61658</b>	<b>70208</b>	<b>77193</b>	<b>86103</b>	<b>90407</b>	<b>105907</b>

## NOTES

- Classifications:** Two columns are used for each classification level depicting the minimum and maximum of the salary range.
- First Quartile:** Lists the 25<sup>th</sup> percentile at min and max of the range of salary rates paid in agreements subject to this analysis.
- Median:** Lists the median value (50<sup>th</sup> percentile) at min and max of the range of salary rates.
- Third Quartile:** Lists the 75<sup>th</sup> percentile at min and max of the range of salary rates.
- Average:** Lists the average rates (total of the rates divided by the number of agencies) at min and max of the range of salary rates.

\*\*\* All figures are shown in whole dollars \*\*\*



Pay Scale ('000s)	47	47.5	48	48.5	49	49.5	50	50.5	51	51.5	52	52.5	53	53.5	54	54.5	55	55.5	56	56.5	57	57.5	58	58.5	59	59.5	60	60.5	61	61.5	62	62.5	63	63.5	64	64.5	65	65.5	66	66.5	67	67.5	68	68.5	69	69.5	70	70.5	71	71.5	72	72.5	73	73.5	74	74.5	75	75.5
AAT	47191 APS3-APS4 54929														56425 APS5 59834										60942 APS6 70006																																	
A-G's	50376 APS4 54697								56190 APS5 59582								60687 APS6 71280																																									
AusAID	52533 APS4 55750								58369 APS5 60727								64354 APS6 71052																																									
AUSTRAC	50661 APS4 56908										56908 APS5 61765										61765 APS6 73527																																					
ACMA	49203 APS4 53530								54880 APS5 59274								60749 APS6 68372																																									
ACCC	52844 APS4 57375										58940 APS5 62497								65241 APS6 73124																																							
ACC	50571 APS4 54910								56407 APS5 59812								60921 APS6 69982																																									
Customs	51970 APS4-5 61057														61057 APS6 72896																																											
AFC	49805 APS4 53173								54624 APS5 58534								59710 APS6 68113																																									
AIR	51183 APS4 53861								55331 APS5 58680								61244 APS6 68644																																									
AIFS	48268 APS4 52409								54192 APS5 58427								59913 APS6 66793																																									
AIHW	49829 APS4 53968								55552 APS5 57972								60674 APS6 68880																																									
ANAO	54202 APS4														56256 APS5								69339 APS6 75701																																			
APSC	48781 APS4 54080								56375 APS5 59013								61651 APS6 69680																																									
ASIC	52584 APS4 55337								56844 APS5 60276								62921 APS6 70527																																									
ATO	52812 APS4 57342										58905 APS5 62461								63619 APS6 73082																																							
AWM	48252 APS4 52391								53819 APS5 57069								58127 APS6 66772																																									
BoM	50164 APS4 54467								55953 APS5 60432								61934 APS6 69419																																									
Centrelink	49460 APS4 55169										55170 APS5 58502								59587 APS6 70344																																							
CSA	50448 APS4 55383								56266 APS5 60273								62284 APS6 69810																																									

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**OFFICE OF NATIONAL ASSESSMENTS COLLECTIVE AGREEMENT 2007-2010**

**Agreement Type:** ECA  
**Date Lodged:** 29 June 2007

**Comprehensive:** Yes  
**Duration:** 36 months

**Nominal Expiry Date:** 29 June 2010

Base Salary Increases			Lump Sum Payments			Performance Pay	
Increase	Due	Pre-conditions to Payment	ONA Community Allowance is also paid fortnightly as follows: - ONA Band 1 (APS 1-6): an allowance of 2% based on the top salary point of the ONA Band 1 level - ONA Bands 2 and 3 (EL1-2): an allowance of 2% of annual salary			Salary advancement within ONA Bands is on the basis of performance review and assessment. Advancement between Bands is subject to open merit selection or assessment of skills, performance and work availability	
5.0% (6.0% for APS6)	29/06/2007	None prescribed					
4.0%	29/06/2008						
3.5%	29/06/2009						
<b>Classifications and Pay Points – 5% (6% for APS6) as at 29 June 2007</b>							
APS Level 1	APS Level 2	APS Level 3	APS Level 4	APS Level 5	APS Level 6	Executive Level 1	Executive Level 2
36952	41685	47337	52643	58598	63811	80720	93049
38159	42805	48542	54285	60403	65372	83948	96767
39164	43903	49748	55670	62075	67134	87172	100640
40734	45016	51010	57071		70458	89712	105519
	46115				73146		109056
<b>Classifications and Pay Points – 4% as at 29 June 2008</b>							
APS Level 1	APS Level 2	APS Level 3	APS Level 4	APS Level 5	APS Level 6	Executive Level 1	Executive Level 2
38430	43352	49231	54749	60942	66363	83949	96771
39685	44518	50483	56456	62819	67987	87305	100638
40731	45659	51738	57897	64558	69819	90659	104666
42363	46816	53050	59353		73277	93300	109739
	47960				76072		113418
<b>Classifications and Pay Points – 3.5% as at 29 June 2009</b>							
APS Level 1	APS Level 2	APS Level 3	APS Level 4	APS Level 5	APS Level 6	Executive Level 1	Executive Level 2
39775	44872	50954	56665	63075	68686	86887	100158
41074	46076	52250	58432	65018	70367	90361	104160
42157	47259	53549	59923	66817	72263	93832	108329
43848	48457	54907	61431		75841	96566	113580
	49640				78735		117388

<b>Broadbanding:</b>	APS 1-2 = Band 1C, APS 3-4 = Band 1B, APS 5-6 = Band 1A, EL1 = Band 2, EL2 = Band 3.
<b>Overtime:</b>	TOIL is the standard form of recompense for overtime, calculated on time and a half for Monday to Saturday, double time for Sunday and double time and a half for public holidays. Payment will be considered if requested by the employee.
<b>Higher Duties:</b>	Paid for four weeks or more.