

**Senate Finance and Public Administration Legislation Committee**

**ANSWERS TO QUESTIONS ON NOTICE**

**Finance and Administration Portfolio**

**Department of Finance and Administration**

Additional Budget Estimates Hearings – 14 February 2006

**Question: F30**

**Outcome 3, Output 3.1**

**Topic: Changes in salary bands for staff under Australian Workplace**

**Agreements and the Certified Agreement**

**Hansard Page: F&PA 66-67**

**Senator Ray asked:**

...why don't we just go across the top of this document [...] entitled 'Government Personal Employees as at 1 February 2006' [...]. How much over the last five years – say, from 2000 to the end of 2005 [...] in percentage terms have each of those groups gone up in salary on average? Why don't we take the top of the range in 2000 and the top of the range in 2005 [...] and the top of the range for A, B, and C?

**Answer:**

Prior to 2004, the salary bands of senior staff had not been reviewed since 2000. The review undertaken in 2003 looked at the Department of Employment and Workplace Relations APS SES salary survey results from June 2003 and found that the total remuneration package of senior ministerial staff based on the salary bands had fallen behind those of APS SES employees at the upper salary ranges.

Consequently, the salary bands for senior staff employed under the terms of AWAs were adjusted in January 2004 in line with those findings.

Since 2004 the salary bands for senior staff have been reviewed each year to take account of changes to equivalent APS Senior Executive Service salary bands and changes to MOP(S) salaries following the annual performance reviews.

The adjustments to salary bands do not reflect any individual salary increases for MOP(S) Act employees.

Salary ranges of staff employed under the *Members of Parliament Staff Certified Agreement 2003-2006* are set out in the agreement and vary in accordance with arrangements negotiated as part of the agreement.

Details of the top and bottom of salary ranges for both Government and non-government senior staff employed under the terms of Australian Workplace Agreements and personal and electorate staff employed under the terms of the Certified Agreement for the period 2000 to 2005 are included in the attached tables.

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**Changes in salary bands for senior staff employed during the AWA period 2000-2005. Changes in salary bands for senior staff employed under AWAs 2000-2005. Changes in salary bands for electorate and personal staff employed during the-Certified Agreement period 2000-2005. Changes in salary bands for electorate and personal staff employed under the Certified Agreement 2000-2005**

**Government**

**Senior staff - AWA**

<b>Classification</b>	<b>Range</b>	<b>26 July 2000</b>	<b>30 January 2004</b>	<b>5 April 2005</b>	<b>% increase</b>
Principal Adviser	Top	\$130,000	\$170,000	\$181,200	39.38%
	Base	\$108,000	\$119,000	\$125,000	10.19%
Senior Adviser (Chief of Staff) (Cabinet)	Top	\$113,500	\$120,300	\$128,200	12.95%
	Base	\$91,500	\$95,000	\$95,000	3.83%
Senior Adviser 2 (PM / Deputy PM / Treasurer)	Top	N/A	\$124,000	\$132,200	6.61%
	Base	N/A	\$105,250	\$111,000	5.46%
Senior Adviser 1 (Cabinet)	Top	\$108,000	\$114,500	\$122,100	13.06%
	Base	\$75,000	\$80,500	\$80,500	7.33%
Senior Adviser (Chief of Staff) / Senior Adviser (non-Cabinet)	Top	\$97,000	\$102,800	\$109,600	12.99%
	Base	\$75,000	\$80,500	\$80,500	7.33%
Media Adviser (Deputy PM / Treasurer)	Top	\$113,500	\$120,300	\$128,200	12.95%
	Base	\$91,500	\$95,000	\$95,000	3.83%
Media Adviser (Cabinet)	Top	\$97,000	\$102,800	\$109,600	12.99%
	Base	\$75,000	\$80,500	\$80,500	7.33%

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Special Adviser (Personal Classification)	Top	\$86,000	\$91,500	\$97,500	13.37%
	Base	\$69,500	\$75,000	\$75,000	7.91%

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**Certified Agreement**

Classification	Range	1 July 2000	29 March 2001	20 August 2003	12 August 2004	11 August 2005	% increase
		1.5%	3.5%	7%	6%	6%	
Adviser	Top	\$73,752	\$76,333	\$81,676	\$86,577	\$91,772	24.43%
	Base	\$54,838	\$56,757	\$60,730	\$64,374	\$68,236	24.43%
Media Adviser	Top	\$73,752	\$76,333	\$81,676	\$86,577	\$91,772	24.43%
	Base	\$54,838	\$56,757	\$60,730	\$64,374	\$68,236	24.43%
Assistant Adviser	Top	\$51,242	\$53,035	\$56,748	\$60,153	\$63,762	24.43%
	Base	\$44,608	\$46,169	\$49,401	\$52,365	\$55,507	24.43%
Personal Secretary	Top	\$43,795	\$45,328	\$48,501	\$51,411	\$54,496	24.43%
	Base	\$25,774	\$26,676	\$28,544	\$30,257	\$32,072	24.43%
EAOM	Top	\$45,718	\$47,318	\$50,631	\$53,669	\$56,889	24.43% ♣
	Base	\$37,029	\$38,325	\$41,008	\$43,468	\$46,076	24.43% ♣
Secretary / Admin Assist	Top	\$38,207	\$39,544	\$42,312	\$44,851	\$47,542	24.43%
	Base	\$29,169	\$30,190	\$32,303	\$34,241	\$36,295	24.43%
Whips Clerk	Top	\$51,242	\$53,035	\$56,748	\$60,153	\$63,762	24.43%
	Base	\$41,302	\$42,747	\$45,739	\$48,483	\$51,392	24.43%

Notes:

- ♣ The Personal Secretary classification has been replaced by two new classifications: Executive Assistant/Office Manager and Secretary/Administrative Assistant in the first Certified Agreement 1999-2000. The Personal Secretary classification will be maintained for existing Personal Secretaries only; and new employees will be appointed to one of the two new classifications.

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Electorate Officer C	Top	\$43,795	\$47,318	\$50,631	\$53,669	\$56,889	29.90%	#
	Base	\$41,302	\$42,747	\$45,739	\$48,483	\$51,392	24.43%	
Electorate Officer B	Top	\$40,206	\$44,087	\$47,173	\$50,003	\$53,003	31.83%	#
	Base	\$38,207	\$39,544	\$42,312	\$44,851	\$47,542	24.43%	
Electorate Officer A	Top	\$37,029	\$40,573	\$43,413	\$46,018	\$48,779	31.73%	#
	Base	\$34,088	\$30,190	\$32,303	\$34,241	\$36,295	6.47%	^

Notes:

# Percentage increase in the top of the EOC, EOB and EOA is due to the introduction of two new salary points at the top of the range on 29 March 2001.

^ The base of the EOA was also extended at that time to match the range of a Casual (or Relief) Electorate Officer.

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#### Non-Government

#### Senior Staff/AWA

Classification	Range	26 July 2000	30 January 2004	5 April 2005	% Increase
Chief of Staff (Leader of Opposition)	Top	\$107,371	\$120,300	\$128,200	19.40%
	Base	\$96,087	\$95,000	\$95,000	-1.13%
Senior Adviser (Leader of the Opposition)	Top	\$96,087	\$114,500	\$122,100	27.07%
	Base	\$72,376	\$80,500	\$80,500	11.22%
Media Adviser (Leader of the Opposition)	Top	\$96,087	\$114,500	\$122,100	27.07%
	Base	\$72,376	\$80,500	\$80,500	11.22%
Senior Adviser (Other Opposition)	Top	\$87,113	\$102,800	\$109,600	25.81%
	Base	\$72,376	\$80,500	\$80,500	11.22%
Media Adviser (Other Opposition)	Top	\$87,113	\$102,800	\$109,600	25.81%
	Base	\$72,376	\$80,500	\$80,500	11.22%
Special Adviser (Personal Classification)	Top	N/A	\$91,500	\$97,500	6.56%
	Base	N/A	\$75,000	\$75,000	0.00%

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#### Non-Government

#### Certified Agreement

Classification	Range	1 July 2000	29 March 2001	20 August 2003	12 August 2004	11 August 2005	% Increase
		1.5%	3.5%	7%	6%	6%	
Media Adviser	Top	\$71,251	\$73,745	\$78,907	\$83,641	\$88,659	24.43%
	Base	\$54,838	\$56,757	\$60,730	\$64,374	\$68,236	24.43%
Adviser Level 2	Top	\$71,251	\$73,745	\$78,907	\$83,641	\$88,659	24.43%
	Base	\$62,431	\$64,616	\$69,139	\$73,287	\$77,684	24.43%
Adviser Level 1	Top	\$59,402	\$61,481	\$65,785	\$69,732	\$73,916	24.43%
	Base	\$54,838	\$56,757	\$60,730	\$64,374	\$68,236	24.43%
Assistant Adviser	Top	\$51,242	\$53,035	\$56,748	\$60,153	\$63,762	24.43%
	Base	\$44,608	\$46,169	\$49,401	\$52,365	\$55,507	24.43%
Whips Clerk	Top	\$51,242	\$53,035	\$56,748	\$60,153	\$63,762	24.43%
	Base	\$41,302	\$42,747	\$45,739	\$48,483	\$51,392	24.43%
Executive Assistant 3	Top	\$43,795	\$45,328	\$48,501	\$51,411	\$54,496	24.43%
	Base	\$41,302	\$42,747	\$45,739	\$48,483	\$51,392	24.43%
Executive Assistant 2	Top	\$40,206	\$41,613	\$44,526	\$47,198	\$50,030	24.43%
	Base	\$39,201	\$40,573	\$43,413	\$46,018	\$48,779	24.43%
Executive Assistant 1	Top	\$38,207	\$39,544	\$42,312	\$44,851	\$47,542	24.43%
	Base	\$37,029	\$38,325	\$41,008	\$43,468	\$46,076	24.43%
Secretary Administrative Assistant 2	Top	\$35,859	\$37,114	\$39,712	\$42,095	\$44,621	24.43%
	Base	\$33,224	\$34,387	\$36,794	\$39,002	\$41,342	24.43%
Secretary Administrative Assistant 1	Top	\$32,347	\$33,479	\$35,822	\$37,971	\$40,249	24.43%
	Base	\$29,169	\$30,190	\$32,303	\$34,241	\$36,295	24.43%

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