



## Salary on promotion

The employing Member may set the salary of an employee who is promoted, other than senior staff, to any salary point within the respective classification

Applies to:

- ✓ Full-time employees
- ✓ Part-time employees
- ✓ On-going employees
- ✓ Non-ongoing employees
- ✓ Casual employees

### Current EA

- When an employee is promoted, other than senior staff (e.g. from an EOA to an EOB, or from an Assistant Adviser to an Adviser), the employing Member may choose to keep the employee on the same salary if their current salary point is equal to a salary point for the classification they are being promoted to

### Proposed changes

- An employee's salary must be **higher than their current salary on promotion**
- This reflects that **a promotion should recognise and compensate the more complex work** an employee is undertaking



Ted is an EOB at the top of his band as an EOB-5 (\$77,926). He is promoted by his employing Member to an EOC.

His new salary will need to be at least at the EOC-3 salary of \$82,051, as it must be higher than his salary prior to promotion.