



Remuneration offer

The first remuneration adjustment will be the increases listed in the proposed EA. The second and third remuneration adjustments will be the private sector Wage Price Index (WPI) annual percentage change for the immediately preceding June quarter

Applies to:

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

Pay offer under the proposed EA

- **Immediate pay increases for all employees** in the first year, if the ballot is successful:
 - Electorate Officers, Office Managers, Executive Assistants, Secretaries and Admin Assistants will receive the maximum 1.70% increase
 - Advisers, Media Advisers and Assistant Advisers will receive a 1.15% increase (up from 0.85% offered in December 2020)
 - Senior staff will receive a 0.40% increase (up from a pause offered in December 2020)
- **All employees will receive the maximum pay adjustments allowed in the second and third years** of the most recent year-to-June percentage change in the private sector Wage Price Index

Facts about the pay offer

- The **current annual percentage change in the private sector WPI at June 2020 is 1.7%**.
- The private sector WPI is used because the Government considers it appropriate that Commonwealth public sector wages are in step with those in the broader economy.
- **Private sector WPI has never been negative**, including during the Global Financial Crisis and the COVID-19 pandemic. In the 2021-22 Budget, Budget Paper No. 1 forecasts total WPI to be 1.25% for 2020-21 and 1.5% for 2021-22.
- **In the first 9 months of 2020-21, the private sector WPI has increased 1.4%**.



Remuneration offer – Electorate Officers, Executive Assistant/Office Managers, Executive Assistants and Secretary/Administrative Assistants

- **On commencement of EA – 1.70% increase**
- 12 months after commencement of EA – WPI for June 2021
- 24 months after commencement of EA – WPI for June 2022

ESA, PSA, the allowance for the drivers of former Prime Ministers (and CRA for eligible employees) will be adjusted consistently with salaries

The EOA-1 and EOA-2 pay points are being removed. Employees at these pay points will be paid the equivalent of EOA-3 automatically on commencement*

Electorate Officers

Classification		Current salary	On commencement 1.70%	
Electorate Officer C	4	\$86,180	\$87,645	
	3	\$82,051	\$83,446	
	Electorate Officer B	5	\$77,926	\$79,251
		4	\$76,508	\$77,809
Electorate Officer A	3	\$72,150	\$73,377	
	2	\$68,482	\$69,646	
	1	\$66,745	\$67,880	
	6	\$64,684	\$65,784	
	5	\$61,061	\$62,099	
	4	\$58,041	\$59,028	
	3	\$55,130	\$56,067	
	2	\$53,364**	\$56,067	
1	\$53,364**			

* The remaining salary points for the EOA classification will be renumbered, i.e. the old EOA-3 to 8 salary points will become EOA-1 to 6

** Annualised rate equal to Australian Government Industry Award 2016 minimum rate of pay as at 12 November 2020.



Remuneration offer –

Electorate Officers, Executive Assistant/Office Managers, Executive Assistants and Secretary/Administrative Assistants

The Sec/Admin-1, 2 and 3 pay points are being removed. Employees at these pay points will be paid the equivalent of Sec/Admin-4 automatically on commencement*

Government - Executive Assistant/Office Managers and Secretary/Administrative Assistants

Classification		Current salary	On commencement 1.70%
Executive Assistant/Office Manager	9	\$79,866	\$81,224
	8	\$77,926	\$79,251
	7	\$76,508	\$77,809
	6	\$74,410	\$75,675
	5	\$72,150	\$73,377
	4	\$70,238	\$71,432
	3	\$68,482	\$69,646
	2	11	\$66,745
1	10	\$64,684	\$65,784
Secretary/Administrative Assistant	9	\$62,643	\$63,708
	8	\$61,061	\$62,099
	7	\$59,549	\$60,561
	6	\$58,041	\$59,028
	5	\$56,506	\$57,467
	4	\$55,130	\$56,067
	3	\$53,736	\$56,067
	2	\$52,361	
1	\$50,956		

*The remaining salary points for the Sec/Admin classification will be renumbered, i.e. the old Sec/Admin-4 to 11 salary points will become Sec/Admin 1 to 8



Remuneration offer –

Electorate Officers, Executive Assistant/Office Managers, Executive Assistants and Secretary/Administrative Assistants

The Sec/Admin-1, 2 and 3 pay points are being removed. Employees at these pay points will be paid the equivalent of Sec/Admin-4 automatically on commencement*

Non-Government - Executive Assistants and Secretary/Administrative Assistants

Classification	Current salary	On commencement 1.70%	
Executive Assistant	7	\$76,508	\$77,809
	6	\$74,410	\$75,675
	5	\$72,150	\$73,377
	4	\$70,238	\$71,432
	3	\$68,482	\$69,646
	2	\$66,745	\$67,880
	1	\$64,684	\$65,784
Secretary/Administrative Assistant	9	\$62,643	\$63,708
	8	\$61,061	\$62,099
	7	\$59,549	\$60,561
	6	\$58,041	\$59,028
	5	\$56,506	\$57,467
	4	\$55,130	\$56,067
	3	\$53,736	
	2	\$52,361	
	1	\$50,956	

* The remaining salary points for the Sec/Admin classification will be renumbered, i.e. the old Sec/Admin-4 to 9 salary points will become Sec/Admin 1 to 6



Remuneration offer – Advisers, Media Advisers and Assistant Advisers

- **On commencement – 1.15% increase**
 - 12 months after commencement – WPI for June 2021
 - 24 months after commencement – WPI for June 2022
- PSA will be adjusted consistently with salaries

Government – Advisers, Media Advisers and Assistant Advisers

Classification		Current salary	On commencement 1.15%	
Adviser/Media Adviser	8	\$141,372	\$142,998	
	7	\$135,054	\$136,607	
	6	\$128,839	\$130,321	
	5	\$124,469	\$125,900	
	4	\$115,394	\$116,721	
	3	\$109,058	\$110,312	
	2	\$103,771	\$104,964	
	1			
	Assistant Adviser	5	\$95,796	\$96,898
		4	\$89,514	\$90,543
		3	\$86,180	\$87,171
		2	\$82,051	\$82,995
		1	\$79,866	\$80,784



Remuneration offer – Principal Advisers, Chiefs of Staff, Senior Advisers and Senior Media Advisers

- On commencement – 0.40% increase
- 12 months after commencement – WPI for June 2021
- 24 months after commencement – WPI for June 2022

PSA will be adjusted consistently with salaries

Private-plated vehicle allowance will not be adjusted above its current rate of \$25,082

Principal Advisers, Chiefs of Staff, Senior Advisers and Senior Media Advisers

Classification		Current salary	On commencement 0.40%
Government*			
Opposition*			
Minor Party and Presiding Officers*			
Principal Adviser	10	\$269,631	\$270,710
	9	\$258,490	\$259,524
	8	\$247,349	\$248,338
	7	\$236,205	\$237,150
	6	\$225,063	\$225,963
	5	\$213,921	\$214,777
	4	\$202,780	\$203,591
	3	\$191,640	\$192,407
	2	\$180,499	\$181,221
	1	\$174,971	\$175,671
Senior Adviser 3	7	\$170,727	\$171,410
	6	\$166,740	\$167,407
	5	\$161,728	\$162,375
Chief of Staff 2 Senior Media Adviser 3	8	\$156,584	\$157,210
	7	\$149,643	\$150,242
	6	\$143,857	\$144,432
Senior Adviser 2 Senior Media Adviser 2	9	\$138,458	\$139,012
	8	\$133,060	\$133,592
	7		
Chief of Staff 1 Senior Adviser 1 Senior Media Adviser 1	6		
	5		
	4		
	3		
	2		
	1		

*The positions allocated to these Office Holders are generally limited to the classifications in the corresponding columns