

## ANU proposed staff salary structure – individual impacts (Updated following feedback 5 September 2008)

The proposed structural changes help to recognise:

- The natural career entry point for those with PhD qualifications (or equivalent experience) is at the current A6 level;
- The base level of experience and qualification for general staff has shifted (by removing the ANU 1 level);
- Technical and professional specialist roles may require higher levels than currently provided for in the structure; and
- The qualification and experience range for senior managers requires some broad banding to allow for greater flexibility in ability to respond to market forces.

The model for staff also seeks to achieve the following:

- Move to two yearly performance increment movements within each level (except ANU 5 and below who remain on annual increments);
- Link incremental movement to satisfactory performance, acquisition of additional skills and additional experience (as in current agreement); and
- Maintain the relativities within levels and increments as much as possible.

In particular, the introduction of two-year increments that are approximately double the current increment size will:

- Provide a more significant milestone to staff (large increment value) and thus more considered decision on eligibility;
- Greater incentive for staff to do well as the reward is more significant; and
- Align the increment increase to the two-year academic performance management cycle.

The proposed salary adjustment is based on:

- a) An initial salary increase to current salary levels of 3.7%;
- b) Movement to the new salary structure when each individual staff member reaches their next increment anniversary date, including a salary adjustment of :
  - A variable percentage to your base salary according to where you move to in the new structure; OR
  - A one off "structural adjustment payment" (up to 3% of your base salary) if the above does not deliver at least a 3% adjustment to your base salary
- c) The introduction of two yearly increments (except for ANU 5 and below) with the size of increments being doubled.

### The new structure

**Attachment A** shows the proposed structure. Current salary levels have been used to demonstrate direct translation.

**Attachment B** shows how this structure will translate over the life of the new agreement to demonstrate how each incremental level will translate. Click on your current level to find out about your level.

## Attachment A – Academic staff structure

This table shows the proposed structure. Current salary levels have been used to demonstrate direct translation.

Current Classification	Current Salary	New Classification	Salary points after structure change (prior to any EB /Structural pay increases)
A 1	\$ 48,978	A1	
A 2	\$ 51,612		\$51,612
A 3	\$ 54,252	A2	
A 4	\$ 56,891		
A 5	\$ 59,036		\$59,036
A6	\$ 61,179	B1	
A7	\$ 63,323		\$63,323
A8	\$ 65,467	B2	
B1	\$ 68,767		\$68,767
B2	\$ 71,241	B3	
B3	\$ 73,708		\$73,708
B4	\$ 76,189	B4	
B5	\$ 78,659		
B6	\$ 81,135		\$81,135
C1	\$ 83,606		
C2	\$ 86,082	C1	\$86,082
C3	\$ 88,554		
C4	\$ 91,030	C2	\$91,030
C5	\$ 93,500		
C6	\$ 95,977	C3	\$95,977
D1	\$ 100,097		
D2	\$ 103,395	D1	\$103,395
D3	\$ 106,693		
D4	\$ 109,992	D2	\$109,992
D5	\$ 113,201		(Old D5 Grandfathered)
E1	\$ 128,135	E1	\$128,135
E2	\$ 135,887	E2	\$135,887

## Attachment A – General staff structure

This table shows the proposed structure. Current salary levels have been used to demonstrate direct translation.

Current Classification	Current Salary	New Classification	Salary points after structure change (prior to any EB or structural change increases)
<b>ANU Officer 1</b>			
1	\$ 34,939	delete	
2	\$ 35,672	delete	
3	\$ 36,399	delete	
<b>ANU Officer 2</b>		<b>ANU 2</b>	
1	\$ 37,496	1	<b>\$37,496</b>
2	\$ 38,411	2	<b>\$38,411</b>
3	\$ 39,248	3	<b>\$39,248</b>
<b>ANU Officer 3</b>		<b>ANU 3</b>	
1	\$ 39,323	delete	
2	\$ 40,783	1	<b>\$40,783</b>
3	\$ 42,244	2	<b>\$42,244</b>
4	\$ 43,704	3	<b>\$43,704</b>
5	\$ 45,256	4	<b>\$45,256</b>
<b>ANU Officer 4</b>		<b>ANU 4</b>	
1	\$ 45,529	1	<b>\$45,529</b>
2	\$ 47,085	2	<b>\$47,085</b>
3	\$ 48,654	3	<b>\$48,654</b>
		4 (new)	<b>\$49,001</b>
<b>ANU Officer 5</b>		<b>ANU 5</b>	
1	\$ 49,001	delete	
2	\$ 50,549	1	<b>\$50,549</b>
3	\$ 52,103	2	<b>\$52,103</b>
4	\$ 53,749	3	<b>\$53,749</b>
5	\$ 55,390	4	<b>\$55,390</b>
<b>ANU Officer 6</b>		<b>ANU 6</b>	
1	\$ 55,759	1	
2	\$ 57,127		<b>\$57,127</b>
3	\$ 58,499	2	
4	\$ 59,865		<b>\$59,865</b>

Current Classification	Current Salary	New Classification	Salary points after structure change (prior to any EB or structural change increases)
<b>ANU Officer 7</b>		<b>ANU 7</b>	
1	\$ 61,234	1	
2	\$ 62,882		\$62,882
3	\$ 64,522	2	
4	\$ 66,166		\$66,166
<b>ANU Officer 8</b>		<b>ANU 8</b>	
1	\$ 68,539	1	
2	\$ 71,095		\$71,095
3	\$ 73,654	2	
4	\$ 76,210		\$76,210
<b>ANU Officer 9</b>		<b>Senior Manager 1 or Senior Technical 1</b>	
1	\$ 79,497	1	
2	\$ 81,324		\$81,324
3	\$ 83,149	2	
<b>ANU Officer 10</b>	\$ 85,338		\$85,338
<b>SAO 1</b>		<b>Senior Manager 2 or Senior Technical 2</b>	
1	\$ 89,253	1	
2	\$ 91,710		\$91,710
<b>SAO 2</b>		<b>Senior Manager 3</b>	
1	\$ 97,411	1	
2	\$ 100,279		\$100,279
<b>SAO 3</b>		<b>Senior Manager 4</b>	
1	\$ 106,867	1	
2	\$ 110,115		\$110,115
<b>SAO 4</b>			
1	\$ 117,033	2	
2	\$ 120,653		\$120,653

**Attachment B – Individual pay increases and progression under new structure** (Updated following feedback 5 September 2008)

The following tables show how this structure will translate over the life of the new agreement and the following narratives demonstrate how each incremental level will translate. Click on your current level to find out how this new structure would affect your level.

After their next incremental anniversary, all staff not on the top of their level, (except ANU 2 to ANU 5 and the top of ANU 9 and ANU 10) would move to 2 yearly increments that would be twice the size that are currently provided.

**Academic staff**

<a href="#">Level A</a>	<a href="#">Level B</a>	<a href="#">Level C</a>	<a href="#">Level D</a>	<a href="#">Level E</a>
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**General staff**

<a href="#">ANU Officer 1</a>	<a href="#">ANU Officer 2</a>	<a href="#">ANU Officer 3</a>	<a href="#">ANU Officer 4</a>	<a href="#">ANU Officer 5</a>
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<a href="#">ANU Officer 6</a>	<a href="#">ANU Officer 7</a>	<a href="#">ANU Officer 8</a>	<a href="#">ANU Officer 9</a>	<a href="#">ANU Officer 10</a>
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<a href="#">SAO 1</a>	<a href="#">SAO 2</a>	<a href="#">SAO 3</a>	<a href="#">SAO 4</a>
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This table shows how this structure will translate over the life of the new agreement and demonstrate how each incremental level will translate.

<b>Academic Staff - Individual progression (including increments) over implementation period</b>							
<b>If your current level is:</b>	Your current salary is:	On the effective date of the next EBA pay increase your new salary will be:	This represents an increase in your current salary of	On the date of your next increment move (or anniversary if on top of range) your level will be:	On the date of your next increment move (or anniversary if on top of range) your salary will be:	On move to next available increment this represents a further increase in your current salary of:	On the date of your next increment move (or anniversary if on top of range) to compensate for lower structural change increase you will receive:
A 1	\$ 48,978	\$ 50,790	3.7%	New A1	<b>\$53, 522</b>	<b>5.38%</b>	No payment
A 2	\$ 51,612	\$ 53,522	3.7%	New A2	<b>\$61,220</b>	<b>14.38%</b>	No payment
A 3	\$ 54,252	\$ 56,259	3.7%	New A2	<b>\$61,220</b>	<b>8.82%</b>	No payment
A 4	\$ 56,891	\$ 58,996	3.7%	New A2	<b>\$61,220</b>	<b>3.77%</b>	No payment
A 5	\$ 59,036	\$ 61,220	3.7%	New A2	<b>\$65,666</b>	<b>7.26%</b>	No payment
A6	\$ 61,179	\$ 63,443	3.7%	New B1	<b>\$65,666</b>	<b>3.50%</b>	No payment
A7	\$ 63,323	\$ 65,666	3.7%	New B2	<b>\$71,311</b>	<b>8.60%</b>	No payment
A8	\$ 65,467	\$ 67,889	3.7%	New B2	<b>\$71,311</b>	<b>5.04%</b>	No payment
B1	\$ 68,767	\$ 71,311	3.7%	New B3	<b>\$76,435</b>	<b>7.19%</b>	No payment
B2	\$ 71,241	\$ 73,877	3.7%	New B3	<b>\$76,435</b>	<b>3.46%</b>	No payment
B3	\$ 73,708	\$ 76,435	3.7%	New B4	<b>\$84,137</b>	<b>10.08%</b>	No payment
B4	\$ 76,189	\$ 79,008	3.7%	New B4	<b>\$84,137</b>	<b>6.49%</b>	No payment
B5	\$ 78,659	\$ 81,569	3.7%	New B4	<b>\$84,137</b>	<b>3.15%</b>	No payment
B6	\$ 81,135	\$ 84,137	3.7%	New B4	<b>\$84,137</b>	<b>0.00%</b>	<b>\$2,524</b>

[Back to top](#)

This table shows how this structure will translate over the life of the new agreement and demonstrate how each incremental level will translate.

<b>Academic Staff - Individual progression (including increments) over implementation period</b>							
<b>If your current level is:</b>	Your current salary is:	On the effective date of the next EBA pay increase your new salary will be:	This represents an increase in your current salary of	On the date of <u>your</u> next increment move (or anniversary if on top of range) your level will be:	On the date of <u>your</u> next increment move (or anniversary if on top of range) your salary will be:	On move to next available increment this represents a <u>further</u> increase in your current salary of:	On the date of your next increment move (or anniversary if on top of range) to compensate for lower structural change increase you will receive:
C1	\$ 83,606	\$ 86,699	3.7%	New C1	<b>\$89,267</b>	<b>2.96%</b>	<b>\$34</b>
C2	\$ 86,082	\$ 89,267	3.7%	New C2	<b>\$94,398</b>	<b>5.75%</b>	No payment
C3	\$ 88,554	\$ 91,830	3.7%	New C2	<b>\$94,398</b>	<b>2.80%</b>	<b>\$193</b>
C4	\$ 91,030	\$ 94,398	3.7%	New C 3	<b>\$99,528</b>	<b>5.43%</b>	No payment
C5	\$ 93,500	\$ 96,960	3.7%	New C3	<b>\$99,528</b>	<b>2.65%</b>	<b>\$349</b>
C6	\$ 95,977	\$ 99,528	3.7%	New C3	<b>\$99,528</b>	<b>0.00%</b>	<b>\$2,986</b>
D1	\$ 100,097	\$ 103,801	3.7%	New D1	<b>\$107,221</b>	<b>3.29%</b>	No payment
D2	\$ 103,395	\$ 107,221	3.7%	New D2	<b>\$114,062</b>	<b>6.38%</b>	No payment
D3	\$ 106,693	\$ 110,641	3.7%	New D2	<b>\$114,062</b>	<b>3.09%</b>	No payment
D4	\$ 109,992	\$ 114,062	3.7%	New D2	<b>\$114,062</b>	<b>0.00%</b>	<b>\$3,422</b>
D5	\$ 113,201	\$ 117,389	3.7%	(Old D5 only)	<b>\$117,389</b>	<b>0.00%</b>	<b>\$3,522</b>
E1	\$ 128,135	\$ 132,876	3.7%	E1	<b>\$132,876</b>	<b>0.00%</b>	<b>\$3,986</b>
E2	\$ 135,887	\$ 140,915	3.7%	E2	<b>\$140,915</b>	<b>0.00%</b>	<b>\$ 4,227</b>

[Back to top](#)

This table shows how this structure will translate over the life of the new agreement and demonstrate how each incremental level will translate.

<b>General Staff - Individual progression (including increments) over implementation period</b>							
<b>If your current level is:</b>	Your current salary is:	On the effective date of the next EBA pay increase your new salary will be:	This represents an increase in your current salary of	On the date of <u>your</u> next increment move (or anniversary if on top of range) your level will be:	On the date of <u>your</u> next increment move (or anniversary if on top of range) your salary will be:	On move to next available increment this represents a <u>further</u> increase in your current salary of:	On the date of your next increment move (or anniversary if on top of range) to compensate for lower structural change increase you will receive:
ANU 1 Step 1	\$ 34,939	\$ 36,232	3.7%	ANU 2 Step 1	\$ 38,883	7.32%	No one off payment
ANU 1 Step 2	\$ 35,672	\$ 36,992	3.7%	ANU 2 Step 1	\$ 38,883	5.11%	No one off payment
ANU 1 Step 3	\$ 36,399	\$ 37,746	3.7%	ANU 2 Step 1	\$ 38,883	3.01%	No one off payment
ANU 2 Step 1	\$ 37,496	\$ 38,883	3.7%	ANU 2 Step 2	\$ 39,832	2.44%	\$223
ANU 2 Step 2	\$ 38,411	\$ 39,832	3.7%	ANU 2 Step 3	\$ 40,700	2.18%	\$334
ANU 2 Step 3	\$ 39,248	\$ 40,700	3.7%	ANU 2 Step 3	\$ 40,700	0.00%	\$1,221
ANU 3 Step 1	\$ 39,323	\$ 40,778	3.7%	ANU 3 Step 2	\$ 43,807	7.43%	No one off payment
ANU 3 Step 2	\$ 40,783	\$ 42,292	3.7%	ANU 3 Step 3	\$ 43,807	3.58%	No one off payment
ANU 3 Step 3	\$ 42,244	\$ 43,807	3.7%	ANU 3 Step 4	\$ 45,321	3.46%	No one off payment
ANU 3 Step 4	\$ 43,704	\$ 45,321	3.7%	ANU 3 Step 5	\$ 46,930	3.55%	No one off payment
ANU 3 Step 5	\$ 45,256	\$ 46,930	3.7%	ANU 3 Step 5	\$ 46,930	0.00%	\$1,408
ANU 4 Step 1	\$ 45,529	\$ 47,214	3.7%	ANU 4 Step 2	\$ 48,827	3.42%	No one off payment
ANU 4 Step 2	\$ 47,085	\$ 48,827	3.7%	ANU 4 Step 3	\$ 50,454	3.33%	No one off payment
ANU 4 Step 3	\$ 48,654	\$ 50,454	3.7%	ANU 4 Step 4	\$ 51,000	1.08%	\$978
	N/a	N/a		ANU 4 Step 4	\$ 51,000	1.08%	\$978

[Back to top](#)

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<b>General Staff - Individual progression (including increments) over implementation period</b>							
<b>If your current level is:</b>	Your current salary is:	On the effective date of the next EBA pay increase your new salary will be:	This represents an increase in your current salary of	On the date of <u>your</u> next increment move (or anniversary if on top of range) your level will be:	On the date of <u>your</u> next increment move (or anniversary if on top of range) your salary will be:	On move to next available increment this represents a <u>further</u> increase in your current salary of:	On the date of your next increment move (or anniversary if on top of range) to compensate for lower structural change increase you will receive:
ANU 5 Step 1	\$ 49,001	\$ 50,814	3.7%	New ANU 5 Step 1	\$ 54,031	6.33%	No one off payment
ANU 5 Step 2	\$ 50,549	\$ 52,419	3.7%	New ANU 5 Step 1	\$ 54,031	3.07%	No one off payment
ANU 5 Step 3	\$ 52,103	\$ 54,031	3.7%	New ANU 5 Step 2	\$ 55,738	3.16%	No one off payment
ANU 5 Step 4	\$ 53,749	\$ 55,738	3.7%	New ANU 5 Step 3	\$ 57,439	3.05%	No one off payment
ANU 5 Step 5	\$ 55,390	\$ 57,439	3.7%	New ANU 5 Step 4	\$ 57,439	0.00%	\$1,723
ANU 6 Step 1	\$ 55,759	\$ 57,822	3.7%	New ANU 6 Step 1	\$ 59,241	2.45%	\$324
ANU 6 Step 2	\$ 57,127	\$ 59,241	3.7%	New ANU 6 Step 2	\$ 62,080	4.79%	No one off payment
ANU 6 Step 3	\$ 58,499	\$ 60,663	3.7%	New ANU 6 Step 2	\$ 62,080	2.34%	\$413
ANU 6 Step 4	\$ 59,865	\$ 62,080	3.7%	New ANU Step 2	\$ 62,080	0.00%	\$1,862
ANU 7 Step 1	\$ 61,234	\$ 63,500	3.7%	New ANU 7 Step 1	\$ 65,209	2.69%	\$201
ANU 7 Step 2	\$ 62,882	\$ 65,209	3.7%	New ANU 7 Step 2	\$ 68,614	5.22%	No one off payment
ANU 7 Step 3	\$ 64,522	\$ 66,909	3.7%	New ANU 7 Step 2	\$ 68,614	2.55%	\$310
ANU 7 Step 4	\$ 66,166	\$ 68,614	3.7%	New ANU 7 Step 2	\$ 68,614	0.00%	\$2,058
ANU 8 Step 1	\$ 68,539	\$ 71,075	3.7%	New ANU 8 Step 1	\$ 73,726	3.73%	No one off payment

ANU 8 Step 2	\$ 71,095	\$ 73,726	3.7%	New ANU 8 Step 2	\$ 79,030	7.19%	No one off payment
ANU 8 Step 3	\$ 73,654	\$ 76,379	3.7%	New ANU 8 Step 2	\$ 79,030	3.47%	No one off payment
ANU 8 Step 4	\$ 76,210	\$ 79,030	3.7%	New ANU 8 Step 2	\$ 79,030	0.00%	\$2,371

[Back to top](#)

This table shows how this structure will translate over the life of the new agreement and demonstrate how each incremental level will translate.

<b>General Staff - Individual progression (including increments) over implementation period</b>							
<b>If your current level is:</b>	Your current salary is:	On the effective date of the next EBA pay increase your new salary will be:	This represents an increase in your current salary of	On the date of <u>your</u> next increment move (or anniversary if on top of range) your level will be:	On the date of <u>your</u> next increment move (or anniversary if on top of range) your salary will be:	On move to next available increment this represents a <u>further</u> increase in your current salary of:	On the date of your next increment move (or anniversary if on top of range) to compensate for lower structural change increase you will receive:
ANU 9 Step 1	\$ 79,497	\$ 82,438	3.7%	SM 1 Step 1	\$ 84,333	2.30%	\$592
ANU 9 Step 2	\$ 81,324	\$ 84,333	3.7%	SM 1 Step 2	\$ 88,496	4.94%	No one off payment
ANU 9 Step 3	\$ 83,149	\$ 86,226	3.7%	SM 1 Step 2	\$ 88,496	2.63%	\$325 (Plus access to ANU 10)
ANU 10 Step 1	\$ 85,338	\$ 88,496	3.7%	SM 1 Step 2	\$ 88,496	0.00%	\$2,655
SAO 1 Step 1	\$ 89,253	\$ 92,555	3.7%	SM 2	\$ 95,103	2.75%	\$235
SAO 1 Step 2	\$ 91,710	\$ 95,103	3.7%		\$ 95,103	0.00%	\$2,853
SAO 2 Step 1	\$ 97,411	\$ 101,015	3.7%	SM 3	\$ 103,989	2.94%	\$58
SAO 2 Step 2	\$ 100,279	\$ 103,989	3.7%		\$ 103,989	0.00%	\$3,120
SAO 3 Step 1	\$ 106,867	\$ 110,821	3.7%	SM 4 Step 1	\$ 114,189	3.04%	No one off payment
SAO 3 Step 2	\$ 110,115	\$ 114,189	3.7%		\$ 125,117	9.57%	No one off payment
SAO 4 Step 1	\$ 117,033	\$ 121,363	3.7%	SM 4 Step 2	\$ 125,117	3.09%	No one off payment
SAO 4 Step 2	\$ 120,653	\$ 125,117	3.7%		\$ 125,117	0.00%	\$3,754

[Back to top](#)