

The Varied Australian National University

Enterprise Agreement

2005 – 2009

Transition Tables

**The Varied Australian National University Enterprise
Agreement 2005 - 2009**

1 Title

This Agreement is a Union Collective Agreement and will be known as *The Varied Australian National University Enterprise Agreement 2005 – 2009*.

2 Arrangement

Schedule 9 – New Staff Salary Structure – Translation Tables

Schedule 9 – New Salary Structure – Translation Tables

S9.1 The following tables detail the translation arrangements for staff from the current salary structure to the new structure referred to in [clause 23](#). Transition to this structure will commence as each staff member reaches the date of their next increment, subject to clause 30 (Incremental salary progression) on and from **5 March 2009**. The revised broadbanding arrangements for general staff under this new structure are shown in [Schedule 2.3B](#).

S9.2 The salary rates in the tables below are as at 5 March 2009 and are subject to any subsequent adjustment agreed by the parties in future agreements.

S9.3 All new staff employed on or after 5 March 2009 will commence on the new salary structure in accordance with [Schedule 3](#) (Salaries).

Note: The following tables demonstrate how a staff member at a particular level will transition into the new salary structure. **Please note that some staff will remain on an annual increment initially in order that no one is disadvantaged by the change.**

As can be seen in this [example](#):

An **ANU 6** (in a non broad banded stream) staff member on **step one** will receive their 4.5% increase from 27 November 2008

At the date of their next increment (after 5 March 2009 – date the new structure begins), they will move to **ANU 6 step 2** and will stay on that step for one year (annual increment). The following increment date they will move to **ANU 6 Step 4** (jumping an old step so they are not disadvantaged).

| Nov 2008 Level and Salary | | | New Classification | | Annual Base Salary | | Year 1 | | Year 2 | | Year 3 | | Year 4 | | Year 5 | | |
|---------------------------|---------|----------|--------------------|----------|--------------------|----------|--------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|---------|
| ANU 6 | 1 | \$58,268 | ANU 6 2 | \$59,698 | New | ANU 6 2 | \$59,698 | ANU 6 4 | \$62,559 | ANU 6 4 | \$62,559 | ANU 6 4 | \$62,559 | ANU 6 4 | \$62,559 | ANU 6 4 | |
| | | | | | Annual Increment | | Top of Level | | | | | | | | | | |
| Old | ANU 6 2 | \$59,698 | | | ANU 6 3 | \$61,131 | ANU 6 4 | \$62,559 | ANU 6 4 | \$62,559 | ANU 6 4 | \$62,559 | ANU 6 4 | \$62,559 | ANU 6 4 | \$62,559 | ANU 6 4 |
| | | | | | | | | | | | | | | | | | |
| ANU 6 | 2 | \$59,698 | ANU 6 2 | \$59,698 | New | ANU 6 4 | \$62,559 | ANU 6 4 | \$62,559 | ANU 6 4 | \$62,559 | ANU 6 4 | \$62,559 | ANU 6 4 | \$62,559 | ANU 6 4 | |
| | | | | | Top of Level | | | | | | | | | | | | |
| Old | ANU 6 3 | \$61,131 | | | ANU 6 4 | \$62,559 | ANU 6 4 | \$62,559 | ANU 6 4 | \$62,559 | ANU 6 4 | \$62,559 | ANU 6 4 | \$62,559 | ANU 6 4 | \$62,559 | ANU 6 4 |
| | | | | | | | | | | | | | | | | | |

An **ANU 6** staff member on **step two** will receive their 4.5% increase from 27 November 2008

At the date of their next increment (after 5 March 2009 – date the new structure begins), they will move to **ANU 6 step 4** (jumping an old step so they are not disadvantaged) and will stay on that step at this is the top of the non-broad banded ANU 6.

Please use the table that refers to your current level to see how this transition works for you.

Translation tables – Hyperlinked Index

Academic staff

[Level A](#)

[Level B](#)

[Level C](#)

[Level D](#)

[Level E](#)

General staff - ANU Officer

[ANU 1 and 2 \(Broadbanded - General Services, Maintenance, Cleaner\)](#)

[ANU 2 \(Non Broad banded – Grounds\)](#)

[ANU 1, 2 and 3 \(Broadbanded - Administration, IT, Printing, Stores, Technical/Drafting/Illustrating\)](#)

[ANU 3 \(Non broadbanded - Cleaner, Grounds, Maintenance, Security\)](#)

[ANU 4 \(Non broadbanded – Administration, Grounds, IT, Library, Maintenance, Printing, Research, Security, Stores\)](#)

[ANU 4/5 \(Broadbanded – Technical/Drafting/Illustrating\)](#)

[ANU 5 \(Non Broadbanded – Administration, Maintenance, Stores\)](#)

[ANU 5/6 \(Broadbanded – Engineer, IT Library, Research\)](#)

General staff – SAO

[SAO 1 - Change classification name to Senior Manager 2](#)

[ANU 6 \(non Broadbanded – Technical/Drafting/Illustrating\)](#)

[SAO 2 - Change classification name to Senior Manager 3](#)

[ANU 6/7 \(Broadbanded – Administration\)](#)

[SAO 3 - Change classification name to Senior Manager 4](#)

[ANU 7 \(Non Broadbanded – Engineer, IT, Library, Research, Technical/Drafting/Illustrating\)](#)

[SAO 4 - Change classification name to Senior Manager 5](#)

[ANU 8 \(Non Broadbanded – Administration, Engineer, IT, Library, Research, Technical/Drafting/Illustrating\)](#)

[ANU 9/10 \(Non Broadbanded – Engineer, IT, Library, Research, Technical/Drafting/Illustrating\) Change classification name to Senior Manager 1 \(Step 1 and 2\)](#)

[ANU 9/10 \(Previously Broadbanded for – Administration\) Change classification name to Senior Manager 1 \(Step 1 and 2\)](#)

Translation Tables - Academic Staff – Level A

| Level A | | Move to new increment on anniversary from 5 March 2009 on* | | On anniversary | | Year 2 | | Year 3 | | Year 4 | | Year 5 | | Year 6 | |
|------------------------------|----------|--|--------------------|----------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------|-------------|-------------|-----------------------------|-------------|-------------|-------------|
| Nov 27 2008 Level and Salary | | New Classification | Annual Base Salary | Year 1 | | Year 2 | | Year 3 | | Year 4 | | Year 5 | | Year 6 | |
| A 1 | \$51,182 | | | New | A2 \$53,935 Annual Increment | A4 \$59,452 Biennial Increment | A4 \$59,452 | A6 \$63,932 Biennial Increment | A6 \$63,932 | A6 \$63,932 | A6 \$63,932 | A8 \$68,413 Top of Level | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 |
| | | | | Old | A2 \$53,935 | A3 \$56,693 | A4 \$59,452 | A5 \$61,692 | A6 \$63,932 | A7 \$66,173 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 |
| A 2 | \$53,935 | A2 | \$53,935 | New | A4 \$59,452 Biennial Increment | A4 \$59,452 | A6 \$63,932 Biennial Increment | A6 \$63,932 | A8 \$68,413 Top of Level | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 |
| | | | | Old | A3 \$56,693 | A4 \$59,452 | A5 \$61,692 | A6 \$63,932 | A7 \$66,173 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 |
| A 3 | \$56,693 | | | New | A4 \$59,452 Annual Increment | A6 \$63,932 Biennial Increment | A6 \$63,932 | A8 \$68,413 Top of Level | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 |
| | | | | Old | A4 \$59,452 | A5 \$61,692 | A6 \$63,932 | A7 \$66,173 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 |
| A 4 | \$59,452 | A4 | \$59,452 | New | A6 \$63,932 Biennial Increment | A6 \$63,932 | A8 \$68,413 Top of Level | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 |
| | | | | Old | A5 \$61,692 | A6 \$63,932 | A7 \$66,173 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 |
| A 5 | \$61,692 | | | New | A6 \$63,932 Annual Increment | A8 \$68,413 Top of Level | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 |
| | | | | Old | A6 \$63,932 | A7 \$66,173 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 |
| A 6 | \$63,932 | A6 | \$63,932 | New | A8 \$68,413 Top of Level | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 |
| | | | | Old | A7 \$66,173 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 |
| A 7 | \$66,173 | | | New | A8 \$68,413 Top of Level | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 |
| | | | | Old | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 |
| A 8 | \$68,413 | A8 | \$68,413 | New | A8 \$68,413 Top of Level | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 |
| | | | | Old | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 | A8 \$68,413 |

Note: Academic A Level staff with PhD relevant to their discipline will move to A8

Translation Tables - Academic Staff – Level B

| Level B | | Move to new increment on anniversary from 5 March 2009 on. | | On anniversary | | | | | | | | |
|---------------------------|-------------|--|-----------------------------|----------------|-----------------------------------|-----------------------------------|-----------------------------|-------------|-------------|-------------|-------------|--|
| Nov 2008 Level and Salary | | New Classification | Annual Base Salary | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | | | |
| B 1 | \$71,862 | B2 | \$74,447 | New | B2 \$74,447 Annual Increment | B4 \$79,618 Biennial Increment | B4 \$79,618 Top of Level | B6 \$84,786 | B6 \$84,786 | B6 \$84,786 | | |
| | | | | Old | B2 \$74,447 | B3 \$77,025 | B4 \$79,618 | B5 \$82,199 | B6 \$84,786 | B6 \$84,786 | B6 \$84,786 | |
| B 2 | \$74,447 | | | New | B4 \$79,618 Biennial Increment | B4 \$79,618 Top of Level | B6 \$84,786 | B6 \$84,786 | B6 \$84,786 | B6 \$84,786 | | |
| Old | B3 \$77,025 | | | B4 \$79,618 | B5 \$82,199 | B6 \$84,786 | B6 \$84,786 | B6 \$84,786 | B6 \$84,786 | B6 \$84,786 | | |
| B 3 | \$77,025 | | | New | B4 \$79,618 Annual Increment | B6 \$84,786 Top of Level | B6 \$84,786 | B6 \$84,786 | B6 \$84,786 | B6 \$84,786 | B6 \$84,786 | |
| Old | B4 \$79,618 | | | B5 \$82,199 | B6 \$84,786 | B6 \$84,786 | B6 \$84,786 | B6 \$84,786 | B6 \$84,786 | B6 \$84,786 | B6 \$84,786 | |
| B 4 | \$79,618 | New | B6 \$84,786 Top of Level | B6 \$84,786 | B6 \$84,786 | B6 \$84,786 | B6 \$84,786 | B6 \$84,786 | B6 \$84,786 | B6 \$84,786 | | |
| Old | B5 \$82,199 | B6 \$84,786 | B6 \$84,786 | B6 \$84,786 | B6 \$84,786 | B6 \$84,786 | B6 \$84,786 | B6 \$84,786 | B6 \$84,786 | B6 \$84,786 | | |
| B 5 | \$82,199 | New | B6 \$84,786 Top of Level | B6 \$84,786 | B6 \$84,786 | B6 \$84,786 | B6 \$84,786 | B6 \$84,786 | B6 \$84,786 | B6 \$84,786 | | |
| Old | B6 \$84,786 | B6 \$84,786 | B6 \$84,786 | B6 \$84,786 | B6 \$84,786 | B6 \$84,786 | B6 \$84,786 | B6 \$84,786 | B6 \$84,786 | B6 \$84,786 | | |
| B 6 | \$84,786 | New | B6 \$84,786 Top of Level | B6 \$84,786 | B6 \$84,786 | B6 \$84,786 | B6 \$84,786 | B6 \$84,786 | B6 \$84,786 | B6 \$84,786 | | |
| Old | B6 \$84,786 | B6 \$84,786 | B6 \$84,786 | B6 \$84,786 | B6 \$84,786 | B6 \$84,786 | B6 \$84,786 | B6 \$84,786 | B6 \$84,786 | B6 \$84,786 | | |

Translation Tables - Academic Staff – Level C

| Level C | | | Move to new increment on anniversary from 5 March 2009 on. | | On anniversary | | | | | | | | | |
|---------------------------|--------------------|--------------------|--|-----------------------------------|-----------------------------------|------------------------------|------------------------------|--------------|--------------|--------------|--------------|--------------|--------|--|
| Nov 2008 Level and Salary | New Classification | Annual Base Salary | Year 1 | | Year 2 | | Year 3 | | Year 4 | | Year 5 | | Year 6 | |
| C 1 \$87,368 | C2 | \$89,955 | New | C2 \$89,955 Annual Increment | C4 \$95,126 Biennial Increment | C4 \$95,126 | C6 \$100,296 Top of Level | | | | | | | |
| | | | Old | C2 \$89,955 | C3 \$92,539 | C4 \$95,126 | C5 \$97,708 | C6 \$100,296 | C6 \$100,296 | C6 \$100,296 | C6 \$100,296 | | | |
| C 2 \$89,955 | C2 | \$89,955 | New | C4 \$95,126 Biennial Increment | C4 \$95,126 | C6 \$100,296 Top of Level | C6 \$100,296 | | | | | | | |
| | | | Old | C3 \$92,539 | C4 \$95,126 | C5 \$97,708 | C6 \$100,296 | C6 \$100,296 | C6 \$100,296 | C6 \$100,296 | C6 \$100,296 | C6 \$100,296 | | |
| C 3 \$92,539 | C4 | \$95,126 | New | C4 \$95,126 Annual Increment | C6 \$100,296 Top of Level | C6 \$100,296 | C6 \$100,296 | | | | | | | |
| | | | Old | C4 \$95,126 | C5 \$97,708 | C6 \$100,296 | C6 \$100,296 | C6 \$100,296 | C6 \$100,296 | C6 \$100,296 | C6 \$100,296 | C6 \$100,296 | | |
| C 4 \$95,126 | C4 | \$95,126 | New | C6 \$100,296 Top of Level | C6 \$100,296 | C6 \$100,296 | C6 \$100,296 | | | | | | | |
| | | | Old | C5 \$97,708 | C6 \$100,296 | C6 \$100,296 | C6 \$100,296 | C6 \$100,296 | C6 \$100,296 | C6 \$100,296 | C6 \$100,296 | C6 \$100,296 | | |
| C 5 \$97,708 | C6 | \$100,296 | New | C6 \$100,296 Top of Level | C6 \$100,296 | C6 \$100,296 | C6 \$100,296 | | | | | | | |
| | | | Old | \$100,296 | \$100,296 | \$100,296 | \$100,296 | \$100,296 | \$100,296 | \$100,296 | \$100,296 | \$100,296 | | |
| C 6 \$100,296 | C6 | \$100,296 | New | C6 \$100,296 Top of Level | C6 \$100,296 | C6 \$100,296 | C6 \$100,296 | | | | | | | |
| | | | Old | C6 \$100,296 | C6 \$100,296 | C6 \$100,296 | C6 \$100,296 | C6 \$100,296 | C6 \$100,296 | C6 \$100,296 | C6 \$100,296 | C6 \$100,296 | | |

Translation Tables - Academic Staff – Level D

| Level D | | | Move to new increment on anniversary from 5 March 2009 on. | | On Anniversary | | | | | | | | | |
|---------------------------|---------------|-----------|--|------------------------------|------------------------------|----------------------------------|------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Nov 2008 Level and Salary | | | New Classification | Annual Base Salary | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | | | | |
| D | 1 | \$104,601 | D2 | \$108,048 | New | D2 \$108,048 Annual Increment | D4 \$114,942 Top of Level | D4 \$114,942 | D4 \$114,942 | D4 \$114,942 | D4 \$114,942 | D4 \$114,942 | D4 \$114,942 | |
| | | | | | Old | D2 \$108,048 | D3 \$111,494 | D4 \$114,942 | D4 \$114,942 | D4 \$114,942 | D4 \$114,942 | D4 \$114,942 | D4 \$114,942 | D4 \$114,942 |
| | | | | | | | | | | | | | | |
| D | 2 | \$108,048 | | | New | D4 \$114,942 Top of Level | D4 \$114,942 | D4 \$114,942 | D4 \$114,942 | D4 \$114,942 | D4 \$114,942 | D4 \$114,942 | D4 \$114,942 | D4 \$114,942 |
| | | | | | Old | D3 \$111,494 | D4 \$114,942 | D4 \$114,942 | D4 \$114,942 | D4 \$114,942 | D4 \$114,942 | D4 \$114,942 | D4 \$114,942 | D4 \$114,942 |
| | | | | | | | | | | | | | | |
| D | 3 | \$111,494 | New | D4 \$114,942 Top of Level | D4 \$114,942 | D4 \$114,942 | D4 \$114,942 | D4 \$114,942 | D4 \$114,942 | D4 \$114,942 | D4 \$114,942 | D4 \$114,942 | | |
| | | | Old | D4 \$114,942 | D4 \$114,942 | D4 \$114,942 | D4 \$114,942 | D4 \$114,942 | D4 \$114,942 | D4 \$114,942 | D4 \$114,942 | D4 \$114,942 | | |
| | | | | | | | | | | | | | | |
| D | 4 | \$114,942 | New | D4 \$114,942 Top of Level | D4 \$114,942 | D4 \$114,942 | D4 \$114,942 | D4 \$114,942 | D4 \$114,942 | D4 \$114,942 | D4 \$114,942 | D4 \$114,942 | | |
| | | | Old | D4 \$114,942 | D4 \$114,942 | D4 \$114,942 | D4 \$114,942 | D4 \$114,942 | D4 \$114,942 | D4 \$114,942 | D4 \$114,942 | D4 \$114,942 | | |
| | | | | | | | | | | | | | | |
| D | 5 | \$118,295 | D5 | \$118,295 | D5 \$118,295 Top of Level | D5 \$118,295 | D5 \$118,295 | D5 \$118,295 | D5 \$118,295 | D5 \$118,295 | D5 \$118,295 | D5 \$118,295 | | |
| | Grandfathered | | Grandfathered | | Old | D5 \$118,295 | D5 \$118,295 | D5 \$118,295 | D5 \$118,295 | D5 \$118,295 | D5 \$118,295 | D5 \$118,295 | | |

Translation Tables - Academic Staff – Level E

(No change)

| Level E | | | Move to new increment on anniversary from 5 March 2009 on. (No Change) | | On anniversary | | | | | | | | | | | | |
|---------------------------|---|-----------|--|--------------------|----------------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|
| Nov 2008 Level and Salary | | | New Classification | Annual Base Salary | Year 1 | | Year 2 | | Year 3 | | Year 4 | | Year 5 | | Year 6 | | |
| E | 1 | \$133,901 | E1 | \$133,901 | New | E1 | \$133,901 | E1 | \$133,901 | E1 | \$133,901 | E1 | \$133,901 | E1 | \$133,901 | E1 | \$133,901 |
| | | | | | Top of Level | | | | | | | | | | | | |
| | | | | | Old | E1 | \$133,901 | E1 | \$133,901 | E1 | \$133,901 | E1 | \$133,901 | E1 | \$133,901 | E1 | \$133,901 |
| | | | | | | | | | | | | | | | | | |
| E | 2 | \$142,002 | E2 | \$142,002 | New | E2 | \$142,002 | E2 | \$142,002 | E2 | \$142,002 | E2 | \$142,002 | E2 | \$142,002 | E2 | \$142,002 |
| | | | | | Top of Level | | | | | | | | | | | | |
| | | | | | Old | E2 | \$142,002 | E2 | \$142,002 | E2 | \$142,002 | E2 | \$142,002 | E2 | \$142,002 | E2 | \$142,002 |

Translation Tables - General Staff

ANU 1 and 2 (Broadbanded - General Services, Maintenance, Cleaner)

| ANU 1 & 2 | | | Move to new increment on anniversary from 5 March 2009 on. | | | | | | | | | | | | | |
|---------------------------|-----|------------------|--|--------------------|------------------|--------------|---------|----------|---------|----------|---------|----------|---------|----------|---------|----------|
| Nov 2008 Level and Salary | | | New Classification | Annual Base Salary | | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | | | | | |
| ANU 1 1 \$36,511 | NEW | ANU 2 1 \$39,183 | ANU 2 1 | \$39,183 | ANU 2 1 | \$39,183 | ANU 2 2 | \$40,139 | ANU 2 3 | \$41,014 | ANU 2 3 | \$41,014 | ANU 2 3 | \$41,014 | ANU 2 3 | \$41,014 |
| | | Annual Increment | | | Annual Increment | Top of Level | | | | | | | | | | |
| ANU 1 2 \$37,277 | OLD | ANU 1 2 \$37,277 | ANU 2 1 | \$39,183 | ANU 1 2 | \$37,277 | ANU 1 3 | \$38,037 | ANU 2 1 | \$39,183 | ANU 2 2 | \$40,139 | ANU 2 3 | \$41,014 | ANU 2 3 | \$41,014 |
| | | | | | | | | | | | | | | | | |
| ANU 1 3 \$38,037 | NEW | ANU 2 1 \$39,183 | ANU 2 1 | \$39,183 | ANU 2 1 | \$39,183 | ANU 2 2 | \$40,139 | ANU 2 3 | \$41,014 | ANU 2 3 | \$41,014 | ANU 2 3 | \$41,014 | ANU 2 3 | \$41,014 |
| | | Annual Increment | | | Annual Increment | Top of Level | | | | | | | | | | |
| ANU 2 1 \$39,183 | OLD | ANU 2 1 \$39,183 | ANU 2 1 | \$39,183 | ANU 2 1 | \$39,183 | ANU 2 2 | \$40,139 | ANU 2 3 | \$41,014 | ANU 2 3 | \$41,014 | ANU 2 3 | \$41,014 | ANU 2 3 | \$41,014 |
| | | | | | | | | | | | | | | | | |
| ANU 2 2 \$40,139 | NEW | ANU 2 2 \$40,139 | ANU 2 2 | \$40,139 | ANU 2 2 | \$40,139 | ANU 2 3 | \$41,014 | ANU 2 3 | \$41,014 | ANU 2 3 | \$41,014 | ANU 2 3 | \$41,014 | ANU 2 3 | \$41,014 |
| | | Top of Level | | | Top of Level | Top of Level | | | | | | | | | | |
| ANU 2 3 \$41,014 | OLD | ANU 2 2 \$40,139 | ANU 2 2 | \$40,139 | ANU 2 2 | \$40,139 | ANU 2 3 | \$41,014 | ANU 2 3 | \$41,014 | ANU 2 3 | \$41,014 | ANU 2 3 | \$41,014 | ANU 2 3 | \$41,014 |
| | | | | | | | | | | | | | | | | |
| ANU 2 1 \$39,183 | NEW | ANU 2 1 \$39,183 | ANU 2 1 | \$39,183 | ANU 2 1 | \$39,183 | ANU 2 2 | \$40,139 | ANU 2 3 | \$41,014 | ANU 2 3 | \$41,014 | ANU 2 3 | \$41,014 | ANU 2 3 | \$41,014 |
| | | Annual Increment | | | Annual Increment | Top of Level | | | | | | | | | | |
| ANU 2 2 \$40,139 | OLD | ANU 2 1 \$39,183 | ANU 2 1 | \$39,183 | ANU 2 1 | \$39,183 | ANU 2 2 | \$40,139 | ANU 2 3 | \$41,014 | ANU 2 3 | \$41,014 | ANU 2 3 | \$41,014 | ANU 2 3 | \$41,014 |
| | | | | | | | | | | | | | | | | |
| ANU 2 3 \$41,014 | NEW | ANU 2 2 \$40,139 | ANU 2 2 | \$40,139 | ANU 2 2 | \$40,139 | ANU 2 3 | \$41,014 | ANU 2 3 | \$41,014 | ANU 2 3 | \$41,014 | ANU 2 3 | \$41,014 | ANU 2 3 | \$41,014 |
| | | Top of Level | | | Top of Level | Top of Level | | | | | | | | | | |
| ANU 2 1 \$39,183 | OLD | ANU 2 2 \$40,139 | ANU 2 2 | \$40,139 | ANU 2 2 | \$40,139 | ANU 2 3 | \$41,014 | ANU 2 3 | \$41,014 | ANU 2 3 | \$41,014 | ANU 2 3 | \$41,014 | ANU 2 3 | \$41,014 |
| | | | | | | | | | | | | | | | | |

Translation Tables - General Staff

ANU 2 (Non Broadbanded – Grounds)

| ANU 2 | | | Move to new increment on anniversary from 5 March 2009 on. | | On anniversary | | | | | | | | | | | |
|---------------------------|----------|--------|--|--------------------|----------------|----------|--------|----------|--------|----------|--------|----------|--------|----------|--------|----------|
| Nov 2008 Level and Salary | | | New Classification | Annual Base Salary | | | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | | | | |
| ANU 2 1 | \$39,183 | ANU 21 | \$39,183 | NEW | ANU 22 | \$40,139 | ANU 23 | \$41,014 | ANU 23 | \$41,014 | ANU 23 | \$41,014 | ANU 23 | \$41,014 | ANU 23 | \$41,014 |
| | | | | OLD | ANU 22 | \$40,139 | ANU 23 | \$41,014 | ANU 23 | \$41,014 | ANU 23 | \$41,014 | ANU 23 | \$41,014 | ANU 23 | \$41,014 |
| Top of Level | | | | | | | | | | | | | | | | |
| ANU 2 2 | \$40,139 | ANU 22 | \$40,139 | NEW | ANU 23 | \$41,014 | ANU 23 | \$41,014 | ANU 23 | \$41,014 | ANU 23 | \$41,014 | ANU 23 | \$41,014 | ANU 23 | \$41,014 |
| | | | | OLD | ANU 23 | \$41,014 | ANU 23 | \$41,014 | ANU 23 | \$41,014 | ANU 23 | \$41,014 | ANU 23 | \$41,014 | ANU 23 | \$41,014 |
| Top of Level | | | | | | | | | | | | | | | | |
| ANU 2 3 | \$41,014 | ANU 23 | \$41,014 | NEW | ANU 23 | \$41,014 | ANU 23 | \$41,014 | ANU 23 | \$41,014 | ANU 23 | \$41,014 | ANU 23 | \$41,014 | ANU 23 | \$41,014 |
| | | | | OLD | ANU 23 | \$41,014 | ANU 23 | \$41,014 | ANU 23 | \$41,014 | ANU 23 | \$41,014 | ANU 23 | \$41,014 | ANU 23 | \$41,014 |
| Top of Level | | | | | | | | | | | | | | | | |

Translation Tables - General Staff

ANU 1, 2 and 3 (Broadbanded - Administration, IT, Printing, Stores, Technical/Drafting/Illustrating)

| ANU 1, 2 & 3 | | | Move to new increment on anniversary from 5 March 2009 on. | | On anniversary | | | | | | | | | | | | | | | | | | |
|---------------------------|---------|------------------|--|--------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|--|
| Nov 2008 Level and Salary | | | New Classification | Annual Base Salary | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | | | | | | | | | | | | |
| ANU 1 | 1 | \$36,511 | NEW | \$39,183 | ANU 2 1 | \$39,183 | ANU 2 2 | \$40,139 | ANU 2 3 | \$41,014 | ANU 3 2 | \$42,618 | ANU 3 3 | \$44,145 | ANU 3 4 | \$45,671 | ANU 3 5 | \$47,290 | | | | | |
| | | | | | Annual increment | | Annual increment | | Annual increment | | Annual increment | | Annual increment | | Annual increment | | Annual increment | | Annual increment | | Annual increment | | |
| OLD | ANU 1 2 | \$37,277 | | | ANU 1 3 | \$38,037 | ANU 2 1 | \$39,183 | ANU 2 2 | \$40,139 | ANU 2 3 | \$41,014 | ANU 3 1 | \$41,014 | ANU 3 2 | \$41,014 | ANU 3 3 | \$41,014 | ANU 3 4 | \$41,014 | | | |
| NEW | ANU 2 1 | \$39,183 | | | ANU 2 2 | \$40,139 | ANU 2 3 | \$41,014 | ANU 3 2 | \$42,618 | ANU 3 3 | \$44,145 | ANU 3 4 | \$45,671 | ANU 3 5 | \$47,290 | ANU 3 5 | \$47,290 | ANU 3 5 | \$47,290 | | | |
| Annual Increment | | Annual Increment | | | | Annual Increment | | Annual Increment | | Annual Increment | | Annual Increment | | Annual Increment | | Annual Increment | | Annual Increment | | Annual Increment | | | |
| OLD | ANU 1 3 | \$38,037 | | | ANU 2 1 | \$39,183 | ANU 2 2 | \$40,139 | ANU 2 3 | \$41,014 | ANU 2 3 | \$41,014 | ANU 3 1 | \$41,014 | ANU 3 2 | \$41,014 | ANU 3 3 | \$41,014 | ANU 3 4 | \$41,014 | ANU 3 4 | \$41,014 | |
| NEW | ANU 2 1 | \$39,183 | | | ANU 2 2 | \$40,139 | ANU 2 3 | \$41,014 | ANU 3 2 | \$42,618 | ANU 3 3 | \$44,145 | ANU 3 4 | \$45,671 | ANU 3 5 | \$47,290 | ANU 3 5 | \$47,290 | ANU 3 5 | \$47,290 | ANU 3 5 | \$47,290 | |
| Annual Increment | | Annual Increment | | | | Annual Increment | | Annual Increment | | Annual Increment | | Annual Increment | | Annual Increment | | Annual Increment | | Annual Increment | | Annual Increment | | Annual Increment | |
| OLD | ANU 2 1 | \$39,183 | | | ANU 2 2 | \$40,139 | ANU 2 3 | \$41,014 | ANU 3 1 | \$41,014 | ANU 3 2 | \$41,014 | ANU 3 2 | \$41,014 | ANU 3 3 | \$41,014 | ANU 3 3 | \$41,014 | ANU 3 4 | \$41,014 | ANU 3 4 | \$41,014 | |
| NEW | ANU 2 2 | \$40,139 | | | ANU 2 3 | \$41,014 | ANU 3 2 | \$42,618 | ANU 3 3 | \$44,145 | ANU 3 4 | \$45,671 | ANU 3 4 | \$45,671 | ANU 3 5 | \$47,290 | ANU 3 5 | \$47,290 | ANU 3 5 | \$47,290 | ANU 3 5 | \$47,290 | |
| Annual Increment | | Annual Increment | | Annual Increment | | Annual Increment | | Annual Increment | | Annual Increment | | Annual Increment | | Annual Increment | | Annual Increment | | Annual Increment | | Annual Increment | | | |
| OLD | ANU 2 2 | \$40,139 | ANU 2 3 | \$41,014 | ANU 3 1 | \$41,014 | ANU 3 2 | \$41,014 | ANU 3 2 | \$41,014 | ANU 3 3 | \$41,014 | ANU 3 4 | \$41,014 | ANU 3 4 | \$41,014 | ANU 3 5 | \$41,014 | ANU 3 5 | \$41,014 | | | |
| NEW | ANU 2 3 | \$41,014 | ANU 3 2 | \$42,618 | ANU 3 3 | \$44,145 | ANU 3 4 | \$45,671 | ANU 3 4 | \$45,671 | ANU 3 5 | \$47,290 | ANU 3 5 | \$47,290 | ANU 3 5 | \$47,290 | ANU 3 5 | \$47,290 | ANU 3 5 | \$47,290 | | | |
| Annual increment | | Annual increment | | Annual increment | | Annual increment | | Annual increment | | Annual increment | | Annual increment | | Annual increment | | Annual increment | | Annual increment | | Annual increment | | | |
| OLD | ANU 2 3 | \$41,014 | ANU 3 1 | \$41,014 | ANU 3 2 | \$41,014 | ANU 3 2 | \$41,014 | ANU 3 3 | \$41,014 | ANU 3 4 | \$41,014 | ANU 3 4 | \$41,014 | ANU 3 5 | \$41,014 | ANU 3 5 | \$41,014 | ANU 3 5 | \$41,014 | | | |
| NEW | ANU 3 2 | \$42,618 | ANU 3 3 | \$44,145 | ANU 3 4 | \$45,671 | ANU 3 5 | \$47,290 | ANU 3 5 | \$47,290 | ANU 3 5 | \$47,290 | ANU 3 5 | \$47,290 | ANU 3 5 | \$47,290 | ANU 3 5 | \$47,290 | ANU 3 5 | \$47,290 | | | |
| Annual Increment | | Annual Increment | | Annual Increment | | Annual Increment | | Annual Increment | | Annual Increment | | Annual Increment | | Annual Increment | | Annual Increment | | Annual Increment | | Annual Increment | | | |
| OLD | ANU 2 3 | \$41,014 | ANU 2 3 | \$41,014 | ANU 2 3 | \$41,014 | ANU 2 3 | \$41,014 | ANU 2 3 | \$41,014 | ANU 2 3 | \$41,014 | ANU 2 3 | \$41,014 | ANU 2 3 | \$41,014 | ANU 2 3 | \$41,014 | ANU 2 3 | \$41,014 | | | |

Continued on next Page (ANU 3 step 1 etc)

Translation Tables - General Staff

ANU 1, 2 and 3 (Broadbanded - Administration, IT, Printing, Stores, Technical/Drafting/Illustrating)

Continued from previous Page (ANU 2 step 3)

| ANU 1, 2 & 3 | | | Move to new increment on anniversary from 5 March 2009 on. | | On anniversary | | | | | | | | | | | | |
|---------------------------|---|----------|--|--------------------|----------------|--------------------------------------|--------------------------------------|--------------------------------------|----------------------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|
| Nov 2008 Level and Salary | | | New Classification | Annual Base Salary | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | | | | | | |
| ANU 3 | 1 | \$41,093 | Deleted ANU 3 1 | | NEW | ANU 3 2 \$42,618 Annual Increment | ANU 3 3 \$44,145 Annual Increment | ANU 3 4 \$45,671 Annual Increment | ANU 3 5 \$47,293 Top of Level | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 |
| | | | | | OLD | ANU 3 2 \$42,618 | ANU 3 3 \$44,145 | ANU 3 4 \$45,671 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 |
| ANU 3 | 2 | \$42,618 | ANU 3 2 | \$42,618 | NEW | ANU 3 3 \$44,145 Annual Increment | ANU 3 4 \$45,671 Annual Increment | ANU 3 5 \$47,293 Top of Level | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 |
| | | | | | OLD | ANU 3 3 \$44,145 | ANU 3 4 \$45,671 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 |
| ANU 3 | 3 | \$44,145 | ANU 3 3 | \$44,145 | NEW | ANU 3 4 \$45,671 Annual Increment | ANU 3 5 \$47,293 Top of Level | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 |
| | | | | | OLD | ANU 3 4 \$45,671 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 |
| ANU 3 | 4 | \$45,671 | ANU 3 4 | \$45,671 | NEW | ANU 3 5 \$47,293 Top of Level | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 |
| | | | | | OLD | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 |
| ANU 3 | 5 | \$47,293 | ANU 3 5 | \$47,293 | NEW | ANU 3 5 \$47,293 Top of Level | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 |
| | | | | | OLD | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 | ANU 3 5 \$47,293 |

Translation Tables - General Staff

ANU 3 (Non broadbanded - Cleaner, Grounds, Maintenance, Security)

| ANU 3 | | | Move to new increment on anniversary from 5 March 2009 on. | | Move on anniversary | | | | | | | | |
|---------------------------|---|----------|--|--------------------|---------------------|-------------------------------------|-------------------------------------|-------------------------------------|---------------------------------|-----------------|-----------------|-----------------|-----------------|
| Nov 2008 Level and Salary | | | New Classification | Annual Base Salary | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | | | |
| ANU 3 | 1 | \$41,093 | (ANU 3 1 DELETED) | | NEW | ANU 32 \$42,618 Annual Increment | ANU 33 \$44,145 Annual Increment | ANU 34 \$45,671 Annual Increment | ANU 35 \$47,293 Top of Level | ANU 35 \$47,293 | ANU 35 \$47,293 | ANU 35 \$47,293 | ANU 35 \$47,293 |
| | | | | | OLD | ANU 32 \$42,618 | ANU 33 \$44,145 | ANU 34 \$45,671 | ANU 35 \$47,293 | ANU 35 \$47,293 | ANU 35 \$47,293 | ANU 35 \$47,293 | ANU 35 \$47,293 |
| ANU 3 | 2 | \$42,618 | ANU 3 2 | \$42,618 | NEW | ANU 33 \$44,145 Annual Increment | ANU 34 \$45,671 Annual Increment | ANU 35 \$47,293 Top of Level | ANU 35 \$47,293 | ANU 35 \$47,293 | ANU 35 \$47,293 | ANU 35 \$47,293 | ANU 35 \$47,293 |
| | | | | | OLD | ANU 33 \$44,145 | ANU 34 \$45,671 | ANU 35 \$47,293 | ANU 35 \$47,293 | ANU 35 \$47,293 | ANU 35 \$47,293 | ANU 35 \$47,293 | ANU 35 \$47,293 |
| ANU 3 | 3 | \$44,145 | ANU 3 3 | \$44,145 | NEW | ANU 34 \$45,671 Annual Increment | ANU 35 \$47,293 Top of Level | ANU 35 \$47,293 | ANU 35 \$47,293 | ANU 35 \$47,293 | ANU 35 \$47,293 | ANU 35 \$47,293 | ANU 35 \$47,293 |
| | | | | | OLD | ANU 34 \$45,671 | ANU 35 \$47,293 | ANU 35 \$47,293 | ANU 35 \$47,293 | ANU 35 \$47,293 | ANU 35 \$47,293 | ANU 35 \$47,293 | ANU 35 \$47,293 |
| ANU 3 | 4 | \$45,671 | ANU 3 4 | \$45,671 | NEW | ANU 35 \$47,293 Top of Level | ANU 35 \$47,293 | ANU 35 \$47,293 | ANU 35 \$47,293 | ANU 35 \$47,293 | ANU 35 \$47,293 | ANU 35 \$47,293 | ANU 35 \$47,293 |
| | | | | | OLD | ANU 35 \$47,293 | ANU 35 \$47,293 | ANU 35 \$47,293 | ANU 35 \$47,293 | ANU 35 \$47,293 | ANU 35 \$47,293 | ANU 35 \$47,293 | ANU 35 \$47,293 |
| ANU 3 | 5 | \$47,293 | ANU 3 5 | \$47,293 | NEW | ANU 35 \$47,293 Top of Level | ANU 35 \$47,293 | ANU 35 \$47,293 | ANU 35 \$47,293 | ANU 35 \$47,293 | ANU 35 \$47,293 | ANU 35 \$47,293 | ANU 35 \$47,293 |
| | | | | | OLD | ANU 35 \$47,293 | ANU 35 \$47,293 | ANU 35 \$47,293 | ANU 35 \$47,293 | ANU 35 \$47,293 | ANU 35 \$47,293 | ANU 35 \$47,293 | ANU 35 \$47,293 |

Translation Tables - General Staff

ANU 4 (Non broadbanded –Administration, Grounds, IT, Library, Maintenance, Printing, Research, Security, Stores)

| ANU 4 | | | Move to new increment on anniversary from 5 March 2009 on. | | Move on anniversary | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | | | | | | |
|---------------------------|---|--------------------|--|----------|---------------------|---------|----------|---------|----------|---------|----------|---------|----------|---------|----------|---------|----------|
| Nov 2008 Level and Salary | | New Classification | Annual Base Salary | | | | | | | | | | | | | | |
| ANU 4 | 1 | \$47,578 | ANU 4 1 | \$47,578 | NEW | ANU 4 2 | \$49,203 | ANU 4 3 | \$50,843 | ANU 4 4 | \$51,706 | ANU 4 4 | \$51,706 | ANU 4 4 | \$51,706 | ANU 4 4 | \$51,706 |
| | | | | | OLD | ANU 4 2 | \$49,203 | ANU 4 3 | \$50,843 | ANU 4 3 | \$50,843 | ANU 4 3 | \$50,843 | ANU 4 3 | \$50,843 | ANU 4 3 | \$50,843 |
| | | | | | | | | | | | | | | | | | |
| ANU 4 | 2 | \$49,204 | ANU 4 2 | \$49,203 | NEW | ANU 4 3 | \$50,843 | ANU 4 4 | \$51,706 | ANU 4 4 | \$51,706 | ANU 4 4 | \$51,706 | ANU 4 4 | \$51,706 | ANU 4 4 | \$51,706 |
| | | | | | OLD | ANU 4 3 | \$50,843 | ANU 4 3 | \$50,843 | ANU 4 3 | \$50,843 | ANU 4 3 | \$50,843 | ANU 4 3 | \$50,843 | ANU 4 3 | \$50,843 |
| | | | | | | | | | | | | | | | | | |
| ANU 4 | 3 | \$50,843 | ANU 4 3 | \$50,843 | NEW | ANU 4 4 | \$51,706 | ANU 4 4 | \$51,706 | ANU 4 4 | \$51,706 | ANU 4 4 | \$51,706 | ANU 4 4 | \$51,706 | ANU 4 4 | \$51,706 |
| | | | | | OLD | ANU 4 3 | \$50,843 | ANU 4 3 | \$50,843 | ANU 4 3 | \$50,843 | ANU 4 3 | \$50,843 | ANU 4 3 | \$50,843 | ANU 4 3 | \$50,843 |
| | | | | | | | | | | | | | | | | | |
| New | | | ANU 4 4 | \$51,706 | NEW | ANU 4 4 | \$51,706 | ANU 4 4 | \$51,706 | ANU 4 4 | \$51,706 | ANU 4 4 | \$51,706 | ANU 4 4 | \$51,706 | ANU 4 4 | \$51,706 |
| | | | New Classification | | OLD | ANU 4 3 | \$50,843 | ANU 4 3 | \$50,843 | ANU 4 3 | \$50,843 | ANU 4 3 | \$50,843 | ANU 4 3 | \$50,843 | ANU 4 3 | \$50,843 |

Translation Tables - General Staff

ANU 4/5 (Broadbanded – Technical/Drafting/Illustrating)

| ANU 4 - 5 | | | Move to new increment on anniversary from 5 March 2009 on. | | Move on anniversary | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | |
|---------------------------|--------------------|--------------------|--|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|------------------|
| Nov 2008 Level and Salary | New Classification | Annual Base Salary | | | | | | | | | | |
| ANU 4 1 \$47,578 | ANU 4 1 | \$47,578 | NEW | ANU 4 2 \$49,203 Annual Increment | ANU 4 3 \$50,843 Annual Increment | ANU 4 4 \$51,706 Annual Increment | ANU 5 2 \$52,824 Annual Increment | ANU 5 3 \$54,448 Annual Increment | ANU 5 4 \$56,168 Annual Increment | ANU 5 5 \$57,883 Annual Increment | ANU 5 5 \$59,603 Annual Increment | Top of Level |
| | | | OLD | ANU 4 1 \$47,578 | ANU 4 2 \$49,203 | ANU 4 3 \$50,843 | ANU 4 4 \$51,706 | ANU 5 1 \$52,824 | ANU 5 2 \$54,448 | ANU 5 3 \$56,168 | ANU 5 4 \$57,883 | ANU 5 5 \$59,603 |
| ANU 4 2 \$49,203 | ANU 4 2 | \$49,203 | NEW | ANU 4 3 \$50,843 Annual Increment | ANU 4 4 \$51,706 Annual Increment | ANU 5 2 \$52,824 Annual Increment | ANU 5 3 \$54,448 Annual Increment | ANU 5 4 \$56,168 Annual Increment | ANU 5 5 \$57,883 Annual Increment | ANU 5 5 \$59,603 Annual Increment | ANU 5 5 \$61,323 Annual Increment | Top of Level |
| | | | OLD | ANU 4 2 \$49,203 | ANU 4 3 \$50,843 | ANU 4 4 \$51,706 | ANU 5 1 \$52,824 | ANU 5 2 \$54,448 | ANU 5 3 \$56,168 | ANU 5 4 \$57,883 | ANU 5 5 \$59,603 | ANU 5 5 \$61,323 |
| ANU 4 3 \$50,843 | ANU 4 3 | \$50,843 | NEW | ANU 4 4 \$51,706 Annual Increment | ANU 5 2 \$52,824 Annual Increment | ANU 5 3 \$54,448 Annual Increment | ANU 5 4 \$56,168 Annual Increment | ANU 5 5 \$57,883 Annual Increment | ANU 5 5 \$59,603 Annual Increment | ANU 5 5 \$61,323 Annual Increment | ANU 5 5 \$63,043 Annual Increment | Top of Level |
| | | | OLD | ANU 4 3 \$50,843 | ANU 4 4 \$51,706 | ANU 5 1 \$52,824 | ANU 5 2 \$54,448 | ANU 5 3 \$56,168 | ANU 5 4 \$57,883 | ANU 5 5 \$59,603 | ANU 5 5 \$61,323 | ANU 5 5 \$63,043 |
| ANU 4 4 \$51,706 | ANU 4 4 | \$51,706 | NEW | ANU 5 2 \$52,824 Annual Increment | ANU 5 3 \$54,448 Annual Increment | ANU 5 4 \$56,168 Annual Increment | ANU 5 5 \$57,883 Annual Increment | ANU 5 5 \$59,603 Annual Increment | ANU 5 5 \$61,323 Annual Increment | ANU 5 5 \$63,043 Annual Increment | ANU 5 5 \$64,763 Annual Increment | Top of Level |
| | | | OLD | ANU 4 4 \$51,706 | ANU 5 1 \$52,824 | ANU 5 2 \$54,448 | ANU 5 3 \$56,168 | ANU 5 4 \$57,883 | ANU 5 5 \$59,603 | ANU 5 5 \$61,323 | ANU 5 5 \$63,043 | ANU 5 5 \$64,763 |

Continued on next Page (ANU 5 step 1 etc)

Translation Tables - General Staff

ANU 4/5 (Broadbanded – Technical/Drafting/Illustrating)

Continued from previous Page (ANU 4 step 4 etc)

| ANU 4 - 5 | | | Move to new increment on anniversary from 5 March 2009 on. | | Move on anniversary | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | | | | | | | |
|---------------------------|--------------------|--------------------|--|----------|---------------------|------------------|------------------|--------------|----------|---------|----------|---------|----------|---------|----------|---------|----------|---------|
| Nov 2008 Level and Salary | New Classification | Annual Base Salary | | | | | | | | | | | | | | | | |
| ANU 5 | 1 | \$51,206 | Delete | | NEW | ANU 5 2 | \$52,824 | ANU 5 3 | \$54,448 | ANU 5 4 | \$56,168 | ANU 5 5 | \$57,883 | ANU 5 5 | \$57,883 | ANU 5 5 | \$57,883 | ANU 5 5 |
| | | | | | Annual Increment | Annual Increment | Annual Increment | Top of Level | | | | | | | | | | |
| | | | | | OLD | ANU 5 2 | \$52,824 | ANU 5 3 | \$54,448 | ANU 5 4 | \$56,168 | ANU 5 5 | \$57,883 | ANU 5 5 | \$57,883 | ANU 5 5 | \$57,883 | ANU 5 5 |
| ANU 5 | 2 | \$52,824 | ANU 5 2 | \$52,824 | NEW | ANU 5 3 | \$54,448 | ANU 5 4 | \$56,168 | ANU 5 5 | \$57,883 | ANU 5 5 | \$57,883 | ANU 5 5 | \$57,883 | ANU 5 5 | \$57,883 | ANU 5 5 |
| | | | | | Annual Increment | Annual Increment | Annual Increment | Top of Level | | | | | | | | | | |
| | | | | | OLD | ANU 5 3 | \$54,448 | ANU 5 4 | \$56,168 | ANU 5 5 | \$57,883 | ANU 5 5 | \$57,883 | ANU 5 5 | \$57,883 | ANU 5 5 | \$57,883 | ANU 5 5 |
| ANU 5 | 3 | \$54,448 | ANU 5 3 | \$54,448 | NEW | ANU 5 4 | \$56,168 | ANU 5 5 | \$57,883 | ANU 5 5 | \$57,883 | ANU 5 5 | \$57,883 | ANU 5 5 | \$57,883 | ANU 5 5 | \$57,883 | ANU 5 5 |
| | | | | | Annual Increment | Annual Increment | Annual Increment | Top of Level | | | | | | | | | | |
| | | | | | OLD | ANU 5 4 | \$56,168 | ANU 5 5 | \$57,883 | ANU 5 5 | \$57,883 | ANU 5 5 | \$57,883 | ANU 5 5 | \$57,883 | ANU 5 5 | \$57,883 | ANU 5 5 |
| ANU 5 | 4 | \$56,168 | ANU 5 4 | \$56,168 | NEW | ANU 5 5 | \$57,883 | ANU 5 5 | \$57,883 | ANU 5 5 | \$57,883 | ANU 5 5 | \$57,883 | ANU 5 5 | \$57,883 | ANU 5 5 | \$57,883 | ANU 5 5 |
| | | | | | Annual Increment | Annual Increment | Annual Increment | Top of Level | | | | | | | | | | |
| | | | | | OLD | ANU 5 5 | \$57,883 | ANU 5 5 | \$57,883 | ANU 5 5 | \$57,883 | ANU 5 5 | \$57,883 | ANU 5 5 | \$57,883 | ANU 5 5 | \$57,883 | ANU 5 5 |
| ANU 5 | 5 | \$57,883 | ANU 5 5 | \$57,883 | NEW | ANU 5 5 | \$57,883 | ANU 5 5 | \$57,883 | ANU 5 5 | \$57,883 | ANU 5 5 | \$57,883 | ANU 5 5 | \$57,883 | ANU 5 5 | \$57,883 | ANU 5 5 |
| | | | | | Annual Increment | Annual Increment | Annual Increment | Top of Level | | | | | | | | | | |
| | | | | | OLD | ANU 5 5 | \$57,883 | ANU 5 5 | \$57,883 | ANU 5 5 | \$57,883 | ANU 5 5 | \$57,883 | ANU 5 5 | \$57,883 | ANU 5 5 | \$57,883 | ANU 5 5 |

Translation Tables - General Staff

ANU 5 (Non Broadbanded – Administration, Maintenance, Stores)

| ANU 5 | | | Move to new increment on anniversary from 5 March 2009 on. | | Move on anniversary | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 5 | Year 5 |
|---------------------------|---|----------|--|--------------------|---------------------|--------------------------------------|--------------------------------------|----------------------------------|------------------|------------------|------------------|---------|
| Nov 2008 Level and Salary | | | New Classification | Annual Base Salary | | | | | | | | |
| ANU 5 | 1 | \$51,206 | ANU 5 2 (ANU 5 1 DELETED) | | | | | | | | | |
| | | | | | OLD | ANU 5 2 \$52,824 | ANU 5 3 \$54,448 | ANU 5 4 \$56,168 | ANU 5 5 \$57,883 | ANU 5 5 \$57,883 | ANU 5 5 \$57,883 | ANU 5 5 |
| ANU 5 | 2 | \$52,824 | ANU 5 2 \$52,824 | | NEW | ANU 5 3 \$54,448 Annual Increment | ANU 5 4 \$56,168 Annual Increment | ANU 5 5 \$57,883 Top of level | ANU 5 5 \$57,883 | ANU 5 5 \$57,883 | ANU 5 5 \$57,883 | ANU 5 5 |
| | | | | | OLD | ANU 5 3 \$54,448 | ANU 5 4 \$56,168 | ANU 5 5 \$57,883 | ANU 5 5 \$57,883 | ANU 5 5 \$57,883 | ANU 5 5 \$57,883 | ANU 5 5 |
| ANU 5 | 3 | \$54,448 | ANU 5 3 \$54,448 | | NEW | ANU 5 4 \$56,168 Annual Increment | ANU 5 5 \$57,883 Top of Level | ANU 5 5 \$57,883 | ANU 5 5 \$57,883 | ANU 5 5 \$57,883 | ANU 5 5 \$57,883 | ANU 5 5 |
| | | | | | OLD | ANU 5 4 \$56,168 | ANU 5 5 \$57,883 | ANU 5 5 \$57,883 | ANU 5 5 \$57,883 | ANU 5 5 \$57,883 | ANU 5 5 \$57,883 | ANU 5 5 |
| ANU 5 | 4 | \$56,168 | ANU 5 4 \$56,168 | | NEW | ANU 5 5 \$57,883 Top of Level | ANU 5 5 \$57,883 | ANU 5 5 \$57,883 | ANU 5 5 \$57,883 | ANU 5 5 \$57,883 | ANU 5 5 \$57,883 | ANU 5 5 |
| | | | | | OLD | ANU 5 5 \$57,883 | ANU 5 5 \$57,883 | ANU 5 5 \$57,883 | ANU 5 5 \$57,883 | ANU 5 5 \$57,883 | ANU 5 5 \$57,883 | ANU 5 5 |
| ANU 5 | 5 | \$57,883 | ANU 5 5 \$57,883 | | NEW | ANU 5 5 \$57,883 Top of Level | ANU 5 5 \$57,883 | ANU 5 5 \$57,883 | ANU 5 5 \$57,883 | ANU 5 5 \$57,883 | ANU 5 5 \$57,883 | ANU 5 5 |
| | | | | | OLD | ANU 5 5 \$57,883 | ANU 5 5 \$57,883 | ANU 5 5 \$57,883 | ANU 5 5 \$57,883 | ANU 5 5 \$57,883 | ANU 5 5 \$57,883 | ANU 5 5 |

Translation Tables - General Staff

ANU 5/6 (Broadbanded – Engineer, IT Library, Research)

| ANU 5 - 6 | | | Move to new increment on anniversary from 5 March 2009 on. | | Move on anniversary | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | |
|---------------------------|---|--------------------|--|----------|---------------------|--|--|--|--|--|----------------------------------|-------------------------|
| Nov 2008 Level and Salary | | New Classification | Annual Base Salary | | | | | | | | | |
| | | | | | | | | | | | | |
| ANU 5 | 1 | \$51,206 | ANU 5 1 | | NEW | ANU 5 2 \$52,824 Annual Increment | ANU 5 3 \$54,448 Annual Increment | ANU 5 4 \$56,168 Annual Increment | ANU 5 5 \$57,883 Annual Increment | ANU 6 2 \$59,698 Biennial Increment | ANU 6 2 \$59,698 | ANU 6 4 Top of Level |
| | | | Delete | | OLD | ANU 5 2 \$52,824 | ANU 5 3 \$54,448 | ANU 5 4 \$56,168 | ANU 5 5 \$57,883 | ANU 6 1 \$58,268 | ANU 6 2 \$59,698 | ANU 6 3 |
| ANU 5 | 2 | \$52,824 | ANU 5 2 | \$52,824 | NEW | ANU 5 3 \$54,448 Annual Increment | ANU 5 4 \$56,168 Annual Increment | ANU 5 5 \$57,883 Annual Increment | ANU 6 2 \$59,698 Biennial Increment | ANU 6 2 \$59,698 | ANU 6 4 \$62,559 Top of Level | ANU 6 4 |
| | | | | | OLD | ANU 5 3 \$54,448 | ANU 5 4 \$56,168 | ANU 5 5 \$57,883 | ANU 6 1 \$58,268 | ANU 6 2 \$59,698 | ANU 6 3 \$61,131 | ANU 6 4 |
| ANU 5 | 3 | \$54,448 | ANU 5 3 | \$54,448 | NEW | ANU 5 4 \$56,168 Annual Increment | ANU 5 5 \$57,883 Annual Increment | ANU 6 2 \$59,698 Biennial Increment | ANU 6 2 \$59,698 Top of Level | ANU 6 4 \$62,559 | ANU 6 4 \$62,559 | ANU 6 4 |
| | | | | | OLD | ANU 5 4 \$56,168 | ANU 5 5 \$57,883 | ANU 6 1 \$58,268 | ANU 6 2 \$59,698 | ANU 6 3 \$61,131 | ANU 6 4 \$62,559 | ANU 6 4 |
| ANU 5 | 4 | \$56,168 | ANU 5 4 | \$56,168 | NEW | ANU 5 5 \$57,883 Annual Increment | ANU 6 2 \$59,698 Biennial Increment | ANU 6 2 \$59,698 Top of level | ANU 6 4 \$62,559 | ANU 6 4 \$62,559 | ANU 6 4 \$62,559 | ANU 6 4 |
| | | | | | OLD | ANU 5 5 \$57,883 | ANU 6 1 \$58,268 | ANU 6 2 \$59,698 | ANU 6 3 \$61,131 | ANU 6 4 \$62,559 | ANU 6 4 \$62,559 | ANU 6 4 |
| ANU 5 | 5 | \$57,883 | ANU 5 5 | \$57,883 | NEW | ANU 6 2 \$59,698 Biennial Increment | ANU 6 2 \$59,698 Top of level | ANU 6 4 \$62,559 | ANU 6 4 \$62,559 | ANU 6 4 \$62,559 | ANU 6 4 \$62,559 | ANU 6 4 |
| | | | | | OLD | ANU 6 1 \$58,268 | ANU 6 2 \$59,698 | ANU 6 3 \$61,131 | ANU 6 4 \$62,559 | ANU 6 4 \$62,559 | ANU 6 4 \$62,559 | ANU 6 4 |
| ANU 6 | 1 | \$58,268 | ANU 6 2 | \$59,698 | NEW | ANU 6 2 \$59,698 Annual Increment | ANU 6 4 \$62,559 Top of Level | ANU 6 4 \$62,559 | ANU 6 4 \$62,559 | ANU 6 4 \$62,559 | ANU 6 4 \$62,559 | ANU 6 4 |
| | | | | | OLD | ANU 6 2 \$59,698 | ANU 6 3 \$61,131 | ANU 6 4 \$62,559 | ANU 6 4 \$62,559 | ANU 6 4 \$62,559 | ANU 6 4 \$62,559 | ANU 6 4 \$62,559 |
| ANU 6 | 2 | \$59,698 | ANU 6 2 | \$59,698 | NEW | ANU 6 4 \$62,559 Top of Level | ANU 6 4 \$62,559 | ANU 6 4 \$62,559 | ANU 6 4 \$62,559 | ANU 6 4 \$62,559 | ANU 6 4 \$62,559 | ANU 6 4 |
| | | | | | OLD | ANU 6 3 \$61,131 | ANU 6 4 \$62,559 | ANU 6 4 \$62,559 | ANU 6 4 \$62,559 | ANU 6 4 \$62,559 | ANU 6 4 \$62,559 | ANU 6 4 \$62,559 |
| ANU 6 | 3 | \$61,131 | ANU 6 4 | \$62,559 | NEW | ANU 6 4 \$62,559 Top of level | ANU 6 4 \$62,559 | ANU 6 4 \$62,559 | ANU 6 4 \$62,559 | ANU 6 4 \$62,559 | ANU 6 4 \$62,559 | ANU 6 4 |
| | | | | | OLD | ANU 6 4 \$62,559 | ANU 6 4 \$62,559 | ANU 6 4 \$62,559 | ANU 6 4 \$62,559 | ANU 6 4 \$62,559 | ANU 6 4 \$62,559 | ANU 6 4 \$62,559 |
| ANU 6 | 4 | \$62,559 | ANU 6 4 | \$62,559 | NEW | ANU 6 4 \$62,559 Top of level | ANU 6 4 \$62,559 | ANU 6 4 \$62,559 | ANU 6 4 \$62,559 | ANU 6 4 \$62,559 | ANU 6 4 \$62,559 | ANU 6 4 |
| | | | | | OLD | ANU 6 4 \$62,559 | ANU 6 4 \$62,559 | ANU 6 4 \$62,559 | ANU 6 4 \$62,559 | ANU 6 4 \$62,559 | ANU 6 4 \$62,559 | ANU 6 4 \$62,559 |

Translation Tables - General Staff

ANU 6 (Non Broadbanded – Technical/Drafting/Illustrating)

| ANU 6 | | | Move to new increment on anniversary from 5 March 2009 on. | | Move on anniversary | | | | | | | | | | | |
|---------------------------|---|----------|--|--------------------|---------------------|---------|----------|---------|----------|---------|----------|---------|----------|---------|----------|---------|
| Nov 2008 Level and Salary | | | New Classification | Annual Base Salary | Year 1 | | Year 2 | | Year 3 | | Year 4 | | Year 5 | | | |
| ANU 6 | 1 | \$58,268 | ANU 6 2 | \$59,698 | New | ANU 6 2 | \$59,698 | ANU 6 4 | \$62,559 | ANU 6 4 | \$62,559 | ANU 6 4 | \$62,559 | ANU 6 4 | \$62,559 | |
| | | | | | Old | ANU 6 2 | \$59,698 | ANU 6 3 | \$61,131 | ANU 6 4 | \$62,559 | ANU 6 4 | \$62,559 | ANU 6 4 | \$62,559 | ANU 6 4 |
| | | | | | | | | | | | | | | | | |
| ANU 6 | 2 | \$59,698 | | | New | ANU 6 4 | \$62,559 | ANU 6 4 | \$62,559 | ANU 6 4 | \$62,559 | ANU 6 4 | \$62,559 | ANU 6 4 | \$62,559 | ANU 6 4 |
| | | | Old | ANU 6 3 | \$61,131 | ANU 6 4 | \$62,559 | ANU 6 4 | \$62,559 | ANU 6 4 | \$62,559 | ANU 6 4 | \$62,559 | ANU 6 4 | \$62,559 | |
| | | | | | | | | | | | | | | | | |
| ANU 6 | 3 | \$61,131 | ANU 6 4 | \$62,559 | New | ANU 6 4 | \$62,559 | ANU 6 4 | \$62,559 | ANU 6 4 | \$62,559 | ANU 6 4 | \$62,559 | ANU 6 4 | \$62,559 | |
| | | | | | Old | ANU 6 4 | \$62,559 | ANU 6 4 | \$62,559 | ANU 6 4 | \$62,559 | ANU 6 4 | \$62,559 | ANU 6 4 | \$62,559 | ANU 6 4 |
| | | | | | | | | | | | | | | | | |
| ANU 6 | 4 | \$62,559 | ANU 6 4 | \$62,559 | New | ANU 6 4 | \$62,559 | ANU 6 4 | \$62,559 | ANU 6 4 | \$62,559 | ANU 6 4 | \$62,559 | ANU 6 4 | \$62,559 | |
| | | | | | Old | ANU 6 4 | \$62,559 | ANU 6 4 | \$62,559 | ANU 6 4 | \$62,559 | ANU 6 4 | \$62,559 | ANU 6 4 | \$62,559 | ANU 6 4 |
| | | | | | | | | | | | | | | | | |

Translation Tables - General Staff

ANU 6/7 (Broadbanded – Administration)

| ANU 6 - 7 | | Move to new increment on anniversary from 5 March 2009 on. | | Move on anniversary | | | | | | | | | | | | | |
|---------------------------|---|--|--------------------|---------------------|-----|---------|----------|---------|----------|---------|----------|---------|----------|---------|----------|---------|----------|
| Nov 2008 Level and Salary | | New Classification | Annual Base Salary | Year 1 | | Year 2 | | Year 3 | | Year 4 | | Year 5 | | Year 6 | | | |
| ANU 6 | 1 | \$58,268 | ANU 6 2 | \$59,698 | New | ANU 6 2 | \$59,698 | ANU 6 4 | \$62,559 | ANU 6 4 | \$62,559 | ANU 7 2 | \$65,711 | ANU 7 2 | \$65,711 | ANU 7 4 | \$69,143 |
| | | | | | Old | ANU 6 2 | \$59,698 | ANU 6 3 | \$61,131 | ANU 6 4 | \$62,559 | ANU 7 1 | \$63,989 | ANU 7 2 | \$65,711 | ANU 7 3 | \$67,426 |
| ANU 6 | 2 | \$59,698 | ANU 6 2 | \$59,698 | New | ANU 6 4 | \$62,559 | ANU 6 4 | \$62,559 | ANU 7 2 | \$65,711 | ANU 7 2 | \$65,711 | ANU 7 4 | \$69,143 | ANU 7 4 | \$69,143 |
| | | | | | Old | ANU 6 3 | \$61,131 | ANU 6 4 | \$62,559 | ANU 7 1 | \$63,989 | ANU 7 2 | \$65,711 | ANU 7 3 | \$67,426 | ANU 7 4 | \$69,143 |
| ANU 6 | 3 | \$61,131 | ANU 6 4 | \$62,559 | New | ANU 6 4 | \$62,559 | ANU 7 2 | \$65,711 | ANU 7 2 | \$65,711 | ANU 7 4 | \$69,143 | ANU 7 4 | \$69,143 | ANU 7 4 | \$69,143 |
| | | | | | Old | ANU 6 4 | \$62,559 | ANU 7 1 | \$63,989 | ANU 7 2 | \$65,711 | ANU 7 3 | \$67,426 | ANU 7 4 | \$69,143 | ANU 7 4 | \$69,143 |
| ANU 6 | 4 | \$62,559 | ANU 6 4 | \$62,559 | New | ANU 7 2 | \$65,711 | ANU 7 2 | \$65,711 | ANU 7 4 | \$69,143 | ANU 7 4 | \$69,143 | ANU 7 4 | \$69,143 | ANU 7 4 | \$69,143 |
| | | | | | Old | ANU 7 1 | \$63,989 | ANU 7 2 | \$65,711 | ANU 7 3 | \$67,426 | ANU 7 4 | \$69,143 | ANU 7 4 | \$69,143 | ANU 7 4 | \$69,143 |
| ANU 7 | 1 | \$63,989 | ANU 7 2 | \$65,711 | New | ANU 7 2 | \$65,711 | ANU 7 4 | \$69,143 | ANU 7 4 | \$69,143 | ANU 7 4 | \$69,143 | ANU 7 4 | \$69,143 | ANU 7 4 | \$69,143 |
| | | | | | Old | ANU 7 2 | \$65,711 | ANU 7 3 | \$67,426 | ANU 7 4 | \$69,143 | ANU 7 4 | \$69,143 | ANU 7 4 | \$69,143 | ANU 7 4 | \$69,143 |
| ANU 7 | 2 | \$65,711 | ANU 7 2 | \$65,711 | New | ANU 7 4 | \$69,143 | ANU 7 4 | \$69,143 | ANU 7 4 | \$69,143 | ANU 7 4 | \$69,143 | ANU 7 4 | \$69,143 | ANU 7 4 | \$69,143 |
| | | | | | Old | ANU 7 3 | \$67,426 | ANU 7 4 | \$69,143 | ANU 7 4 | \$69,143 | ANU 7 4 | \$69,143 | ANU 7 4 | \$69,143 | ANU 7 4 | \$69,143 |
| ANU 7 | 3 | \$67,426 | ANU 7 4 | \$69,143 | New | ANU 7 4 | \$69,143 | ANU 7 4 | \$69,143 | ANU 7 4 | \$69,143 | ANU 7 4 | \$69,143 | ANU 7 4 | \$69,143 | ANU 7 4 | \$69,143 |
| | | | | | Old | ANU 7 4 | \$69,143 | ANU 7 4 | \$69,143 | ANU 7 4 | \$69,143 | ANU 7 4 | \$69,143 | ANU 7 4 | \$69,143 | ANU 7 4 | \$69,143 |
| ANU 7 | 4 | \$69,143 | ANU 7 4 | \$69,143 | New | ANU 7 4 | \$69,143 | ANU 7 4 | \$69,143 | ANU 7 4 | \$69,143 | ANU 7 4 | \$69,143 | ANU 7 4 | \$69,143 | ANU 7 4 | \$69,143 |
| | | | | | Old | ANU 7 4 | \$69,143 | ANU 7 4 | \$69,143 | ANU 7 4 | \$69,143 | ANU 7 4 | \$69,143 | ANU 7 4 | \$69,143 | ANU 7 4 | \$69,143 |

Translation Tables - General Staff

ANU 7 (Non Broadbanded – Engineer, IT, Library, Research, Technical/Drafting/Illustrating)

| ANU 7 | | | Move to new increment on anniversary from 5 March 2009 on. | | Move on anniversary | | | | | | | | | | | | | | |
|---------------------------|---|----------|--|--------------------|---------------------|---------|----------|---------|----------|---------|----------|---------|----------|---------|----------|---------|----------|---------|----------|
| Nov 2008 Level and Salary | | | New Classification | Annual Base Salary | | | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | | | | | | | |
| ANU 7 | 1 | \$63,989 | ANU 7.2 | \$65,711 | New | ANU 7.2 | \$65,711 | ANU 7.4 | \$69,143 | ANU 7.4 | \$69,143 | ANU 7.4 | \$69,143 | ANU 7.4 | \$69,143 | ANU 7.4 | \$69,143 | | |
| | | | | | Old | ANU 7.2 | \$65,711 | ANU 7.3 | \$67,426 | ANU 7.4 | \$69,143 | ANU 7.4 | \$69,143 | ANU 7.4 | \$69,143 | ANU 7.4 | \$69,143 | ANU 7.4 | \$69,143 |
| | | | | | | | | | | | | | | | | | | | |
| ANU 7 | 2 | \$65,711 | | | New | ANU 7.4 | \$69,143 | ANU 7.4 | \$69,143 | ANU 7.4 | \$69,143 | ANU 7.4 | \$69,143 | ANU 7.4 | \$69,143 | ANU 7.4 | \$69,143 | ANU 7.4 | \$69,143 |
| | | | Old | ANU 7.3 | \$67,426 | ANU 7.4 | \$69,143 | ANU 7.4 | \$69,143 | ANU 7.4 | \$69,143 | ANU 7.4 | \$69,143 | ANU 7.4 | \$69,143 | ANU 7.4 | \$69,143 | | |
| | | | | | | | | | | | | | | | | | | | |
| ANU 7 | 3 | \$67,426 | ANU 7.4 | \$69,143 | New | ANU 7.4 | \$69,143 | ANU 7.4 | \$69,143 | ANU 7.4 | \$69,143 | ANU 7.4 | \$69,143 | ANU 7.4 | \$69,143 | ANU 7.4 | \$69,143 | | |
| | | | | | Old | ANU 7.4 | \$69,143 | ANU 7.4 | \$69,143 | ANU 7.4 | \$69,143 | ANU 7.4 | \$69,143 | ANU 7.4 | \$69,143 | ANU 7.4 | \$69,143 | ANU 7.4 | \$69,143 |
| | | | | | | | | | | | | | | | | | | | |
| ANU 7 | 4 | \$69,143 | | | New | ANU 7.4 | \$69,143 | ANU 7.4 | \$69,143 | ANU 7.4 | \$69,143 | ANU 7.4 | \$69,143 | ANU 7.4 | \$69,143 | ANU 7.4 | \$69,143 | ANU 7.4 | \$69,143 |
| | | | Old | ANU 7.4 | \$69,143 | ANU 7.4 | \$69,143 | ANU 7.4 | \$69,143 | ANU 7.4 | \$69,143 | ANU 7.4 | \$69,143 | ANU 7.4 | \$69,143 | ANU 7.4 | \$69,143 | | |

Translation Tables - General Staff

ANU 8 (Non Broadbanded – Administration, Engineer, IT, Library, Research, Technical/Drafting/Illustrating)

| ANU 8 | | | Move to new increment on anniversary from 5 March 2009 on. | | Move on anniversary | | | | | | | | | | | | | |
|---------------------------|---|----------|--|--------------------|---------------------|------------------|---------|----------|---------|----------|---------|----------|---------|----------|---------|----------|---------|----------|
| Nov 2008 Level and Salary | | | New Classification | Annual Base Salary | Year 1 | | Year 2 | | Year 3 | | Year 4 | | Year 5 | | Year 6 | | | |
| ANU 8 | 1 | \$71,623 | ANU 8 2 | \$74,294 | New | ANU 8 2 \$74,294 | ANU 8 4 | \$79,639 | ANU 8 4 | \$79,639 | ANU 8 4 | \$79,639 | ANU 8 4 | \$79,639 | ANU 8 4 | \$79,639 | | |
| | | | | | Old | ANU 8 2 \$74,294 | ANU 8 3 | \$76,969 | ANU 8 4 | \$79,639 | ANU 8 4 | \$79,639 | ANU 8 4 | \$79,639 | ANU 8 4 | \$79,639 | ANU 8 4 | \$79,639 |
| | | | | | | | | | | | | | | | | | | |
| ANU 8 | 2 | \$74,294 | | | New | ANU 8 4 \$79,639 | ANU 8 4 | \$79,639 | ANU 8 4 | \$79,639 | ANU 8 4 | \$79,639 | ANU 8 4 | \$79,639 | ANU 8 4 | \$79,639 | ANU 8 4 | \$79,639 |
| | | | Old | ANU 8 3 \$76,969 | ANU 8 4 | \$79,639 | ANU 8 4 | \$79,639 | ANU 8 4 | \$79,639 | ANU 8 4 | \$79,639 | ANU 8 4 | \$79,639 | ANU 8 4 | \$79,639 | | |
| | | | | | | | | | | | | | | | | | | |
| ANU 8 | 3 | \$76,969 | ANU 8 4 | \$79,639 | New | ANU 8 4 \$79,639 | ANU 8 4 | \$79,639 | ANU 8 4 | \$79,639 | ANU 8 4 | \$79,639 | ANU 8 4 | \$79,639 | ANU 8 4 | \$79,639 | | |
| | | | | | Old | ANU 8 4 \$79,639 | ANU 8 4 | \$79,639 | ANU 8 4 | \$79,639 | ANU 8 4 | \$79,639 | ANU 8 4 | \$79,639 | ANU 8 4 | \$79,639 | ANU 8 4 | \$79,639 |
| | | | | | | | | | | | | | | | | | | |
| ANU 8 | 4 | \$79,639 | | | New | ANU 8 4 \$79,639 | ANU 8 4 | \$79,639 | ANU 8 4 | \$79,639 | ANU 8 4 | \$79,639 | ANU 8 4 | \$79,639 | ANU 8 4 | \$79,639 | ANU 8 4 | \$79,639 |
| | | | Old | ANU 8 4 \$79,639 | ANU 8 4 | \$79,639 | ANU 8 4 | \$79,639 | ANU 8 4 | \$79,639 | ANU 8 4 | \$79,639 | ANU 8 4 | \$79,639 | ANU 8 4 | \$79,639 | | |

Translation Tables - General Staff

ANU 9/10 (Now Broadbanded – Engineer, IT, Library, Research, Technical/Drafting/Illustrating) Change classification name to **Senior Manager 1** (Step 1 and 2)

| ANU 9 | | | Move to new increment on anniversary from 5 March 2009 on. | | Move on anniversary | | | | | | | | | | | |
|---------------------------|---|----------|--|----------------------|---------------------|-------------|----------|-------------|----------|-------------|----------|-------------|----------|-------------|----------|---------|
| Nov 2008 Level and Salary | | | New Classification | Annual Base Salary | Year 1 | | Year 2 | | Year 3 | | Year 4 | | Year 5 | | | |
| ANU 9 | 1 | \$83,074 | SM 1 Step 1 | \$84,983 | New | SM 1 Step 1 | \$84,983 | SM 1 Step 2 | \$89,178 | SM 1 Step 2 | \$89,178 | SM 1 Step 2 | \$89,178 | SM 1 Step 2 | \$89,178 | |
| | | | | | Old | ANU 9 2 | \$84,983 | ANU 9 3 | \$86,891 | ANU 9 3 | \$86,891 | ANU 9 3 | \$86,891 | ANU 9 3 | \$86,891 | |
| | | | | | New top of level | | | | | | | | | | | |
| | | | | | Old | ANU 9 3 | \$86,891 | ANU 9 3 | \$86,891 | ANU 9 3 | \$86,891 | ANU 9 3 | \$86,891 | ANU 9 3 | \$86,891 | ANU 9 3 |
| ANU 9 | 2 | \$84,983 | SM 1 Step 1 | \$84,983 | New | SM 1 Step 2 | \$89,178 | SM 1 Step 2 | \$89,178 | SM 1 Step 2 | \$89,178 | SM 1 Step 2 | \$89,178 | SM 1 Step 2 | \$89,178 | |
| | | | | | Old | ANU 9 3 | \$86,891 | ANU 9 3 | \$86,891 | ANU 9 3 | \$86,891 | ANU 9 3 | \$86,891 | ANU 9 3 | \$86,891 | |
| | | | | | New top of level | | | | | | | | | | | |
| | | | | | Old | ANU 9 3 | \$86,891 | ANU 9 3 | \$86,891 | ANU 9 3 | \$86,891 | ANU 9 3 | \$86,891 | ANU 9 3 | \$86,891 | ANU 9 3 |
| ANU 9 | 3 | \$86,891 | (new access to old ANU 10) | | New | SM 1 Step 2 | \$89,178 | SM 1 Step 2 | \$89,178 | SM 1 Step 2 | \$89,178 | SM 1 Step 2 | \$89,178 | SM 1 Step 2 | \$89,178 | |
| | | | | Old | ANU 9 3 | \$86,891 | ANU 9 3 | \$86,891 | ANU 9 3 | \$86,891 | ANU 9 3 | \$86,891 | ANU 9 3 | \$86,891 | ANU 9 3 | |
| | | | | New top of level | | | | | | | | | | | | |
| | | | | Old | ANU 9 3 | \$86,891 | ANU 9 3 | \$86,891 | ANU 9 3 | \$86,891 | ANU 9 3 | \$86,891 | ANU 9 3 | \$86,891 | ANU 9 3 | |
| | | | | SM 1 STEP 2 \$89,178 | | | | | | | | | | | | |

ANU 9/10 (Previously Broadbanded – Administration) Change classification name to **Senior Manager 1** (Step 1 and 2)

| ANU 9 - 10 | | | Move to new increment on anniversary from 5 March 2009 on. | | Move on anniversary | | | | | | | | | | | | | |
|---------------------------|---|----------|--|--------------------|---------------------|---------|----------|---------|----------|--------|----------|--------|----------|--------|----------|--------|----------|--|
| Nov 2008 Level and Salary | | | New Classification | Annual Base Salary | Year 1 | | Year 2 | | Year 3 | | Year 4 | | Year 5 | | Year 6 | | | |
| ANU 9 | 1 | \$83,074 | SM 1 STEP 1 | \$84,983 | New | SM 1 1 | \$84,983 | SM 1 2 | \$89,178 | SM 1 2 | \$89,178 | SM 1 2 | \$89,178 | SM 1 2 | \$89,178 | SM 1 2 | \$89,178 | |
| | | | | | Old | ANU 9 2 | \$84,983 | ANU 9 3 | \$86,891 | ANU 10 | \$89,178 | ANU 10 | \$89,178 | ANU 10 | \$89,178 | ANU 10 | \$89,178 | |
| | | | | | Annual Increment | | | | | | | | | | | | | |
| | | | | | Top of level | | | | | | | | | | | | | |
| ANU 9 | 2 | \$84,983 | SM 1 STEP 1 | \$84,983 | New | SM 1 2 | \$89,178 | SM 1 2 | \$89,178 | SM 1 2 | \$89,178 | SM 1 2 | \$89,178 | SM 1 2 | \$89,178 | SM 1 2 | \$89,178 | |
| | | | | | Old | ANU 9 3 | \$86,891 | ANU 10 | \$89,178 | ANU 10 | \$89,178 | ANU 10 | \$89,178 | ANU 10 | \$89,178 | ANU 10 | \$89,178 | |
| | | | | | Top of level | | | | | | | | | | | | | |
| | | | | | Old | ANU 9 3 | \$86,891 | ANU 10 | \$89,178 | ANU 10 | \$89,178 | ANU 10 | \$89,178 | ANU 10 | \$89,178 | ANU 10 | \$89,178 | |
| ANU 9 | 3 | \$86,891 | SM 1 STEP 2 | \$89,178 | New | SM 1 2 | \$89,178 | SM 1 2 | \$89,178 | SM 1 2 | \$89,178 | SM 1 2 | \$89,178 | SM 1 2 | \$89,178 | SM 1 2 | \$89,178 | |
| | | | | | Old | ANU 10 | \$89,178 | ANU 10 | \$89,178 | ANU 10 | \$89,178 | ANU 10 | \$89,178 | ANU 10 | \$89,178 | ANU 10 | \$89,178 | |
| | | | | | Top of level | | | | | | | | | | | | | |
| | | | | | Old | ANU 10 | \$89,178 | ANU 10 | \$89,178 | ANU 10 | \$89,178 | ANU 10 | \$89,178 | ANU 10 | \$89,178 | ANU 10 | \$89,178 | |
| ANU 10 | | \$89,178 | SM 1 STEP 2 | \$89,178 | New | SM 1 2 | \$89,178 | SM 1 2 | \$89,178 | SM 1 2 | \$89,178 | SM 1 2 | \$89,178 | SM 1 2 | \$89,178 | SM 1 2 | \$89,178 | |
| | | | | | Old | ANU 10 | \$89,178 | ANU 10 | \$89,178 | ANU 10 | \$89,178 | ANU 10 | \$89,178 | ANU 10 | \$89,178 | ANU 10 | \$89,178 | |
| | | | | Top of level | | | | | | | | | | | | | | |

Translation Tables - General Staff

SAO 1 - Change classification name to Senior Manager 2

| SAO 1 | | | Classifications post 5 March 2009 | | On anniversary | | | | | | | |
|---------------------------|---|----------|-----------------------------------|--------------------|----------------|---------------|------------------|------------------|------------------|------------------|------------------|------------------|
| Nov 2008 Level and Salary | | | New Classification | Annual Base Salary | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | | |
| SAO 1 | 1 | \$93,269 | SM 2 | \$95,837 | New | SM 2 \$95,837 | SM 2 \$95,837 | SM 2 \$95,837 | SM 2 \$95,837 | SM 2 \$95,837 | SM 2 \$95,837 | SM 2 \$95,837 |
| | | | | | Top of level | Old | SAO 1 2 \$95,837 | SAO 1 2 \$95,837 | SAO 1 2 \$95,837 | SAO 1 2 \$95,837 | SAO 1 2 \$95,837 | SAO 1 2 \$95,837 |
| SAO 1 | 2 | \$95,837 | SM 2 | \$95,837 | New | SM 2 \$95,837 | SM 2 \$95,837 | SM 2 \$95,837 | SM 2 \$95,837 | SM 2 \$95,837 | SM 2 \$95,837 | SM 2 \$95,837 |
| | | | | | Top of level | Old | SAO 1 2 \$95,837 | SAO 1 2 \$95,837 | SAO 1 2 \$95,837 | SAO 1 2 \$95,837 | SAO 1 2 \$95,837 | SAO 1 2 \$95,837 |

Translation Tables - General Staff

SAO 2 - Change classification name to Senior Manager 3

| SAO 2 | | | Classifications post 5 March 2009 | | On anniversary | | | | | | | |
|---------------------------|---|-----------|-----------------------------------|--------------------|----------------|----------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| Nov 2008 Level and Salary | | | New Classification | Annual Base Salary | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | | |
| SAO 2 | 1 | \$101,794 | SM 3 | \$104,792 | New | SM 3 \$104,792 | SM 3 \$104,792 | SM 3 \$104,792 | SM 3 \$104,792 | SM 3 \$104,792 | SM 3 \$104,792 | SM 3 \$104,792 |
| | | | | | Top of level | Old | SAO 2 2 \$104,792 | SAO 2 2 \$104,792 | SAO 2 2 \$104,792 | SAO 2 2 \$104,792 | SAO 2 2 \$104,792 | SAO 2 2 \$104,792 |
| SAO 2 | 2 | \$104,792 | SM 3 | \$104,792 | New | SM 3 \$104,792 | SM 3 \$104,792 | SM 3 \$104,792 | SM 3 \$104,792 | SM 3 \$104,792 | SM 3 \$104,792 | SM 3 \$104,792 |
| | | | | | Top of level | Old | SAO 2 2 \$104,792 | SAO 2 2 \$104,792 | SAO 2 2 \$104,792 | SAO 2 2 \$104,792 | SAO 2 2 \$104,792 | SAO 2 2 \$104,792 |

Translation Tables - General Staff

SAO 3 - Change classification name to Senior Manager 5

| SAO 3 | | | Classifications post 5 March 2009 | | On anniversary | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | |
|---------------------------|--------------------|--------------------|-----------------------------------|----------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| Nov 2008 Level and Salary | New Classification | Annual Base Salary | | | | | | | | | | |
| SAO 3 1 \$111,676 | SM 4 | \$115,070 | New | SM 4 \$115,070 | SM 4 \$115,070 | SM 4 \$115,070 | SM 4 \$115,070 | SM 4 \$115,070 | SM 4 \$115,070 | SM 4 \$115,070 | SM 4 \$115,070 | |
| | | | Top of level | Old | SAO 3 2 \$115,070 | SAO 3 2 \$115,070 | SAO 3 2 \$115,070 | SAO 3 2 \$115,070 | SAO 3 2 \$115,070 | SAO 3 2 \$115,070 | SAO 3 2 \$115,070 | SAO 3 2 \$115,070 |
| SAO 3 2 \$115,070 | | | New | SM 4 \$115,070 | SM 4 \$115,070 | SM 4 \$115,070 | SM 4 \$115,070 | SM 4 \$115,070 | SM 4 \$115,070 | SM 4 \$115,070 | SM 4 \$115,070 | SM 4 \$115,070 |
| | | | Top of level | Old | SAO 3 2 \$115,070 | SAO 3 2 \$115,070 | SAO 3 2 \$115,070 | SAO 3 2 \$115,070 | SAO 3 2 \$115,070 | SAO 3 2 \$115,070 | SAO 3 2 \$115,070 | SAO 3 2 \$115,070 |

Translation Tables - General Staff

SAO 4 - Change classification name to Senior Manager 5

| SAO 4 | | | Classifications post 5 March 2009 | | On anniversary | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | |
|---------------------------|--------------------|--------------------|-----------------------------------|----------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| Nov 2008 Level and Salary | New Classification | Annual Base Salary | | | | | | | | | | |
| SAO 4 1 \$122,299 | SM 5 | \$126,083 | New | SM 5 \$126,083 | SM 5 \$126,083 | SM 5 \$126,083 | SM 5 \$126,083 | SM 5 \$126,083 | SM 5 \$126,083 | SM 5 \$126,083 | SM 5 \$126,083 | |
| | | | Top of level | Old | SAO 4 2 \$126,083 | SAO 4 2 \$126,083 | SAO 4 2 \$126,083 | SAO 4 2 \$126,083 | SAO 4 2 \$126,083 | SAO 4 2 \$126,083 | SAO 4 2 \$126,083 | SAO 4 2 \$126,083 |
| SAO 4 2 \$126,083 | | | New | SM 5 \$126,083 | SM 5 \$126,083 | SM 5 \$126,083 | SM 5 \$126,083 | SM 5 \$126,083 | SM 5 \$126,083 | SM 5 \$126,083 | SM 5 \$126,083 | SM 5 \$126,083 |
| | | | Top of level | Old | SAO 4 2 \$126,083 | SAO 4 2 \$126,083 | SAO 4 2 \$126,083 | SAO 4 2 \$126,083 | SAO 4 2 \$126,083 | SAO 4 2 \$126,083 | SAO 4 2 \$126,083 | SAO 4 2 \$126,083 |

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