



**CPSU (PSU Group)  
Supplementary Submission:**

**Input into the 2011-12 Budget**

**Budget Policy Division,  
Department of Treasury**

**January 2011**

## **Introduction**

The PSU Group of the Community and Public Sector Union (CPSU) is an active and progressive union with approximately 55,000 members. The CPSU represents employees of the Australian Public Service (APS), the ACT Public Service, the Northern Territory Public Service, Telstra, the telecommunications sector, call centres, employment services and broadcasting.

The CPSU provided a detailed submission regarding the 2011-12 Budget to the Treasurer on 29 October 2010. The submission made a number of recommendations around three key themes:

1. Delivering better services to citizens;
2. Improving agency efficiency; and,
3. Strengthening the workforce and achieving equity.

A full copy of the October 2010 submission is on the CPSU website at: [http://www.cpsu.org.au/multiversions/20681/FileName/Budget\\_Submission\\_2011-12.pdf](http://www.cpsu.org.au/multiversions/20681/FileName/Budget_Submission_2011-12.pdf).

The CPSU position remains as outlined in the October 2010 submission. However, on 8 December 2010, the Government released the draft Bargaining Framework for the Australian Public Service. The CPSU had significant concerns about the content of those draft documents and provided detailed comment.

Several issues remain of concern to the CPSU and its members that must be considered by Government in the framing of the 2011-12 Budget. First, the draft Framework includes a 3 per cent cap on wage increases. Second, while the draft APSBF provides for a very limited pay equity mechanism to address wage disparity, there is no additional funding for these increases, making the awarding of them and the redress of pay inequity, a virtual impossibility for agencies with already tight budgets. Third, the draft APSBF places limits on back pay. Given the significant delays in the commencement of bargaining, the Government must reconsider this position.

### **1. Cap on wage increases**

The draft APSBF places very clear limitations on any wage increases above 3 per cent per annum. This is well below current bargaining outcomes in other areas, will increase attraction and retention issues for the APS and does not meet cost of living pressures being felt by APS employees.

The labour market remains tight with low unemployment and high labour force participation. Wages are likely to increase with the Reserve Bank Governor Glenn Stevens stating that growth in wages picked up in 2010 and further

increases are forecast for 2011.<sup>1</sup> The reconstruction efforts in Queensland may lead to more job growth and a further tightening of the labour market in 2011.<sup>2</sup>

As noted in our October 2010 submission, competitive remuneration will be needed to attract and retain high quality, skilled employees from not only the public sector but also the private sector. Using the 2009 Mercer APS Remuneration Survey, the State of the Service Report reported on comparative levels of total remuneration between the APS and private sector. For the APS, it remains less than the median equivalent in the private sector for all classification levels above APS3. For example, the private sector pays approximately 19% more for an EL2 equivalent than the APS.<sup>3</sup>

Given APS wage increase trends are already less than those of the broader public sector and the private sector, an AAWI of 3 per cent will not be competitive in such a tight labour market. It will be substantially below the current wage increases of over 4 per cent that public sector workers receive and below wage increase from agreements formalised over the past year. Average annual public sector wage increases have been over 3 per cent for the past few years with increases of around 4 per cent (see Table 1). Furthermore the Government is proposing a three year duration for this round of bargaining, meaning that over the longer term this approach would risk APS employees falling further behind.

**Table 1: AAWI Outcomes in Bargaining**

Average Annualised Wage Increases (AAWI) Per Employee			
Year	Quarter	Wage Agreements Formalised in the Quarter (Public Sector)	All Current Wage Agreements (Public Sector)
2010	June	3.9%	4.2%
2010	March	4.6%	4.2%
2009	December	4.2%	4.2%
2009	September	3.6%	4.2%
2009	June	3.9%	4.1%
2009	March	4.3%	4.2%
2008	December	4.4%	4.1%
2008	September	3.8%	4.1%
2008	June	4.1%	4.3%
2008	March	3.9%	4.3%
2007	December	4.2%	4.3%
2007	September	4.2%	4.3%
2007	June	4.9%	4.2%
2007	March	4.3%	4.2%
2006	December	4.4%	4.2%
2006	September	4.4%	4.2%
2006	June	4.6%	4.3%

<sup>1</sup> Reserve Bank of Australia, Statement by Glenn Stevens, Governor: Monetary Policy Decision, 7 December 2010 <http://www.rba.gov.au/media-releases/2010/mr-10-30.html>

<sup>2</sup> Rachel Hewitt, "Full Employment but Job Growth Slows", *Herald Sun*, 14 January 2011, <http://www.heraldsun.com.au/business/full-employment-but-jobs-growth-slows/story-e6frfh4f-1225987390758>

<sup>3</sup> Table 7.9 in Australian Public Service Commission, "State of the Service Report", *State of the Service Series 2009-10*, p143

Source: DEEWR Trends in Enterprise Bargaining

The ABS Wage Price Index in Table 2 shows the percentage increases in the total hourly rates of pay index for the end of each financial year for all tiers of government. It also shows average total hourly wage increases were above 3 per cent per annum, closer to 4 per cent for the past few years.

**Table 2: Wage Price Index**

<b>Wage Price Index - Total Hourly Rates of Pay Excluding Bonuses (Trend) – Public Sector</b>		
<b>Year</b>	<b>Quarter</b>	<b>Annual change %</b>
2010	September	4.0
	June	4.0
	March	4.2
2009	December	4.2
	September	4.0
	June	4.5
2008	March	4.4
	December	4.0
	September	3.6
2007	June	3.8
	March	3.9
	December	4.1
2006	September	4.3
	June	4.2
	March	4.3
2006	December	4.5
	September	4.2

Source: ABS Labour Price Index

Inflation has been at the upper end of the RBA's target band of 2-3% over 2010. In November 2010, the RBA forecasted that underlying inflation is expected to remain around 2½ per cent until mid 2011, before rising to 3 per cent by the end of 2012 and pushing up against supply-side constraints.<sup>4</sup>

The Melbourne Institute Survey of Consumer Inflationary Expectations forecasts that the inflation rate in January 2011 will jump to 4.6 per cent.<sup>5</sup> ABARE is already noting significant impacts on the production of fruit and vegetables, cotton, grain sorghum and some winter crops from the Queensland floods.<sup>6</sup> The Treasurer has acknowledged that this is likely to lead to a spike in food prices<sup>7</sup>, adding to cost of living pressures from above CPI increases in utilities and housing costs, as shown in Table 3.

<sup>4</sup> Reserve Bank of Australia, Introduction, Statement on Monetary Policy – November 2010, 4 November 2010 <http://www.rba.gov.au/publications/smp/2010/nov/html/intro.html>

<sup>5</sup> Geoffrey Rogow, "Inflation outlook surges, Melbourne Institute survey says," *Dow Jones Newswires*, January 20, 2011, <http://www.theaustralian.com.au/business/markets/inflation-outlook-surges-melbourne-institute-survey-says/story-e6frg926-1225991617902>

<sup>6</sup> ABARE, Media release: ABARES assesses impact of floods on agricultural, mining commodities, 21 January 2011, <http://www.daff.gov.au/abare-brs/media-releases/abares-releases/2011/flood-impact-on-commodities>

<sup>7</sup> Rachel Pannett, "Australia's Swan Expects 1Q CPI To Show Spike In Food Prices", *Wall Street Journal*, 24 January 2011, <http://online.wsj.com/article/BT-CO-20110124-715862.html>

**Table 3: CPI 2006 - 2010**

CPI % Change From Corresponding Quarter of Previous Year				
Quarter	Housing	Food	Utilities	All
Dec-2010	5.0	2.5	11.5	2.7
Sep-2010	5.2	1.7	12.0	2.8
Jun-2010	5.8	1.7	15.3	3.1
Mar-2010	6.1	0.7	15.1	2.9
Dec-2009	5.5	1.9	13.8	2.1
Sep-2009	5.5	2.5	13.4	1.3
Jun-2009	5.2	4.8	9.7	1.5
Mar-2009	5.5	5.7	9.7	2.5
Dec-2008	6.5	5.6	10.8	3.7
Sep-2008	6.8	3.4	10.8	5.0
Jun-2008	6.0	3.9	8.3	4.5
Mar-2008	5.7	5.7	7.9	4.2
Dec-2007	4.8	1.2	5.4	3.0
Sep-2007	4.2	1.8	5.2	1.9
Jun-2007	3.6	2.2	3.9	2.1
Mar-2007	3.5	4.6	3.9	2.4
Dec-2006	3.2	8.6	4.2	3.3

Source: ABS Consumer Price Index - Australia

N.B. Price collection for the December quarter 2010 was not affected by the floods.

Given this outlook, the APS must take action to strengthen its own position in such a competitive labour market, and protect the quality and range of services it delivers and the living standards of its employees. A 3 per cent wage increase will not be sufficient to attract and retain staff when the AAWI for current public sector agreements are above 4 per cent.

## 2. Pay equity

The draft APSBF clearly acknowledges that there is a pay equity problem with increasing wage disparity in the Australian Public Service. However, it proposes a mechanism to address pay equity that is unfunded and limited to the lowest 5 per cent.

As noted in our October 2010 submission, as a result of decentralised bargaining, significant wage disparity has developed across the service. At the end of the December quarter 2010, APS employees could be paid up to 18.0 per cent less than the average salary at their classification level and 28.9 per cent less than the highest paying agency at their classification level (Table 4, see Attachment 1 for more details).

**Table 4: Pay Disparity in the APS**

APS Classification Level	Per cent lowest paying agency rate is from average rate	Per cent lowest paying agency is from highest agency rate
APS1	17.6%	23.1%
APS2	12.5%	17.6%

APS3	14.1%	24.5%
APS4	13.4%	21.0%
APS5	13.6%	22.3%
APS6	13.4%	21.6%
EL1	12.8%	23.3%
EL2	18.0%	28.9%

Source: CPSU Wages Database, December 2010

Attachment 1 shows in more detail the detrimental impact of decentralised bargaining for women and Aboriginal and Torres Strait Islander employees. In the October 2010 submission it was noted that ‘female-dominated agencies have achieved lower pay outcomes through individual agency bargaining compared with male-dominated agencies. For example in Centrelink, which has the largest number of female employees<sup>8</sup>, employees at every classification level are paid below the APS average and that Aboriginal Hostels which has the highest proportion of Aboriginal or Torres Strait Islander employees<sup>9</sup> is the lowest paid agency at every classification level, except APS1 where it is the third lowest paid. These are unintended consequences of a poorly designed system.

It is recognised that these pay disparities have developed over a number of years, and it may not be possible to rectify the situation in a single round of streamlined APS bargaining. However, the proposed mechanism in the draft APSBF is not sufficient – it is only a small step towards pay equity and would restrict opportunities to make further progress until 2014. By not funding agencies specifically to ensure that the lowest paid workers can catch up, even the small step proposed in the draft APSBF will not result in more equitable remuneration in the APS.

Further, to only allow an exclusion from the AAWI calculations for those employees who would be paid below the fifth percentile as per the draft APSBF is not taking a significant step towards pay equity. The draft APSBF states:

*Subject to affordability and in order to facilitate a reduction in remuneration dispersion across the APS, where agencies have employees who would be paid below the 5<sup>th</sup> percentile of APS salaries for their classification upon commencement of a new enterprise agreement or other workplace arrangement, those agencies may bring forward a higher wage increase for those employees. Any such measures taken to increase the remuneration of employees below the salary threshold will not be counted towards that agency’s NED to NED AAWI.*

According to the CPSU Wages Database, this would mean that a large proportion of employees would still be paid significantly less than their colleagues at the same classification level. And, to reiterate, without specific funding for this redress, and with the continued pressures of the efficiency dividend being most keenly felt by some of the agencies at the bottom end of the pay range, it is unlikely to happen. As we concluded in October 2010, pay inequity in the APS ‘will only be resolved if there is a proper funding process for wages and conditions, in which wages and conditions are centrally and fully funded’.

<sup>8</sup> Centrelink employs 18,225 female employees which accounts for approximately 70% of their workforce.

<sup>9</sup> Aboriginal Hostels Limited 84.2% of employees are Aboriginal or Torres Strait Islander.

### **3. Backdating of pay rises**

There is very little capacity for employees to receive backdated pay increases where delays are due to government or agency action. Given the delays by government in finalising the APSBF, APS employees face significant delays in this round of bargaining. For low paid employees in particular, this will cause financial hardship.

The CPSU has been seeking to commence bargaining with Government for some months. The delays thus far in the release of the bargaining framework now mean that the bargaining process is months behind were it otherwise would have been. Major APS agencies have up to a thousand workplaces across Australia. The timeframe that the Government is now proposing, with as little as five weeks for negotiations, would deny APS employees in these agencies the opportunity of being involved and participating in about proposed changes to their wages and conditions.

The impact of the Government's delay will be felt by APS employees as the APSBF prohibits retrospective pay increase except in exceptional circumstances, stating that the 'inability of the negotiating parties to reach agreement through good faith bargaining' is not considered an exceptional circumstance.

Given the delays to date by the Government in the commencement of bargaining, the CPSU seeks that this provision be changed to allow retrospectivity and funding be set aside in the 2011-12 Budget to compensate for these delays.

### **Conclusion**

The Government must reconsider its position on these three issues to ensure that it can attract and retain the skilled workers needed to address the tough policy and service delivery challenges of today and into the future.

Without providing a proper wage increase to APS employees, rates of pay in the Service will fall further behind. The Government, in the draft APSBF clearly recognises that there is a pay equity issue in the APS. Yet it has not provided the funding needed to begin to address these. Finally, the Government's position on back pay must be reconsidered given the delays in the commencement of bargaining.

## Attachment 1: APS pay gaps exposed

### APS pay gaps exposed – APS 1

The table below sets out APS 1 pay rates at the top increment in APS agreements (*ie agreements covering employees employed under the Public Service Act*). The information is correct as at **31 DECEMBER 2010**. A number of agencies will lodge new agreements in the December quarter, which will affect the pay rates listed below. This table will be updated for the next quarter in March 2011.

Agency Name	APS1 Maximum	Agency Name	APS1 Maximum
1 ANAO	\$47,630	45 DOHA	\$43,140
2 Dept of Finance and Deregulation	\$45,900	46 Murray Darling Basin Authority	\$43,137
3 ARPANSA	\$45,674	47 AEC	\$43,128
4 AUSTRAC	\$45,540	<b>AVERAGE</b>	<b>\$43,079</b>
5 ATO	\$45,476	48 APVMA	\$43,039
6 GBRMPA	\$45,456	49 National Museum of Australia	\$42,914
7 ACCC	\$45,345	50 ASIC	\$42,895
8 Dept of Climate Change and Energy Efficiency	\$45,319	51 Dept of the Treasury	\$42,882
9 Office of the Renewable Energy Regulator	\$45,319	52 CDPD	\$42,815
10 Office of National Assessments	\$45,163	53 BOM	\$42,805
11 CrimTrac	\$45,095	54 AIHW	\$42,703
12 DAFF	\$44,706	55 DRET	\$42,741
13 Austrade	\$44,594	56 ACC	\$42,717
14 Dept of Defence	\$44,532	57 NHMRC	\$42,683
15 MRT&RRT	\$44,475	58 *Dept of Infrastructure	\$42,656
16 Attorney-General's Dept	\$44,461	59 ATSB	\$42,655
17 Medicare	\$44,413	60 National Blood Authority	\$42,619
18 CSA	\$44,287	61 NNTT	\$42,584
19 NMI	\$44,286	62 DIISR	\$42,485
20 FWO	\$44,282	63 Federal Magistrates Court and Family Court	\$42,481
21 IP Australia	\$44,212	64 AusAID	\$42,399
22 DEEWR	\$44,189	65 EOWA	\$42,334
23 AFMA	\$44,181	66 DIAC	\$42,621
24 Office of Parliamentary Counsel	\$44,146	67 ACIAR	\$42,172
25 SSAT	\$44,080	68 Centrelink	\$42,082
26 FWA	\$43,853	69 National Library	\$41,976
27 ^Dept of Sustainability	\$43,828	70 NFSA	\$41,768
28 Commonwealth Ombudsman	\$43,794	71 Screen Australia	\$41,589
29 National Water Commission	\$43,787	72 TSRA	\$41,589
30 FSANZ	\$43,766	73 AIFS	\$41,561
31 CRS Australia	\$43,742	74 Royal Australian Mint	\$41,474
32 DVA	\$43,738	75 ABS	\$41,460
33 Comcare	\$43,675	76 Australian War Memorial	\$41,355
34 PM&C	\$43,616	77 FAHCSIA	\$41,224
35 Federal Court	\$43,598	78 AHRC	\$41,162
36 ITSA	\$43,598	79 AIATSIS	\$40,744
37 NAA	\$43,531	80 National Capital Authority	\$40,685
38 ACMA	\$43,466	81 ANMM	\$40,560
39 DBCDE	\$43,438	82 Questacon	\$39,351
40 DFAT	\$43,345	83 APSC	\$39,025
41 Privacy Commission	\$43,254	84 Aboriginal Hostels Ltd	\$38,386
42 AAT	\$43,231	85 Geoscience Australia	\$37,713
43 Museum of Australian Democracy	\$43,172	86 AAO	\$36,606
44 ComSuper	\$43,162		

## APS pay gaps exposed – APS 2

The table below sets out APS 2 pay rates at the top increment in APS agreements (*ie agreements covering employees employed under the Public Service Act*). The information is correct as at **31 DECEMBER 2010**. A number of agencies will lodge new agreements in the December quarter, which will affect the pay rates listed below. This table will be updated for the next quarter in March 2011.

Agency Name	APS2 Maximum	Agency Name	APS2 Maximum
1 FWO	\$52,914	46 ComSuper	\$49,016
2 FWA	\$52,401	47 DoHA	\$48,991
3 Dept of Finance and Deregulation	\$52,300	48 AEC	\$48,974
4 ANAO	\$51,854	49 AAO	\$48,865
5 AUSTRAC	\$51,821	50 National Museum of Australia	\$48,729
6 ARPANSA	\$51,644	51 ASIC	\$48,709
7 ATO	\$51,640	52 NMI	\$48,591
8 ACCC	\$51,483	53 Dept of the Treasury	\$48,530
9 GBRMA	\$51,300	54 DRET	\$48,527
10 CrimTrac Agency	\$51,206	55 CDPP	\$48,527
11 Office of National Assessments	\$51,129	56 Museum of Australian Democracy	\$48,508
12 ASADA	\$50,948	57 ACC	\$48,505
13 Dept of Climate Change and Energy Efficiency	\$50,779	58 ACMA	\$48,493
14 Office of the Renewable Energy Regulator	\$50,779	59 AIHW	\$48,488
15 DEEWR	\$50,583	60 NHMRC	\$48,473
16 AFMA	\$50,557	61 DAFF	\$48,460
17 Attorney-General's Dept	\$50,488	62 Dept of Infrastructure	\$48,419
18 Dept of Defence	\$50,471	63 ATSB	\$48,419
19 MRT&RRT	\$50,461	64 National Blood Authority	\$48,400
20 SSAT	\$50,201	65 EOWA	\$48,368
21 IP Australia	\$50,187	66 NNTT	\$48,352
22 Office of Parliamentary Counsel	\$50,129	67 Federal Magistrates Court and Family Court	\$48,239
23 CSA	\$50,076	68 DIISR	\$48,236
24 APVMA	\$49,906	69 AusAID	\$48,137
25 National Water Commission	\$49,889	70 APSC	\$48,077
26 Productivity Commission	\$49,821	71 DIAC	\$47,995
27 AAT	\$49,800	72 ACIAR	\$47,885
28 BOM	\$49,780	73 Privacy Commission	\$47,877
29 CRS Australia	\$49,755	74 Centrelink	\$47,784
30 Commonwealth Ombudsman	\$49,725	75 National Capital Authority	\$47,585
31 DVA	\$49,717	76 NFSA	\$47,427
32 FSANZ	\$49,695	77 Screen Australia	\$47,224
33 PM&C	\$49,693	78 TSRA	\$47,223
34 Comcare	\$49,683	79 AIFS	\$47,192
35 Murray Darling Basin Authority	\$49,670	80 Royal Australian Mint	\$47,092
36 DFAT	\$49,617	81 Australian War Memorial	\$46,956
37 DHA	\$49,580	82 ABS	\$46,924
38 Dept of Sustainability	\$49,572	83 AHRC	\$46,741
39 Federal Court	\$49,509	84 Austrade	\$46,377
40 ITSA	\$49,506	85 Questacon	\$46,295
41 NAA	\$49,335	86 AIATSIS	\$46,265
42 DBCDE	\$49,326	87 ANMM	\$46,056
43 FAHCSIA	\$49,266	88 Geoscience Australia	\$43,616
44 National Library	\$49,237	89 Aboriginal Hostels Limited	\$43,587
45 Medicare	\$49,233	90 ComSuper	\$49,016
<b>AVERAGE</b>	<b>\$49,086</b>		

## APS pay gaps exposed – APS 3

The table below sets out APS 3 pay rates at the top increment in APS agreements (*ie agreements covering employees employed under the Public Service Act*). The information is correct as at **31 DECEMBER 2010**. A number of agencies will lodge new agreements in the December quarter, which will affect the pay rates listed below. This table will be updated for the next quarter in March 2011.

Agency Name	APS3 Maximum	Agency Name	APS3 Maximum
1 AQIS Meat Program	\$64,022	47 Federal Court	\$54,885
2 Productivity Commission	\$60,248	48 ITSA	\$54,880
3 ARPANSA	\$59,937	49 ACMA	\$54,870
4 AAO	\$59,379	50 Attorney-General's Dept	\$54,870
5 ASADA	\$59,035	51 Museum of Australian Democracy	\$54,776
6 FWO	\$58,632	52 DBCDE	\$54,681
7 Dept of Finance and Deregulation	\$58,600	53 ComSuper	\$54,603
8 FWA	\$58,064	54 Medicare	\$54,577
9 BOM	\$57,607	55 Dept of the Treasury	\$54,554
10 DoHA	\$57,506	56 NFSA	\$54,493
11 SSAT	\$57,410	57 AAT	\$54,422
12 Dept of Climate Change	\$57,331	58 National Library	\$54,315
13 Office of the Renewable Energy Regulator	\$57,331	59 Screen Australia	\$54,260
14 CSA	\$57,326	60 Austrade	\$54,256
15 AUSTRAC	\$57,316	61 Dept of Infrastructure	\$54,030
16 Australian Customs and Border Protection Service	\$57,273	62 ATSB	\$54,030
17 ATO	\$57,245	63 National Museum of Australia	\$54,020
18 ACCC	\$57,077	64 ASIC	\$53,999
19 Comcare	\$57,067	65 EOWA	\$53,958
20 Murray Darling Basin Authority	\$57,028	66 Commonwealth Ombudsman	\$53,914
21 NHMRC	\$56,898	67 NMI	\$53,866
22 National Blood Authority	\$56,815	68 DRET	\$53,833
23 CrimTrac Agency	\$56,766	69 ACC	\$53,772
24 DFAT	\$56,750	70 CDPP	\$53,723
25 APVMA	\$56,728	71 NNTT	\$53,605
26 GBRMA	\$56,620	72 DIISR	\$53,510
27 Office of National Assessments	\$56,554	73 Federal Magistrates Court and Family Court	\$53,474
28 AFMA	\$56,349	74 ABS	\$53,442
29 ANAO	\$56,078	75 DIAC	\$53,411
30 Dept of Sustainability	\$55,968	76 Australian Research Council	\$53,394
31 IP Australia	\$55,919	77 AusAID	\$53,363
32 MRT&RRT	\$55,904	78 National Capital Authority	\$53,318
33 Dept of Defence	\$55,880	79 AIFS	\$53,273
34 DAFF	\$55,711	80 ACIAR	\$53,086
35 Office of Parliamentary Counsel	\$55,572	81 Privacy Commission	\$53,075
36 FAHCSIA	\$55,553	82 Royal Australian Mint	\$52,979
37 National Water Commission	\$55,274	83 Centrelink	\$52,972
38 DEEWR	\$55,214	84 TSRA	\$52,351
39 DHA	\$55,184	85 Australian War Memorial	\$52,058
40 CRS Australia	\$55,165	86 AHRC	\$51,816
<b>AVERAGE</b>	<b>\$55,156</b>	87 APSC	\$51,775
41 AEC	\$55,125	88 AIATSIS	\$51,289
42 DVA	\$55,114	89 ANMM	\$51,061
43 FSANZ	\$55,092	90 Geoscience Australia	\$50,364
44 AIHW	\$55,084	91 Questacon	\$50,294
45 NAA	\$55,064	92 Aboriginal Hostels Limited	\$48,319
46 PM&C	\$55,057		

## APS pay gaps exposed – APS 4

The table below sets out APS 4 pay rates at the top increment in APS agreements (*ie agreements covering employees employed under the Public Service Act*). The information is correct as at **31 DECEMBER 2010**. A number of agencies will lodge new agreements in the December quarter, which will affect the pay rates listed below. This table will be updated for the next quarter in March 2011.

Agency Name	APS4 Maximum	Agency Name	APS4 Maximum
1 AQIS Meat Program	\$68,598	46 Dept of Sustainability	\$61,405
2 ASADA	\$68,577	47 National Blood Authority	\$61,361
3 Productivity Commission	\$67,895	48 Austrade	\$61,315
4 FWO	\$65,694	49 DBCDE	\$61,310
5 Dept of Finance and Deregulation	\$65,400	50 Medicare	\$61,195
6 FWA	\$65,058	51 Museum of Australian Democracy	\$61,131
7 ANAO	\$64,745	52 AIHW	\$61,117
8 AAO	\$64,564	53 NAA	\$61,017
9 ARPANSA	\$64,511	54 AAT	\$61,016
10 AUSTRAC	\$64,384	55 Centrelink	\$61,012
11 ATO	\$64,186	56 ComSuper	\$60,916
12 ACCC	\$63,996	57 Dept of the Treasury	\$60,580
13 Murray Darling Basin Authority	\$63,688	58 National Museum of Australia	\$60,568
14 CrimTrac Agency	\$63,648	59 ASIC	\$60,544
15 SSAT	\$63,633	60 NMI	\$60,484
16 Office of National Assessments	\$63,274	61 BOM	\$60,417
17 Dept of Defence	\$63,243	62 ACC	\$60,290
18 GBRMA	\$63,203	63 ATSB	\$60,246
19 APVMA	\$62,938	64 Dept of Infrastructure	\$60,245
20 CSA	\$62,934	65 DRET	\$60,209
21 Dept of Climate Change	\$62,791	66 EOWA	\$60,181
22 Office of the Renewable Energy Regulator	\$62,791	67 ABS	\$60,162
23 AFMA	\$62,651	68 CDPP	\$60,155
24 MRT&RRT	\$62,641	69 NNTT	\$60,102
25 Comcare	\$62,412	70 Australian Research Council	\$60,026
26 DAFF	\$62,403	71 Federal Magistrates Court and Family Court	\$59,956
27 Office of Parliamentary Counsel	\$62,307	72 National Capital Authority	\$59,857
28 DFAT	\$62,199	73 DIISR	\$59,848
29 FAHCSIA	\$62,153	74 National Library	\$59,642
30 IP Australia	\$62,146	75 DIAC	\$59,623
31 DoHA	\$62,107	76 APSC	\$59,523
32 National Water Commission	\$62,092	77 ACIAR	\$59,520
33 CRS Australia	\$61,928	78 Privacy Commission	\$59,509
34 PM&C	\$61,849	79 NFSA	\$58,950
35 Commonwealth Ombudsman	\$61,806	80 AusAID	\$58,835
36 DVA	\$61,797	81 TSRA	\$58,698
37 FSANZ	\$61,769	82 Screen Australia	\$58,698
38 DEEWR	\$61,669	83 AIFS	\$58,656
39 Federal Court	\$61,540	84 Royal Australian Mint	\$58,535
40 ITSA	\$61,533	85 Australian War Memorial	\$58,366
41 Attorney-General's Dept	\$61,522	86 Geoscience Australia	\$58,248
42 DHA	\$61,492	87 AHRC	\$58,097
43 ACMA	\$61,469	88 AIATSIS	\$57,507
44 NHMRC	\$61,450	89 ANMM	\$57,245
<b>AVERAGE</b>	<b>\$61,447</b>	90 Questacon	\$56,542
45 AEC	\$61,437	91 Aboriginal Hostels Limited	\$54,175

## APS pay gaps exposed – APS 5

The table below sets out APS 5 pay rates at the top increment in APS agreements (*ie agreements covering employees employed under the Public Service Act*). The information is correct as at **31 DECEMBER 2010**. A number of agencies will lodge new agreements in the December quarter, which will affect the pay rates listed below. This table will be updated for the next quarter in March 2011.

	Agency Name	APS5 Maximum		Agency Name	APS5 Maximum
1	ASADA	\$76,379	47	Commonwealth Ombudsman	\$67,325
2	AAO	\$75,546	48	DVA	\$67,315
3	AQIS Meat Program	\$73,472	49	Australian Customs and Border Protection Service	\$67,287
4	Murray Darling Basin Authority	\$72,444	50	FSANZ	\$67,282
5	Productivity Commission	\$72,413	51	ABS	\$67,104
6	Dept of Finance and Deregulation	\$71,700	52	Federal Court	\$67,033
7	FWO	\$71,523	53	BOM	\$67,033
8	AUSTRAC	\$71,450	54	ComSuper	\$67,021
9	APVMA	\$71,272	55	Attorney-General's Dept	\$67,017
10	FWA	\$70,831	56	NAA	\$66,969
11	ANAO	\$70,552	57	DBCDE	\$66,783
12	ATO	\$69,916	58	NHMRC	\$66,765
13	GBRMA	\$69,871	59	National Blood Authority	\$66,664
14	ARPANSA	\$69,765	60	Medicare	\$66,657
15	MRT&RRT	\$69,473	61	AAT	\$66,464
16	CrimTrac Agency	\$69,331	62	Privacy Commission	\$66,024
17	SSAT	\$69,300	63	National Museum of Australia	\$65,975
18	Austrade	\$69,087	64	ASIC	\$65,948
19	Comcare	\$69,037	65	Screen Australia	\$65,914
20	National Water Commission	\$68,913	66	EOWA	\$65,907
21	Dept of the Treasury	\$68,869	67	ACC	\$65,674
22	Office of National Assessments	\$68,822	68	ATSB	\$65,631
23	DFAT	\$68,747	69	Dept of Infrastructure	\$65,630
24	PM&C	\$68,643	70	National Library	\$65,500
25	AEC	\$68,528	71	NNTT	\$65,468
26	CSA	\$68,489	72	CDPP	\$65,467
27	IP Australia	\$68,417	73	DRET	\$65,431
28	AFMA	\$68,399	74	Museum of Australian Democracy	\$65,406
29	Geoscience Australia	\$68,397	75	AIFS	\$65,391
30	DAFF	\$68,315	76	Federal Magistrates Court and Family Court	\$65,312
31	ITSA	\$68,271	77	Australian Research Council	\$65,213
32	Dept of Climate Change	\$68,252	78	AusAID	\$65,176
33	Office of the Renewable Energy Regulator	\$68,252	79	DIISR	\$65,038
34	Dept of Defence	\$68,092	80	Royal Australian Mint	\$64,943
35	DEEWR	\$68,067	81	DIAC	\$64,927
36	ACMA	\$68,066	82	NFSA	\$64,893
37	Office of Parliamentary Counsel	\$67,871	83	National Capital Authority	\$64,887
38	APSC	\$67,857	84	ACIAR	\$64,833
39	ACCC	\$67,800	85	Centrelink	\$64,698
40	NMI	\$67,729	86	AHRC	\$64,459
41	FAHCSIA	\$67,690	87	TSRA	\$63,938
42	DHA	\$67,668	88	Australian War Memorial	\$63,578
43	Dept of Sustainability	\$67,535	89	AIATSIS	\$62,639
44	DoHA	\$67,479	90	ANMM	\$62,236
	<b>AVERAGE</b>	<b>\$67,471</b>	91	Questacon	\$61,427
45	AIHW	\$67,382	92	Aboriginal Hostels Limited	\$59,363
46	CRS Australia	\$67,339			

## APS pay gaps exposed – APS 6

The table below sets out APS 6 pay rates at the top increment in APS agreements (*ie agreements covering employees employed under the Public Service Act*). The information is correct as at **31 DECEMBER 2010**. A number of agencies will lodge new agreements in the December quarter, which will affect the pay rates listed below. This table will be updated for the next quarter in March 2011.

Agency Name	APS6 Maximum	Agency Name	APS6 Maximum
1 Dept of the Treasury	\$88,456	47 Federal Court	\$78,432
2 ASADA	\$86,321	48 ITSA	\$78,426
3 Dept of Finance and Deregulation	\$85,800	49 Screen Australia	\$78,284
4 AAO	\$85,131	50 ATSB	\$78,256
5 FWO	\$84,079	51 Austrade	\$78,140
6 FWA	\$83,264	52 DBCDE	\$78,139
7 AUSTRAC	\$83,186	53 NAA	\$78,132
8 Productivity Commission	\$82,840	54 FAHCSIA	\$78,043
9 Geoscience Australia	\$82,700	55 AIHW	\$78,003
10 APVMA	\$82,330	56 Medicare	\$77,991
11 Murray Darling Basin Authority	\$82,318	57 Museum of Australian Democracy	\$77,912
12 ARPANSA	\$82,193	58 ComSuper	\$77,839
13 ATO	\$81,805	59 Centrelink	\$77,794
14 ACCC	\$81,562	60 AAT	\$77,763
15 National Water Commission	\$81,474	61 DVA	\$77,636
16 PM&C	\$81,156	62 AEC	\$77,580
17 CrimTrac Agency	\$81,121	63 National Museum of Australia	\$77,194
18 Office of National Assessments	\$81,097	64 ASIC	\$77,163
19 ANAO	\$81,091	65 BOM	\$77,002
20 DAFF	\$80,828	66 Royal Australian Mint	\$76,952
21 Dept of Climate Change	\$80,810	67 DRET	\$76,865
22 Office of the Renewable Energy Regulator	\$80,810	68 ACC	\$76,839
23 National Capital Authority	\$80,480	69 Dept of Infrastructure	\$76,777
24 Australian Customs and Border Protection Service	\$80,335	70 EOWA	\$76,696
25 Attorney-General's Dept	\$80,175	71 APSC	\$76,694
26 GBRMA	\$79,917	72 NNTT	\$76,601
27 AFMA	\$79,858	73 CDPP	\$76,485
28 MRT&RRT	\$79,806	74 Federal Magistrates Court and Family Court	\$76,415
29 DFAT	\$79,758	75 DIISR	\$76,403
30 Comcare	\$79,587	76 National Library	\$76,328
31 DoHA	\$79,567	77 ABS	\$76,328
32 Dept of Defence	\$79,555	78 Australian Research Council	\$76,301
33 SSAT	\$79,527	79 AusAID	\$76,257
34 Office of Parliamentary Counsel	\$79,411	80 AQIS Meat Program	\$76,217
35 CSA	\$79,326	81 DIAC	\$76,018
36 NMI	\$79,228	82 ACIAR	\$75,857
37 IP Australia	\$79,204	83 Privacy Commission	\$75,842
38 Commonwealth Ombudsman	\$78,773	84 NFSA	\$75,513
39 CRS Australia	\$78,764	85 TSRA	\$74,809
40 NHMRC	\$78,724	86 Australian War Memorial	\$74,387
41 FSANZ	\$78,724	87 AHRC	\$74,044
42 DEEWR	\$78,710	88 AIATSIS	\$73,292
43 DHA	\$78,691	89 ANMM	\$72,962
<b>AVERAGE</b>	<b>\$78,676</b>	90 Questacon	\$71,870
44 Dept of Sustainability	\$78,675	91 AIFS	\$71,535
45 National Blood Authority	\$78,606	92 Aboriginal Hostels Limited	\$69,319
46 ACMA	\$78,513		

## APS pay gaps exposed – EL 1

The table below sets out EL 1 pay rates at the top increment in APS agreements (*ie agreements covering employees employed under the Public Service Act*). The information is correct as at **31 DECEMBER 2010**. A number of agencies will lodge new agreements in the December quarter, which will affect the pay rates listed below. This table will be updated for the next quarter in March 2011.

Agency Name	EL1 Maximum	Agency Name	EL1 Maximum
1 ACCC	\$112,472	<b>AVERAGE</b>	<b>\$97,160</b>
2 Dept of Finance and Deregulation	\$110,200	47 DAFF	\$96,990
3 Dept of the Treasury	\$109,247	48 FSANZ	\$96,436
4 Productivity Commission	\$108,909	49 AIHW	\$96,272
5 CrimTrac Agency	\$107,485	50 GBRMPA	\$96,244
6 Office of Parliamentary Counsel	\$106,672	51 NMA	\$95,939
7 Attorney-General's Dept	\$105,963	52 Royal Australian Mint	\$95,870
8 PM&C	\$105,772	53 SSAT	\$95,837
9 Comcare	\$105,698	54 FAHCSIA	\$95,603
10 AAO	\$104,949	55 CSA	\$95,595
11 ASIC	\$104,335	56 ACMA	\$95,331
12 ACC	\$103,682	57 Screen Australia	\$95,188
13 ATSB	\$102,140	58 CRS Australia	\$94,996
14 ARPANSA	\$101,588	59 Commonwealth Ombudsman	\$94,929
15 AUSTRAC	\$101,224	60 DVA	\$94,502
16 DHA	\$101,406	61 Federal Court of Australia	\$94,380
17 AAT	\$101,224	62 Museum of Australian Democracy	\$94,300
18 Australian Customs and Border Protection Service	\$100,584	63 AusAID	\$94,069
19 APVMA	\$100,495	64 Australian Research Council	\$93,971
20 FWO	\$100,446	65 Geoscience Australia	\$93,956
21 National Library	\$100,081	66 EOWA	\$93,883
22 DBCDE	\$100,075	67 NAA	\$93,758
23 ComSuper	\$99,695	68 NMI	\$93,650
24 ATO	\$99,554	69 Austrade	\$93,611
25 FWA	\$99,473	70 NCA	\$93,558
26 Office of National Assessments	\$99,463	71 ABS	\$93,413
27 Dept of Climate Change	\$99,374	72 DRET	\$93,243
28 Office of the Renewable Energy Regulator	\$99,374	73 Dept of Infrastructure	\$92,832
29 Dept of Defence	\$99,285	74 Privacy Commission	\$92,819
30 ASADA	\$99,044	75 Bureau of Meteorology	\$92,792
31 DoHA	\$98,849	76 DIISR	\$92,684
32 DFAT	\$98,808	77 NNTT	\$92,308
33 AFMA	\$98,736	78 DIAC	\$92,141
34 APSC	\$98,567	79 AIFS	\$92,130
35 Murray Darling Basin Authority	\$98,539	80 Federal Magistrates Court and Family Court	\$92,086
36 IP Australia	\$98,499	81 DPP	\$92,035
37 MRT&RRT	\$98,361	82 NFSA	\$91,585
38 ITSA	\$98,124	83 ACIAR	\$91,413
39 Medicare	\$97,860	84 Centrelink	\$91,103
40 NHMRC	\$97,838	85 AHRC	\$90,619
41 National Blood Authority	\$97,675	86 TSRA	\$90,151
42 National Water Commission	\$97,626	87 Australian War Memorial	\$89,643
43 ANAO	\$97,577	88 Qwestacon	\$88,773
44 Dept of Sustainability	\$97,505	89 AIATSIS	\$88,207
45 AEC	\$97,412	90 ANMM	\$87,925
46 DEEWR	\$97,275	91 Aboriginal Hostels Limited	\$86,210

## APS pay gaps exposed – EL 2

The table below sets out EL 2 pay rates at the top increment in APS agreements (*ie agreements covering employees employed under the Public Service Act*). The information is correct as at **31 DECEMBER 2010**. A number of agencies will lodge new agreements in the December quarter, which will affect the pay rates listed below. This table will be updated for the next quarter in March 2011.

Agency Name	EL2 Maximum	Agency Name	EL2 Maximum
1 ASIC	\$143,209	46 CSA	\$119,983
2 ARPANSA	\$137,595	47 SSAT	\$119,932
3 Dept of the Treasury	\$133,505	48 MRT&RRT	\$119,583
4 Geoscience Australia	\$132,407	49 ITSA	\$119,476
5 Australian Customs and Border Protection Service	\$132,246	50 DAFF	\$118,756
6 Austrade	\$131,771	51 CRS Australia	\$118,747
7 ATO	\$130,957	52 AIHW	\$118,696
8 Productivity Commission	\$130,810	53 Federal Magistrates Court and Family Court	\$118,185
9 Dept of Finance and Deregulation	\$130,800	54 ACC	\$118,183
10 National Capital Authority	\$128,768	55 ABS	\$118,100
11 PM&C	\$128,560	56 Federal Court	\$118,070
12 CrimTrac Agency	\$128,201	57 Australian Research Council	\$118,023
13 DHA	\$126,698	58 Screen Australia	\$118,013
14 Comcare	\$125,933	59 ACMA	\$117,756
15 FWO	\$125,558	60 FAHCSIA	\$117,697
16 FWA	\$124,342	61 DRET	\$117,677
17 DEEWR	\$124,325	62 NMI	\$117,220
18 Museum of Australian Democracy	\$124,267	63 AusAID	\$117,105
19 ASADA	\$123,969	64 AAT	\$117,071
20 ComSuper	\$123,917	65 DVA	\$116,875
21 AUSTRAC	\$122,889	66 Australian War Memorial	\$116,671
22 Dept of Climate Change	\$122,853	67 ATSB	\$116,648
23 Office of the Renewable Energy Regulator	\$122,853	68 Dept of Infrastructure	\$116,647
24 ACCC	\$122,839	69 AEC	\$116,154
25 Murray Darling Basin Authority	\$122,796	70 BOM	\$116,121
26 Dept of Defence	\$122,666	71 National Museum of Australia	\$116,107
27 DoHA	\$122,427	72 EOWA	\$115,618
28 National Library	\$122,159	73 NNTT	\$115,518
29 Dept of Sustainability	\$121,865	74 National Blood Authority	\$115,146
30 Office of Parliamentary Counsel	\$121,658	75 CDPP	\$115,010
31 DBCDE	\$121,539	76 Commonwealth Ombudsman	\$114,954
32 Medicare	\$121,537	77 AIFS	\$114,654
33 GBRMA	\$121,532	78 AHRC	\$114,519
34 AFMA	\$121,508	79 Royal Australian Mint	\$114,267
35 National Water Commission	\$121,313	80 DIAC	\$114,178
36 APSC	\$121,230	81 Centrelink	\$113,976
37 NHMRC	\$121,132	82 DIISR	\$113,283
38 Office of National Assessments	\$120,910	83 NAA	\$113,103
39 FSANZ	\$120,744	84 NFSA	\$112,877
40 Attorney-General's Dept	\$120,690	85 TSRA	\$112,818
41 IP Australia	\$120,644	86 Privacy Commission	\$112,428
42 DFAT	\$120,524	87 ACIAR	\$110,697
43 AAO	\$120,403	88 Qwestacon	\$110,652
44 Australian National Audit Office	\$120,247	89 AIATSIS	\$106,782
<b>AVERAGE</b>	<b>\$120,198</b>	90 ANMM	\$104,384
45 APVMA	\$120,153	91 Aboriginal Hostels Limited	\$101,831

## **Caveat**

### **Notes:**

Wages Database data is current at **31 DECEMBER 2010**. The tables are updated as of **10 FEBRUARY 2011**.

*This is a point in time analysis and the pay rates in this Report are the maximum increases at each level, this includes grandfathered arrangements, hard barriers and HPP, in agreements payable at 31 December 2010.*

*Slight distortion of the figures may occur through a point in time analysis since some agencies may have a wage increase payable in the months immediately following but these are not included. Other agencies will lodge new agreements during the quarter which will change the pay rate.*

*There is little prospect that this would have a significant impact on the overall averages.*

*The figures in the report only include rates outlined in around 90 collective agreements, covering Depts and agencies that employ staff under the Public Service Act.*

*The figures do not reflect rates paid under AWAs or individual agreements. Nor do these figures reflect any extra performance pay employees may receive.*

*The Executive level rates are included, however the figures may not be a true representation of current rates of pay, as some employees at these levels are subject to individual agreements.*

*\*Dept of Infrastructure as used in this document refers to the collective agreement 'Dept of Infrastructure Agreement 2009-2011'. This agreement covers the newly formed Depts:*

- *Dept of Infrastructure and Transport*
- *Dept of Regional Australia, Regional Development and Local Government*

*^Dept of Sustainability as used in this document refers to the 'Dept of Sustainability Enterprise Agreement 2009-2011'. This agreement covers the newly formed Dept:*

- *Dept of Sustainability, Environment, Water, Population and Communities*