

APS pay gaps exposed – APS 1

The table below sets out APS 1 pay rates at the top increment in APS agreements. The information is correct as at **31 December 2011**. For agencies where bargaining has been completed and new enterprise agreements have commenced, these pay rates below are the updated pay rise applicable under the new agreement. Some agencies will lodge new agreements in the new year which will affect the pay rates listed below. This table will be updated for the next quarter in March 2012.

	Agency Name	APS1 Maximum		Agency Name	APS1 Maximum
1	Australian National Audit Office	\$50,229	44	Museum of Australian Democracy (OPH)	\$44,683
2	CrimTrac Agency (AG's)	\$49,605	45	Department of Health and Ageing	\$44,650
3	Department of Climate Change	\$48,312	46	Department of Foreign Affairs and Trade	\$44,645
4	ARPANSA	\$47,501	47	Department of the Treasury	\$44,597
5	Australian Taxation Office	\$47,295	48	Office of the Aus Info Commissioner	\$44,552
6	Department of Finance and Deregulation	\$47,277	49	Department of Defence	\$44,532
7	Office of the Renewable Energy Regulator	\$47,134	50	Office of the CDPP	\$44,528
8	Great Barrier Reef Marine Park Authority	\$46,819	51	Administrative Appeals Tribunal	\$44,528
9	ACCC	\$46,705	52	Australian Institute of Health and Welfare	\$44,518
10	Office of National Assessments	\$46,518	53	National Native Title Tribunal	\$44,497
11	Australian Trade Commission (Austrade)	\$46,378	54	MRT & RRT	\$44,475
12	Attorney-General's Department	\$46,239	55	Organ and Tissue Authority	\$44,434
13	Bureau of Meteorology	\$46,119	56	Australian Crime Commission	\$44,426
14	Office of Parliamentary Counsel	\$46,088	57	Fed Magistrates Court and Family Court	\$44,412
15	Fair Work Ombudsman	\$46,053	58	EOWA	\$44,313
16	Office of the Commonwealth Ombudsman	\$45,984		MIDPOINT	\$44,219
17	DEEWR	\$45,846	59	Australian Research Council	\$44,208
18	Social Security Appeals Tribunal (SSAT)	\$45,843	60	ASIC	\$44,182
19	Department of Regional Australia...	\$45,795	61	Australian Bureau of Statistics	\$44,112
20	IP Australia	\$45,760	62	Torres Strait Regional Authority	\$44,085
21	Department of Human Services	\$45,745	63	NHMRC	\$43,963
22	National Water Commission	\$45,670	64	Australian War Memorial	\$43,940
23	National Measurement Institute	\$45,615	65	Dpt of Infrastructure and Transport	\$43,936
24	DSEWPAC	\$45,581	66	Australian Transport Safety Bureau	\$43,935
25	AUSTRAC	\$45,540	67	National Blood Authority	\$43,898
26	Department of Veterans' Affairs	\$45,534	68	National Library of Australia	\$43,865
27	AFMA	\$45,506	69	DIISR (incl. Questacon)	\$43,760
28	Comcare	\$45,422	70	ACMA	\$43,466
29	AusAID	\$45,418	71	Australian Institute of Family Studies	\$43,432
30	Dpt of the Prime Minister and Cabinet	\$45,361	72	ACIAR	\$43,268
31	Insolvency and Trustee Service Australia	\$45,342	73	National Film and Sound Archive	\$43,230
32	Dpt of Resources, Energy and Tourism	\$45,305	74	Royal Australian Mint	\$43,133
33	DIAC	\$45,178	75	Screen Australia	\$43,045
34	Fair Work Australia	\$45,169	76	National Museum of Australia	\$42,914
35	Food Standards Australia New Zealand	\$45,079	77	FAHCSIA	\$42,914
36	Federal Court of Australia	\$44,906	78	Australian Human Rights Commission	\$42,809
37	ComSuper	\$44,888	79	National Capital Authority	\$42,719
38	Murray Darling Basin Authority	\$44,862	80	Australian National Maritime Museum	\$42,182
39	Australian Electoral Commission	\$44,854	81	AIATSIS	\$40,744
40	National Archives of Australia	\$44,837	82	Australian Public Service Commission	\$40,196
41	APVMA	\$44,761	83	Aboriginal Hostels Limited	\$39,538
42	DBCDE	\$44,741	84	Geoscience Australia	\$38,844
43	Agriculture, Fisheries and Forestry	\$44,706	85	Anglo-Australian Observatory	\$38,210
	AVERAGE (mean)	\$44,704			

APS pay gaps exposed – APS 2

The table below sets out APS 2 pay rates at the top increment in APS agreements. The information is correct as at **31 December 2011**. For agencies where bargaining has been completed and new enterprise agreements have commenced, these pay rates below are the updated pay rise applicable under the new agreement. Some agencies will lodge new agreements in the new year which will affect the pay rates listed below. This table will be updated for the next quarter in March 2012.

Agency Name	APS2 Maximum	Agency Name	APS2 Maximum
1 CrimTrac Agency (AG's)	\$56,327	45 National Archives of Australia	\$50,815
2 Fair Work Ombudsman	\$55,031	46 DBCDE	\$50,806
3 Australian National Audit Office	\$54,683	47 Department of Regional Australia...	\$50,736
4 Fair Work Australia	\$53,973	48 Department of Health and Ageing	\$50,706
5 Department of Climate Change	\$53,946	49 Australian Research Council	\$50,623
6 Department of Finance and Deregulation	\$53,869	MIDPOINT	\$50,611
7 ARPANSA	\$53,710	50 Australian Institute of Health and Welfare	\$50,549
8 Australian Taxation Office	\$53,706	51 National Native Title Tribunal	\$50,525
9 Office of National Assessments	\$53,578	52 Department of the Treasury	\$50,471
10 Australian Sports Anti Doping Authority	\$53,139	53 Department of Defence	\$50,471
11 ACCC	\$53,027	54 Office of the CDPP	\$50,468
12 Great Barrier Reef Marine Park Authority	\$52,839	55 Organ and Tissue Authority	\$50,461
13 Office of the Renewable Energy Regulator	\$52,810	56 MRT & RRT	\$50,461
14 Bureau of Meteorology	\$52,548	57 Australian Crime Commission	\$50,445
15 Attorney-General's Department	\$52,508	58 Australian Bureau of Statistics	\$50,442
16 DEEWR	\$52,480	59 Fed Magistrates Court and Family Court	\$50,432
17 Office of Parliamentary Counsel	\$52,335	60 EOWA	\$50,303
18 Office of the Commonwealth Ombudsman	\$52,211	61 Museum of Australian Democracy (OPH)	\$50,206
19 Social Security Appeals Tribunal (SSAT)	\$52,209	62 ASIC	\$50,170
20 AFMA	\$52,074	63 Torres Strait Regional Authority	\$50,057
21 National Water Commission	\$52,034	64 National Measurement Institute	\$50,049
22 IP Australia	\$51,994	65 National Capital Authority	\$49,964
23 APVMA	\$51,902	66 NHMRC	\$49,927
24 AUSTRAC	\$51,821	67 Australian War Memorial	\$49,891
25 Productivity Commission	\$51,814	68 Australian Transport Safety Bureau	\$49,872
26 National Library of Australia	\$51,714	69 Dpt of Infrastructure and Transport	\$49,872
27 Department of Veterans' Affairs	\$51,706	70 National Blood Authority (DoHA)	\$49,852
28 Dpt of the Prime Minister and Cabinet	\$51,681	71 DIISR (incl. Qwestacon)	\$49,683
29 Comcare	\$51,670	72 Australian Public Service Commission	\$49,519
30 Murray Darling Basin Authority	\$51,657	73 Australian Institute of Family Studies	\$49,316
31 AusAID	\$51,564	74 Office of the Aus Info Commissioner	\$49,313
32 DSEWPAC	\$51,555	75 FAHCSIA	\$49,266
33 Insolvency and Trustee Service Australia	\$51,486	76 ACIAR	\$49,130
34 Department of Human Services	\$51,454	77 National Film and Sound Archive	\$49,086
35 Dpt of Resources, Energy and Tourism	\$51,439	78 Royal Australian Mint	\$48,976
36 Defence Housing Australia	\$51,315	79 ACMA	\$48,943
37 Administrative Appeals Tribunal	\$51,295	80 Screen Australia	\$48,877
38 DIAC	\$51,281	81 National Museum of Australia	\$48,729
39 Food Standards Australia New Zealand	\$51,186	82 Australian Human Rights Commission	\$48,611
40 Department of Foreign Affairs and Trade	\$51,106	83 Agriculture, Fisheries and Forestry	\$48,460
41 Anglo-Australian Observatory	\$51,006	84 Australian Trade Commission (Austrade)	\$48,232
42 Federal Court of Australia	\$50,994	85 Australian National Maritime Museum	\$47,898
43 ComSuper	\$50,977	86 Geoscience Australia	\$47,436
AVERAGE (mean)	\$50,952	87 AIATSIS	\$46,265
44 Australian Electoral Commission	\$50,933	88 Aboriginal Hostels Limited	\$44,895

APS pay gaps exposed – APS 3

The table below sets out APS 3 pay rates at the top increment in APS agreements. The information is correct as at **31 December 2011**. For agencies where bargaining has been completed and new enterprise agreements have commenced, these pay rates below are the updated pay rise applicable under the new agreement. Some agencies will lodge new agreements in the new year which will affect the pay rates listed below. This table will be updated for the next quarter in March 2012.

Agency Name	APS3 Maximum	Agency Name	APS3 Maximum
1 AQIS Meat Program	\$64,022	46 Attorney-General's Department	\$57,065
2 Productivity Commission	\$62,658	47 Dpt of Resources, Energy and Tourism	\$57,063
3 CrimTrac Agency (AG's)	\$62,443	48 National Library of Australia	\$57,047
4 ARPANSA	\$62,334	MIDPOINT	\$56,895
5 Bureau of Meteorology	\$62,067	49 ComSuper	\$56,787
6 Australian Sports Anti Doping Authority	\$61,573	50 Department of the Treasury	\$56,736
7 Fair Work Ombudsman	\$60,977	51 National Archives of Australia	\$56,716
8 Department of Climate Change	\$60,760	52 Museum of Australian Democracy (OPH)	\$56,693
9 Department of Finance and Deregulation	\$60,358	53 Federal Court of Australia	\$56,532
10 Fair Work Australia	\$59,806	54 Department of Regional Australia...	\$56,517
11 Social Security Appeals Tribunal (SSAT)	\$59,706	55 Australian Trade Commission (Austrade)	\$56,426
12 ORER	\$59,624	56 National Film and Sound Archive	\$56,400
13 Customs and Border Protection Service	\$59,564	57 DBCDE	\$56,321
14 Australian Taxation Office	\$59,535	58 Screen Australia	\$56,159
15 Department of Health and Ageing	\$59,519	59 EOWA	\$56,116
16 Murray Darling Basin Authority	\$59,309	60 Administrative Appeals Tribunal	\$56,055
17 Organ and Tissue Authority	\$59,231	61 National Native Title Tribunal	\$56,013
18 Australian National Audit Office	\$59,138	62 National Capital Authority	\$55,984
19 APVMA	\$58,997	63 Australian Crime Commission	\$55,923
20 Department of Human Services	\$58,903	64 Fed Magistrates Court and Family Court	\$55,905
21 Food Standards Australia New Zealand	\$58,848	65 MRT & RRT	\$55,904
22 ACCC	\$58,789	66 Department of Defence	\$55,880
23 NHMRC	\$58,605	67 Office of the CDPP	\$55,872
24 National Blood Authority (DoHA)	\$58,519	68 Agriculture, Fisheries and Forestry	\$55,711
25 Department of Foreign Affairs and Trade	\$58,453	69 Australian Institute of Family Studies	\$55,670
26 Great Barrier Reef Marine Park Authority	\$58,319	70 Australian Transport Safety Bureau	\$55,651
27 Office of National Assessments	\$58,251	71 Dpt of Infrastructure and Transport	\$55,651
28 DSEWPAC	\$58,207	72 ASIC	\$55,619
29 AFMA	\$58,039	73 FAHCSIA	\$55,553
30 Office of Parliamentary Counsel	\$58,017	74 Torres Strait Regional Authority	\$55,493
31 Office of the Commonwealth Ombudsman	\$57,883	75 National Measurement Institute	\$55,482
32 IP Australia	\$57,877	76 Australian War Memorial	\$55,312
33 Comcare	\$57,811	77 DIISR (incl. Qwestacon)	\$55,115
34 National Water Commission	\$57,651	78 Royal Australian Mint	\$55,098
35 DIAC	\$57,606	79 Australian Research Council	\$54,996
36 Australian Bureau of Statistics	\$57,464	80 ACMA	\$54,870
37 Australian Institute of Health and Welfare	\$57,425	81 Office of the Aus Info Commissioner	\$54,667
38 Australian Electoral Commission	\$57,330	82 Anglo-Australian Observatory	\$54,559
39 Department of Veterans' Affairs	\$57,319	83 ACIAR	\$54,466
40 AUSTRAC	\$57,316	84 National Museum of Australia	\$54,020
41 DEEWR	\$57,285	85 Australian Human Rights Commission	\$53,889
42 Dpt of the Prime Minister and Cabinet	\$57,259	86 Geoscience Australia	\$53,766
AVERAGE (mean)	\$57,215	87 Australian Public Service Commission	\$53,328
43 AusAID	\$57,163	88 Australian National Maritime Museum	\$53,103
44 Defence Housing Australia	\$57,116	89 AIATSIS	\$51,289
45 Insolvency and Trustee Service Australia	\$57,075	90 Aboriginal Hostels Limited	\$49,769

APS pay gaps exposed – APS 4

The table below sets out APS 4 pay rates at the top increment in APS agreements. The information is correct as at **31 December 2011**. For agencies where bargaining has been completed and new enterprise agreements have commenced, these pay rates below are the updated pay rise applicable under the new agreement. Some agencies will lodge new agreements in the new year 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 Australian Sports Anti Doping Authority	\$71,526	MIDPOINT	\$63,663
2 Productivity Commission	\$70,611	46 Defence Housing Australia	\$63,644
3 CrimTrac Agency (AG's)	\$70,013	47 Federal Court of Australia	\$63,386
4 Anglo-Australian Observatory	\$69,415	48 Department of Regional Australia...	\$63,368
5 AQIS Meat Program	\$68,598	49 ComSuper	\$63,353
6 Fair Work Ombudsman	\$68,322	50 NHMRC	\$63,294
7 Department of Finance and Deregulation	\$67,362	51 Department of Defence	\$63,243
8 ARPANSA	\$67,091	52 National Blood Authority	\$63,202
9 Fair Work Australia	\$67,010	53 DBCDE	\$63,149
10 Australian Taxation Office	\$66,753	54 Department of the Treasury	\$63,003
11 Department of Climate Change	\$66,438	55 Museum of Australian Democracy (OPH)	\$62,993
12 Office of National Assessments	\$66,305	56 National Capital Authority	\$62,850
13 Murray Darling Basin Authority	\$66,236	57 National Archives of Australia	\$62,848
14 Social Security Appeals Tribunal (SSAT)	\$66,178	58 Administrative Appeals Tribunal	\$62,847
15 ACCC	\$65,916	59 National Native Title Tribunal	\$62,802
16 Food Standards Australia New Zealand	\$65,531	60 Australian Crime Commission	\$62,702
17 APVMA	\$65,456	61 Fed Magistrates Court and Family Court	\$62,681
18 Australian National Audit Office	\$65,334	62 Geoscience Australia	\$62,668
19 ORER	\$65,303	63 Office of the CDPP	\$62,651
20 Department of Human Services	\$65,264	64 MRT & RRT	\$62,641
21 Bureau of Meteorology	\$65,185	65 National Library of Australia	\$62,639
22 Great Barrier Reef Marine Park Authority	\$65,099	66 EOWA	\$62,589
23 Office of Parliamentary Counsel	\$65,049	67 Agriculture, Fisheries and Forestry	\$62,403
24 Comcare	\$64,908	68 ASIC	\$62,360
25 Office of the Commonwealth Ombudsman	\$64,896	69 National Measurement Institute	\$62,299
26 National Water Commission	\$64,762	70 Torres Strait Regional Authority	\$62,220
27 Australian Bureau of Statistics	\$64,720	71 FAHCSIA	\$62,153
28 AFMA	\$64,531	72 Dpt of Infrastructure and Transport	\$62,053
29 AUSTRAC	\$64,384	73 Australian Transport Safety Bureau	\$62,053
30 IP Australia	\$64,332	74 Australian War Memorial	\$62,014
31 Dpt of the Prime Minister and Cabinet	\$64,323	75 Office of the Aus Info Commissioner	\$61,890
32 DIAC	\$64,306	76 Australian Research Council	\$61,827
33 Department of Health and Ageing	\$64,281	77 DIISR (incl. Questacon)	\$61,643
34 Department of Veterans' Affairs	\$64,269	78 ACMA	\$61,469
35 AusAID	\$64,095	79 Australian Public Service Commission	\$61,309
36 Department of Foreign Affairs and Trade	\$64,065	80 Australian Institute of Family Studies	\$61,295
37 Insolvency and Trustee Service Australia	\$63,994	81 ACIAR	\$61,068
38 Attorney-General's Department	\$63,983	82 National Film and Sound Archive	\$61,013
39 DEEWR	\$63,982	83 Royal Australian Mint	\$60,876
40 Organ and Tissue Authority	\$63,970	84 Screen Australia	\$60,752
41 Australian Electoral Commission	\$63,895	85 National Museum of Australia	\$60,568
42 DSEWPAC	\$63,861	86 Australian Human Rights Commission	\$60,421
43 Dpt of Resources, Energy and Tourism	\$63,822	87 Australian National Maritime Museum	\$59,535
AVERAGE (mean)	\$63,820	88 AIATSIS	\$57,507
44 Australian Trade Commission (Austrade)	\$63,768	89 Aboriginal Hostels Limited	\$55,800
45 Australian Institute of Health and Welfare	\$63,714		

APS pay gaps exposed – APS 5

The table below sets out APS 5 pay rates at the top increment in APS agreements. The information is correct as at **31 December 2011**. For agencies where bargaining has been completed and new enterprise agreements have commenced, these pay rates below are the updated pay rise applicable under the new agreement. Some agencies will lodge new agreements in the new year which will affect the pay rates listed below. This table will be updated for the next quarter in March 2012.

	Agency Name	APS5 Maximum		Agency Name	APS5 Maximum
1	Australian Sports Anti Doping Authority	\$79,663	45	Customs and Border Protection Service	\$69,978
2	Anglo-Australian Observatory	\$78,857	46	Australian Taxation Office	\$69,916
3	CrimTrac Agency (AG's)	\$76,264	47	Australian Public Service Commission	\$69,893
4	Murray Darling Basin Authority	\$75,342	48	Department of Health and Ageing	\$69,841
5	Productivity Commission	\$75,310	49	AusAID	\$69,816
6	Australian National Audit Office	\$74,402	50	ComSuper	\$69,702
7	Fair Work Ombudsman	\$74,384	51	Attorney-General's Department	\$69,698
8	APVMA	\$74,123	52	Organ and Tissue Authority	\$69,503
9	Department of Finance and Deregulation	\$73,851	53	MRT & RRT	\$69,473
10	AQIS Meat Program	\$73,472	54	Dpt of Resources, Energy and Tourism	\$69,357
11	Fair Work Australia	\$72,956	55	Federal Court of Australia	\$69,044
12	Office of National Assessments	\$72,869	56	National Archives of Australia	\$68,978
13	Australian Bureau of Statistics	\$72,814	57	Australian Transport Safety Bureau	\$68,836
14	ARPANSA	\$72,556	58	National Library of Australia	\$68,813
15	Department of Climate Change	\$72,402	59	NHMRC	\$68,768
16	Bureau of Meteorology	\$72,222	60	National Blood Authority	\$68,664
17	Social Security Appeals Tribunal (SSAT)	\$72,072	61	Office of the Aus Info Commissioner	\$68,650
18	Great Barrier Reef Marine Park Authority	\$71,967	62	EOWA	\$68,544
19	National Water Commission	\$71,876	63	Administrative Appeals Tribunal	\$68,459
20	Australian Trade Commission (Austrade)	\$71,850	64	National Native Title Tribunal	\$68,410
21	ACCC	\$71,799	65	Australian Institute of Family Studies	\$68,334
22	Comcare	\$71,798	66	Agriculture, Fisheries and Forestry	\$68,315
23	Department of the Treasury	\$71,624	67	Australian Crime Commission	\$68,301
24	AUSTRAC	\$71,450	68	Fed Magistrates Court and Family Court	\$68,281
25	Dpt of the Prime Minister and Cabinet	\$71,389	69	Screen Australia	\$68,221
26	Food Standards Australia New Zealand	\$71,379	70	National Capital Authority	\$68,131
27	Australian Electoral Commission	\$71,270	71	Department of Defence	\$68,092
28	Insolvency and Trustee Service Australia	\$71,002	72	Office of the CDPP	\$68,086
29	DBCDE	\$70,985	73	ACMA	\$68,066
30	ORER	\$70,982	74	ASIC	\$67,926
31	Department of Human Services	\$70,890	75	National Measurement Institute	\$67,896
32	Office of Parliamentary Counsel	\$70,857	76	Torres Strait Regional Authority	\$67,775
33	IP Australia	\$70,812	77	Museum of Australian Democracy (OPH)	\$67,695
34	Department of Foreign Affairs and Trade	\$70,809	78	FAHCSIA	\$67,690
35	Office of the Commonwealth Ombudsman	\$70,691	79	Dpt of Infrastructure and Transport	\$67,599
36	DEEWR	\$70,619	80	Australian War Memorial	\$67,552
37	AFMA	\$70,451	81	Royal Australian Mint	\$67,541
38	Geoscience Australia	\$70,449	82	Australian Research Council	\$67,169
	MIDPOINT	\$70,403	83	National Film and Sound Archive	\$67,164
39	Australian Institute of Health and Welfare	\$70,246	84	Australian Human Rights Commission	\$67,037
40	DSEWPAC	\$70,236	85	DIISR (incl. Qwestacon)	\$66,989
	AVERAGE (mean)	\$70,092	86	ACIAR	\$66,519
41	Defence Housing Australia	\$70,037	87	National Museum of Australia	\$65,975
42	DIAC	\$70,026	88	Australian National Maritime Museum	\$64,725
43	Department of Veterans' Affairs	\$70,008	89	AIATSIS	\$62,639
44	Department of Regional Australia...	\$70,000	90	Aboriginal Hostels Limited	\$61,144

APS pay gaps exposed – APS 6

The table below sets out APS 6 pay rates at the top increment in APS agreements. The information is correct as at **31 December 2011**. For agencies where bargaining has been completed and new enterprise agreements have commenced, these pay rates below are the updated pay rise applicable under the new agreement. Some agencies will lodge new agreements in the new year which will affect the pay rates listed below. This table will be updated for the next quarter in March 2012.

Agency Name	APS6 Maximum	Agency Name	APS6 Maximum
1 Dpt of the Prime Minister and Cabinet	\$92,456	45 National Measurement Institute	\$81,605
2 Department of the Treasury	\$91,994	46 Insolvency and Trustee Service Australia	\$81,563
3 Australian Sports Anti Doping Authority	\$90,033	47 Dpt of Resources, Energy and Tourism	\$81,477
4 CrimTrac Agency (AG's)	\$89,233	48 Defence Housing Australia	\$81,445
5 Anglo-Australian Observatory	\$88,862	49 Australian Institute of Health and Welfare	\$81,318
6 Department of Finance and Deregulation	\$88,374	50 Australian Trade Commission (Austrade)	\$81,266
7 Department of Climate Change	\$87,449	51 NHMRC	\$81,086
8 Fair Work Ombudsman	\$87,442	52 Screen Australia	\$81,024
9 Productivity Commission	\$86,154	53 National Blood Authority (DoHA)	\$80,964
10 Fair Work Australia	\$85,762	54 ComSuper	\$80,953
11 APVMA	\$85,624	55 Agriculture, Fisheries and Forestry	\$80,828
12 Murray Darling Basin Authority	\$85,611	56 Federal Court of Australia	\$80,785
13 Australian National Audit Office	\$85,515	57 Department of Veterans' Affairs	\$80,741
14 ARPANSA	\$85,481	58 Australian Electoral Commission	\$80,684
15 Geoscience Australia	\$85,181	59 Dpt of Infrastructure and Transport	\$80,604
16 Australian Taxation Office	\$85,077	60 National Archives of Australia	\$80,476
17 Department of Regional Australia...	\$85,000	61 Australian Transport Safety Bureau	\$80,419
18 Office of National Assessments	\$84,981	62 Museum of Australian Democracy (OPH)	\$80,285
19 National Water Commission	\$84,977	63 National Library of Australia	\$80,223
20 National Capital Authority	\$84,504	64 Administrative Appeals Tribunal	\$80,097
21 DBCDE	\$84,363	65 National Native Title Tribunal	\$80,043
22 Department of Human Services	\$84,095	66 Royal Australian Mint	\$80,030
23 ORER	\$84,042	67 Australian Crime Commission	\$79,913
24 ACCC	\$84,009	68 Fed Magistrates Court and Family Court	\$79,888
25 Customs and Border Protection Service	\$83,548	69 MRT & RRT	\$79,806
26 Food Standards Australia New Zealand	\$83,518	70 EOWA	\$79,764
27 Attorney-General's Department	\$83,382	71 Department of Defence	\$79,555
28 AUSTRAC	\$83,186	72 Office of the CDPP	\$79,554
29 Bureau of Meteorology	\$83,081	73 ASIC	\$79,478
30 Office of Parliamentary Counsel	\$82,905	74 Torres Strait Regional Authority	\$79,298
31 Comcare	\$82,770	75 Australian War Memorial	\$79,038
32 Office of the Commonwealth Ombudsman	\$82,712	76 Australian Public Service Commission	\$78,995
33 Social Security Appeals Tribunal (SSAT)	\$82,708	77 Office of the Aus Info Commissioner	\$78,850
34 Department of Health and Ageing	\$82,352	78 DIISR (Incl. Qwestacon)	\$78,695
35 Great Barrier Reef Marine Park Authority	\$82,314	79 Australian Research Council	\$78,590
36 AFMA	\$82,254	80 ACMA	\$78,513
37 Department of Foreign Affairs and Trade	\$82,151	81 National Film and Sound Archive	\$78,156
38 IP Australia	\$81,997	82 FAHCSIA	\$78,043
39 DIAC	\$81,988	83 ACIAR	\$77,829
40 Organ and Tissue Authority	\$81,954	84 National Museum of Australia	\$77,194
AVERAGE (mean)	\$81,931	85 Australian Human Rights Commission	\$77,006
MIDPOINT	\$81,927	86 AQIS Meat Program	\$76,217
41 Australian Bureau of Statistics	\$81,924	87 Australian National Maritime Museum	\$75,880
42 DSEWPAC	\$81,822	88 Australian Institute of Family Studies	\$74,754
43 AusAID	\$81,687	89 AIATSIS	\$73,292
44 DEEWR	\$81,661	90 Aboriginal Hostels Limited	\$71,399

APS pay gaps exposed – EL 1

The table below sets out EL1 pay rates at the top increment in APS agreements. The information is correct as at **31 December 2011**. For agencies where bargaining has been completed and new enterprise agreements have commenced, these pay rates below are the updated pay rise applicable under the new agreement. Some agencies will lodge new agreements in the new year which will affect the pay rates listed below. This table will be updated for the next quarter in March 2012.

Agency Name	EL1 Maximum	Agency Name	EL1 Maximum
1 CrimTrac Agency (AG's)	\$118,234	45 Australian Electoral Commission	\$101,309
2 Dpt of the Prime Minister and Cabinet	\$117,647	46 DEEWR	\$100,923
3 Department of the Treasury	\$113,617	47 Department of Human Services	\$100,796
4 Department of Finance and Deregulation	\$113,506	48 NHMRC	\$100,773
5 Productivity Commission	\$113,265	49 AusAID	\$100,767
6 Office of Parliamentary Counsel	\$111,366	50 National Blood Authority	\$100,605
7 Attorney-General's Department	\$110,202	51 Australian Institute of Health and Welfare	\$100,364
8 Comcare	\$109,926	52 Geoscience Australia	\$100,132
9 Anglo-Australian Observatory	\$109,316	53 Royal Australian Mint	\$99,705
10 Department of Regional Australia...	\$109,142	54 Office of the Commonwealth Ombudsman	\$99,675
11 Bureau of Meteorology	\$108,249	55 Social Security Appeals Tribunal (SSAT)	\$99,670
12 Australian Crime Commission	\$107,829	56 Dpt of Resources, Energy and Tourism	\$99,378
13 Torres Strait Regional Authority	\$107,678	57 DIAC	\$99,378
14 ASIC	\$107,486	58 Department of Defence	\$99,285
15 Department of Climate Change	\$107,483	59 Great Barrier Reef Marine Park Authority	\$99,131
16 ARPANSA	\$106,226	60 Screen Australia	\$98,520
17 Defence Housing Australia	\$104,956	61 MRT & RRT	\$98,361
18 Customs and Border Protection Service	\$104,607	62 Department of Veterans' Affairs	\$98,282
19 National Library of Australia	\$104,585	63 National Capital Authority	\$98,236
20 APVMA	\$104,514	64 Australian Transport Safety Bureau	\$97,780
21 Fair Work Ombudsman	\$104,464	65 EOWA	\$97,638
22 Administrative Appeals Tribunal	\$104,261	66 Australian Trade Commission (Austrade)	\$97,355
23 Office of National Assessments	\$104,227	67 Museum of Australian Democracy (OPH)	\$97,218
24 ComSuper	\$103,683	68 Federal Court of Australia	\$97,211
25 Australian Taxation Office	\$103,536	69 Agriculture, Fisheries and Forestry	\$96,990
26 Australian Bureau of Statistics	\$103,422	70 Australian Research Council	\$96,790
27 ORER	\$103,349	71 National Archives of Australia	\$96,571
28 Australian Sports Anti Doping Authority	\$103,303	72 Office of the Aus Info Commissioner	\$96,530
MIDPOINT	\$103,220	73 National Measurement Institute	\$96,460
29 DBCDE	\$103,077	74 National Native Title Tribunal	\$96,455
30 ACCC	\$103,062	75 Australian Institute of Family Studies	\$96,276
31 Australian National Audit Office	\$102,901	76 Fed Magistrates Court and Family Court	\$96,272
32 Murray Darling Basin Authority	\$102,481	77 National Museum of Australia	\$95,939
33 Fair Work Australia	\$102,457	78 Office of the CDPP	\$95,716
34 Department of Health and Ageing	\$102,309	79 Dpt of Infrastructure and Transport	\$95,617
35 Food Standards Australia New Zealand	\$102,309	80 FAHCSIA	\$95,603
36 Insolvency and Trustee Service Australia	\$102,049	81 DIISR (incl. Questacon)	\$95,465
37 IP Australia	\$101,947	82 ACMA	\$95,331
38 National Water Commission	\$101,824	83 Australian War Memorial	\$95,246
39 Organ and Tissue Authority	\$101,814	84 National Film and Sound Archive	\$94,790
40 Department of Foreign Affairs and Trade	\$101,772	85 Australian Human Rights Commission	\$94,243
41 AFMA	\$101,698	86 ACIAR	\$93,790
42 AUSTRAC	\$101,588	87 Australian National Maritime Museum	\$91,442
43 Australian Public Service Commission	\$101,524	88 Aboriginal Hostels Limited	\$88,796
AVERAGE (mean)	\$101,453	89 AIATSIS	\$88,207
44 DSEWPAC	\$101,405		

APS pay gaps exposed – EL 2

The table below sets out EL2 pay rates at the top increment in APS agreements. The information is correct as at **31 December 2011**. For agencies where bargaining has been completed and new enterprise agreements have commenced, these pay rates below are the updated pay rise applicable under the new agreement. Some agencies will lodge new agreements in the new year which will affect the pay rates listed below. This table will be updated for the next quarter in March 2012.

	Agency Name	EL2 Maximum		Agency Name	EL2 Maximum
1	ASIC	\$147,505	45	Australian Public Service Commission	\$124,867
2	ARPANSA	\$143,099	46	Australian Electoral Commission	\$124,800
3	Dpt of the Prime Minister and Cabinet	\$141,591	47	NHMRC	\$124,766
4	CrimTrac Agency (AG's)	\$141,021	48	Dpt of Resources, Energy and Tourism	\$124,738
5	Department of the Treasury	\$138,845	49	Department of Regional Australia...	\$124,311
6	Customs and Border Protection Service	\$137,536	50	Insolvency and Trustee Service Australia	\$124,255
7	Australian Trade Commission (Austrade)	\$137,042	51	Department of Foreign Affairs and Trade	\$124,140
8	Geoscience Australia	\$136,379	52	Australian War Memorial	\$123,963
9	Australian Taxation Office	\$136,227	53	Australian Institute of Health and Welfare	\$123,741
10	Productivity Commission	\$136,042	54	Fed Magistrates Court and Family Court	\$123,557
11	National Capital Authority	\$135,206	55	DIAC	\$123,145
12	Department of Finance and Deregulation	\$134,724	56	Australian Crime Commission	\$122,910
13	Food Standards Australia New Zealand	\$133,647	57	AUSTRAC	\$122,889
14	Department of Climate Change	\$132,878	58	Department of Defence	\$122,666
15	Defence Housing Australia	\$131,132	59	Torres Strait Regional Authority	\$122,644
16	Comcare	\$130,970	60	Screen Australia	\$122,143
17	Fair Work Ombudsman	\$130,580	61	Federal Court of Australia	\$121,612
18	DSEWPAC	\$129,860	62	Australian Research Council	\$121,564
19	Australian Sports Anti Doping Authority	\$129,300	63	Department of Veterans' Affairs	\$121,550
20	Australian Bureau of Statistics	\$129,115	64	ACIAR	\$121,369
21	DEEWR	\$128,987	65	Office of the Commonwealth Ombudsman	\$120,989
22	ComSuper	\$128,874	66	National Measurement Institute	\$120,737
23	Fair Work Australia	\$128,072	67	National Native Title Tribunal	\$120,709
24	Museum of Australian Democracy (OPH)	\$128,053	68	Social Security Appeals Tribunal (SSAT)	\$120,694
25	DBCDE	\$127,868	69	Administrative Appeals Tribunal	\$120,584
26	ORER	\$127,767	70	EOWA	\$120,242
27	Murray Darling Basin Authority	\$127,708	71	Dpt of Infrastructure and Transport	\$120,147
28	National Library of Australia	\$127,656	72	Australian Transport Safety Bureau	\$120,147
29	Bureau of Meteorology	\$127,245	73	Australian Institute of Family Studies	\$119,813
30	Office of Parliamentary Counsel	\$127,011	74	Office of the Aus Info Commissioner	\$119,622
31	Australian National Audit Office	\$126,807	75	Office of the CDPP	\$119,610
32	Department of Health and Ageing	\$126,712	76	MRT & RRT	\$119,583
33	Office of National Assessments	\$126,701	77	Australian Human Rights Commission	\$119,099
34	National Water Commission	\$126,529	78	Royal Australian Mint	\$118,838
35	ACCC	\$126,524	79	Agriculture, Fisheries and Forestry	\$118,756
	MIDPOINT	\$126,195	80	National Blood Authority	\$118,600
36	Organ and Tissue Authority	\$126,100	81	ACMA	\$117,756
37	Attorney-General's Department	\$125,518	82	FAHCSIA	\$117,697
38	AusAID	\$125,443	83	National Film and Sound Archive	\$116,828
	AVERAGE (mean)	\$125,376	84	DIISR (incl. Qwestacon)	\$116,681
39	Anglo-Australian Observatory	\$125,234	85	National Archives of Australia	\$116,496
40	Department of Human Services	\$125,184	86	National Museum of Australia	\$116,107
41	Great Barrier Reef Marine Park Authority	\$125,178	87	Australian National Maritime Museum	\$108,559
42	AFMA	\$125,153	88	AIATSIS	\$106,782
43	APVMA	\$124,959	89	Aboriginal Hostels Limited	\$104,886
44	IP Australia	\$124,867			

Notes:

Wages Database data is current at 31 December 2011

This is a point in time analysis and the pay rates in this report are the maximum increments at each level in agreements payable at 31 December 2011.

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. Some agencies will lodge new agreements during the quarter which will change the pay rate.

The figures in the report only include rates outlined in around 90 collective agreements. They 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.