



How the proposed broadband compares

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Current Broadband

Proposed Broadband

Medicare CSO Broadband

| APS classification | CSO Scale | Current salary rates |
|-------------------------------------|-----------|----------------------|
| APS 1 - under 18 | | \$ 21,440 |
| APS 1 - at 18 | | \$ 25,014 |
| APS 1 - at 19 | | \$ 28,944 |
| APS 1 - at 20 | | \$ 32,518 |
| (APS Level 1) (CSOs in Training) | CSO 1 | \$ 35,734 |
| | CSO 1 | \$ 36,704 |
| | CSO 1 | \$ 38,209 |
| | CSO 1 | \$ 39,143 |
| (APS Level 2) | CSO 2 | \$ 40,206 |
| | CSO 3 | \$ 41,261 |
| | CSO 4 | \$ 42,346 |
| | CSO 5 | \$ 43,391 |
| (APS Level 3) | CSO 6 | \$ 44,568 |
| | CSO 7 | \$ 45,726 |
| | CSO 8 | \$ 46,885 |
| | CSO 9 | \$ 48,101 |
| | CSO 10 | \$ 49,672 |

| Service officer Classification | Broadband pay points | Salary rates prior to pay increase |
|--------------------------------|----------------------|------------------------------------|
| (APS Level 1) | 1(a) | \$ 39,143 |
| (APS Level 2) | 1(b) | \$ 41,261 |
| | 2 | \$ 43,391 |
| (APS Level 3) | 3 | \$ 44,568 |
| | 4 | \$ 48,101 |
| | 5 | \$ 49,672 |
| | | \$ 52,585 |
| (APS Level 4) | | \$ 53,934 |
| | | \$ 55,404 |

Key points on the proposed changes to the broadband

- Removal of age-based salaries
- Removal of the bottom pay-point for each classification so that it is quicker to move through the SO broadband.
- Expansion of the SO broadband to include APS 4 positions such as Assistant Branch Managers. Note: This does not mean that current SO's will be able to advance to the new pay points automatically. Advancement will be to vacant APS 4 positions through a merit selection process. The advantage is that the positions do not need to be advertised externally.
- Advancement to APS 2 will occur after successful completion of probation.
- Staff will not be disadvantaged transferring to the proposed broadband structure. Eg. if your pay point has disappeared in the current structure you will be moved to the next available pay point.