

## APPENDIX 2 INDUSTRIAL/ PROFESSIONAL OR I/P

	A			B			C		
Classification Title	2020 3%			2021 3%			2022 3%		
	year 1	year 2	year 5	year 1	year 2	year 5	year 1	year 2	year 5
SENIOR INDUSTRIAL OFFICER	\$5,974.00	\$6,212.05	\$6,448.86	\$6,153.22	\$6,398.42	\$6,642.32	\$6,337.82	\$6,590.37	\$6,841.59
INDUSTRIAL OFFICER	\$5,150.00	\$5,562.00	\$5,974.00	\$5,304.50	\$5,728.86	\$6,153.22	\$5,463.64	\$5,900.73	\$6,337.82
PROFESSIONAL OFFICER	\$5,150.00	\$5,562.00	\$5,974.00	\$5,304.50	\$5,728.86	\$6,153.22	\$5,463.64	\$5,900.73	\$6,337.82
MATERNITY SERVICES OFFICER	\$5,150.00	\$5,562.00	\$5,974.00	\$5,304.50	\$5,728.86	\$6,153.22	\$5,463.64	\$5,900.73	\$6,337.82
MENTAL HEALTH NURSING OFFICER	\$5,150.00	\$5,562.00	\$5,974.00	\$5,304.50	\$5,728.86	\$6,153.22	\$5,463.64	\$5,900.73	\$6,337.82
INDUSTRIAL ORGANISER	\$4,120.00	\$4,326.00	\$4,532.00	\$4,243.60	\$4,455.78	\$4,667.96	\$4,370.91	\$4,589.45	\$4,808.00
MEMBER RESPONSE QUALITY MANAGER	\$4,532.00	\$4,841.00	\$5,150.00	\$4,667.96	\$4,986.23	\$5,304.50	\$4,808.00	\$5,135.82	\$5,463.64
MEMBER ASSISTANCE OFFICER	\$4,120.00	\$4,223.00	\$4,326.00	\$4,243.60	\$4,349.69	\$4,455.78	\$4,370.91	\$4,480.18	\$4,589.45
JOB REPRESENTATIVE TRAINING COORDINATOR	\$4,326.00	\$4,429.00	\$4,532.00	\$4,455.78	\$4,561.87	\$4,667.96	\$4,589.45	\$4,698.73	\$4,808.00
JOB REPRESENTATIVE TRAINING OFFICER	\$4,120.00	\$4,223.00	\$4,326.00	\$4,243.60	\$4,349.69	\$4,455.78	\$4,370.91	\$4,480.18	\$4,589.45
COMMUNICATIONS & MEDIA MANAGER	\$5,150.00	\$5,562.00	\$5,974.00	\$5,304.50	\$5,728.86	\$6,153.22	\$5,463.64	\$5,900.73	\$6,337.82
PUBLICATIONS OFFICER	\$3,914.00	\$4,017.00	\$4,120.00	\$4,031.42	\$4,137.51	\$4,243.60	\$4,152.36	\$4,261.64	\$4,370.91
DIGITAL MEDIA OFFICER	\$3,914.00	\$4,017.00	\$4,120.00	\$4,031.42	\$4,137.51	\$4,243.60	\$4,152.36	\$4,261.64	\$4,370.91
OHS UNIT CO-ORDINATOR	\$5,150.00	\$5,562.00	\$5,974.00	\$5,304.50	\$5,728.86	\$6,153.22	\$5,463.64	\$5,900.73	\$6,337.82
DEPUTY OHS UNIT CO-ORDINATOR	\$4,326.00	\$4,429.00	\$4,532.00	\$4,455.78	\$4,561.87	\$4,667.96	\$4,589.45	\$4,698.73	\$4,808.00
OHS OFFICER	\$4,120.00	\$4,223.00	\$4,326.00	\$4,243.60	\$4,349.69	\$4,455.78	\$4,370.91	\$4,480.18	\$4,589.45
OHS OFFICER (BULLYING AND DISCRIMINATION)	\$4,120.00	\$4,223.00	\$4,326.00	\$4,243.60	\$4,349.69	\$4,455.78	\$4,370.91	\$4,480.18	\$4,589.45
GRADUATE OHS OFFICER	\$3,914.00			\$4,031.42		\$4,152.36			
MARKETING AND EVENTS MANAGER	\$4,532.00	\$4,841.00	\$5,150.00	\$4,667.96	\$4,986.23	\$5,304.50	\$4,808.00	\$5,135.82	\$5,463.64
RECRUITMENT OFFICER	\$4,120.00	\$4,223.00	\$4,326.00	\$4,243.60	\$4,349.69	\$4,455.78	\$4,370.91	\$4,480.18	\$4,589.45
GRADUATE & FINAL YEAR STUDENT SUPPORT OFFICER	\$4,120.00	\$4,223.00	\$4,326.00	\$4,243.60	\$4,349.69	\$4,455.78	\$4,370.91	\$4,480.18	\$4,589.45
ENVIRONMENTAL HEALTH OFFICER	\$4,120.00	\$4,223.00	\$4,326.00	\$4,243.60	\$4,349.69	\$4,455.78	\$4,370.91	\$4,480.18	\$4,589.45
EDUCATION MANAGER	\$5,150.00	\$5,562.00	\$5,974.00	\$5,304.50	\$5,728.86	\$6,153.22	\$5,463.64	\$5,900.73	\$6,337.82
PROGRAM EDUCATOR (Curriculum Development)	\$4,326.00	\$4,429.00	\$4,532.00	\$4,455.78	\$4,561.87	\$4,667.96	\$4,589.45	\$4,698.73	\$4,808.00
PROGRAM EDUCATOR (Non-Curriculum Dev)	\$4,120.00	\$4,223.00	\$4,326.00	\$4,243.60	\$4,349.69	\$4,455.78	\$4,370.91	\$4,480.18	\$4,589.45
OPERATIONS COORDINATOR	\$3,914.00	\$4,017.00	\$4,120.00	\$4,031.42	\$4,137.51	\$4,243.60	\$4,152.36	4261.64	\$4,370.91
LIBRARIAN	\$3,914.00	\$4,017.00	\$4,120.00	\$4,031.42	\$4,137.51	\$4,243.60	\$4,152.36	\$4,261.64	\$4,370.91
E-LEARNING OFFICER	\$4,120.00	\$4,223.00	\$4,326.00	\$4,243.60	\$4,349.69	\$4,455.78	\$4,370.91	\$4,480.18	\$4,589.45

### APPENDIX 3 - ADMINISTRATIVE/SECRETARIAL OR ADMIN

Classification Title	2020 3%			2021 3%			2022 3%		
	year 1	year 2	year 5	year 1	year 2	year 5	year 1	year 2	year 5
FINANCE MANAGER	\$5,562.00	\$5,974.00	\$6,212.06	\$5,728.86	\$6,153.22	\$6,398.42	\$5,900.73	\$6,337.82	\$6,590.37
DEPUTY FINANCE MANAGER	\$4,120.00	\$4,223.00	\$4,326.00	\$4,243.60	\$4,349.69	\$4,455.78	\$4,370.91	\$4,480.18	\$4,589.45
FINANCE ASSISTANT	\$3,004.99	\$3,083.23	\$3,161.47	\$3,095.14	\$3,175.73	\$3,256.32	\$3,188.00	\$3,271.00	\$3,354.00
RECEPTIONIST	\$2,840.67	\$2,918.90	\$2,997.14	\$2,925.89	\$3,006.46	\$3,087.05	\$3,013.66	\$3,096.66	\$3,179.66
SUPPORT SERVICES MANAGER	\$5,562.00	\$5,974.00	\$6,212.06	\$5,728.86	\$6,153.22	\$6,398.42	\$5,900.73	\$6,337.82	\$6,590.37
FACILITIES COORDINATOR	\$3,272.98	\$3,351.22	\$3,429.45	\$3,371.17	\$3,451.75	\$3,532.33	\$3,472.31	\$3,555.31	\$3,638.30
SUPPORT SERVICES PROPERTY AND MAINTENANCE OFFICER	\$2,876.77	\$2,955.00	\$3,033.24	\$2,963.07	\$3,043.65	\$3,124.24	\$3,051.96	\$3,134.96	\$3,217.96
SUPPORT SERVICES MAIL OFFICER	\$2,543.94	\$2,684.77	\$2,763.00	\$2,620.26	\$2,765.32	\$2,845.89	\$2,698.87	\$2,848.27	\$2,931.27
EXECUTIVE ASSISTANT TO SECRETARY	\$3,884.06	\$3,962.30	\$4,040.53	\$4,000.58	\$4,081.17	\$4,161.74	\$4,120.60	\$4,203.60	\$4,286.59
PERSONAL ASSISTANT TO ASSISTANT SECRETARY	\$3,272.99	\$3,351.22	\$3,429.45	\$3,371.18	\$3,451.75	\$3,532.33	\$3,472.31	\$3,555.31	\$3,638.30
INDUSTRIAL PROFESSIONAL ASSISTANT	\$2,932.76	\$3,010.98	\$3,089.22	\$3,020.75	\$3,101.31	\$3,181.90	\$3,111.37	\$3,194.35	\$3,277.36
EDUCATION ASSISTANT	\$2,932.76	\$3,010.98	\$3,089.22	\$3,020.75	\$3,101.31	\$3,181.90	\$3,111.37	\$3,194.35	\$3,277.36
COMMUNICATIONS AND MEDIA ASSISTANT	\$3,450.36	\$3,528.59	\$3,606.82	\$3,553.87	\$3,634.45	\$3,715.03	\$3,660.49	\$3,743.48	\$3,826.48
MINUTES SECRETARY	\$3,450.36	\$3,528.59	\$3,606.82	\$3,553.87	\$3,634.45	\$3,715.03	\$3,660.49	\$3,743.48	\$3,826.48
LIBRARY TECHNICIAN	\$2,814.51	\$2,892.75	\$2,970.98	\$2,898.95	\$2,979.53	\$3,060.11	\$2,985.92	\$3,068.92	\$3,151.92
SENIOR BUSINESS ANALYST/DEVELOPER	\$4,532.00	\$4,841.00	\$5,150.00	\$4,667.96	\$4,986.23	\$5,304.50	\$4,808.00	\$5,135.82	\$5,463.64
BUSINESS ANALYST/DEVELOPER	\$4,069.81	\$4,148.03	\$4,226.28	\$4,191.91	\$4,272.47	\$4,353.07	\$4,317.67	\$4,400.65	\$4,483.66
MEMBERSHIP SERVICES OFFICER Level 2	\$3,450.36	\$3,528.59	\$3,606.82	\$3,553.87	\$3,634.45	\$3,715.03	\$3,660.49	\$3,743.48	\$3,826.48
MEMBERSHIP SERVICES OFFICER	\$2,543.94	\$2,684.77	\$2,763.00	\$2,620.26	\$2,765.32	\$2,845.89	\$2,698.87	\$2,848.27	\$2,931.27
INFORMATION TECHNOLOGY MANAGER	\$4,532.00	\$4,841.00	\$5,150.00	\$4,667.96	\$4,986.23	\$5,304.50	\$4,808.00	\$5,135.82	\$5,463.64
INFORMATION TECHNOLOGY SYSTEMS ADMINISTRATOR	\$4,069.81	\$4,148.03	\$4,226.28	\$4,191.91	\$4,272.47	\$4,353.07	\$4,317.67	\$4,400.65	\$4,483.66
INFORMATION TECHNOLOGY SUPPORT OFFICER/ASSISTANT	\$2,543.94	\$2,684.77	\$2,763.00	\$2,620.26	\$2,765.32	\$2,845.89	\$2,698.87	\$2,848.27	\$2,931.27
RECORDS MANAGER	\$4,532.00	\$4,841.00	\$5,150.00	\$4,667.96	\$4,986.23	\$5,304.50	\$4,808.00	\$5,135.82	\$5,463.64
RECORDS OFFICER	\$2,814.51	\$2,892.75	\$2,970.98	\$2,898.95	\$2,979.53	\$3,060.11	\$2,985.92	\$3,068.92	\$3,151.92
RECORDS ADMINISTRATIVE ASSISTANT	\$2,262.64	\$2,340.87	\$2,419.11	\$2,330.52	\$2,411.10	\$2,491.68	\$2,400.43	\$2,483.43	\$2,566.43
EVENTS OFFICER	\$3,914.00	\$4,017.00	\$4,120.00	\$4,031.42	\$4,137.51	\$4,243.60	\$4,152.36	\$4,261.64	\$4,370.91
MEMBER LIAISON OFFICER	\$3,605.00	\$3,656.50	\$3,708.00	\$3,713.15	\$3,766.20	\$3,819.24	\$3,824.54	\$3,879.18	\$3,933.82
HOSPITALITY/ADMINISTRATIVE ASSISTANT	\$2,543.94	\$2,684.77	\$2,763.00	\$2,620.26	\$2,765.32	\$2,845.89	\$2,698.87	\$2,848.27	\$2,931.27
COMPLIANCE OFFICER	\$3,221.64	\$3,299.87	\$3,378.10	\$3,318.29	\$3,398.87	\$3,479.44	\$3,417.84	\$3,500.83	\$3,583.83
HUMAN RESOURCES MANAGER	\$5,562.00	\$5,974.00	\$6,212.06	\$5,728.86	\$6,153.22	\$6,398.42	\$5,900.73	\$6,337.82	\$6,590.37
HUMAN RESOURCES SPECIALIST	\$4,120.00	\$4,326.00	\$4,429.00	\$4,243.60	\$4,455.78	\$4,561.87	\$4,370.91	\$4,589.45	\$4,698.73
HUMAN RESOURCES OFFICER	\$3,884.06	\$3,962.30	\$4,040.53	\$4,000.58	\$4,081.17	\$4,161.74	\$4,120.60	\$4,203.60	\$4,286.59
HUMAN RESOURCES ADMINISTRATOR	\$3,272.98	\$3,351.22	\$3,429.45	\$3,371.17	\$3,451.75	\$3,532.33	\$3,472.31	\$3,555.31	\$3,638.30