

## APPENDIX 1 - BASE SALARY RATES

Classification Description	Pay point		Base salary prior to commencement of Agreement	Base salary from commencement of the Agreement	Base salary from 1 July 2012	Base salary from 1 July 2013	Base salary from 1 July 2014
				2%	2%	2.5%	2.5%
IBA Level 1	Min	1	\$42,907	\$43,765	\$44,640	\$45,756	\$46,900
		2	\$45,855	\$46,772	\$47,708	\$48,900	\$50,123
		3	\$49,300	\$50,286	\$51,292	\$52,574	\$53,888
	Max	4	\$52,098	\$53,140	\$54,203	\$55,558	\$56,947
IBA Level 2	Min	1	\$53,484	\$54,554	\$55,645	\$57,036	\$58,462
		2	\$54,864	\$55,961	\$57,080	\$58,507	\$59,970
		3	\$56,241	\$57,366	\$58,513	\$59,976	\$61,476
	Max	4	\$57,750	\$58,905	\$60,083	\$61,585	\$63,125
IBA Level 3	Min	1	\$59,606	\$60,799	\$62,015	\$63,565	\$65,154
		2	\$61,499	\$62,729	\$63,984	\$65,583	\$67,223
		3	\$63,094	\$64,356	\$65,643	\$67,284	\$68,967
	Max	4	\$64,766	\$66,061	\$67,382	\$69,067	\$70,793
IBA Level 4	Min	1	\$66,541	\$67,872	\$69,230	\$70,960	\$72,734
		2	\$68,636	\$70,009	\$71,409	\$73,194	\$75,024
	Max	3	\$70,558	\$71,969	\$73,408	\$75,244	\$77,125
IBA Level 5	Min	1	\$74,445	\$75,934	\$77,453	\$79,389	\$81,374
		2	\$76,529	\$78,060	\$79,621	\$81,612	\$83,652
		3	\$79,384	\$80,972	\$82,591	\$84,656	\$86,772
	4	\$82,537	\$84,188	\$85,872	\$88,019	\$90,219	
IBA Level 6	Min	1	\$93,582	\$95,454	\$97,363	\$99,797	\$102,292
		2	\$96,476	\$98,406	\$100,374	\$102,883	\$105,455
	3	\$99,334	\$101,321	\$103,347	\$105,931	\$108,579	
Max	4	\$103,893	\$105,971	\$108,090	\$110,793	\$113,563	
IBA Level 7	Min	1	\$113,047	\$115,308	\$117,614	\$120,555	\$123,569
		2	\$119,263	\$121,648	\$124,081	\$127,183	\$130,363
		3	\$123,716	\$126,190	\$128,714	\$131,932	\$135,230
		4	\$128,170	\$130,733	\$133,348	\$136,681	\$140,098
	Max	5	\$132,454	\$135,103	\$137,805	\$141,250	\$144,782

**Includes leave loading**