



Schedule – Salary and Allowance Rates

Table 1: Salary Rates

APS Levels	Classification	Salaries - current	2% increase - 30 November 2019	2% increase - 30 November 2020	2% increase - 30 November 2021
APS 1	APS 1-2.1	\$44,784	\$45,680	\$46,594	\$47,526
	APS 1-2.2	\$47,472	\$48,421	\$49,389	\$50,377
APS 2	APS 1-2.3	\$51,424	\$52,452	\$53,501	\$54,571
	APS 1-2.4	\$54,443	\$55,532	\$56,643	\$57,776
	APS 1-2.5	\$58,019	\$59,179	\$60,363	\$61,570
APS 3	APS 3.1	\$58,430	\$59,599	\$60,791	\$62,007
	APS 3.2	\$60,184	\$61,388	\$62,616	\$63,868
	APS 3.3	\$63,089	\$64,351	\$65,638	\$66,951
	APS 3.4	\$65,363	\$66,670	\$68,003	\$69,363
APS 4	APS 4.1	\$65,873	\$67,190	\$68,534	\$69,905
	APS 4.2	\$67,739	\$69,094	\$70,476	\$71,886
	APS 4.3	\$71,714	\$73,148	\$74,611	\$76,103
APS 5	APS 5.1	\$71,862	\$73,299	\$74,765	\$76,260
	APS 5.2	\$74,016	\$75,496	\$77,006	\$78,546
	APS 5.3	\$78,833	\$80,410	\$82,018	\$83,658
APS 6	APS 6.1	\$80,882	\$82,500	\$84,150	\$85,833
	APS 6.2	\$83,307	\$84,973	\$86,672	\$88,405
	APS 6.3	\$87,236	\$88,981	\$90,761	\$92,576
	APS 6.4	\$91,833	\$93,670	\$95,543	\$97,454
EL 1	EL 1.1	\$105,817	\$107,933	\$110,092	\$112,294
	EL 1.2	\$108,689	\$110,863	\$113,080	\$115,342
	EL 1.3	\$113,814	\$116,090	\$118,412	\$120,780
EL 2	EL 2.1	\$124,531	\$127,022	\$129,562	\$132,153
	EL 2.2	\$128,268	\$130,833	\$133,450	\$136,119
	EL 2.3	\$132,116	\$134,758	\$137,453	\$140,202
	EL 2.4	\$139,917	\$142,715	\$145,569	\$148,480
	EL 2.5	\$144,686	\$147,580	\$150,532	\$153,543

APS Levels	Classification	Salaries - current	2% increase - 30 November 2019	2% increase - 30 November 2020	2% increase - 30 November 2021
Research Scientists					
APS 6	RS 1.1	\$80,882	\$82,500	\$84,150	\$85,833
	RS 1.2	\$83,307	\$84,973	\$86,672	\$88,405
	RS 1.3	\$87,236	\$88,981	\$90,761	\$92,576
	RS 1.4	\$91,833	\$93,670	\$95,543	\$97,454
EL 1	RS 1.5	\$105,817	\$107,933	\$110,092	\$112,294
	RS 1.6	\$108,689	\$110,863	\$113,080	\$115,342
	RS 1.7	\$113,814	\$116,090	\$118,412	\$120,780
EL 2	SRS 1.1	\$120,906	\$123,324	\$125,790	\$128,306
	SRS 1.2	\$124,531	\$127,022	\$129,562	\$132,153
	SRS 1.3	\$129,592	\$132,184	\$134,828	\$137,525
	SRS 1.4	\$133,440	\$136,109	\$138,831	\$141,608
	SRS 1.5	\$137,405	\$140,153	\$142,956	\$145,815
	SRS 1.6	\$141,492	\$144,322	\$147,208	\$150,152
	SRS 1.7	\$149,691	\$152,685	\$155,739	\$158,854
EL 2	PRS 1.1	\$148,702	\$151,676	\$154,710	\$157,804
	PRS 1.2	\$154,697	\$157,791	\$160,947	\$164,166
	PRS 1.3	\$159,337	\$162,524	\$165,774	\$169,089
	PRS 1.4	\$167,991	\$171,351	\$174,778	\$178,274
EL 2	SPRS 1.1	\$173,963	\$177,442	\$180,991	\$184,611
	SPRS 1.2	\$179,183	\$182,767	\$186,422	\$190,150
	SPRS 1.3	\$184,558	\$188,249	\$192,014	\$195,854
	SPRS 1.4	\$193,970	\$197,849	\$201,806	\$205,842
Legal Officers					
APS 3	LO 1.1	\$65,363	\$66,670	\$68,003	\$69,363
APS 4	LO 1.2	\$71,714	\$73,148	\$74,611	\$76,103
APS 5	LO 1.3	\$74,016	\$75,496	\$77,006	\$78,546
APS 6	LO 1.4	\$78,525	\$80,096	\$81,698	\$83,332
	LO 1.5	\$87,236	\$88,981	\$90,761	\$92,576
	LO 1.6	\$94,365	\$96,252	\$98,177	\$100,141
EL 1	SLO 1.1	\$105,817	\$107,933	\$110,092	\$112,294
	SLO 1.2	\$111,949	\$114,188	\$116,472	\$118,801
	SLO 1.3	\$122,230	\$124,675	\$127,169	\$129,712
	SLO 1.4	\$129,592	\$132,184	\$134,828	\$137,525
EL 2	PLO 1.1	\$137,405	\$140,153	\$142,956	\$145,815
	PLO 1.2	\$141,492	\$144,322	\$147,208	\$150,152
	PLO 1.3	\$149,691	\$152,685	\$155,739	\$158,854

APS Levels	Classification	Salaries - current	2% increase - 30 November 2019	2% increase - 30 November 2020	2% increase - 30 November 2021
Public Affairs Officers					
APS 4	PAO 1.1	\$65,873	\$67,190	\$68,534	\$69,905
	PAO 1.2	\$71,714	\$73,148	\$74,611	\$76,103
APS 5	PAO 1.3	\$74,016	\$75,496	\$77,006	\$78,546
	PAO 1.4	\$78,643	\$80,216	\$81,820	\$83,456
APS 6	PAO 2.1	\$83,307	\$84,973	\$86,672	\$88,405
	PAO 2.2	\$85,807	\$87,523	\$89,273	\$91,058
	PAO 2.3	\$94,820	\$96,716	\$98,650	\$100,623
EL 1	PAO 3.1	\$105,817	\$107,933	\$110,092	\$112,294
	PAO 3.2	\$116,661	\$118,994	\$121,374	\$123,801
	PAO 3.3	\$124,531	\$127,022	\$129,562	\$132,153
	PAO 3.4	\$133,440	\$136,109	\$138,831	\$141,608
EL 2	SPAO 1.1	\$141,242	\$144,067	\$146,948	\$149,887
	SPAO 2.1	\$149,691	\$152,685	\$155,739	\$158,854
Head Office Antarctic Medical Practitioners					
EL 1	HO AMP 1.1	\$133,801	\$136,477	\$139,207	\$141,991
	HO AMP 1.2	\$150,527	\$153,538	\$156,609	\$159,741
EL 2	HO AMP 2.1	\$156,102	\$159,224	\$162,408	\$165,656
	HO AMP 2.2	\$172,828	\$176,285	\$179,811	\$183,407
	HO AMP 2.3	\$178,403	\$181,971	\$185,610	\$189,322
	HO AMP 2.4	\$195,128	\$199,031	\$203,012	\$207,072
	HO AMP 2.5	\$200,703	\$204,717	\$208,811	\$212,987
	HO AMP 2.6	\$228,578	\$233,150	\$237,813	\$242,569
Expeditioner Antarctic Medical Practitioners					
EL 1	EAMP 1.1	\$133,801	\$136,477	\$139,207	\$141,991
	EAMP 1.2	\$150,527	\$153,538	\$156,609	\$159,741
EL 2	EAMP 2.1	\$156,102	\$159,224	\$162,408	\$165,656
	EAMP 2.2	\$172,828	\$176,285	\$179,811	\$183,407
	EAMP 2.3	\$178,403	\$181,971	\$185,610	\$189,322
	EAMP 2.4	\$195,128	\$199,031	\$203,012	\$207,072

APS Levels	Classification	Salaries - current	2% increase - 30 November 2019	2% increase - 30 November 2020	2% increase - 30 November 2021
Expeditioners					
APS 2	Exp Band 1.1	\$57,913	\$59,071	\$60,252	\$61,457
	Exp Band 1.2	\$61,363	\$62,590	\$63,842	\$65,119
APS 3	Exp Band 1.3	\$65,019	\$66,319	\$67,645	\$68,998
	Exp Band 1.4	\$68,900	\$70,278	\$71,684	\$73,118
APS 4	Exp Band 1.5	\$73,009	\$74,469	\$75,958	\$77,477
	Exp Band 1.6	\$77,360	\$78,907	\$80,485	\$82,095
APS 4	Exp Band 2.1	\$71,148	\$72,571	\$74,022	\$75,502
	Exp Band 2.2	\$74,763	\$76,258	\$77,783	\$79,339
APS 5	Exp Band 2.3	\$78,566	\$80,137	\$81,740	\$83,375
	Exp Band 2.4	\$82,565	\$84,216	\$85,900	\$87,618
APS 6	Exp Band 2.5	\$86,766	\$88,501	\$90,271	\$92,076
	Exp Band 2.6	\$91,183	\$93,007	\$94,867	\$96,764
	Exp Band 2.7	\$95,826	\$97,743	\$99,698	\$101,692
EL 1	Exp Band 3.1	\$98,603	\$100,575	\$102,587	\$104,639
	Exp Band 3.2	\$103,180	\$105,244	\$107,349	\$109,496
	Exp Band 3.3	\$107,969	\$110,128	\$112,331	\$114,578
	Exp Band 3.4	\$112,987	\$115,247	\$117,552	\$119,903
EL 2	Exp Band 4.1	\$125,083	\$127,585	\$130,137	\$132,740
	Exp Band 4.2	\$132,668	\$135,321	\$138,027	\$140,788
Training Broadband					
APS 1	1	\$44,784	\$45,680	\$46,594	\$47,526
	2	\$47,472	\$48,421	\$49,389	\$50,377
	3	\$51,424	\$52,452	\$53,501	\$54,571
APS 2	4	\$54,443	\$55,532	\$56,643	\$57,776
	5	\$58,019	\$59,179	\$60,363	\$61,570
APS 3	6	\$58,430	\$59,599	\$60,791	\$62,007
	7	\$60,184	\$61,388	\$62,616	\$63,868
	8	\$63,089	\$64,351	\$65,638	\$66,951
	9	\$65,363	\$66,670	\$68,003	\$69,363
APS 4	10	\$65,873	\$67,190	\$68,534	\$69,905
	11	\$67,739	\$69,094	\$70,476	\$71,886
	12	\$71,714	\$73,148	\$74,611	\$76,103
APS 5	13	\$71,862	\$73,299	\$74,765	\$76,260
	14	\$74,016	\$75,496	\$77,006	\$78,546
	15	\$78,833	\$80,410	\$82,018	\$83,658



Table 2: Allowance Rates

Allowance	Condition	Allowance Rates - current	2% increase - 30 November 2019	2% increase - 30 November 2020	2% increase - 30 November 2021
Overtime Meal Allowance		\$29.17	\$29.75	\$30.35	\$30.96
Restriction Allowance (AAD only)		\$24,791	\$25,287	\$25,793	\$26,308
At Sea Allowance		\$113.46	\$115.73	\$118.04	\$120.40
Camping Allowance		\$113.46	\$115.73	\$118.04	\$120.40
Additional Camping Allowance		\$30.40	\$31.01	\$31.63	\$32.26
Cadet Allowance		\$1,185	\$1,209	\$1,233	\$1,258
Community Language Allowance Rate 1		\$967	\$986	\$1,006	\$1,026
Community Language Allowance Rate 2		\$1,930	\$1,969	\$2,008	\$2,048
Community Language Allowance Rate 3		\$3,193	\$3,257	\$3,322	\$3,388
Departmental Liaison Officer Allowance		\$20,115	\$20,517	\$20,928	\$21,346
Study Bursary University Rate		\$2,899	\$2,957	\$3,016	\$3,076
Study Bursary TAFE etc. Rate		\$1,449	\$1,478	\$1,508	\$1,538
First Aid - HSR – EM - WCO Allowance		\$30.40	\$31.01	\$31.63	\$32.26
Outdoor Work Allowance		\$2,887	\$2,945	\$3,004	\$3,064
Hat Allowance		\$171	\$174	\$178	\$181
Boot Allowance		\$224	\$228	\$233	\$238
Diving Allowance		\$34.61	\$35.30	\$36.01	\$36.73
Krill and Marine Aquarium Maintenance Allowance		\$123.61	\$126.08	\$128.60	\$131.18
Vacation Assistance (per child)		\$23.34	\$23.81	\$24.28	\$24.77
Remote Localities Allowance - Norfolk Island	Without Dependants	\$7,403	\$7,551	\$7,702	\$7,856
	With Dependants	\$10,885	\$11,103	\$11,325	\$11,551
Remote Localities Allowance - Kakadu/Jabiru	Without Dependants	\$8,200	\$8,364	\$8,531	\$8,702
	With Dependants	\$11,611	\$11,843	\$12,080	\$12,322
Remote Localities Allowance - Christmas Island	Without Dependants	\$10,523	\$10,733	\$10,948	\$11,167
	With Dependants	\$15,240	\$15,545	\$15,856	\$16,173

Allowance	Condition	Allowance Rates - current	2% increase - 30 November 2019	2% increase - 30 November 2020	2% increase - 30 November 2021
Remote Localities Allowance - Uluru – Kata Tjuta	Without Dependants	\$12,917	\$13,175	\$13,439	\$13,708
	With Dependants	\$18,868	\$19,245	\$19,630	\$20,023
Remote Localities Allowance - Cocos (Keeling) Islands	Without Dependants	\$14,079	\$14,361	\$14,648	\$14,941
	With Dependants	\$20,682	\$21,096	\$21,518	\$21,948
Remote Localities Allowance - Darwin	Without Dependants	\$2,630	\$2,683	\$2,736	\$2,791
	With Dependants	\$4,827	\$4,924	\$5,022	\$5,122
Remote Localities Allowance - Booderee	Without Dependants	\$1,844	\$1,881	\$1,918	\$1,957
	With Dependants	\$2,819	\$2,875	\$2,933	\$2,992
Leave Fares Assistance Darwin		\$2,511	\$2,561	\$2,612	\$2,665
Leave Fares Assistance Norfolk Island		\$2,076	\$2,118	\$2,160	\$2,203
Leave Fares Assistance Kakadu/Jabiru		\$2,511	\$2,561	\$2,612	\$2,665
Leave Fares Assistance Christmas Island		\$2,766	\$2,821	\$2,878	\$2,935
Leave Fares Assistance Uluru – Kata Tjuta		\$2,176	\$2,220	\$2,264	\$2,309
Leave Fares Assistance Cocos (Keeling) Islands		\$2,734	\$2,789	\$2,844	\$2,901
Darwin Reunion Fares Assistance – NT/SA		\$2,511	\$2,561	\$2,612	\$2,665
Darwin Reunion Fares Assistance – ACT		\$3,399	\$3,467	\$3,536	\$3,607
Darwin Reunion Fares Assistance – QLD		\$2,566	\$2,617	\$2,670	\$2,723
Darwin Reunion Fares Assistance – NSW		\$2,835	\$2,892	\$2,950	\$3,009
Darwin Reunion Fares Assistance – VIC		\$2,908	\$2,966	\$3,025	\$3,086
Darwin Reunion Fares Assistance – TAS		\$3,319	\$3,385	\$3,453	\$3,522
Darwin Reunion Fares Assistance – WA		\$2,617	\$2,669	\$2,723	\$2,777
Allowance in Lieu of Overtime	Expeditioner	\$29,888	\$30,486	\$31,095	\$31,717
	Head Office	\$29,888	\$30,486	\$31,095	\$31,717
Common Duties Allowance	Expeditioner	\$14,945	\$15,244	\$15,549	\$15,860
	Head Office	\$14,945	\$15,244	\$15,549	\$15,860

Allowance	Condition	Allowance Rates - current	2% increase - 30 November 2019	2% increase - 30 November 2020	2% increase - 30 November
Antarctic Allowance	Expeditioner	\$14,945	\$15,244	\$15,549	\$15,860
	Head Office	\$14,945	\$15,244	\$15,549	\$15,860
Wintering Allowance		\$1,592	\$1,624	\$1,656	\$1,689
Returning Expeditioner Allowance	1 prior season	\$2,653	\$2,706	\$2,760	\$2,815
	2 prior seasons	\$5,306	\$5,412	\$5,520	\$5,631
	3 prior seasons	\$7,958	\$8,117	\$8,280	\$8,445
	4 prior seasons	\$10,611	\$10,823	\$11,040	\$11,260
Additional Responsibilities Allowance	Deputy Station Leader	\$6,936	\$7,075	\$7,216	\$7,361
	Deputy Field Leader	\$6,936	\$7,075	\$7,216	\$7,361
	Boat Master – Macquarie Is.	\$1,666	\$1,699	\$1,733	\$1,768
	Search and Rescue Leader	\$1,666	\$1,699	\$1,733	\$1,768
	Fire Chief	\$1,666	\$1,699	\$1,733	\$1,768